



DEI | DIVERSITY
EQUITY &
INCLUSION

NEWSLETTER

AUGUST 2023 | INSIDE THIS ISSUE

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OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Robins Kaplan is committed to attracting, retaining, and advancing top diverse talent who will help drive innovation and success. Diverse teams are more creative, nimble, and generate stronger results. Through our efforts, we leverage the power of our collective diversity. By doing so, we redefine and expand the possibilities of success for our clients and ourselves.

ATTORNEY DIVERSITY SPOTLIGHT: MICHAEL COLLIER

What is one fun fact about you?

When I was a kid, my dad was on a mission to drive our family across all 48 continental states. Through successive childhood summers, I road-tripped to 46 out of 48 continental states, and have experienced every facet of quintessential Americana from Route 66 to the World's Largest Ball of Twine (real place: <http://www.kansastravel.org/balloftwine.htm>). At the time, I did not appreciate what he was doing, but as an adult I deeply value this experience and how much I learned about my country and its people. One of my life goals is to complete the list by driving through Illinois and Indiana.

What inspires you?

I am fortunate to have grown up with incredible family role models whose experiences continually inspire me. After serving in World War II, my grandfather was hired as a factory manager and given the daunting task of moving from Ohio to Macon, Georgia to desegregate the company's factory in the 1950s. Similarly, my mom escaped the fall of Saigon in 1975 at fifteen years old and began her freshman year of high school in San Antonio, Texas without speaking a word of English. I draw much inspiration and strength from their stories of overcoming adversity in such challenging environments.

MICHAEL COLLIER CONTINUED

Why is diversity, equity, and inclusion important to you?

I have been part of many organizations throughout my life and strongly believe that those with diverse membership have the most creativity and innovation. Therefore, DE&I is essential for us to holistically assess and overcome obstacles, particularly in a profession like law where there is seldom one right answer and creativity is required. DE&I also fosters a culture of understanding that can only be achieved through working and living with others of different backgrounds and experiences. This cannot be fully accomplished through instruction alone.

What are you looking forward to most in the next few months?

In August, my wife and I are going to London and it is our first time to the U.K.! We already have our tour of Stonehenge reserved which has been on my bucket list for ages. I am also looking forward to finally visiting the LA office for the AOC conference!

STAFF DIVERSITY SPOTLIGHT: SUZANNE ALDERMAN

What is one fun fact about you?

I am one of five sisters – no brothers.

What inspires you?

My children inspire me. The world they live in is so much less stratified than mine was at their age, and they are far more confident and self-assured because of it. I have told this story to a lot of colleagues, but I really love it. This year my youngest daughter who was in the fourth grade had to write about who she would choose to be on her Mount Rushmore. The first person she included was Adam Sandler – “You know mom, the guy who sings the Hannukah songs.” The idea that my child would feel proud to feature someone like Adam Sandler and share her Jewish identity to her largely non-Jewish classroom really delighted me and made me see how far things have come since I was a kid.

Why is diversity, equity, and inclusion important to you?

I will spare everyone the torture of listening to the middle-age Jewish woman expound on her personal journey and why DEI is important to her. It suffices to say that DEI is important to me because cultivating a sense of belonging and acceptance makes the world a more humane and better place.

What are you looking forward to most in the next few months

I am looking forward to traveling with my family to Kenya in August.

WELCOME



ROBINS KAPLAN WELCOMES NEW DIVERSITY, EQUITY AND INCLUSION MANAGER KELSEY CROWLEY, Ed.D.

We are pleased to announce that **Kelsey Crowley, Ed.D.** has joined the firm as the Manager of Diversity, Equity and Inclusion.

In this role, Kelsey is collaborating with the Diversity Committee and Resource Group Chairs to further advance our DEI goals and promote inclusion and equity across the firm. These objectives – which underscore our commitment to greater equality – are aimed at increasing the representation of all historically underrepresented groups throughout the firm and in our recruitment, retention, and advancement efforts.

Kelsey brings more than 15 years of DEI experience and we are excited to welcome her to the firm. Kelsey is a graduate of Capella University, where she received her Doctor of Education in Education Leadership with a specialization in Diversity, Equity, and Inclusion. Prior to joining Robins Kaplan, Kelsey served as HBCU Program Manager where she led and cultivated a diverse, inclusive, and equitable culture and environment and provided effective data-driven measurement strategies to achieve outstanding results for the organization. She also previously served as a fellow for racial equity, driving and implementing diversity, equity, and inclusion policy initiatives.



Robins Kaplan Earns State Bar of California DEI Leadership Seal

Robins Kaplan LLP is pleased to announce that it has received the State Bar of California's inaugural DEI Leadership Seal. This award recognizes legal employers that implement research-driven criteria that further workplace diversity, equity, and inclusion.

