

DEI @ YCST

Below is a snapshot of YCST's DEI Priorities (2022-2024)

Mission Statement

Diversity, Equity, and Inclusion are about fostering an atmosphere where all people are welcomed, valued, and treated fairly and impartially. Young Conaway is dedicated to recruiting, retaining, and promoting talented attorneys and staff with a range of backgrounds, experiences, and perspectives. We recognize that our continued ability to work towards equity in the legal and local communities depends in no small part on our fostering Diversity, Equity, and Inclusion within our firm. We believe that Diversity, Equity, and Inclusion enrich our firm and the professional development of each individual attorney and staff member, and ultimately lead to a greater ability to serve the unique needs of all of our clients.

Vision Statement

We aspire to demonstrate through our intentional actions that Young Conaway is committed to Diversity, Equity, and Inclusion in all that we do.

The Firm

Hire, support and retain underrepresented attorneys at all levels.

Integrate new employees to ensure professional success and belonging.

Enhance feedback and evaluation systems, both informal and formal, to provide employees with frequent, specific feedback.

Provide input and feedback regarding the path to promotion and advancement within the Firm.

Demonstrate the Firm's commitment and accountability to DEI through key strategic initiatives, partnerships and programming.

The Bar

Advance and support pipeline programs, and the DEI efforts of our clients and the Delaware Bar.

The Community

Utilize the Firm's resources and standing to positively and meaningfully impact the community.