

Designed for **community  
investment and inclusion**

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# Designed for **pro bono & community service**

The events of 2020 affirmed and highlighted the need and responsibility for Faegre Drinker to continue our pro bono, community service and philanthropic efforts addressing a broad range of needs, and to increase our efforts to support systemic change.

## **Pro Bono Commitment**

COVID-19, racial injustice and the national election shaped our pro bono efforts in the firm's inaugural year. Faegre Drinker volunteers stepped up from home offices, helping nonprofit and small business clients resolve commercial issues resulting from the pandemic; working with legal aid partners to develop new remote delivery models to provide service relating to housing, domestic violence and expungement; and representing individual clients and classes wherever needs arose.

The issue of voting rights also weighed heavily. Faegre Drinker partnered with the ACLU to secure a major voting rights victory ahead of the November election, resolving constitutional claims brought on behalf of the NAACP and individual voters to ensure safe access to the ballot box in Minnesota during the election. Faegre Drinker and the ACLU challenged Minnesota's requirement that absentee ballots must be signed by a third-party witness, as well as the state's process for distributing absentee ballots. The litigation

ultimately resulted in every registered voter in Minnesota receiving an application for an absentee ballot and no absentee voter was required to involve a third-party witness to cast a ballot – a victory for the right to vote safely and securely during the COVID-19 pandemic.

## **Charitable Giving**

Faegre Drinker supported a diverse cross-section of charitable and civic organizations in 2020, aligned with our core values and shaped by the events of this year. Faegre Drinker was pleased to contribute to the American Nurses Foundation – Coronavirus Response Fund for Nurses, the Center for Disaster Philanthropy – COVID-19 Response Fund and NHS Charities Together in support of front-line workers who have gone above and beyond to keep us healthy and safe. Recognizing our law firm's unique role in supporting pro bono, legal aid and access to justice, we continued to provide meaningful financial support to legal aid and other nonprofit organizations in our communities.

## Community Service

Faegre Drinker kicked off 2020 with over a dozen firm-sponsored community service activities honoring the legacy of Martin Luther King Jr. and supporting organizations including the Coalition for the Homeless, Bay Area Rescue Mission and Jersey Cares. Shortly thereafter, we transitioned our volunteer efforts to assist several partner nonprofit organizations in their response to COVID-19 through remote service, including critical outreach to clients from the Center for Disability and Elder Law, connecting with isolated seniors through Little Brothers Friends of the Elderly, mentoring English Language Learner high school students with BestPrep and conducting user testing for the Indiana Coalition on Court Access.

The firm also supported our personnel in their individual volunteer efforts in this unique environment, offering paid time off for employees to engage in the local service most meaningful to each person. In addition, we continued our tradition of workplace giving and held robust campaigns supporting organizations including United Way, along with holiday drives in many of our offices. Our new firm-wide Community Service Committee is leading our efforts.

# Designed for **combating racial injustice**



## **PRO BONO SPOTLIGHT**

Racial justice moved to the forefront of the national conversation in 2020. The events behind this focus affirmed and highlighted the need and responsibility for Faegre Drinker to continue our work and increase our efforts to support systemic change. Our pro bono practice seeks to correct the effects of economic and other disparities which impact Black people, Indigenous people and other people of color (BIPOC). From housing and education to second chances, medical-legal partnerships and more, this work is vital to our communities and fundamental to our pro bono practice.

### **Civil Rights**

Faegre Drinker partnered with the national American Civil Liberties Union (ACLU) and local ACLU chapters, the Washington and Chicago Lawyers' Committees for Civil Rights Under Law, and other local and national nonprofit organizations to protect civil rights and liberties including equal access to education, access to information and the right of individuals with disabilities to live in the community.

### **Voting Rights**

We engage in non-partisan voting rights efforts to protect democracy by making it fairer, safer and easier to vote. Our work includes Minnesota litigation seeking to allow individuals who have been convicted of felonies to vote once they serve their sentence, combating the felony disenfranchisement that was implemented to block Black voters post-Reconstruction.



## Criminal Justice

Faegre Drinker's pro bono practice addresses the issues of disproportionate sentencing and mass incarceration in a variety of ways. We regularly accept criminal appeals and clemency work, as well as work with local innocence projects. Volunteer teams from across the firm are fighting historic racial injustice through the Jim Crow Juries Project, representing individuals who were convicted by non-unanimous juries in Louisiana.

