

Stinson LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Bismarck, ND; Dallas, TX; Denver Tech Center, CO; Denver Downtown, CO; Jefferson City, MO; Kansas City, MO; Minneapolis, MN; New York, NY; Omaha, NE; Phoenix, AZ; St. Louis, MO; Washington, DC; Wichita, KS

DIVERSITY LEADERSHIP

Head(s) of Firm: Mark Hinderks, Managing Partner; Allison Murdock, Deputy Managing Partner

Diversity team leader(s): Ann Jenrette-Thomas, Chief Diversity and Inclusion Officer; Pat Konopka, Partner; Shane Swanson, Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	n/a	n/a
U.S. offices only	465	475

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	67	50
African-American/Black	0	2
Hispanic/Latinx	4	5
Alaska Native/American Indian	0	0
Asian	1	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	3	2
Individuals with Disabilities	0	2
Total	73	65

There is one female associate did not identify their race/ethnicity.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	165	49
African-American/Black	3	3
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	2	0
Total	177	58

There are four male equity partners who did not disclose their race/ethnicity.
There are two female equity partners who did not disclose their race/ethnicity.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	10	10
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	12	12

There is one of counsel male who did not disclose their race/ethnicity.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	4	2
African-American/Black	2	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	6	10

There are three female summer associates did not disclose their race/ethnicity.

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	55	10
African-American/Black	2	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	1	1
Total	61	13

There are three male non-equity partners that did not disclose their race/ethnicity.

NEW HIRES (2019)

	Men	Women
White/Caucasian	23	14
African-American/Black	0	1
Hispanic/Latinx	1	5
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	25	23

There is one female new hire who did not report their race/ethnicity.

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

The firm communicates the importance of diversity through a number of mediums. Regular communication on diversity and inclusion is circulated firm-wide by the Managing Partner. The firm publishes a diversity and inclusion newsletter which is distributed internally and externally. The firm's intranet site hosts diversity content and resources with new information published monthly. Diversity and inclusion is included as an agenda item at firm leadership and attorney meetings, including the partner retreat, as well as at practice division meetings, staff meetings and summer associate training. The firm's Employee Resource Groups (ERGs), Allies Network and Phoenix Inclusion Council promote diversity and inclusion and disseminate information to their members.

Who has primary responsibility for leading diversity initiatives at your firm?

Ann Jenrette-Thomas, Chief Diversity & Inclusion Officer. She is supported by Sharon Ivy, Manager of Diversity & Inclusion and Crystal McMillan, Diversity & Inclusion Coordinator.

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 15

Total hours spent on diversity: 2800

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

If yes or partially, please explain.

Diversity is a key component to the firm's strategic plan. As part of its strategic plan, the firm has a Diversity and Inclusion Department led by a Chief Diversity and Inclusion Officer. The firm has adopted a Diversity and Inclusion Action Plan, approved by the board of directors, to emphasize the importance of diversity as a key strategic initiative.

The Plan has defined metrics and set out deliverables that the diversity committee and the Diversity and Inclusion Department implement each year. In 2016, Stinson issued a new strategic plan, which outlined specific goals related to diversity and inclusion. As part of this goal, Stinson hired a Chief Diversity and Inclusion Officer (CDIO), Ann Jenrette-Thomas, to create and lead the diversity and inclusion initiatives. By having an advocate in the C-suite, the firm ensures that diversity is not just about "checking the box," but has a comprehensive set of initiatives, policies and practices that leverage the full potential of all our lawyers and staff. The CDIO reports to the Chief Operations Officer, who along with the Managing Partner and Deputy Managing Partner, comprise the firm's executive officers. The CDIO and diversity committee co-chairs work in partnership with the executive officers, board of directors, diversity committee, division chairs, administrative leaders and key staff members to implement the firm's Diversity and Inclusion Action Plan (DIAP). The CDIO is supported by full-time staff.

