

Diversity, Equity and Inclusion

Diversity, Equity and Inclusion Overview

Krieg DeVault is committed to acknowledging, understanding, and implementing diversity initiatives to establish Krieg DeVault as an employer of choice, a leader in high quality legal services, and a partner with its diversely dynamic clients and community. We believe that the talents and viewpoints of a diverse legal team create the fulfilling professional environment that has brought us consistent recognition as one of the best places to work in our home state of Indiana. At Krieg DeVault, we include diversity as part of our long-term strategy – not a short-term program.

Recruiting and Retention

Krieg DeVault believes that diversity in our workplace brings out the best in people. When experiences, ideas, and knowledge originate from varying perspectives, the solutions we present for the practical, business, and legal issues our clients face will likely be more robust, complete and effective. Commitment to diversity means we actively seek to attract and retain top-tier talented professionals from many backgrounds and experiences whose collective efforts not only enhance the services we provide but also ensure the continued success and viability our firm has enjoyed for decades. 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, status as a disabled veteran or other veteran or military status, or other status protected by law. As the facets of our community, clients, and firm change, we are keenly aware that a proactive approach, including leveraging the advantages of a diverse workforce, helps us keep pace with and meet the challenges of today and the future.

Why Krieg DeVault?

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Key Partnerships and Initiatives

- Indiana Bar Foundation launches Mock Trial Diversity Initiative presented by Krieg DeVault LLP
- Annual participation in the Indianapolis Bar Association Diversity Job Fair
- Krieg DeVault Women in Action plans events and activities that relate to the overall professional development of women lawyers at our firm. This group also supports our firm's continued efforts to attract and develop a pipeline of successful women lawyers at all levels and have a voice in the design of firm initiatives related to the recruitment, retention, development and advancement of women.

- Krieg DeVault Minorities in Action develops annual social events for minorities in the firm to informally gather, develop relationships and discuss topics relevant to their communities, professional experiences and personal interests. Additionally, we annually select a charitable organization in our community and complete an activity that supports that organization's mission.
- Krieg DeVault's Talent Integration Program, an initiative supported by the firm's Diversity, Equity and Inclusion Committee, facilitates the retention and progression of our early-stage attorneys. It is intended to enhance intra-firm communications to proactively address work assignments, training opportunities, mentoring, formal evaluations, informal feedback, and the integration and natural matriculation of minority and majority professionals in the firm.



LISTEN. LEARN. ENGAGE.


Through this initiative, we promise to listen by encouraging internal and external discussions on the issues that impact our attorneys and reflect their backgrounds and experiences. We promise to learn by promoting tangible resources that foster a deeper understanding of those issues and the legal injustices plaguing our Nation, as well as other challenges related to bias and prejudice. We promise to engage by supporting marginalized groups in our communities through community service, financial investment, and by advocating for the dignity, respect, and safety of all. We promise to continue to explore new ways to listen, learn, and engage on these important community issues.

Professional Development

As one of its primary goals, the Firm seeks to develop a talented, diverse, and inclusive client-focused team. Investing in our people is one of the core values behind everything we do. The Krieg DeVault **3E Training Program** is a key component of this initiative. The program provides our lawyers and business support professionals with an opportunity to learn and enhance professional skills at key stages of their careers. It is a personalized, self-paced program that includes interactive videos and skills training.



**EDUCATE.
ELEVATE.
EMPOWER.**
TRAINING PROGRAM

 **Soft Skills, Business Development** **Practice Group Substantive** **Technology** **Diversity, Equity and Inclusion**

Our CORE Values: Commitment | Ownership | Respect | Excellence

Through our CORE Values, we stand committed to each other and to every client, and pride ourselves on integrity, professionalism, respect, and excellence, which are the hallmarks of our Firm. We value respect, cooperation and teamwork, excellence in client service, uncompromising ethical and professional behavior, and a genuine commitment to the communities that have contributed so much to our Firm's success. We thrive on being inclusive and value the opinions of all of our lawyers and staff. Although we work hard, we strongly believe in and support a work-personal life balance, flexibility, and the pursuit of personal interests and community involvement.

Diversity, Equity and Inclusion Committee

The Firm's Diversity, Equity and Inclusion Committee helps the Firm develop programs and approaches that support maintaining an inclusive firm culture that embraces and advances a diverse workforce reflecting our clients and communities. The basic goals that define how we practice law – effective solutions, personal relationships, global perspectives – are better reached when the diverse strengths of our workforce reflect the broadest possible perspectives, experiences and backgrounds. Our Diversity, Equity and Inclusion Committee reflects the makeup of professionals across the firm with diverse experiences, backgrounds and involvement in the community.



Robert A. Greising

Partner / Committee Chair
Office: Indianapolis
rgreising@kdlegal.com
p: 317-238-6215
f: 317-636-1507

**Vicky M. Accardi**

Chief Human Resources Officer
Office: Indianapolis
vaccardi@kdlegal.com
p: 317-808-5853
f: 317-636-1507

**Joshua D. Hague**

Partner
Office: Carmel
jhague@kdlegal.com
p: 317-238-6275
f: 317-636-1507

**Michael J. Messaglia**

Managing Partner
Office: Indianapolis
mmessaglia@kdlegal.com
p: 317-238-6249
f: 317-636-1507

**Stacy Walton Long**

Partner
Office: Indianapolis
slong@kdlegal.com
p: 317-238-6356
f: 317-636-1507

**Nancy J. Townsend**

Partner
Offices: Crown Point, Chicago
ntownsend@kdlegal.com
p: 219-227-6090
f: 219-227-6101

**Marsha Jean-Baptiste**

Associate
Office: Indianapolis
mjean-baptiste@kdlegal.com
p: 317-238-6202
f: 317-636-1507

**Nicole M. Firlej**

Associate
Office: Chicago
nfirlej@kdlegal.com
p: 312-651-2419
f: 312-423-9303

**Rogelio Soto**

Staff Accountant
Office: Indianapolis
rsoto@kdlegal.com
p: 317-808-5852
f: 317-636-1507