



CROWE & DUNLEVY
ATTORNEYS AND COUNSELORS AT LAW

Diversity

Crowe & Dunlevy is committed to diversity as a core value. We recognize that diversity is fundamental to our success, as well as the success of our clients, the communities we serve and our judicial system. Crowe & Dunlevy will continue to work to break down barriers to equal opportunity. We celebrate and value the perspectives and varied experiences that enrich a truly diverse workplace. Crowe & Dunlevy strives to create an atmosphere in which each lawyer and staff person can grow and develop to his or her fullest potential. Crowe & Dunlevy knows that diversity fosters an environment for creative thinking, and innovative solutions to client problems. Diversity is essential to the success of its legal practice because it allows Crowe & Dunlevy to best serve its clients. Crowe & Dunlevy strives to be a model of diversity that others will follow.

Diversity History

Crowe & Dunlevy is a leader in the Oklahoma legal community in hiring and promoting the best and brightest applicants who are women, racial and ethnic minorities or physically disabled. Crowe & Dunlevy has worked to ensure that there have been no impediments to the promotion of women and minorities within the firm. Judy Hamilton Morse, Litigation Department Chair, was the longest serving President of Crowe & Dunlevy (from 1997 to 2000) and the first woman to head a major Oklahoma-based law firm. There has been at least one woman on the Firm's five member Executive Committee for more than 25 years.

In response to Crowe & Dunlevy shareholder William G. Paul's initiative as President of the American Bar Association to promote diversity in the legal profession, Crowe & Dunlevy contributed \$50,000 as a founding firm of the ABA Legal Opportunity Scholarship. Mr. Paul and his wife Barbara also made a contribution of \$50,000. Only three other law firms in the nation have made a commitment to this scholarship fund of \$50,000 or more. To date, at least 100 ABA scholars have benefited from the financial assistance afforded them by the American Bar Association to further their legal careers. Crowe & Dunlevy continues this rich tradition of leadership in diversity issues with Jimmy

"We can best serve society if members of the legal profession come from all segments of the population, reflecting the diversity of the United States."

William G. Paul

Director, Crowe & Dunlevy

ABA President (1999-2000)

Founder of the ABA Legal Opportunity

Scholarship Fund



K. Goodman, a shareholder with the Firm, who has served on the American Bar Association's Commission on Racial and Ethnic Diversity in the Profession and the American Bar Association's Council on Racial and Ethnic Justice. Crowe & Dunlevy attorneys regularly participate in reviewing applications received for the ABA Legal Opportunity Scholarship and for the ABA Judicial Clerkship Program. The ABA Judicial Clerkship Program is a joint effort of the ABA Commission of Racial and Ethnic Diversity in the Profession and the ABA Judicial Division that is designed to bring judges and minority law students together through structured networking activities, including clerkships.

Diversity Committee

Crowe & Dunlevy has incorporated diversity as an integral part of the firm's core values. For this reason, the firm established a diversity committee. The mission of the committee is to assist in the recruiting, retention and professional development of ethnically and racially diverse lawyers. The committee evaluates the firm's activities with respect to diversity and how diversity can best be used to serve Crowe & Dunlevy's existing clients and develop new clients. The diversity committee assists in minority recruitment and retention, implements the Crowe & Dunlevy Minority Scholars Program at the University of Oklahoma, and continues to identify and implement programs focused on minority and female high school and college students that will entice such young people into thinking about a career in the legal profession.

Crowe & Dunlevy supports the commitment to diversity that was issued by the chief legal officers of numerous U.S. and international corporations entitled Diversity in the Workplace: A Statement of Principle. The Statement provides, in part:

"Our companies conduct business throughout the United States and around the world, and we value highly the perspectives and varied experiences which are found only in a diverse workplace. Our companies recognize that diversity makes for a broader, richer environment which produces more creative thinking and solutions. Thus, we believe that promoting diversity is essential to the success of our respective business. It is also the right thing to do."

Locations

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