



# 2018 ANNUAL DIVERSITY REPORT

**DIVERSITY AT WINTHROP**

# LETTER FROM OUR CHAIRS

**HOLLY A. STOCKER**

SHAREHOLDER

DIVERSITY COMMITTEE CO-CHAIR

**SANDY RICCI**

DIRECTOR OF HUMAN RESOURCES

DIVERSITY COMMITTEE CO-CHAIR

We are pleased to present our 2018 Diversity Annual Report, showcasing the activities in which Winthrop & Weinstine has been involved to further our firm goals of diversity and inclusion. Winthrop & Weinstine committed itself to a culture of inclusion, openness and respect among all of our firm members. We recognize that we are a better firm, and better citizens, for our differences, and that ultimately our unique backgrounds and experiences contribute to our ability to serve our clients.

In the following pages, you will find our Committee's Statement of Purpose and goals, and the steps we have taken in the last year to reach and surpass those goals. Though we have made progress in some areas, we recognize that there is still work to be done. Diversity and inclusion are not end goals, but an every day way of life, which we continue to foster in the year ahead.

We want to thank our Committee members, all of the employees at Winthrop & Weinstine, and our legal and local community for their support and commitment as we work to better our workplace and community.

**DIVERSITY**

# PURPOSE AND GOALS

## STATEMENT OF PURPOSE

Diversity and inclusion are central values of Winthrop & Weinstine, P.A. We are committed to building a diverse workforce of talented individuals who will help us continue to put people first, build strong relationships and discover new ways to serve our clients' interests.

## OUR GOALS

- > Continue to build a diverse team of talented individuals, each with their own unique backgrounds and experiences.
- > Provide educational opportunities to enrich our knowledge and appreciation of diversity.
- > Establish relationships and business connections that take advantage of the diverse community in which we live.
- > Become a strong and connected member of the greater Twin Cities Community.



# DIVERSITY COMMITTEE

## COMMITTEE CO-CHAIRS



HOLLY A. STOCKER



SANDY RICCI



SHAWN ALEXANDER



JEFFREY R. ANSEL



SCOTT J. DONGOSKE



CHRISTIANNA L. FINNERN



KRISTOPHER LEE



PAUL W. MARKWARDT



LAURA A. PFEIFFER



MATTHEW C. ROBINSON



JOHN N. SELLNER



ERIC F. SWANSON



JOSEPH M. WINDLER



# 2018 DIVERSITY HIGHLIGHTS

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MENTORING PAIRS  
IN 2018 THROUGH  
THE DIVERSITY  
MENTORSHIP  
PROGRAM

We recognize that goals are hollow without action. Below are some of the specific activities, programs, policy changes and other progress that Winthrop & Weinstine made in 2018 to further the mission of building a diverse workforce.

## GOAL: CONTINUE TO BUILD A DIVERSE TEAM OF TALENTED INDIVIDUALS

### ATTRACT DIVERSE TALENT

- > Participate in the Minnesota Minority Recruitment Conference (MMRC), an annual event that connects legal employers in the Minneapolis/St. Paul metropolitan area with top 2L and 3L candidates from around the country.
- > Partner with the University of Minnesota Law School in developing and implementing the Winthrop & Weinstine Diversity Mentorship Program. The main goal of the program is to help diverse law school students become better equipped to deal with the realities of the practice of law and to gain exposure into the ethical and professional responsibility issues that attorneys deal with on a day-to-day basis.
- > Participate in Minnesota Affinity Bar Law Career Symposium.
- > Participate in TCDIP 1L Summer Rotation Clerkship program.

### RETAIN DIVERSE TALENT

- > Offer paid parental leave for all attorneys.
- > Offer free Emergency/Back-Up Daycare to all timekeepers, in the event of an ill child or daycare closing, allowing them to come to work rather than take time off.
- > Promote firm events including a women attorney happy hour and monthly discussion group.
- > Offer Alternate Hours Policy, in recognition of attorneys' occasional needs to work alternate hours, in conjunction with family and health related demands, for a variety of personal reasons, including the care of children, care of a family member with serious health condition or an associate attorney's own serious health condition.
- > Provide support for attorneys returning from parental leave with a Ramp-Up Time Following Parental Leave Program for the two months after returning from parental leave, to facilitate a smooth and successful transition back to practice.

