



**Diversity
+ Inclusion**

2018

Table of Contents



Our Diversity Profile

Mission 4

Diversity + Inclusion Committee 5

Key Statistics

Miller Johnson 2018 7

Partnerships

Leadership Council on Legal Diversity 9

Floyd Skinner Bar Association Minority Clerkships 10

Miller Johnson Michigan Law School Diversity Scholarship 11

Community Engagement

Legacy Luncheon 13

MLK Day of Service 14

SpringGR 16

Institute for Healing Racism 17

Women's Steering Committee 18

Talent 2025 19

Association for Corporate Growth 20

Client Diversity + Inclusion 21

Diversity Profile

Our Diversity Profile

Our firm has long been a leader in initiatives promoting a diverse and inclusive culture. From the people we have in our firm; the clients we serve daily; the prospective students interested in the profession of law; and, the partnerships that expand our collective reach, Miller Johnson is constantly striving to help create opportunity for all members of our communities.

Rebecca Strauss and **Mary Bauman**, Miller Johnson's Diversity + Inclusion Committee Co-Chairs, guide our commitment of promoting a climate where diversity of thought, background and culture thrives in our workplace and in our community, ensuring the success of our clients and enriching our lives.

Our Diversity Mission

Our Diversity + Inclusion Mission guides our approach and our workplace:

“By cultivating a diverse and inclusive culture, we seek to reflect those we serve and engage the perspectives, ideas and innovative thoughts that inspire outstanding legal solutions and exceptional service.”

Diversity Profile



Diversity + Inclusion Committee



Rebecca Strauss
Co-Chair



Mary Bauman
Co-Chair



Katie Aguilar



Kevin Battle



Kelly DeRaad



Loic Dimithe



Keith Eastland



Jeff Fraser



Betsy Raymond



Michelle Smith



Kelley Stoppels

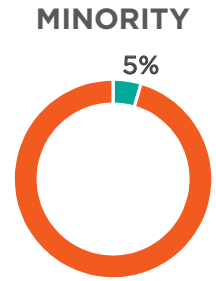
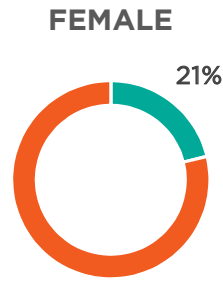
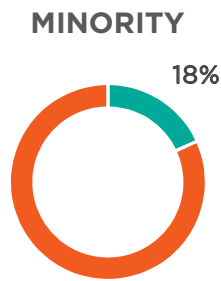
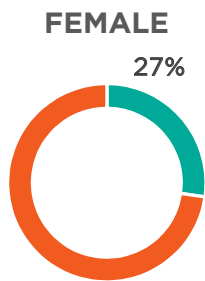


Bob Wolford

Key Statistics

We are pleased that we have areas of strength, such as firm management, and that we have continued to make progress in other areas including the number of minority associate

attorneys. The firm remains committed to an inclusive environment and continues to strive for improvement in the diverse make-up of our firm.



Associates

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American		2	2
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic	1	1	2
Multi-Ethnic			
White	5	13	18
TOTAL	6	16	22

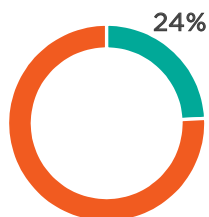
Members/Partners

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American		1	1
American Indian			
Arab American			
Asian / Pacific Islander		1	1
Hispanic		1	1
Multi-Ethnic			
White	14	49	63
TOTAL	14	52	66

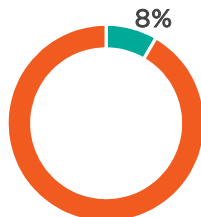
Key Statistics - 2018



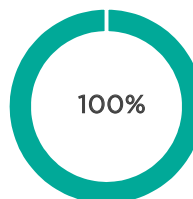
FEMALE



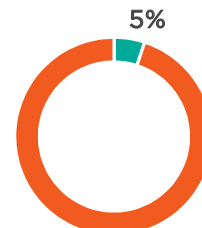
MINORITY



FEMALE



MINORITY



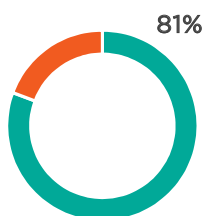
All Attorneys

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American		3	3
American Indian			
Arab American			
Asian / Pacific Islander		1	1
Hispanic	2	2	4
Multi-Ethnic			
White	21	66	87
TOTAL	23	72	95

