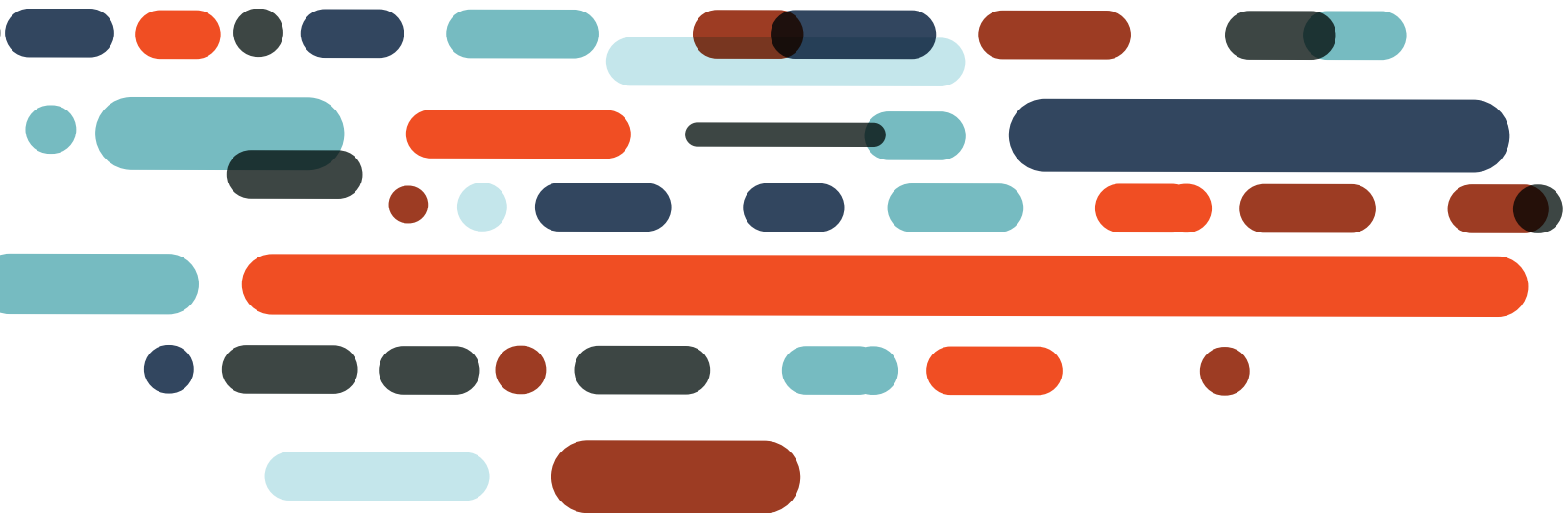


2022 THRIVING TOGETHER

DIVERSITY & INCLUSION ANNUAL REPORT





WELCOME \ 01

RECRUITING \ 02 - 04

RETENTION & ADVANCEMENT \ 05 - 08

BUILDING AN INCLUSIVE CULTURE \ 09 -15

RECOGNITIONS \ 16 - 18

THANK YOU \ 20

LETTER FROM THE MANAGING PARTNER & CHIEF DIVERSITY & INCLUSION OFFICER \ 21



PAT KONOPKA



SHANE SWANSON

Welcome

“One can choose to go back toward safety or forward toward growth. Growth must be chosen again and again; fear must be overcome again and again.” - Abraham Maslow

In the wake of the pandemic, law firms across the country grappled with the same decision: how do we evolve in a post-pandemic world? Over the last few years, we had a cultural awakening on a plethora of diversity, equity and inclusion (DEI) issues, from access to reproductive health services to violence against communities that are LGBTQ+ and of color. We fundamentally shifted how we work and play.

At Stinson, we spent time in 2022 redefining our workplace and adopted a hybrid work environment to honor the need for flexibility as well as the need for connection. We kept DEI top of mind as we structured new policies and practices, offering strategies to combat the potential challenges of a hybrid work environment. We learned during the pandemic that some traditionally marginalized groups preferred to work remotely, feeling that conditions improved while working from home. Examples of this include parents or caregivers who experienced better work-life integration, people of color who experienced less bias or microaggressions, and people with disabilities who no longer had to navigate workplace accommodations. Nevertheless, we had to account for the potential risks to those underrepresented groups who would miss opportunities for building connections and career-enhancing assignments afforded to those who work in the office often. By formalizing a hybrid workplace, we struck a delicate balance between flexibility and connection. We also equipped Stinson lawyers and staff with tools and trainings to think and act inclusively in a hybrid workplace.

We are extremely grateful for the firm leadership’s ongoing support of our DEI efforts, the dedicated work of the Diversity Committee and the D&I Department, as well as the countless attorneys and staff who help us advance our goals. We invite you to read through this annual report to learn more about our efforts to thrive by fostering an increasingly equitable and inclusive firm.

Pat Konopka, Diversity Committee Co-Chair

Shane Swanson, Diversity Committee Co-Chair

Recruiting

BIAS MITIGATION TRAINING FOR INTERVIEWERS

Everyone has biases based on unconscious beliefs we hold about various identity groups. The root of these biases stems from the brain's tendency to organize information (including social worlds) through categorization. Our brains use these mental shortcuts to save time and energy, but that doesn't mean we're always right.

Defaulting to mental shortcuts can adversely impact the recruiting process if those involved are not mindful. For example, if your brain automatically assumes anyone from a top-tiered school is smarter, you could miss out on candidates who opted to attend a lower-tiered school because they were offered a better scholarship.

There are subtle differences in the types of unconscious biases that can occur throughout the recruiting process. Affinity bias might cause an interviewer to rate a candidate that they share something in common with more highly than a person with whom they did not have a connection. Groupthink can sway the outcome of the committee making the final decision.

Stinson trains everyone involved in the attorney recruiting process to become aware of different types of unconscious biases and offer strategies to mitigate each one. The vast majority of the strategies involve slowing down and reflecting on the reasoning behind your actions. To help everyone recall the training, each member of the recruiting committee is provided with a bias mitigation checklist that identifies the different types of biases that can impact the recruiting process and provides self-reflection questions specific to each type of bias. As a firm committed to diversity, equity and inclusion, Stinson is committed to taking strides to mitigate the effects of unconscious biases in all of our talent processes.

“

Stinson does a fantastic job of recognizing that education is an ongoing process and that we shouldn't just “check the box” when it comes to diversity and inclusion initiatives. The variety and frequency of opportunities provided by the D&I team allows for the entire firm to participate, which allows us to continue to build an inclusive culture firm-wide.

”

Meghan Dooley

ATTORNEY RECRUITING COORDINATOR, KANSAS CITY



MINORITY FELLOW PROGRAM

Stinson created the Minority Fellowship in 2018 with the intention of attracting more law students from racially underrepresented populations to join our 1L summer associate program and eventually become an attorney. Two fellowships are awarded annually, with as many as four fellowships at any given time. Each fellow can receive up to \$30,000 in tuition assistance in addition to their summer associate salary. Stinson offered three fellowships this summer. In St. Louis, we welcomed Aadithya Palaniappan, a 1L Washington University student to the firm. In Kansas City, we had two Fellows: Taylor Harrington, a 2L at the University of Missouri-Columbia, who returned to the firm for her second summer, and Muhamedali Khenissi, a 1L student from the University of Missouri-Columbia.