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

The plan has both formal and informal parts. The firm's Diversity and Inclusion Action Plan has five key initiatives which focus on recruiting a critical mass of diverse lawyers and staff; increasing retention of diverse attorneys; leveraging diversity and inclusion related business development opportunities; raising the firm's brand as a leader in diversity and inclusion and creating accountability for diversity and inclusion initiatives. In addition, the firm educates, empowers and promotes diversity and inclusion through extensive training throughout the year for both staff and attorneys. The firm hosts an annual Diversity Week, recently completing its fifth year, to educate, promote and celebrate diversity and inclusion for attorneys and staff. Further, practical diversity and inclusion trainings are provided several times a year through the firm's Diversity and Inclusion Allies Network. At Stinson, it's important to continually identify opportunities where diversity and inclusion can be woven into initiatives for both attorneys and staff.

How often does the firm's management review the firm's diversity progress/results?

Quarterly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The firm's Diversity and Inclusion Action Plan has defined metrics and set forth deliverables that the diversity committee and the Diversity and Inclusion Department will be measured by annually. Throughout the year, the Committee and the D&I Department provide updates to management. Further, a question regarding diversity and inclusion efforts are included on partner, non-partner attorney and staff self-evaluations.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide mandatory diversity training for all attorneys and staff annually
X			Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X			Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
X			Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X			Implement policies to address gender pay equity



X			Other (please specify): Support targeted business development initiatives
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Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
X			Increase the number of LGBTQ attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
X			Other (please specify): Implement gender transition guidelines



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

The firm has partnered with CenturyLink and a Kansas City, Kansas high school for the Pipeline to Success program. Firm attorneys and staff, CenturyLink counsel and others present programs throughout the school year about the legal profession. At the end of the program, students participate in a mock trial. The firm also served on an advisory board for the high school to help develop a curriculum that will better equip students for careers in the legal profession.

The firm is a sponsor of Just the Beginning Foundation, a nonprofit that exposes high school students from disadvantaged economic backgrounds to the practice of law during a week-long summer intensive in various cities throughout the country. During the Twin Cities institute, the firm assists the students in preparing for an oral argument competition and hosts lunch where the students may interact with the firm's attorneys and receive career advice.

We are also supporters of programs where high school students learn about the operations of a law firm. In connection with Cristo Rey High School's Corporate Work Study Program, the firm partners with the school to provide work to subsidize a portion of the students' education costs. The program provides tuition funding, as well as valuable work experience to students as they prepare for college and adult responsibilities.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: • Columbia

Other private law schools: • Mitchell Hamline • Northwestern University • University of St. Thomas (Minnesota) • Washington University • St. Louis University • Baylor University (Waco) • Boston Consortium (Boston University & Boston College) • Brigham Young University (BYU) • Creighton • Drake University Law School • Duke University • George Washington University • Georgetown Law • Indiana University-Bloomington • Notre Dame • Pepperdine University School of Law • SMU Dedman School of Law • Southern Illinois University • Texas A&M (Fort Worth) • Vanderbilt Law School

Public state law schools: • University of Iowa • University of Kansas • University of Minnesota • University of Missouri-Columbia • University of Missouri-Kansas City • University of Nebraska • University of Wisconsin • Washburn University • University of Arkansas-Fayetteville • University of Chicago • University of Colorado, Boulder • University of Denver, Sturm • University of Illinois • University of Houston • University of Michigan • University of Nebraska • University of Oklahoma • University of South Dakota • University of Texas, Austin • University of Tulsa • University of Virginia • University of Wisconsin, Madison

Law schools of Historically Black Colleges and Universities (HBCUs): • Howard University • Southern University Law Center • Texas Southern

Diversity job fairs: St. Louis Diversity Job Fair; Cook County Bar Association; Heartland Legal Diversity Job Fair; Minnesota Minority Recruitment Job Conference; National Lavender Law Career Fair; Hispanic National Bar Association

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

The firm offers a 1L Minority Fellowship program to support and recruit students who are underrepresented in the legal profession. The fellowship offers a student up to \$30,000 in tuition assistance and summer associate opportunities. In addition, the fellow receives mentoring and additional support from attorneys at the firm.

The firm has an endowed scholarship at the University of Missouri-Columbia. Scholars may receive an invitation to participate in the firm's summer associate program after their first year of law school.

