

DEI

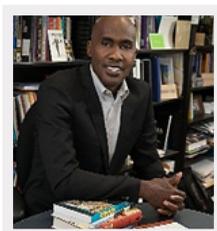
DIVERSITY
EQUITY &
INCLUSION

UPDATE

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EVENT RECAP



On November 04, 2020, the Robins Kaplan Family Resource Group (FRG) hosted a program on talking to children about race and racism. The keynote speaker was **Dr. Tyrone Howard**, a nationally recognized scholar on race and culture.



FEBRUARY 25, 2021

LGBT Bar Association Foundation of Greater New York (LeGal) Gala

ROBINS KAPLAN ANNOUNCES 2025 GOALS AND COMMITMENTS TO PROMOTE EQUITY

In the aftermath of the death of George Floyd, Robins Kaplan leadership met with firm members from underrepresented backgrounds to increase our understanding of the challenges they face, and design what we hope to be meaningful solutions and promote our values of diversity, equity and inclusion.

In January, the firm announced concrete goals for representation and retention of historically underrepresented groups by 2025. Additionally, specific targets and action steps (e.g., expanding our recruiting pipeline, developing leadership training programs, creating metrics to measure individual partner contributions to inclusion, and recognizing Juneteenth as a paid firm holiday) were developed to help achieve those goals.

[READ MORE HERE](#)

2020-2021 DIVERSITY, EQUITY AND INCLUSION AWARDS AND RECOGNITION



Robins Kaplan is pleased to announce that the firm earned the 2020 Top Performer designation by the Leadership Council on Legal Diversity (LCLD). The Top Performer award recognizes organizations in the top 20% for participation in LCLD programs and activities. [READ MORE](#)



The firm earned a 100% rating in the Human Rights Campaign Foundation's Corporate Equality Index. Since 2009, the firm has annually earned a 100% rating for having policies and practices pertinent to LGBTQ employees. [READ MORE](#)

FIRM WELCOMES NEW DIRECTOR OF DIVERSITY, EQUITY AND INCLUSION



Rita Holmes-Bobo joined the firm as Director of Diversity, Equity and Inclusion in January. In her role, Ms. Holmes-Bobo will collaborate with the Diversity, Equity and Inclusion Committee to advance the firm's recently announced goals.

Before joining Robins Kaplan, Ms. Holmes-Bobo served as Director of Diversity and Inclusion at a Midwest-based law firm. [READ MORE](#)

WELCOME

ROBINS KAPLAN NAMED BREASTFEEDING-FRIENDLY WORKPLACE

Robins Kaplan is pleased to announce its designation as a Breastfeeding Friendly Workplace by the Minnesota Department of Health (MDH) for its commitment to supporting breastfeeding employees by creating a workplace lactation support program.

The designation acknowledges Robins Kaplan's commitment to acting as a model for the community by supporting nursing employees. The designation is achieved by adopting a written policy and educating staff about it; ensuring adequate break time for breastfeeding employees; providing a clean, private place to pump breast milk; and demonstrating a strong commitment to supporting breastfeeding in the workplace. [READ MORE](#)

DEI SPOTLIGHT

DIVERSITY SPOTLIGHT: ZAC COHEN ASSOCIATE, LOS ANGELES



What is one fun fact about you?

My initials, Z.A.C., are also my name, Zac. (My full name is "Zachary Aaron Cohen.")

What inspires you?

Our frontline healthcare workers

Why is diversity, equity and inclusion important to you?

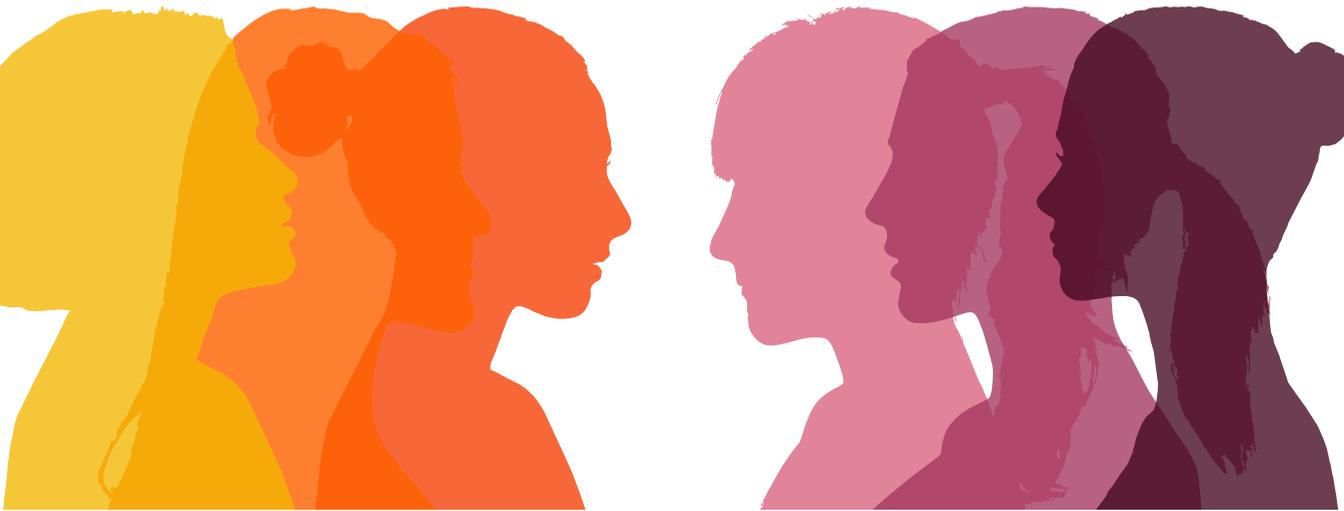
Because life is more interesting—and just better—when there are different faces, voices, and personalities in the room. And because uniformity and exclusion has never been good for society.

What are you looking forward to most this winter?

Getting back in-shape after eating endless amounts of food during the holidays! I'm a Peloton addict, so that will be my source of fitness (add me as a friend, @twiggydig).

Also, my family and friends, (fingers crossed), getting vaccinated.

W O M E N ' S H I S T O R Y M O N T H



MARCH IS WOMEN'S HISTORY MONTH

TO ALL WOMEN WHO ARE TRAILBLAZERS
IN YOUR OWN WAY, WE SAY THANK YOU.

ROBINS KAPLAN LLP
IS PLEASED TO SPONSOR

THE MINNESOTA HISPANIC
BAR ASSOCIATION'S

SIXTEENTH ANNUAL GALA

MARCH 18, 2021
5:00 P.M. CT

MARCH 31, 2021

INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

