

Diversity, Equity & Inclusion

Our firm-wide DEI committee is co-chaired by two diverse attorneys, Daniel L. Dominguez and Maile Hitomi Solís. The committee currently consists of over 20 attorneys across all levels and areas of practice, with over 85% of the committee identifying in one or more EEOC-defined diverse groups. The committee continues to grow and welcome new members. BFKN's DEI Committee meets regularly and is constantly looking at new initiatives and ways they can be implemented firmwide.

The DEI Committee has already begun implementing a set of goals related to diversity initiatives firmwide for 2023. One of these goals was accomplished when, together with its BFKN Foundation partner Nourishing Hope, the committee hosted its first ever MLK Day of Service for BFKN employees and family members. The committee is also working with external DEI academic consultants to help create a thoughtful and intentional mandatory firmwide DEI training program for attorneys, paralegals and staff which is crucial to fostering an inclusive and equitable workplace for all employees.

Midsized Mansfield Rule

In March 2022, the firm began participating in the Midsized Mansfield Rule program. We hope to obtain certification at the conclusion of the certification period through tracking and reporting our strategic efforts to grow and develop our diverse talent. The overall goal of the Midsized Mansfield Rule is to increase the representation of diverse attorneys in leadership by broadening the pool of women, LGBTQ+ attorneys, attorneys with disabilities, and/or racial/ethnic minority attorneys who are considered for entry-level and lateral attorney job openings, leadership opportunities, equity partner promotions, and opportunities to connect with clients.

Leadership Council on Legal Diversity

In July 2022, BFKN co-managing partner, Roger H. Stetson, committed to the Leadership Council on Legal Diversity's (LCLD) Leaders at the Front Pledge. The LCLD is an organization of more than 400 corporate chief legal officers and law firm managing partners who have pledged themselves, through the Leaders at the Front initiative and other means, to creating a diverse U.S. legal profession. The Leaders at the Front Pledge is designed to address the systemic barriers diverse attorneys face, and to build on what works to create sustainable "next practices" for DEI in the legal profession by asking its members to make personal commitments to DEI and implement organizational changes that are specific, meaningful, and measurable. This commitment followed BFKN Partner and colleague, Allison N. Powers', selection as a 2022 LCLD Fellow in February of 2022. The LCLD Fellows program seeks to increase diversity at the leadership levels of the nation's law firms and corporate legal departments. Launched in 2011, LCLD's landmark Fellows Program is designed for diverse, high-potential, mid-career attorneys at LCLD Member organizations. The goal of the program is to provide Fellows with professional and personal development opportunities, leadership training, relationship-building opportunities, and access to other LCLD members.