In addition to scholarships, the firm engages in other activities to connect with 1L students. The firm is a sponsor of Twin Cities Diversity in Practice ("TCDIP"), a nonprofit association of law firms and companies dedicated to attracting, recruiting, advancing, and retaining attorneys of color in the Twin Cities legal community. The firm is also a member of the Leadership Council on Legal Diversity ("LCLD"), a national consortium of law firms and corporate legal departments committed to advancing diversity and inclusion in the legal profession. In partnership with TCDIP and LCLD, the firm has 3 summer internship opportunities for 1Ls designed to introduce students to the practice of law early.

The firm hosts receptions in our Kansas City, St. Louis and Minneapolis offices for first year law students. Students are provided with résumé writing and interview tips, as well as hear from diverse associates and partners on the practice of law at the firm and in the greater community. Students also have the opportunity to meet and connect with firm leadership throughout the program.

Stinson developed a podcast series entitled "Big Law Success: The Inside Scoop for Law Students & New Lawyers." The podcast sessions address recruiting, communications and emotional intelligence, networking, effective soft skills and evaluating a firm's commitment to diversity and inclusion.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	2
African-American/Black	2	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	7

There are three female summer associates did not disclose their race/ethnicity.

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	2	2
African-American/Black	2	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	4	6

There are two female summer associates did not disclose their race/ethnicity.

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	3	2
African-American/Black	2	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	5	7

There are three female summer associates did not disclose their race/ethnicity.

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	10	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	10	6

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

One female associate did not identify their race/ethnicity.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	6	3
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	7	4

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	7	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	8	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	11	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	12	3

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Stinson has also taken the step of pursuing Mansfield Certification to increase the pool of diverse candidates being considered for leadership positions by joining the Mansfield Rule 3.0 pilot program.

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

0



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	0	2

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	3

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	2

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	2	1

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***7TH-YEAR ASSOCIATES**

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	3

OF COUNSEL

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	1

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	7	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	5

EQUITY PARTNERS

	Men	Women
White/Caucasian	11	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	12	3

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

The firm's alternative work schedule policy allows attorneys to remain on the partnership track while on a reduced schedule. Over the last few years, several attorneys who work on a reduced schedule became partners.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

As of December 31, 2019, we had 13 equity partners on a reduced schedule. We do not currently track all partners who have worked part-time during their career at the firm.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	4	5	138
Of counsel	1	4	5	24
Non-equity partner	7	2	9	74
Equity partner	1	12	13	235



Management Demographic Profile

*FIRMWIDE COMMITTEES 2019***EXECUTIVE/MANAGEMENT COMMITTEE***

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	10	6
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	11	6

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	9	9
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	11	12

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	10	6
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	11	6

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	11	4
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	15	4

Two male attorneys did not disclose their race/ ethnicity.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	5
African-American/Black	2	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	6	10

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	11	19	16
Number of such positions held by:			
Minorities	1	1	4
Women	3	5	8
LGBTQ attorneys	0	2	1
Individuals with Disabilities	0	1	1

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 13

Minorities heading offices: Lonnie Williams, Phoenix, AZ (22)

Women heading offices: Jill Radloff, Minneapolis, MN (148); Deborah Bayles, Greenwood Village, CO (10) and Denver, Co (11)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Adam Maier, Banking and Financial Services (27)

Women heading practices: Karen Garrett, Banking and Financial Services (28); Megan McCurdy, Business and Commercial Litigation II (57); Stephanie Scheck, Labor, Employment and Employee Benefits (52); Robin Carlson, Litigation Associates Group (24); Laura Halferty, Tax, Trusts and Estates (30)

LGBTQ attorneys heading practices: Megan McCurdy, Business and Commercial Litigation II (46); Marc Albert, Bankruptcy and Creditors' Rights (22)

Individuals with Disabilities heading practices: Richard Pins, Labor, Employment and Employee Benefits (41)

COMMITTEE LEADERS

Minorities heading committees: Pat Konopka, Diversity Committee (15); Brittany Barrientos, Firm-Wide Recruiting Committee (8); Kansas City Recruiting Committee (10); Johnny Wang, St. Louis Recruiting Committee (10)