## Re-Entry and Second Chances

Faegre Drinker is a founding member of the Pro Bono Institute's Collaborative Justice Initiative on Reentry and provides leadership as well as direct representation to reentering individuals with civil legal needs (family law, consumer debt, drivers licenses, identification). Faegre Drinker provides representation to individuals eligible for criminal records expungement and is also participating in efforts to reduce fines and fees contributing to re-entry problems.

## Housing

Throughout 2020, Faegre Drinker represented clients in eviction expungement cases, eviction defense matters and in affirmative tenant remedies actions to improve living conditions in substandard rental properties, including with Minneapolis housing organizations and tenants featured in the New York Times for their work changing the overall circumstances of their housing. Attorneys across the firm are closely involved in responding to the expected tsunami of pandemic-related evictions. We also provide transactional pro bono service to nonprofit developers of low-income and supportive housing.

# Designed for **diversity & inclusion**

Diversity and inclusion are among Faegre Drinker's core values. In 2020, we adopted three long-term strategies to put our D&I values into action: accountability, innovation and intentionality. Our active and ongoing D&I efforts are anchored in these three focuses and ensure engagement across our full firm. Every Faegre Drinker colleague is critical in our efforts to be a diverse, inclusive and equitable organization; this effort does not rest with our colleagues who are racially and ethnically diverse.

Led by a Diversity Committee and D&I operations team, Faegre Drinker's work focuses on five key areas



Hiring & Recruitment



Benchmarking & Metrics



Knowledge Management



Client Collaborations



Retention & Advancement



## D&I Leadership

In addition to Faegre Drinker's Diversity Committee, the firm's formalized leadership and affinity groups include the Diversity Collective, Faegre Drinker Women and LGBTQ+ Resource Group.

# Diversity and Inclusion at Faegre Drinker

How We Move Forward

## Accountability



National  
Benchmarking  
Surveys



Client  
Communication



Internal  
Feedback



Internal  
Data Analysis

## Intentionally

Actions Beyond Natural  
Tendencies And Good Intentions



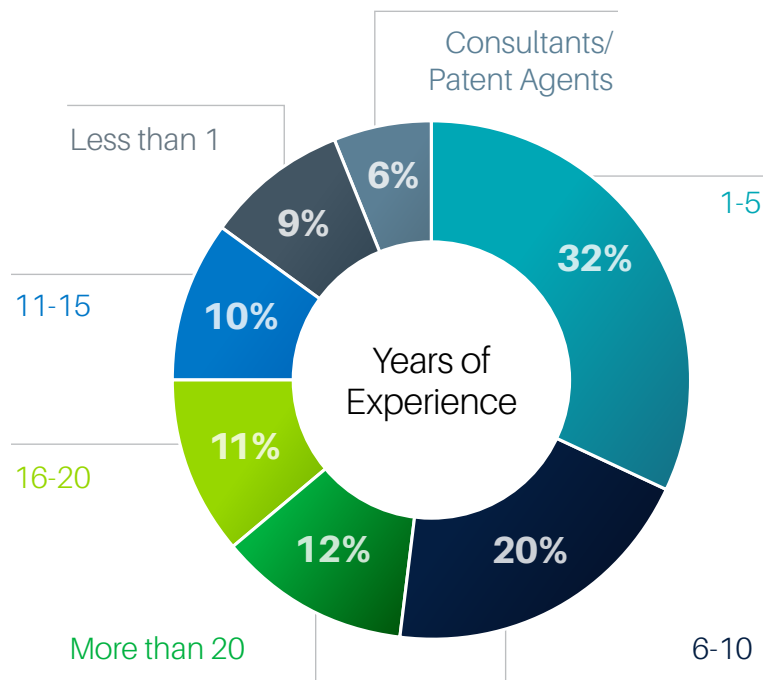
## Innovation

Data + Feedback = New strategies  
Priorities  
Investment

Inaugural Women in Law Hackathon	Close the gender gap
Mansfield Rule	Diversify our leadership
On Track for Partnership	Track sponsorship of diverse associates
Practice Management Profiles	Accountability on delegation and client teams
Leadership Succession Plans	Open and transparent process for women's initiative
Partnerships With Clients	Development opportunities

# Meet the **Diversity Collective...**

## Representation From Every Career Stage



## Every Practice Group

Benefits & Executive Compensation	Insurance
Business Litigation	Intellectual Property
Construction & Real Estate Litigation	Investment Management
Corporate	Labor & Employment
Finance & Restructuring	Private Client
Government & Regulatory Affairs	Product Liability & Mass Torts
Health Care	Real Estate

