



DIVERSITY & INCLUSION 2018-2019 BIENNIAL REPORT

D&I | STINSON

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Welcome from the Diversity Committee Co-Chairs

Welcome to Stinson LLP's Diversity and Inclusion Biennial Report. We are excited to share the progress and accomplishments we have made to advance Stinson's strategic objectives of creating a diverse and inclusive workplace. These highlights, from 2018 and 2019, demonstrate our ongoing commitment to make the firm a place where everyone is welcome and valued, enabling us to provide excellent service to our clients and in the communities where we practice.

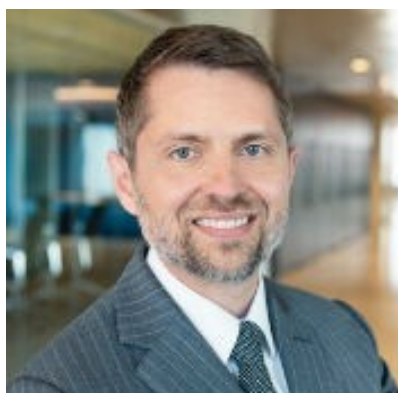
We have developed a number of initiatives focused on the recruiting, retention and the advancement of diverse attorneys.

On this page, we've highlighted some of our greatest accomplishments over the last two years.

Thank you to firm leadership, our chief diversity and inclusion officer (CDIO) and the Diversity Committee members for their support in advancing our diversity and inclusion objectives.



Pat Konopka
DIVERSITY COMMITTEE
CO-CHAIR



Shane Swanson
DIVERSITY COMMITTEE
CO-CHAIR



Stinson increased its percentage of attorneys of color by 90% in just three years!



The firm's new 1L Minority Fellowship opportunity offers up to \$30,000 in tuition assistance



Stinson's average retention rate for diverse attorney populations is 88%

WE MAKE A POWERFUL DIFFERENCE

Because we are moving forward boldly and thriving together.

90%

STINSON HAS INCREASED
THE PERCENTAGE OF
ATTORNEYS OF COLOR
BY 90% SINCE 2016



42%

42% OF
STINSON
PRACTICE
DIVISION
CHAIRS ARE
DIVERSE



40%

40% OF OUR BOARD OF
DIRECTORS IS DIVERSE

50%

50% OF OUR
EXECUTIVE
COMMITTEE IS
FEMALE

LEADERSHIP

OUR ADMINISTRATIVE
LEADERSHIP IS MADE
UP OF **FIVE WOMEN
AND TWO MEN**

88%

OVERALL RETENTION
RATE FOR DIVERSE
ATTORNEY POPULATIONS



WE HAVE **NINE EMPLOYEE RESOURCE GROUPS**
FOR ATTORNEYS OF COLOR, LGBT INDIVIDUALS,
WOMEN, STAFF OF COLOR AND VETERANS

30k

MINORITY 1L
FELLOWSHIP
AND **\$30,000**
IN TUITION
ASSISTANCE



*As of 12/31/19.

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RECRUITING

Stinson's New 1L Minority Fellowship Program

Stinson has provided more than one million dollars in scholarships, which have supported nearly 70 law students over the years. While we are proud to have supported those law students, we wanted to create a more targeted pipeline of racially diverse students who will ultimately join us as associates.

To that end, Stinson launched the 1L Minority Fellowship program in January 2018. The fellowship, geared toward recruiting 1L students from a racial minority group historically underrepresented in the legal profession, offers up to \$30,000 in tuition assistance and a 1L summer associate opportunity, with the possibility of a 2L summer associate opportunity. After conducting national searches, the firm received hundreds of applications. We selected two fellows for the 2018 summer: one Boston College student placed in Kansas City and one Washington University student placed in St. Louis. In 2019, we hosted one fellow from Washington University in St. Louis and one University of Minnesota student in our Minneapolis office.

We look forward to continuing to recruit talent from across the country through this opportunity. More details about the fellowship are available at www.stinson.com/about-diversity-inclusion.

As a 1L, I came in unsure of what area of law I was interested in. The mentorship I received and the experiences I gained throughout the summer helped me figure out what work I was most interested in. I loved the firm's commitment to celebrating diverse lawyers—from providing accommodations during Ramadan to attending Diversity Week events, I felt valued and recognized Stinson as a leader for its diversity initiatives.

**— Eman Qureshi
2019 Minority Fellow**



Annual 1L Winter Open House

Every year, Stinson hosts the View of Law Firm Life and Winter Open House program for diverse 1L students in the Kansas City and Minneapolis offices. This annual program, hosted by the Recruiting department, is an excellent tool to connect with diverse law students. In 2018, the Recruiting department paired with the Diversity and Inclusion Department to restructure the program to increase engagement and expose students to more firm practice areas. Students had the opportunity to meet the firm's managing partner and deputy managing partner, Recruiting Committee co-chairs, Diversity Committee co-chairs, the chief attorney recruiting and development officer and the CDIO during an opening panel presentation and discussion. This presentation gave students an overview of the firm, provided resume writing and interviewing tips and strategies, and underscored our

commitment to diversity and inclusion.

Students met with attorneys in small groups from a variety of practice areas to obtain a deeper understanding of attorneys' career paths and the firm's breadth of services. In addition, a tour of local projects provided students with a real life connection to a variety of practice areas, and they were able to learn more about the local community. We would like to thank our 2018 and 2019 tour guides: David Kelley, Eric Galatz, Todd Phelps, Brittany Michael and David Jenson from Minneapolis; and in Kansas City, David Frantze, Kate Hauber, Erin Naeger, Richard Cook, Jere Sellers and Ashley Dillon. Thank you for being a welcoming face to the students and taking the time to support the View of Law Firm Life and 1L Winter Open House!

Pipeline to Success Program

Under the leadership of Pat Konopka, Stinson continued our partnership with client, CenturyLink, and Wyandotte High School to support the Pipeline to Success program. Students compete in an annual mock trial event, serving as judges, prosecution and defense co-counsel, jurors and witnesses. The experience serves as a reinforcement to the students' practical law curriculum taught throughout the school year. Students also spent a day at the United States District Court for the District of Kansas.

Students had the opportunity to observe hearings and to hear from a panel of professionals: an assistant U.S. attorney, an assistant federal public defender and a U.S. marshal, probation officer and courtroom deputy, about their educational backgrounds and the



Wyandotte High School students observing hearings from a panel of professionals.

responsibilities associated with their roles in the court proceedings. Stinson attorneys provided insight on the hearings and shared advice with the students on their future career plans.

Stinson attorneys also visited Wyandotte High School during the Dreams to Reality Luncheon

to discuss their educational and professional experiences with students enrolled in the Human and Public Service Academy.

Thanks to Stinson attorneys, Courtney Harrison, Renee Henson, Anna Krstulic, Jessica Pixler and Stewart Stein (retired) for making this program a success!

Stinson offers career learning opportunities for students to observe, generally, how skills learned in school relate to the workplace and, specifically, how academics connect to the legal work environment. By participating in these initiatives, we hope to build a relationship with the students in an effort to discover more diverse talent, as well as to open a pipeline for filling roles at Stinson.

— Crystal Williams

Human Resource Specialist, Kansas City



Continuing Our Support of Just the Beginning Foundation

In Minneapolis, Stinson signed on as a bronze sponsor of Just the Beginning Foundation, a national legal diversity pipeline organization that works to expose students from underrepresented communities to the legal profession. Our CDIO also served on the Steering Committee for the Twin Cities.

In addition to financial support, the firm hosted a group of nearly 40 students during their 2018 and 2019 oral sparring practice sessions. Attorneys and summer associates listened to student presentations and provided feedback to help them prepare for final competition. Students also had lunch with Stinson attorneys, who shared their career paths and provided students with tips to help them achieve their future aspirations.

Thank you to the attorneys who served as judges and/or joined the students for lunch: Angela Bohmann (retired), Tricia Kaufman, Kevin Kitchen, Jeannine Lee (retired), Jada Lewis, Lariss Maldonado, Katie Moerke, Steve Rubin, Jaclyn Schroeder, Dan Scott, Shane Swanson and Jon Woodruff. The foundation is extremely grateful to the firm for their support!