Beginning in 2023, Stinson will remove the requirement to provide letters of recommendation during the application process in response to feedback from law students and career service officials. They reported that the extra step of requesting letters of recommendation served as a barrier to applying for the fellowship during a particularly challenging time. Law students

are bombarded with finals, networking events and job application deadlines toward the end of their first semester. Often, the semester break doesn't allow for true rest and recuperation, especially when additional coursework is involved. By removing the letter of recommendation requirement, Stinson aims to make its Minority Fellowship more accessible to a greater pool of applicants.

PARTNERING WITH CORPORATE LAW DEPARTMENTS ON 1L SUMMER ASSOCIATE POSITIONS

Stinson continued to support the engagement of 1L law schools through positions that allow them to experience practice at the firm as well as within a corporate legal department. In partnership with the Leadership Council on Legal Diversity (LCLD) and Twin Cities Diversity in Practice, Stinson offers four 1L positions for diverse law students in Kansas City and Minneapolis where students split their summer experience between the firm and a corporate legal department. We would like to express our appreciation to Hallmark, Honeywell, PNC Bank and US Bank for partnering with us on this initiative. These 1L positions allow students to obtain meaningful work experience and gain insight into corporate in-house legal operations – insights that will have a lasting impact on their career. In addition to these positions, Stinson offers additional 1L positions depending upon market needs in Kansas City, Minneapolis and St. Louis. This year, the firm expanded its 1L opportunities to include a position in Phoenix.

HELPING DIVERSE LAW STUDENTS THRIVE

The transition to law school can be challenging. Students are immersed in a new method of learning, surrounded by people they don't know and are constantly asked "what do you want to do with your law degree?" The cumulative impact of these changes can have a negative impact on a law student's well-being and professional outlook. Diverse law students may have the added experiences of bias, microaggressions and discrimination. To support and mitigate the impact of these stressors, Stinson's Chief Diversity & Inclusion Officer [Ann Jenrette-Thomas](#) and Director of Well-Being [Krista Larson](#) led a session on thriving as your whole self during the 2022 View of Law Firm Life program. Stinson created this program to provide diverse 1L law students with insights into practices within a large law firm and to offer practical tips that help prepare them for interviewing, networking and obtaining summer associate positions.

Larson explained the [six dimensions of well-being](#) and how to recognize where you are in each dimension. By recognizing the current state, individuals can make adjustments and place themselves on a course to better well-being alignment. Larson went on to discuss the importance of grit. Grit is about passion and perseverance toward long-term, top-level goals. She offered the following five strategies for students to help cultivate more grit:

- 1 DEFINE YOUR TOP-LEVEL GOAL.
- 2 BREAK THE GOAL DOWN INTO SMALLER, SHORTER-TERM GOALS.
- 3 ADJUST COURSE AS NEEDED SINCE GRIT INVOLVES AN OPENNESS TO TRYING NEW THINGS.
- 4 GROW A GROWTH MINDSET—THE BELIEF THAT YOU HAVE THE ABILITY TO LEARN AND GROW.
- 5 INVEST IN YOUR VESSEL BY TAKING CARE OF YOUR BODY.

Jenrette-Thomas spoke about the importance a personal brand plays in an attorney’s career. A brand is what people say about you when you are not in the room. Whether students realize it or not, they already have a brand. The issue is whether they are consciously creating their brand or whether it is occurring by happenstance. Jenrette-Thomas walked the students through several strategies to help students intentionally cultivate their brand, centered around the “know, like and trust” factor. People give opportunities and the benefit of the doubt to those they know, like and trust. The ultimate goal of most personal brands is to increase the sphere of individuals who know, like and trust you. If a person’s image, habits, work product or communication styles do not amplify the know, like and trust factor, it will adversely impact their brand.

Many of the View of Law Firm Life program attendees applied for Stinson’s 1L summer associate positions.

2022 SUMMER ASSOCIATES

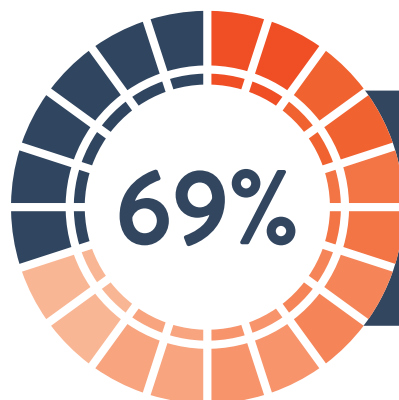
The summer program returned to in-person programming after two years of being remote. This year featured a unique opportunity as summer associates worked in a hybrid setting. The Diversity Committee served as mentors to summer associates and participated in social events. The Diversity and Inclusion team (D&I team) met with the summer associates during orientation to share resources for effectively working in a hybrid environment, creating and managing expectations for the summer and ways to engage in the firm’s diversity and inclusion initiatives, including Employee Resource Group (ERG) events and annual diversity week programs. Diversity Committee Co-Chairs [Pat Konopka](#) and [Shane Swanson](#) met with the summer associates to provide them with information and resources to ensure their success.

Each summer associate was assigned a mentor. Mentors can be essential in supporting a law student’s development, steering them toward key introductions and opportunities. Mentors need to be aware of the types of biases and challenges diverse law students may face. To help mentors better understand and support their mentees through these types of challenges, all summer associate mentors attended an unconscious bias training. Participants learned that everyone has biases and received illustrations of common biases that can occur in the workplace.

The firm achieves great success with the diversity of our summer classes because of the strategic focus and collaborative nature of firm leadership and the recruiting and diversity committees and departments. Stinson attends, interviews and hires from a number of diversity-focused job fairs in Kansas City, Chicago, Minneapolis and with the

Midwest Black Law Students’ Association. Due to our focus on building a diverse pipeline, 30% of our 2L class were individuals who returned to Stinson after their 1L summers. Thanks to the hard work of our recruiting team, under the leadership of Chief Attorney Recruiting & Development Officer [Lynda Moore](#), mentors and firm attorneys, our summer associates had an immersive experience, emblematic of life as a full-time attorney.

Diversity of Our 1L/2L Summer Associate Classes



2L CLASS WAS 69% DIVERSE

Diverse means people of color, persons with disabilities, veterans, LGBTQ+ and women.

Retention & Advancement

STINSON LAUNCHES THE WORK ALLOCATION MONITORING SYSTEM

Imagine working at a job where you don't know exactly what you are supposed to do in order to advance to the next level. For many associates, the road map to success in big law may be difficult to determine and then navigate. Associates know that they need to hit a certain number of billable hours each year, but if an attorney doesn't know what specific

skills and competencies they need to develop, then they could easily fill most of those hours doing work that does not deepen their expertise and business development skills. Stinson's Work Allocation Monitoring System (WAMS), launched firmwide in January 2022, helps de-mystify the road map to success by providing associates in each practice area a clear list of the competencies they should develop at each stage of their attorney career. This is the first step to empowering associates to take ownership of their career development. The WAMS initiative doesn't stop at providing a road map for success, it has a built-in mechanism to keep an eye on equity and to provide additional support for associates to help them overcome barriers.

The logo for the Work Allocation Monitoring System (WAMS) features the letters W, A, M, and S in a bold, sans-serif font. The letter 'W' is dark blue, 'A' is light blue, 'M' is dark blue, and 'S' is dark blue. The letter 'A' has a red diagonal line through it, and the letter 'M' has a red diagonal line through it.