Women heading committees: Sara Welch, Associate Development and Mentoring Committee (27); Pat Konopka, Diversity Committee (15); Brittany Barrientos, Firm-Wide Recruiting Committee (8); Kansas City Recruiting Committee (10); Amy Conway, Firm-Wide Recruiting Committee (8); Minneapolis Recruiting Committee (11); Kate Hauber, Opinions Committee (14); Allison Woodbury, Pro Bono Committee (22)

LGBTQ attorneys heading committees: Shane Swanson, Diversity Committee (15)

Individuals with Disabilities heading committees: [No response]



The Firm Says

Stinson fosters an inclusive culture of fairness, respect and equality. Our firm is improved by the diverse backgrounds, experiences and perspectives of those who work here. It's fundamental to how we deliver innovative, forward-thinking legal services to our clients and how we engage with our communities.

Highlights demonstrating the firm's commitment to diversity and inclusion include: • An increase of our attorneys of color population by 90 percent since December 2016. • Averaged an 88% retention rate among all diverse attorney populations. • Stinson's practice division chairs are 42 percent diverse. • The firm's board of directors is 40 percent diverse. • The firm's deputy managing partner is a woman and has held this role for nearly 10 years. • The firm's administrative leadership consists of five women and two men, and includes two leaders of color and one openly LGBT leader.

As previously noted, Stinson employs several strategies to recruit diverse talent through scholarships, 1L summer associateships and pipeline programs.

The firm has a Minority Fellowship for 1L students. The Fellowship provides up to \$30,000 in tuition assistance and a summer associate position. The firm also has an endowed scholarship at the University of Missouri-Columbia. The scholar recipient is invited to participate in the firm's summer program after their first year of law school.

In addition to scholarships, the firm engages in other activities to connect with 1L students. The firm is a sponsor of Twin Cities Diversity in Practice ("TCDIP") and the Leadership Council on Legal Diversity ("LCLD"), a national consortium of law firms and corporate legal departments committed to advancing diversity and inclusion in the legal profession. In partnership with TCDIP and LCLD, the firm has 3 summer internship opportunities for 1Ls designed to introduce students to the practice of law early.

The firm hosts receptions in our Kansas City, St. Louis and Minneapolis offices for first year law students. Students are provided with resume writing and interview tips as well as hear from diverse associates and partners on the practice of law at the firm and in the greater community.

Stinson participates in several high school pipeline programs. The firm has partnered with CenturyLink to host the Pipeline to Success program to educate students about the legal profession which culminates in a mock trial.

The firm is a sponsor of the Just the Beginning Foundation which exposes high school students from disadvantaged economic backgrounds to the practice of law. The firm assists the students in their oral arguments and hosts lunch where the students may interact with the firm's attorneys.

Diversity education and training: The firm educates, empowers and promotes diversity and inclusion through extensive training throughout the year for both staff and attorneys.

The firm hosts an annual Diversity Week to educate, promote and celebrate diversity and inclusion for attorneys and staff. Further, practical diversity and inclusion trainings are provided several times a year through the firm's Diversity and Inclusion Allies Network. Stinson attorneys, clients and prospects have attended over 50 trainings and presentations provided by our Diversity & Inclusion team.

Employee Resource Groups ("ERGs"): The firm has nine ERGs for women, people of color, LGBT individuals and veterans. These groups provide an outlet for networking, business development and practice support. Many lawyers have found additional role models and champions through the ERGs to help them navigate work and life challenges.

During the pandemic, Stinson increased its support to caregivers by holding support group meetings and providing resources to help caregivers manage the challenges related to balancing work and home responsibilities. The firm also expanded its Alternative Work Schedule policy for anyone who took comfort in reduced hours expectations.

Professional Development/Advancement: The firm's strategic plan includes succession planning because it is vital for developing long-term client relationships for diverse attorneys. The firm focuses on the structure of relationships and ensures the firm's top clients are staffed with diverse teams.

The Work Allocation Monitoring System, now in a pilot phase, is designed to ensure that all associates are receiving equal access to career-enhancing work experience and business development opportunities that will enable them to master their professional competencies.

