

DIVERSITY + INCLUSION

2018 YEAR IN REVIEW

A broader perspective strengthens us as a firm and as a community. With diversity, our teams are smarter and we can deliver unprecedented results. Goodwin is committed to promoting diversity in our law firm and in the legal profession, and creating an inclusive environment in which each employee can excel and thrive. Thank you for joining us in celebrating a banner 2018.

DRIVING D+I

Leading by Example

In collaboration with the D+I team, each practice area is developing, tracking, advancing toward, and reporting on its **diversity and inclusion goals on an annual basis**. This strategy empowers the practice areas to take responsibility for the development of their talent, and brings heightened awareness and accountability to the D+I conversation.

-  More than 475 hours dedicated by more than 90 firm leaders

Defending Rights

Our attorneys partnered with **GLAD and Prisoners' Legal Services** to represent a transgender woman housed in a men's correctional facility in *Doe v. Massachusetts Department of Correction et al.*, obtaining a first-of-its-kind ruling that interpreting the Americans with Disabilities Act (ADA) to exclude transgender people raises constitutional problems.

-  Four attorneys dedicated more than 1,000 hours to the case

Cultivating Opportunity

The **Amplify** program, in its third year, focused on the career development of highly talented attorneys who come from backgrounds that are historically underrepresented in the legal profession.

-  6 protégés promoted to partner
-  6 protégés served as Leadership Council on Legal Diversity (LCLD) pathfinders

Celebrating Pride

Pride@Goodwin hosted its inaugural Pride Retreat, featuring a panel discussion about transgender employee rights with Pride In Our Workplace.

-  30 Pride@Goodwin members and 120 clients and friends of the firm attended the panel event
-  Signed on as signatory of Freedom for All Mass Business Coalition in support of protecting Transgender rights

Global Day of Inclusion

To help us understand and value our differences and appreciate a variety of perspectives, Goodwin offices around the globe came together for the **firm's first annual Day of Inclusion**.

-  More than 11K views of video campaign across all Goodwin social media platforms
-  All attorneys and professional staff were invited to participate

Disrupting the Status Quo

Under the leadership of **Inclusion@Goodwin**, we are disrupting systems and processes, and thinking innovatively about how to become a fully inclusive and highly diverse law firm.

-  One of 41 certifying firms in the inaugural year of the Mansfield Rule
-  58% of new partnership class is diverse

Client Collaboration

Developed a **CLE presentation** using well-known film and TV clips to facilitate an engaging conversation about diversity in the legal industry, and also sharing best practices on how to interrupt unconscious bias in the workplace.

-  More than 300 client attendees to-date, across five cities

Driving with New D+I Leader

In early 2018, Goodwin welcomed **Bernard Guinyard** as the firm's new Director of Diversity and Inclusion.

-  4 D+I professionals
-  20 members of Inclusion@Goodwin
-  3 affinity networks led by nearly 100 leaders firmwide
-  43 D+I Champions

UNPRECEDENTED RECOGNITION



Mansfield RuleSM **MANSFIELD** Certified 2018 COOPER

Goodwin is one of 41 trailblazing law firms that achieved Diversity Lab's Mansfield certification after participating in and completing the inaugural one-year pilot.



WORKING MOTHER

Goodwin has been named a Best Law Firm for Women by Working Mother magazine for the 9th consecutive year.



HRC

Goodwin was named to the Human Rights Campaign's 2018 Best Places to Work for LGBTQ Equality for the 7th consecutive year.



CHIEFS IN INTELLECTUAL PROPERTY (CHIPS)

Goodwin placed among the top ten highest scoring firms in the Inclusion Blueprint Survey this year. The firm ranked among the top two firms by total points for tracking inclusion activities in both firm leadership and within the Intellectual Property practice.

MAJOR MOMENTS



CRED@Goodwin

At **CRED@Goodwin's** (Committee on Racial & Ethnic Diversity) annual retreat, Dr. Ella Bell Smith, from Dartmouth's Tuck School of Business, and Goodwin partner Sabrina Rose-Smith explored various facets of approaching interpersonal differences with candor and courage, both in and outside the workplace.



Women@Goodwin

The **Frankfurt office** hosted a panel discussion where the conversation focused on challenges and opportunities for women in the workplace.



Women@Goodwin

As part of **Women@Goodwin's** Unprecedented Conversation series, Harvard Business School Professor Dr. Francesca Gino spoke about her new book *Rebel Talent*, which highlights the positive characteristics of rebels, and how they can be masters of innovation and reinvention.



Pride@Goodwin

The **Hong Kong office** hosted its annual Pride celebration and marched with other firms in the Hong Kong Pride parade. The festivities in Hong Kong culminated Goodwin's 2018 Pride celebrations, held annually to support our LGBTQ community and foster inclusion.



Pride@Goodwin

For **Pride@Goodwin's** inaugural retreat, Pride in Our Workplace, an LGBTQ networking group, presented a panel on creating an inclusive workplace for transgender employees. Goodwin partner Blake Liggio served as a panelist and spoke about his experience as a lawyer who is transgender and the obstacles he has faced in his career.



CRED@Goodwin

Boston's **CRED@Goodwin** local council hosted *Thurgood*, the New Rep Theatre's production based on the career of Justice Thurgood Marshall, the first African American to sit on the U.S. Supreme Court. The performance was live in Boston and broadcasted by videoconference for the U.S. and European offices.



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