

Diversity, Equity & Inclusion

Amundsen Davis is an Equal Opportunity Employer. We support and encourage workforce diversity. We do not discriminate because of an individual's race, color, religion, gender, national origin, sexual orientation, gender identity or expression, ancestry, citizenship, creed, marital status, veteran status, age, family care giving responsibilities, genetic profile or predisposition, pregnancy or disability with respect to hiring, promotion, firing, compensation, or other terms, conditions, or privileges of employment.

Diversity, Equity and Inclusion Committee

Our Diversity, Equity and Inclusion Committee is a group of partners, associates and administrative professionals that meet regularly to ensure inclusion is a part of AD culture.

DIVERSITY, EQUITY AND INCLUSION INITIATIVES INCLUDE:

- Greater transparency in communications around performance expectations, feedback, path to partnership, and other key factors in an employee's firm experience.
- An enhanced professional development program for new hires, associates, service group leaders, and other partners that will enhance skill set development in leadership.
- A system of enhanced and clarified performance management at all levels of the firm that includes how well leaders manage the differing perspectives of all firm employees.

MENTORING

Amundsen Davis's cultural commitment to the personal and professional growth of our attorneys is best evident in the firm's mentorship program. A mentor is defined as an experienced and trusted adviser and that is exactly what the program aims to achieve as a connection between our mentors and mentees. Our mentors provide guidance and encouragement, an ear to listen, a brain to pick and a push in the right direction when needed. The mentorship program happens in three phases to account for where each of our firm members is on their personal journey. Mentors and mentees are matched so that each mentee sees themselves reflected in the journey of the mentor.

Leadership Rebecca Bush, co-chair Edna McLain, co-chair