## 10

YEARS OF  
PARTICIPATION  
IN MINORITY  
MENTORING  
PROGRAM

## 5

FIRM COMMITTEES  
INCREASED THEIR  
DIVERSITY IN  
MEMBERSHIP



### BUILDING A DIVERSE TEAM, CONT'D

- > Offer mentoring circles, groups of women attorneys who meet together on a regular basis for an agreed upon length of time. The primary purposes are to get to know each other on both a personal and professional level, to discuss specific topic areas of interest and to help mentees set important development goals.



### PROFESSIONAL RESOURCES

Winthrop & Weinstine encourages and supports participation in any and all bar associations and other professional organizations for minoritized groups. Our attorneys are members of or are active in the following organizations, among others:

- > Minnesota Asian Pacific American Bar Association
- > International Association of Korean Lawyers
- > Federal Bar Association LGBT Law Section
- > Minnesota Lavender Bar Association
- > Twin Cities Diversity in Practice
- > Minnesota Women Lawyers
- > Minnesota Commercial Real Estate Women
- > Minnesota Mother Attorneys Association
- > National Asian Pacific Bar Association



TWIN CITIES  
Diversity in Practice

### GOAL: PROVIDE EDUCATIONAL OPPORTUNITIES TO ENRICH OUR KNOWLEDGE AND APPRECIATION OF DIVERSITY.



- > In 2018, the firm required anti-harassment training for all attorneys and employees.
- > Each issue of the firm's internal newsletter, the Non-Billable Times, includes a topic covering diversity and inclusion.
- > Representative members of Twin Cities Diversity in Practice distribute relevant communications and updates to attorneys.



### GOAL: ESTABLISH RELATIONSHIPS AND BUSINESS CONNECTIONS TO TAKE ADVANTAGE OF OUR DIVERSE COMMUNITY.



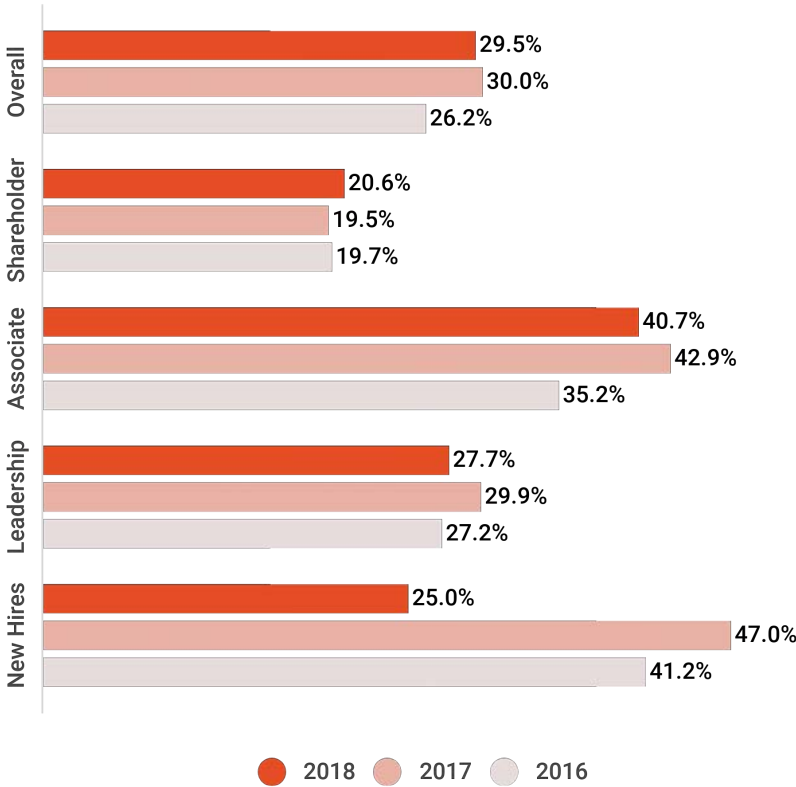
- > Winthrop & Weinstine continues to offer a scholarship to a minority law student attending the University of Minnesota Law School. We have been offering the scholarship since 2010.

### GOAL: BECOME A STRONG AND CONNECTED MEMBER OF THE GREATER TWIN CITIES COMMUNITY.

- > The firm participates in numerous charity and sponsorship drives, benefitting underserved and underrepresented segments of our community.

# ATTORNEY & LEADERSHIP REPRESENTATION STATISTICS

PERCENT OF WOMEN ATTORNEYS & LEADERS BY YEAR



PERCENT OF DIVERSE ATTORNEYS AND LEADERS BY YEAR

