

DIVERSITY & INCLUSION  
ANNUAL REPORT

2020

**Moore&VanAllen**

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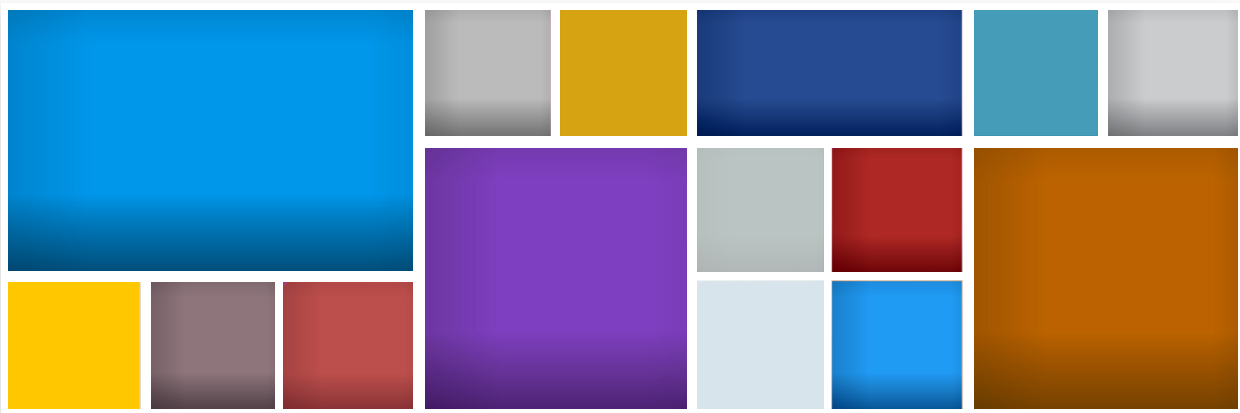
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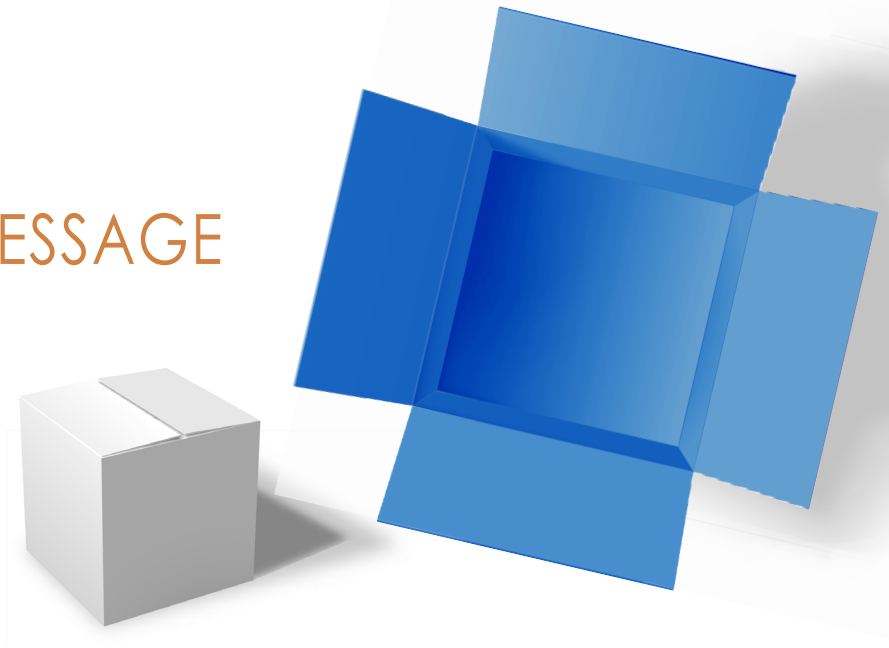
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# LEADERSHIP MESSAGE



Almost twenty years ago we formed our Diversity Committee and started “thinking outside the box,” which was a good place to start. We began with opening the proverbial thought box and transformed our culture into one open to possibilities – a culture where we work hard to welcome, include, value and listen to everyone. Over the years, these efforts have proven critical to our ability to recruit and retain the best talent and provide the highest level of legal services to our clients. And today, we remain steadfast in our belief that in order to achieve the best outcomes we must also remain open and supportive of diverse experiences and perspectives.

Moore & Van Allen is proud to be a leader in the diversity and inclusion space. We have pushed ourselves to be innovators, never relying on what we did last year or the year before that. Ensuring that our innovative efforts are effective and meaningful, has required constant evaluation, discussion and collaboration. In this our ninth annual diversity report you will see the many ideas that resulted from this process over the last year.

We present this report in celebration of the progress we have made and in contemplation of the work ahead of us. As always, we welcome any feedback and ideas you may have to improve our efforts in the year ahead.

