

Diversity & Inclusion

Diversity & Inclusion Commitment

Flaster Greenberg is committed to advancing diversity and inclusion, not because it's a requirement but because we value diversity of thought and experience. We find that an individual's culture and identity has a unique impact on how that person solves problems and generates new ideas. The application of diversity and inclusion in the workplace has an inherent benefit to client service as well as increased employee engagement.

Focus on Clients

As the challenges our clients face continue to evolve, at Flaster Greenberg we are able to embrace our differences to come up with creative solutions that garner the best results for our clients. We believe that multiple perspectives not only strengthen our firm's culture but also our ability to respond to the needs of our clients.

Since there is rarely a one-size-fits-all problem, when called upon we can rely on the firm's set of diverse backgrounds that allow for a more creative resolution to a clients' particular issue. Our clients are each unique and many have come to expect a diverse team of individuals to navigate them through the legal landscape.

Focus on Employees

A workplace culture that values diverse backgrounds and perspectives helps attract talented attorneys and staff and strengthens employee morale. Flaster Greenberg works continuously to expand and promote opportunities for all of our employees. The firm is a diverse workplace defined by an open, mutually supportive, collegial environment where fairness, respect and professional opportunity for everyone remains integral to all of our recruiting, retention and promotion initiatives.

At Flaster Greenberg, we define our diverse workforce by how our employees view themselves, through a variety of personal characteristics and life experiences, including race, gender, nationality, gender identity, sexual orientation, veteran status, religion, disability, age, and marital status, among others. A number of our lawyers are active board members of minority, women, gay and lesbian, and related bar and community organizations. Women and minorities are leaders in our firm's administration. Our benefits programs have always extended to same-sex marriage, civil unions and domestic partnerships.

Through progressive leadership at Flaster Greenberg, attorneys and staff view building and maintaining an inclusive workplace culture as a key component to fueling our firm's success—and the success of our clients.

Continued

Rally For Change Campaign

Flaster Greenberg issued a statement last summer surrounding the death of George Floyd and the deeply troubling spotlight it shed on the racism and injustice that persists in our country today. In response, Flaster Greenberg pledged to take action to bring about change by committing the firm's resources as lawyers and people to do what it could to help advance this cause by launching the firm's first-ever "Rally for Change" campaign.

To make Flaster Greenberg's collective voice even louder, the firm invited all employees to consider donating to the "Rally for Change" campaign and pledged to match contributions to select organizations. The event was spearheaded by the firm's Diversity Committee, which also vetted worthy organizations dedicated to civil rights advocacy, police reform, university-based student-run organizations, to those helping small businesses that fell victim to recent looting or property damage, and those offering free legal advice and representation to low-income residents.

Flaster Greenberg, with the help of its employees, donated more than \$8,000 to the following organizations as part of the firm's expanded Diversity Initiatives: NAACP Legal Defense Fund; Campaign Zero; Support Center for Child Advocates; Color of Change; Enterprise for Community Development (52nd Street Initiative); Black Lives Matter – National Chapter; and the National Police Accountability Project.

Additionally, Flaster Greenberg made a \$2,500 lump sum donation to Philadelphia Lawyers for Social Equity. This organization provides free legal advice and representation to low-income Philadelphia residents whose criminal records are holding them back from achieving their social and career potential.

The firm also created a scholarship program for diverse and women law students, with an initial investment of \$5,000. Under this program, two qualifying law students from local universities will each receive \$2,500. The scholarships are designed to assist deserving students with direct or indirect costs of attending law school and to help lessen the financial burden of earning their Juris Doctorate so the student can focus more on their education and worry less about how they might pay off their debt.

[Click here to read more about the firm's "Rally for Change" campaign.](#)