Partnering with Dream Builders Equity in St. Louis

Natasha Das spearheaded a pipeline initiative in our St. Louis office by partnering with Dream Builders Equity, a nonprofit organization co-founded by Neal Richardson from U.S. Bank. Area high

school students learned about the practice of law during a panel presentation, followed by short workshops on résumé writing, interviewing, personal branding and mock interviews. Students enjoyed the experience and provided excellent feedback about the program.



Dream Builders Equity students in the St. Louis office.



Shane Swanson giving opening remarks to Just the Beginning students.

Finding Success in Big Law, Resources for Law Students and New Attorneys

In an effort to equip diverse students and young lawyers with the unwritten rules to success in large law firms, the firm released a limited edition podcast series, *Big Law Success: The Inside Scoop for Law Students & New Lawyers*. In the series, Stinson attorneys share insider information and highlight the unwritten rules of success in the

practice of law at large law firms. The podcast sessions address recruiting, communications and emotional intelligence, networking, effective soft skills and evaluating a firm's commitment to diversity and inclusion. Students

continuously report that the depth and transparency of information has been eye opening and helpful.

To listen to the series, visit www.stinson.com/about-diversity-inclusion.

As a new lawyer, there are many hard and soft skills that must develop rapidly. To excel in both skillsets, you must know the rules that will lead to success. This podcast series serves as an inside peek into what large law firms are looking for, and that information is incredibly valuable.

— **Renee Henson**

Associate, Kansas City



Brittany Barrientos



Amy Conway

BIG LAW SUCCESS PODCASTS

The Inside Scoop on BigLaw Recruiting

Brittany Barrientos and Amy Conway discuss what law firms are looking for in new associates and provide practical, insider advice on what it takes to be a stellar candidate in BigLaw.



Sharon Ng



Drew Glasnovich

The Inside Scoop on Winning People Over: **Communication & EQ**

Sharon Ng and Drew Glasnovich discuss how to be an effective communicator. Sharon and Drew share good communication habits that anyone can develop and explore how emotional intelligence plays an important role in effective communication.



Traci Bransford



Johnny Wang

The Inside Scoop on Networking: **What it Really Takes to Cultivate Professional Relationships**

Traci Bransford and Johnny Wang discuss how to go beyond chit chat at a networking event to cultivate meaningful relationships. They talk about the importance of a strong network and share tips on how to create a successful personal brand.



Sara Welch



David Axtell

The Inside Scoop on Associate Soft Skills: **What Can Make or Break Your Career**

Sara Welch and David Axtell discuss the soft skills that are critical to succeeding as an associate. Based on their experience, Sara and David agree that new attorneys can stand out by consistently meeting deadlines and being responsive, resilient and solution-oriented on every new project.



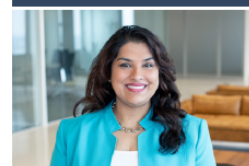
Pat Konopka



Shane Swanson

The Inside Scoop on BigLaw Diversity: **Lip Service or Legit?**

Pat Konopka and Shane Swanson discuss why diversity and inclusion is important for the future health of the legal profession. They also share their tips to help job seekers determine if a firm is truly committed to diversity and inclusion.



Ann Jenrette-Thomas
Chief Diversity and Inclusion Officer



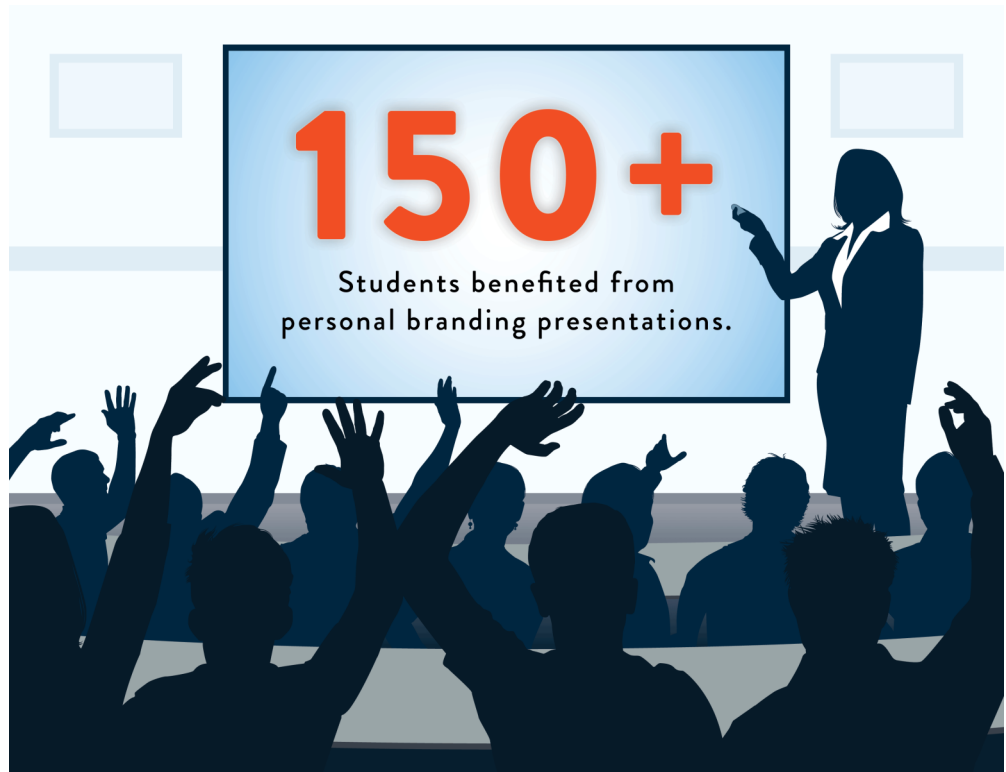
TO ACCESS THESE
PODCASTS GO TO
stinson.com/big-law-success-podcast

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Personal Branding: A Key to Law Student Success

Despite having good grades and excellent writing skills, our recruiting chairs noticed that some law students were not presenting themselves well during their interviews. "Unfortunately, some of the students did not convey a level of professionalism and confidence that would be required to serve our clients," said Kansas City Recruiting Chair Brittany Barrientos. Subtle missteps in appearance, communication, and professionalism were preventing otherwise qualified candidates from receiving offers for employment.

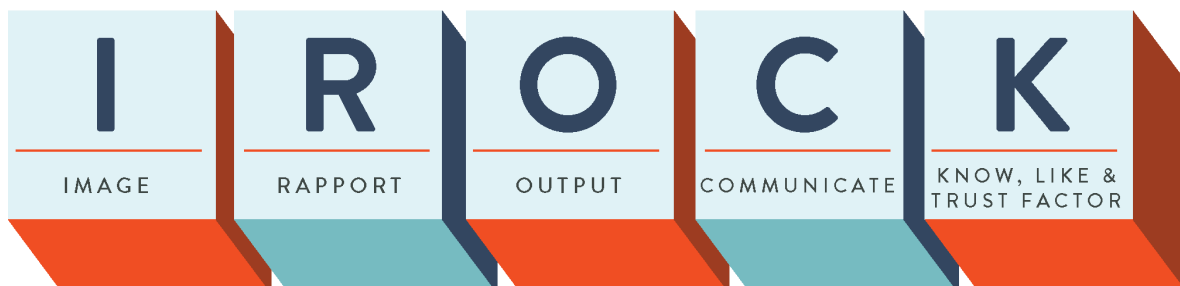
Recognizing that some of these missteps were made because of a lack of knowledge and exposure by students who lacked access to big law attorneys, our D&I and Recruitment teams developed a Personal Branding Roadshow. In 2018 and 2019, Ann Jenrette-Thomas connected with hundreds of students from regional law schools to discuss the do's and don'ts of a successful personal brand. Ann discussed the five key elements



of a personal brand that are represented by the acronym, **IROCK**: Image, Rapport, Output, Communication. All of these help build the Know, like and trust factor. "In order for a person to give you any opportunity, whether it is a job, a key assignment or a client, they must know, like and trust you first," said Ann.

