

## Diversity & Inclusion

Diversity, equity and inclusion are core values at Foster Garvey that are integrated into the firm's culture and the way we do business. Through these core values we enhance our ability to provide clients with innovative, creative and collaborative advocacy, as well as creating a vibrant Foster Garvey team. We are committed to recruiting and mentoring diverse attorneys and staff, maintaining an inclusive environment in which our talented workforce may thrive and increasing diversity representation in all aspects of our firm, including firm leadership.

### Our Commitment

Foster Garvey's goal is a workplace reflective of the communities we serve. We firmly believe that commitment to the principles of diversity, equity and inclusion involves more than statistics. The firm's commitment is exemplified by our ongoing efforts to continually improve diversity, equity and inclusion in every aspect of our workplace.

### Leadership

Our diverse attorneys and staff are active in firm leadership, holding positions as Practice Group Leaders, managing directors of our offices, chairs of committees and members of the firm's Executive Committee and Practice Management Committee.

### Hiring & Training

Foster Garvey has a strong record of recruiting diverse attorneys from across the United States. We participate in minority job fairs and diversity receptions at law schools including Seattle University and the University of Washington, as well as at local law firms.

We provide training annually to our attorneys and staff to promote an inclusive workplace. We have worked with several inclusion and diversity experts who have helped us appreciate the opportunities that an inclusive firm brings and how it helps us better serve our clients.

Our attorneys are involved in numerous affinity groups and bring key information and insight back to the firm for discussion. Foster Garvey attorneys are currently involved with organizations 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