Over 70 organizations committed to participating in the DEI Leadership Seal program, which launched in January 2023. Robins Kaplan was among 14 organizations recognized in the Silver category.

"We are proud to be recognized for our efforts in advancing diversity at the firm and play a role in creating a more inclusive and equitable legal system," said Jason Fair, a partner in the firm's Los Angeles office and co-chair of the Diversity Committee.

EVENT HIGHLIGHTS

Robins Kaplan Celebrates the Diversity of Pride!

Robins Kaplan invited firm members to the 2023 Pride CLE Webinar - Pride Under Attack: The Assault on Transgender Rights and How to Fight Back. We were joined by two keynote speakers, Alejandra Caraballo and Kelsey Waits in a moderated discussion led by Rebecca Bact discussing the past, present, and future anti-LGBTQ+ legislation within the United States specifically focusing on trans youth and adults.

We also welcomed the O'Connor Professional Group's wellness coach, Jonathan Benz, MS, CASAC, ICADC as he engaged firm members in a presentation about being an intentional ally to the LGBTQ+ community. To conclude Pride Month, firm members across all offices gathered to enjoy an afternoon treat from Brady's Bakery - a LGBTQ+ owned bakery located in Los Angeles, California.





The Women of Robins Kaplan (WoRK) Resource Group Dedicated Service Projects to Hollis Salzman

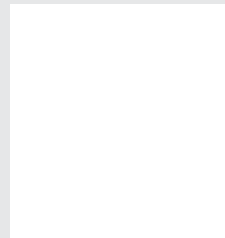
The Women of Robins Kaplan (WoRK) organized service projects throughout all major offices during the months of May and June. These service projects were dedicated to Hollis Salzman (1965-2020), a trailblazing attorney, prominent female litigator, and beloved colleague and friend. The Boston WoRK members volunteered to support high school girls participating in Advocacy Day, specifically preparing the girls to meet with their legislators. The New York office compiled over 50 thank you bags with handwritten notes for Jumpstart's corps of college volunteers. In addition, our New York office collected donations for the organization Friends Shelter. The Friends Shelter was a particularly meaningful organization to Hollis Salzman, and we

are proud to continue the legacy of her support. The Los Angeles team volunteered at the Westside Food Bank, where they sorted boxes of donated corn into 199 bags to be distributed to partner agencies. They also unloaded 1,500 pounds of donated food items from UCLA. The Minneapolis office packed personal care kits for the organization People Serving People, an emergency shelter for families experiencing homelessness in Minnesota and a dedicated leader in homelessness prevention.

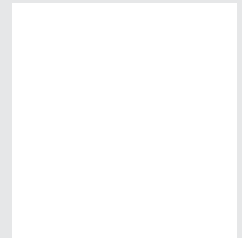
To celebrate and conclude the service projects, the firm's Boston, Minneapolis, Los Angeles, and New York offices gathered for a lunch catered by a local woman-owned business.

Asian American and Pacific Islander Heritage Month

Thank you to **HEATHER CHANG** and **STEPHANIE CHEN** who facilitated an excellent discussion featuring University of Minnesota Law School Professor, Linus Chan. Professor Chan helped educate firm members about the meaning of U.S. citizenship and nationality as it pertains to AAPI identity, including how these concepts have been shaped through developments in U.S. immigration laws and international affairs policies.



HEATHER CHANG



STEPHANIE CHEN

13TH ANNUAL DISABILITY JUSTICE SEMINAR

Special Education: Rights, Responsibilities, and Results

Thank you to **EMILY TREMBLAY** for facilitating the 13th Annual Disability Justice Seminar. Robins Kaplan LLP, the Minnesota Chapter of the Federal Bar Association Diversity and Inclusion Committee, and the Minnesota Governor's Council on Developmental hosted this year's complimentary CLE which featured a panel of professionals who discussed our special education system, including navigating its structures and advocacy within and outside of the system.

JUNETEENTH

A CELEBRATION OF FREEDOM



In celebration of Juneteenth, each major office catered a sweet afternoon treat from a Black-owned business. Additionally, the New York office went on a walking tour of Lower Manhattan to learn more about African American history, contributions, and achievements in Manhattan.

AWARDS & RECOGNITIONS

Congratulations to **STEPHANIE CHEN**, who was named to Lawyers of Color's 2023 Hot List. This list recognizes attorneys who demonstrate a strong commitment to advancing diversity in the legal profession.

Congratulations to **RASHANDA BRUCE**, who was selected as a member of the American Association for Justice Diversity and Inclusion Leadership Academy for 2023.