

Diversity Fact Sheet

Davis Graham & Stubbs is committed to being a diverse firm that mirrors our society, and has taken a leadership position in founding, organizing and sponsoring a variety of efforts designed to promote diversity in the legal profession. In addition to aggressively recruiting qualified diverse candidates through law schools and lateral hiring our efforts include:

Founding or creating programs, contributing scholarship funds and supporting programs designed to promote diversity in the legal profession, including:

- **Rocky Mountain Legal Diversity Career Fair/Founder** – In 2008, its sixth year, this event attracted about 30 employers and nearly 350 law school students and recent graduates from 36 states and 75 law schools.
- **Rocky Mountain Legal Diversity Summit/Sponsor & Event Organizer** – The 2007 Summit drew about 200 full-day attendees and 300 attendees for its awards reception. It featured discussions of issues, models and best practices for diversifying the legal world, and included networking time as well.
- **1L Diversity Clerkship Program/Charter Member** – This Pledge to Diversity program helps maximize summer opportunities for 1L law students at CU and DU law schools from diverse backgrounds. It also helps ensure associates have a good, collaborative summer experience.
- **Women Working Together/Founder** – This organization promotes women lawyers inside and outside the firm, by supporting the entrepreneurial spirit and personal satisfaction that practicing law as a woman provides.
- **Arrupe Jesuit High School Work-Study Program/Sponsor** – Since 2005, this DGS/Arrupe program has exposed high school students to a year of work in our offices as part of their college-prep education and career planning.
- **DGS Pledge to Diversify the Work Place/Creator** – Our 2000 Pledge extended earlier commitments to diversity. It drives us toward an attorney population of 15 percent associates of color and 10 percent partners of color by 2008, while maintaining our high percentage of women attorneys.

Recent Recognition – Sept. 20, 2007 – DGS accepted the first **Qwest Diversity Leadership Award**, and Christine Arguello, a former DGS partner currently a U.S. District Judge for the District of Colorado, accepted the inaugural **Qwest Diversity Trailblazer Award**.

Representative Involvement & Leadership Roles – Past, Present & Ongoing include:

- **Specialty Bar Association Events/Sponsor & Host** – A recent example is a Colorado Bar Association and Colorado Asian Pacific American Bar Association reception celebrating the release of “The Principled Politician: The Ralph Carr Story,” a book that examines Carr’s condemnation of WWII-era internment of Japanese-Americans.
- **National Asian Pacific American Bar Association/Board & General Counsel Roles**
- **Colorado Hispanic Bar Association/Board & Host of Annual Banquet High School or Law School Attendees**
- **Colorado Gay Lesbian Bisexual & Transgender Bar Association/Board**
- **Pledge to Diversity 1L Summer Clerkship Program Committee/Co-Chair**
- **Deans’ Diversity Council/Active Participants** – a group formed by the CU and DU law schools consisting of highly visible Colorado-based managing partners, judges and other legal leaders working to diversify the profession.
- **Pipeline, Recruiting and Retention Committees/Visible Involvement**
- **Diversity in the Legal Profession Committee of the Colorado and Denver Bar associations/Co-Chairs**
- **Diversity in the Legal Profession (DILP) and other law school diversity student mentoring programs/Mentors**
- **Colorado Campaign for Inclusive Excellence/Charter Board Members – CCIE’s office is based at DGS**
- **Asian Pacific American Bar Association’s Minoru Yasui Scholarship Banquet/Supporters**

	Partners			
	Women	Of Color*	GLBT	Total Diversity
DGS (6/2/08)	31.7%	12.7%	1.6%	14.3%
Nationwide (2006)	18.3%	5.4%	1.2%	6.6%
Denver (2006)	21.2%	5.8%	n/a	5.2%
	Associates			
	Women	Of Color*	GLBT	Total Diversity
DGS (6/2/08)	44.7%	11.4%	4.5%	15.9%
Nationwide (2006)	45%	18%	1.9%	19.9%
Denver (2006)	48.9%	12%	n/a	12%

**DGS includes attorneys of Middle Eastern descent in the calculation of attorneys of color.*



Davis Graham & Stubbs LLP
 1550 Seventeenth Street, Suite 500 • Denver, Colorado 80202
 Cindy Hyman - Director of Lawyer Recruiting and Development

Tel: 303-892-9400
 Fax: 303-893-1379
 www.dgslaw.com