When it comes to work allocation, applying an equity lens requires us to determine whether *everyone* has the opportunities to receive the types of assignments or experiences that would allow them to develop the competencies and skills needed to become a partner. Although often unintended, biases — such as defaulting to an associate who is in the office instead of working remotely (availability bias) or working primarily with an associate who reminds you of yourself (affinity bias) — can prevent partners from giving opportunities to more associates. Additionally, if there isn't sufficient trust and rapport between a partner and an attorney, it can be difficult to provide and receive needed feedback. Failure to provide or receive feedback effectively can lead to the loss of future opportunities to work together. Typically, the effects of unconscious biases are exacerbated among associates from underrepresented populations.

Recognizing the need for the program to be effective and equitable, Stinson elevated the roles of Practice Development Partners [Robin Carlson](#) and [Tammie Ptacek](#) within the WAMS program. In these roles, Carlson and Ptacek have the ability to not only coach and support individual attorneys in trying to build their competencies, but to work with division chairs and assigning partners directly. Both Carlson and Ptacek have had crucial conversations about providing effective feedback, analyzing trends and identifying opportunities for additional programming to support attorney development. Carlson and Ptacek also work closely with Stinson's Chief Diversity & Inclusion Officer to support the development of underrepresented attorneys. Despite being a new firm-wide initiative, several associates and partners have commented on how valuable the program has been in helping them think strategically about their career development. As time goes on, the WAMS initiative will allow Stinson to continuously improve in how we develop associates in a fair, inclusive and equitable way.

R.I.S.E. INITIATIVE

Stinson hosted another successful year of our *Rainmaking. Influencing. Succeeding. Elevating.* (R.I.S.E.) business development program designed for supporting the business growth of Stinson's women attorneys. R.I.S.E. includes two components: quarterly business development trainings and rotating small group sessions called "Connections" where women attorneys can practice the skills they learned and share implementation strategies.

This year, Stinson hired a nationally recognized business development coach and trainer, Marianne Trost, to lead each quarterly R.I.S.E. training session. We also built an additional 30 minutes into the program so that attorneys can meet with their Connections group immediately after each training to maximize the learning and begin supporting one another right away. The Connections groups also met at least once outside of these built-in meetings to help foster the relationships.

Stinson's 2022 programming kicked off with "Creating the Practice You Want — How to Align Your Vision and Your Strengths to Succeed in Business Development." In this session, Trost shared practical tips, strategies and real-life examples designed to help attorneys strategically manage their business development efforts. Trost also touched on the importance of having a clear vision for your practice, aligning that vision with your natural strengths, and identifying concrete action steps you can take individually and collaboratively to help grow your practice.

Our second quarter session, "Creating The Practice You Want — How to Maximize Your Efforts to Succeed in Business Development," focused on ways women attorneys can get the greatest return on investment on their business development time and activities. Trost discussed identifying action steps to keep efforts focused on what matters most, finding alternative business development activities that are in sync with your authentic self, and aligning community involvement in ways that replenish rather than deplete. Trost also discussed the best ways to build your network through virtual conferences.

The third quarter training was titled "Creating the Practice You Want — How to Effectively Navigate the Power Dynamics that Come with Developing Your Own Book and Create the Perception Needed to Succeed in Business Development." In this session, Trost shared practical tips, strategies and real-life examples designed to help women attorneys strategically manage their business development efforts. Trost focused on ways to more effectively navigate the complexities of building your own book and creating the perception needed to succeed. Specifically, she helped participants understand the nature of power dynamics, how to leverage allies/mentors/champions and other sources of support, the importance of strengthening executive presence and stating accomplishments effectively.

In the final session of the year, "Creating the Practice You Want – How to Effectively Advocate for Yourself and Others, Ask for the Business, and Position Yourself for Origination Credit", Trost discussed the importance of women attorneys promoting one another and cross-selling one another. She also provided strategies related to self-advocacy, including how to ask for the business, negotiating credit, and addressing communication pitfalls.

STINSON ACHIEVED MANSFIELD RULE 5.0 CERTIFICATION PLUS



Mansfield RuleTM
Certified Plus 2022 Powered by **DIVERSITYLAB**

Stinson achieved Mansfield Rule Certification Plus status for the third year in a row. Mansfield Certification is designed to increase the number of women, people of color, LGBTQ+ and people with disabilities in the candidate pools for lateral attorney and partner hires, firm leadership roles, participation in

pitch teams and partner promotions. Achieving Mansfield Certification Plus status means that Stinson achieved at least 30% diversity in the candidate pools for lateral hires, leadership roles and pitch teams, among other areas. Each year, the Mansfield Rule raises the bar in an effort to move law firms toward behaviors that will move the needle forward. For Mansfield Rule 5.0, the firm confirmed that there are job descriptions for leadership roles, and those descriptions are written and the information is accessible to attorneys across the firm. Having a level of transparency to this information ensures that diverse talent is aware of

the leadership roles available and what is required of them to secure a leadership role. Further, having outlined objective factors reduces bias in candidate selection.

As a benefit of achieving Mansfield Certification plus, our newly elected diverse equity partners were invited to attend client forums hosted by in-house counsel. In addition, these partners had the opportunity to practice pitching their skills and expertise, as well as the firm's capabilities. This year, Stinson was able to send three partners to the forum who made connections with existing clients and secured introductions to in-house leaders.

Stinson understands the importance of relationship building and networking opportunities for diverse attorneys. Many diverse attorneys don't have the connections to organizations and influential individuals who are crucial for business development. By having our diverse attorneys participate in the targeted programming, they expanded their network across the country, established relationships that can bolster their future business development efforts, and learned from engaging and motivational presenters about how to advance their careers.

LCLD FELLOWS AND PATHFINDERS

The Leadership Council on Legal Diversity (LCLD) offers two programs to support diverse attorneys in building their leadership skills and preparing them for leadership roles within firms and with clients. The Pathfinders program is designed for mid-level attorneys. Stinson selected two attorneys to participate in the 2022 Pathfinders program: Attorneys Erick Orantes and Ji Hyun (Jennifer) Kim.

Throughout the year Pathfinders are immersed in opportunities to build their professional skills, including goal setting and time management. Additionally, they learn from internal LCLD Alumni who supplement the module learning and serve as advisors. The module learning is paired with meetings featuring engaging and motivational speakers who understand the challenges faced by diverse attorneys and provide recommendations for success. This year, the Pathfinders were able to enjoy the return to an in-person conference at their second meeting, which took place in Washington, DC.

LCLD also offers a year-long program for newer partners. Partner Nicci Warr, was selected to participate in the Fellows program after a competitive process. Serving as Chair of the St. Louis Recruiting Committee, Warr noted that her interest in the LCLD Fellows program was driven by her personal goal to learn more about diversity and inclusion issues so that she could be instrumental in creating new and innovative structures to improve recruiting and retaining diverse talent.

As a Fellow, Warr was able to take advantage of numerous leadership training opportunities and was given the chance to meet law firm managing partners and general counsel from corporate legal departments. This included small group meetings with law firm Fellows across the region. The return to in-person events was a welcome change in the Fellows experience. Warr attended the Fellows' second meeting and joined past Stinson Fellows for a LCLD Leadership Lunch.

