

## Diversity and Inclusion

Rich May is committed to fostering and promoting diversity and inclusion within our Firm and our community. We value team members with different backgrounds, perspectives and talents, we strive for a working environment in which all can best achieve their potential, and we realize that a diverse team can best achieve our goals of being a successful law firm and serving our clients well. Toward that end we have launched the Strategic Inclusion Initiative ("SII").

Within the Firm the mission of the SII is to provide guidance to integrate diversity and inclusion best practices into the Firm's hiring, culture and strategic planning. This is done through mentoring, networking, career advancement and ongoing community outreach. The SII encourages, supports, and fosters an open dialogue on diversity issues and helps the Firm maintain an environment where all can succeed. The SII works actively to become an industry-leading example by providing educational opportunities and resources and by supporting events, organizations and potential candidates in line with its mission.

Outside of the Firm we support the movement to secure equal rights for all and to prevent discrimination. Toward that end, Rich May attorneys regularly provide pro bono legal services to the American Civil Liberties Union of Massachusetts in litigation challenging the disproportionate impact of laws and policies on certain groups. Our attorneys have also supported the National Lawyers Guild in its efforts to safeguard the First Amendment rights of demonstrators during the Black Lives Matter movement.

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