



CREATING A CULTURE OF INCLUSION

A PROACTIVE APPROACH TO
NURTURING DIVERSE TALENT

WE WELCOME EXCELLENCE

Our different backgrounds and perspectives make us stronger and enrich our practice of law. That is why we are committed to enhancing gender, racial, ethnic, and LGBTQ diversity within our firm.

Our mission is to attract, retain, and advance top talent who will drive innovation and success. We know that diverse teams are more creative, nimble, and effective – often translating into direct wins for our clients in high-stakes cases.

We have had formal diversity initiatives in place since 1999. Our Diversity Committee includes members from the firm's highest leadership levels, and has three subcommittees – the Gender Diversity Working Group, the Racial and Ethnic Diversity Working Group, and the LGBTQ Working Group.

“We serve our clients most effectively when we tackle challenges from diverse perspectives. We are committed to enhancing our diversity at every opportunity, and fostering an inclusive culture that thrives on different ideas, backgrounds, and experiences.”

- MARTIN R. LUECK, CHAIRMAN

WE DEVELOP TALENT

From their high school years through law school, we cultivate and nurture the interests of future attorneys of color through a variety of programs, including:

- Diversity summer clerkships
- Mock trial programs in our state-of-the-art courtroom
- Diversity-oriented career fairs
- Internships for diverse high school students

Just the Beginning—A Pipeline Organization

Each year, the firm hosts high school students of color participating in the Twin Cities Summer Legal Institute, organized by Just the Beginning—A Pipeline Organization. Our attorneys present seminars on professional etiquette and networking, followed by a reception with attorneys from throughout the Twin Cities so the students can practice their new skills and connect with potential mentors.

Community Leadership We promote diversity in the community as an active member of many diversity-related organizations, including:



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



MINNESOTA
WOMEN LAWYERS



TWIN CITIES
Diversity in Practice

WE MEAN BUSINESS

Support for Working Parents Our industry-leading parental leave benefit offers all firm members 10 weeks of paid leave after the birth or adoption of a child. Birth mothers also receive applicable medical leave benefits, thus generally totalling at least 16 weeks of paid leave. Other benefits include a ramp-up period of up to 3 months to gradually increase intensity when transitioning back from leave, a parental leave mentoring program, and alternative work arrangement options for increased flexibility.

Innovative Diversity Forums We host an annual Attorneys of Color Conference and Women's Summit to discuss common concerns, share individual experiences and ideas, and enhance professional development. The firm also provides programs that focus on women's leadership, diversity awareness, and unconscious bias.

In recent years, presenters at our events have included in-house counsel from Xerox, Best Buy, and General Mills, as well as United States Senator Amy Klobuchar, The Honorable Diana E. Murphy, Dr. Arin Reeves, and Monika Bickert, Facebook's Head of Product Policy & Counterterrorism.

Work Allocation and Evaluation Systems We employ competency-based associate evaluations and monitor the allocation of work assignments to minimize unconscious bias and ensure access to key opportunities for all attorneys.

Transgender Inclusion The firm's Transgender Inclusion Guidebook was designed to help foster understanding of transgender issues and establish a framework for assisting transgender firm members. The Guidebook includes terminology, information about the transition process, and considerations for firm members who are transitioning, as well as their supervisors and peers.

WE LEAD

The Leaders Engaged in the Advancement of Diversity (LEAD) Initiative empowers firm leaders to take ownership of diversity through the implementation of eight tactics in the areas of recruitment, retention, and advancement.



The LEAD Initiative also holds firm leaders accountable by appointing a Diversity Champion on the Executive Board and regularly reviewing progress towards diversity goals.

WE HAVE STRENGTH IN NUMBERS

33%

Executive Board Members
who are women

Associates hired in 2017
who are people of color

29%

67%

Attorneys promoted to
Principal or Partner in 2018
who are women

Contributed since 1999 to
charitable causes, including
diversity scholarships and
initiatives such as the Disability
Rights Legal Center, Human
Rights Campaign, and the
United Negro College Fund

\$41
MILLION

20%

National Practice
Group Leaders
who are women

WE ARE ROBINS KAPLAN

- Named Diversity Leaders in two consecutive years by *Profiles in Diversity Journal*
 - Received *Minnesota Lawyer's* Diversity & Inclusion Award
 - Received Innovations in Diversity & Inclusion Award of Excellence from *Profiles in Diversity Journal*
 - Kathleen Flynn Peterson and Hollis Salzman were named two of the Top 250 Women in Litigation by *Benchmark Litigation*
 - Named by *Chambers USA* as the nation's Most Inclusive Firm for LGBTQ Lawyers.
 - Received the Hennepin County Bar Association Legal Employer Diversity Award for substantial and long-term contributions to diversity and inclusion.
 - Since 2009, the firm has annually earned 100% ratings for policies and practices pertinent to LGBTQ employees in the Human Rights Campaign Foundation's Corporate Equality Index.
 - Our female and minority partners have been regularly named by *Diversity Journal* as Women Worth Watching and profiled as part of *Diversity Journal's* Hispanic and Asian/Pacific Heritage Months.
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Robins Kaplan LLP is among the nation's premier trial law firms, with more than 250 attorneys in eight major cities. Our attorneys litigate, mediate, and arbitrate client disputes, always at-the-ready for an ultimate courtroom battle. When huge forces are at play, major money is at stake, or rights are being trampled, we help clients cut through complexity, get to the heart of the problem, and win what matters most.

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**REWRITING
THE ODDS** 

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