

## Chief D&I Officer Opines on Current State of DEI in *Kiplinger*

In the News

05.24.2024

Stinson LLP Chief Diversity & Inclusion Officer [Ann Thomas](#) is featured in a *Kiplinger* article, "Do You Know What DEI Actually Is?" Thomas explores the current state of diversity, equity and inclusion in both the legal profession and society as a whole.

Thomas says the goal of DEI is to promote fair treatment and full participation of all individuals, especially groups historically underrepresented or subject to discrimination. She provides insight into achieving DEI goals, which includes addressing unconscious bias and expanding access to opportunities and retention, and details how DEI can be beneficial when implemented correctly.

"There is an assumption that DEI will replace those in power with people who have not had power, but it isn't about replacement. Instead, it is about *expanding the pie*. There is a lot of unnecessary fear that DEI lowers standards. But that's false reasoning," Thomas said. "The real beauty of adding diversity is that you are able to have a smarter team, innovate, avoid overlooking something that could be significant and expand the pie, which benefits everyone."

Despite the recent rise in anti-DEI sentiment and the misconceptions about its goals, Thomas says many businesses are seeing an increase in clientele and work because of the diversity of their teams.

Thomas leads the firm's diversity and inclusion initiatives and institutes best practices and training for attorneys and staff. She works with firm leadership and the board of directors to grow a culture that values all backgrounds and perspectives and to incorporate successful diversity strategies in the firm's strategic planning.

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[Read](#) the full feature.