

Portland Business Journal **Article Takes a Closer Look at Foster Garvey's Diversity, Equity & Inclusion Work**

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With the two-year anniversary of the formation of Foster Garvey approaching soon, the *Portland Business Journal* recently connected with leaders of the firm's [Opportunity & Progress Council \(OPC\)](#) about how the merger empowered new thinking around diversity, equity and inclusion.

"We saw [the merger] as an opportunity to not only come together as a community, but really decide what values that we hold dear," said Paul Heer, associate and co-chair of the OPC. "Part of that process and part of that work meant taking this first principles approach to diversity, equity and inclusion."

Along with partner and fellow co-chair Bryan Helfer, Heer and the OPC worked to bring all different levels of staff and attorneys to the DEI conversation with equal footing. As a result, the firm has adopted many new initiatives, including a more robust DEI training program, expanding its leadership in the Washington Joint Minority Mentorship Program, and developing a [Declared Name and Pronouns Policy](#) that is publicly available for others to customize and adopt.

"We're not shying away from the important aspects of DEI, in fact, we're embracing them in a way that we think can be translatable and more of a way to call people into the conversation," Helfer said. "I've been out of law school for 15 years. I tell Paul Heer and others that you have to get where I am faster than I am. We have to create that opportunity in a more efficient manner."

Subscribers may access the full article on the [Portland Business Journal website](#).