

## DIVERSITY, EQUITY, AND INCLUSION



At Lewis Roca, we continually strive to foster a firm culture that draws strength from difference and creates opportunities for our people to grow. A diverse array of voices in the workplace also helps us build stronger teams, expand our networks, and broaden our horizons.

The firm's commitment to diversity, equity, and inclusion goes hand in hand with our dedication to delivering exceptional client service. Clients benefit from a broad range of perspectives, original thinking, and creative solutions.



While our efforts have earned recognition from top national publications, including *The American Lawyer's* Diversity Scorecard, we are committed to doing even more. By continuing to invest time, energy, and resources into diversity-related initiatives and partnerships, we can

keep bettering both ourselves and the legal profession.

## PROJECTS AND PROGRAMS

We promote diversity, equity, and inclusion through a cohesive set of initiatives that empower our people to share perspectives and influence change.

### AFFINITY GROUPS

The firm values affinity groups for women, minority, and LGBTQ lawyers to create space for important conversations through tailored programming. Formal events have ranged from workshops and focus groups to a firmwide book group. As we return to the office full time, we will also be launching several new employee resource groups that will create opportunities to nurture internal relationships while providing resources for education and community.

### BENEFITS

Lewis Roca's benefits program is designed to cultivate a progressive work environment where all of our employees can thrive. Included in our many benefits, we offer policies supporting alternative work schedules, paid parental leave, on- and off-ramping benefits around a leave of absence, back-up care reimbursement, and domestic partner benefits.

## LEGAL WRITING INTERNSHIPS

Our Denver, Las Vegas, Phoenix, and Tucson offices offer legal writing internships for minority law students, including stipends and, in some cases, tuition scholarships for the student's third year.

## DIVERSITY, EQUALITY, AND INCLUSIVENESS COMMITTEE

The firm's Diversity, Equality, and Inclusiveness Committee monitors the success of our efforts through in-depth evaluations, including surveys, focus groups, retreats, and interviews. We also work closely with the firm's operational and executive committees to further overall diversity and inclusion goals.

## PROMOTING DIVERSITY IN OUR COMMUNITIES

Our team is passionate about giving back to the communities where we live and work. Through volunteer and pro bono efforts, we are able to leverage the expertise and best practices of organizations focused on expanding diversity, equity, and inclusion to effect long-lasting change in the local, regional, and national community. Among others, we contribute to:

- Local bar associations and affinity bar groups
- State bar task forces
- Diversity and Flexibility Alliance
- Center for Legal Inclusiveness
- Human Rights Campaign
- Anti-Defamation League
- And more

## Diversity, Equity, and Inclusion Contacts

Frederick J. Baumann  
Partner

Becky Montgomery, SPHR, SHRM-SCP, CEBS  
Chief Human Resources Officer

## Diversity at Work

Workplace diversity creates, strengthens, and expands the relationships that power our firm. That's why a commitment to diversity, equity, and inclusion drives every facet of our culture. We make it a priority to attract, retain, and promote talented professionals of all races, ethnicities, genders, ages, sexual orientations, religions, nationalities, and abilities.

About Our Firm

Community

Pro Bono

Working at Lewis Roca

## Experience Amplified



Stand Against Hate

We have joined in the National Asian Pacific American Bar Association's (NAPABA) "Stand Against Hate" and will always foster an inclusive environment for our firm.