*Thomas L. Mitchell*



**Tom Mitchell**  
Chair  
Management Committee

*Valecia McDowell*

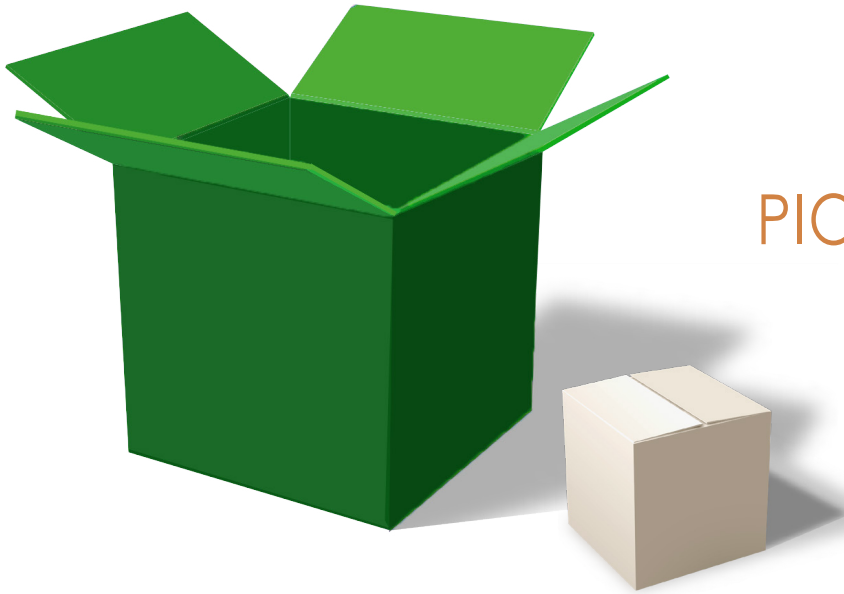


**Valecia McDowell**  
Co-Chair Diversity Committee  
and Member of the  
Management Committee

*Amy Johnson*



**Amy Johnson**  
Co-Chair  
Diversity Committee



## PIONEERING NEW INITIATIVES

*"My MVA Spring Break Diversity Clerkship experience taught me that the firm recognized the uncertainties I faced as a minority first-year law student. It also showed me that it was possible to boldly pursue my career as a lawyer because there were firms, such as MVA, that wanted to see lawyers of color succeed and contribute to that success. Because of that experience, I am now a newly graduated attorney in a practice area I enjoy and am the first in my family to do so."*

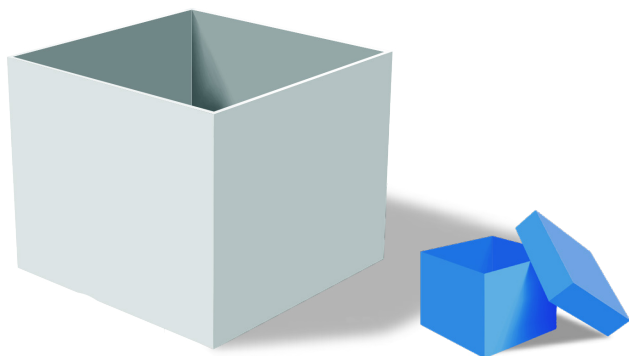
— **JoAnne Wu**  
Bankruptcy & Financial  
Restructuring Associate



At Moore & Van Allen (MVA), we recognize that building a workplace culture in which all employees can thrive is the ultimate key to our success. In pursuit of this goal, the firm took a critical look at its diversity initiatives several years ago. The MVA Diversity and Recruiting Committees determined that diverse candidates were not joining the firm through traditional recruitment practices at the same rate as their white male counterparts. In turn, over the past five years, the firm has launched a series of innovative programs strategically designed to increase candidates' engagement with and early exposure to MVA. From the Spring Break Diversity Clerkship to the Diversity Scholarship, each program affords candidates substantive work assignments and exposure to each of the firm's sophisticated practice areas.

As a direct result of the firm's commitment to driving meaningful change, MVA has recorded substantial increases in its diverse workforce population over the past five years. Female representation among firm associates has steadily increased by 28%, or 50% of all associates, and minority representation has increased by 41%, or 17% of all associates. Furthermore, the firm's Management Committee is now 33% female and 22% minority.

The firm takes great pride in this significant progress, but recognizes that demographics are only one factor in the equation of building and sustaining a diverse and inclusive workplace. MVA will build on the momentum gained by these efforts.



## KEY NUMBERS AT A GLANCE

"We are thrilled to celebrate these successes in diversity from the past year, and look forward to achieving even more for the diversity cause in 2020. By continuing to make strides on this front, we intend to raise the bar in the legal community and provide our current and future attorneys and clients with more robust opportunities and meaningful connections."

— **Amy Johnson**  
Financial Services Member and  
Diversity Committee Co-Chair



### 50%

In 2019, female representation among MVA associates reached 50%, exceeding the national average reported by the National Association for Law Placement.

### 80%

Minority representation among MVA associates has increased by 80% over the past decade as a result of the firm's strategic initiatives to broaden and diversify candidate pipelines.

### 21%

21% of MVA's 2020 summer associates were sourced through the **2019 MVA Diversity Conference** - a one-day seminar designed to introduce first year law students to leadership and career opportunities in the legal industry.



### 33% & 22%

Diversifying MVA's leadership structure is an important and long-term investment of the firm. Female representation among attorneys on our Management Committee is currently at 33% and minority representation is at 22%.



### 75

MVA received 75 applicants for the inaugural **MVA Diversity Scholarship Program** which offers a unique summer opportunity for students just finishing their first year in law school. Two candidates were selected as MVA's first scholarship recipients.

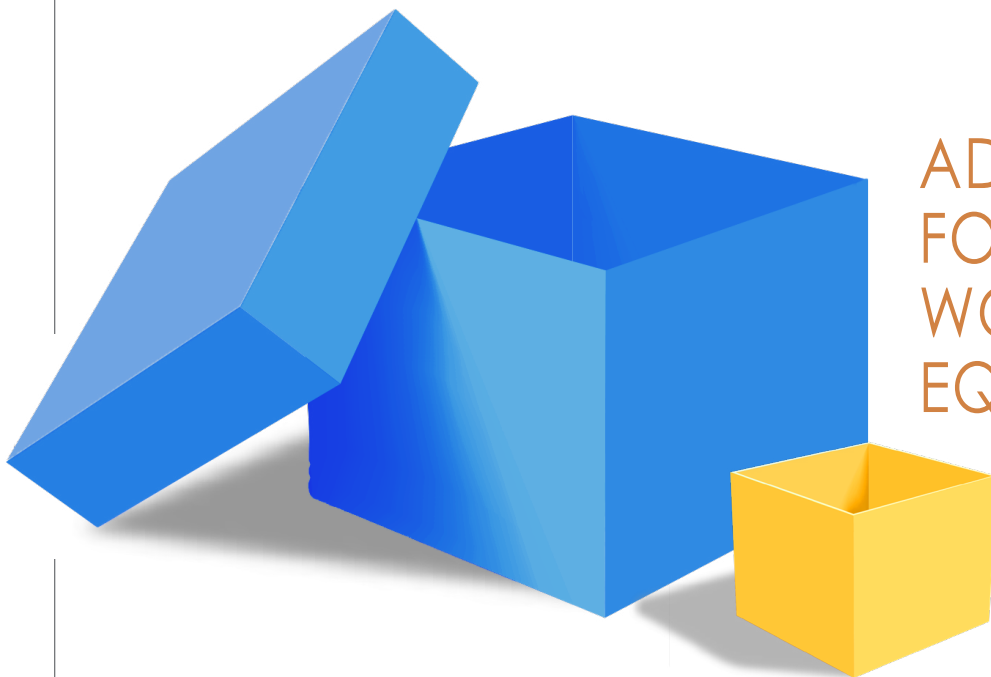


MVA welcomed rising junior and senior high school students for the firm's **2019 MVA Career Day** which provided student guests with exposure to career opportunities in law, accounting, human resources, marketing, public affairs and information technology.