Kudos to associates Bryce Langford, Erick Orantes, Jessica Pixler and Partner Ruth Rivard,

and Anna Lloyd, former attorney recruiting manager, for conducting sessions on building a successful personal brand last year at Mitchell Hamline, the University of Kansas and the University of Iowa. At these sessions, Stinson was able to connect with over 150 students from across the Midwest! We are excited to continue building relationships through programming that equips diverse law students with the skills they need to succeed.



Hosting the 2019 Midwest Black Law Students Association Academic and Leadership Conference in Kansas City

Stinson proudly supported the Midwest Black Law Student Association (MWBLSA) Conference by hosting the kick-off mixer, as well as sharing advice during panel breakout sessions. Stinson attorneys networked with students from across the region sharing career advice, discussing life as a practitioner in Missouri and practical tips for long-term success. Stinson attorneys Renee Henson and Erick Orantes, along with Ann Jenrette-Thomas, shared invaluable information with students about the art of networking, making connections and personal branding. Student attendees and conference planners were extremely grateful for Stinson's support and visible commitment to promoting diversity and inclusion.

JCCC Students Experience a Day at Stinson

In 2018, Johnson County Community College (JCCC) welcomed recent paralegal students to our Kansas City office to experience a day at a law firm. The students met with legal staff to learn the ins and outs of life at a law firm. They were excited to learn more about their future career paths and gained insights into the types of cases they might handle one day. Thank you to staff and attorneys for giving the students a glimpse of their future career.



Personal branding panelists at the 2019 MWBLSA Academic and Leadership Conference.



Johnson County Community College students on a tour of our Kansas City office.

Attorney and Staff Recruiting Highlights

In addition to participating in on-campus interviews at schools throughout the region, Stinson continues to recruit diverse students from job fairs, including the Heartland Legal Diversity Job Fair in Kansas City, St. Louis Diversity Job Fair, Cook County Minority Bar Association Job Fair in Chicago and the Minnesota Minority Recruitment Conference. We're proud to share that the 2018 and 2019 2L summer classes were very diverse, with 72% and 83% of the respective classes representing underrepresented groups.



The firm's lateral partner hiring and recruiting committees, along with the Recruiting department, have been diligently working to ensure we are identifying and expanding the pool of diverse lateral attorney candidates. In 2018, 54% of our lateral attorney hires were diverse, 42% percent in 2019.

With the commitment of firm leadership, division chairs, the recruiting committees and Recruiting department, the firm has increased our attorneys of color by 90% since 2016. Special thanks to the lateral partners and recruiting committees and the Recruiting department for their tireless efforts!

Interrupting Biases in Recruiting and Retention Efforts

Have you ever met someone new and recall being surprised by information you learned about them? That's one way unconscious bias shows up. In the recruiting process, biases can present themselves based on resume cues, personal mannerisms or the location of the interview. When conducting evaluations of individual performance, there may be the tendency to focus on the most recent interaction, let personal feelings cloud the assessment or view some individuals more favorably because they remind us of ourselves.

To help mitigate the impact of these biases, and many others, individuals need to be aware of them and actively counteract

the behavior. To help support our attorneys and staff who are involved in the recruiting, hiring, performance evaluation and promotion processes, we engaged national consultant, Lauren Rikleen, to provide in-depth training with real-life examples of the types of biases that most often present themselves in these processes.

Attorneys who could not attend the live session were able to view the content via on-demand video playback of Lauren's training. In addition, the Diversity and Inclusion department distributed bias mitigation checklists to the recruiting committees, identifying common biases and prompts to set the foundation for impartial engagement within these processes.

RETENTION

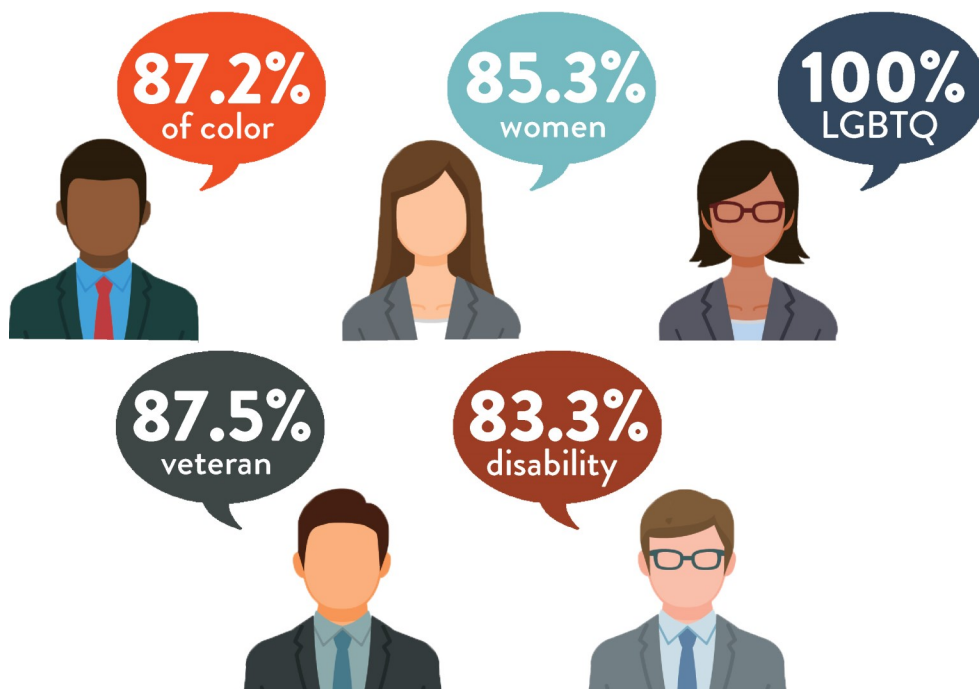
Retention improves when people feel valued and have a sense of belonging. Our firm now has nine employee resource groups (ERGs) as a way to foster connection, enhance collaboration, and support firmwide objectives, such as business development. The ERGs are a critical part of the firm's initiatives to support those groups that are underrepresented within the legal profession.

Diversity in the Partnership Ranks. Congratulations to our 2018 and 2019 Partner Classes!

The firm elected twelve new partners in 2018. The class was comprised of 67% women. Significantly, 25% of the new partner class was also on an alternative work schedule. This demonstrates that an alternative work schedule isn't an impediment to becoming a partner.

In 2019, the firm elected 10 new partners, 30% of whom were diverse.

DIVERSE ATTORNEYS RETENTION RATES



A New Pilot Ensures the Equitable Development of All Associates

In 2019, Stinson launched the Work Allocation Monitoring System pilot with the Financial Services and Class Action Litigation Division. The system is designed to ensure that all associates receive equitable access to career-enhancing assignments. An associate development liaison (ADL) is assigned to meet one-on-one with each associate within the practice division bi-annually, reviewing their core competencies, matters worked and professional goals.

Associates who wish to have more support in developing a particular competency can create an action plan with the ADL. The associate and ADL partner work together to help the associate find the right kinds of assignments to develop the competencies outlined in the action plan. The ADL is tasked with ensuring all associates are receiving significant work experiences that will help them meet their competencies, as well as bolster their client service and professional development skills. After the pilot ends in the summer of 2020, the program will be rolled out firmwide.

WOMEN'S INITIATIVES

Kansas City Women Attorneys ERG

Under the leadership of partners Christina Arnone and Robin Carlson, the Kansas City Women Attorneys ERG relaunched in 2018. With an eye on equipping women attorneys for success, the group hosted a session on firm economics with Deputy Managing Partner Allison Murdock entitled, "What We All Need To Know About the Business of Law." Due to the positive response to the event, the group hosted a second event focused on partners.

The ERG also met with Pat Konopka and Ann Jenrette-Thomas to obtain an update of the firm's diversity and inclusion efforts and to lean in to what they as a group can do to further the firm's objectives.

The group has focused on networking to build

relationships through social events, such as cake decorating, axe-throwing and an outing to see the movie *RBG*.

