



14. Latham & Watkins LLP: Allies@Latham

Introduced: 2020

In brief: The Allies@Latham initiative seeks to strengthen Latham's culture of inclusion by leveraging allyship to support those from traditionally underrepresented backgrounds in the legal industry at every stage in their careers. Latham launched the initiative, as the logical follow-on to a highly successful year-long Inclusion Initiative, during which nearly 2,500 lawyers and staff—in every country in which Latham operates—took monthly actions to increase inclusion on their teams, in their offices, and at the firm as a whole. As part of the firm's focus on allyship, in April, Latham stood as a staunch ally to Asian and Pacific Islander communities and signed the National Asian Pacific American Bar Association's Stand Against Hate statement denouncing anti-Asian attacks, xenophobia, and racism related to COVID-19; in June, Latham kicked off its More Than Words donation-matching campaign that raised \$2 million for organizations committed to social justice; also in June, the firm launched two new speaker series to educate and equip colleagues to act as allies.

15. Liberty Mutual Insurance: Inclusion in Action

Introduced: 2020

In brief: Liberty Mutual Insurance's Diversity and Inclusion Team created *Inclusion in Action*, an eLearning video series that uses real-life scenarios to move employees from inclusion awareness to action and help them communicate effectively across differences. Based on nine skills for employee communication and collaboration, the interactive, self-paced video series features relatable workplace scenarios to teach employees inclusive communication skills that can cultivate better work relationships and produce positive outcomes between employees and with customers. The video series received a Telly Award and has been viewed by more than 35,000 Liberty Mutual employees, who rated the series 4.6 out of 5 stars. Two-thirds report that their managers use the video teachings. Now, the tools are becoming a part of the company's organizational environment, including being integrated into its onboarding process.

16. New American Funding: New American Dream

Introduced: 2016

In brief: New American Dream aims to help families realize that owning a home is an achievable goal. The committee that heads the initiative helps identify and remove roadblocks that can prevent homeownership, and New American Funding frequently hosts seminars to educate consumers about the mortgage process. As part of the initiative, the company continues to invest heavily in mortgage professionals who are equipped to work with Black borrowers. By working carefully and thoughtfully with Black borrowers, New American Funding is enabling the Black community to build wealth, stabilize communities, and create generational opportunities. While other lenders may overlook this important demographic, New American Funding is laser-focused on helping those in the Black community buy a home. With its focus on market outreach, New American Funding's lending to Black customers is 45% above the industry average.