As Orantes, Kim and Warr transition to alum status within LCLD, they will have continued access to professional development resources as well as networking opportunities to build new relationships and reinvigorate existing relationships.



Stinson 2022 LCLD Pathfinders program participants, attorneys Erick Orantes and Ji Hyun (Jennifer) Kim.

CHART YOUR OWN COURSE (CYOC)

Chart Your Own Course, a professional development conference designed to support the life and career needs of attorneys from racially underrepresented populations, took place in Florida this year. Stinson alumnus Wesley Pluiose-Philip attended the conference and through dynamic panel presentations and thought-provoking sessions, was provided with tools to launch and sustain a successful career. In addition, the platform provided an opportunity for participants to see diverse attorneys in leadership roles across numerous organizations, identify external mentors and network for well-being and professional development.



“

CYOC helps young attorneys of color gain insight into the various facets of corporate law. Through this conference you'll gain the tools and skills necessary to be a successful attorney and it provides a wealth of networking opportunities. Conferences such as CYOC continue to push diversity initiatives through action and continue to provide a variety of opportunities for attorneys of color.

”

Wesley Pluiose-Philip
STINSON ALUMNUS, KANSAS CITY

MICHELLE FOX SELECTED FOR INAUGURAL NATIONWIDE LADDER DOWN PROGRAM

The Federation of Defense and Corporate Counsel Ladder Down Program, launched in Arizona in 2012, was designed to provide women attorneys with tools to effectively build a book of business and become better leaders. In 2022, the program expanded, hosting its first national cohort. Through an extremely competitive process, attorney Michelle Fox was one of only 25 attorneys selected to participate in the inaugural nationwide class. Prior to joining Stinson, Fox had worked in-house and as an Assistant Attorney General for Missouri. Participants were selected based upon their unique talent and skills and desire to grow their practice. By participating in the Ladder Down program, Fox has been able to leverage the tools, training and connections to expand her private practice.

“

I'm very grateful for Stinson's sponsorship of the Ladder Down program. Ladder Down has been transformative — I now feel more confident in my ability to understand, develop and build relationships, and be a reliable, effective leader. The foundational education I received will bolster/support my professional and personal growth. I am a better attorney, colleague, and mentor, and plan to pay it forward every chance I get.

”

Michelle Fox
OF COUNSEL, KANSAS CITY



Building an Inclusive Culture

BUILDING SOLIDARITY

Stinson's Allies Network was launched in 2016 to serve as a place where attorneys and staff can deepen their knowledge and skills on diversity and inclusion topics. Over the past six years, the D&I team hosted several trainings designed to equip colleagues with an understanding of what allyship looks like with respect to topics like implicit bias, microaggressions, racism and intersectionality. Our sessions have been well attended by staff and attorneys, and our colleagues fully lean in to the trainings. Through participant feedback, we learned that our constituents wanted to go further on the ally continuum and truly stretch themselves. With this in mind, we partnered with author, educator, and diversity, equity and inclusion consultant Dr. SooJin Pate who developed a curriculum on the concept of solidarity and building alignment across difference. This four part, year-long training was designed to teach how one moves from being an ally and having a "one and done interaction" to acting as one with a marginalized or oppressed group.

Dr. Pate identified the key principles of solidarity: connection, commonality and centering. Connection focuses on deepening relationships, both across differences and shared experiences of trauma and oppression without minimizing the experiences or using it as a reason to stay separate or divided. Commonality is finding shared experiences, values, visions, goals and hopes without making them all the same. Instead, there is an understanding and appreciation that although the experience may be similar, they are not exactly the same. For example, while Asian Americans and African Americans both experience racism, the nature of how each group experiences racism will be different given the history and systems of oppression faced by each group. Recognizing both the commonality and the nuanced differences is key to honoring and respecting each group. Centering involves prioritizing the experiences, perspectives and leadership of people who are directly affected by a harm or systems of oppression in recognition that they often have solutions.

During Dr. Pate's trainings, the Allies Network explored what standing in solidarity would look like throughout a variety of scenarios. The primary difference between solidarity and allyship is that solidarity goes much deeper. It is a long-term commitment to disrupt the status quo in partnership with those who are marginalized even when the work feels difficult or can result in giving up or redistributing one's own power and privileges. Although allyship and solidarity differ in some ways, both are important and needed to create a more equitable society.

“

The trainings and events organized by Stinson's D&I Department are forward-thinking and challenging in all the ways necessary to make the firm — or any workspace — an inclusive place. The “Solidarity Matters” training series is an incredible example of the “deep roots” mentality the D&I Department takes in its efforts to continually evolve Stinson and its employees to meet the demands of an ever-changing professional landscape.

”

David Gottfried

PRO BONO LITIGATION SPECIALIST, MINNEAPOLIS



CELEBRATING OUR EIGHTH ANNUAL DIVERSITY WEEK

Stinson celebrated its eighth annual Diversity Week in June 2022, and this year's theme focused on building inclusivity within the hybrid work environment. The hybrid workplace is our new normal, yet it is also a new phenomenon in our industry. As a result of having an environment where on any given day some of our colleagues will work remotely while others work in the office, attorneys and staff needed to learn new skills to ensure that we maintain an inclusive culture in our workplace.

This year's annual Diversity Week Continuing Legal Education (CLE) session, "The Evolving Legal Work Environment," was facilitated by speaker, author, consultant and podcaster Chris De Santis and focused on the potential inclusion challenges presented by a hybrid work environment. Issues such as building and maintaining culture, providing effective mentoring, and giving feedback while navigating two environments make it easy for biases, including affinity, proximity and availability bias, to creep in. Awareness of how bias presents itself in a hybrid work environment is critical to the firm's ability to retain and promote underrepresented populations and build inclusive spaces. Attendees left with tangible steps and strategies on how to combat these challenges and promote belonging.

Other Diversity Week highlights included an interactive training that explored how to identify and prevent some of the more challenging aspects of fostering inclusion within a hybrid work environment, and why it is necessary to do so. We also offered a session on "Self-Care in the Face of Collective Trauma," where Stinson's Employee Assistance Provider helped participants recognize possible reactions to distressing events, such as recent mass shootings. Participants learned what self-care is, methods to combat traumatic events, how to recognize the different levels of effort of self-care techniques, and how to apply them.

At the close of Diversity Week, the D&I team circulated a tip sheet to help support attendees' success, and encouraged attorneys and staff to continue educating and experimenting in this evolving legal work environment.

HONORING JUNETEENTH

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. In 1863, President Lincoln signed the Emancipation Proclamation; however, enforcement of the proclamation generally relied on the advance of Union troops. Because Texas was the most remote of the slave states, it took nearly two and a half years for news of the proclamation to reach the state. On June 19, 1865, Union Major General Gordon landed in Galveston, Texas with news that the war had ended and that the enslaved were now free. Celebrations erupted across the area, marking June 19 — what would later become known as Juneteenth — as the end of slavery.

Since the 157th anniversary of Juneteenth fell on a Sunday this year, Stinson closed all offices for the full day on Monday, June 20, 2022, in recognition of this significant holiday. The D&I team curated a list of virtual Juneteenth celebrations employees and staff could attend to learn more.



