



Our Racial Justice Working Group

Reed Smith launched the Racial Justice Working Group ('RJWG') in 2020 to broaden the firm's pro bono practice in the racial justice space.

The RJWG identifies new potential partnerships with charities and not-for-profit organisations already doing this work, allowing our lawyers to utilise their legal skills to bring about positive change.

Our work through this initiative reflects Reed Smith's commitment to supporting organisations that are tackling racism and injustice. As a global law firm, Reed Smith is uniquely positioned to use its legal skills and resources toward doing good and making positive improvements in the communities where it does business and beyond. With the support of business allies, nonprofits and advocacy organisations committed to equity and equality, the firm will pursue community engagement and legal advocacy with the specific goal of advancing agendas that lead to a more equitable society. You can find further information on Reed Smith's deep commitment to racial equity [here](#).

Areas of expertise

Examples of areas in which we could potentially support your organisation include:

Real Estate



- Lease agreements and disputes
- Buying and selling property

Employment



- Drafting or reviewing employment contracts
- Advice on grievance and disciplinary processes

Tech and Data



- Reviewing and drafting Privacy Policies
- Advising on compliance with GDPR and UK legislation

Corporate



- Advising on the most suitable legal structure
- Advising on tax liabilities

Intellectual Property



- Advising on IP infringement and protection strategies

For a full list of our capabilities, visit [our website](#).

Who can the RJWG help?

We help charities and not-for-profits with a social, humanitarian, environment or community focus. We work with around 300 charities and not-for-profits each year.

How can the RJWG help you?

We provide charities and not-for-profits with commercial legal advice within our areas of expertise. We can sometimes provide support with legal research and policy work to support your campaigns. We are also happy to discuss other legal support if your request falls outside of the above areas.

What we cannot help with:

Unfortunately, there are some things that we will not be able to help you with:

- ✗ Providing advice directly to individuals (other than in very rare circumstances)
- ✗ Making financial donations to your organisation
- ✗ Providing meeting rooms or office space

How to contact us

Please send your request to RJWGqueries@reedsmith.com, ensuring to include the following information in your email:

1. Confirmation that you are a **charity** or **not-for-profit**, and a brief overview of your organisation;
2. Details of the request and the **legal work** required (including any adverse parties, if applicable); and
3. A **deadline**.

We will then review the request and discuss it further with you. Please note that it could take at least a couple of weeks to place the request and build a team before we can confirm whether we can assist. Our ability to assist will depend on our expertise, the availability of volunteers and our internal checks.

Our Racial Justice Working Group Leadership Team



Simon Hugo
Partner
London



Nav Sahota
Partner
London



Jessica Tagg
Pro Bono Associate EMEA
London



Joy-Emma Martin
Trainee
London



Sarah Wilkinson
Trainee
London

ABU DHABI
ATHENS
AUSTIN
BEIJING
BRUSSELS
CENTURY CITY
CHICAGO
DALLAS
DUBAI
FRANKFURT
HONG KONG
HOUSTON
KAZAKHSTAN
LONDON
LOS ANGELES
MIAMI
MUNICH
NEW YORK
PARIS
PHILADELPHIA
PITTSBURGH
PRINCETON
RICHMOND
SAN FRANCISCO
SHANGHAI
SILICON VALLEY
SINGAPORE
TYSONS
WASHINGTON, D.C.
WILMINGTON