



# First Generation Professionals

## Mission Statement and Goals

The First Generation Professionals (“FGP”) Group celebrates a sometimes overlooked aspect of diversity: social mobility and the unique journeys that Latham lawyers follow before entering the legal profession. We aspire to create a sense of community among attorneys who:

1. **Are first in their families to graduate from college or university,**
2. **Are first in their families to graduate from professional school and/or enter a professional career, or**
3. **Come from a low-income or working class background.**

The FGP advocates for and assists First Generation Professionals in their advancement at the firm through diverse recruiting efforts, mentoring and training programs, networking opportunities, and social events. We also provide members with opportunities to participate in community outreach and partner extensively with other Latham affinity groups to share advice and to co-host diversity-related client events.

## About Us

- We take pride in our members’ unique backgrounds and cultivate an environment that provides support and space to share experiences and ask questions.
- We operate global and local mentoring programs and provide opportunities for members to participate in external social mobility programs (e.g., with law schools, local schools, etc.).
- We provide training and networking opportunities for our members and host speakers and social events for members and their clients.



“As a member of a number of affinity groups at the firm, I am keenly aware of how important it is that Latham celebrates the diversity of its associates and that its diverse associates feel included. Increasingly, clients are pushing to have more diverse teams staffed on their matters as studies have shown the overall benefits diversity can have in the workplace. Members of the FGP affinity group bring a host of different experiences to the firm, which in turn contributes to the success of our lawyers and our clients.”

– Donald Cooley, FGP Global Leader, Washington, D.C. associate

“As the first in my family to graduate from graduate school, I have looked to other lawyers throughout my career to serve as mentors and have found incredible mentors and friends among the attorneys at Latham.”

– Heather Deixler, FGP Global Leader, San Francisco associate



“As the first in my family to pursue a professional career, although challenging at times, I was fortunate to find that with the support of those around me my path to law was fairly straightforward. I’m fully aware though that I was one of the lucky ones and luck shouldn’t have anything to do with it. Those of us who are first generation professionals should act as mentors, role models and advocates for all first generation professionals, which is why I am honored to be part of Latham’s efforts to promote and encourage social mobility within the legal profession.”

– Robert Thomas, FGP Global Leader, London associate

The First Generation Professionals Group is one of eight affinity groups at the firm. Our affinity groups provide a firmwide platform to share experiences, advice, and interests, and to partner with clients and other groups interested in fostering a more diverse and inclusive profession.