ANNOUNCING NEW VOTING TIME-OFF POLICY FOR U.S. MIDTERM AND PRESIDENTIAL ELECTIONS

Stinson recognizes that our participation in the political process, regardless of our views, is crucial to effecting the change we may personally desire. The firm has long recognized the importance of participating in the political process by providing paid time off to vote in primary and general statewide elections and primary and general U.S. congressional and presidential elections. Our voting policy was revised in 2022 to reflect that our offices will now be closed every other year on Election Day in November. Stinson encouraged attorneys and staff to use the paid time off under this new policy as days of service in support of the political process by voting and volunteering, supporting the firm's nonpartisan Election Protection efforts, serving as an election worker, or volunteering in other ways that are personally meaningful.

WHAT'S IN A PRONOUN? DIGNITY AND RESPECT

Referring to people by pronouns that they determine for themselves confers basic human dignity and respect. Stating a person's personal pronouns matters because, as a society, we commonly assume the gender of others based off their appearance and indicate these assumptions by using gendered language, such as she/he, ma'am/sir, Mrs./Mr. and ladies/gentlemen. The often un-intended result is that many individuals, especially transgender, nonbinary and gender-nonconforming individuals, are misgendered, which can lead to feelings of marginalization and invisibility.

Stinson's LGBTQ+ ERG and Allies Network brought in University of Massachusetts at Amherst Stonewall Center Director Dr. Genny Beemyn, to discuss how to create a pronoun-inclusive environment. Dr. Beemyn offered the following suggestions:

- 1 Provide your pronouns even if they would be expected based on your gender expression. Doing so creates a space for people whose gender expression does not reflect their gender identity to share their pronouns, acknowledges that a person's pronouns cannot be assumed, and demonstrates allyship.
- 2 In situations where you need to use a third-person pronoun, ask the person what pronouns they use. Although this might feel awkward at first, it will get easier with time and it is better than misgendering a person.
- 3 If you mistakenly use the wrong pronoun for someone, immediately correct the mistake or apologize at your first opportunity. If another person shares that you used the wrong pronoun, simply thank the person for letting you know. If you notice that someone is using the wrong pronoun, you can inform the individual of the correct pronoun either in the moment or privately after the fact.

Not everyone feels comfortable or safe indicating their pronouns in every situation, so it is important not to force people to share their pronouns. Nevertheless, provide the option. As part of Stinson's commitment to creating a more inclusive workplace, we allow attorneys and staff to identify their pronouns on their email signature line, firm's intranet, and website bio. We also provide instructions on how to update pronouns within one's Zoom and LinkedIn profiles. Not only has this served as an opportunity to include LGBTQ+ individuals, it has also served as a tool to prevent the misgendering of individuals with gender-neutral names, as well as individuals with cultural names that are less commonly known in the United States.

SUPPORTING WELL-BEING FROM A DIVERSITY, EQUITY AND INCLUSION LENS

In 2021, Stinson hired [Krista Larson](#) as its first Director of Well-Being. Larson leads the implementation of Stinson's vision, strategy, and programming to support the health and well-being of all constituents of the firm in alignment with the firm's values and the American Bar Association Well-Being Pledge. The goals of this pledge are to raise awareness of the high rates of substance abuse and mental health challenges that often go unrecognized or untreated in the legal profession, facilitate a reduction in the incidence of mental health distress, and improve well-being for legal professionals. Consideration of diversity, equity and inclusion in well-being efforts is especially important given the high rates of anxiety and depression among people from marginalized communities due to experiences with bias, isolation due to lack of representation, and microaggressions coupled with the stigma associated with seeking assistance.



In order to maintain a high level of collaboration between D&I and Well-Being, Larson joined the Diversity Committee and Jenrette-Thomas joined the Well-Being Committee. This year, as Stinson sought to take our commitment to well-being to the next level, the Well-Being Committee recognized an opportunity to gain a clearer understanding of the firm's current strengths and opportunities when it comes to well-being, and how the firm can support success through future initiatives and programming. Larson and the Well-Being Committee conducted an extensive well-being needs assessment that included a strong focus on the specific well-being related challenges faced by women, people of color, and other underrepresented populations. The Committee conducted 36 focus groups, 47 leader interviews and a workplace well-being survey. In total, 335 constituents (attorneys and staff) participated. The needs assessment collected nearly 8,000 data points and has been used to develop a comprehensive action plan to support the well-being of Stinson's various constituent groups.

The research is increasingly clear that having a thriving workforce is linked to many organizational success factors, including lower turnover, higher client satisfaction and loyalty, profitability and productivity. Failure to address the heightened well-being challenges faced by diverse attorneys due to microaggressions, bias and gender-related caregiving expectations can lead to higher rates of attrition among these populations of attorneys. Further, we recognize that our clients directly benefit from the well-being of our attorneys and staff. Supporting the well-being of Stinson's constituents impacts many client success factors, such as resilience, grit, creativity and collaboration, as well as ethical issues like professional conduct and competence. A focus on well-being issues, integrated with an eye toward equity, helps ensure that Stinson's well-being efforts are inclusive of all.



“Diversity and inclusion defines Stinson's culture and the way we do business. It is about all of us thriving together, presenting a natural opportunity for partnership between the firm's diversity, inclusion, equity and well-being efforts. As such, Stinson's strategic plan for well-being includes priorities and action items specifically intended to support the well-being of our diverse populations. In the spirit of synergy, we recognize that this partnership between the D&I team and Well-Being at the firm has the potential to produce a combined effect greater than the sum of our separate parts.”

[Krista Larson](#)
DIRECTOR OF WELL-BEING, MINNEAPOLIS

EMPLOYEE RESOURCE GROUPS

Stinson's nine Employee Resource Groups have a profound impact on creating a sense of belonging and community, offering support and resources to their members and are vital to the firm's retention efforts. To increase member engagement, the D&I team hosted leader trainings to set goals and identify opportunities for collaboration among groups. We are extremely appreciative of the energy and commitment each ERG leader has given to their group.

Attorneys of Color

The Attorneys of Color (AoC) ERG, led by Partner [Brittany Barrientos](#), is a growing group that provides Stinson attorneys of color an opportunity to collaborate on business and personal developments, network and cross-sell each other's legal services, and unpack issues impacting their communities. The last year was filled with uncertainty nationally and the AoC ERG again came together to support each other in times of great pride (the nomination and confirmation of Justice Ketanji Brown Jackson to the U.S. Supreme Court) and times of loss (rising hate crimes across demographics and the impact of the *Dobbs* decision).

The AoC ERG continues to prioritize community and a "it takes a village" mentality. This year, AoC partners worked with attorneys on advocacy, gave tips to effectively prepare attorney portfolios for the annual review process and hosted "ask me anything" sessions for attorneys and summer associates. Partners also worked together to plan an upcoming ERG retreat.

On a personal level, we celebrated our AoC colleagues and Partners, [Traci Bransford](#), [Elsa Manzanares](#) and [Elizabeth Chatham](#), who were recognized for their D&I leadership.



Staff of Color

In 2022 the Staff of Color (SoC) ERG, led by Compliance and Audit Manager Caleb Belknap, focused on its mission of advancing belonging by nurturing inclusivity within the group. Membership increased, and effort was taken to strengthen the lines of communication between the members by spotlighting the collective experience and knowledge of our staff. In a discussion on the topic of culture, we explored the various meanings and applications the concept has, specifically how it can strengthen as well as divide individuals and groups. The ERG devoted a meeting where members checked in with each other and had a free-form discussion on the events that have impacted America in the last few years. This session was highlighted by the sharing of hopes and concerns and how there may be subtle nuances when events are appreciated from the perspective of a person of color. We also touched on mental health and the resources that Stinson offers to assist with the personal challenges we may be facing. Members of the group have made significant connections and now enter a time of transition to new leadership. The SoC ERG will strive to build on the groundwork that has been established in the four years of our group's existence.