### 20%

20% of MVA's new associate hires starting with the firm in 2019 and 2020 were sourced through the **MVA Diversity Spring Break Diversity Clerkship Program**.



## ADVOCATING FOR WORKPLACE EQUALITY

*"The HRC's annual CEI report is considered to be the ultimate national authority on workplace equality. I am proud to be with a firm that values diversity and an inclusive culture in every practice, team and department."*

— **Canaan Huie**  
MVA Public Affairs  
Counsel



Moore & Van Allen is proud to have maintained a perfect score on the 2019 Corporate Equality Index (CEI), a national benchmarking survey and report administered by the Human Rights Campaign (HRC) Foundation. This ranking has earned the firm ongoing distinction as an HRC "Best Place to Work for LGBTQ Equality." The CEI evaluates workplace practices in several key pillars: non-discrimination workplace protections, domestic partner benefits, inclusive culture and corporate social responsibility.

For more information about the 2019 CEI or to download a free copy of the report, visit: [www.hrc.org/cei](http://www.hrc.org/cei).





# WORKING TO ACHIEVE EQUALITY

with long-standing community partner,  
Community Building Initiative

*"Participating in LU40 has helped me connect and develop my own leadership style, more intentionally explore issues of inclusion and equity, and learn more about various community issues. After completing the LU40 program, I feel more engaged and invested in the Charlotte community than ever before."*

— **Elena Mitchell**  
Litigation Associate



Moore & Van Allen (MVA) continued to work alongside its long-standing community partner, the Community Building Initiative (CBI), as the organization celebrated its 20th anniversary in the Charlotte community. CBI works to provide its constituents and partner organizations with the knowledge, skills and courage to fight bias, remove barriers to opportunity, and build a more equitable and just Charlotte-Mecklenburg.

In 2019 MVA served as the community sponsor for CBI's annual Stakeholders Breakfast, which was held at the Charlotte Convention Center. The event, "Finding Our Courage for Equity and Justice," provided time for reflection and celebration of CBI's work over the last 20 years. Author Anand Giridharadas served as the keynote speaker.

CBI's flagship programs — the Leadership Development Institute and Leaders Under 40 (LU40) — develop, connect and guide diverse groups of leaders in increasing their awareness and ability to influence for inclusion and equity. To date, MVA Litigation Co-Leader **John Fagg**, Financial Services Member **Stacey Vandiford**, Corporate Member **Bill Zimmern**, Wealth Transfer Associate **Caitlin Horne**, Litigation Associate **Elena Mitchell**, Intellectual Property Associate **Sam Skains-Menchaca**, and Senior Manager of Diversity and Community Initiatives **Stephanie Gryder**, have participated in the LU40 program. In addition, MVA White Collar, Regulatory Defense and Investigations Member **Valecia McDowell** is a past chair of the CBI Board of Directors and continues to work with the organization in a variety of capacities.

The firm is proud to support and celebrate CBI's legacy of success and looks forward to continuing its relationship with this important organization in 2020.

## Advocate Program: SUPPORTING PARENTS AMIDST LIFE CHANGES



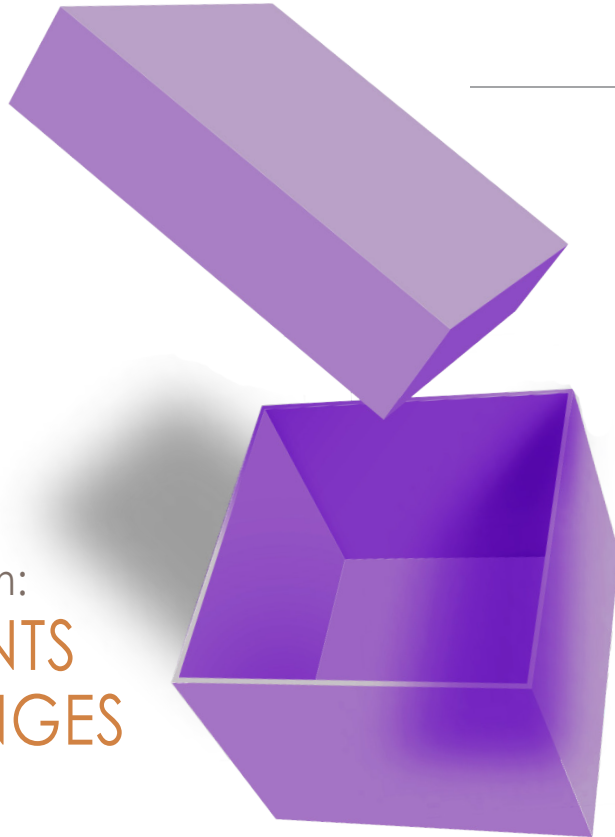
*"The Advocate Program has been a great success thus far. We know that transitions during parental leave can be extremely challenging and stressful, and our goal is for MVA's advocates to help alleviate apprehension and to provide answers and encouragement amidst the unknown. Our female attorneys are talented, valuable and respected members of the firm, and it's crucial to support them with as many resources as possible."*

— **Meredith Reedy**  
Financial Services Member  
and WoMVA Co-Chair



Among many other initiatives in 2019, the Women of Moore & Van Allen (WoMVA) affinity group launched the Advocate Program — an informal network of volunteers who offer support to WoMVA colleagues preparing for parental leave. This initiative was established to offer peer-to-peer encouragement during parental leave transitions, which will help to ensure the continued professional success of the firm's attorneys.

