

Announcing the Black Attorneys Matter Referendum

Recent events surrounding the death of George Floyd amidst a global pandemic have awakened the world to the importance of being proactively inclusive in issues of racial justice. The Hinshaw **Black Attorneys Matter Referendum** represents our firm's commitment to further the interests of racial justice by development of initiatives that will focus on Black and other diverse attorneys with the following goals:

- ◆ Strengthen Hinshaw's diversity and inclusion efforts
- ◆ Integrate diversity into client experiences
- ◆ Position Hinshaw as a law firm leader that celebrates differences as a key strength

To effectuate these goals, Hinshaw will develop and enhance strategies around recruitment, talent development, business development and marketing, cultural awareness, and pro bono initiatives to benefit our Black and diverse attorneys. These strategies are part of the ongoing commitment and holistic effort of Hinshaw to become proactively inclusive, to demonstrate how diversity, equity and inclusion matters, and to support the need for systemic change.

