



The Art of Diversity

DIVERSITY & INCLUSION ANNUAL REPORT

2023: A YEAR IN REVIEW

Moore&VanAllen

PROGRESS IN ACTION DIVERSITY & INCLUSION

2023: A Year in Review

In crafting this year's Diversity & Inclusion Report, we wanted to highlight the firm's commitment to the values that serve as our foundation and define the culture of our organization. With our shared values in mind, together with a guiding principle of belongingness, we commissioned artist Katrina Sánchez. As you view this Report, we hope the images of the artist's creative process spark your imagination, allowing you to pause and reflect on the soft sculpture, entitled *Raíces Valoradas, Ramas Empoderadas* (*Valued Roots, Empowered Branches*). Moore & Van Allen (MVA) is pleased to reveal the finished work at the end of our Report, and it will be proudly displayed in our Charlotte office. We hope the work engages you and contributes to our shared sense of belonging and community.



The Art of Diversity

ARTIST'S STATEMENT

*Raíces Valoradas, Ramas Empoderadas
(Valued Roots, Empowered Branches)*



Central to the concept of this magnified weaving is the idea of honoring the diverse experiences and cultures that come together to create the communal tapestry of MVA. The crossing of the vertical threads, at the center of the piece, is inspired by MVA's shared values statement, and represents the roots and branches of the "MVA Together" tree graphic.

These threads also create a series of layering loops that symbolize MVA's continual commitment to fostering respect, excellence, inclusion, empowerment, leadership, and togetherness. These six values are represented by the total of six threads in the tapestry — four vertical loops (known as the warp) and the two vertical threads (known as the weft). The woven horizontal wefts, at the top and bottom, provide structure for the piece, symbolizing the support that MVA offers through its commitment to mutual investment in one another, while also visually representing many parts coming together to make a kaleidoscopic tapestry.

The colors are rich, bright, and earthy greens, clays, blues, and yellows — colors that I associate with harmony, groundedness, and the landscape of my motherland of Panama.

ABOUT THE ARTIST

Katrina Sánchez is a Panamanian-American artist based in Charlotte. Working in soft sculpture, she explores themes of connection, healing, and security in her work.

Combining knit and woven textile structures, Katrina leans into the soft nature of textiles to create vibrant soft sculptures she refers to as Magnified Weavings. Knitting and stuffing each "knitted noodle," used as the exaggerated warp and weft in each weaving, her tactile works push color and textured form into space.



Her work is influenced by her earlier processes in mending personal objects with needle and thread, as well as the matriarchs and cultural backgrounds of her family.

Katrina received a BFA in Fibers from the University of North Carolina at Charlotte, and is a collective member of Goodyear Arts. Her work has been exhibited internationally and nationally, most recently showing in her first solo exhibition, *Mending Joy*, at Abigail Ogilvy Gallery in Boston. Katrina has been commissioned by companies such as Lowe's, Credit Karma, Truist, and Ally.



Inside

- 5 Leadership Message: Weaving a Tapestry of Belongingness
- 6 A Conversation on "Belonging"
- 7 5th Annual Diversity Conference & Scholars Program
- 8 Q&A with 2021 Diversity Scholarship Recipient Teala Volkamer
- 9 Charlotte Legal Diversity Clerkship
- 10 Lawyers of Color Aspire Diversity Award Received by MVA
Wells Fargo Legal Department Diversity Award Received by MVA
- 11 Wells Fargo Outside Counsel Leadership Program
- 12 Stamping Out Antisemitism
- 13 Furman University's Riley Institute Diversity Leaders Initiative
- 14 Q&A with Charles Jordan
- 15 Textures of Asian American and Pacific Islander Heritage
- 16 Celebrating Connections with the new LGBTQ+ Resource Group
- 17 Painting the Town in Pride
Illustrating LGBTQ+ Allyship
- 18 Artistry at Work: BARG Celebrations
- 19 Crafting Support of Hispanic and Latino Lawyers
- 20 Drawing on Togetherness: WoMVA Fosters Growth
- 21 WoMVA Hosts "Picasso Landscapes" Client Reception
- 22 Mecklenburg County Court Camp
- 23 Freedom School Partners
- 24 Display of Artwork

