Diversity, Equity and Inclusion

Diversity, Equity and Inclusion Overview

Krieg DeVault is committed to fostering an inclusive workplace that values diverse perspectives, supports professional growth, and strengthens our ability to deliver high-quality legal services. Our approach to diversity, equity, and inclusion (DEI) is rooted in creating a collaborative environment where all employees are respected and empowered to contribute to our firm's success as a leading employer in Indiana. We integrate DEI into our long-term strategy to ensure we reflect the communities and clients we serve.

Recruiting and Retention

Krieg DeVault believes that an inclusive workplace enhances our ability to attract and retain talented professionals. We prioritize merit-based hiring and retention, welcoming individuals from varied backgrounds whose skills and experiences contribute to innovative and effective solutions for our clients' legal, business, and practical challenges. Krieg DeVault provides equal employment opportunity to all employees and applicants without regard to race, color, age, religion, sex, disability, national origin, ancestry, sexual orientation, gender identity, veteran or military status, or any other status protected by law. By fostering an inclusive culture, we aim to build a team that drives the Firm's continued success while adapting to the evolving needs of our clients and the communities which we serve.

Key Partnerships and Initiatives

- **Indiana Bar Foundation Mock Trial Opportunity Initiative**: Krieg DeVault sponsors this program to promote legal education and career opportunities for students from diverse backgrounds.
- **Indianapolis Bar Association Diversity Job Fair**: Krieg DeVault participates annually to connect with talented professionals from varied backgrounds, emphasizing merit and alignment with our CORE values.
- **KD Day of Service**: Every two years, our firm engages in community outreach to support local organizations serving diverse populations, reflecting our commitment to the communities where our offices are located. Annually, our associates provide a day of service as a team to support such an organization selected by them.
- **Employee Resource Groups**: We support voluntary, employee-led groups that foster professional networking and community. These groups are open to all employees and focus on shared interests or experiences.
- **Community Engagement**: Krieg DeVault encourages open dialogue within the firm and with our community to understand diverse perspectives. We support local initiatives through volunteerism and financial contributions, focusing on respect, dignity, and opportunity for all.

Professional Development

Krieg DeVault strives to build a skilled, inclusive, and client-focused team. Our KD 3E Training Program offers personalized, self-paced learning opportunities, including interactive videos and skills training, to support professional growth at all career stages. This program reflects our commitment to investing in our people, ensuring they have the tools to excel in a dynamic legal environment.

KRIEG DEVAULT

EDUCATE. ELEVATE. EMPOWER. TRAINING PROGRAM

Soft Skills, Business Developme

Practice Group Substantiv

Technology

Diversity, Equity and Inclusion

Our CORE Values: **Commitment | Ownership | Respect | Excellence**

Krieg DeVault's CORE values guide our approach to DEI. We are committed to fostering a workplace where respect, cooperation, and excellence thrive and where each of us takes ownership of their contributions to the firm's success. We value diverse perspectives, encourage teamwork, and support a healthy work-life balance, allowing employees to pursue personal interests and community involvement. Our dedication to integrity and professionalism ensures that every employee's contributions are valued.

Diversity, Equity and Inclusion Committee

Comprising staff, associates, partners, and our managing partner, the committee promotes initiatives that align with our CORE values and support a collaborative, inclusive, merit-driven workplace. By embracing varied perspectives and experiences, we enhance our ability to deliver effective solutions and maintain strong client relationships.

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