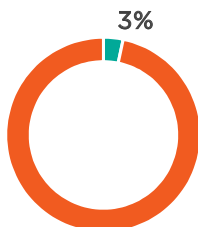
Paralegals

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American	1		1
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic			
Multi-Ethnic			
White	19		19
TOTAL	20	0	20

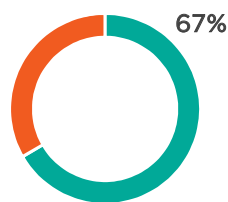
FEMALE



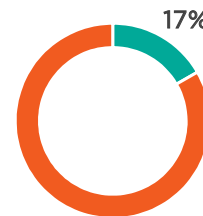
MINORITY



FEMALE



MINORITY



Staff

(Legal Administrative Assistants, Marketing Staff, Accounting Staff, Information Technology Staff, etc.)

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American	1		1
American Indian			
Arab American			
Asian / Pacific Islander		1	1
Hispanic			
Multi-Ethnic			
White	49	11	60
TOTAL	50	12	62

Firm Management

(Information Technology, Marketing, Recruitment & Development)

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American		1	1
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic			
Multi-Ethnic			
White	4	1	5
TOTAL	4	2	6

Partnerships

Leadership Council on Legal Diversity



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

Our firm's membership in the national Leadership Council on Legal Diversity (LCLD) is highlighted by participation in the LCLD Fellows Program - an ambitious, highly structured training program designed to build relationships and leadership skills in high-potential attorneys from diverse backgrounds.

During his or her Fellow year, each honoree embarks on a learning program that includes in-person conferences, training in the fine points of legal practice, peer-group projects to foster collaboration and build relationships, and extensive contact with LCLD's top leadership, including the managing partners and general counsel who host the Fellows for Learning Experiences and Leadership Lunches.

The goal is to produce a generation of attorneys with strong leadership and relationship skills committed to fostering diversity + inclusion within their individual institutions and the profession. Each class of Fellows also serves as mentors to those who follow.

The LCLD Pathfinder Program is now in its third year as a full-scale program, having been piloted in 2015 among a select number of LCLD Member law firms and corporations. It is an initiative that has filled a gap in LCLD programming, targeting junior associates and the youngest members of corporate law departments.

Partnerships



In 2018, **Dustin Jackson** is Miller Johnson's designee in the Fellows program. Mr. Jackson follows Cathy Tracey (2017), Rebecca Strauss (2015), Raj Malviya (2014), Sarah Willey (2013), Sara Lachman (2012), and Bob Wolford (2011).

Miller Johnson has also chosen **Kevin Battle** to be a member of this year's class of Pathfinders, participating in a program designed by the Leadership Council on Legal Diversity to train early-career attorneys in critical career development strategies including leadership and building professional networks.



The Leadership Council on Legal Diversity is made up of more than 285 corporate chief legal officers and law firm managing partners, working to build a more open and diverse legal profession.

Leadership. Action. Results.



Floyd Skinner
Bar Association



Minority Clerkships

The Floyd Skinner Bar Association (FSBA), in partnership with the Grand Rapids Bar Association's (GRBA) Clerkship Committee, is striving to increase the diversity of attorneys in the Grand Rapids area. This program offers first-year minority law students an opportunity to participate in summer clerkship/associate programs with Grand Rapids law firms, corporations, and other legal employers. Law students who have an interest in practicing in Grand Rapids are invited to apply for the program.

The Minority Clerkship Program's ultimate goal is to provide qualified minority law students with professional development opportunities and practical legal experiences that will assist them in becoming

successful law practitioners. Program participants are given real legal assignments, opportunities to meet with clients and access to the professional experience of full-time associates and partners practicing law.