WEAVING A TAPESTRY OF BELONGINGNESS

We are delighted to present our 11th annual Diversity & Inclusion Report, which chronicles our undertakings and realizations in diversity and inclusion from the past year. It tells the story of our passion for maintaining a workplace and community in which individuals of every identity, background, and perspective experience a true sense of belonging. At MVA, we believe that inclusion is more than just being accepted or fitting in, and we are intent on creating an environment where every person feels intrinsically connected, engaged, valued, and inspired.

As we celebrate and recognize another year of intention, thoughtfulness, and courage in MVA's commitment to driving change, we continue to acknowledge daily the need for continual refining and improvement. Our tapestry is far from completion.

On behalf of MVA's Diversity and Management Committees, we extend our gratitude to all who have played a role in weaving together our ever-changing, ever-improving workplace and community. We look forward to pressing onward together in our collective mission for belongingness.

belonging

/b 'ləŋ -ing/

NOUN

a feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group because they welcome you and accept you

Thomas L. Mitchell

Valecia McDowell

Amy Johnson



Tom Mitchell
Chair
Management Committee



Valecia McDowell
Member, Management
Committee/ Co-chair, Diversity
Committee



Amy Johnson
Co-chair
Diversity Committee

A CONVERSATION ON “BELONGING”

with Chief People Officer Stephanie Dixon and
DEI & Community Initiatives Manager James McDonald



Stephanie Dixon
Chief People Officer

What does belongingness mean to you and why is it important to foster this at MVA?

SD: To me, belongingness is how one feels when their uniqueness is embraced. It's important to foster a sense of belonging to bring out the best in every individual. I once read that diversity is being invited to the party, inclusion is being asked to dance, and belonging is having the freedom to dance like no one is watching. It is closely tied to employee well-being and performance, and can lead to increased collaboration, innovation, and initiative which are important to our clients and the success of business.



James McDonald Jr.
DEI & Community Initiatives
Manager

What does it mean to emphasize the “human” in “human resources” and how does this help in furthering a sense of belonging?

SD: Emphasizing the “human” in “human resources” is seeing employees as individuals first and resources second. It is important to understand that employees bring their entire selves to work, as they should. We don't just provide development for the professional side of individuals, but we provide resources that nurture the entire individual. We aim to foster an environment where people feel uninhibited in being their true selves.

What steps are being taken to foster greater belongingness at MVA?

JM: During the past year, new MVA Business Resource Groups (BRGs) have been added to support historically underrepresented groups of attorneys. We are continually looking at options to expand these groups, as they are essential to inclusion and belonging at work. Our goal is to continue listening to our attorneys and staff, so that we can continue to provide the support they are seeking.

5TH ANNUAL DIVERSITY CONFERENCE & SCHOLARS PROGRAM

In 2023, MVA kicked off the year with its Diversity Conference hosting 35 student attendees virtually for an engaging afternoon of professional connection.

The annual event, launched in 2019, expands the firm's engagement with first-year law students from across the country and provides attendees with a fuller understanding of diversity and inclusion in the legal industry. The student attendees connected with MVA Hiring Partners, members of the Diversity and Management Committees, and associates through presentations and interactive panels to discuss strategies to help first-year law students effectively transition into a professional setting. The panelists advised students on resume writing and interview best practices, gaining access to substantive work projects, sourcing a great mentor, and leveraging networking opportunities.

As a firm tradition, the conference was held in conjunction with the announcement of MVA's Diversity Scholarship Program, which is open to all first-year law students. Applicants are evaluated based on academic performance, communication skills, demonstrated leadership qualities, work experience, community involvement, and life experiences that have shaped their values and professional goals.

