



**RICHARDS
BUELL
SUTTON** LLP
Established in 1871

FIRM CULTURE & DIVERSITY

CELEBRATING OUR CULTURE AND DIVERSITY FOR MORE THAN 150 YEARS...

We have gathered an enviable group of individuals, who share our collective passion for caring about our clients, and we cultivate an atmosphere that is respectful and collegial; one that provides a workplace where the very best work is achieved.

Our supportive and nurturing culture is genuine. Aside from the great benefits we offer and resources – on-site yoga and gym, fitness subsidy, parental support and counselling, wellness competitions, firm Sun Run team, other local walk, run and ride teams; and various lunch and learns on everything from financial wellness to exercise, diet and nutrition – you might also choose to join us in our community support initiatives, social committee, our wellness or our green programs. Our benefits provider tells us we are the healthiest law firm in Vancouver. We love that because we care about our people.

We also offer a comprehensive benefits package which includes extensive extended health and medical coverage, and full details can be found [here](#).

If you are a like-minded professional, staff member, or student, please [click here](#) and learn about the opportunities to join us. We look forward to meeting you.

OUR COMMITMENT TO DIVERSITY

Richards Buell Sutton LLP is committed to fostering a respectful and inclusive workplace, and to making meaningful and continuous improvements to uphold the values of equity, diversity and inclusion (“**EDI**”). Our EDI Committee, which is comprised of representatives from among our staff, management team, and lawyers, works with our firm’s senior management to ensure these principles are an important consideration in every aspect of our firm’s operations and business decisions.

We acknowledge that a commitment to EDI is more than just a statement, it is how we behave as a firm, whether internally or within our larger community. Our firm invests significant resources into attracting, retaining, and developing a diverse range of talented people. We offer ongoing leadership, learning, and professional development opportunities that foster EDI. We support our employees in identifying and capitalizing on opportunities that help them build capability and achieve their career development goals, which may include for example, active participation in, or serving on a board of an organization which is aligned with our EDI goals. Our firm is proud to share symbiotic purposes with clients who actively support and share our goals, including organizations that assist social housing initiatives and groups that provide specialized support for individuals with disabilities, women at risk of violence and indigenous families. Over the past 10 years, over 50% of the new admissions into our partnership are female and nearly 1/3 are visible minorities.



VANCOUVER OFFICE:
700 - 401 W GEORGIA STREET
VANCOUVER, BC CANADA V6B 5A1
TEL: 604.682.3664 FAX: 604.688.3830

SURREY OFFICE:
200 - 10233 153 STREET
SURREY, BC CANADA V3R 0Z7
TEL: 604.582.7743 FAX: 604.582.7753

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Our diversity is a core aspect of our firm's identity and we are proud to be distinctively diverse. Our commitment to EDI vitalizes our workplace culture, enables us to better meet the needs of our community, identify challenges, and design and implement solutions. We believe that taking equality into account in the way we operate as a business and render legal services to the public is an integral aspect of our professional responsibility as lawyers.

We respect the dignity and worth of everyone who works at the firm and recognize that such respect is the foundation for productive and harmonious working relationships. Individuals have a right to a professional atmosphere which promotes advancement opportunities based on performance and potential, in consideration of achieving gender parity and equitable representation of under-represented groups at senior management levels. We strive to ensure that our policies and employment practices reflect such EDI principles. At RBS, no person shall be denied opportunities within their employment or benefits for reasons related to discrimination.

Diversity is the essence of a community's strength, vitality and prosperity. Collectively, we originate from a variety of different backgrounds, speak numerous languages and are encouraged to share our unique experiences. Based on this strong foundation, we have built a firm that has contributed to, and been proud to serve, the community for over 150 years.



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