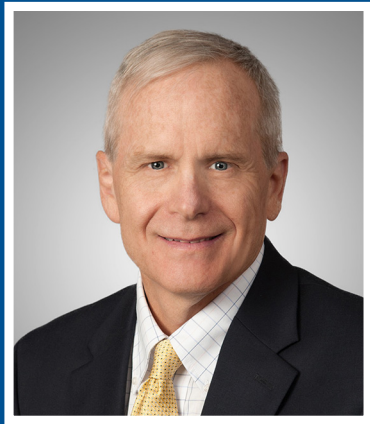




FOSTERING A CULTURE OF INCLUSION

Schwegman's Commitment to Diversity & Inclusion



SCHWEGMAN'S COMMITMENT TO DIVERSITY & INCLUSION

"Schwegman's approach to diversity has always been to be fair with everyone. You can't serve a client well unless you really can be in their shoes. What we really want is to do it for the right reasons. It's good for the world, it's good for our children, it's good for people in the profession, it's good for everyone. More than anything, it makes a happy, fun, and better workplace to be in."

Steve Lundberg

STEVE LUNDBERG

Founding Shareholder



INTRODUCTION

Diversity has many facets. It includes making sure a tapestry of backgrounds are represented at our firm – and that everyone’s voices are heard. It includes investing in future generations so that more people feel empowered to pursue a greater variety of careers. Further, diversity includes training our staff to be sensitive to the needs of others.

At Schwegman, we have taken action to create firm policies that foster diversity. People from an array of backgrounds share their ideas in our offices and conference rooms. We support community events with time and funds. And we train our staff to consider viewpoints that may be different than our own.

Fostering diversity isn’t just the right thing to do: it makes life better for all of us. Our lives are enriched when we experience other viewpoints, and our work becomes better and more authentic. Thank you for taking the time to learn about our diversity efforts.



Meet the Steering Group

We have established a Diversity and Inclusion Steering Group to help continue to actively foster a culture embracing diversity. Our steering group is committed to leading, advocating and coordinating firm-wide diversity and inclusion efforts.



Click the attorney's photo to view their full profile.



THERESA STADHEIM
Principal Attorney
Minnesota

[Click here to watch Theresa's video.](#)



SUNEEL ARORA
Principal Attorney
Minnesota

[Click here to watch Suneel's video.](#)



SUSAN YEE
Principal Attorney
California



JANAL KALIS
Principal Attorney
Minnesota

[Click here to watch Janal's video.](#)



MARSHA HUDDY
Principal Attorney
Minnesota

[Click here to watch Marsha's video.](#)



ANDRE MARAIS
Principal Attorney
California

[Click here to watch Andre's video.](#)



In the Community

Building a foundation of diversity within and beyond the IP community is a key objective in our community outreach. We have sponsored, attended, and hosted many diversity related events at the firm and in our community. Below are some of the many events we have been involved with.



Sponsor

Host

AIPLA DIVERSITY IN IP EVENTS

This is a national, multi-city event with the goal of bringing IP practitioners and others involved in the industry together to network and celebrate benefits of diversity. The event is open to everyone in the intellectual property industry, not just members of AIPLA. We have hosted these happy hour events in San Jose, CA, and Minneapolis, MN.

Past Sponsor

AIPLA WOMEN IN IP NETWORKING EVENTS

The AIPLA Women in IP Networking Event is a meeting of women located around the globe who practice IP law and/or regularly face IP issues in the ordinary course of business. In this regard, numerous sub-events are concurrently held in various geographic locations by law firms, corporations, and universities. These events may include seated dinners, cocktail parties, passed hors d'oeuvres, talks on topics of interests or other types of gathering.

Sponsor

BEXAR COUNTY WOMEN'S BAR ASSOCIATION (BCWBA) AUTUMN AFFAIR

The BCWBA supports the advancement of women within the legal profession and recognizes the achievements of its members in improving the status of women in the profession and in the community. The Autumn Affair is an annual charitable fundraising event benefiting charitable causes that primarily focus on the needs of women and children and celebrates the achievements of the women judiciary of Texas.

Sponsor

CHIPS GLOBAL SUMMIT

ChIPs is a nonprofit organization that advances and connects women in technology, law and policy. The annual Global Summit includes cutting-edge topics at the intersection of technology, law and policy, as well as insightful discussions about diversity and inclusion, career development and leadership skills.





Sponsor

CHIPS NEXT GEN SUMMIT

The Next Gen Summit is a one-day event designed for female attorneys in their first 15 years of practice. It is an interactive, women-to-women event. The two-part program features a Mock Exercise and an afternoon forum. Attendees come from all areas of technology, law and policy.

Host

CHIPS MINNEAPOLIS CHAPTER LAUNCH

Schwegman hosted the launch party for the Minneapolis ChIPs chapter in August, 2019. Schwegman Attorney Theresa Stadheim played a big role in getting this chapter started and a board member of ChIPs Minneapolis.



