



Marshall, Gerstein & Borun LLP

Diversity, Equity, and Inclusion Strategic Plan

Mission Statement

For over six decades, we have delivered the highest quality of service to our clients by staffing legal teams with diverse personnel, and recognizing that inclusion of different perspectives supports our collective commitment to excellence, ethics, and collaboration.

We strive to recruit the best minds from all backgrounds and to maintain a working and learning environment where different perspectives are valued and all of our people thrive. Diversity, equity, and inclusion are not merely firm initiatives; they are values that help define who we are and guide what we do.

Working Action Plan

All strategies should strengthen and support our people, our client service, and our long-term financial success.

The Diversity, Equity and Inclusion (“DEI”) Committee is responsible for fulfilling the firm’s DEI mission through the development and execution of a long-range action plan, which engages all individuals within the firm. Our primary strategies for implementing the firm’s DEI mission are: Education, Recruiting, Retention, Communication and Accountability.

Education

Our goal is to increase awareness, dialogue, and knowledge of DEI issues within the firm and in the broader community.

- Develop cultural competence and foster inclusion by increasing awareness of and appreciation for cultural differences
- Facilitate opportunities to bridge gaps by seeking to understand the differences which allow all individuals to bring their authentic selves to work each day
- Equip leaders of practice groups, firm committees and administrative departments with the information and resources needed to advance the firm's DEI strategy
- Engage DEI professionals and community leaders to share their knowledge, experience and best practices with all individuals in the firm
- Enhance individual engagement by identifying and sharing opportunities to support internal and external DEI events

Recruiting

Our goal is to attract talented individuals with diverse backgrounds and diverse perspectives through deliberate and intentional sourcing strategies.

- Implement programs to attract diverse talent, including pipeline initiatives in collaboration with clients, educational institutions, and diverse organizations
- Establish relationships with underrepresented student and professional organizations to advertise job opportunities
- Strengthen strategic partnerships with recruiting agencies that support our DEI recruiting goals
- Convey our commitment to and progress towards improving DEI internally and externally during the recruiting process
- Appoint DEI Liaisons to oversee the recruiting process for all hiring decisions in accordance with this strategic plan
- Require DEI training for all representatives of the firm who interview candidates

Retention

Our goal is to retain our diverse population by providing a supportive environment that cultivates a sense of belonging and maximizes opportunities for professional development and advancement.

- Develop and implement programs that provide equal access to professional development opportunities in the firm
- Ensure the core competency model sets clear and equitable expectations for career advancement
- Incorporate DEI expectations in the performance review process and evaluate performance relative to the self-evaluation and professional development plan, which should include the individual's goals for advancing DEI principles
- Integrate DEI into firm culture and assist employee resource groups as needed to foster a supportive and inclusive work environment
- Monitor employee engagement and professional development to ensure effectiveness of firm retention strategies

Communication

Our goal is to foster continuous courageous conversations about DEI in our firm and in the community through authenticity, empathy and allyship.

- Facilitate dialogue that encourages open and honest conversations that value and respect diversity of thoughts, ideas, and opinions of all individuals
- Provide a safe forum for all individuals to feel empowered to offer their views on how to make the firm a more diverse, equitable and inclusive environment
- Create and disseminate a clear, concise and consistent message for DEI that is inclusive in language and imagery and accessible both internally and externally
- Demonstrate our DEI commitment by sharing our strategic plan with our clients, vendors, candidates and the legal community

Accountability

Our goal is to consistently execute this strategic plan by evaluating the effectiveness of our initiatives and providing transparency in our successes, as well as our continued challenges.

- Systematically evaluate and improve DEI initiatives in this strategic plan to eliminate practices that act as barriers to a diverse and inclusive workplace
- Monitor, evaluate, and communicate DEI statistics and analyses, both internally and externally
- Accurately track DEI activities and engagements through timekeeping and evaluation procedures to inform compensation decisions
- Ensure that each firm committee and practice group integrates DEI into its professional and client development plans and creates objective measurable goals for tracking progress on DEI initiatives
- Recognize individuals and groups who contribute in meaningful ways to the successful implementation of this strategic plan