

NEWSLETTERS | REPORTS**2021 Diversity, Equity And Inclusion Annual Report**

March 11, 2022

By definition, a blueprint is a carefully crafted picture of what's to come, and the picture we painted five years ago was one of hope, healing, out-of-the-box investment, and uncomfortable accountability, relative to the firm, our teammates, our profession, and the 20 communities we have the privilege of serving across the country.

Hopefully, this 2021 annual report shows that the ground upon which our commitment to change is built is solid, and has powered real change and will continue to do so. More than anything, the hope is that from the substance of this annual report (and so many other efforts), you glean that our blueprint – our commitment to diversity, equity and inclusion – is authentic.

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