

## Diversity & Inclusion

Diversity and inclusion define our culture and the way we do business. We know that combining diverse backgrounds, ethnicities, abilities, gender identities, sexual orientations and ages 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 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 infectious spirit.
- We don't just think outside of the box; we define the box, and this allows us to be bold.
- We get remarkable results because we are bold.
- 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, championing issues of hiring discrimination, 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 present on diversity issues to our clients, participate in their diversity initiatives, and [offer diverse students an opportunity to split their summer associateship with our clients.](#)

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## THE POWER OF INCLUSION

Our resource groups offer lawyers and staff the platform to exchange ideas, navigate work/life challenges, develop business competencies and build relationships to expand their careers and assume leadership roles. Our Diversity & Inclusion Allies group meets regularly to get practical tips on creating an inclusive workplace. [Recognized](#) for our unstinting promotion of women into leadership roles and [lauded for LGBTQ equality](#), we sustain our lawyers for the long haul, and offer alternative arrangements that do not remove lawyers from consideration for partnership.

## DIVERSE STUDENT SUCCESS

Fearless trailblazers, we lead the way in supporting diverse student success. Our [innovative podcasts](#) combine with a strong history of related initiatives and programs to positively impact the legal profession and build a strong pipeline of future leaders. 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. [Learn more.](#)

## MANSFIELD CERTIFICATION PLUS

Stinson has achieved Mansfield Certification Plus for 2022-2023, a status awarded by [Diversity Lab](#). Mansfield Certification Plus measures the structural changes and steps law firms and legal departments have taken over the past year to ensure paths to leadership – including lateral hiring, client pitch teams, promotions, appointments and more – are open and transparent to all qualified attorneys. The "Plus" designation indicates a firm has taken steps to increase inclusivity in leadership roles and has measured progress in doing so. [Learn more.](#)

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