Veterans

Partner [Benjamin Eastburn](#) continued as chair of the Veterans ERG. In 2022, the ERG continued to support veterans at Stinson while working to recruit more veterans to join the firm. To commemorate Memorial Day, ERG members shared what the day means to them and encouraged firm colleagues to offer financial support to several veterans' service organizations within our communities. During the week of Veteran's Day, ERG members shared their military experiences, and the ERG

hosted a law school recruiting event where Partner [Steve Schemenauer](#), attorney [Allison Kruse](#), then-incoming attorney Zack Taylor and Stinson alumnus James Schoeberl discussed how military service has influenced their legal career and provided advice for future attorneys. Next year, Kruse will succeed Eastburn as the ERG chair; we look forward to continuing to serve our veterans and recruit new veterans under her leadership.

LGBTQ+

As chair of the LGBTQ+ ERG, Partner [Andrew Glasnovich](#) continued to serve as a champion in Stinson's ongoing commitment to creating a culture of inclusion and belonging for our LGBTQ+ attorneys and staff. This year's highlights included a social media campaign in June during Pride Month, where ERG members shared what inspired them to practice law, advice they have for LGTBQ+ law students and future attorneys and why there is a need for more LGBTQ+ attorneys.

The ERG held an informative session about the importance of pronouns with the Director of the Stonewall Center at the University of Massachusetts, Dr. Genny Beemyn. ERG members also continue to champion efforts for LGBTQ+ equality within the larger legal profession through sponsorship and participation in events such as the Twin Cities Human Rights Campaign Dinner and the Midwest Gay and Lesbian Chamber of Commerce.

Summer associates were included in this year's meetings, which provided an opportunity for them to see first-hand how the firm approaches diversity and inclusion and have a chance to connect more with their colleagues.



Spotlight: Pro Bono Can Be a Tool for Addressing Societal Inequality

Stinson Partners [Andrew Davis](#) and [Tim Griffin](#) shared the details of their pro bono representation of a Minnesota Court of Appeals case filed by American Civil Liberties Union of Minnesota and Gender Justice in January 2022 at a joint LGBTQ+ ERG and Allies Network program.

Davis and Griffin led a team of attorneys in defending a transgender high school student, N. H., who was prohibited by the school board from using locker room facilities that align with the student's gender identity. In October 2020, the case ultimately led to clarity in the law — it is a violation of the Minnesota Human Rights Act and the Minnesota State Constitution to segregate transgender students and require them to use “enhanced” privacy school facilities — thus affirming rights of transgender students. In response to the ruling, N.H. said, “I never want any student to experience the discrimination and cruelty I experienced from the adults at my school. It means a lot to see the courts protect transgender students like me. Today's decision makes it very clear that segregating trans students doesn't just dehumanize us, it violates our legal rights.”

This is a powerful example of how pro bono cases can tangibly impact the lives and rights of people from marginalized communities. Kudos to the entire legal team on an outstanding job.

Women's Initiatives

Kansas City Women Attorneys ERG

The Kansas City Women's ERG, led by Partner Molly Walsh Keppler and attorney Erin Naeger, started 2022 by focusing on the importance of women in the workplace in furtherance of the ERG's goal to reduce the attrition rate of women attorneys.

Among the issues they addressed were the ways in which Stinson excels in supporting women and women attorneys, in addition to identifying areas for improvement. The ERG members also met to discuss unique challenges facing women in the workplace as a result of the Supreme Court of the United States decision in *Dobbs v. Jackson Women's Health Organization*. Finally, the ERG focused on providing information to its members related to the annual evaluation process.

Each meeting included a spotlight on one attorney and one partner or of counsel attorney in order to allow members to get to know each other both professionally and personally. Members also continued to actively participate in Connections groups through the R.I.S.E. program.

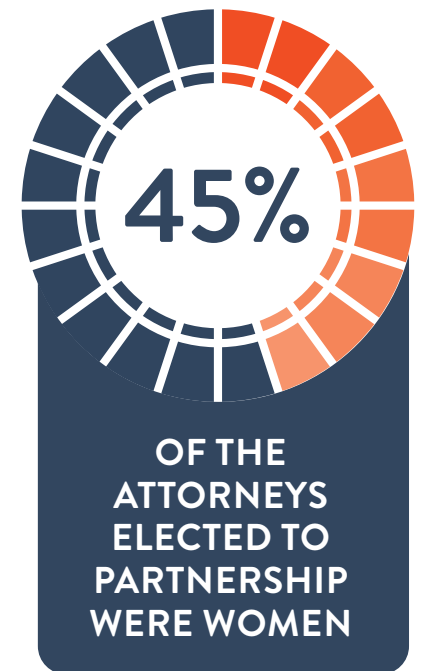
Minneapolis Women Associates ERG

In June 2022, attorney Claire Williams joined attorney Amy Johns as a Co-Chair of the Minneapolis Women Associates ERG. Attorney Stephanie Schmid took over as Johns' successor in October. The group worked to better help members understand and navigate the resources and benefits provided by the firm. Additionally, the ERG created an informal mentoring system to connect partners and two attorneys to help facilitate connections as people began to work at the office more. For 2023, the group will continue to highlight the work attorneys are doing in different practice groups to build a better understanding of the firm's capabilities.



Minneapolis attorneys who identify as female at Partner Tracey Holmes Donesky's home.

Along with the Minneapolis Women Associates ERG, we hosted an event for summer associates who identify as female at Partner Tracey Holmes Donesky's home. The ERG also held its annual winter party, and have begun planning their next in-person women's marketing event.



Minneapolis Women Partners ERG

The purpose of the Minneapolis Women Partners ERG, led by Partners Sharon Markowitz and Audrey Fenske, is to build community among members, improve retention of Minneapolis women partner attorneys and promote the success of Minneapolis women partner attorneys through internal networking and external client marketing events.

The ERG held our first rounds of informal mentoring lunches or coffees with the Minneapolis women attorneys, and scheduled monthly opportunities for anyone who was interested in getting together for lunch or coffee, providing another reason to come back to the

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

Partner [Aimee Guzman Davenport](#) joined Partner [Deborah Deitsch-Perez](#) as Co-Chair of the firm's West to East Women's Office Network (WE WON) in 2022. Each quarter, the group focused on becoming familiar with one another's practice areas in order to cross-market skills between offices. Stinson Managing Partner [Allison Murdock](#) and Deputy Managing Partner [David Crosby](#) also worked with the ERG to develop effective strategies to employ during the firm's annual compensation and evaluation processes. Finally, the group heard from attorney [Renee Henson](#) regarding a significant trial victory and shared approaches on how to stay focused in antagonistic environments. The group will continue to build on the relationships and meaningful discussions in 2023.