WoMVA attorneys who are preparing for parental leave can volunteer to participate in this program. Each participant is assigned up to two "advocates" who will connect with them before, during and after leave. Time spent or emails exchanged with assigned advocates will be driven by the employee's interests. Conversations may cover topics such as managing workload before and after leave, childcare best practices and pitfalls, dealing with sleep deprivation, alternative/flex work arrangements, and nursing and privacy at the office. WoMVA advocates are prepared to serve as both encouragers and confidantes, discuss a range of topics as needed, and provide resources in support of each attorney's success at the office and at home.





# BEST PRACTICES FOR CLIENT RELATIONS

*"I am continually impressed by the caliber of programs offered, and by the level of involvement, effort and enthusiasm that my fellow WoMVA colleagues exhibit. Perhaps most important is that WoMVA provides both internal and external opportunities for relationship and business development, for personal and professional growth, and for enriching experiences."*

— **Barbara Meeks**  
Financial Regulatory Advice and Response Member



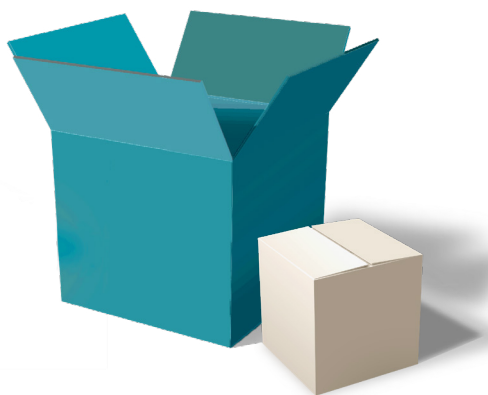
The Women of Moore & Van Allen (WoMVA) affinity group hosted a summer luncheon and panel discussion in 2019 focused on "An Inside Look at What Your Clients are Really Thinking." Moderated by MVA Financial Services Member and WoMVA Co-Chair **Meredith Reedy**, the unique and candid panel presentation featured former in-house counsel and current firm attorneys MVA Intellectual Property Counsel **Kitty Bina**, Financial Regulatory Advice and Response Member **Barbara Meeks** and Litigation Counsel **Emily Pera** discussing client development, best practices, and many other relevant and enlightening topics.

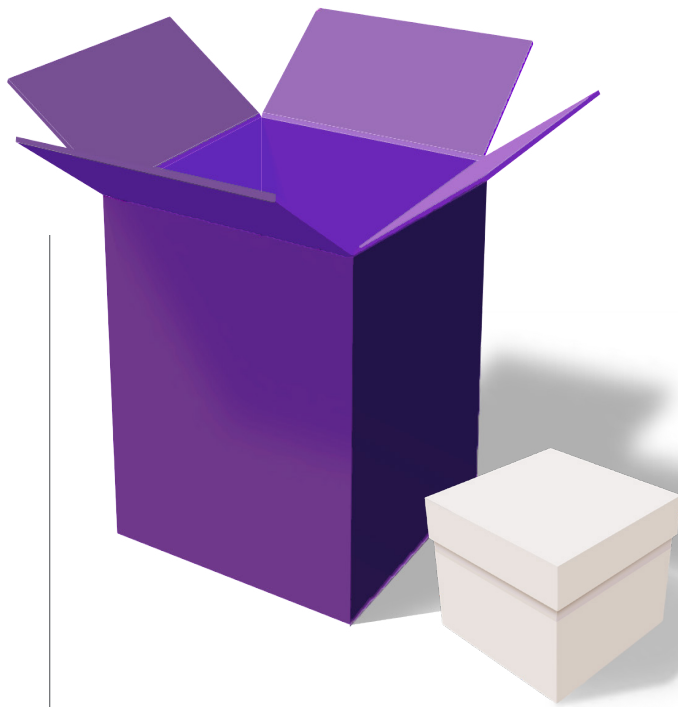
Meeks, a member of the firm's Financial Regulatory Advice and Response team, spoke to her experience as a senior leader at Wells Fargo, a role she held immediately prior to joining MVA in March 2019. Additionally, Meeks led the Wells Fargo Enterprise Women's Team Member Network with over 35,000 members, providing professional, community and business development opportunities for team members and customers. "When it comes to client development, in-house lawyers are often just as busy as outside counsel, so relationship development activities should not always be time-intensive," she said. "What's most effective? Take a 15-minute coffee break together or reconnect through a professional association or at a conference. I have found these activities to be tremendously efficient and effective in cultivating relationships with current and potential clients."

Panelists offered tangible tips and techniques for successfully managing client relationships and provided a first-hand look at the realities of the corporate legal setting.

"I think there is a notion that corporate in-house counsel punch their hypothetical timecards right at 5 p.m. and sail out the door," said MVA Intellectual Property Counsel **Kitty Bina**, who formerly worked for The Coca-Cola Company. "That's definitely not the case. As in-house counsel, I still faced countless unpredictable client demands — my clients represented varying lines of business within the company. With international corporations in particular, the demands often require you to be available outside the traditional workday hours."

More than 60 guests attended the program, including the firm's 2019 summer associates. WoMVA hosts a variety of luncheon programs throughout the year to connect and discuss topics important to its membership.





## ENHANCING LEGAL PRACTICES through Marketing & PR 101



The Women of Moore & Van Allen (WoMVA) affinity group, in partnership with the firm's Marketing Department and Public Affairs practice, hosted a collaborative program about "Effective Public Relations Strategies for Your Legal Practice" in November 2019. The hour-long lunch event featured MVA Director of Public Affairs & Special Projects **Maggie Akers**, Marketing Director and Public Affairs Member **Nancy Smith** and Marketing Manager **Melissa Weir**, who provided an overview of the firm's marketing and business development resources available to its attorneys. In addition, Jaffe's Senior Vice President of Public Relations Lisa Altman and Vice President of Public Relations Bethany Chieffallo lent their expertise to the discussion by reviewing market trends in legal public relations. Featured speakers highlighted best practices related to working with media outlets, leveraging unique client development opportunities and collaborating with industry experts to maximize public relations efforts.

Led by MVA Intellectual Property Member **Kate Cole** and Financial Services Member **Meredith Reedy**, WoMVA brings firm lawyers together for mentoring, networking, and career development opportunities devoted to promoting the interests and progress of women lawyers.