## Coast to Coast

Chicago / Dallas / Denver / Des Moines / Florham Park / Fort Wayne  
Indianapolis / Los Angeles / Minneapolis / New York / Philadelphia  
Princeton / San Francisco / Silicon Valley / Washington, D.C. / Wilmington

# Meet **Faegre Drinker Women...**

Faegre Drinker is committed to supporting the recruitment, retention, advancement, and leadership development of the firm's women professionals by:



Building Connections



Facilitating Business and Client Development Opportunities



Benchmarking Progress

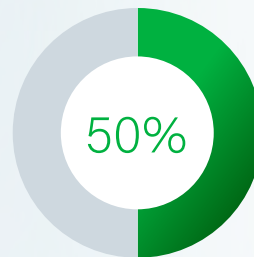


Collaborating on Policies

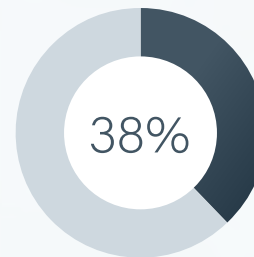


Offering Training and Other Development Programs

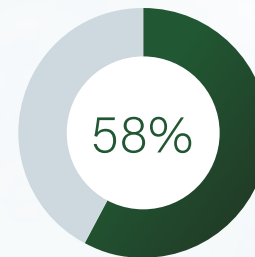
## Leadership by the Numbers: Women at Faegre Drinker



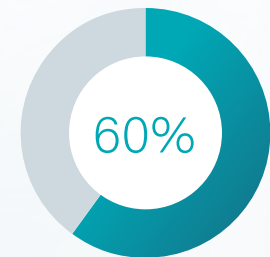
Management board members



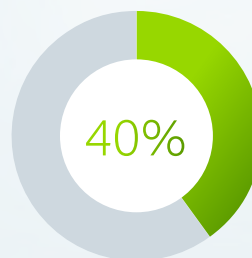
Executive leadership team



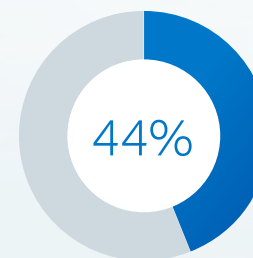
Industry team leaders



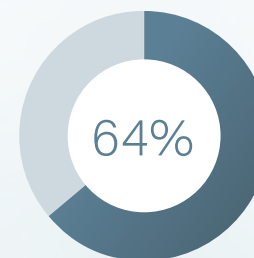
Operations leadership team



Attorneys worldwide



Compensation committee members



All committee members

# Meet the **LGBTQ+ Resource Group**...

Monthly cross-office meetings raise awareness and offer shared learning opportunities:



LGBTQ+-based  
community service efforts



Updates on pro bono LGBTQ+ advocacy,  
including LGBTQ+-specific pro bono legal  
clinic and open pro bono matters



National LGBT Bar Association  
conference presentations



Relevant  
articles



Bring-a-guest  
outreach efforts



Internal  
programming

The Resource Group advises on the firm's PRIDE Program and engages with causes that impact the LGBTQ community: Minnesotans United Campaign; Indiana Youth Group; Indiana Equality; National Coming Out Day; Dine Out for Life. The group also hosts programs for various departments on wellness and LGBTQ+, including the impact of tobacco reduction efforts on the LGBTQ+ community and People Living with HIV.

# Designed for **accountability**

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## Strengthening Our Pipeline

Faegre Drinker achieved Mansfield Certification and Certification Plus in 2020, tracking and reporting on candidate pools for leadership and governance positions, lateral hiring, and promotions to help ensure that 30% of these pools are comprised of diverse candidates. Our firm has achieved Certification and Plus credentials since the Mansfield Rule's inception in 2018. We also invested in mentorship programs in 2020, instituting an ongoing sponsorship program for our diverse senior associates and pairing them with partners who advised and mentored them on advancement and promotion.

## Accountability Through Data

Faegre Drinker uses data to hold ourselves accountable. We track the work flow of our diverse associates to ensure that they are given opportunities to work on our most significant matters and with key clients using Practice Management Profile (PMP), a customizable tool that measures in the aggregate, and in real-time, delegation across variables including gender, race/ethnicity and LGBTQ. We review the level of diversity within our client teams, report aggregate data and share progress and benchmarks. In addition, we compare the diversity of our legal teams relative to the firm's available talent and averages of peer law firms to better understand where we are advancing and where we can continue to improve.