In 2023, the firm was thrilled to host its newest class of Diversity Scholars: **Marsalis Atkins** and **Mark Lee** of Wake Forest University School of Law and **Tyler Gipe** of the University of North Carolina School of Law.



Q&A WITH 2021 DIVERSITY SCHOLARSHIP RECIPIENT TEALA VOLKAMER

Financial Services Associate



Teala Volkamer
Financial Services Associate

How did MVA's Diversity Scholarship impact your law school journey and career?

TV: The impact was huge. When I applied for the scholarship, I had no idea what I was getting into or how many doors it would open for me! As the first person in my family to go to law school, I did not have a ton of foundational intel about the journey, but I knew I wanted to ultimately practice at a large, full-service firm. I clicked with the hiring partners when I interviewed, and after receiving the scholarship, there was no question that I wanted to return for MVA's Summer Program the following year. MVA's culture and workplace environment is truly unique and something to be appreciated. People are welcoming and committed to helping you learn and succeed.

Was there anything that surprised you about the MVA experience?

TV: The level of involvement and number of opportunities I received as a summer associate. The firm does an incredible job of integrating summer associates into existing projects, the Charlotte community, and firm culture.

What advice do you have for future scholarship applicants?

TV: To go for it! These days, there's much more discussion taking place within the industry about the barriers that exist for underrepresented groups and individuals. When you find a firm like MVA that's intentional about facing these issues head on, you should run with it.

CHARLOTTE LEGAL DIVERSITY CLERKSHIP

As a Charlotte Legal Diversity Clerkship (CLDC) founding firm, MVA has participated in this program annually since it was established in 2006. The highly competitive CLDC, which is open to students of all backgrounds who advance the cause of diversity, provides first-year law students with invaluable opportunities to gain experience with Mecklenburg County's top in-house legal departments and law firms. To date, the CLDC program has hosted more than 150 students from law schools across the nation. CLDC clerks spend 10 weeks in Charlotte, splitting their time with a law firm and a corporate legal department.

In 2023, MVA partnered with the in-house legal department at Nucor Corporation to provide participants with an unparalleled level of experience and exposure to practicing law in Charlotte. Participating students handled matters in a variety of substantive areas; had opportunities to expand their professional networks; and participated in legal proceedings such as hearings, closings, depositions, and trials. MVA looks forward to participating in the CLDC's 2024 program.



LAWYERS OF COLOR ASPIRE Diversity Award Received by MVA

"We have a steadfast commitment to being a leader in the legal profession with respect to DEI and it was an honor to be recognized for our efforts. I have seen firsthand the fruit of initiatives such as our Diversity Scholars Program and the Culture and Values Workstreams process, and I'm always excited to share about these efforts, as it's what sets MVA apart from the rest."

— **Jamea Richardson**
Litigation Senior Counsel



In recognition of MVA's DEI commitment and industry leadership, the firm was selected for the 2023 Lawyers of Color (LOC) Aspire Diversity Award. MVA Senior Counsels **Jonathan Murray** and **Jamea Richardson** accepted the award on behalf of the firm at LOC's spring recognition ceremony, which took place in Washington, D.C. The awards program recognizes firms that have roles dedicated to DEI initiatives, notable Black attorney representation and leadership, and inclusive hiring practices.

WELLS FARGO LEGAL DEPARTMENT Diversity Award Received by MVA

"It is a great honor to be named a recipient of the 2022-2023 Wells Fargo Legal Department Diversity Award. We have tremendous respect for the DEI work being done by our partners and friends at Wells Fargo, so it is especially gratifying that our commitment to diversity be recognized by the Wells Fargo Legal Department. Our work alongside and on behalf of their team provides us with opportunities to change the trajectory of diversity in law for the better. We are privileged to serve clients who share our same mindset and convictions around DEI and will work to continually build on these efforts year after year."

