



INVEST

Diverse perspectives drive insightful counsel. The INVEST sponsorship program is one way that Ballard Spahr lives its commitment to increasing diversity and inclusion—at our law firm and in the legal profession.

INVEST is a tactical approach to recruiting, retaining, and advancing talent from diverse backgrounds. It's a sponsorship program—currently in year two—that provides career development opportunities to lawyers who have overcome significant obstacles in pursuit of a legal career, come from a disadvantaged background, or who are underrepresented at Am Law 200 law firms.

Associates chosen to participate in the program are paired with partners who understand that their role involves sponsorship, not just mentoring. Partners in the program will serve as advocates and advisers—introducing protégés to their clients and contacts, working with them on exercises designed to build business acumen, and opening doors that historically may have been closed to them.

Associates will participate in a Business Challenge Project by developing a potential solution to a firm management issue, and also will partner with a firm client in a Client Matter Leadership Opportunity.

While sponsors are champions for their protégés, INVEST ultimately encourages and empowers protégés to be the captains of their own careers by recognizing their initiative and desire to develop at the firm.

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