



## Racial Diversity: A Commitment to Inclusive Representation

At Jackson Kelly, diversity and inclusion are not just buzzwords. This is not a “program” or “initiative.” It’s simply the way we do business. But we know we can always do better. Our goal is equality. Every person at Jackson Kelly should have the same opportunity to learn, grow, and thrive.

### Jackson Kelly’s Statement on Racial Injustice

Our Black colleagues and our Black neighbors are grieving. We are grieving with you. We condemn racial violence and injustice and its devastating wounds to both its victims and to our communities. We extend our condolences to the Black communities, and yet this feels inadequate to the task of addressing these injustices. Jackson Kelly commits to furthering our education on racial injustice and to grow our perspective and compassion beyond our personal experiences. We are as committed to fighting racial injustice as we are to diversity and inclusion: this is a long-term commitment, and we will see it through.

While Jackson Kelly joins clients and communities in denouncing racism and violence, we realize that statements without a plan of action are just that... statements. We are committed to using our resources to address racial injustice in the law as well. To read more about our pro bono initiatives to help Black-owned businesses, visit our pro bono page [here](#).

### Committee on Diversity

Our Committee on Diversity is dedicated to recruiting and supporting female, minority, and LGBT attorneys as they rise to membership and other senior positions within the Firm. The Committee is comprised of attorneys in different stages of their careers, to ensure that all perspectives are represented and that individuals of diverse backgrounds are given the maximum opportunity to grow and advance.

The Firm sponsors educational programs that provide opportunities for minority law students such as paid summer clerkships, scholarship funds, and educational programs, and supports organizations that bring diversity awareness and resources to schools and local communities. The Firm participates as a member of the Leadership Council on Legal Diversity.