

DIVERSITY + INCLUSION

2017 YEAR IN REVIEW


2017 Inclusion@Goodwin Members

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 2017.

DRIVING D+I




Developing Diverse Talent

Goodwin joins a community of leading law firms piloting **Mansfield** and collaborating to disrupt the status quo in the legal industry. This innovative initiative calls on signatory firms to diversify candidate pools for firm leadership, equity partnership, and lateral hiring.

 1 of 44 law firms piloting Mansfield




Leading by Example

All practice groups and staff departments designated D+I champions to serve as **role models of inclusive leadership** and to advance towards and report on the group's D+I goals.

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


Systemic Disruption

Goodwin partnered with Harvard Kennedy School professor and behavioral economist Iris Bohnet to identify bias interrupters, or ways to **eliminate bias from decision-making**, through an analysis of Goodwin's systems and processes from recruiting to advancement and compensation.

 25 firm stakeholder interviews
 24 recommendations for implementation
 15+ new processes and procedures being implemented across the firm
 8 firm processes and functions examined
 4 months engaged


Cultivating Opportunity

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

 30 protégé and sponsor pairings

Family Friendly

We modified our **U.S. Parental Leave policy** to provide extended paid time off for any parent, male or female, who decides to stay home on a primary care basis after the birth or adoption of a child.

 73 attorneys (51% female and 49% male) benefitted from parental leave policy




Reaching Out

This newly formed **engagement campaign** includes: an icon to be added to signature blocks and professional biographies to signal support; an internal newsletter to share firm wide important initiatives and news; and Tableau dashboards to build transparency of our firm demographics.

 516,859 resulting D+I webpage views



Client Collaboration

Actively **collaborating with clients** to increase diversity in the legal profession.

 30 pitches specifically devoted to our D+I efforts
 11 hosted diversity events
 9 ABA Model Diversity Surveys

Betting on the Future

The **1L and 2L Diversity Fellowship Programs** are designed to promote diversity at Goodwin and in the legal profession, providing first-year law students from underrepresented backgrounds with awards to help cover expenses while working in a public interest law position after their first year of law school. The new Goodwin 2L Diversity Fellowships provide second-year law students from underrepresented backgrounds with awards paid out half upon completion of Goodwin's 2L summer program and half upon starting as a full-time associate.

 \$10,000 award for 1Ls
 \$15,000 award for 2Ls

UNPRECEDENTED RECOGNITION



BLAKE LIGGIO: THE LGBT BAR'S BEST LGBT LAWYERS UNDER 40 (CLASS OF 2017)

Annually the LGBT Bar recognizes LGBT legal professionals under the age of 40 who have distinguished themselves in their field and have demonstrated **a profound commitment to LGBT equality.**



CHAMBERS WOMEN IN LAW AWARDS: USA 2017

Goodwin was awarded the **"Most Innovative Gender Diversity Initiative"** at the 2017 Women in Law Awards. The Awards champion the achievements of legal practitioners who have brought about improvements in gender equality, women's advancement and inclusion in the legal profession.

MAJOR MOMENTS



CRED@Goodwin: Unprecedented Conversation

Focused on the theme of "The Power of Visibility," **Sabrina Rose-Smith** and the **Honorable LaDoris Cordell** held a fireside chat at The National Museum of African American History and Culture.



Women@Goodwin: Unprecedented Conversation

Dr. Linda Babcock of the Heinz College at Carnegie Mellon University spoke about gender differences in initiating negotiations, and how that can impact opportunities for women in the workplace.



Women@Goodwin: Owning Your Career Europe

In London, we hosted an inaugural program developed for women associates in Europe to hone executive presence and communication skills.



CRED@Goodwin: West Coast Speaker Series

The LA Office Diversity Committee hosted **Sam Mihara**, a second generation Japanese American, who shared his story about his forced relocation and incarceration in an internment camp during World War II.



Pride@Goodwin: Transgender Rights Discussion with GLAD

GLAD led a discussion about transgender rights matters, terminology awareness education and today's transgender legal landscape, in advance of Transgender Day of Remembrance.



Women @Goodwin: Leveling the Playing Field

A panel of female professionals discussed the challenges they've encountered in their careers and explored ways to overcome individual and institutional barriers to women's equity.



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