

Dain, Torpy, Le Ray, Wiest & Garner

Boston

Dain, Torpy, Le Ray, Wiest & Garner stands as Massachusetts' premier commercial real estate boutique law firm, comprising 25 skilled attorneys who counsel owners, developers, investors, tenants and managers of commercial real estate.

The firm has established a formal Women's Initiative dedicated to encouraging, promoting and supporting the advancement of women lawyers while creating an inclusive, equitable and respectful environment. The initiative nurtures leadership potential, fosters professional development, encourages networking, and respects attorneys' commitments outside the office. Open to all attorneys regardless of gender identity, the initiative facilitates meaningful dialogue and allyship while providing essential resources and support networks for career excellence.

Dain Torpy demonstrates its commitment through concrete action, most recently having elevated a female associate to shareholder and director position. Women attorneys hold prominent leadership roles in organizations such as CREW Boston, Heading Home and the Greenway Conservancy, with Kate M. Carter serving as CREW Boston president



and co-chairing the Real Estate Bar Association's Diversity, Equity, Inclusion & Belonging Section. Natasha Peck currently serves on the Young Professionals' Society and as a chair of the Golf Committee of the St. Francis House.

The firm maintains diverse hiring panels to reduce bias and ensure varied perspectives. Women represent significant portions of leadership, with two shareholders/directors elevated internally from associate positions and three of four current associates being women. The firm offers hybrid work arrangements supporting work-life balance, comprehensive parental leave policies, and wellness spaces responsive to birthing parents' needs. Through partnerships with organizations like the PAIR Project and Heading Home, the firm extends its commitment to supporting vulnerable populations while advancing diversity throughout the legal profession.