



## INCLUSION & DIVERSITY INITIATIVES

Flaherty Sensabaugh Bonasso is committed to a diverse and inclusive workplace that values all backgrounds and perspectives. Our goal is to attract, retain, and promote outstanding attorneys and professionals who reflect our industry, communities, and clients we serve.

Flaherty's Inclusion & Diversity Committee (IDC) is comprised of firm management, members, associates and staff. The group reports to the firm's Management Committee. It works with management and the Recruiting Committee to identify diverse hiring initiatives, develop equity, inclusion, and diversity programming, identify solutions for increasing employee engagement through inclusiveness and evaluate how to be an ally to underrepresented communities.

In addition to the work of our IDC, we are actively expanding our initiatives within the firm, including:

- Providing an investment of time and resources to organizations in the legal profession and our communities that promote diversity and assist with accessing legal assistance, education and employment.
- Proactively increase the number of female attorneys in leadership roles at the executive and committee levels.
- Actively support alternative work schedules to allow for balance and commitments outside the office.