

# BEING PURPOSEFUL

Martin Pringle’s commitment to diversity, equity, and inclusion is not merely philosophical, but purposeful. We aim to cultivate an inclusive environment where difference is not only accepted as reality, but also celebrated as strength within a purposefully inclusive environment.



COMPLETED WINS IN 2022

## DEI INFORMATION & STATEMENT

Updated DEI Statement/Policy

Expanded DEI information on firm website



## CODE OF CONDUCT

Drafted and implemented conduct code to align with inclusive firm values



## STAFF INCLUSION

Non attorney staff members on DEI committee – 6 out of 11

Held two staff “townhall” listening sessions with over 90% attendance

## EDUCATION

Shared DEI-related content on firm intranet more than once a month

Successfully launched DEI book club with pilot program of six participants



## INTERNAL MEETINGS

Implemented regular DEI committee meetings

Added DEI-related educational events to firm calendar



## VENDOR DIVERSITY

Launched pilot vendor diversity project with the initial focus on catering

Resulted in over 77% of in-house catering selections obtained via minority- and women-owned vendors

*We believe diversity is vital not only for our ability to provide the highest standard of legal representation to our clients, but also for our ability to maintain strong, engaged team members who are able to meet our clients’ needs at all levels.*



## DEI TRAININGS

In-House DEI Trainings on Microaggressions

72%

Attendance  
at Attorney Session

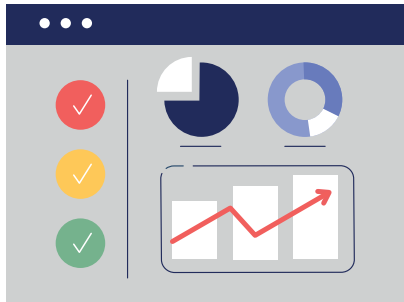
85%

Attendance  
at Staff Session

## DEI INITIATIVES / SPONSORSHIPS / COLLABORATIONS

# 7.4%

### OF TOTAL MARKETING BUDGET



- THE HIVE
- DRI DIVERSITY CONFERENCE
- WICHITA REGIONAL CHAMBER OF COMMERCE DEI TASK FORCE
- HISPANIC CHAMBER
- HOPPING GNOME SPONSORSHIP
- KHEDF SCHOLARSHIP
- SENIOR SERVICES OF WICHITA
- THE KANSAS AFRICAN AMERICAN MUSEUM EVENT SPONSORSHIP
- WICHITA PRIDE EVENT
- CREATE CAMPAIGN
- STARTUP GRIND
- SPARK GRADUATION
- WICHITA MOM ADVERTISING
- THE THREAD
- EXPUNGEMENT CLINIC
- DRIVER'S LICENSE CLINIC



## DEI-FOCUSED BOARD SERVICE

- + SENIOR SERVICES OF WICHITA, BOARD OF DIRECTORS
- + ADVANCE KANSAS, BOARD OF DIRECTORS
- + JOHNSON COUNTY MENTAL HEALTH CENTER, ADVISORY BOARD
- + CREATE CAMPAIGN, BOARD OF DIRECTORS

Martin Pringle is dedicated to enhancing diversity through recruitment, maintaining it through inclusion, retaining and advancing attorneys and staff with diverse backgrounds, promoting diversity through thoughtful and proactive training and professional development, and achieving it through partnerships with our clients and communities.

