

Offit Kurman continues to make strides in hiring, promoting and retaining diverse attorneys through its diversity and inclusion committee called OK RISE. OK RISE, an acronym for Offit Kurman Recruitment, Inclusion, Service and Equality, seeks to remove barriers of success by creating and fostering an environment where ample opportunities are provided for professional development and leadership for all Offit Kurman employee, irrespective of one's personal background or protected classifications; as well as to foster a culture where a focus on client service needs, diverse collaboration and inclusivity combine to enhance the overall quality of our legal services. Through close collaboration with OK RISE, Offit Kurman strives to identify, recruit and retain successful staff of different cultures, races, ethnicities, religions, genders, orientations, abilities, disabilities, experiences and beliefs.

Additionally, Offit Kurman provides financial support to numerous organizations that are dedicated to equal justice and treatment within our surrounding communities, including:

- **Baltimore Action Legal Team**, which exercises a community lawyering approach and support to Baltimore communities in order to overcome injustices rooted in structural racism and economic inequality.
- **NAACP DC branch**, which organizes to achieve the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.
- **Bread & Roses**, which organizes activists and donors in the Philadelphia region to support community-based groups in building movements for racial equity and economic opportunity for all. They support movements and their leaders through fundraising, grantmaking, capacity building, and convening.
- **New York Civil Liberties Union**, which fights for civil liberties and civil rights through a multi-layered program of litigation, advocacy, public education, and community organizing to create a more open, just, and equitable society.
- **The Freedom Center for Social Justice**, which advocates, provides community education, and promotes faith-based organizing to support the growth, safety and empowerment of marginalized communities (LBGTQ+, low wealth and racial minorities) in the areas of social justice and civil rights.

Offit Kurman has established a number of subcommittees to support, encourage, and promote OK RISE's diversity and inclusion mission, including:

- The Leadership and Advancement subcommittee, led by OK RISE's board member, Crystal Kramer;
- The Programming, Awareness and Education subcommittee, led by OK RISE's board members
- The Recruitment and Retention subcommittee, led by OK RISE's board members, Umar Sheikh and Alaina Burgess;
- The Community Relations, Pro Bono and Marketing subcommittee, led by OK RISE's board member, Mo Syed; and
- The Internal Networking, Support and Subspecialty Groups subcommittee, led by OK RISE's board member, Darlene McBride.
- The LBGTQ+ subspecialty group, led by OK RISE's board member, Bettina Hindin.

Additional organizations that Offit Kurman proudly supports include:

- Women's Bar Association of Maryland
- Maryland State Bar Association Diversity and Inclusion Conference
- J.Franklyn Bourne Bar Association
- Maryland Hispanic Bar Association
- SPL Gan Israel-Lubavitch Center
- New Jersey Muslim Lawyers Association
- Asian Pacific American Bar Association
- Identity (Latino youth and families)
- Higher Achievement (for communities that lack resources)
- CREW Network Foundation
- NAWBO (National Association of Women Business Owners)
- Md Legal Aid Equal Justice Council
- Stand for Justice- affiliated with Legal Services of N VA.
- DC Special Olympics
- Identity Inc.- creates opportunities for Latino youth and families
- Business Women's Network of Howard County