

Don Smith
Chief Talent & Inclusion Officer
Crowell & Moring, LLP

Don Smith is the Chief Talent & Inclusion Officer at Crowell & Moring, LLP. In this role, Don leads the firm's talent management initiative, creating strategies and programs to maximize talent acquisition and development, improve diversity, and foster an equitable and inclusive work environment. Don oversees non-partner recruiting and professional development training and programming, including performance evaluations, non-partner compensation, and mentoring, sponsorship and coaching, ensuring that diversity, equity, and inclusion remain central to each of these efforts.

Prior to joining Crowell & Moring, Don was the Director of Professional Development and Diversity at Fried, Frank, Harris, Shriver & Jacobson LLP. Don previously worked as a corporate attorney in the New York office of Fried Frank and the Washington, D.C. office of Manatt, Phelps & Phillips, LLP, specializing in mergers and acquisitions, private equity, capital markets, and venture capital work. Don received a B.A. from the University of California, Berkeley and a J.D. from Howard University School of Law. Don currently serves as a past Chair of the Professional Development Consortium (PDC) Board of Directors and is an active member of the National Association of Law Placement (NALP).