



## Our Firm Commitment

As we witness demonstrations, protests and the effects of racism throughout our country, Smith, Gambrell & Russell reaffirms its focus and investment in diversity and inclusion initiatives in order to better serve our firm, clients and community. Reflecting on the values for which SGR was founded, we have taken a firm stance against hate, racial injustice, systemic racism, and inequality of all kind. As a Firm, we are committed to being better advocates for racial justice and equality, realizing that systemic racism exists and impacts us all.

As a part of our renewed focus and commitment to being part of the solution and healing, we are focusing on the following initiatives:

- Frequent conversations between and among various firm leaders and colleagues to create solutions and impactful diversity initiatives
- SGR signed onto the coalition of Georgia businesses supporting the Hate Crimes Bill (HB426) for the adoption of hate crime legislation in this state. We expect this legislation to soon become law in Georgia
- We have initiated focused listening sessions with our SGR attorneys of color
- Recognized Juneteenth as a Firm-wide holiday for both attorneys and staff
- Reviewing and developing programs to offer pro-bono legal services for black-owned businesses
- Creating and launching affinity groups for the attorneys at SGR
- Developing a reverse mentoring program, as we also review our recruiting/retention initiatives and practices

As a Firm we want our friends, colleagues and clients to know that we are committed to doing our part during this critical time of change.