— **Tom Mitchell**
Managing Partner & Chair

The Wells Fargo Legal Department selected MVA as one of two national law firms for the 2022-2023 Outside Counsel Diversity Award. The legal department recognizes firms that are bolstering diverse staffing on Wells Fargo matters, and proactively working to create a robust culture of DEI in the workplace and community. Heide Larkin, Business Execution Manager of Wells Fargo,



states, "What both firms have accomplished in DEI across their law firms, their communities, and within our Wells Fargo relationship is nothing short of remarkable."

WELLS FARGO OUTSIDE COUNSEL LEADERSHIP PROGRAM

"Wells Fargo's Outside Counsel Leadership Program is an extremely well-run, coordinated, and insightful program. As participants, we gain a balanced understanding of the different demands, pressures, and goals of in-house counsel. This experience will have a lasting impact on my career as I continue to develop my trademark and copyright practice."

— **Sam Skains-Menchaca**
Intellectual Property Member



The Wells Fargo Outside Counsel Leadership Program (previously Diversity College) invited MVA Intellectual Property Member **Sam Skains-Menchaca** to participate in the program. Through a series of half-day learning sessions, the year-long program provides outside counsel participants with an inside glimpse of Wells Fargo's international business operations, legal support needs and priorities, executive teams, and more. Selection for this prestigious opportunity is reserved for experienced attorneys who have been with their respective firm for five or more years.

After this experience, Sam walked away with a much better understanding of how outside counsel can best serve the bank's needs thanks to the thoughtful presentations, new connections, and a multitude of takeaway resources. Further, she appreciated that MVA and Wells Fargo share a distinct and meaningful focus on advancing and promoting diversity.



STAMPING OUT ANTISEMITISM

“Project Shema offered a valuable learning exercise and hopefully one we continue annually. Our engaging facilitator packed important information into the session in a limited timeframe. By giving context to the history of antisemitism, many may come to better understand the challenges that Jews globally, and Israel uniquely, have faced for so many years. For those who aren't Jewish, now is a good time to reach out to your Jewish friends and, if the occasion arises, speak up. Voices and words of support can be powerful in a difficult time.”

— **Bill Zimmern**
Corporate Member



In response to the troubling rise in antisemitism seen across the nation and globe, in 2023 MVA's Diversity Committee hosted a firmwide program about antisemitism in the workplace. The event, led by Project Shema's Director of Diversity, Equity, and Inclusion April Powers, explored the history of antisemitism, why and where it prevails today, and — most importantly — how to identify and confront it in the workplace. April also held a separate session with MVA's Jewish attorneys and staff before the firmwide program took place.

More recently, MVA joined a broader law firm movement to condemn antisemitic harassment and violence taking place on law school campuses. The firm signed a letter alongside 125 other firms calling on law school deans to take an “unequivocal stance” against any form of discrimination or harassment. For more information visit: www.mvalaw.com/insights-11313.



FURMAN UNIVERSITY'S RILEY INSTITUTE Diversity Leaders Initiative

Through a rigorous application and interview process, MVA Health Care Member **Charles Jordan** was selected to participate in the distinguished Diversity Leaders Initiative (DLI), an award-winning program of Furman University's Riley Institute.

From August through mid-December 2023, Charles participated in DLI's interactive curriculum of monthly one-day sessions that involved case studies, scenario analyses, and other intensive, immersive learning tools. Additionally, he and his classmates developed a capstone community project in partnership with an under-resourced Charleston County School District High School.

The goal of DLI is to equip participants with tools and perspectives that will leverage diversity, improve organizational outcomes, and drive progress in South Carolina. Sessions are facilitated by expert Juan Johnson, an independent consultant who was The Coca-Cola Company's first-ever vice president for diversity strategy.



Q&A WITH CHARLES JORDAN

Health Care Member



Charles Jordan, Jr.
Health Care Member

Can you share more about your capstone community project?

