

# 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.

### DEVELOPING A COMPREHENSIVE STRATEGY

Our Inclusion@Goodwin team partners with our five core diversity initiatives to develop and implement a world class diversity and inclusion strategy. The strategy includes elements designed to attract, retain, develop and advance a diverse talent pool, foster inclusive leadership, and eliminate barriers to success. We also support equality in our communities through pro bono work, philanthropy and community service.

**CRED@Goodwin**

Established 2000  
Sabrina Rose-Smith, Chair  
[srosesmith@goodwinlaw.com](mailto:srosesmith@goodwinlaw.com)

**Women@Goodwin**

Established 2002  
Deb Birnbach + Lisa Haddad  
Co-Chairs  
[dbirnbach@goodwinlaw.com](mailto:dbirnbach@goodwinlaw.com)  
[lhaddad@goodwinlaw.com](mailto:lhaddad@goodwinlaw.com)

**Pride@Goodwin**

Established 2009  
Koray Bulut + James Mattus,  
Co-Chairs  
[kbulut@goodwinlaw.com](mailto:kbulut@goodwinlaw.com)  
[jmattus@goodwinlaw.com](mailto:jmattus@goodwinlaw.com)



**Inclusion@Goodwin**  
Established 2014  
David Hashmall, Chair  
[dhashmall@goodwinlaw.com](mailto:dhashmall@goodwinlaw.com)



**Brightspots@Goodwin**  
Established 2016  
Laura Acosta,  
Director, D+I  
[lacosta@goodwinlaw.com](mailto:lacosta@goodwinlaw.com)



**Flex(Ability)@Goodwin**  
Established 2016  
Heidi Shepherd, Chief HR  
Officer  
[hshpherd@goodwinlaw.com](mailto:hshpherd@goodwinlaw.com)

### BY THE NUMBERS

**1st** AmLaw 100 firm led by a woman  
**8** “Best Law Firms for Women” (*Working Mother*) for eight consecutive years

**10** Pride celebrations in all ten Goodwin offices each year

**38%** Executive Committee members are women

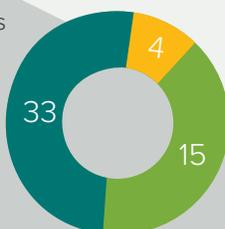
**57%** associate hires and 36% of lateral partner hires in the past year are LGBT, people of color, or women.

**100%** Our Human Rights Campaign Corporate Equality Index score

**2014** First Goodwin Public Interest Fellow elevated to partnership

### FIRMWIDE COMMITMENT

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



## TAKING ACTION

Led by the firm's chairman, David Hashmall, **Inclusion@Goodwin** brings together firm leaders with leaders of Goodwin's diversity initiatives to achieve the firm's diversity and inclusion goals. Ongoing initiatives include:

### LEADERSHIP PROGRAMS

for women attorneys

"Uncovering" campaign and **PRIDE CELEBRATIONS**

**UNCONSCIOUS BIAS** disruption and inclusive leadership education

Cultural and religious events and **DIVERSITY SPEAKER SERIES**

CRED@Goodwin  
**ANNUAL RETREAT**

Amplify **SPONSORSHIP PROGRAM** and executive coaching opportunities

Creative disability solutions and **FLEXWORK PROGRAM**

**PRO BONO + CHARITABLE SUPPORT** of social justice causes and LGBT equality

## 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 Posse and other programs designed to build diverse talent pipelines, 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, the Metropolitan Black Bar Association and the South Asian Bar Association of North America.

### PUBLIC INTEREST FELLOWSHIPS

Established in 2005, Goodwin's 1L Diversity Fellowships provide first-year law students from underrepresented backgrounds with awards to help cover expenses while working in a public interest law position during the summer after their first year of law school. The newly created Goodwin 2L Diversity Fellowships provide second-year law students from underrepresented backgrounds with awards to help cover expenses for their third year of law school.

### AWARDS AND RECOGNITION

Goodwin lawyers 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 also been awarded by Working Mother, and a Best Place to Work for LGBT Equality by the Human Rights Campaign.

## GAINING MOMENTUM

12%  16%

*Women Equity Partners 2011-2016*

6%  12%

*Partners of Color 2011-2016*

19%  38%

*Professional Development Budget Focused on Diversity 2011-2016*

1%  5%

*Entry-level Openly LGBT Attorneys 2011-2016*



### Diversity + Inclusion

Boston | Frankfurt | Hong Kong  
London | Los Angeles | New York | Paris  
San Francisco | Silicon Valley | Washington DC

[www.goodwinlaw.com](http://www.goodwinlaw.com)

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