

Opportunity & Progress Council

Foster Garvey's Diversity, Equity and Inclusion Program

Paving the way toward a more *equitable future*.

We believe it is our duty and moral imperative as legal professionals to take measurable action in support of [PM1] inclusion, equality and respect for people of all backgrounds. To that end, the firm supports and invests in the work of the Opportunity & Progress Council (OPC) to break down institutional and cultural barriers to diversity, equity and inclusion.

The OPC's mission is to champion opportunity, increase diversity and embrace inclusion to secure enduring progress towards a shared environment where everyone can do their best work together, both within our firm and in the communities we serve.

Working alongside our firm's leaders, the OPC is focused on guiding Foster Garvey's organizational culture to holistically value and advance individuals from historically underrepresented groups, including people of color, those with disabilities, women and the LGBTQ community, with an emphasis on promoting these individuals into leadership roles. By empowering and supporting a multitude of perspectives, the OPC enriches our communities and enhances our ability to best serve our clients.

Strategic Initiatives of the Opportunity & Progress Council:

Equitable Compensation & Leave Policies

We examine the firm's compensation process and leave policies, benchmarking above industry standards to find areas for improvement, including incorporating pay equity principles.

Participation in Organizations & Coalitions

We are active participants in diversity organizations and coalitions, including the Law Firm Antiracism Alliance, where our legal professionals serve on boards and working committees to effectively leverage resources across the nation in support of inclusion, equality and an end to systemic racism.

In-Depth Training Curriculum

We establish and maintain an in-depth diversity, equity and inclusion training curriculum for all of the firm's professionals.

Housing the Joint Minority Mentorship Program (JMMP)



Since its inception, we host the Washington Joint Minority Mentorship Program (JMMP), which serves diverse law students in partnership with a growing number of specialty bar associations, including the South Asian Bar Association of Washington, the Middle Eastern Legal Association of Washington, the Northwest Indian Bar Association, the Indian Law Section of the Washington State Bar, the Washington Attorneys with Disabilities Association, Washington Women Lawyers and the Korean American Bar Association of Washington.

Investment in External Leadership Programs

We invest in external training programs, such as Leadership Tomorrow, to develop effective and diverse future leaders from historically underrepresented groups.

Recruitment, Retention & Promotion of Talent

We work with firm leadership to recruit, retain and promote diverse talent.

Support for Law Student Fellowship Programs

We provide "wrap-around" workflow and social mentorship to incoming law student fellows from the Multnomah Bar Association Fellows Program and the firm's Kenneth L. Schubert Jr. 1L Diversity Fellowship Program.

Vendor Relationships

We review existing vendor relationships to ensure that a certain percentage of annual firm expenditures support women and minority-owned businesses.

Conversation Facilitation

We facilitate difficult conversations by creating open discussion spaces across the firm for dialogue regarding racial and social equity.

Community-Aligned Pro Bono & Service

We support the firm's focus on pro bono representation for criminal justice reform and transformative justice.

Additionally, our people dedicate pro bono and community service efforts to supporting community organizations whose missions align with ours.