



# US Employee Networks

## Campos Frescos (Hispanic and Latin American)

For colleagues interested in Latin American and Hispanic cultures, Campos Frescos hosts a number of events and networking opportunities. "Diversity is a fact. Inclusion is an act.' Through Campos Frescos we share the values, traditions and experiences tied to our Hispanic and Latino roots to promote inclusion by embracing the diversity of our members."

## Black Employee Resource Group (BERG)

The Black Employee Resource Group (BERG) is committed to empowering and supporting Freshfields US employees who self-identify as Black, African-American, or of African-descent by creating a safe space through sharing experiences, networking, professional development, and mentoring opportunities.

## Women's Initiative Network (WIN)

WIN's focus is threefold: encourage discussions to raise awareness within the firm to initiatives and issues involving women and strengthening allyship; becoming a forum for members to connect and share their stories; and enhance collaboration among the various ERGs by co-hosting events and encouraging each ERG's members to be active in supporting the other ERGs and by extension, our colleagues.

## HALO & HALO Champions

Halo is our thriving global network for our LGBTQ+ colleagues, while our Champions network enables those who do not necessarily identify as LGBTQ+ to actively show their support for LGBTQ+ equality. One of the firm's largest employee networks with more than 100 members across 20 of our 28 offices. We also have more than 400 Champions across the firm.

## Asian/Pacific/South Asian/American (APSAA)

APSAA is committed to representing and serving the needs of our Asian community through social/cultural solidarity, D&I advocacy, and client and community engagement. APSAA has hosted many events including: a Mid-Autumn Festival/Onam Festival Celebration, an AAPI panel with senior in-house women leaders, and a tea tasting with the Te Company.

## Valor and Valor Champions

Valor and Valor Champions is a group for military and veteran employees along with colleagues who are dedicated to supporting and recognizing the contributions of the military community.