

Black Anti-Racism Task Force Mission Statement

At Goodwin, diversity, equity, and inclusion (DEI) are core values. Our mission to deliver first-rate legal services hinges on embracing, prioritizing, and practicing DEI. These values are essential to who we are and what we do. Embracing DEI requires that we acknowledge that exclusion and inequity persist in many forms in our communities and within the firm, while prioritizing means that we are constantly seeking ways to improve the experience of our diverse colleagues, and practicing means we are actively pursuing those priorities to eradicate exclusionary and inequitable behaviors.

As a firm, we are committed to eradicating exclusion and inequity of all types — and we are especially focused on anti-Black racism within our firm, within the context of focusing on DEI for all diverse people at the firm. To that end, Goodwin’s senior management, in partnership with Black leaders at the firm, including partners, associates, and global operations team members, has launched a task force to combat anti-Black racism. This task force will examine the firm’s systems, processes and practices to assess how they affect the experience of our Black lawyers and global operations team members and impact their career trajectories. The goal of the task force will be to work to improve our systems, processes and practices to ensure that they embody the principals of diversity, equity, and inclusion that we hold dearly here at Goodwin. Going forward, we will seek to create meaningful and measurable

change that will eliminate at Goodwin the impacts of systemic and everyday racism and improve the workplace experience for all. Moreover, the firm will deploy its market-leading position in the legal industry to expand networks and opportunity to the Black community, and actively work to dismantle those systems and structures that are perpetuating ongoing harm. This work will be done alongside our existing work to advance diversity, equity, and inclusion in the profession, including the work of [CRED@Goodwin](#), a committee on racial and ethnic diversity that works to ensure career advancement for lawyers of color; [Pride@Goodwin](#), a partner-led initiative focused on building a strong network of LGBTQ+ professionals and allies; and [Women@Goodwin](#), which actively supports the firm’s goals to attract, retain, develop, and advance women at all stages of their careers.

The task force's initial objectives are as follows. We will reevaluate these objectives and our progress on a regular basis and refine the objectives as necessary.

1. To develop a vibrant culture of inclusion within the firm by helping all members of the firm gain a deep understanding of and commitment to building an inclusive culture as an ongoing practice. We will include educational and informative programming at all leadership retreats, business unit retreats, and leadership programs on race in the workplace (including concepts around racial bias, microinequities and aggressions, privilege, allyship, covering, stereotype threat, imposter syndrome, and more), with a specific focus on the experience of Black lawyers and global operations team members. We recognize tone is set at the top. As a result, the firm's most senior leaders will be asked to help lead and engage in live training sessions. We will also develop a comprehensive communications plan that explains the firm's commitment to DEI in clear, prominent, insistent, and ubiquitous terms. This communication plan will make being a leader synonymous with being a champion of DEI. To support leader-level ownership of DEI and to accelerate the pace of change, we will also ask each global operations team function to create a specific goal around DEI.

2. To create a deep sense of inclusion for Black lawyers and global operations team members at Goodwin by engaging in specific actions to foster connections, build trust and promote the visibility of the Black community. We will launch an onboarding committee in each office to welcome and support Black professionals and first year and lateral associates, counsel, and partners. We will also ensure that Black lawyers and professionals are well represented in firm life, including leadership roles, speaking opportunities, awards processes, online images, and stories, etc., to help foster a sense of inclusion. We will

accomplish this by developing and implementing a visibility strategy as part of the communications plan contemplated above. Goodwin's senior management will also establish a practice of regularly spending time with all Black lawyers and professionals, whether through established resource groups or new channels, to build trust and rapport. The firm will also ensure there is a clear and well-publicized mechanism for all firm employees, and specifically Black lawyers and professionals, to bring microinequities and issues of race and racism to the firm's attention.

3. To ensure that Black lawyers have access to business development opportunities and business development training. We will set aside dedicated resources — both client development headcount and funds — to support opportunities for Black lawyers to engage in business development activities, work with business and professional development coaches, participate in profile-raising conferences, raise visibility through speaking and writing opportunities, connect with clients (including those who are seeking to provide work to diverse lawyers), and engage in partnerships with in-house counsel that may lead to work opportunity (e.g., CLE, pro bono, strategic planning exercises, etc.).

4. To improve and strengthen our pipeline planning and development efforts for Black lawyers and global operations members. We will move beyond generic diversity and inclusion action plans. At the department, business unit, and practice area levels, we will ask leaders to regularly examine the prospects for elevation of each Black associate and counsel. For associates and counsel who have a realistic chance of elevation, leaders will identify steps to ensure each such lawyer receives the necessary trajectory-conferring opportunities on matters to optimize the lawyer's opportunity for success. The task force will also address gaps in representation in firm leadership and examine

the system of allocating credit and responsibility among partners for revenue-generating activity. For global operations team members, the firm will encourage and support the creation of a business resource group for Black professionals at the firm.

5. To enhance recruiting efforts for Black lawyers — law students and associate, counsel, and partner laterals — and Black professionals to join our global operations team. We will restructure our recruiting efforts to seek prospective hires at Howard University for every office. In addition, we will participate in Black Law Students Association regional job fairs and other Black professional recruiting events, recruit from historically Black colleges and universities and schools with large Black student populations (e.g., Rutgers University, University of Maryland), and mobilize our Black lawyers at the firm and provide them with resources to assist with recruiting, to the extent that they are available. We will also map lawyer networks within the geographies in which we operate, to identify Black lateral associate, counsel, and partner candidates.

6. To strengthen and expand the pipeline of Black law students. We will explore whether and how to invest in programs and endowed scholarships focused on increasing the number of Black law students at law schools. No firm can change the legal industry by itself. We must invest in pre-law societies at historically Black colleges and universities, the Council on Legal Education Opportunity and Sponsors for Educational Opportunity fellows programs and in endowed Black Law Students Association scholarships at target law schools, which are viable approaches to cultivating the pipeline of entry-level Black lawyers.

7. To start to expand our impact beyond our walls to outside organizations and the networks in which we operate. We will begin to identify and partner with external organizations that address and advance racial equity, with a particular focus on those organizations with whom partnerships will lead to significant impacts due to the nature of the spaces in which they operate and the nexus to our spheres of influence. The task force will also work with our business units and clients to expand access to networks and opportunity within the technology, life sciences, private equity, real estate, and financial industries.