Stinson developed a podcast series entitled "Big Law Success: The Inside Scoop for Law Students & New Lawyers." We created this podcast because we realized that it is often the lack of knowing the unwritten rules that could inadvertently foreclose opportunities for diverse lawyers and law students. The podcast sessions address recruiting, communications and emotional intelligence, networking, effective soft skills and evaluating a firm's commitment to diversity and inclusion.

Business Development: The firm has launched a program to provide business development training specifically targeted for women attorneys: R.I.S.E.: Rainmaking. Influencing. Succeeding. Elevating. The R.I.S.E. program has two components. One component provides quarterly business development training to women attorneys that consists of an educational component, a panel discussion from women who have mastered the subject, and exercises so participants can practice the skill learned.

The second component, Connections, is an opt-in program where attorneys are assigned to small cohorts of 6 to 8 attorneys to get to know one another, implement strategies outlined in the business development training modules and receive input and support from one another on their business development goals. The cohorts are assigned randomly across practice divisions, offices and roles, allowing each woman attorney to connect with a new group of colleagues every six months to expand their internal network.

In order to help our diverse partners advance their ability to generate more business, Stinson launched a new pilot sponsorship initiative: Accelerate. Influential rainmakers, including several board members, are paired with diverse equity partners who have a limited book of business. The unique program is designed to bolster the businesses of current equity partners and advance them within the ranks of equity partnership. As these protégés increase their success and influence within the firm, they are in a position to help develop the next generation of diverse associates through work assignments and client development opportunities.

Work/Life Balance: Stinson offers an Alternative Work Schedule policy to allow attorneys to balance their careers and life goals. In 2017 and 2018, 18.75% and 25% of the class, respectively, were on an alternative work schedule. Upon election, partners have the option to continue in an alternative work schedule. Currently, we have attorneys working flexibly, while leading and serving on firm committees and leading practice divisions.

Parental Leave: The firm offers up to 14 weeks of gender neutral parental leave for attorneys. In addition, the firm provides a ramping up and ramping down period for attorneys to utilize when preparing for or returning from leave. As a firm benefit, attorneys are offered subsidized backup child/elder care. As part of our support for work-life balance, the firm has implemented Best Practices for Taking Leave Guidelines to assist attorneys with preparing to leave as well as returning back to work following leave.

Wellness: The firm offers a number of programs and initiatives to support well-being and is invested in promoting a healthy and balanced lifestyle. In further support of attorney wellness, the firm has pledged its support of the ABA's Well-Being campaign.

LGBT Initiatives: The firm has been a proud sponsor and supporter of LGBT-related organizations and events in our communities. The firm's Family and Medical Leave Act policy includes domestic partners. Additionally, the EEO policy, as well as the non-harassment Policy, includes gender identity and expression. The firm also offers equal health

care coverage for transgender individuals without exclusion for medically necessary care and has implemented Gender Transition Guidelines which provides a multi-step road map, along with resources, to support attorneys and staff who are undergoing gender transition. Stinson is a consistent high scorer on the Human Rights Campaign Corporate Equality Index. Stinson was awarded a perfect score on the Index in 2018, 2019 and 2020.

Memberships: The firm and its attorneys sponsor and participate in a broad range of national and local community organizations that promote diversity. In 2019 alone, the firm supported more than 50 events hosted by affinity organizations and groups to promote diversity and inclusion within our communities.

Recent Recognitions:• Stinson has earned Gold Standard Certification from the Women in Law Empowerment Foundation (WILEF) every year since 2011 when the award began. • The firm achieved a 100% score on the 2018, 2019 and 2020 Human Rights Campaign Corporate Equality Index. • The firm received the 2018 Missouri Lawyers Media Inaugural Diversity and Inclusion Award, the only law firm recognized with this honor. • Stinson was nationally designated a Leadership Council on Legal Diversity (LCLD) Top Performer and a Compass Award Winner in both 2018 and 2019. Stinson was one of a small number of law firms nationwide to earn both designations. • Stinson is ranked on the 2019 Law 360's Glass Ceiling Report Best Law Firms for Female Partners.

For a comprehensive overview of Stinson's D&I initiatives, please read our 2018-2019 D&I Biennial Report available at: <https://www.stinson.com/assets/htmldocuments/DI%202018-2019%20Newsletter.pdf>.

