

DIVERSITY, EQUITY, & INCLUSION (DEI)

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Strengthening Our Culture of DEI

HBS values the diverse life experiences, knowledge, perspectives, and talents that each employee, client, and business partner contributes. We are committed to intentionally creating and cultivating a diverse culture that supports equity and inclusion for all people.

We advocate for better communication, listening, understanding, respect, and acceptance in the workplace and in our daily lives, and we believe that a strong culture of diversity, equity, inclusion enriches all of us and allows us to provide better service to our clients.

Our Commitment

HBS believes that a strong sense of community and the shared values of collaboration and inclusion are the bedrock of every successful business. We try to create a culture of welcome, acceptance, and belonging that transcends any role, business unit, language, heritage, race, sexual orientation, life experience, or other factor.

Leadership



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We are committed to continuously improving upon an equitable and inclusive workplace. Our efforts are purposeful and intentional as we establish goals and actively monitor our progress.

We recruit, hire, train, and retain attorneys and staff whose diverse backgrounds and life experiences reflect those of our clients and our communities. We welcome attorneys and support staff who are Black/African American, Latino/Hispanic, Asian/Pacific Islander, Native American/Indigenous, women, veterans, LGBTQ+, and other minorities and people who have been historically marginalized.

HBS also actively seeks to do business with diverse suppliers and partners including disadvantaged businesses, minority-owned and women-owned enterprises, and other vendors and companies that reflect the diverse communities that we serve.

We believe that every single employee at HBS — regardless of race, age, gender, or role within the firm — has a social responsibility to contribute to and support our commitment to DEI and ensure our success in making progress toward our goals.

The firm's DEI Committee includes partners and senior staff members who are responsible for putting our commitment to diversity, equity, and inclusion into practice and finding new ways to create a more welcoming and accepting culture.

Advancing Our DEI Goals

HBS is proud to participate in numerous minority job fairs at law schools and Historically Black Colleges and Universities (HBCUs). The firm actively sponsors and participates in a variety of events that highlight and celebrate the importance of diversity and continuously seeks opportunities to enhance its DEI program.

Our internal Mentoring Program connects senior female and minority attorneys with other women and minority attorneys and clients so they can share experiences and support each other in advancing their careers and gaining valuable professional skills.

HBS is actively involved with organizations such as the Corporate Counsel for Women of Color, DRI Diversity Seminar, the National

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Bar Association, and the Minority Corporate Counsel Association.

We are also a longtime member of the State Bar of Georgia's Georgia Diversity Program (GDP), which supports, promotes, and advocates for diverse attorneys. HBS participates in cultivating diverse future attorneys and thought leaders through GDP's High School Pipeline Program, and numerous attorneys at HBS serve as coaches for Mock Trial teams throughout the areas where we operate.

HBS pledges to continuously work toward advancing our inclusive culture and ensuring that every person feels welcomed and valued for their diverse experiences and views.