



MAC MURRAY
&
SHUSTER

2024

DIVERSITY REPORT

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TO OUR CLIENTS, PARTNERS, AND VENDORS

Mindful Change

Three years ago, our firm started its Diversity, Equity, and Inclusion (DEI) Committee to foster a diverse, inclusive, and collaborative environment for our staff centralized on DEI principles. We have prioritized our DEI initiative to ensure that we continually strive for a work environment that is representative and inclusive of diverse populations. It is a priority not just because it is the right thing to do, but also because M&S and its clients benefit from being reflective of society in recruiting staff as well as in choosing our partners and vendors.

M&S Diversity, Equity, and Inclusion Journey

Our firm established a new core value, emphasizing the importance of embracing all cultures and experiences, that reinforces the inclusive environment we want at M&S. We live, breathe, and make important business decisions based on our core values. By implementing our new DEI core value, we are ensuring that diversity, equity, and inclusion principles are an integral part of our firm culture and have a place in our firm decision-making.

We retained Knight Consulting Group in 2021 to assist with our DEI initiatives. Each month that year, our firm hosted educational workshops that explored the role of diversity in the workplace and the impact of personal and implicit bias. Additionally, these workshops reinforced the importance of equity and guided our staff on how to foster a culture of belonging and inclusion. Our staff engaged in thought-provoking discourse, which encouraged difficult conversations that brought growth and new understanding to our employees. These workshops fortified the diverse, equitable, and inclusive environment at M&S that we wish to share with potential employees, clients, and vendors. Our relationship with Knight Consulting Group has continued as we progress on our DEI journey and as we learn by practice.

Looking Ahead

Since 2021, our DEI Committee has set quarterly goals that are measurable and attainable as well as created several new policies and notable changes that have been integrated within our firm to encourage equity and promote the diversity of our employees, potential clients, and vendors. Throughout this year, our firm is committed to creating and implementing a strategic plan that includes specific actionable goals to ensure an inclusive work environment and to attract, retain, and promote diverse talent within our firm. We know we are still on our journey, but we are happy to finally share our experiences and changes so far with you.

Michele Shuster, Managing Partner
Marissa Mitchell, Diversity Chair
Mac Murray & Shuster, LLP

NOTABLES

Since starting our DEI journey, our firm has participated in diversity, equity, and inclusion workshops hosted by Knight Consulting Group. These workshops allowed our employees to engage in thoughtful exercises and informational presentations to broaden our diversity understanding and ensure equity and inclusivity for our clients, vendors, partners, and future employees. These workshops helped our employees gain knowledge of the concepts and negative effects of unconscious bias, gender inequity, and barriers against intersectionality. We have committed to bringing DEI into practice through our firm's processes, procedures, and policies.

Our DEI Committee sets quarterly goals to enhance diversity, equity, and inclusion at M&S. Our key accomplishments so far include:

- Established new recruiting procedures, practices, and policies to attract and retain diverse applicants, center DEI principles in the evaluation of candidates, and respect the value each candidate can bring as a whole person
- Implemented a new inclusive paternal leave policy recognizing that the parental needs associated with caring for a new child, whether by birth or adoption, aren't based on gender
- Implemented a new policy related to disability accommodations to bring greater light to invisible disabilities and ensure employees are accommodated accordingly
- Implemented a new policy related to our business partners and vendors that embodies our DEI goals in recruiting and retaining diverse suppliers
- Developed an annual diversity representation scorecard tracked via anonymous surveys to help us better understand staff diversity and track the current diversity representation of our staff
- Created new billable hour practices for our attorneys, in which up to 50 billable hours per year are available for attorneys to meet their billable hour requirements by participating in diversity, equity, and inclusion matters
- Strengthened our attorney mentorship program with an enhanced focus on principles of equity and inclusion to ensure overall attorney happiness and retention
- Implemented a new dress code policy designed to be inclusive of our staff and future employees' varied and diverse cultures, backgrounds, qualities, and experiences

WHERE ARE WE GOING?

Long-Term Goals

Our DEI Committee meets quarterly to plan “SMART” goals that are specific, measurable, attainable, realistic, and time-bound, that provide structure and meaning to our initiative. Each goal set by the DEI Committee seeks to establish a diverse environment at our firm that is inclusive and equitable for all employees. Each member of our DEI Committee with a quarterly goal is accountable for its completion, and in our collaboration with Knight Consulting Group, our firm aims to stay ahead of important diversity and inclusion efforts that directly affect our current or future employees or clients. Through efforts headed by the DEI Committee and the firm’s Partnership, M&S commits to a regular and routine review of our policies and practices to continue enhancing our DEI efforts.

M&S provides continuous diversity training incentivized by diversity billable hour options, enabling our employees to keep up with best practices. This also gives our staff the opportunity to learn the skills needed to embrace the individuality of all people, thereby creating the best results and experiences for our clients and vendors. Our firm continues to maintain an inclusive and flexible work environment that supports and offers opportunities for the progression and advancement of all employees. Our diversity journey at M&S is ongoing, and we hope to continue our journey with you as our firm progresses and grows.

