

## Mission Statement

### What does diversity and inclusion mean to Chamberlain Hrdlicka?

Diversity and inclusion are absolutely integral to Chamberlain Hrdlicka's vision, strategy, and continued success. It is part of the foundation of our law firm culture.

Diversity and inclusion make Chamberlain Hrdlicka a better, stronger law firm and a better place to work. It enables us to better serve our diverse clients' needs and provide outstanding service to our clients and communities. And as a result, it makes it possible for us to deliver more value to our clients and the communities in which we live and practice.

### Chamberlain Hrdlicka recognizes that by making diversity and inclusion a competitive advantage, we can:

- Increase the inclusiveness of the Firm's work environment
- Better understand our diverse clients' needs
- Give clients and communities outstanding service
- Deliver more value to our clients

### The Firm has set diversity and inclusion policies and objectives, and measures success with:

- Hiring, retaining, and promoting diverse attorneys and staff
- Serving diverse clients
- Partnering with diverse communities

### Chamberlain Hrdlicka's Diversity and Inclusion Objectives

We have identified four strategic steps for becoming a more diverse law firm:

#### 1. Executive management team takes responsibility for diversity and inclusion.

We hold ourselves and others accountable. The Diversity and Attorney Development Committee makes recommendations to our Board of Directors and Practice Section Chairs, and helps ensure that our Firm is making measurable progress in the following:

- Diversity and inclusion education
- Recruiting and placement efforts of diverse attorneys and staff members
- Building a management team inclusive of people of color, women, and other diverse groups

## **Mission Statement, Continued**

### **2. Our associates participate in the Development and Mentoring Program in an effort to ensure that people from diverse backgrounds are in all levels of the Firm.**

The Diversity and Attorney Development Committee in partnership with the Board of Directors and Recruiting Committee are accountable for attracting diverse candidates and for developing and retaining a diverse leadership pipeline. We want management to consider diverse candidates for every open position at the Firm.

The American Bar Association has recognized that many female and ethnically diverse attorneys cite the lack of training, client interaction, and opportunities to work on meaningful projects as bases for leaving private law firm practice. As such, the Diversity and Attorney Development Committee has developed and instituted a comprehensive mentoring program to ensure that all associates benefit from equal opportunities to develop their legal skills, and that our clients, in turn, benefit from working with highly skilled associates.

Our diversity and inclusion objectives will be achieved, in part, by instituting and acting upon policies to ensure that all of our team members have meaningful opportunities and resources for developing their skills and talents.

### **3. We have long-term relationships with diverse communities.**

We use targeted marketing to build awareness of client services we tailor to respond to their needs. Some examples of our Firm's relationships with diverse communities include active participation at all levels in the following organizations:

- Georgia Association of Latino Elected Officials
- Georgia Hispanic Chamber of Commerce
- Hispanic Contractors Association of Georgia
- Houston Minority-Owned Businesses
- Houston Women-Owned Businesses

### **4. We contribute to the diverse communities in which we live and work.**

The Firm's charitable giving benefits diverse communities and we partner with many community-based groups. For example, our Firm's attorneys hold leadership positions, volunteer their time, and/or otherwise support the following diverse organizations:

## **Mission Statement, Continued**

- 11Alive Community Service
- AD Players
- Agape Center
- AID Atlanta
- Alley Theater
- Altus Foundation
- American Jewish Committee
- American Leadership Forum
- Asian Chamber of Commerce
- Atlanta Women's and Children's Center
- Big Brothers Big Sisters of Greater Houston
- Boys & Girls Club of Metro Atlanta
- Boy Scouts of America
- Buckhead Lion's Club
- Camp For All
- Center for Houston's Future
- Children's Bereavement Center of South Texas
- ClubBlue (Boys and Girls Club of Metro Atlanta)
- Cristo Rey Jesuit College Preparatory School
- East End Chamber of Commerce
- Evelyn Rubenstein Jewish Community Center of Houston
- Federal Bar Association
- Filing for Freedom (Help Prepare Taxes for Military Families and First Responders)
- Georgia Association of Latino Elected Officials
- Georgia Center for Child Advocacy
- Georgia Equality
- Georgia Justice Project
- Greater Houston Partnership
- Haven for Hope
- Helping Elder Hands (Houston Young Lawyers Association)
- Hermann Park Conservancy

## **Mission Statement, Continued**

- Hispanic Alliance for the Performing Arts dba Austin Sound Waves
- Hispanic Bar Association of Houston
- Hispanic Contractors Association of Georgia
- Houston Bar Association
- Houston Bar Foundation
- Houston Food Bank
- Houston Lawyers Association
- Houston Young Lawyers Foundation
- Human Rights Campaign
- I Care San Antonio
- Jewish Federation of Greater Atlanta
- Jewish Federation of San Antonio
- Kids Meals
- Law Day (Houston Bar Association)
- Leadership Houston
- LegalLines (Houston Bar Association)
- Mexican American Bar Association of Houston
- Oceans for Youth
- Pro Bono Partnership of Atlanta
- Restoring Hope In New Orleans
- San Antonio Chamber of Commerce
- Social Venture Partners San Antonio
- Souper Bowl of Caring
- SpringSpirit
- Starlight Starbright Children's Foundation
- Texas Bar Foundation
- Temple Beth-El
- Texas Minority Counsel Program
- Texas Society of CPAs
- Texas Women Lawyers
- The Glenn Institute for Philanthropy and Service Learning

## **Mission Statement,** *Continued*

- The Shepherd Center
- Trinity Presbyterian Church Task Force on Poverty
- Tomorrow's Attorney Pipeline Program
- United Way of Greater Houston
- Volunteer Income Tax Assistance
- Yellowstone Academy

