Our Commitment to Diversity

Diversity is how we see. It isn’t just how we look.®

At Robins, Kaplan, Miller & Ciresi L.L.P., diversity is a core value.

Our commitment to diversity has been constantly renewed and revitalized by succeeding generations of our members since the founding of our firm in 1938 and is affirmed and incorporated in all areas of our firm.

We are committed to advancing diversity through action by ensuring that fairness, respect, and professional opportunity for everyone at our firm remains integral to all of our recruiting, retention, and promotion initiatives.

We believe that the diverse background of our people brings necessary and varied perspectives that enrich our practice of law.

Those perspectives make us more than a diverse law firm; they make us a smart one.
DIVERSITY COMMITTEE

Since 1999, we have had a formal Diversity Committee, which consists of firm members who sit at the highest level of firm leadership, to address the myriad issues facing attorneys of color. In 2005, we added a Diversity Manager to assist with execution of our diversity initiatives and strategic plan. In 2008, our diversity efforts expanded to formally include gender diversity and lesbian, gay, bisexual, and transgender (LGBT) diversity and inclusion. The Diversity Committee further formed working groups to identify, research, and address issues specific to women attorneys and racial and ethnic diversity in the workplace. Resource groups were also created to provide ideas and assist the Committee with the facilitation of diversity initiatives. We have a Racial & Ethnic Diversity Resource Group to focus on racial and ethnic diversity issues for staff members and the firm overall, a LGBT Resource Group to connect LGBT firm members to one another and serve as a resource to prospective LGBT firm members, and a Working Parents Resource Group that facilitates a forum for working parents to share ideas and resources on balancing the demands of family and work.

PIPELINE AND RECRUITMENT INITIATIVES

We actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider a career in law. Once in law school, we continue to nurture their interest in the legal profession. Some of our initiatives include:

- Creating our own 1L Diversity Summer Clerkships in our Atlanta, Boston, and Los Angeles offices;

- Participating in established pipeline programs such as the Wisconsin Bar Association 1L Minority Clerkship, the Twin Cities Diversity in Practice 1L Diversity Clerkship Program, and the Minnesota State Bar Association 1L Diversity Clerkship;

- Working with diverse Minneapolis High School classrooms in the Class Action Program to promote awareness of the legal field, to help students learn about legal practice and procedure, and to create mentoring opportunities for students and attorneys;

- Hosting mock trial programs for diverse student groups in our state of the art courtroom;

- Participating in career fairs such as the Minnesota Minority Recruitment Program, the Black Law Students Association's Cook County Job Fair, and the Lavender Law Job Fair;

- Introducing the practice of law and providing internships to students from Cristo Rey High School in Minneapolis, where the majority of students are female and of color;

- Through Minneapolis Achieve's STEP-UP Program, providing a summer diversity internship for a high school or college student of color to learn professional etiquette skills, presentation skills, and computer skills while being exposed to different areas of law; and

- Building relationships with students of color by participating in minority student association programming and minority mentoring programs for high school, undergraduate, and law school students.
RETENTION AND PROFESSIONAL DEVELOPMENT

Work Allocation

We pride ourselves on an environment of excellence, which is naturally conducive to diverse teams. The firm monitors the allocation of work assignments to ensure diversity and equal access to opportunities for all attorneys on all matters. Our commitment to diversity can be seen in the attorney teams of the firm’s major cases. Some examples include:

- **Celador International, Ltd. v. The Walt Disney Company:** We represented Celador International, Ltd. in a dispute over profits from the highly successful television show “Who Wants to Be a Millionaire?” Our client was awarded a total of $320 million in damages and prejudgment interest. Our four attorney trial-team in this case included three women, one of whom is also an attorney of color.

- **Intergraph v. Dell Inc., Hewlett-Packard Co. and Gateway Inc.:** A team of six attorneys represented Intergraph Corp. in patent litigation involving microprocessor system design. The team helped Intergraph Corp. recover over $500 million in settlements. Team members included two attorneys of color and one woman.

- **Eolas Technologies, Inc. and The Regents of the University of California v. Microsoft Corporation:** We represented Eolas Technologies, Inc. and the Regents of the University of California in an action for patent infringement. Our client was awarded over $565 million in damages and prejudgment interest. On appeal, the Federal Circuit Court affirmed the finding of infringement and the damages award, and ordered that Microsoft’s invalidity and inequitable conduct defenses be retried. The case settled on a confidential basis. Our six attorney team in this case included three women. Three of the six attorneys are also attorneys of color.

Client Development

Our diversity efforts include programming that provides women attorneys and attorneys of color with tools and skills needed to develop and maintain client relationships. For example, we have held lunches for women attorneys to speak with and get to know clients and have created programs on client development led by women partners for women associates. Our 2012 Attorneys of Color Retreat focuses on client development and offers seminars to our associates of color, such as Leveraging Diversity in Business Development, Best Practices in Developing and Maintaining Relationships with Clients, Networking to Develop New Relationships and Referral Bases, and a Client Development CLE Program Challenge.