# REACHING HIGH SCHOOL MINDS

## through Career Day

*"It was an honor to be involved in the firm's inaugural Career Day, and exciting to observe and engage with these bright students as they learned more about the many career avenues that the legal industry offers. Attendees expressed excitement and great interest in a number of the opportunities discussed, and we hope they developed connections within the firm that will grow as they take the next steps in their academic and professional journeys."*

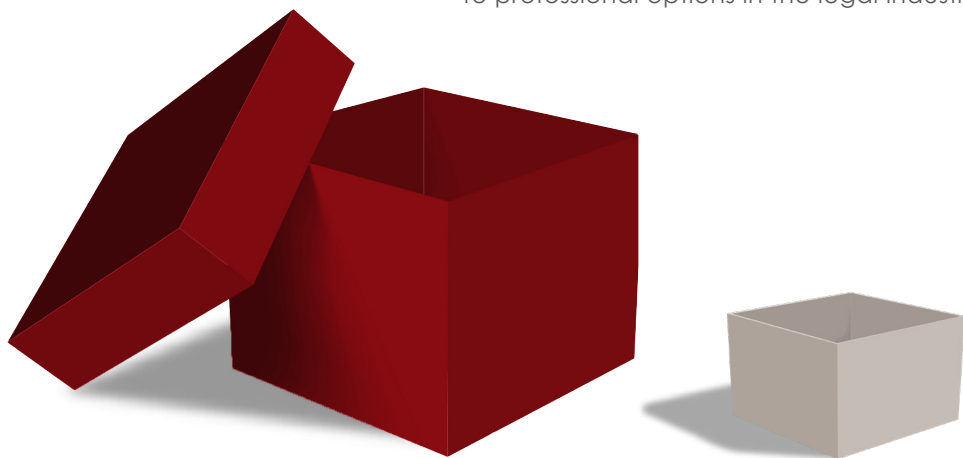
— **Edna Marte**  
IT Manager,  
Client Support



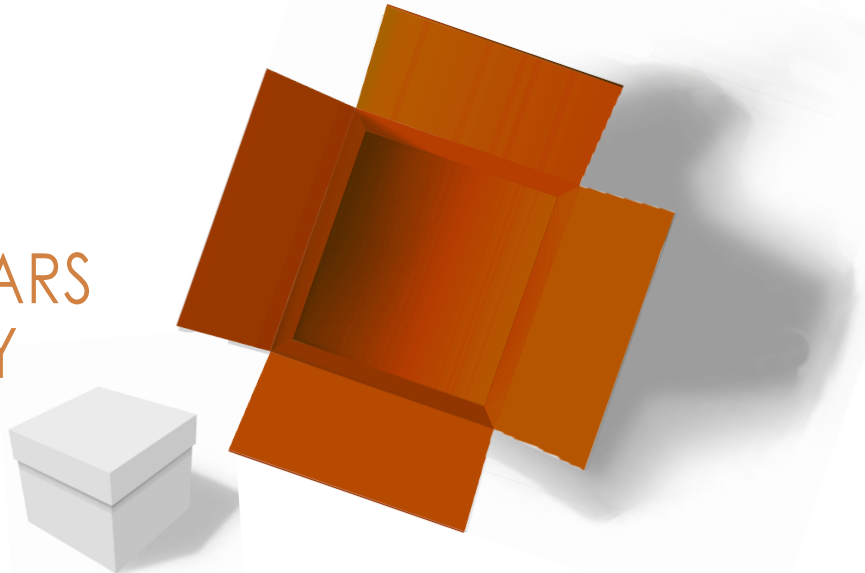
In July 2019, Moore & Van Allen (MVA) launched its inaugural Career Day Program — a pipeline initiative for rising junior and senior high school students that highlights careers in the legal industry. While the program focused on careers in the legal profession, the event also showcased various professionals throughout the firm who are in non-legal roles, such as accounting, human resources, marketing, public affairs and information technology.

MVA engaged several firm professionals to participate, as well as numerous corporate and community partners. The day began with a panel discussion highlighting unique career paths in the legal profession. Panelists included Wells Fargo Senior Counsel Kim Cochran, Mecklenburg County Assistant District Attorney Regina Pack, MVA Corporate Associate **Michael Anderson**, White Collar, Regulatory Defense and Investigations Member **Valecia McDowell**, who moderated the session. Speakers shared their stories about preparing for and succeeding in law school, how they came to choose their areas of law, and described their professional roles as attorneys. The firm also invited its summer associates to join the participants for a networking lunch with the students.

The program drew more than 20 students from several high schools in Mecklenburg and Cabarrus counties. The firm looks forward to continuing this effort as an opportunity to expand its outreach and give students greater exposure to professional options in the legal industry.



# DIVERSITY SCHOLARS LEADING THE WAY



*"These new initiatives — collaborative efforts by our Management, Diversity and Recruitment committees — demonstrate the tremendous value of working together to drive positive change. I am proud of our expanding diversity and inclusion efforts, and recognize that this is a process that requires constant attention and focus from everyone."*

— **Tom Mitchell**  
Management Committee  
Chair



Launched in January 2019, Moore & Van Allen's Diversity Scholarship Program is a unique summer employment opportunity for students after their first year of law school. The program evaluates candidates based on their academic performance, communication skills, demonstrated leadership qualities, work experience, community involvement and life experiences that have shaped their values and professional goals.

Rashaad Hamilton, a student at the University of North Carolina School of Law, and Marquis Pullen, a student at Duke University School of Law, were selected as the firm's inaugural Diversity Scholars. Through the program, Rashaad and Marquis also had the opportunity to participate in the firm's exclusive 10-week Summer Associate Program and became eligible to receive up to \$15,000 each in scholarship funds.

