

Members of our community have been and presently are advocating for social justice and against discrimination and unequal treatment of persons based on race, sexual orientation and identity, immigration status, and other classifications by which groups have been marginalized for years. The Rodey Law Firm recognizes this important time in our state's and nation's history. We understand that, as a law firm, we occupy a privileged position that carries with it a special obligation to support those who are fighting for social justice and to strive for such justice ourselves, while still honoring our professional obligations to our clients. Rodey is committed to equity, diversity, and inclusion, but we recognize that words are not enough to address the systemic injustice of racism in this country. We are committed to making a meaningful contribution to this movement and to advancing diversity within the legal profession. Internally, Rodey is actively considering ways we can increase our pro bono practice, educate our attorneys and staff on implicit bias in the workplace, increase diversity at the firm through recruiting, hiring, retention, and promotion to management, and create space for dialogues on discrimination. Externally, Rodey commits to advancing the efforts of organizations already engaged in promoting acceptance, ending racism, fighting bigotry, and stopping injustice. While Rodey has contributed to Equal Access to Justice for many years, going forward, Rodey has committed to increasing its annual contribution to \$50,000. And we urge our friends and colleagues at other New Mexico law firms to redouble their own efforts in these areas.

As Dr. Martin Luther King Jr. said, "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." Together, we can truly make a difference.