

Schenck Price Diversity Initiative

The Schenck Price Diversity Initiative is charged with advancing initiatives that focus on (i) recruitment, retention and advancement of diverse attorneys, (ii) encouraging cross-cultural awareness and (iii) sponsoring/representing the firm at diversity-related events.

The Schenck Price Diversity Initiative holds regular meetings to address relevant topics, plan events and network. Many of our attorneys are personally involved in numerous organizations that represent or otherwise serve a diverse population, such as the Garden State Bar Association, New Jersey Women Lawyers Association, South Asian Bar Association of New Jersey, Association of Black Women Lawyers of New Jersey, Asian Pacific American Lawyers Association of New Jersey, Alpha Phi Alpha Fraternity, Inc., Alpha Kappa Alpha Sorority, Inc., Phi Beta Sigma Fraternity, Inc., New Jersey Law Firm Group and Urban League of Morris County.

A brief description of each organization is below:

Garden State Bar Association

Assists African Americans and other minorities in becoming an effective part of the judicial system. The GSBA provides opportunities for new attorneys and experienced attorneys to collectively tackle challenges that improve the lives of minorities Statewide.

South Asian Bar Association of New Jersey

A bar association dedicated to the needs, concerns, and interests of the South Asian American legal community in New Jersey. SABA-NJ supports the professional development and advancement of its members through networking, educational events, mentoring, and advocacy.

Asian Pacific American Lawyers Association of New Jersey

New Jersey's only Pan Asian bar association serving Asian and Pacific American attorneys throughout the state.

New Jersey Women Lawyers of New Jersey

An organization of over 1000 members that advocates and endorses, studies and advises members on developments affecting the legal state of women, with a focus on gender equality challenges, including those within the legal profession.

Association of Black Women Lawyers of New Jersey

The first women's bar association in New Jersey that provides a forum for discussion and disseminates legal information on matters of interest to Black and Minority attorneys in the legal profession.

New Jersey Law Firm Group

A nonprofit corporation comprised of New Jersey law firms, law schools, corporate legal departments, government agencies and public interest organizations that recognize the importance and advantages of diversity in serving the needs of clients and enhancing the legitimacy and public image of the legal profession.

Alpha Kappa Alpha Sorority, Inc.

Alpha Kappa Alpha is the first intercollegiate Greek-letter sorority established for African American Women. Alpha Kappa Alpha is a globally-impactful organization of over 283,000 college-trained members, bound by the bonds of sisterhood and empowered by a commitment to servant-leadership that is both domestic and international in its scope.

Phi Beta Sigma Fraternity, Inc.

A Greek-letter fraternity for African American Men that delivers services to the general community. Rather than gaining skills

to be utilized exclusively for fraternity members and their immediate families, they hold a deep conviction to return acquired skills to the communities from which they had come. This deep conviction is mirrored in the Fraternity's motto, "Culture For Service and Service For Humanity".

Strengthening Our Commitment to Diversity

SPSK takes its commitment to advancing a diverse and inclusive workplace seriously. Not only has the firm been working to recruit and retain excellent attorneys of color — now including the largest number in our history and among the highest percentages among New Jersey law firms — but those attorneys are increasingly playing leadership roles in the legal community.

Crystal West Edwards, the first African-American elevated to partner at SPSK, is currently serving as President of the Garden State Bar Association, the state's largest professional organization for African-American judges, lawyers and law students, and two other SPSK attorneys have leadership roles in the organization. **Sharmila Jaipersaud** is President-Elect of the South Asian Bar Association of New Jersey (SABA-NJ). Our attorneys have come out in force to support these leaders and their organizations.

To further advance our diversity goals, SPSK's Diversity and Inclusion Committee asked all attorneys to attend a Cultural Awareness Workshop, and our attorneys are mentoring law students of color through an initiative of the New Jersey Law Firm Group, whose mission is to increase the diversity of the New Jersey bar.

Our diverse attorneys are increasingly playing leadership roles in the legal community.



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— SCHENCK PRICE SMITH & KING, LLP —

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