Other Programs and Practices

Additional practices which help the firm retain and develop diverse attorneys include:

- Arranging formal mentoring for all attorneys and coordinating a variety of mentoring programs and events throughout the year;
- Providing an annual retreat for the firm's attorneys of color to discuss common concerns and ideas, share individual experiences, obtain tools and skills to enhance professional development, performing outreach to students and communities of color, develop mentoring relationships with the firm leadership, and participate in team building activities;
- Supporting forums for women attorneys, attorneys of color, and other affinity groups to meet, discuss issues and concerns, and celebrate accomplishments;
- Identifying and researching issues to address retention and professional development issues particular to attorneys who are women and/or of color;
- Recognizing and celebrating the accomplishments of all attorneys at firm events, meetings, and internal portal pages and electronic newsletters;
- Providing professional skills development through the firm's Exceptional Advocate Training Program and other legal training seminars;
- Supporting and encouraging attorneys to write articles and participate in speaking engagements;
- Offering a variety of pro bono opportunities and training to all attorneys; and
- Offering same-sex benefits and providing a gender-neutral parental leave policy that covers adoptions.
We are committed to ensuring diversity in the firm’s management. As of 2011, 45% of the firm’s key leadership positions are occupied by women and/or partners of color. Of the partners who make up our Executive Board, 22% are partners of color, 22% are women partners, and 11% are LGBT. Women are the heads of 43% of our practice departments and 50% of our firm committees.

We are an incorporating law firm for Twin Cities Diversity in Practice and a member of the Boston Lawyers Group. The mission of both organizations is to provide significant resources to accelerate the efforts of its members to identify, recruit, advance and retain lawyers of color in the legal community. The firm is also a member of the California Minority Counsel Program and our Managing Partner is a member of the Leadership Council on Legal Diversity.

Additionally, the firm and individual firm members have contributed both time and/or resources to numerous organizations which either support the professional development of diverse attorneys or are dedicated to promoting diversity in the community. For more information and a sample list of the diverse organizations we have supported, please visit rkmc.com.

University of Minnesota School of Law - Eloise and Elliot Kaplan Minority Scholarship Fund
Through the support of firm partner, Elliot Kaplan, and his wife Eloise, this scholarship provides opportunities for talented minority students with the hope of also increasing diversity in the legal profession.

University of St. Thomas School of Law - Ciresi Scholarship
The Ciresi Scholarship is supported by firm partner, Michael V. Ciresi, and his wife Ann. The scholarship is awarded to minority students to encourage cultural, ethnic, gender, and economic diversity in the law school’s student body.

Hamline University School of Law – Nelson Mandela Scholarship Fund
This scholarship was created by firm partner, William H. Manning, to support any student, first from South Africa, second from Africa, or third from anywhere in the world, who exemplifies the ideals lived by President Mandela.

University of Georgia School of Law - Robins, Kaplan, Miller & Ciresi L.L.P. Scholarship
The firm funds this scholarship in support of the University of Georgia School of Law’s mission of furthering educational diversity. It is awarded to those students who have overcome significant disadvantages, hardships, or who belong to groups historically underrepresented in law schools and the legal profession.

University of Wisconsin Law School - Robins, Kaplan, Miller & Ciresi L.L.P. Legal Education Opportunities (LEO) Fellowship
The firm funds this fellowship for students from groups that have been historically disadvantaged in the United States to promote diversity within the law school, the legal profession, and the broader legal community.
DIVERSITY RECOGNITIONS

We have received recognition for diversity efforts, programs and practices, some of which include:

**2012 Top 100 Law Firm**
_Vault_
Vault has ranked the firm #11 in the country for Diversity With Respect to Minorities and #20 for Overall Diversity.

_Human Rights Campaign Foundation_
The firm scored 100 percent in the 2009, 2010, 2011 and 2012 Corporate Equality Index surveys for policies and practices pertinent to lesbian, gay, bisexual and transgender employees.

**2010 Diversity Scorecard**
_Minority Law Journal_
The firm ranked #56 in diversity out of the nation's largest law firms.

**2009 Top 100 Law Firms for Diversity**
_Multicultural Law Magazine_
The firm ranked #32 in Multicultural Law Magazine's Top 100 Law Firms for Diversity. We also ranked 9th in the Top 100 Law Firms for Women, 39th in the Top 50 Law Firms for Associates, and 19th in the Top 25 Law Firms for African-Americans.

**2008 Thomas L. Sager Award**
_Minority Corporate Counsel Association_
The firm received the Thomas L. Sager Award for demonstrating sustained commitment to improving the hiring, retention, and promotion of minority attorneys.

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