Sponsor

Host

GIRL SCOUTS IP PATCH EVENTS

We sponsor and host IP themed events for the Girl Scouts in the Twin Cities area, where they gain insights into product innovation as they develop creative ideas to solve everyday problems. The girls are guided through games, activities and songs by volunteer Schwegman attorneys to create their own pretend product patent.

Sponsor

GIRL TIME AT THE WORKS MUSEUM

At Girl Time at the Works Museum, kids learn about STEM from women engineers and scientists and have fun with hands-on activities and demos.



Sponsor

GIRLS @ THE TECH DAY BY THE TECH INTERACTIVE

Girls Days at The Tech offer hands-on activities for girls age 7-14, along with their families, and highlight the achievements of women in STEM fields. Our attorneys host an interactive activity to help the attendees learn about intellectual property.

Sponsor

GIRLS @ THE TECH LUNCHEON BY THE TECH INTERACTIVE

At the Girls @ The Tech Luncheons, our attorneys join hundreds of community & technology leaders and middle and high school students for a conversation about diversifying leadership in Silicon Valley and how to best inspire more young women to pursue careers.

Past Sponsor

HUMAN RIGHTS CAMPAIGN TWIN CITIES DINNER

The Human Rights Campaign and the Human Rights Campaign Foundation together serve as America's largest civil rights organization working to achieve LGBTQ equality. The HRC Twin Cities Annual Dinner celebrates the victories of the LGBTQ community and opens discussion for how to continue to advance equality in the Twin Cities.

Sponsor

LGBT BAR LAVENDER LAW CONFERENCE & CAREER FAIR

The National LGBT Bar Association is a national association of lawyers, judges, and other legal professionals, law students, activists, and affiliated lesbian, gay, bisexual, and transgender legal organizations. Since its inception, Lavender Law® has served as a 'family reunion' for LGBTQ+ and ally legal professionals to both look back at shared history and to look forward to the future of the legal profession. Schwegman sponsors this annual event and hosts a booth at the career fair.





Past Sponsor

MINNESOTA ASSOCIATION OF BLACK LAWYERS (MABL) SCHOLARSHIP GALA

MABL is the leading minority bar association whose mission is to promote and support the professional development of Black lawyers, judges, and law students in Minnesota. Their annual Scholarship Gala raises money to award scholarships to students attending local law schools who have demonstrated outstanding academic achievement and who are committed to addressing issues that impact the Black community.

Sponsor

SANTA CLARA UNIVERSITY ANNUAL DIVERSITY GALA

Each year, the SCU Annual Diversity Gala celebrates the accomplishments of individuals and organizations committed to promoting a diverse profession.



Sponsor

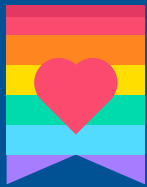
TWIN CITIES DIVERSITY IN PRACTICE EVENTS

Diversity in Practice is a nonprofit association comprised of the leading Twin Cities legal employers with the vision to create a vibrant and inclusive legal community and mission to strengthen the efforts of member organizations to attract, recruit, advance, and retain attorneys of color. Schwegman has been involved with various events put on by Twin Cities Diversity in Practice.

Host

WOMEN WHO CODE SILICON VALLEY INFO & ONBOARDING EVENT

Women Who Code is a global non-profit organization and the world's largest and most active community dedicated to inspiring women to excel in technology careers. In 2018, Schwegman hosted an onboarding event for the Silicon Valley chapter at our San Jose office.



At the Firm

Our firm has had an inclusive culture since its inception in 1993. Schwegman also has a long history of allowing flexible working schedules and reduced hours that are offered to everyone. To further embrace diversity at the firm and continue building this inclusive culture, we began hosting firm-wide diversity and inclusion trainings in 2018.



2018 Firm Wide Diversity Training

“GRAY AREA THINKING®” & “TRANSGENDER 101” WITH ELLIE KRUG

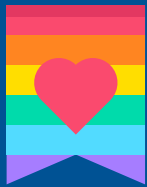
Ellen (Ellie) Krug, a civil trial attorney with 100+ trials, transitioned from male to female in 2009 and later became one of the few attorneys nationally to try jury cases in separate genders and is the author of *Getting to Ellen: A Memoir about Love, Honesty and Gender Change* (2013). In this diversity program, Ellie conducted an interactive two-part presentation on inclusivity and personal perspective-building. Part 1, “Gray Area Thinking”, focused on understanding how humans group and label those who are “different” from “us” and a toolset for thinking more inclusively. Part 2 was on “Transgender 101” and illustrated what it means to be “trans” and making one’s way through a society that largely doesn’t understand the concept of gender identity, or the fact that transgender persons don’t “choose” to be who they are.