Loic Dimithe and **Michelle Smith** work with the FSBA, GRBA, and minority law school associations to reach potential clerkship candidates through on campus visits, hiring fairs, and student organizations, including:

- BLSA - Black Law Students Association
- NALSA - Native American Law Students Association
- APALSA - Asian Pacific American Law Students Association

In 2018, Richard Perez, Western Michigan University Cooley Law School student, clerked at Miller Johnson as part of the program. Chelsea Austin, Michigan State College of Law student also returned to Miller Johnson this summer as a clerk after a successful summer clerkship in 2017 with the firm.

Miller Johnson Michigan Law School Diversity Scholarship

More than anything, we endeavor to ensure the legal profession reflects the clients and communities we serve. Our Michigan Law School Diversity Scholarship administered through the Grand Rapids Community Foundation is one of the means we employ to make sure access to careers in law are open and available to all interested in choosing a vocation in the legal industry.

demonstrate financial need, have a minimum 3.0 GPA, and be a citizen of the U.S.

Endowed in 2008, our scholarship grants students financial benefits to assist in their pursuit of a legal education. Application information is provided to all law schools in Michigan and schools throughout the country as recommended by the Community Foundation, our firm, and the scholarship selection committee. Links to the application are publicized on our firm website and in materials distributed in on campus interviews and job fairs attended by students, educators, professionals, and attorneys.

Past recipients of the Miller Johnson Diversity Scholarship include **Kevin Battle** (2012 recipient) and **Ryan Duffy** (2011 recipient), who are attorneys at Miller Johnson.

2018 Scholarship Recipient

Trent Huskey is the 2018 scholarship recipient. Mr. Huskey is entering Michigan State University College of Law in the fall after receiving his undergraduate degree from Calvin College in International Development and International Relations.

Rebecca Strauss represents the firm on the 4-person selection committee.



Students of color accepted to or attending law school within the U.S. with a permanent residence in Michigan are invited to apply for this scholarship. Students must

Community Engagement

Through our support and active participation in the many worthwhile organizations and programs that embrace the differences in all of us, we can better understand and serve our clients by ensuring our firm mirrors the diversity in the world.

We value the opportunities increased diversity offers our professional and personal lives. Our firm is involved in many community events, most notably:

