

## DIVERSITY

### DIVERSITY & INCLUSION

RCCB is committed to promoting diversity within the firm and encouraging a culture of inclusion where differences are valued and encouraged. We are committed to recruiting the finest lawyers and nurturing their talents. We believe that a wide-ranging culture fosters ingenuity and innovation. Our culture enriches the quality of our legal services, helps us to better serve our clients, and positions us as leaders in the community.

### FOCUSED LEADERSHIP

Our Executive Committee leads the firm and is dedicated to affirming a culture of diversity and inclusion at RCCB. Firm leadership at all levels is focused on ensuring that the firm's vision for diversity and inclusion is realized and touches every aspect of our organization and practice.

### ADVANCEMENT OF DIVERSE PROFESSIONALS

We support many organizations that promote women, people of color, and members of the LGBTQ+ community, including Women's Way, the DVLTL, and the Barristers' Association.

### RECRUITING AND RETENTION

We actively recruit, retain and promote the best diverse talent. To do so, we have raised the visibility of the firm within diverse communities and have championed the importance of diversity and inclusion in our recruiting.

To foster the retention and advancement of women and diverse professionals, we have implemented a number of supporting policies. They include work-life balance initiatives designed to ensure that alternative work arrangements do not preclude advancement within the firm.

### COMMUNITY INVOLVEMENT

RCCB participates in and supports a variety of local and national organizations that share our dedication to advancing diverse groups in the legal profession.

### CONTACT:

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