

# DIVERSITY

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At Lightfoot, we strive to create and maintain a work environment where top-notch attorneys from all backgrounds are welcomed, trained and challenged to become superior trial lawyers. Diversity is a core principle at our law firm, as there is value and power in a diverse collection of ideas, skills and strengths.

## RECRUITING TOP-NOTCH TALENT ACROSS THE SPECTRUM

We actively seek out diverse legal talent, not only through on-campus interviews, but also through national and regional minority job fairs such as the Southeastern Minority Job Fair and the Southern Region of the National Black Law Students Association Job Fair.

Our inclusive approach to hiring expands beyond our lawyers. We are committed to recruiting a diverse, talented staff, as our clients benefit from a legal team with varying backgrounds, viewpoints and life experiences.

The career and recruiting website, Vault, has named Lightfoot the nation's "[Best Midsize Law Firm to Work For](#)" two years in a row. This recognition came in part due to our high rankings as one of the most diverse firms in the Southeast.

## A DIVERSITY COMMITTEE FOCUSED ON ACTIONABLE IMPROVEMENTS

Lightfoot has a dedicated Diversity Committee that routinely evaluates the firm's diversity efforts and suggests improvements. The committee supports many initiatives, including the firm's long-standing commitment to flexible work schedules and our mentoring program, which pairs each associate with a partner to provide career advice and guidance.

## LEADERS WHO ARE CREATING A MORE INCLUSIVE LEGAL COMMUNITY

Our commitment to diversity goes well beyond our own self-interest in attracting top-notch, diverse legal talent. Our lawyers devote hundreds of hours — and the firm provides thousands of dollars — each year to local, state and national efforts to diversify our community and the legal profession as a whole.

Wherever the local legal community has made strides to be more diverse, Lightfoot lawyers have been there leading the way. Lightfoot lawyers have:

- Served as vice co-chair of the Alabama State Bar's first task force on diversity
- Served as vice co-chair of the Alabama Defense Lawyers Association's first diversity task force
- Served as a founding member of the Alabama State Bar's Hispanic Outreach Committee
- Served as a founding member and chair of the Defense Research Institute (DRI) Women in the Law committee
- Served as a panel speaker for DRI's first ever *Diversity for Success* seminar
- Served on the Women's Committee for Cornerstone Schools of Alabama
- Served as a founding member of the Alabama State Bar's Spanish Speaking Lawyer's Committee, as chair of its Rules Subcommittee, and a member of its legislative review task force
- Served on the Birmingham Bar Association Task Force on Diversity Initiatives

- Served as co-chair of the Diversity in the Profession Committee of the Alabama State Bar Association
- Presented to 1L members of the University of Alabama's Black Law Students Association (BLSA) chapter on how to succeed in law school
- Sponsored the Alabama State Bar Minority Pre-Law Conference Program as a firm
- Received multiple awards by the University of Alabama's Black Law Students Association for the firm's commitment to diversity

We believe promoting diversity is about putting words into action, and we pursue that beyond our local communities as well. That's why our lawyers routinely organize, lead and participate in national seminars devoted to diversity in the legal profession, and they support and promote the careers of female and minority lawyers across the country.

Here are just some of the ways our attorneys have been involved in creating a more diverse legal community at a national level:

- Serving as the Past President for Region VII of the Hispanic National Bar Association's Board of Governors
- Serving as Chair of the Business Development Committee of the DuPont Women's Legal Network
- Serving as a board member for the Young Lawyers Division of the National Bar Association, the nation's oldest and largest national association of predominantly African-American lawyers and judges
- Serving as diversity liaison for the DRI Toxic Torts and Environmental Law Seminar
- Participating in the annual DuPont Minority Counsel Network meeting
- Serving as co-chair of the DuPont Minority Counsel Network's Mentoring and Retention Committee
- Serving as program chair of the DRI Diversity for Success Seminar
- Serving as program chair of the DRI Women in the Law Seminar
- Serving as chair and vice-chair of DRI's Women in the Law Committee

We are proud of our achievements in the area of diversity and look forward to many more to come. If you would like additional information on our efforts or advice on how to implement some of our programs, please contact [Kevin Clark](#).