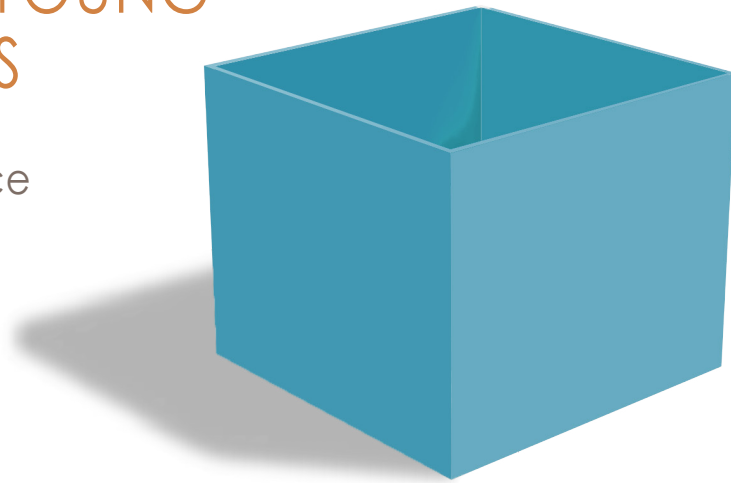
"We were thrilled to welcome Rashaad and Marquis to our inaugural class of Diversity Scholars," said Chair of the Management Committee **Tom Mitchell**. "They are bright and ambitious young law students who demonstrate passionate commitment to advancing diversity in the legal profession."

In addition to the two students selected, the firm named numerous finalists in recognition of their many achievements, including: Dyllan Brown-Bramble, Georgetown University Law Center; Namrata Kang, Washington & Lee University School of Law; Andrea Liberatore, University of North Carolina School of Law; Raquel Gonzalez Padron, Wake Forest University School of Law; Destiny Planter, University of North Carolina School of Law; and Shin Song, University of North Carolina School of Law.

The Diversity Scholarship Program was launched in conjunction with the Diversity Conference (page 13), both new initiatives that were designed to support the ongoing diversity and inclusion efforts of the firm.

# ENGAGING YOUNG LEGAL MINDS

at the Annual  
Diversity Conference



*"The Diversity Conference is an innovative and unique program designed to engage and educate law students early on in their careers, and give them real-life exposure to a leading law firm. The program has been thoughtfully designed to give participants a realistic look at all that life in the legal profession entails. It also allows the firm to build relationships and loyalty with promising and diverse pools of potential summer associate candidates. I have enjoyed getting acquainted with our student participants, and look forward to helping this effort grow in the years to come."*

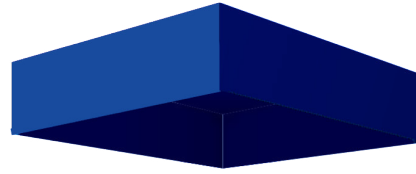
— **Joe Fernandez**  
Corporate Member  
and Member of the  
Management Committee



In early 2019, Moore & Van Allen (MVA) hosted its inaugural Diversity Conference — a one-day seminar designed to introduce first-year law students to leaders and career opportunities in the legal industry, while providing information about the climate of diversity in the legal industry and ways in which the firm is leading initiatives for change. MVA selected 20 law student participants through a competitive national application process; they traveled to the firm's Charlotte office to participate.

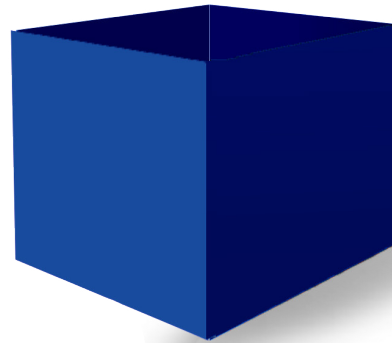
The event commenced with welcome comments from Chair of the Management Committee **Tom Mitchell**, followed by a panel discussion with firm leadership. Throughout the course of the day, students had the opportunity to participate in networking sessions with various representatives of the firm and its practice groups. Attendees also took part in interactive panels with MVA members and gained exposure to new facets of legal practice during presentations from client and community leaders from Bank of America, Council for Children's Rights, Charlotte Hornets, Charlotte-Mecklenburg District Attorney's Office, Charlotte-Mecklenburg Schools, Electrolux and Safe Alliance.

The Diversity Conference was held in conjunction with the launch of the firm's Diversity Scholarship Program (page 12).



# CONNECTING ACROSS DIFFERENCES

in Awareness Series  
“What's Your Story?”



*“Serving in the Air Force was an honor, as well as a significant maturation process for me as a young man. More importantly, my service taught me at a young age the value of selflessness — a value I continue to uphold today, both professionally and personally, as I continue to give back to my community.”*

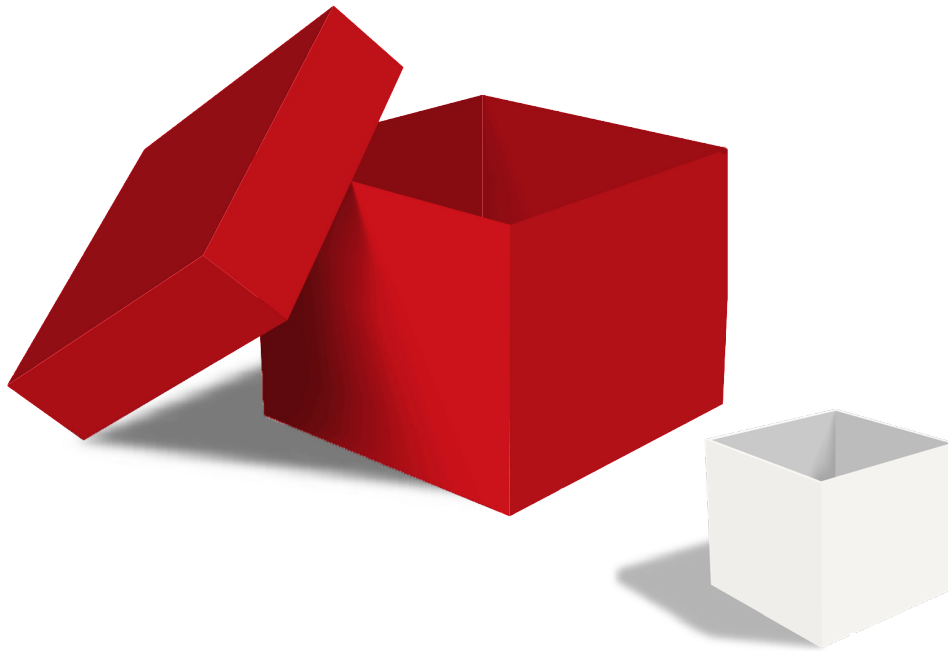
— **Jon Littlepage**  
IT Network Manager



Moore & Van Allen's Diversity Committee continued its internal awareness series “What's Your Story?” with a special Veterans Day tribute and panel presentation focusing on stories of military service. Moderated by MVA Bankruptcy & Financial Restructuring Member **Ben Hawfield**, the discussion featured the unique journeys of firm employees told in their own voices. Panel participants included MVA Litigation Legal Practice Assistance **John Allen**, Bankruptcy & Restructuring Member **Hillary Crabtree**, IT Network Manager **Jon Littlepage** and Litigation Legal Practice Assistance **Megan Shavers**.

