The Black Lawyers' affinity group was established to advance and advocate for the recruitment, retention, and development of the firm's Black Lawyers. The group works to grow and develop a broader network of relationships within the firm through events aimed at sharing issues concerning Black lawyers. The group also works to inspire positive, powerful, and perpetual change at Steptoe, in the legal profession, and in the world for Black lawyers by creating and improving relationships with firm, legal, business, and government leaders, and by securing leadership positions at Steptoe and in key organizations.