St. Louis Women Attorneys ERG

Partners [Janet Hendrickson, Ph.D.](#) and [Michelle Corrigan Erickson](#) continued to serve as Co-Chairs of the St. Louis Women Attorneys ERG. This year, the St. Louis women partners attended a lunch to discuss a variety of topics including how to best support the women attorneys in the St. Louis office. The group held a series of ERG meetings this year in which they continued to build connections and discuss business development tips. The St. Louis Women Attorneys ERG closed the year with an offsite social event where they got creative learning how to make glass pieces and spent time getting to know one another better.

INCLUSION COUNCILS

Phoenix Inclusion Council

The Phoenix Inclusion Council (Council) welcomed two new leaders this year, attorney [Adrianna Chavez](#) and Information Governance Data Administrator Brittney Peterson. The Council continued publication of their monthly newsletter which honors diverse cultures, highlights diversity-related holidays and celebrates birthdays and work anniversaries. After a pandemic-related pause, Javi's Taco Corner, a regular feature from attorney [Javier Torres](#), which highlights top spots for tacos in the Phoenix area, returned to the newsletter, with plans to expand the feature to include favorite restaurants around the area. Colleagues have enjoyed getting to know each other with the spotlight features, especially in the "two truths and a lie" section. As the firm settled back into a return to the office, the Council hosted in-person events including bingo nights and social hours to laugh, have fun and build community.

Denver Inclusion Council

The Denver Inclusion Council continued to host periodic discussions focused on timely issues and current events. In the Spring, attorneys and staff gathered to learn more about the Voting Rights Act and issues related to voter suppression. This discussion, led by Partner [Bryan Rose](#) and attorney [Staci Campbell](#), raised awareness on this complex and nuanced topic.



“

I am always looking for opportunities to grow and support our firm's diversity culture. As I read industry publications as well as LinkedIn, I purposefully look for articles and postings that spotlight diverse Stinson employees, as well as Stinson diversity and inclusion allies, and I send them an email congratulating them on their achievement; whether it is a personal milestone, or one that furthers diversity and inclusion efforts, it affords me an opportunity to celebrate "with" them.

”

Lonna Whiteaker

LEGAL ADMINISTRATIVE ASSISTANT, KANSAS CITY

Recognitions

BEST LAW FIRM FOR WOMEN BY SERAMOUNT

Stinson was honored as a Best Law Firm for Women by Seramount, formerly Working Mother Media, for the fourth year in a row. This honor, only given to 50 firms nationwide, recognizes the significant initiatives the firm has put in place to recruit women attorneys, place them in leadership roles, provide flexible policies to balance the needs of their family and work, and provide training opportunities for management and leadership development.

Seramount's 2022 Best Law Firms for Women methodology analyzes more than 300 questions from each firm about attorney demographics, flexibility, paid time off and parental leaves, and development and retention of women. Highlights of the 2022 Best Law Firms for Women include an increase in the percentage of women in leadership roles, including managing partner, more women of color at the associate attorney and equity partner levels, and more time-off for gender-neutral parental leave and coverage for in-vitro fertilization. Seramount also noted that 80% of firms are now hybrid workplaces.

STINSON EARNS PERFECT SCORE IN CORPORATE EQUALITY INDEX FOR THE FIFTH YEAR IN A ROW

Stinson was recognized for its commitment to LGBTQ+ workplace equality with a perfect score of 100 on the Human Rights Campaign's 2022 Corporate Equality Index (CEI). As a result of the firm's workplace protections, employee benefits and public engagement in the LGBTQ+ community, the firm received the "Best Place to Work for LGBTQ+ Equality" designation. This is the fifth consecutive year Stinson received a top score.

As part of Stinson's ongoing commitment to creating a culture of inclusion and belonging, the firm offers attorneys and staff the opportunity to add pronouns to their email signature, firm bio, intranet and Zoom profile, and LinkedIn. Response to this new option has been well received and adopted by more than 25% of our constituents. Other Stinson LGBTQ+ initiatives include: Partnerships and financial support for the National LGBT Bar Association, LGBTQ Bar Association of Greater Kansas City, Minnesota Lavender Bar Association, Mid-America Gay and Lesbian Chamber of Commerce; a commitment to education through LGBTQ+ CLE seminars; dedicated recruitment of LGBTQ+ attorneys and staff; and continued engagement through our LGBTQ+ ERG.

STINSON SECURES LCLD TOP PERFORMER AND COMPASS AWARD RECOGNITIONS FOR THE FIFTH CONSECUTIVE YEAR

LCLD is one of the nation's leading organizations promoting diversity and consists of more than 430 corporate chief legal officers and law firm managing partners who have dedicated themselves to creating a truly diverse legal profession. The Top Performer award recognizes those organizations in the top 20% for participation in LCLD programs and activities, and the Compass Award recognizes individuals and organizations who have involvement in programs facilitated by LCLD in a single calendar year, including the LCLD Annual Membership Meeting, the Leadership Summit, the Fellows and Pathfinder Programs, and the Pipeline Program. Stinson values the programs and actions set forth by LCLD, which have provided numerous attorneys with opportunities to expand their leadership skills, and for laying the foundation for a more diverse and equitable profession.



STINSON ATTORNEYS ADVANCE DIVERSITY, EQUITY AND INCLUSION



Partner, [Elsa Manzanares](#)

Partner [Elsa Manzanares](#) was recognized by the Hispanic National Bar Association (HNBA) with the 2022 HNBA Regional President of the Year Award. The HNBA Regional President of the Year Award recognizes the achievements of an HNBA member who has demonstrated a record of leadership on the HNBA Board of Governors as well as a commitment to the mission of the HNBA that has brought honor and recognition to the organization. In addition to serving as HNBA Region XII President for the last four years, Manzanares also currently serves as President of the Dallas Hispanic Bar Association and is a member of the Dallas Bar Association Board of Directors.

Partner [Amy Conway](#) was recognized as a 2022 Diversity and Inclusion Award honoree by *Minnesota Lawyer*. Conway was chosen for her significant D&I work at the firm and in the greater Twin Cities community. Conway led the firm's Minneapolis Recruiting Committee from 2018-2021 and was a key advocate for increasing the diversity of the firm's workforce. She has earned a reputation for being a vital guide on critical diversity and inclusion issues facing employers in Minnesota and across the country. Conway also promotes D&I in her volunteer work in the community.



Partner, [Amy Conway](#)



Attorney, [Christina Hansen](#)

Attorney [Christina Hansen](#) was selected as a Woman Who Leads in Legal by the *Wichita Business Journal*. The Women Who Lead: Legal Services recognizes top women professionals who work in legal services while highlighting their careers and providing insight into what it takes to work in the legal field.

Partner [Traci Bransford](#) was recognized with the Reatha Clark King Award for Excellence and Youth Motivation through the Cultural Arts by VocalEssence. Named after VocalEssence WITNESS co-founder and pioneering African-American scientist, educator and philanthropist, Reatha Clark King, the award recognizes outstanding leaders in the entertainment field who are empowering young people through enticing choral music programming such as concerts, learning and engagement programs, contests and recordings. Bransford was formerly on the Board of Directors for VocalEssence, Co-chair of the WITNESS Advisory Council and served as Vice President during her final term.



