

Diversity, Equity & Inclusion

Foster Garvey holds diversity, equity and inclusion as core values that are integrated into our firm's culture and the way we do business. We believe that by embracing these values, we can provide our clients with innovative, creative and collaborative advocacy while creating a vibrant and inclusive Foster Garvey team.

We are committed to recruiting and mentoring diverse professionals, maintaining an inclusive environment where our talented workforce can thrive, and increasing diversity representation in all aspects of our firm, including firm leadership. We value diversity and believe that it is essential to our success as a firm.

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

Our Commitment

We are committed to creating a workplace that reflects the communities we serve. We firmly believe that this commitment to diversity, equity, and inclusion goes beyond just numbers and statistics. It is a fundamental value that we strive to embody in every aspect of our workplace.

We are continuously working to improve our efforts to promote diversity, equity, and inclusion within our firm. Our goal is to create an environment where everyone feels valued, respected, and supported.

Leadership

Our diverse team of professionals at Foster Garvey are integral to the leadership of our firm. They hold positions as Practice Group Leaders, managing directors of our offices, chairs of committees, and members of our Executive Committee and Practice Management Committee. We value the unique perspectives and experiences that each team member brings to the table, allowing us to provide innovative and exceptional legal services to our clients.

Hiring & Training

At Foster Garvey, we are committed to recruiting diverse talent from across the United States. To do so, we participate in minority job fairs and diversity receptions at law schools 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 have also worked with leading 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 actively involved in numerous affinity groups, which provide key insights and

information that we can use to continuously improve our practices.

Currently, Foster Garvey attorneys are involved with a variety of 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

The firm's diversity, equity, and inclusion program is managed by Equity & Pro Bono Specialist [Hannah Fine](#). Please reach out to her at hannah.fine@foster.com with any questions.