



Carlton L. Johnson

Pennsylvania Bar Association Minority Bar Committee member Carlton L. Johnson of the Philadelphia office of Archer & Greiner PC, is the recipient of a Diversity Award from the Black Law Students Association at Temple University Beasley School of Law, recognizing his “commitment to diversity in the legal profession and to the association.” In addition, he was presented with the Minority Business Leadership Award from the *Philadelphia Business Journal* on Aug. 9 in recognition of his professional accomplishments, civic activism and commitment to diversity and inclusion. The award was presented to him for his part in creating the firm’s Temple Law School-City of Philadelphia Diversity Scholarship.

ARCHER & GREINER'S COMMITMENT TO DIVERSITY

Archer & Greiner P.C. is committed to fostering diversity in the Firm and in the community. Diversity enriches our relationships within the Firm, creates a workplace environment that embraces differences in perspectives and culture, and optimizes the Firm's ability to attract and develop talented professionals and staff. Diversity also widens our experience and perspective for understanding the needs of our clients and the community, thereby enhancing the Firm's ability to serve a broad client base, and creating additional opportunities that will augment the Firm's growth, stature, and future economic security.

As part of this commitment the Firm has an active Diversity Committee. The Committee includes the President of the Firm, and members of both the Firm's Personnel and Hiring Committees, along with other partners and associates.

- The Committee works on a collaborative basis with the Personnel and Hiring Committees and Firm management on matters relating to practices and policies regarding recruitment, hiring, training, mentoring, evaluation, and advancement; makes recommendations that will enhance the Firm's opportunities to recruit, develop and retain qualified diverse candidates; and works with the Firm's Marketing Department to recommend opportunities, such as conferences, networking events, and organization membership, which enhance opportunities for professional development and support the Firm's diversity initiatives.
- The Committee recommends and assists in implementing initiatives for diversity training that will enhance the knowledge base of the Firm. It serves as a resource for individuals who wish to utilize the Committee's expertise for advice or support and it maintains up-to-date information relating to initiatives and best practices in the legal industry for enhancing diversity.

ARCHER & GREINER'S DIVERSITY INITIATIVES

Archer & Greiner is committed to: a) increasing its visibility and recognition with and among minority and diverse students and lateral candidates; b) improving and increasing the recruitment of qualified minority and diverse attorneys; and c) insuring minority and diverse representation at all levels in the Firm. In furtherance of this commitment, Archer & Greiner's diversity initiatives include the following:

- **The Archer & Greiner Diversity Scholarship**
 - a) Rutgers University School of Law – Camden

In 1999, Archer & Greiner established a scholarship program for minority law students at Rutgers University School of Law – Camden. The program was one of the first of its kind in the nation. The Firm pays an annual stipend toward the

students' tuition. Eligible scholarship recipients, as determined by Rutgers, also receive an offer of employment in Archer & Greiner's Summer Associate Program for the summer following their second year of law school. The Firm has developed and implemented this scholarship program with the able assistance of Rutgers and in enthusiastic confirmation of Archer & Greiner's commitment to diversity in the legal profession.

b) Temple University Beasley School of Law

Archer & Greiner has established a minority scholarship/employment arrangement at the Temple University Beasley School of Law, similar to the Rutgers program but with the added dimension of an opportunity for Summer Associate positions where time is split between the Firm and the Philadelphia City Solicitor's Office. Archer & Greiner worked closely with officials from Temple Law School and the Philadelphia Law Department to create and implement this innovative program, which not only provides financial support for minority law students and experience working in a law firm setting, but also offers the opportunity to work in the Law Department of a major public sector agency. An announcement of the first Temple scholarship recipients is scheduled for this spring.

• **Recruitment of Minority Attorneys**

a) Archer & Greiner participates in minority job fairs throughout the region, including the Philadelphia Area Minority Job Fair and the New Jersey Law Firm Group Job Fair.

b) Archer & Greiner is a member of the Philadelphia Diversity Law Group and, a member of the Firm serves on the Board of Directors of the Law Group.

c) Archer & Greiner, through the Philadelphia Diversity Law Group's First-Year Summer Program, offers first-year law students an additional route to summer employment. The Firm annually hires at least one person from the PDLG's list of diverse candidates which identifies first-year law students who have overcome obstacles in pursuing a legal career or come from disadvantaged backgrounds or from backgrounds that are underrepresented in the Philadelphia legal community and who have demonstrated the ability – based on academic achievement, writing ability and other accomplishments – to succeed in the summer programs run by member organizations.

d) Archer & Greiner is a founding member of the New Jersey Law Firm Group which was created by the New Jersey's largest law firms in order to improve minority attorney hiring and retention in New Jersey. In addition to its job fair, Archer & Greiner participates in the New Jersey Law Firm Group's Mentor Program, which pairs practicing lawyers with minority law students from one of the three New Jersey law schools, Rutgers-Camden, Rutgers-Newark, and Seton Hall. The mentor helps with résumé preparation, discusses and practices interview skills and provides whatever support is necessary to insure that each minority law student is well-prepared for the interview process.

e) Archer & Greiner attorneys also frequently speak at local law schools to discuss successful interview strategies.

- **Retention and Training of Minority and Diverse Attorneys**

Archer & Greiner has a formal mentoring program for all of its Associate attorneys. The program includes an associate training program for all first- and second-year litigation and labor attorneys, during which senior attorneys speak on all areas of practice from initial client contact through discovery, motions and trial. The mentor program requires individualized attention by the senior mentor on issues dealing with interpersonal skills, client contact, business development and other such areas. Each new Associate is also assigned an Associate Mentor to further help the new attorney ease into Firm life.

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