The lunch program, which drew more than 65 attendees, highlighted the exceptional ways that MVA employees served in the military or supported loved ones throughout their service.

*(continued on page 15)*



*(continued from page 14)*

*"The 'What's Your Story' series offers MVA employees a chance to showcase and learn about different topics they may not have been exposed to or would like to learn more about. I also love that this program is targeted to every department within the firm, whether you are an attorney or support staff."*

— **Megan Shavers**  
Litigation Legal Practice  
Assistant



"It is important to me to offer support to military members and veterans because of my family's military history, and to support my friends and colleagues who are still involved with Bank of America's Military Support and Assistance Affinity Group (MSAG)," said MVA Litigation Legal Practice Assistant **Megan Shavers**. Before joining MVA, Shavers served as the National Events Planning Lead of MSAG, which is an employee resource network for military employees, their colleagues, families and supporters.

Program attendees also had an opportunity to write letters in support of Operation Gratitude, an organization that works to lift the spirits and meet the evolving needs of active duty and veteran communities.

Launched in 2015, the "What's Your Story?" series was created by the firm's Diversity Committee to help foster personal connections within MVA by providing insight and support about a variety of topics.





## KEEPING ALUMNI CONNECTIONS STRONG

*"We are pleased that the LOC membership is strong and growing, and even more excited that our efforts to maintain alumni relationships are well received. Our alumni network is composed of esteemed legal, community and corporate leaders, and we value each and every relationship."*

— **Nader Raja**  
Litigation Member



Moore & Van Allen's Lawyers of Color (LOC) affinity group hosted an informal and well-attended LOC alumni happy hour in 2019, inviting both former and current LOC attorneys to the event. The reception offered attendees the opportunity to reconnect with LOC alumni, while welcoming new MVA attorneys to the group.

Led by MVA Bankruptcy & Financial Restructuring Member **Luis Lluberás** and Litigation Member **Nader Raja**, LOC provides peer-to-peer support, leadership development, networking and mentoring opportunities for attorneys of color. The group operates with three core goals in mind: to increase cohesiveness among current LOC members; enrich members' practices and firm relationships through a variety of networking and leadership development opportunities; and increase community outreach efforts to the legal community and community at large.



# MAKING CONNECTIONS WITH INDUSTRY LEADERS

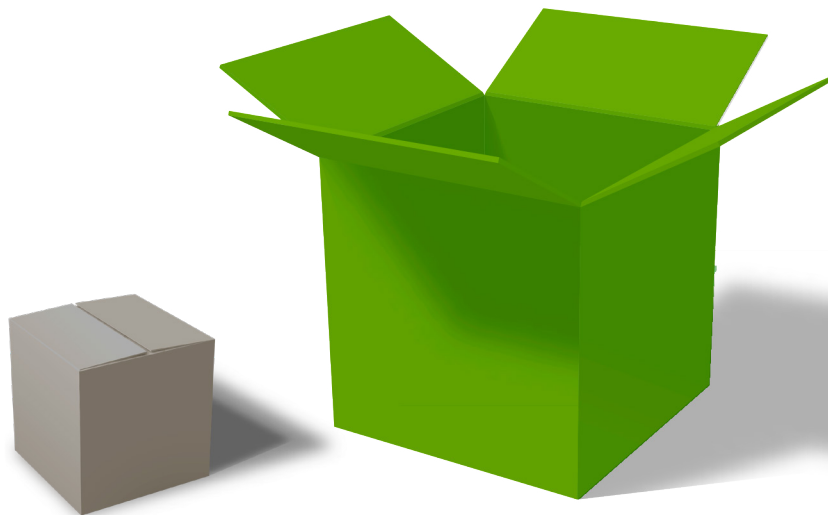
*"Making Connections is a unique and valuable opportunity for LOC members to gain powerful insights from Charlotte's well-established professional community. My colleagues and I have benefited tremendously from these compelling conversations, and I look forward to participating in many more fruitful sessions in 2020."*

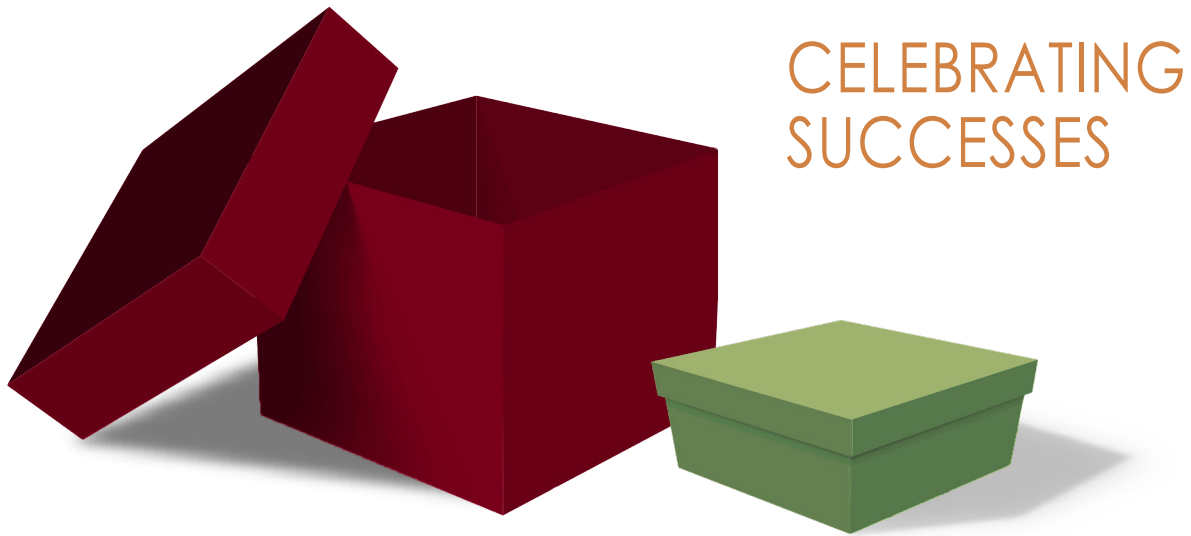
— **Luis Lluberas**  
Bankruptcy & Financial  
Restructuring Member  
and LOC Co-Chair