One important pillar of the ERG is to focus on giving back to the local community. The group annually participates in the Wreaths Across America initiative, laying holiday wreaths

on veterans' graves at Fort Leavenworth National Cemetery.

In 2019, the ERG changed leadership with the appointment of Ashley Cross, who serves as the associate liaison. We would like to thank Christina Arnone for her leadership in reestablishing the ERG!



Wreaths Across America



Kansas City Women Attorneys ERG channeling Justice Ruth Bader Ginsberg while watching the film *RBG*.

Minneapolis Women Associates ERG

The Minneapolis Women Associates ERG, led by associates Jada Lewis and alum Kate Kosiek, launched in 2018 for all Minneapolis women associates. The group hosted several roundtables with firm leadership, including a session with Allison Murdock on developing leadership skills and the law firm business model, as well as a session on the firm's parental leave policy with Board Members Jill Radloff and Laura Halferty.

An important initiative of the ERG is helping associates understand the opportunities available to them and plotting a path to success.

To support this initiative, in 2019, Jada and Kate hosted a panel discussion with Partners Traci Bransford, Tracey Donesky, Jill Radloff, and Sheva Sanders, highlighting their varied paths to partnership and their strategies for business development. The partners candidly shared their strategies for getting clients, balancing work and personal responsibilities and what women attorneys can do to begin forging their unique path to success. This served as the kick-off for the new women's business development initiative, **R.I.S.E.: Rainmaking. Influencing. Succeeding. Elevating.** The ERG has also hosted networking mixers to get to know one another personally.



Minneapolis Women Associate co-chairs Jada Lewis and Kate Kosiek moderating the *Make It Rain* business development event.



Make It Rain panelists: Partners Sheva Sanders, Jill Radloff, Traci Bransford, and Tracey Donesky.

Minneapolis Women Partners ERG

The Minneapolis Women Partners ERG continues to build professional relationships and business development opportunities. In 2018, the ERG hosted their annual Women's Event featuring Kao Kalia Yang, author of *The Song Poet*. The annual event is an opportunity for women partners to network with clients and one another, while hearing from a noted author. It was held during the firm's Diversity Week and broadcast to other offices. Attendees listened to heart-warming stories about Kao Kalia's father and her story of immigrating to, and growing up in the U.S. The ERG met with Allison Murdock to learn more about the compensation process, profitability analysis, parental leave, sharing of origination credit, succession planning, and other areas of interest to the women partners.

In 2019, the ERG transitioned leadership from Jeannine Lee to Tammie Ptacek. During her tenure, Jeannine was

instrumental in raising awareness regarding some of the challenges faced by women attorneys, mentored many diverse attorneys and supported diversity and inclusion initiatives throughout the Twin Cities. We thank Jeannine for her leadership and wish her the best in retirement.

In May 2019, the ERG held the annual women's event with novelist, writer and *New York Times* bestselling author, Curtis Sittenfeld. The conversation-style panel hosted by Laurie Glapa and Stinson alum Liz Kramer, featured an audience Q&A session, along with a reading by Curtis from her new novel. Women in attendance learned about Curtis' perspective on how to achieve success by leveraging your assets and skillset, and focusing on your strengths.

The ERG also made sure to



Katie Moerke, Ruth Rivard and Mary Foarde at the 2018 Minneapolis Women Attorneys' winter party.

connect with the other women attorneys in Minneapolis through social activities. The ERG hosted their annual summer networking events at the homes of Ann Jenrette-Thomas and Anne Cotter, offering women attorneys and summer associates the opportunity to meet and reconnect.

To close out the year, the ERG joined with the Minneapolis Women Associates ERG and hosted their annual winter party and gift exchange.



2019 Minneapolis Women Attorneys' winter party.

St. Louis Women Attorneys ERG

In St. Louis, the ERG, led by Partner Michelle Corrigan Erickson, is focused on networking and career development. The ERG is supportive of the events led by associate Natasha Das, designed to build client relationships. A successful event was held at the Missouri Botanical Gardens, where clients and potential clients gathered with firm attorneys to enjoy an evening at the gardens and make new connections.

With the addition of new attorneys from the Senniger Powers merger in late 2018, the group continued to emphasize

building community and held a coffee chat with Allison Murdock.

In spring 2019, the ERG hosted an engaging event featuring Nancy Droesch, co-founder of Women in Leadership - Launching Opportunities, who gave a presentation on the differences in communication styles based on gender. In connection with the speaker, a



Natasha Das networking with clients at the Missouri Botanical Gardens.

panel of women clients discussed their experiences with communication styles of men and women.

To recognize the strides and accomplishments of our women attorneys in St. Louis, Michelle Corrigan Erickson consulted with Managing Partner Mark Hinderks and St. Louis Office Managing Partner Mike Kaplan to create an internal email to highlight "significant developments or contributions from women attorneys" in the St. Louis office.

Outside of the office, ERG members bonded, getting to know each other, as well as the summer associates, at a painting party and an outing to see the movie, *RBG*.



St. Louis Women Attorneys ERG members Michelle Corrigan Erickson, Lisa Pool Byrne, Natasha Das and Cierra Heitholt.

West to East Women's Office Network (WE WON) ERG

The ERG launched with a goal to build a robust network across several offices that can be used to share information to help one another grow professionally. This ERG is led by Partners Alisa Ehrlich (Wichita) and Alisa Lacey (Phoenix). The ERG spearheaded an initiative to create a firmwide directory of all women attorneys with listings by office, as well as by practice division, to support cross-office marketing and business development.

This ERG developed a "Pearls of Wisdom" segment during meetings, where a member of the group shares insights and tips they have learned throughout their career.

The ERG hosted an in-depth discussion with Allison Murdock, who provided insights on firm economics, self-promotion and strategically navigating leadership roles.

Alisa and Alisa also traveled to our Denver and Washington,

DC offices to meet ERG members in person, learn more about their practices and the needs of women in those locations.

R.I.S.E. – A New Initiative for Women Attorneys' Business Development

The leaders of each women attorneys ERG group gathered to share knowledge and discuss opportunities for the firm to further support the needs of women attorneys. From this meeting the ERG leaders, in collaboration with the Marketing and Diversity and Inclusion departments, designed a program to provide business development training specifically targeted for women attorneys. This program has become known as **R.I.S.E.: Rainmaking. Influencing. Succeeding. Elevating.** One component of the program provides for firm wide quarterly business development training for all women attorneys.

"Stinson's business development team is proud to partner with our diversity and inclusion colleagues to offer innovative learning sessions

that combine best practice presentations with interactive discussions among peers. Hearing first-hand about the experiences of others has been very effective in encouraging and empowering our women attorneys to engage in productive business development activities," said Amanda Bakken, director of business development.

The second component, Connections, is an opt-in program where women attorneys are assigned to small cohorts to get to know one another, implement strategies outlined in the business development training modules and receive input and support from one another on personal business development goals. The Connections groups are assigned randomly across practice divisions and offices, allowing each woman attorney to connect, in-depth, with a new group of colleagues every six months.

We are excited about this new initiative and the promise it holds.

For me, diversity initiatives are not just about "talking the talk" but also "walking the walk." I have worked at several firms throughout my career and Stinson is the first firm that I feel actually holds diversity as a core value, devoting substantial time and resources to increasing diversity across the firm and addressing some of the tough institutional questions that may impede progress. I personally believe that diversity creates a better working environment for everyone and leads to superior client service.

— Nicci Warr

Partner, St. Louis



AWARDS & RECOGNITIONS

Stinson has been recognized for the strides we have made by several publications and organizations for our long-term strategies and multifaceted approach to supporting women attorneys.

