

Diversity & Inclusion

Paley Rothman is committed to recruiting and retaining a varied group of attorneys and staff throughout the firm and believe that diversity is a strategic key to our ongoing success. Recognizing that individuals with varied backgrounds, perspectives, and skillsets enrich its workforce, Paley Rothman's mission is to foster and promote an atmosphere of diversity, multiculturalism, and inclusion.

Our objective is to create an environment where all employees can thrive no matter their ethnicity, religion, national origin, sexual orientation, gender identity, political affiliation, disability or veteran status. At Paley Rothman, we believe that success and diversity go hand in hand. Diversity produces different perspectives, broader thinking, and creative solutions to the challenges our clients face.



GOALS

In pursuit of our commitment to diversity, we are taking a proactive approach in the following ways:

Fostering an environment of greater inclusion and better communications that benefits all the firm as well as our clients

Identifying and addressing diversity-related challenges and initiatives in four areas:

1. Mentoring
2. Work Opportunity and Environment
3. Education
4. Communications

Recruiting and retaining highly qualified, diverse attorneys and staff, which empowers us to better serve our clients.

Encourage the support, education, advancement and leadership development of minority attorneys and staff within the firm.

Highlight and celebrate the firm's diversity, while also supporting diversity in the community.

RECRUITING

We never stop working to make Paley Rothman better and to improve the level of service we offer our clients. We take recruitment seriously because our people define who we are. We welcome professionals at all career stages and offer positions in many different areas of our firm that suit a variety of experiences and backgrounds.

EQUAL EMPLOYMENT POLICY

Paley Rothman is proud to be an Equal Opportunity Employer. We actively promote and encourage applications for employment from diverse candidates. We do not discriminate based on race, color, religion, creed, national origin or ancestry, ethnicity, sex, pregnancy, gender, age, physical or mental disability, citizenship status, genetic information, military status, veteran status, marital status, sexual orientation, gender identity or expression, transgender status, sexual stereotypes, family responsibilities or any other status protected by applicable federal, state or local laws.

RETENTION, MENTORING AND PROFESSIONAL DEVELOPMENT INITIATIVES

We support and encourage the success of talented lawyers and staff from diverse backgrounds - within our firm, among our clients, and throughout the community. We also know that having diverse members in decision-making roles is a critical way to ensure that those constituencies are heard and represented. In addition to offering numerous mentoring, networking, and professional development opportunities, we also regularly co-host events with our clients, creating opportunities to strengthen our relationships outside the office.

BUSINESS PARTNERSHIPS

We actively seek to do businesses with organizations owned by minorities, veterans, persons with disabilities, and members of the LGBTQ community, and we embrace diversity within our firm because know it helps serve our clients.

As our clients increasingly become more diverse, they want to see that same diversity reflected in the professionals handling their legal matters. Paley Rothman continually strives to be inclusive in the selection and use of local counsel, legal service providers, and vendors.

COMMUNITY PARTNERSHIPS

Over the years, Paley Rothman has formed relationships with associations and organizations committed to diversity and inclusion. Our attorneys and staff actively participate in and support these organizations by teaching, serving in leadership roles, and co-sponsoring events.

The Bar Association of Montgomery County's Summer Scholars Pipeline Program - Encourages the hiring of diverse attorneys in the County. The Program partners with specialty bar associations to identify and select talented second-year law students from the area for summer internships with participating Montgomery County law firms.

Hearts & Homes for Youth, Board of Directors - Nonprofit organization dedicated to empowering youth who have experienced abuse, neglect, mental health issues, homelessness, and other trauma, to make positive life choices and build brighter futures.

House of Ruth, Pro Bono Legal Services - Non-profit organization that serves more than 600 women and children who are abused and homeless in Washington, DC.

StreetWise Partners, Volunteer Leadership Board and mentor to low income and disadvantaged individuals to help them develop career and networking skills to achieve career goals and obtain economic self-sufficiency.

The Vinetta Project, Venture Challenge Partner - Capital Platform and deal flow pipeline that sources high potential female founders with proven business models and offers unprecedented access to proprietary events, resources, exclusive networks and capital from vetted investors.

Exemplary Bar Associations:

- Hispanic National Bar Association
- Hispanic Bar Association for the District of Columbia
- Maryland Hispanic Bar Association
- Commercial Real Estate Women (CREW), Montgomery County Chapter
- Women's Bar Association of Maryland
- Women's Bar Association of the District of Columbia

AWARDS AND RECOGNITION

At the Bar Association of Montgomery County's 2014 Law Day event, the Andrew L. Sonner Diversity Award was presented to Paley Rothman, for upholding the highest standards of the legal profession by encouraging racial and cultural diversity in the hiring, retention and promotion of attorneys.

DIVERSITY BLOGS

Please find here a selection of blogs related to Diversity & Inclusion, written by Paley Rothman Employees:

"Women's History Profile - Trish Weaver," by Trish Weaver

"Black History, America's Future: A Look at Our Past and an Interview with a Community Leader," by Tracey Coates

"Remembering the Holocaust: Courage and Resiliency as told by the Child of Two Survivors," by Jeffrey Kolender

"From Fatigues and Boots to Wills and Trusts: An Account from a U.S. Army Veteran," by Dorothy Milam

"Welcome Back to the USA!" by Carlos Lastra

"Take Pride in a Welcoming Workplace," by Brandon Hallmark

"Critical Common Law Marriage Update For Same Sex Couples," by Eva Juncker

DIVERSITY & INCLUSION COMMITTEE

Our commitment to diversity and inclusion would not be possible without the diligent work of our dedicated Diversity & Inclusion Committee, comprised of attorneys and staff across the firm.

- Carlos Lastra, Committee Co-Chair and Family Law Practice Co-Chair
- Tracey Coates, Committee Co-Chair and Family Law Practice Co-Chair
- Eva Juncker, Family Law Principal
- Ryan Spiegel, Government Contracts Practice Chair
- Vicki Bishop, Firm Administrator
- SallyAnn Carr, Library Manager
- Brandon Hallmark, Litigation Practice Paralegal
- Jai Kulkarni, Trusts & Estates Practice Paralegal
- Brooke Merchen, Marketing Coordinator
- Rachid Parker, Presidential Title Paralegal