

# Diversity and Inclusion

Chambliss is committed to embracing diversity in our workplace and community. We are proud to promote a culture of mutual respect and acceptance of others without biases of any kind. We celebrate differences in life experiences, knowledge, inventiveness, innovation, self-expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our team unique.

We acknowledge, embrace, and encourage our differences because we realize that our lives are enriched by that which makes us different, which is why we make a conscious effort to provide an inclusive work environment to benefit all employees and clients alike.

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## Chambliss Stands for Equal Justice Under the Law

In the days that have followed the wrongful killing of George Floyd, we have witnessed and shared in an outpouring of grief from our black community that is heartbreaking and tragic. We believe that today is the [time for reflection and personal action](#).

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## Getting Involved

In order to evolve with the changing perspectives and needs of our employees and clients, we formed dedicated committees to evaluate our inclusion and continue improving where we can.

- **The Diversity Committee:** This group was created to help maintain a set of strong guidelines for diversity recruitment and retention. They also promote an environment of acceptance and support at the firm. The diversity committee is led by [Stephen Adams](#) and includes shareholders, associates, and support staff.
- **The Recruiting Committee:** This group is involved with hiring lawyers with diverse backgrounds and life experiences. In addition to its regular diversity recruitment efforts, Chambliss is a member of the Chattanooga Legal Diversity Consortium (CLDC), which is a consortium of law firms, companies, and government agencies in the City of Chattanooga working to improve diversity in the Chattanooga legal community. We participate in the CLDC minority clerkship program – a competitive summer program for rising second-year law students intended to help advance the CLDC's goals. Our firm is a member of the Diversity Section of the National Association for Law Placement (NALP). This committee is chaired by [Cathy Dorvil](#).
- **The Employee Relations Committee:** This committee acts as a liaison between the staff and firm management to encourage and promote healthy morale.
- **STEP-UP Chattanooga:** STEP-UP is an internship program Chambliss is involved with in connection to the Public Education Foundation. This program allows rising low-income high school seniors to gain extensive experience at local companies, nonprofits, and public agencies.