Partner, [Traci Bransford](#)



Partner, [Elizabeth Chatham](#)

Partner [Elizabeth Chatham](#) was selected for inclusion on *AZ Business* magazine's Top 100 Lawyers in Arizona list. The top 100 lawyers in Arizona are based on professional success and the impact to their law firm and the legal profession, as well as the communities in which they serve. Chatham was selected in the category of Business Immigration. *AZ Business* again recognized Chatham as a "Most Influential Minority Business Leader," defining her as a "successful, experienced and agile immigration attorney assisting Fortune 500, fast growth companies and educational institutions in navigating the complexities and nuances of corporate U.S. immigration law and compliance." In addition, Chatham was recognized in the 2023 edition of *Best Lawyers in America*® as a "Lawyer of the Year," an honor awarded to individual attorneys with the highest overall peer-feedback for a specific practice area and geographic region, for her immigration law practice.



Managing Partner, Allison Murdock

Managing Partner Allison Murdock was recognized by the Kansas City Metropolitan Bar Association (KCMBA) with the 2022 Lifetime Achievement Award. This award is presented for a lifetime of outstanding service resulting in the growth and development of the law, improvement in the administration of justice and increased recognition of the contributions by the legal profession to the welfare of society. Murdock has also been involved in the KCMBA's Foundation's strategic planning committee, which led to the creation of Military Matters, and the KCMBA's DEI Collaborative.

CONGRATULATIONS MARK HINDERKS, 2022 STINSON DIVERSITY AND INCLUSION CHAMPION

Stinson Partner and former Managing Partner Mark Hinderks was recognized as the firm's 2022 Diversity and Inclusion Champion. Hinderks has long been an advocate for diversity and inclusion in the legal profession, working to successfully increase diversity among the firm's attorneys, staff and leadership teams, board of directors and practice division leaders. He also played an integral role in the inclusion of critical D&I initiatives as a top level goal of the firm's strategic plan, including the hiring of the firm's first Chief Diversity & Inclusion Officer.

In his support of several key strategic diversity initiatives, Hinderks worked with the board of directors to approve Stinson's Diversity and Inclusion Action Plan as well as authorized and supported various diversity-related programs, including the Accelerate Sponsorship pilot program and the WAMS pilot program. He strived to ensure that diverse attorneys and staff have access to firm leadership positions, resulting in an increase in diversity among the leadership ranks, which underscored the firm's commitment to these initiatives.

In addition to the inclusion of D&I in strategic planning efforts, Hinderks signed on to some important national initiatives, including the CEO Action for Diversity and Inclusion™, a national consortium of CEOs committed to addressing bias and increasing understanding in the workplace, the Mansfield Rule, designed to promote diversity in law firm leadership across a variety of activities, and the Law Firm Antiracism Alliance.

"I am very grateful for this recognition," Hinderks said. "But even more grateful for the progress we've made in awareness and understanding, and the normalization of a diverse and inclusive culture. The opportunities to be successful and authentic should never be at odds, and we're closer than ever to that goal, thanks to the efforts of all of our constituents."



Partner Mark Hinderks accepting the 2022 Stinson Diversity and Inclusion Champion Award.



Thank You

STINSON 2022 DIVERSITY COMMITTEE MEMBERS

Thank you to our Diversity Committee Members for your continued support of the firm's initiatives:

Pat Konopka, Co-Chair

Shane Swanson, Co-Chair

Sharon Ng

James Bertand

David S. Kim

Tammie Ptacek

Robert Botts, Jr.

Krista Larson

Cody Rogers

Heidi Burton

Elsa Manzanares

Stephanie Scheck

Jennifer Cooke-Yin

Jon Mattson

Aalok Sharma

David Crosby

Megan McCurdy

Jere Sellers

Ashley Dillon

Adine Momoh

J. Nicci Warr

Chuck Hatfield

Lynda Moore

EMPLOYEE RESOURCE GROUP, INCLUSION COUNCIL CHAIRS AND R.I.S.E. CONNECTIONS GROUP LEADERS

Thank you to our Chairs for your continued support of the firm's initiatives:

Attorneys of Color: Brittany Barrientos

LGBT Attorneys and Staff: Drew Glasnovich

Kansas City Women Attorneys: Molly Walsh Keppler and Erin Naeger

Minneapolis Women Associates: Amy Johns, Stephanie Schmid and Claire Williams

Minneapolis Women Partners: Audrey Fenske and Sharon Markowitz

St. Louis Women Attorneys: Michelle Corrigan Erikson and Janet Hendrickson, Ph.D.

Staff of Color: Caleb Belknap (Compliance and Audit Manager)

Veterans: Benjamin Eastburn

West to East Women's Office Network (WE WON): Aimee Guzman Davenport and Deborah Deitsch-Perez

Denver Inclusion Council Co-Chairs: Judith Araujo and Robert Botts, Jr.

Phoenix Inclusion Council Co-Chairs: Adrianna Chavez and Brittney Peterson (Information Governance Data Administrator)

R.I.S.E. Connections Group Leaders: Amy Conway, Jennifer Cooke-Yin, Janet Hendrickson, Ph.D., Jenna Hueneger, Emily Monroe, Amanda Rapp, Vicki Smith and Claire Williams



ALLISON MURDOCK



ANN JENRETTE-THOMAS

Diversity, equity and inclusion are integral to everything we do at Stinson. Our lawyers and staff include people from all walks of life and represent the breadth of diversity in terms of race, gender, religion, sexual orientation and ability. Stinson thrives because of our diversity. Each member of our firm family adds great value to our firm as a whole. The variety of perspectives, life experiences, and ways of thinking allow us to provide exemplary legal services to our clients by avoiding blind spots and finding innovative solutions. When all members of our firm family feel valued, respected, and welcome, we are able to leverage our differences for the benefit of all.

Creating a truly inclusive and equitable firm does not occur overnight. It requires each of us to be intentional and not default to what is familiar or comfortable. True inclusion requires us to face our fears and flaws and embrace growth. While we have made significant progress over the years, much remains to be done. To that end, we laid the foundation for a new strategic plan where diversity, equity and inclusion will continue to play a pivotal role in shaping our firm culture. I am grateful for the efforts of our Diversity Committee, Board of Directors, firm leaders, ERG and Inclusion Council leaders and the D&I Department, and look forward to partnering with them to further embed diversity, equity and inclusion into the entire fabric of the firm.

Allison Murdock, Managing Partner

As the world and our profession continues to evolve, I'm proud of Stinson's commitment to equity and inclusion. We are willing to listen, innovate solutions, and tweak our policies, practices and systems until we get it right. I am deeply grateful for my amazing team, Sharon Ivy and Rudy Gresham. They are the backbone of our department and work tirelessly to help Stinson advance on its diversity, equity and inclusion journey. We are especially fortunate to have the avid support of Allison Murdock, David Crosby, Shawn Adams, Pat Konopka, Shane Swanson, the Board of Directors, and many attorneys and staff.

We kept an eye on equity as we evolved to a hybrid work environment. Awareness of how bias can present itself in a hybrid work environment is critical to our firm's ability to retain and promote underrepresented populations and build inclusive spaces where all can feel a sense of belonging. By centering diversity, equity, and inclusion in this workplace shift, we provided our attorneys and staff with the tools and skills needed to maintain an inclusive culture. In doing so, we recognized that it was more important than ever to collaborate across departments and practice divisions to ensure that the skills and tools were practical and effective. At its core, diversity, equity, and inclusion is about building meaningful relationships across a broad spectrum of people and learning from one another. It's only in coming together that we can innovate and ready ourselves for what lies ahead. It's only in coming together that we thrive.

Ann Jenrette-Thomas, Chief Diversity & Inclusion Officer