Stinson Honored Nine Years in a Row by WILEF

Stinson was awarded the Gold Standard Certification by the Women in Law Empowerment Forum for the ninth consecutive year. This certification recognizes law firms for a strong representation of women in leadership roles, partner status and in compensation. To receive the certification a firm must meet the mandatory criteria of 20% of equity partners or 33% of the attorneys becoming equity partners, during the past 12 months are women; and at least three of the following five criteria:

- 15% of firm and U.S. branch office heads are women
- 20% of the firm's primary governance committee are women
- 20% of the firm's compensation committee or its equivalent are women
- 15% of the top half of the firm's equity partners in terms of compensation are women

- 7% of women equity partners are women of color, or 3.5% of women equity partners are LGBT

Stinson has received the award every year since the award's inception in 2011.

The firm's commitment to the advancement of women to partnership and leadership positions also gives me confidence as a new partner that I made the right choice joining Stinson.

**— Tricia Kaufman
Partner, Minneapolis**

Top Firm for Women Partners

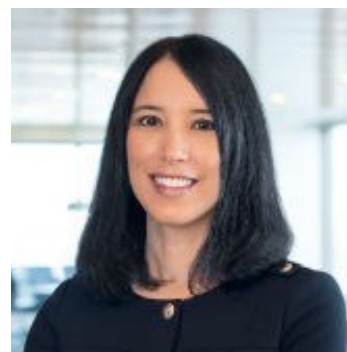


Stinson was ranked by *Law360* as one of the top 10 law firms among firms its size for the number of women in the equity partner ranks.

2019 Best Law Firm For Women



Working Mother magazine recognizes law firms across the country for their leadership and the efforts they have made to recruit, support and advance women in the profession. Stinson ranked 39 among firms nationwide, recognized for its initiatives in developing its female attorneys. We are very pleased to return to the listing.



Women, Inc. Magazine

Stinson was recognized by *Women, Inc.* as one of the Top 100 Law Firms for Women. This recognition celebrates the representation and leadership of women in law firms. The publication selected firms based on survey data and select criteria, including recruitment efforts and community outreach, along with input from the magazine's legal reporters.

Women's Foundation of Greater St. Louis – Women in Workplace Scorecard Honoree

Stinson was one of 13 organizations recognized as a Best Place to Work for Women in 2018 by the Women's Foundation of St. Louis. Honorees were selected based on structural efforts and outcomes to advance women through compensation, leadership, flexible work policies, and recruitment and retention initiatives.

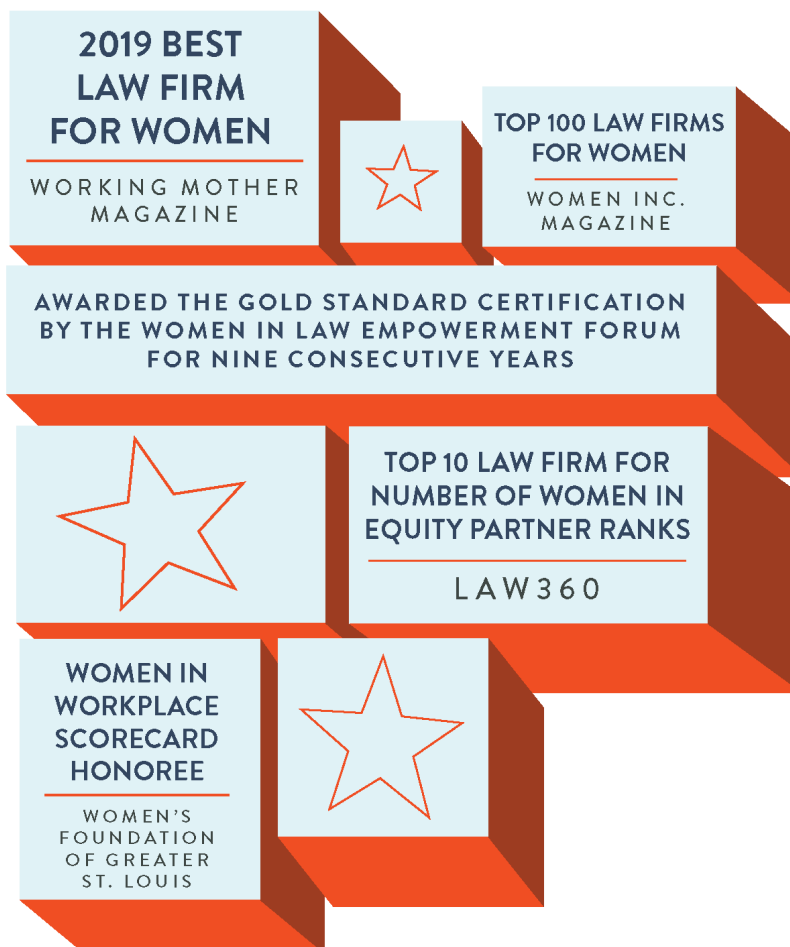
Recognition in these listings demonstrates the firm's long-term strategies designed to support women attorneys are reaping success.

Deputy Managing Partner Allison Murdock honored by *Corporate Counsel*

Allison Murdock received a Women In Law, Innovative Leadership Award from *Corporate Counsel* in October 2018. Serving as deputy managing partner since 2010, Allison has led the efforts to revamp the firm's strategic

plan, hire a CDIO, and roll out policies supportive of the needs of our attorneys, the alternative work schedule program. Allison was also featured on the website, law.com, highlighting her hard work and dedication to the firm. Congratulations Allison!

AWARDS RECOGNIZING STINSON'S EFFORT TO SUPPORT WOMEN ATTORNEYS



PEOPLE OF COLOR

Attorneys of Color ERG

The Attorneys of Color (AoC) ERG has focused on cross-marketing, business development and attorney retention. Under the leadership of Partners Traci Bransford and Sharon Ng, the ERG has instituted an informal mentoring program, as well as developed an AoC directory to help with cross-selling each other's efforts. Through their efforts, the group has been able to successfully cross-market and expand business. The group met with Mark Hinderks and Allison Murdock to discuss the firm's economics and strategies for success.

During the partner retreat, members of the firm's AoC ERG hosted a meeting and dinner. This was the first in-person meeting for the AoC ERG partners and was instrumental in creating a sense of belonging and solidifying their firmwide network at Stinson.

Associate development is another key initiative of the ERG. The co-chairs, in partnership with the CDIO, have implemented structures and checkpoints to ensure that associates feel connected, are aware of resources and are planning for long-term success.

The AoC ERG also actively supports the firm's recruiting efforts.

The ERG hosted an introductory meeting for the summer associates so they could begin developing a firmwide network. In addition, AoC ERG members meet with lateral partner candidates, sharing in-depth partner information about the firm's D&I initiatives.

Staff of Color ERG

This firmwide employee resource group has been instrumental in helping diverse staff members build bridges across the firm. Led by Trinna Scott (office manager, Washington, DC) and Aong Moua (paralegal, Minneapolis), the group is focused on targeting professional growth and development. The ERG hosted roundtable discussions on knowledge sharing,

understanding the functions of various departments and seeking opportunities to add value to the firm. One of those discussions was with Sonya Roberts, President of Growth & New Ventures and Strategic Pricing at Cargill. Sonya took questions and gave a presentation that outlined her path to career success. She was relatable and pointed to things we can all do to accomplish our goals. The engaging conversations our Staff of Color ERG had were both inspiring and beneficial to career and personal growth.



AoC ERG dinner during 2018 partner retreat.

One of the reasons why I joined Stinson is because it is known for its diversity, and that was really important for me as an attorney of color.

— Habib Ilahi
Partner, Washington, DC



MLK Day

Stinson has been an ongoing table sponsor for the United Negro College Fund Dr. Martin Luther King, Jr. Holiday Breakfast in Minneapolis. In attendance were Stinson partners, attorneys, and staff who had the chance to listen to Emmy Award-winning news anchor and host, Don Lemon, on how Dr. King's legacy of service inspired him as a journalist, as a member of his community and as a global citizen to speak up and act. Each year, Pat Konopka sends a firmwide email highlighting the importance of Dr. Martin Luther King, Jr.'s "Letter from a Birmingham Jail."

This poignant piece was written on April 16, 1963 and is an open letter that rejects the idea one should pursue legal means to gain social change. Dr. King counters this argument by saying the suffering of those who endure racism is too urgent and cannot wait for legal remedy. He also noted the Boston Tea Party rebellion and Hitler's actions in Germany were considered legal. Dr. King was steadfast in his belief that the use of nonviolent demonstrations would garner attention towards the inequality suffered by people of color.



