

DIVERSITY + INCLUSION

2019 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 2019.

DRIVING D+I

Our Moonshot



Goodwin is one of five trailblazing law firms partnering with Diversity Lab on the Move the Needle (MTN) initiative – the first collaborative designed and funded with \$5M to test innovative initiatives to create a more diverse and inclusive legal profession.

5
Firms

\$5
Million

5
Years

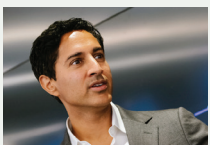
CRED@Goodwin

Over 150 attendees convened at Goodwin's CRED (Committee on Racial and Ethnic Diversity) annual retreat, where Dr. Robin DiAngelo, author of *White Fragility* and Affiliate Associate Professor of Education at the University of Washington, addressed race relations and institutional racism through the lens of white people and their blind spots.



Pride@Goodwin

At Pride@Goodwin's annual retreat, 100 attendees witnessed keynote **Maulik Pancholy**, award-winning actor, activist and author of *The Best At It*, discuss his new book as well as his experience and



observations on coming out, authenticity, intersectionality and allyship.

House Testimony

D+I team Director **Bernard Guinyard** was one of five industry professionals to speak at a U.S. House of Representatives Subcommittee on Diversity and Inclusion (Committee on Financial Services) hearing about diversity and inclusion in the legal industry, highlighting Goodwin's involvement in the Mansfield Rule and Move the Needle.

Protecting the Pipeline

The firm developed a new initiative to ensure that the population of junior associates – 1st through 3rd years in all U.S. offices – who are at the highest risk of attrition have significant early access to top work opportunities, mentorship opportunities and opportunities to build relationships that will enhance their connectivity and brand.

Guarding our Vets

Deeply committed to helping the men and women who have served their country, our lawyers regularly provide representation to veterans and to nonprofit organizations that serve veterans. We worked with the ABA's Veterans Claims Assistance Network and the Veterans Consortium to help individuals access disability benefits, with Veterans Legal Services to help seal old criminal records, and offered a business law legal clinic for veteran entrepreneurs.

Women@Goodwin

In conjunction with Women@Goodwin's annual leadership program, we hosted another installment of our Unprecedented Conversation series where **Dr. Amy Cuddy** spoke about body language, posture and breathing as a way to lead to improvements in our physical and mental health, giving us more confidence. Dr. Cuddy is best known for her "Power Pose" TED Talk that has attracted more than 54 million views.



Cultivating Opportunity

Goodwin Chairman **Rob Insolia** launched a sponsorship program pairing junior partners with members of the Executive and Allocations Committees, resulting in 36 sponsor and protégé pairings, giving highly talented lawyers from historically underrepresented backgrounds access to the firm's most senior leaders.

UNPRECEDENTED RECOGNITION

Mansfield Rule **Mansfield Plus Certification**
Goodwin is one of 51 “Plus”
certified firms for Mansfield Rule 2.0



HRC

Goodwin was named to the
Human Rights Campaign’s
**2019 Best Places to Work for LGBTQ
Equality** for the 8th consecutive year.



Calvin Wingfield

Goodwin partner Calvin Wingfield
was named to **The National Bar
Association’s 40 Under 40 List**, an award
recognizing the nation’s top lawyers
under the age of 40 who exemplify
a broad range of high achievement,
including in innovation, vision, leadership
and legal and community involvement.



Neel Chatterjee MCCA Rainmaker

The Minority Corporate Counsel Association named Goodwin partner
Neel Chatterjee a 2019 MCCA Rainmaker, an annual list that honors
talented and diverse lawyers across the country whose business
acumen, passion and dedication to proactive client development have
made them leaders in the legal profession.

LegalWeek **Gemma Roberts**

Legal Week named London partner **Gemma Roberts** to its 40 Under
40: The Rising Stars in Private Equity list, an annual award that uses
comprehensive market research and client feedback to select the best
up and coming private practice lawyers in the UK private equity industry.

CORPORATECOUNSEL **Aly Simons**

Goodwin partner **Aly Simons** received the 2019 Women, Influence &
Power in Law Award in the Thought Leadership category from *Corporate
Counsel* and *InsideCounsel* as part of the annual awards that honor in-
house leaders, general counsel and law firm partners who have shown a
strong commitment to advancing the empowerment of women in law.

MAJOR MOMENTS



Women@Goodwin

Goodwin’s Frankfurt office hosted a recruiting
event welcoming fifteen law students and legal
trainees that joined with coach Carmen Schön to
learn how to start their careers at a big law firm. The event also
included a Goodwin firm presentation from Frankfurt office chair
Stephan Kock and an introduction to Women@Goodwin and the
initiative’s goal to support women at all stages of their careers.



Women@Goodwin

Author Reshma Saujani shared her story while
promoting her new book, “**Brave, Not Perfect,**”
at an event hosted at Glossier headquarters in
New York. The discussion, led by Emily Weiss,
founder and CEO of Glossier, explored how women can find their
education and careers stalling from the paralyzing fear of not
being perfect, of not getting straight A’s or turning down jobs for
which they aren’t 100 percent qualified.



Pride@Goodwin

Goodwin celebrated the firm’s LGBTQ lawyers and GO! Team members and commemorated the 50th anniversary of
the Stonewall riots with Pride events in all offices. These events coincided with local community celebrations during
June and July throughout the U.S., the UK, Paris and Frankfurt, and with Hong Kong’s celebrations in November.



CRED@Goodwin

In celebration of Hispanic heritage
month, Goodwin’s **Chris Wilson** reflects
on his own journey — how his family left
Cuba for the possibility of a better life
in the U.S. and how Chris became the first in his family
to attend college and ultimately achieved success at
Goodwin.



CRED@Goodwin

To kick off Black History Month,
CRED@Goodwin presented an on-site
lunch panel titled “**Power, Dignity and
Access: The Food Justice Movement
in NY.**” The lively and animated discussion focused on
how to address what has become a seemingly intractable
problem in many urban sectors: the ability of low-income
families and individuals to gain access to affordable and
nutritious food.