

# Awareness and Education

## It starts with conversations

To accomplish an inclusive workforce, you have to talk about diversity, equity, and inclusion.

Our conversation began when we were founded and continues today through celebrations, communications, and training for our attorneys and staff.

## Committing to Diversity

Diversity is embedded into our firm's Core Values. We've always known that a diversity of backgrounds and views is critical to organizational strength and resilience. As a result, we've been diverse since our founding in 1973.

Additionally, we know that positive progress toward diversity and inclusion requires an ongoing commitment. We adopted the [Mansfield Rule](#), administered by Diversity Lab, in order to take measurable, intentional steps to support greater diversity in our law firm and maintain an inclusive environment in which all attorneys and staff can develop to their full potential.

## Celebrating Diversity

We acknowledge and observe Juneteenth and Martin Luther King, Jr.'s birthday as firm holidays. We also actively celebrate diversity year-round through special educational awareness resources, events, and activities for Black History Month, Military Appreciation Month, National Asian American and Pacific Islander Heritage Month, National Hispanic Month, National Native American Heritage Month, Pride Month, Women's History Month, and more.

We also come together as a firm to recognize Diversity Awareness Month every October. During Diversity Awareness Month, we embrace the different backgrounds that make each of us unique by hosting conversations, talking about our shared experiences, providing educational resources, and other group activities that celebrate our diversity.

## Engaging with Diversity

We recognize there is a need for us to engage in deeper conversations on diversity, equity, and inclusion. We host conversations throughout the year to provide everyone a voice. The goal of these conversations is to both listen and learn how we can best make a difference in the fight for racial equality through education, advocacy, action, and support.

## Firm-wide Training

Our mandatory diversity training for all our attorneys and staff brings in nationally recognized consultants with the goals of raising awareness and developing solutions in hiring, work assignments, evaluations, and retention. We have also established our own mandatory firm-wide online learning program on preventing sexual harassment and the behaviors that foster a work environment free from discrimination and harassment.

## Recognizing Leaders

To acknowledge diversity in our profession and our communities, we have hosted an annual reception for nearly two decades. In 2013, Epstein Becker Green began to present the “Make a Difference” Award at the annual reception as a way to honor those individuals who, through their outstanding commitment, dedication, and abilities, have made a difference in the advancement of diversity, equity, and inclusion.

## Past "Make a Difference" Award Recipients

- 2023 Honorees – **Frankie Miranda**, President and CEO of Hispanic Federation, and **Hispanic Federation**, a premier Latino nonprofit membership organization.
- 2022 Honoree – **Judith (Judy) Heumann**, former Assistant Secretary for the Office of Special Education and Rehabilitative Services in the U.S. Department of Education, and an internationally recognized leader in the disability rights community
- 2020 Honorees – **Carrie Valiant**, **Clifford Barnes**, and **Susan Gross Sholinsky** (the Chair and Vice Chairs of Epstein Becker Green's Diversity and Professional Development Committee), **Thalia Bowen** (Diversity Manager at Epstein Becker Green), and **Amy Simmons** (Director of Attorney Recruitment & Professional Development at Epstein Becker Green)
- 2019 Honoree – **Wade Henderson**, Interim President of The Leadership Conference on Civil and Human Rights
- 2018 Honoree – **Christine Quinn**, President and Chief Executive Officer of Win (formerly Women in Need)
- 2017 Honoree – **Eric T. Washington**, Retired Chief Judge of the District of Columbia Court of Appeals
- 2016 Honoree – **Laurie Robinson Haden**, Founder and CEO of Corporate Counsel Women of Color
- 2015 Honoree – **William A. Keyes, IV**, Founder and President of the Institute for Responsible Citizenship
- 2014 Honoree – **Kenneth G. Standard**, General Counsel Emeritus and Of Counsel at Epstein Becker Green

- 2013 Honoree – **Shirley Ann Higuchi, Esq.**, Chair of the Heart Mountain Wyoming Foundation