2018 MLK Holiday Breakfast



2019 MLK Holiday Breakfast

" 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."

— Dr. Martin Luther King, Jr.

"Letter from a Birmingham Jail"

LGBTQ+ INITIATIVES

Proud Sponsor of the Lavender Bar National Convention

The LGBT ERG, chaired by associate Drew Glasnovich and work product support specialist Allyson Largent, has been actively promoting and supporting the firm's LGBTQ+ initiatives. The firm was proud to sponsor the 2018 and 2019 Lavender Bar Convention and Career Fair. Drew Glasnovich, Partner Megan McCurdy, Partner Marc Albert and alum Nikki Marcotte attended the convention and represented the firm at the career fair. The fair was an excellent opportunity to interview students and build networks with LGBTQ+ attorneys from across the country.

Stinson Implements Gender Transition Guidelines

In September 2018, the firm released Gender Transition Guidelines to assist attorneys and staff who are transgender or gender non-binary. Development of these guidelines was led by Chief Human Resource Officer Heidi Burton. The creation of these guidelines was a proactive measure to help ensure the firm has tools and resources to effectively support those who may need them in the future. This thorough resource provides a detailed list of actions and behaviors to ensure the transitioning individual is supported by the firm.



Stinson table at the 2019 Lavender Law Bar Conference.

To help other organizations within the profession develop similar guidelines, Drew Glasnovich, Ann Jenrette-Thomas and consultant Ellie Krug presented on the topic of gender transition at the 2018 Minnesota Lavender Bar Conference.

Supporting Those in the Transgender Community

In 2018, the LGBT ERG and the D&I and Pro Bono departments joined with the American Civil Liberties Union of Missouri and the Kansas City Lesbian Gay and Allied Lawyers to host a CLE: "Assisting Transgender Clients with Name Changes and Gender Markers". This informative training also included a session on cultural

competency. A number of Stinson attorneys attended the CLE and are now equipped to assist in this important work as part of our pro bono efforts.

Walking to Make a Difference - AIDS WALK Kansas City

In support of the Kansas City community, members of the LGBT ERG and allies participated in the 2018 AIDS WALK. Team members raised funds to support the AIDS Service Foundation of Greater Kansas City, which assists organizations that provide shelter, medical care and emergency services for the more than 5,700 men, women and children in Kansas City affected by HIV/AIDS.

Two Perfect Scores on The Corporate Equality Index

Stinson is honored to receive a score of 100% on the Human Rights Campaign's (HRC) Corporate Equality Index and to be listed as a Best Place to Work for LGBTQ employees in both 2018 and 2019. The index rates workplaces on lesbian, gay, bisexual, transgender, and queer equality.

The firm celebrated its achievements through support of the HRC's signature events in the Twin Cities and Kansas City. At the 2018 Kansas City HRC Corporate Celebration, Deputy Allison Murdock accepted the award for Stinson. In 2019, Pat Konopka accepted the award on Stinson's behalf and gave a few remarks. Sponsorship of events in both Minneapolis and Kansas City help promote the HRC's mission to "advance equity, ensuring lesbian, gay, bisexual, transgender and queer Americans can be open, honest and safe at home, at work, and in the community" and mirror our commitment to creating an inclusive workplace where our employees and clients value diversity. Thank you to all of our attorneys and staff who support these events. "This recognition reminds us that while we're making progress, we are by no means finished with our diversity and inclusion efforts. ... We are devoted to being a true leader within the law industry for the LGBTQ community," said Mark Hinderks, Stinson's managing partner.



Deputy Managing Partner Allison Murdock (left) accepting the 2018 award recognizing Stinson as a best place to work for LGBTQ employees.



Stinson attendees at the 2019 Twin Cities HRC Gala.

Stinson's diversity and inclusion efforts help create not only a successful business but also a community, in which I am able to bring my authentic self to work each day.

— Iain Johnson

Associate, Minneapolis



VETERANS

Supporting our Veterans

The Veterans ERG launched in 2018 under the leadership of Minneapolis Partner Steve Schemenauer. The group, comprised of veterans, families of deployed soldiers and allies, seeks to assist the firm's initiatives to recruit more veterans and to support Stinson personnel as well as their immediate family members who are deployed.

Each year the ERG hosts a firm wide Veterans Day celebration, complete with cake and a recognition of the firm's veterans. Members of the ERG shared remarks about the importance of service and creating civility in

our world. In addition to the celebration, the firm hosted a jeans day fundraiser, raising more than \$1,200 to support the Folds of Honor Foundation in 2018. This foundation provides educational support to spouses and children of America's fallen and disabled service members.

The Veterans ERG also joined the Kansas City Women Attorneys ERG in supporting Wreaths Across America, by sponsoring wreaths to honor veterans at Fort Leavenworth National Cemetery.

Stinson is actively engaging in efforts to

recruit more veterans for staff positions.

Stinson's HR Department participated in the 12th Annual Veterans Career Fair and the Professional Diversity Network Career Fair in Minneapolis and met with a great number of candidates. Targeted efforts like these are how we can attract and gain visibility with different audiences. In addition, Stinson posts positions on various veteran s employment sites.



2019 Veterans Day Celebration.



Colonel Stephen Schemenauer (left) and Lieutenant Commander James Schoeberl delivering remarks.



WORK LIFE BALANCE

Increasing Support for Parents Taking Parental Leave

Stinson was ahead of many other law firms by offering a parental leave policy that applies equally to men and women, and that applies equally to those who have a child by birth or by adoption. Taking leave requires the collaboration of many parties. As such, in an effort to ensure that everyone who takes parental leave is aware of our policies and available resources, the Diversity and Inclusion and Attorney Recruiting and Professional Development departments created the “Best Practices for Taking Leave” guidelines. These guidelines outline steps attorneys should take to make sure that their leave experience is as seamless as possible.

ABA Well-Being Campaign

The firm offers a number of programs and initiatives to support well-being. From on-

site wellness coaching, yoga, meditation and massage offerings to lunch and learn sessions on topics such as healthy eating, personal finance and brain health, the firm is invested in promoting a healthy and balanced lifestyle. In further support of wellness, the firm pledged its support of the American Bar Association (ABA) Well-Being campaign in 2019. The firm has established a Well-Being Committee chaired by firm counsel, Mark Iba, to implement policies and procedures focused on supporting the well-being of our attorneys, as well as staff.

The committee released a quick reference resource tool to ensure access to well-being resources are made available on the firm's intranet.



One of the best professional decisions I have made was adopting a radical alternative work schedule after having my second child. Stinson has granted me extreme flexibility, and it is how I thrive as a trademark lawyer and mom.

**-Elizabeth Tassi
Partner, Kansas City**



PROFESSIONAL DEVELOPMENT

Building Leaders Through the Leadership Council on Legal Diversity

Stinson is a member of the Leadership Council on Legal Diversity (LCLD), which is an organization of more than 300 law firms and corporations committed to promoting diversity and inclusion in the legal profession. The firm has participated in the LCLD Fellows program, a leadership development program, for a number of years, allowing Stinson attorneys to build connections with outside counsel and understand what they are looking for in law firm diversity initiatives. The firm's 2019 fellow was Christine Eid, a partner from our Minneapolis office. We deepened our connection with LCLD by participating in the Pathfinders program, a professional development program for mid-to senior-level associates. The firm selected associate Javier Torres as the firm's 2018 pathfinder and associate Julie Scheipeter as our 2019 pathfinders.

After completion of the fellows program, fellows continue to maintain connections with law firm and in-house counsel through the fellows alumni network, both nationally and locally. We are fortunate to have several Stinson attorneys serving as Fellows Alumni City Leads: Robin Carlson (Kansas City), David Kim (St. Louis), Adam Nathe (Minneapolis) and Liz Chatham (Phoenix). These

It has been a great honor and privilege to be a part of LCLD as Stinson's Pathfinder. LCLD has been a great networking opportunity, both with the large national events, but possibly more importantly, in the follow-up one-to-one networking in the months since.

