

## Diversity & Inclusion

**Different pathways. Shared success.** Our commitment is steadfast. The process of fully realizing it is continual. We have devoted significant time and resources to creating a workplace open and inviting to people from diverse backgrounds, with diverse experiences, and with diverse identities. We have made great strides in pursuit of this goal; our team grows more diverse by the day. Just as important is inclusion—what happens as people with different experiences join the team and work here day-to-day. As our team grows ever more diverse, the Firm grows ever more appreciative of how rich a resource that diversity is. The insights that arise from a group of people from such wide-ranging experiences and identities are not only valued for their own sake, but acknowledged as a core aspect of what makes our work valuable to our clients.

### The Voices of Brooks Pierce

#### Observations on our commitment to meeting the challenge of diversity and inclusion.

“Brooks Pierce is dedicated to creating a culture that promotes equity and is inclusive of the diversity of its members, clients and communities that it services. The Firm has taken many positive steps in this direction, while acknowledging that there is still work to be done. I have colleagues who may not look like me or come from the same place, but we strive to embrace our differences to provide excellent support to our clients and each other.”

— **Shana Fulton**, Partner

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“It is extremely important for an employee to work in an environment where their background is valued and celebrated. The diversity and inclusion discussions and meetings the Firm holds are invaluable. Brooks Pierce encourages and promotes the sharing of different viewpoints, providing a welcoming environment for everyone.”

— **Mark Eggleston-Clark**, Paralegal

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“When deciding where I would practice law, a strong commitment to diversity and inclusion was a huge drawing factor for me. In my first year of practice at the Firm, I was asked to join our Diversity & Inclusion Committee. I was elated—this really demonstrated the Firm’s dedication in emphasizing a flat-structure where voices and opinions are heard and ideas are adopted. Brooks Pierce continues to strengthen their dedication to being diverse and inclusive by working with an outside consultant to incorporate suggestions and embrace the commitment to continue to be a welcoming environment for all.”

— **Sarah Saint**, Associate

## Diversity and Inclusion Committee

Our Diversity and Inclusion Committee is focused on dedicating the Firm's energy, effort and resources toward fostering a supportive and inclusive environment for all lawyers and staff. The Committee seeks to evaluate, plan and implement initiatives that will promote diversity within the Firm, as well as in our local and state-wide communities. The Diversity and Inclusion Committee is comprised of members of Firm leadership, partners, associates and staff.

### Members:

Jim Phillips Jr., Committee Chair; Chair, Management Committee

Daniel D. Adams

John M. Cross Jr., Chair, Recruiting Committee

Mark Davidson

Shana L. Fulton

Monique Grant

Alison Hart

Jayant Joshi

Kimberly M. Marston

Timothy G. Nelson

Justin N. Outling, Director of Diversity & Inclusion

Sarah M. Saint

## Chief Justice Henry E. Frye Brooks Pierce Diversity Summer Fellowship

The Justice Henry E. Frye Diversity Fellowship honors Henry Frye, former Chief Justice of the North Carolina Supreme Court and Brooks Pierce attorney. Awarded each year to a Student of Color enrolled in a full-time JD program at an ABA-accredited law school, the fellowship provides the recipient with a \$10,000 scholarship following the completion of the Firm's Summer Program.

## Firm-Sponsored Programs & Firm Memberships

Brooks Pierce supports diversity and inclusion efforts in our communities by sponsoring and participating in events, programs and organizations that encourage equal access to justice and advocacy across racial, gender and socioeconomic lines, along with law school programs that are helping to increase the pipeline of diversity into the legal profession. These events and programs include those hosted by the National Conference for Community and Justice, the Guilford County Black Lawyers Association, the Capital City Lawyers Association and the NC Lawyer Assistance

Program-Minority Outreach Conference.

Brooks Pierce proudly supports our lawyers in efforts to foster diversity and inclusion in our communities. Our lawyers are active members and leaders in organizations that promote diversity and inclusion, including the NCBA Young Lawyers Division Diversity and Inclusion Committee, the Women's White-Collar Defense Association, the North Star LGBTQ+ Community Center, the Capital City Lawyers Association and the Guilford Green Foundation.

### **Non-Discrimination Statement**

As part of our ongoing commitment to diversity, our firm adheres to a policy prohibiting discrimination and harassment on the basis of legally protected characteristics, including sex, actual or perceived gender, race, color, religion, national origin, age, disability, sexual orientation, gender identity and expression, pregnancy, medical condition (including genetic characteristics), military or veteran status.

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**We're proud to support diversity and inclusion in our communities**