

## **DIVERSITY & INCLUSION COMMITTEE CHARTER**

**D&I Committee Chair: Dina M. Cox**

The Firm is guided by its Core Values, including diversity, equity, and inclusion. The diversity that individual Firm members, clients, colleagues, and business partners bring to the table enriches our decision-making and improves our results. We embrace the opportunity to include diverse people and ideas. We champion equality.

The D&I Committee seeks to implement and give life to the Core Values of diversity, equity, and inclusion. Diversity appreciates a wide range of differences, including those based on ethnicity, race, gender, language, religion, and sexual orientation. Inclusion is the intentional effort of putting diversity into action. Inclusion demands the creation of an environment where diverse individuals and ideas are solicited, incorporated, valued, and respected, and where the richness of diverse ideas, backgrounds, and perspectives is harnessed to create value.

Lewis Wagner, LLP strives to hire the best talent, which in turn leads to quality solutions for the Firm and its clients. Lewis Wagner, LLP further strives to offer a diverse and inclusive work environment that draws upon the unique resources and gifts of each of its team members.

Lewis Wagner's D&I Committee is charged with putting in place programs and services consistent with those goals.

### **Responsibilities**

The specific responsibilities of the D&I Committee include:

- Develop, recommend, and implement programs, initiatives, and events that promote awareness of and support the Firm's diverse work environment related to:
  - Race
  - Gender
  - National Origin
  - Religion
  - Age
  - Sexual Orientation
- Work in conjunction with Office Manager, Executive Committee, Recruiting Committee, and Associates Committee to attract, hire, promote, and retain a diverse workforce.
- Recommend to Executive Committee any changes or updates to the Firm's anti-discrimination policy.
- Recommend to Executive Committee Firm support for D&I initiatives by participating in:
  - Community events and initiatives
  - Charitable contributions
  - Education and training on D&I.
- Continually monitor mechanisms to ensure that the Firm's work environment is diverse and inclusive.
- Establish retention plans and policies with respect to diverse members.
- Conduct joint meetings with relevant committees to discuss D&I issues.
- Develop and review a D&I strategic plan that fosters diversity, equity, and inclusiveness.
- Evaluate, recommend, and assist to implement any approved D&I training programs.

- Submit Committee budget requests by annually established deadlines.
- Keep minutes from meetings and distribute as directed.

**Meetings**

The D&I Committee meets at least quarterly or when necessary, as determined by Chair.

**Members**

The D&I Committee Chair is appointed by the Executive committee and the Chair selects the other members subject to approval by the Executive Committee.

**Annual Committee Goals**

The D&I Committee should identify and establish annual goals specifying a focus area for the coming year.