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Mission Statement

What does diversity mean to Chamberlain Hrdlicka?

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

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

1. Executive management team takes responsibility for diversity.

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

- Diversity 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

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.

Mission Statement, Continued

The Diversity and Attorney Development Committee in partnership with the Executive Committee 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. Chamberlain Hrdlicka has a plan for increasing diversity at the management level.

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 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:

- 11Alive Community Service
- Agape Center
- AIDS Atlanta

Mission Statement, *Continued*

- American Jewish Committee
- 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
- ClubBlue (Boys and Girls Club of Metro Atlanta)
- Georgia Center for Child Advocacy
- Georgia Equality
- Georgia Justice Project
- Green Law
- Jewish Federation of Greater Atlanta
- Helping Elder Hands (Houston Young Lawyers Association)
- Hispanic Bar Association of Houston
- Houston Lawyers Association
- Human Rights Campaign
- Law Day (Houston Bar Association)
- LegalLines (Houston Bar Association)
- Mexican American Bar Association of Houston
- Mexican American Bar Association of Texas
- Restoring Hope In New Orleans
- Texas Minority Counsel Program
- Texas Women Lawyers
- The Glenn Institute for Philanthropy and Service Learning
- The Shepherd Center
- Tomorrow's Attorney Pipeline Program
- Truancy Intervention Project
- Trinity Presbyterian Church Task Force on Poverty
- Volunteer Income Tax Assistance