## Celebrating Our Heritage

In 2020 we expanded our portfolio of firmwide education and awareness programs, including national heritage month observances and celebrations. Prior to the firm's combination in 2020, Faegre Drinker colleagues shared learning and community service efforts in recognition of Dr. Martin Luther King, Jr. In March we recognized International Women's Day with purchases from women-owned businesses and in May we shared the significant and meaningful contributions made by Asian Americans, offering resources for additional learning made available through Asian affinity bar associations. We celebrated Pride month in June by building on the important conversations that have recently occurred across our organization regarding diversity, inclusion, anti-racism and allyship. Our firmwide virtual Pride program, "Let's Get Brave Together: Courageous Conversations about Gender Identity and Sexual Orientation," with transgender advocate and educator Avery Belyeu (Regional Director, Lambda Legal) and Avatara Smith-Carrington (Tyron Garner Memorial Law Fellow, Lambda Legal), explored opportunities to create a culture of understanding, awareness and allyship where all people can thrive. In observance of Hispanic Heritage Month, our Latinx colleagues designed a video presentation to share firmwide and to celebrate what it means to be Latinx. In November and in recognition of Native American Heritage month, we hosted a national webinar titled "Native Women's Law School Experience" in partnership with the National Native American Bar Association, National Native American Law Student Association and Minnesota American Indian Bar Association.



## The Path Forward

All of the experiences and actions on these pages were opportunities for our colleagues to come together to understand one another's perspectives through constructive dialogue, proactive outreach and authentic consideration of one another's views and experiences. We incorporated what we learned, reflected on the progress that has been made and resolved to continue our work to make Faegre Drinker an organization that welcomes and celebrates all colleagues. Our diversity and inclusion values play forward in our collaborations and partnerships with clients and our teamwork together. And by doing so we build community within the firm and we build the capacity to contribute meaningfully to the communities where we operate. We are committed to continuing the work necessary to build a more diverse and inclusive firm and legal community.

## Diversity and Inclusion 2020 Recognitions and Achievements

### **Diversity Lab**

Mansfield Certification and Certification Plus

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### **Human Rights Campaign**

Best Places to Work for LGBT Equality,  
100 Percent Corporate Equality Index score

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### **Working Mother and Flex-Time Lawyers**

Best Law Firms for Women

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### **Women in Law Empowerment Forum**

Gold Standard Certification

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### **Leadership Council on Legal Diversity**

Compass Award and Top Performer

## Responding to the Events of 2020

Faegre Drinker was deeply affected by the disturbing and terrible events surrounding the senseless deaths of George Floyd, Breonna Taylor and other Black/African American people in 2020. While these tragic events captured the attention of the world, we know that countless incidents occur in too many places within our society that negatively impact people of color, and Black people especially. Although equality under the law is the bedrock of our profession, unfortunately, many people of color do not experience that professed equality. Faegre Drinker is committed to examining racial inequality, addressing our own unconscious biases, and living and supporting anti-racist actions and policies within our firm and across the communities we serve. We initiated the following actions in 2020 and have continued our efforts into 2021:

- A team led by Chief Diversity Officer Maria Lewis and Partner David Williams, facilitated over 40 virtual, small-group conversations across our U.S. locations during the week of June 8 to discuss racial injustice. As a result, we launched new channels of engagement across our office locations specifically designed to engage Faegre Drinker in combating racial injustice in our communities.
- We renewed our investment to provide a series of firmwide mandatory trainings, starting with a session presented by renowned Diversity, Equity and Inclusion (DEI) consultant, Michelle Silverthorn in July 2020, who addressed unconscious bias and fostering a diverse and inclusive culture.
- In September 2020, Michelle returned to the firm and presented a session about imposter syndrome titled "You Belong Here" to our women and diverse associates.
- In November, Dr. Arin Reeves, preeminent DEI consultant and researcher, hosted small group sessions with firm leaders and addressed "The Explicit Impact of Implicit Bias in Providing Feedback, Compensation, and Work Allocation: Exploring Challenges & Solutions in 21st Century Workplaces."
- We were one of 125 firms to join the Law Firm Antiracism Alliance (LFAA), a collaboration established to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change to benefit communities of color, and to promote racial equity in the law.

For more information on our services and professionals, visit [faegredrinker.com](https://faegredrinker.com)

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