**— Javier Torres
Associate, Phoenix**

attorneys are coordinating networking opportunities for LCLD alumni in their regions.

Involvement in LCLD programs not only serves as an additional mechanism for professional and business development, but also increases the firm's visibility and brand across the legal profession as a leader in diversity and inclusion initiatives.



Christine Eid, 2019 Fellow



Javier Torres, 2018 Pathfinder



Julie Scheipeter, 2019 Pathfinder

Learning How to Toot Your Own Horn

Self-promotion is a critical part of marketing yourself to your peers and your professional network. Unfortunately, unconscious biases and cultural norms often prevent diverse individuals, especially people of color and women, from sharing their successes. This can impact their personal and business development. To help combat these barriers, Ann Jenrette-Thomas conducted workshops on the art of self-promotion for diverse attorneys across the firm. These informative and interactive sessions provided attendees with practical strategies to overcome limiting beliefs and learn to "toot their own horn."

Identifying Targeted Business Strategies for Attorneys of Color

Ann Jenrette-Thomas authored a white paper, *5 Marketing Strategies for Attorneys of Color*, for Thompson Reuters Legal Executive Institute, discussing the specific challenges attorneys of color face when developing business in large law firms. Ann was able to delve deeper into the strategies on a podcast and share

the importance of educating firm leadership and marketing teams on the nuanced approaches attorneys of color need to take in developing business.

To access the article and podcast, visit <http://www.legalexecutiveinstitute.com/podcast-lawyers-of-color-cultivate-business/>

Equipping Attorneys for Leadership

Several attorneys participated in leadership and business development training opportunities presented by local bar associations and affinity organizations. Javier Torres practiced his pitching skills through an initiative with the Arizona State Bar Association and Brittany Barrientos pitched to a Denver company through a program hosted by The Center

for Legal Inclusiveness in Colorado. Tricia Kaufmann participated in the Prospective Partner Program with the National Asian Pacific American Bar Association, pitching to a panel of corporate counsel. Similarly, Traci Bransford pitched at the Minority Corporate Counsel Association Pathways Conference. These programs provided excellent opportunities for skill development.

Stinson attorneys are also encouraged to participate in and assume leadership responsibilities at state and national affinity bar associations, and affinity-based chambers of commerce. We thank all our Stinson attorneys for their leadership and commitment to the community.



Samir Mehta (fifth from right) at 2019 South Asian Bar Association Conference.

BUILDING AN INCLUSIVE AND WELCOMING CULTURE

Diversity Week

Stinson hosts an annual firmwide Diversity Week to equip attorneys and staff with the tools to build a more inclusive firm.

In 2018, we kicked off Diversity Week with a CLE training session on micro-behaviors taught by Doug Harris of the Kaleidoscope Group. Doug demonstrated how small behaviors can contribute to making an environment more or less inclusive and challenged each of us to become more attuned and willing to address exclusive behaviors.

We presented the inaugural Stinson Diversity and Inclusion Award to recognize an individual's leadership and commitment to the firm's diversity and inclusion initiatives. Our first recipient, Pat Konopka, has served as co-chair of the firm's Diversity Committee since 2004, helping to steer many of the firm's accomplishments. We sincerely appreciate Pat's vision and enduring commitment to diversity and inclusion!

To underscore the importance of our ERGs, our CDIO and ERG leaders hosted a roundtable presentation. Ann Jenrette-Thomas shared data comparing the diverse population of attorneys and staff at Stinson to the overall

averages for comparable law firms. ERG leaders shared some of the challenges their members experience as underrepresented members of the legal profession and spoke about the community of support the ERGs provide. ERG leaders also shared what initiatives they are undertaking to continue bringing value to the firm.

The firm was honored to host the opening reception for the National Consortium on Racial and Ethnic Fairness in the Courts in our Minneapolis office. The Consortium is an organization dedicated to eliminating bias from court operations, promoting equal access to the courts and inspiring a higher level of trust and public confidence in the court system. It was a privilege to have Stinson serve as host for the event.

By wearing jeans to make a difference, our jeans day fundraiser also raised \$1,000 for the Pipeline to Practice Foundation, our 2018 charity of choice. Pipeline to Practice is an organization designed to support diverse law students and early-career attorneys in academic success and help them develop the skills necessary to make them great lawyers. Thanks to our contributions, we Stinson was listed as an official sponsor of the organization.



Desiree McDonald, 1L Summer Associate with St. Paul Mayor Melvin Carter.

We wrapped up the 2018 Diversity Week by learning about the concept of covering, which is the pressure to abandon personal identity in order to fit into mainstream society. Attorneys and staff across the firm engaged in rich and honest discussion, sharing how they have covered portions of their identity and its professional and personal impact.



Pat Konopka (right) recipient of the 2018 D&I Champion Award.

Stinson proudly hosted our fifth annual Diversity Week in June 2019, with a focus on belonging. Our firmwide training, led by Kori Carew, Esq. delved into the importance of creating a space of belonging within law firms. This space is vital for human connection and thriving personally and professionally.

Once again, the generosity of the firm shone through during our jeans day fundraiser. The firm raised funds to support the Council on Legal Education Opportunities across 12 of our offices and Lawyers Encouraging Academic Performance in Kansas City. We were pleased to support two programs that support the needs of students at different points in their lives, early childhood and pre-law.

During Diversity Week, we recognized our 2019 Stinson Diversity and Inclusion award recipient, Tom Nelson. He was named the 2019 D&I Champion because of his hard work and commitment to creating equity at Stinson, in the legal field and his local community. We thank Tom for his ongoing efforts towards equity.

Our annual Diversity Week concluded with a highly-engaging activity, “Catch! Diversity Dialogue”. Using a ball filled with diversity prompts, participants tossed the ball around the room, responding to the questions, authentically sharing their experiences. While the questions were not always easy, participants leaned into the experience. We received

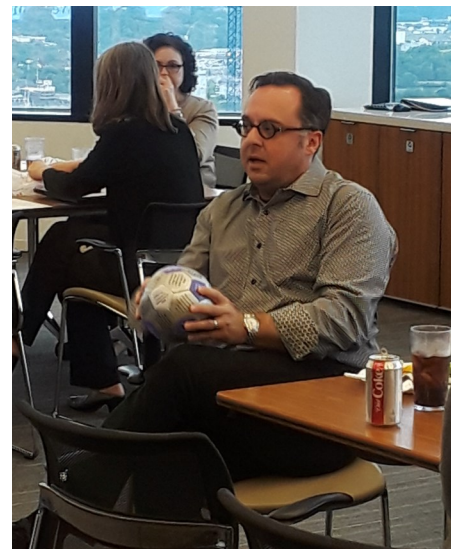


Kori Carew, Esq. presenting on belonging at 2019 Diversity Week.

overwhelmingly positive feedback with requests to keep providing opportunities for us to challenge ourselves and push the conversations deeper.



Tom Nelson (left), recipient of the 2019 D&I Champion Award, with CDIO Ann Jenrette-Thomas and Managing Partner Mark Hinderks.



Partner Todd LaSala plays “Catch! Diversity Dialogue”.

D & I an Integral Part of the Partner Retreat

The 2018 partner retreat had diversity and inclusion woven throughout the entire event. The Women's ERG and Attorneys of Color ERG met during the retreat. Male D&I allies met to discuss strategies to becoming an ally facing the types of challenges experienced by diverse lawyers. The panel on credit sharing incorporated a Q&A related to diverse attorneys. The Diversity Committee co-chairs and CDIO provided an update on the firm's D&I efforts. Firm counsel's presentation on risk discussed the risks associated when a firm is not engaging in inclusive behaviors. The keynote presenter discussed inclusion as a key factor in building strong client (and other business) relationships. Overall, the firm's commitment to D&I was reinforced throughout the retreat.



Women's ERG roundtable discussions at the partner retreat.

