

## Managing Partner Statement on Ending Racism and Building a More Just and Equal Society

In a message to the firm last week, Managing Partner Bill Malley offered his thoughts on the importance of taking action to end racism and to build a more just and equal society.

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*Like many of you, I have read the news reports from Minneapolis this week with a heavy heart. The death of George Floyd—a 46-year-old black man—was a stark reminder of the inequality and injustice that remain part of our society. In recent weeks, we have also seen a rise in anti-Asian sentiment related to COVID-19, as well as the death of Ahmaud Arbery in Georgia and the incident involving Christian Cooper in Central Park. We see from these events, and countless others, that much work remains to be done to end racism and to build a more just and equal society.*

*At a moment like this, it is good to reflect on the important role that lawyers and other legal professionals can play in promoting justice and equality under the law. We are fortunate to have skills and resources that give us the ability to make a difference in the lives of people in need. Many of our pro bono representations directly address inequalities in our criminal justice system. These efforts matter now more than ever.*

*It also is important at this moment to reflect on the work that we still must do within our own firm to advance the principles of inclusion and equality. We have made a commitment to ensure that our law firm is a leader in advancing diversity in our profession. That commitment means holding each other accountable to make real progress on the recruitment, retention, and promotion of diverse lawyers of every background, with an emphasis on historically under-represented groups. It also means continuing to build a workplace that is diverse and inclusive in the deepest sense.*

*Lastly, this is a moment to reflect not just on our own reactions to an event like this one, but also on how it may be affecting others. Whether we have a direct connection to the affected communities or not, all of us are impacted in some way by these events - and for many, the impact is profound and deeply personal. It's at moments like this that we find strength and support in our connections to one another.*

*Thanks again for all you're doing for the firm, our communities, and our clients in these challenging times, and for taking the time to consider these reflections. Let's keep up the work we are already doing to support one another, to provide legal services to those in need, and to promote inclusion and equality in our workplace and society.*

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