

# Diversity, Equity & Inclusion

Diversity, equity and inclusion define our culture and the way we do business. We know that combining a variety of backgrounds and experiences contributes unique perspectives, adds business value and attracts and retains top talent. Diversity is not just about smart business. It's about doing what's right for our clients, our people, our profession and the world in which we live. It's about inclusion and providing fair and equal opportunity. It's about all of us thriving together.

## BECAUSE IT MATTERS

- We tackle the tough issues like micro-inequities and unconscious bias.
- We build structures designed to mitigate the impact of bias.
- Our clients see our passion and are inspired by our commitment.
- We have leaders who fully support our efforts.
- We live out loud in support of diversity and inclusion.

## A PROUD LEGACY

More than a century ago, our predecessor firms challenged the status quo, building a proud legacy of promoting key tenets of diversity and inclusion that significantly shaped the legal landscape, fighting against hiring discrimination, and championing civil rights and women in the workplace.

## CLIENT-CENTRIC COMMITMENT

We value our clients' commitment to diversity and inclusion and its connection to their overall business objectives. We partner with clients around our common goal of creating a more inclusive world. We are a better firm because [our efforts attract the brightest talent whose perspectives enhance our ability to provide exceptional client service.](#)

## THE POWER OF INCLUSION

Our resource groups are open and welcoming to all. These groups offer lawyers and staff the platform to exchange ideas, navigate work/life challenges, provide practical tips on creating an inclusive workplace, develop business competencies and build relationships to expand their careers and assume leadership

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roles. Our resource groups help foster a workplace where understanding, compassion and inclusion define our culture and approach to business.

### ATTORNEY SUCCESS

Fearless trailblazers, we lead the way in supporting attorney success. We have implemented processes, programs, and accountability initiatives to ensure equitable access to career-enhancing work experiences and business development opportunities. This commitment to success extends into associate training and professional development through the Associate Competencies Engagement Program (ACE). This system ensures that all associates have equitable access to career-enhancing assignments and mitigates any potential unconscious biases in assignment distribution.

### ENSURING THE WELL-BEING OF OUR ATTORNEYS

As a signatory to the ABA's Well-Being Pledge, we recognize the demands of those in the legal industry and are committed to providing full wellness support to our attorneys and staff.

### MANSFIELD CERTIFICATION PLUS

Stinson has achieved Mansfield Certification Plus, a status awarded by [Diversity Lab](#). Mansfield Certification ensures a fair and equal opportunity for all lawyers to advance into leadership. Mansfield initiatives focus on equal treatment, equal opportunity, and equal access. Mansfield Certification Plus ensures paths to leadership – including lateral hiring, client pitch teams, promotions, appointments and more – are open and transparent to all qualified attorneys.