CJ: Six of my DLI colleagues and I are serving as mentors in a career training program for a group of 20 or so students from a Charleston high school. These students have been identified as not yet being career-ready or college-ready. In addition to serving as mentors through a series of group and one-on-one sessions with the students, we've lined up opportunities for them to visit various worksites across the region, including the Medical University of South Carolina, Trident Tech, Wild Dunes, and more. We are also working to teach these students soft skills, like how to handle a job interview. Finally, we're introducing and connecting them to members of the Charleston community who can potentially hire them directly, guide their professional progress, and/or educate them on training programs or other opportunities for work. Our goal is to ensure that each of our student-mentees has a solid plan for what they will do when they graduate from high school in June of 2024.

How would you describe this experience?

CJ: It's been an incredibly valuable experience for me and has opened my eyes to how other members of my community experience life and their workplace settings each and every day. What I've learned in this DLI program will hopefully not only be helpful to me here at MVA in terms of improving my leadership skills and the way I conduct my practice, but also in my personal life and as a contributing member of the Charleston community. My DLI colleagues are incredibly thoughtful, empathetic, insightful, and willing to engage in tough conversations. You just don't come across that very often and I'm all the better for these interactions and the new relationships I've formed with them.



TEXTURES OF ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE

By fostering opportunities for collaboration, networking, mentoring, professional growth, and business development, MVA's Asian Pacific American Lawyers Association (APALA) business resource group empowers its members and promotes their professional successes.

The group kicked off 2023 with a social at Bad Axe Throwing in January. During Asian American and Pacific Islander Heritage Month, MVA's Diversity Committee hosted an interactive dialogue facilitated by MVA Litigation Associates **Aishaah Foster** and **Raquel Macgregor Pearkes**, and featured Litigation Member **Nader Raja** and Financial Services Member **Sonny Ha**, co-chairs of the firm's APALA resource group. Participants discussed APALA's work to date and reflected on their own lived experiences.

"MVA prioritizes support for APALA and recognizes the contribution affinity groups make through investment in individual career development and firm growth. APALA provides a safe space for attorneys to support one another internally through networking and recruiting, and externally by encouraging participation in programming offered by the bar and the National Asian Pacific American Bar Association."

— **Tiffany Payne**
Litigation Counsel



"APALA shows our firm's commitment to diversity by promoting awareness and celebrating differences. It is an honor to collaborate and network with a group of like-minded individuals to provide opportunities to become better team members and lawyers. We all bring something different to the table, and it is important to recognize that uniqueness is a strength."

— **Nader Raja**
Litigation Member



CELEBRATING CONNECTIONS WITH THE NEW LGBTQ+ RESOURCE GROUP

"MVA launched this resource group to provide support and foster a sense of community in the workplace among our LGBTQ+ team members. We understand that the more comfortable and confident our employees are, the more successful we can be as a firm."

— **Jonathan Murray**
Financial Services Senior Counsel



In 2023, the firm created the LGBTQ+ Resource Group led by MVA Financial Services Senior Counsel **Jonathan Murray** to support the representation, visibility, and advancement of LGBTQ+ lawyers within the firm and community at large.

MVA has been recognized by the Human Rights Campaign Foundation's Corporate Equality Index for our commitment to LGBTQ+ equality and inclusion. MVA is proud to have been awarded the recognition of Equality 100, the highest possible score for the eighth consecutive year. The Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender, and queer employees. MVA joins the ranks of 545 major U.S. businesses that also earned top marks in 2023. MVA remains committed to supporting our LGBTQ+ employees, their families, and community.



PAINTING THE TOWN IN PRIDE

"Charlotte Pride is a great way to come together to celebrate and support our LGBTQ+ community. The parade is filled with so much love and joy."

— **Sophia Fuller**
DEI and New Associates
HR Assistant



For the third consecutive year, MVA sponsored the Charlotte Pride Festival & Parade as the organization celebrated more than 20 years of Charlotte Pride. The two-day cultural festival included the popular annual parade along with a variety of entertainment, vendor booths, art exhibits, and more.



