

# Social Impact

Our Social Impact program is driven by a need to help solve critical social issues within our communities and across the legal industry. We collaborate with clients, community organizations, and other industry stakeholders to advance meaningful change and create better opportunities for the future.

## Our Focus

- **Akerman Racial Justice Initiative.** In pursuit of a world free of discrimination and with true equal justice under law, we formalized and increased our efforts to direct time, money, and resources to address the longstanding racial inequities in our system of justice. We have engaged in national and local partnerships, significant pro bono participation, and employee volunteerism to support the cause.
- **Philanthropy and Community Engagement.** The Akerman Philanthropic Initiative guides our commitment of firm resources to achieve maximum impact in our communities, particularly in the areas of education and youth development.
- **Pro Bono.** Akerman lawyers have assisted a wide range of pro bono clients including children in the foster care system, families seeking asylum, domestic violence victims, low-income tenants, veterans, and people with disabilities. We look for opportunities to collaborate with

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our clients and community partners to expand the reach of our pro bono efforts.

- **Women's Initiative Network (WIN)**. WIN provides a system of advocacy, education, and support to advance women within Akerman, the legal profession, and the communities in which we live and work. The three core objectives of WIN are recruiting and retention, advancement and promotion, and business development and we are committed to ensuring diversity and inclusivity in WIN endeavors.
- **Akerman Strong**. As a signatory to the American Bar Association's Well-Being Pledge, we created Akerman Strong to provide resources and support to help our people focus on their emotional and physical wellness, mindfulness, resiliency, connectedness, and productivity. Through Akerman Strong programs, services, policy development, and program planning, we improve health and well-being through health education and lifestyle skills, positively impact morale and job satisfaction, and optimize performance and productivity benefiting our clients, our families, and our communities.