

GROOM LAW GROUP

Diversity, Equity and Inclusion Action Plan

Groom Law Group, Chartered's ("Groom's") commitment to diversity is grounded in the belief that a diverse group of lawyers provides the best legal advice and meets the needs of our clients. To this end, we are committed to hiring, developing, retaining, and promoting lawyers and law students from historically underrepresented groups and backgrounds. We further believe that it is critical to increase the numbers of diverse attorneys entering the practice of law, particularly in the employee benefits, health, and retirement space. We will continue to devote substantial time and resources to help propel diverse students through school (at various stages) and to gain valuable experiences and job search skills, so they then may succeed in law careers – either at Groom or elsewhere.

Objectives

- To ensure Groom's continued status as the premier employee benefits, health, and retirement law firm through the creation and maintenance of an inclusive environment.
- To recruit and hire highly qualified law students and lateral candidates of different backgrounds and to provide them with the resources to develop and advance the legal skills required for promotion within Groom.
- To cultivate a culture that offers equal opportunities, development, and advancements for all Groom lawyers to build successful careers.
- To compose talented, diverse teams to deliver a variety of dynamic skills and perspectives to address our clients' needs.
- To create awareness at Groom on the experiences of underrepresented groups in our firm and the broader legal industry, as well as how to be allies.
- To participate in racial and social justice work to improve the broader community for all.

Actions

As a firm, we commit to:

Increase Investment

- Devote financial resources to implement firm-wide trainings on key topics (including anti-racism, cultural fluency, microaggressions, allyship, and inclusive leadership).
- Provide extensive formal training for junior and mid-level attorneys, as well as mentorship and sponsorship opportunities for underrepresented associates.

Review Policies, Procedures, and Practices

- Conduct assessment of current policies and practices with a focus on addressing cultural and diversity blind spots and on retention of historically underrepresented attorneys.
- Build a pipeline into our firm for women and historically underrepresented candidates with programs to spotlight Groom and our work in benefits and diversity, as well as proactive search, recruitment, and vetting strategies.

Forge Partnerships with the Community

- Continue partnerships with Minority Corporate Counsel Association (“MCCA”), National Bar Association’s Crump Law Camp, the Council on Legal Education Opportunity, Inc. (“CLEO”), diverse bar associations, local law schools, and student organizations to promote diversity and inclusion in the broader legal industry.
- Continue and expand pro bono partnerships with civil rights and civil liberties organizations to support antiracism work, including Legal Aid, Equal Justice Initiative, the Southern Poverty Law Center, and American Civil Liberties Union.