ILLUSTRATING LGBTQ+ ALLYSHIP

Hosted by MVA, PFLAG Charlotte conducted a workshop on fostering allyship in the workplace and creating more equitable and inclusive spaces for the LGBTQ+ community. Topics included LGBTQ+ terminology, intersectionality, and LGBTQ+ youth mental health. The panel of LGBTQ+ community members shared their personal stories and experiences navigating their identities in their professional lives. The program offered a safe space for MVA employees to learn, ask questions, foster a community to lean on, and grow as an ally.

ARTISTRY AT WORK: BARG CELEBRATIONS

Led by MVA Litigation Associate **Jules Carter**, the Black Attorney Resource Group (BARG) enhances the firm's commitment to diversity and inclusion by fostering an environment of support for the personal and professional development of Black lawyers.

"We have strategically developed a setting that provides members with programming, hands-on involvement, and resources to be successful at MVA. The members of BARG are my personal friends and professional support system. They provide encouragement for my career development, and I value our candid conversations about professional and personal issues. This group truly amplifies my work-life balance."

— **Tania Archer**
Litigation Counsel



As part of its 2023 programming, BARG curated an agenda of panel discussions, events, and social gatherings targeting the needs of its members.

MVA celebrated Black History Month in February with a conversation on Gullah heritage and culture with Sonya Griffin Evans, an international Cultural Artist born and raised in Beaufort, South Carolina. Sonya was the commissioned artist for the firm's 2022 Diversity Report. Queens University Assistant Dean of Diversity, Inclusion and Community Engagement Darryl White led the conversation.

BARG also hosted a celebration for members and clients at the Beyoncé Renaissance World Tour. Event attendees got to enjoy an incredible show while also networking and further developing relationships with friends and colleagues.



CRAFTING SUPPORT OF HISPANIC AND LATINO LAWYERS

“Educating the broader group about Latin heritage and identity issues helps us cultivate a more welcoming and empathetic space, recruit and retain Hispanic and Latino lawyers, and collaborate on common goals.”

— **Raquel Macgregor Pearkes**
Litigation Associate



The Hispanic and Latino Lawyers Association (HaLLA) provides community and resources to Hispanic and Latino attorneys, ensuring that all members feel connected and supported within the firm. HaLLA, which is led by MVA Litigation Associate **Raquel Macgregor Pearkes**, seeks to enhance the professional development of its members and augment the recruitment and retention of Hispanic and Latino attorneys within MVA and the larger Charlotte legal community. To celebrate Hispanic Heritage Month, HaLLA hosted a lunch and learn featuring America Ferrera's TED Talk, “My Identity is a Superpower – Not an Obstacle.” To view the TED Talk, visit: www.ted.com/talks/america_ferrera_my_identity_is_a_superpower_not_an_obstacle.



DRAWING ON TOGETHERNESS: WOMVA FOSTERS GROWTH

"We are focused on both personal and firm growth, while serving the needs of women at every phase of their career. There's an openness within the group that allows members to have meaningful conversations regarding personal needs and situations that impact us uniquely as women."

— **Meredith Reedy**
Financial Services Member



Women of Moore & Van Allen (WoMVA) brings together women professionals at the firm for mentoring, networking, and career development opportunities devoted to promoting the interests and progress of women lawyers and non-legal professionals.

Chaired by Financial Services Member **Meredith Reedy** and Litigation Member and Head of Environmental **Mary Katherine Stukes**, the group strives to support its members in their efforts to achieve leadership positions within the firm and community. Programs this year included connecting over cocktails to learn the game of Mahjong with Mahj in the City, the Raise a Glass reception to celebrate the firm's new women members, and a month-long Safe Alliance donation drive supporting survivors of intimate partner violence.

MVA was honored to be named one of *North Carolina Lawyers Weekly's* inaugural Empowering Women award winners in 2023. The award recognizes a strong commitment to supporting and elevating women attorneys and those with a record of recruiting, hiring, mentoring, and promoting women.



WOMVA HOSTS “PICASSO LANDSCAPES” Client Reception

“WoMVA events provide an opportunity to connect in an informal setting and provide real-time client development training for younger attorneys. It is so important for our WoMVA members to see other women within the firm and the greater legal community actively engaged in sharing experiences and successes.”

