

Diversity & Inclusion

Martin Clearwater & Bell LLP (MCB) firmly believes that an environment of diversity and inclusion is an environment of strength. We celebrate the collection of broadly diverse backgrounds and experiences within our walls and the spirit this adds to our collaborative efforts. Our Firm, our staff, and our clients all benefit from the results of a welcoming workplace where individuality and the open exchange of ideas is promoted.



EQUAL OPPORTUNITY EMPLOYER

First and foremost, MCB is strongly dedicated to fostering professional opportunity and advancement in a safe environment that never discriminates based upon race, ethnicity, religion, personal beliefs, gender, sexual orientation, age, veteran status, or disability.

ONGOING TRAINING & EDUCATION

Creating a welcoming workplace culture requires ongoing education, training, and collaboration. MCB provides regular instruction on critical issues, including discrimination, sexual harassment/inappropriate conduct, and religious accommodation. These and other relevant issues are continuously reviewed for updates stemming from legislative or regulatory changes, as well as evolving case law, to ensure our attorneys and staff remain informed and protected.

DIVERSITY & INCLUSION IN PRACTICE

Creating a diverse and inclusive workplace involves more than just words. At MCB, this pursuit is present in every phase of our business, from recruitment strategies to promotion decisions and leadership selection. Fostering an environment where every individual feels the freedom to be themselves allows us to attract and retain the most talented individuals in our field, ensuring a successful future for our Firm and growth opportunities for our employees.

Our commitment to these principles is evidenced by our achievement of Midsize Mansfield Certification Plus status for 2024–2025. This distinction recognizes our success in diversifying leadership pathways and ensures that our Partners and Associates represent a broad range of backgrounds and perspectives.