

DIVERSITY

Hoge Fenton Jones & Appel has a strong commitment to diversity, both here at the firm and in the legal profession. We strive to recruit and retain a work force that welcomes and supports the interests of women, families, and people of any ethnicity or sexual orientation. Hoge Fenton strongly believes that the firm should reflect the communities in which it practices. Diversity is essential to the success of our firm.

Facts About Our Firm

- Our firm's owners are 58% minority, 42% women, and 8% self-identify as LGBT
- Our professionals are fluent in English, Bambara, Dioula, French, German, Hindu, Italian, Mandarin, Marathi, Punjabi, Sindhi, Urdu, and Vietnamese

Key Recruitment and Retention Initiatives

- A distinguished, former Hoge Fenton partner founded the esteemed Bay Area Minority Clerkship Program
- The firm has actively supported the Bay Area Minority Clerkship program every year since its founding; law clerks who have participated in that program have received and accepted offers to join our firm

Diversity Leadership in our Communities

In addition to its internal commitment, Hoge Fenton regularly sponsors community organizations and programs supporting diversity in the legal community. Among others, our lawyers have been active members in or have sponsored:

- ACE Charter School
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- Asian-American Bar Association
- Asian Law Alliance
- California Minority Counsel Program
- East San Jose Community Law Center
- EMQ FamiliesFirst
- HOPE Services
- Housing Leadership Council
- Jewish Federation of Silicon Valley
- Korean American Bar Association of Northern California
- La Raza Lawyers of Santa Clara County
- Law Foundation of Silicon Valley
- Legal Aid of San Mateo County
- Lincoln High School Mock Trial
- Mexican Heritage Corporation
- Mountain View High School Mock Trial
- Northbay Hospice & Bereavement
- Pro Bono Project
- Rainbow Chamber of Commerce
- Santa Clara County Bar Association - Rainbow Committee
- Santa Clara County Bar Association - Women Lawyers Section
- Shepherd's Gate
- Silicon Valley Campaign for Legal Services
- MALDEF (Mexican American Legal Defense and Education Fund)
- Taylor Family Foundation
- ValleyCare Foundation