

## Diversity

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### Engaging different perspectives in all matters of business

Briggs and Morgan, as one of the Twin Cities' largest law firms, recognizes the importance and value of engaging different perspectives in everything we do. This principle applies to everyday life at the firm, and governs our interactions with each other and with our clients.

Our passion for our profession reflects respect for the law and the ideals of equity, fairness and opportunity within a welcoming, inclusive workplace environment. This is perhaps best appreciated when viewed through the lens of our hiring, development and retention policies, our human resources and benefits policies, and our administrative directives establishing diversity as a priority at Briggs.

Diversity and inclusion, as a primary goal of the firm, is monitored and supported by the Board and Management Committee. Our Diversity Committee includes most of the firm's Management Committee and other leaders. Those who serve as the firm's officers, board members, section chairs, directors, and committee chairs also are tasked with implementing our diversity initiatives, and directly support our goal to include and engage diverse people in the firm's leadership.

Recognizing the unique recruiting and retention issues for women, minority and LGBT attorneys, Briggs' hiring, development and promotion strategies work to create and support an inclusive workplace. Many of our diverse attorneys have spent their entire legal careers at the firm, with some spanning more than 30 years. Briggs also has women, minority and LGBT attorneys leading client teams and in firm leadership roles. Proudly, we know they each serve as powerful role models in the firm and community.

We develop and support our diverse attorneys and staff in many ways. We provide access to mentorship and professional development programs targeted at women and minority attorneys. We support women's, minority and LGBT affinity groups. Briggs sponsors diversity forums for attorneys and staff, featuring noted speakers and trainers, to grow and reinforce an inclusive and collaborative working environment. Moreover, our benefits package includes features that support our employees' efforts both at work and at home.

Briggs and Morgan is a founding member of Twin Cities Diversity in Practice (<http://www.diversityinpractice.org/>), a collaborative consortium of local law firms and corporations committed to attracting, recruiting, advancing and retaining minority lawyers in the Twin Cities. This organization provides professional development training, mentoring programs and recruiting, retention and advancement best practices information to member firms.

The firm provides financial sponsorships and other support to a variety of professional and community organizations in which our attorneys are actively involved, including the following:

- Minnesota Association of Black Lawyers
- Minnesota Black Women Lawyers Network
- Minnesota Commercial Real Estate Women

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- Minnesota Women Lawyers
- National Asian Pacific American Bar Association
- Women's Foundation of Minnesota