



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 Group advocates for and assists in the advancement of First Generation Professionals 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 we partner extensively with other Latham affinity groups to share advice and to co-host diversity events with clients.

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.



“Coming from a non-professional family, I worried that I would find life at a global law firm challenging and difficult to navigate. Happily, my experience has been a positive one, but I am acutely aware of the difficulties and barriers many face. We want current and future colleagues to learn from our experiences and we aim to ensure that our FGP Group provides support to those who need us.”

– Lene Malthasen, FGP Partner Advisor, London partner

“As the first in my family to graduate from university, I have looked to other attorneys at Latham as mentors and have found great friends among them. It takes all kinds to create a culture of creativity, and innovation comes naturally when inclusion becomes a habit. I am encouraged by Latham’s efforts to build an inclusive culture and am excited for FGP’s involvement in that future.”

– Christopher Lee, FGP Global Leader, Orange County associate



“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

“I was fortunate to find that my path to law was fairly straightforward and that any challenges were, with the support of others, entirely surmountable, despite being the first in my family to pursue a professional career. My experiences have, however, made me aware of the (often invisible) barriers to social mobility that other first generation professionals still face, which is why I am incredibly proud to be part of Latham’s efforts to foster and celebrate social mobility within the firm and more widely within the profession.”

– Robert Thomas, FGP Global Leader, London associate

