

Diversity, Equity & Inclusion

We hold diversity, equity and inclusion as core values that are integrated into our firm's culture and the way we do business. By embracing these values, we provide our clients with innovative, creative and collaborative advocacy while creating inclusive, well-rounded teams.

We're committed to recruiting and mentoring diverse professionals from all backgrounds, maintaining an environment of belonging where our talented workforce can thrive, and increasing diversity representation in all aspects of our firm, including firm leadership. Our commitment to diversity, equity and inclusion goes beyond just numbers and statistics – it is essential to our success as a firm.

To guide us in these important areas, we have established the Opportunity & Progress Council (OPC), our internal body dedicated to executing the firm's strategic initiatives aimed at breaking down institutional and cultural barriers to diversity, equity and inclusion. Its goal is to create a welcoming and supportive environment where everyone can do their best work together.

Our Commitment

We envision a workplace that reflects the vibrant communities we serve. Diversity, equity and inclusion are fundamental values that we strive to embody in every aspect of our organization, and we continuously strive to foster an environment where everyone feels valued, respected and supported.

Leadership

Our diverse team of professionals are well represented in our firm's leadership, holding positions as practice group leaders, office managing directors, committee chairs and Executive Committee and Practice Management Committee members. We value the unique perspectives and experiences that each team member brings to the table, translating into exceptional legal services for our clients.

Hiring & Training

In our efforts to expand our diverse, best-in-class legal talent, we participate in minority job fairs and diversity receptions at law schools across the United States, such as Seattle University and the University of Washington, as well as at events facilitated by local law firms.

To promote an inclusive workplace, we provide annual training to all of our professionals. We also partnered with leading inclusion and diversity experts to team up on developing tools and unlocking new opportunities for better serving clients. Our attorneys are actively involved in numerous affinity groups, which provide key insights and information that we can use to continuously improve our practices.

Our attorneys are involved with a variety of key organizations that focus on enhancing diversity across law and business, including:

- American Women in Radio and Television
- Cardozo Society of Washington State
- Japan Business Association of Seattle
- Lambda Legal Defense and Education Fund
- Legal Voice
- Loren Miller Bar Association
- Minority Media and Telecommunications Council
- Mother Attorneys Mentoring Association of Seattle (MAMAS)
- Nichibei Women's Network
- Northwest Indian Bar Association
- Oregon Minority Lawyers Association
- Oregon Women Lawyers
- Oregon Gay and Lesbian Law Association
- South Asian Bar Association
- Vietnamese American Bar Association
- Washington Women Lawyers