



Equity & Inclusion

"Our commitment to inclusion means that all voices are not only heard but actively sought out. We foster a culture of collaboration, where open communication and mutual respect are key."

Deborah Hays, Chair of Archer & Greiner

A Welcoming Environment, Where Every Voice Matters

At Archer, we firmly believe that inclusion makes us better. At the heart of our firm's success is a welcoming environment for all, where each person is empowered to achieve their career goals, grow professionally, and contribute meaningfully to our collective success. We know that embracing all backgrounds and perspectives creates a more vibrant and resilient community—both within our firm and in the services we provide to our clients. By embracing these differences, we create an atmosphere where innovation flourishes, and every voice is valued. We know that when we come together with mutual respect, the result is a stronger, more effective team. The diversity of thought and experience enriches our practice, deepens our understanding of the law, and ensures that we are providing the most comprehensive and insightful legal counsel possible.

One Firm, One Team, One Mission

We are united by a shared commitment to excellence, integrity, and delivering exceptional legal services. Our strength lies in our collective ability to work together as one, leveraging each individual's unique experience to achieve the best possible outcomes for our clients. We value the diverse perspectives and skills that each member of the firm brings and recognize that our individual contributions are what make us stronger as a team. By coming together as one, we deliver better results, foster a culture of inclusion and respect, and create lasting value for our clients and our firm. In the end, our commitment to inclusion and flexibility is not just about doing what's right—it's about building a stronger, more successful firm for all.

How We Support Our Mission

The Equity and Inclusion Committee at Archer, approved by our Board of Directors in 2006, was created to review, develop, recommend, and implement policies to drive initiatives which support the firm's longstanding and overarching goal of building a collaborative team of attorneys that embrace varied perspectives, experiences, and talents. We believe our differences enrich our relationships within the firm and with clients, creating a workplace environment that welcomes all perspectives and cultures, and optimizing Archer's ability to attract and develop talented lawyers and administrative professionals. We work to create a thriving team of

astute, creative, and driven legal professionals ready to serve the everchanging and evolving needs of our clients by championing the individual in an inclusive and respectful atmosphere, without regard to race, color, gender, sex, age, religion, creed, national origin, ancestry, citizenship, marital status, sexual orientation, physical or mental disability, medical condition, military and veteran status, gender identity or expression, genetic information, change of sex or transgender status, or any other basis protected by federal, state or local law.

The membership of the E&I Committee is appointed by the firm's Board of Directors, includes members of the Executive Committee, and is thoughtfully chosen to include perspectives from different practice groups, geographical offices, and internal firm committees. Further supporting the E&I Committee, the E&I Forum operates as a collective think tank open to all attorneys who wish to actively support the firm's commitment to not only foster, but to advance a workplace environment that inclusively and respectfully embraces everyone through educational and social programming. Additionally, for more than twenty years, the Archer Supports Women Network has provided a forum for its attorneys to engage in formal and informal mentoring to address the myriad of issues attorneys face, particularly those that may be unique to women and families. Through the forum, our attorneys gain advice and guidance on practice development, identifying areas of specialty, growing lasting client relationships, pursuing leadership roles, and maintaining a healthy work/life balance. Open to all, the Network provides opportunities for social networking, legal education, and community engagement, all within a positive and supportive environment that encourages attorneys to strengthen their connections to one another.

Supporting the development of all Archer's junior attorneys, the Professional Development Committee ("PDC") ensures that associates and junior partners receive appropriate mentoring, practice-specific legal training, practice development guidance, and sponsorship to ensure higher retention and progression to non-equity partner and shareholder status. The PDC works with practice group leaders and senior supervising attorneys to actively manage associate and junior partner assignments to ensure equal opportunity to career-enhancing and skill-building work, client interaction, and business development opportunities, and to provide training on topics relevant to firm practice. The PDC affirmatively reinforces the firm's view that its interests are best served when all its attorneys engage in the communities Archer serves, whether through bar or other professional organizations, non-profit organizations, or other similar activities.



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