

DAVIS WRIGHT TREMAINE

F+B Justice.Equity.Diversity.Inclusion Statement

We, as legal professionals, are trained to identify issues and solve them. Yet despite this training, law firms, for the most part, have too often failed to see or failed to work to solve some of the most intractable issues in society and business related to structural inequities and the ongoing impact on marginalized communities.

Our DWT Food + Beverage group will tackle these hard truths with a renewed and sustained sense of vigor in order to contribute to a more equitable future within our spheres of influence – our firm, our profession, our communities, and the food and beverage industry.

The first step is to see. In order to see, we must learn. We are committed to:

- Educating ourselves (individually and collectively) on issues of justice, equity, diversity, and inclusion, focusing on both the legal profession and the food and beverage industry in particular;
- Identifying and engaging with innovative community partners who are working to dismantle structural inequity in the legal profession and in the food and beverage industry;
- Exploring ways our services can be tailored and leveraged to meet the needs of and elevate food and beverage industry businesses which are founded and led by historically underrepresented and marginalized groups; and
- Evaluating various initiatives launched by others inside and outside our firm to identify and advance best practices for breaking down systemic barriers to success (both for our colleagues and our clients).

The second step is to work to solve. In order to solve these issues, we must remain committed to our principles but nimble in our approach, while also recognizing that there is no end to this work. We are committed to:

- Ensuring our culture and policies support historically underrepresented and marginalized attorneys, staff, and clients, including through innovative service and product models;
- Supporting all of our colleagues, but particularly our historically underrepresented attorneys and staff, in career advancement that is meaningful and sustainable, including through firm-wide diversity, equity, inclusion and social impact efforts;
- Elevating the voices of community partners who are committed to this work, through financial support and joint initiatives to bolster and sustain historically underrepresented groups in the food and beverage industry;
- Implementing industry-leading initiatives, policies and best practices to support our clients and colleagues in justice, equity, diversity, and inclusion efforts;
- Fostering introductions and network connections among professional services, market channels, and financial resources to better position minority-owned food and beverage companies for opportunity and growth;
- Equipping ourselves with tools to foster a culture where implicit bias and systemic inequity is thoughtfully called out and colleagues in our DWT Food + Beverage group are encouraged to join in this effort;
- Modeling behavior, creating a roadmap, and starting conversations within our professional community and the food and beverage industry at large; and
- Holding ourselves and each other personally and professionally accountable for results-oriented justice, equity, diversity and inclusion efforts.

The DWT Food + Beverage group acknowledges that for many of us, and for many of our clients, our past success has derived in part from historical inequities. We recognize that as members of the legal profession we have both privilege and power to leverage, and that by engaging in this work we can have a real impact for the food and beverage industry and our firm. We will work to create a more equitable, diverse and inclusive future in DWT's Food + Beverage group and the food and beverage businesses we serve.

[OSC2/JEDI Collaborative – Justice – Equity – Diversity – Inclusion](#)