

MDM&C Women's Initiative Mission Statement

The MDM&C Women's Initiative (the "Initiative") has been formed in recognition of the fact that women in the legal profession are faced with issues and challenges that are in many ways different from those facing their male peers. As part of its effort to promote the development of women within the firm, and within the profession, MDM&C has formed the Initiative to provide an opportunity for women to develop and build on their unique strengths.

The Initiative has several goals: (1) to provide women with opportunities to develop and strengthen professional relationships within the firm; (2) to create and support business development opportunities for women; (3) to enhance professional development among women through mentoring and educational programs; (4) to further the firm's commitment to the local community by developing and supporting programs that benefit those in need. To this end, the Initiative will work through the following committees, the functions of which are expected to overlap in order to take full advantage of the resources the members of each committee brings to the Initiative: Business Development, Professional Development, and Community Outreach.

Business Development Committee: Drawing on the experience of the Initiative's members, the Business Development Committee will explore and develop opportunities and sponsor activities for women to develop business relationships with existing and potential clients.

Professional Development Committee: The Professional Development Committee will focus on the education and mentoring of female attorneys in the firm, while fostering a positive work environment and addressing work/life balance issues for women within the firm.

The Community Outreach Committee: Acknowledging the benefit to the firm and to the women in the firm of philanthropic activities, the Community Outreach Committee is committed to developing, sponsoring, hosting and participating in events that benefit the community.