

DIVERSITY + INCLUSION

OUR PEOPLE ARE OUR GREATEST ASSET

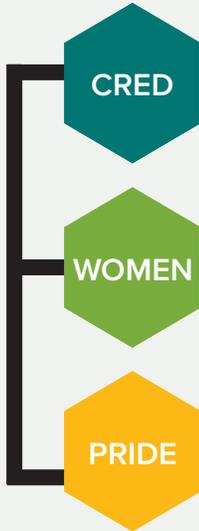
Diversity and inclusion are core values at Goodwin. We understand that truly great things happen when we work together, honor differences and celebrate unique perspectives. We are committed to increasing diversity and inclusion at Goodwin and in the greater legal community.

INCREASING AWARENESS AND APPRECIATION

Our Inclusion Advisory Committee and three diversity initiatives focus on increasing cultural awareness and appreciation for diversity at our firm and in the legal community. Each initiative identifies and implements strategies to attract, retain, develop and advance diverse attorneys, and supports equality in the community through pro bono work and financial giving.



Inclusion Advisory Committee
Established 2014
David Hashmall, Chair
dhashmall@goodwinlaw.com



Council on Racial and Ethnic Diversity
Established 2000
Chair, Roberto Braceras
rbraceras@goodwinlaw.com

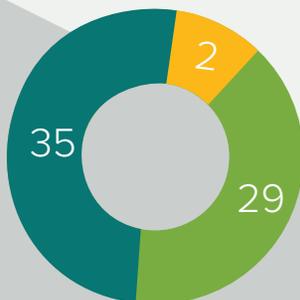
Women@Goodwin
Established 2002
Chair, Laura Hodges Taylor
lht@goodwinlaw.com

Pride@Goodwin
Established 2009
Co-Chairs, Scott Webster + William Weiss
swebster@goodwinlaw.com
wweiss@goodwinlaw.com

BY THE NUMBERS

- 1st** AmLaw 100 firm led by a woman
- 7** “Best Law Firms for Women” (*Working Mother*) for seven consecutive years
- 9** Pride celebrations in all nine Goodwin offices each year
- 33%** Executive Committee members are women
- 42%** of lateral partner hires and 52% of associate hires in the past year are LGBT, people of color or women

FIRMWIDE COMMITMENT



- Full-time diversity and inclusion professionals
- Associates and counsel serving on diversity committees
- Partners in diversity leadership roles

100% Our Human Rights Campaign Corporate Equality Index score

2014 First Goodwin Public Interest Fellow elevated to partnership

TAKING ACTION

Led by the firm's chairman, David Hashmall, Goodwin's **Inclusion Advisory Committee** coordinates the firm's diversity and inclusion efforts and brings together leaders from each of Goodwin's diversity initiatives to set firmwide goals. Ongoing initiatives include:

LEADERSHIP PROGRAMS

for women attorneys

CRED annual **PROFESSIONAL DEVELOPMENT FORUM** and Supper Club

UNCONSCIOUS BIAS education and inclusive leadership training

FLEXWORK program and creative disability solutions

PRO BONO + CHARITABLE support of LGBT equality in the community

EXECUTIVE COACHING and other development opportunities

Cultural celebrations and **PRIDE EVENTS**

LEADING BY EXAMPLE

PARTNERING WITH EXTERNAL ORGANIZATIONS

To enhance the scope of our diversity efforts, we partner with prominent external organizations such as the Leadership Council on Legal Diversity (LCLD), the Women in Law Empowerment Forum, GLAD, PFLAG and OnRamp. We support Legal Outreach and other programs designed to increase the diversity of law school classes, and we participate in the LCLD leadership programs, which focus on the leadership pipeline in law firms and corporate legal departments.

LEADERSHIP IN AFFINITY BAR ASSOCIATIONS

Our attorneys have held senior leadership positions in many affinity bar associations, including the ABA's Commission on Women in the Profession, the National Asian and Pacific American Bar Association, the Massachusetts Black Lawyers Association and the NYC Bar's Committee to Enhance Diversity in the Profession.

PUBLIC INTEREST FELLOWSHIPS

Ten years ago, Goodwin announced its first Public Interest Fellowships for law students from underrepresented backgrounds. Since then, the firm has awarded more than \$350,000 in fellowship funds to 45 fellows who worked in public interest positions after their 1L year.

AWARDS AND RECOGNITION

Goodwin attorneys have received significant recognition for their efforts, including the ABA's Spirit of Excellence Award, the BBA's Beacon Award for Diversity + Inclusion and the BBJ's Leader in Diversity Award. The firm has been awarded Best Law Firms for Women by Working Mother seven times, the Gold Standard Certification from Women in Law Empowerment Forum and a Best Place to Work for LGBT Equality by the Human Rights Campaign.

GAINING MOMENTUM

12%  17%

Percent of Women Equity Partners 2011-2015

5%  16%

Percent of Professional Development Budget Focused on Diversity 2011-2015



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For more information go to www.goodwinlaw.com/Diversity

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