



# First Generation Professional Lawyers Group

## Mission Statement and Goals

The First Generation Professional (FGP) Lawyers 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,**
3. **Come from a low-income or working class background, and**
4. **Allies who support the FGP mission.**

The FGP Group advocates for and assists in the advancement of First Generation Professionals at the firm through 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 co-host events and initiatives.

## 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 office mentoring programs and provide opportunities for members to participate in external social mobility programs.
- We provide training and networking opportunities for our members and our 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."

– Ann Marie Wahls, FGP Partner Advisor, Chicago partner

"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 study at university. 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."

– Peter Neuböck, FGP Global Leader, London associate



"I never fully appreciated the importance of being part of a group of people who have the same background, experiences and path of life as yourself. We want to ensure that all of our FGP colleagues feel supported and connected to those around them. We also want to foster an environment where people can be themselves, have their voices heard and succeed in both their professional and personal lives. Latham's FGP Group is a prime example of how celebrating diversity can create a collaborative environment which in turn contributes to the success of our colleagues and the firm, as a whole."

– Laura Elliott, FGP Global Leader, London associate

"As part of the FGP, I have looked to other attorneys at Latham as mentors and mentees and have found genuine friendship and support among them. It takes all kinds of colleagues to create a culture of creativity, and innovation comes naturally when advancing diversity, equity and inclusion becomes a habit. I am encouraged by Latham's efforts to build a culture of inclusion and belonging and am excited for FGP's involvement in that future."

– Jesús Miralles de Imperial, FGP Global Leader, Madrid associate