Over the past year, Moore & Van Allen's Lawyers of Color (LOC) group has continued its signature Making Connections Program, which invites LOC's associate and counsel members to connect with firm and community leaders over lunch. Launched in 2017 by MVA Financial Services Member **John Chinuntdet**, Making Connections lunch sessions feature stimulating and informative conversations guided by Bankruptcy & Financial Restructuring Member and LOC Co-Chair **Luis Lluberas**. Participants explore a variety of subjects, leadership experiences, professional and personal successes and failures, and recommendations for career advancement.

Carolina Panthers Associate Counsel Ese Ighedosa and Charlotte Regional Business Alliance CEO and President Janet LaBar both volunteered as guest speakers in 2019. The luncheon series will resume in 2020.





## CELEBRATING SUCCESSSES

### CORPORATE COUNSEL

### Lawyers --- Color

### LAWYERS WEEKLY

### WomenInc.

- ▶ Financial Services Member **Amy Johnson** was selected as a *Corporate Counsel* 2019 Women, Influence & Power in Law Award winner. Johnson was recognized in the Law Firm Thought Leadership category for her demonstrated commitment to advancing diversity in the legal profession. Honorees were formally announced during an October 2019 awards dinner in Washington, D.C., as part of the Women, Influence & Power in Law Conference and profiled in the December 2019 issue of *Corporate Counsel* magazine.
- ▶ White Collar, Regulatory Defense and Investigations Member **Valecia McDowell** was named to the inaugural *Lawyers of Color* "Nation's Best" list, which salutes minority law firm partners and senior-level corporate counsel. *Lawyers of Color's* selection committee, comprised of fellows, advisers and editorial staff, chose attorneys who had noteworthy accomplishments and a commitment to diversity and inclusion in the legal profession.
- ▶ Moore & Van Allen was named a 2019 *Lawyers Weekly* Diversity & Inclusion Awards winner. The firm was selected as an honoree for the inaugural awards based on contributions to diversity in the legal community. Winners were formally recognized at a December 2019 awards luncheon in Charlotte.
- ▶ *WomenInc.* magazine named Moore & Van Allen to its Top 100 Law Firms for Women list, which was published in *WomenInc.* magazine's fall 2019 issue. Law firms were selected based on a demonstrated commitment to supporting women in the legal profession.

# DIVERSITY & INCLUSION: OUR ONGOING STORY

## Year in Review

*For more information about Moore & Van Allen's diversity and inclusion efforts, contact **Stephanie Gryder**, Senior Manager of Diversity and Community Initiatives, at [stephaniegryder@mvalaw.com](mailto:stephaniegryder@mvalaw.com) or 704-331-2380.*



— **Stephanie Gryder**  
Senior Manager of  
Diversity and Community  
Initiatives

At Moore & Van Allen (MVA) we are proud of our success in creating a workplace culture that encourages individuality, growth and new ideas. Over the past year, we have invested in new initiatives that reinforce the firm's commitment to connecting with and hiring outstanding talent from diverse backgrounds. Additionally, we have sustained ongoing networking opportunities offered through our affinity groups, connected employees through our internal dialogue series and expanded our pipeline engagement efforts.

This year's Diversity & Inclusion Report provides a one-dimensional glimpse of our progress, but we know there is much more to come in our story. At MVA, we recognize that extraordinary individuals, collaborative teams and inclusive leaders are key elements in providing innovative legal solutions. It is to this end that we embrace the rich diversity of our teams and ideas to motivate our growth and progress. As we look forward, we invite you to join us in this valuable and ongoing work.



# Our Commitment to DIVERSITY & INCLUSION

## OUR VISION

One of Moore & Van Allen's important missions is to support a culture of diversity and inclusion at our firm and in the many communities we serve. We understand that our success in this mission is critical to our ability to provide the highest level of legal services to our clients. MVA continues to implement strategic practices designed to support and promote the recruitment, retention and promotion of attorneys from all backgrounds within our firm.

## OUR WORK

Moore & Van Allen's commitment to diversity and inclusion is longstanding. Established in 2000, the MVA Diversity Committee's purpose is to raise awareness and foster understanding and appreciation of the various ethnicities, races, religions, countries and regions of origin, physical abilities, and sexual orientations represented within MVA and the clients and community we serve.



## OUR CULTURE

Moore & Van Allen was named a "Best Place to Work for LGBTQ Equality" by the Human Rights Campaign for the third consecutive year. MVA again earned a perfect 100% score on the Human Rights Campaign Foundation's Corporate Equality Index. The survey rates businesses on their commitment to LGBTQ inclusion practices in employee benefits, professional development and accountability, as well as public commitment.

## OUR DIVERSITY STATEMENT

At Moore & Van Allen, we recognize that having people with different racial, ethnic and religious backgrounds, countries and regions of origin, genders, gender identities and expressions, generations, physical abilities and sexual orientations is critical to our ability to provide the highest level of legal services. By fostering an inclusive work environment, we come together as one extraordinary team with the common purpose of providing truly outstanding legal services to our clients. Our commitment to diversity goes beyond our firm to the communities we serve through extensive outreach initiatives. These core principles are embraced by the firm's leadership.

**Moore & Van Allen**  
mvalaw.com