— **Mary Katherine Stukes**
Litigation Member and
Head of Environmental



In April, WoMVA hosted a client reception for the exhibition, “Picasso Landscapes: Out of Bounds” at the Mint Museum, the first of two venues in the United States — and the only venue on the East Coast — to feature this renowned traveling showcase.

MVA was a sponsor of this one-of-a-kind exhibit. More than 90 guests, including clients from over 25 companies and attorneys representing all practice groups across the firm, attended the event. Attendees enjoyed a presentation and curator-led tours by Mint Museum CEO Todd Herman and Senior Curator of American, Modern, & Contemporary Art John Stuhlman and received a book of Picasso’s work to commemorate our time together. Several of our talented WoMVA members served as hosts for this event.



Thank you for joining the
Women at Moore & Van Allen (WoMVA).

**PICASSO
LANDSCAPES:
OUT OF BOUNDS**

April 18, 2023
Mint Museum Uptown at Levine Center for the Arts

About Women of Moore & Van Allen (WoMVA):
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To view a directory of the members
of WoMVA, scan the QR code:



 **Moore & Van Allen**

MECKLENBURG COUNTY COURT CAMP

"As a relatively new associate with MVA and a former LSAT tutor, I was thankful for the opportunity to provide this year's campers with advice about preparing for law school applications and a career in the legal profession. I was impressed with the participants and overall program. After the event, one student arranged a follow-up meeting during which we discussed her ambitions, vision for the future, and the more practical details of choosing college courses, preparing for the LSAT, and admission process to her top law school. It was exciting to know that, even as a new associate, I can have an impact on the next generation of lawyers. If the student who I met with is representative of her generation, I can confidently say that our profession will be in good hands."

— **Bryan Burgoon**
Corporate Associate



Mecklenburg County's annual Court Camp is an enriching educational program for area students ages 14-18 from diverse backgrounds who are interested in a legal career or learning more about the law and the North Carolina Judicial Branch. MVA opens its doors to the campers each year, hosting them for numerous panels about what it's like to be a lawyer.

This year, MVA Corporate Associate **Bryan Burgoon**, Financial Services Associate **Hugh Ebb**, Litigation Associate **Aishaah Foster**, Financial Services Member **Sonny Ha**, Litigation Member **Nader Raja**, and Wealth & Estate Planning Member **Sara Page Waugh** participated as Court Camp moderators and panelists. Panels covered the basics of being a lawyer, key points in the educational journey, highlights of a law practice, personal advice, and more.



FREEDOM SCHOOL PARTNERS

"It was rewarding to connect with and encourage underrepresented students who are embarking on the next steps in their educational and professional journeys. As a first-generation college student, their stories and questions resonated with me. I'm glad I could give back in this capacity and was proud to take part as a representative of our industry. It was invigorating to see how enthusiastic these students are about following their dreams."

— **Hugh Ebb**
Financial Services Associate



This past summer, MVA Financial Services Associate **Hugh Ebb** spoke at the Freedom School Partners "Net Gala" event alongside other area professionals from across a range of industries. Freedom School, a Charlotte-based organization that aims to bridge the education gap for under-resourced students, annually holds this event to provide its student program leaders and interns with opportunities for networking, education, and exposure to different professional pathways.

Hugh and his fellow panelists provided those students with practical advice about next steps to set them up for success in whatever career they pursue. Since the event, numerous students have reached out to ask Hugh follow-up questions and express their gratitude.





*KATRINA SÁNCHEZ
Raíces Valoradas,
Ramas Empoderadas
(Valued Roots,
Empowered Branches)
2023*

DISPLAY OF ARTWORK

The original commissioned piece may be viewed in Moore & Van Allen's Charlotte office.

ART OF DIVERSITY

To view all the featured artists in MVA's Art of Diversity series, visit: www.mvalaw.com/diversity-the-art-of-diversity