

**EQUAL PROFESSIONAL OPPORTUNITY COMMITTEE**  
**MISSION STATEMENT**

**OUR MISSION:**

The Dauphin County Bar Association's Equal Professional Opportunity Committee (EPOC) historically has served an important role in the promotion of opportunities for lawyers of color in the Bar Association and the community. EPOC continues that work to facilitate equal opportunities in the legal profession by encouraging the inclusion of different perspectives, ideas, and experiences from members of communities that historically have been underrepresented, including racial and ethnic minorities, the LGBTQ community, and people with disabilities. EPOC does this through meaningful and practical programs that open doors, lower barriers, and increase acceptance.

**OUR STRATEGIES:**

EPOC administers the Capital Area Managing Partners (CAMP) Diversity Initiative, which provides first-year law students with a paid summer internship with law firms, government agencies, public service organizations, and in-house legal departments, introducing those students to the local legal community and encouraging them to consider a career in Central Pennsylvania.

EPOC further seeks to serve as a catalyst by:

- Providing outreach and training to the legal community to promote attention to and sensitivity toward inclusion in hiring and management;
- Facilitating mentoring and other career advancement programs for lawyers from underrepresented groups;
- Maintaining links with and promoting the exchange of ideas among other state and local professional affinity groups and programs;
- Encouraging legal clients and law departments to support inclusion efforts.

REVISED: March 23, 2020