



Recruiting

Like other organizations on the diversity and inclusion journey, Foster Swift works hard to attract and hire a diverse talent pool. The HR Department as well as the Recruiting Committee are continually pursuing new sources of talent, evaluating our processes and studying programs that Foster Swift may want to implement in part or in whole. The Grand Rapids Managing Partners Diversity Collaborative and working with law school affinity groups have proved successful in attracting diverse talent.

GRAND RAPIDS MANAGING PARTNERS DIVERSITY COLLABORATIVE

Foster Swift, along with 11 other Grand Rapids law firms and the Grand Rapids Bar Association, have made a commitment to promote diversity and inclusion in the West Michigan legal community.

This program, now in its tenth year, is committed to addressing the issues of diversity and inclusion. On March 22, 2012, a Five-Year Action Plan was signed by all member firms to address three initial challenges:

- Increasing the number of attorneys of color
- Improving the retention of both female attorneys and attorneys of color
- Expanding the pipeline of persons of color entering law school and the profession

REACHING OUT TO LAW SCHOOLS

In addition to participating in traditional on campus recruiting programs, Foster Swift reaches out to law school student organizations to invite their members to apply to the firm's dynamic twelve week 3L summer associate program.