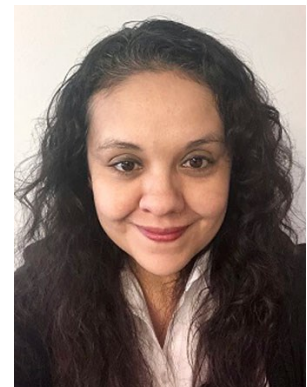
Phoenix Inclusion Council

In an effort to build community ties within local offices, the Di-versity and Inclusion department launched a pilot inclusion council in the Phoenix office. The group, comprised of attorneys and staff, is led by associate John Camoriano and office manager Amanda Panagakis.

A collaborative kick-off meeting allowed members to share their hopes for the council and how they can promote diversity and inclusion locally and across the firm. Since our kick-off, the council has produced a regular newsletter highlighting upcoming diversity events at the firm and within the community and engaged in community service projects.

Stinson's D&I efforts matter to me as an office manager because by recognizing the traits and characteristics that make people unique as well as creating an environment for people to feel included and welcome, we create a work environment that truly recognizes the values people bring to this organization.

**— Amanda Panagakis
Office Manager, Phoenix**



Diversity and Inclusion Allies & Pro Bono Come Together for a Day of Understanding

In December 2018, Diversity and Inclusion and Pro Bono Task Force team members, Andrew Klement and former organizational development specialist Rebecca Surmont, hosted a session on cultural competence and expanding your network with Stinson's Diversity and Inclusion Allies Network. The allies tackled challenging questions, such as how to engage in discussions with someone different from them or how it feels being asked to speak on behalf of an entire group, such as people of a certain gender or religion. This session tied into the CEO Action for Diversity and Inclusion's Initiative, "Day of Understanding," where the firm joined more than 150 organizations across the country that pledged to host discussions on unconscious bias in the workplace on December 7. We encourage anyone, staff or attorney, to join the D&I Allies network by reaching out to stinson.diversty@stinson.com.



Roundtable discussion during D&I Allies Day of Understanding.



Roundtable discussion during D&I Allies Day of Understanding.

I joined this firm, in part, because of its deep commitment to veterans and members of the firm who, like me, continue to serve in the Reserves or National Guard. The firm's flexible policies enable me to continue my service in the U.S. Navy Reserves, and its D&I efforts demonstrate the value the firm places on a diverse work-force with a broad range of skill sets.

— Lieutenant Commander James Schoeberl,
Associate, Minneapolis



LEADERSHIP

One of the key pillars of our Diversity and Inclusion Action Plan is to be a leader in advancing diversity and inclusion within the legal profession. To that end, Stinson has received awards that recognize our efforts.

Stinson is Recognized by Missouri Lawyers Media for Diversity and Inclusion Efforts

Stinson was recognized by Missouri Lawyers Media with an inaugural Diversity and Inclusion Award in August 2018. The award recognized attorneys, firms and organizations that are significantly advancing diversity and inclusion in Missouri's legal profession. Stinson was the only law firm recognized with the honor.

Stinson Recognized with Two LCLD Awards for Two Years in a Row

Stinson has been recognized by LCLD with two awards, the Compass and Top Performer Awards in both 2018 and 2019. The Top Performer designation honors those who are the most active in LCLD over the course of the year, engaging in LCLD-related activities, including participating in any of LCLD's programs, sending fellows to Learning Experiences and Leadership Lunches, or hosting regional networking events. To receive a Compass Award, organizations must have the managing partner (or designee)

in attendance at the Annual Meeting, participate in the LCLD Fellows Program, participate in the LCLD Pathfinder Program and participate in an LCLD Pipeline Program, either the 1L Scholars Program or the Success in Law School Mentoring Program.

Stinson was one of a small number of law firms nationwide to be recognized with both a Compass and Top Performer award both years. When asked what the awards mean to him, Mark Hinderks stated, "These awards serve as a positive reinforcement of our

firmwide commitment to making Stinson a welcoming environment for all. Diversity and inclusion is one of Stinson's core values, and we are working hard to create a workplace where everyone can thrive."



Mark Hinderks accepts the Inaugural Missouri Lawyers D&I Award.



MISSOURI LAWYERS MEDIA
DIVERSITY
& INCLUSION



Sharing Strategies for Success

Our diversity and inclusion efforts have also garnered media recognition for the firm. Our Ann Jenrette-Thomas was featured in *Above the Law*, sharing how Stinson is advancing diversity and inclusion at the firm and in the profession.

Ann also authored a two-part series for the *Legal Executive Institute* on self-promotion for lawyers of color.

The article offers practical tips and strategies for sharing successes, some of which are applicable to all lawyers. This article was the basis for the Art of Self-Promotion for Diverse Lawyers training series conducted at the firm.

Thompson Reuters published a feature titled, "Case Study: Stinson Leonard Street's Tactics for Almost Doubling Representation of Lawyers of Color in 2 Years," which looked at the strategies the firm used to create

substantial change within the firm.

Pursuing Mansfield 3.0 Certification

Stinson is pursuing Mansfield 3.0 Certification, an initiative led by Diversity Lab. Through a number of resources and reporting requirements,

Mansfield 3.0 Certification looks to ensure that women, people of color, people with disabilities and those who are LGBT are recruited, retained and promoted to leadership positions within the firm. We are excited to undergo the process and have learned valuable insights from other certified firms.



Ann Jenrette-Thomas (second from right) at a Minnesota State Bar Association panel.



#TipsForNextGenLeadership

“Strategy #2: Proactively educate firm leadership and marketing colleagues about the nuances of business development for attorneys of color.”

Ann Jenrette-Thomas
Chief Diversity & Inclusion Officer,
Stinson LLP

the answer company™
THOMSON REUTERS®

Supporting Diversity and Inclusion Across the Country

At Stinson, we are proud to support initiatives designed to increase the pipeline and advancement of diverse law students and attorneys. Over the past two years, the firm sponsored more than 50 various events and efforts hosted by diverse organizations and affinity bar associations across our geographic footprint.



NEWEST ADDITION TO THE D&I DEPARTMENT

In February 2018, Crystal McMillan joined Stinson in a new position within the Diversity & Inclusion Department as a diversity & inclusion coordinator. Crystal is in our Minneapolis office and is passionate about creating diverse environments where differences thrive together.

She completed the University of Minnesota's Equity and Diversity Certification program to understand the ways systemic barriers hinder people and businesses from creating diverse environments. She is excited to bring her experience and knowledge to the legal field and make a difference.

Crystal has been a tremendous asset to the firm's D&I efforts and we are so grateful she joined us.







It is beyond dispute that our genuine commitment to diversity and inclusion has improved client service, led to better decision-making and widened our access to talented individuals as colleagues. I believe that commitment has also increased true authenticity as a material value in our workplaces. When we can each be who we truly are, using our natural strengths and characteristics to succeed without forcing a fit into narrow stereotypes, all of our energy goes more efficiently to productive goals, we relate and trust better, and we have higher collective well-being. With the leadership of our diverse Board of Directors, our Diversity Chairs Pat Konopka and Shane Swanson, our CDIO Ann Jenrette-Thomas, Manager of Diversity and Inclusion Sharon Ivy, and D&I Coordinator Crystal McMillan, our ERG groups and their leadership and real support by our constituents at all levels, we are seeing the benefits of our progress. We have much yet to do, but we will stay on path!

-Mark Hinderks
Managing Partner



Building an environment that is truly diverse and inclusive requires more than a D&I department. Instead, *everyone* within an organization must be committed to exploring the issues, challenging thinking and pushing through discomfort. We are fortunate to have an extensive level of commitment at Stinson. Thank you to firm leadership, Mark Hinderks, Allison Murdock and Shawn Adams; the board of directors; Diversity Committee Chairs Pat Konopka and Shane Swanson; other firm leaders; and all attorneys and staff for your commitment to the journey. I am proud of the accomplishments we have made and honored to be part of a firm that is working diligently to create a culture of inclusion and belonging. Remember, diversity and inclusion is about all of us thriving together.

-Ann Jenrette-Thomas
Chief Diversity and Inclusion Officer