2019 Firm Wide Diversity Training

“MINDFUL EMPATHY” WITH STEPHANIE GLAROS

Photographer Stephanie Glaros builds community and encourages empathy with the storytelling nonprofit, Humans of Minneapolis. In this workshop, she shared her process of mindful observation paired with active listening and will provided tips for how to connect with others in your everyday life. Our firm employees also took part in an interview exercise meant to challenge their comfort level and learn more about their co-attendees.



Where We're At

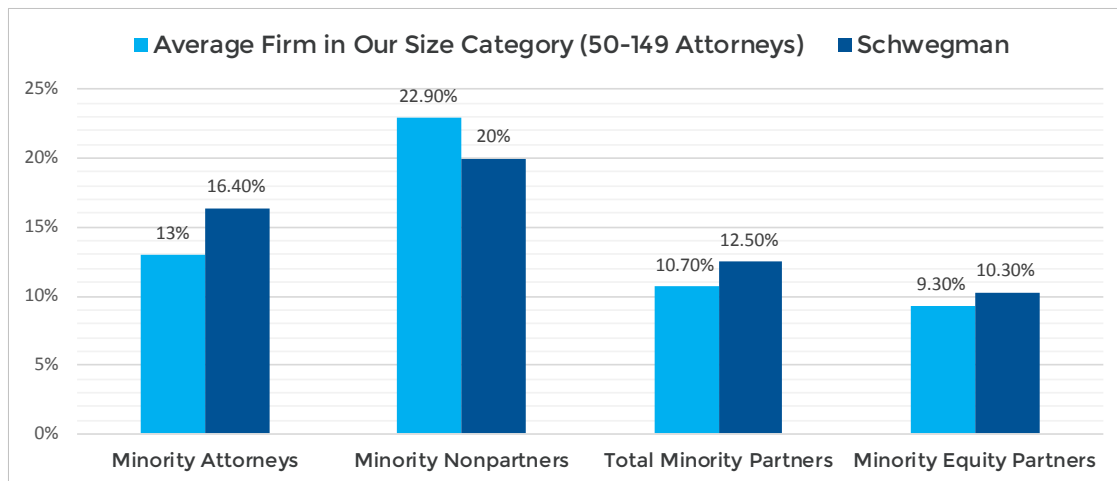
Schwegman has been recognized for its diversity in its size category. We practice in a niche area of law where diverse voices have traditionally been harder to find. That makes the focus on diversity all the more important. We are honored to have a diverse presence in our firm.



Ranking

NAMED IN TOP 25 FIRMS FOR MINORITY ATTORNEYS BY LAW360

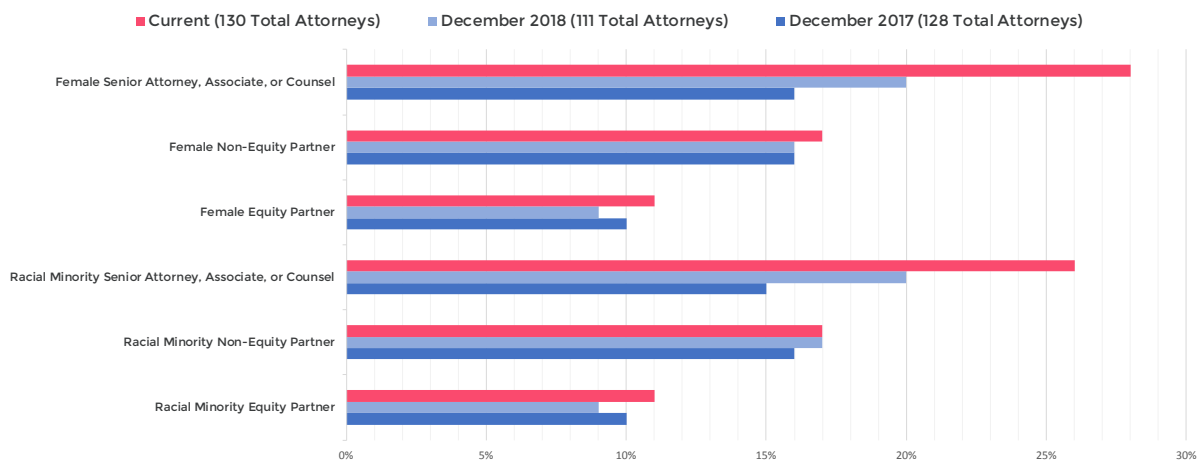
Schwegman was recognized as being among the top 25 law firms within its size category in the U.S. for minority attorneys, [as reported by Law360 on July 7, 2019.](#)



Firm Progress

OUR NUMBERS BASED ON THE ABA DIVERSITY MODEL

Below are numbers based on our results in the [ABA Model Diversity Survey](#) from 2017 to present. These reflect percentages for our full-time, U.S. attorneys only.





Looking Forward

The diversity in our firm has enriched our lives – and enriched the service we bring our clients. We're working tirelessly to make our work-place an even more vibrant, inclusive place. To learn more about our commitment to diversity and inclusion, [click here.](#)