- Legacy Luncheon
- MLK Day of Service

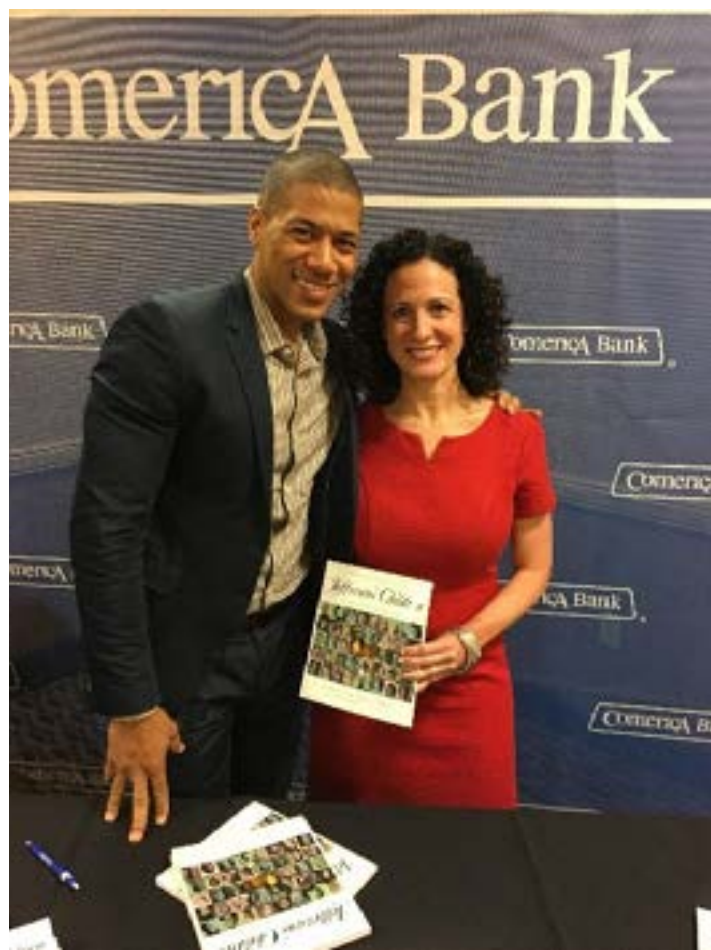
Community Engagement



Legacy Luncheon

In recognition of National Black History Month, Legacy events in Grand Rapids and Kalamazoo have been held in February to build goodwill throughout the entire community by honoring heroes in the black community. Miller Johnson has been the Lead Sponsor of the Legacy events for the last 5 years, highlighted by:

- Student Scholarships
- Memorable Black History Heritage Commemoration
- Encouragement of diversification to participate in the richness of Black History Month with the theme: "Black History is Everybody's History"



Rebecca Strauss, leadership committee member of the Legacy Lunch, and Shannon Lanier, author of *Jefferson's Children, The Story of One American Family* at the 2018 Legacy luncheon.

MLK Day of Service

The Day of Service is perhaps the largest one-day event that embodies our devotion to diversity and inclusion through community engagement. For 9 years, our firm collectively makes this a “Day On, not a Day Off” by volunteering throughout our community at organizations in need. We team up to clean houses, paint rooms, clear pathways, stock shelves, interact with residents across our community and a host of other services for those in need.



Miller Johnson volunteers prepare crepes at Sophia’s House.

MONDAY, JANUARY 15, 2018



MLK DAY

MAKE IT A DAY ON. NOT A DAY OFF.

#MLKDAY2018

In 2018, over 140 people from Miller Johnson participated as groups at 12 organizations, including:

- Beacon Hill at Eastgate
- Grand Rapids Children’s Museum
- Feeding America West Michigan
- Oakdale Neighbors
- Pine Rest Christian Mental Health
- Senior Neighbors
- Ronald McDonald House of Western Michigan
- Meals on Wheels Western Michigan
- Sophia’s House | Mercy Health
- Kalamazoo Deacons Conference
- Girls on the Run of Greater Kalamazoo
- Hospice of Southwest Michigan



A Miller Johnson volunteer assembly line at Meals on Wheels Western Michigan prepares in-home deliveries for senior citizens.



Miller Johnson volunteers work to repair bikes in the shop at Oakdale Neighbors.



A team of Miller Johnson volunteers stuffs Toys for Tots boxes at the Kalamazoo Deacons Conference.



The Grand Rapids Children's Museum gets cleaned thanks to volunteers from Miller Johnson.



SpringGR is a grassroots business training experience that uses the business model canvas (think of it like a road map for starting a business) to help entrepreneurs develop their business idea or business. Over the course of 12 weeks, SpringGR brings people together in small groups, teaching the business process, and providing coaching.

SpringGR started from the belief there are people in the Grand Rapids community with great business ideas that need training, support, and financial capital to start and grow their businesses. To date, 217 individuals have graduated from the program, with 63% being women and 84% being minorities.



Miller Johnson attorney **Ken Hofman**, left, with SpringGR's Arlene Campbell, Chief Creator of Opportunities, and Attah Obande, Director of Dream Fulfillment, at the SpringGR graduation celebration, December 2017.



Miller Johnson legal administrative assistant **Jerusha White** is a Fall 2017 SpringGR graduate and received the Spring Forward award for her business Bel Ren Couture Clothing. Ms. White specializes in creating chic, custom women's clothes with the eventual goal of starting a ready-to-wear line.

Miller Johnson is pleased to offer pro bono services for SpringGR graduates primarily in the areas of business formation, real estate, taxation, employment & labor, and contracts.

SpringGR also believes in the power of networks. For two years following graduation, SpringGR acts as a bridge to connect graduates to other resources throughout Grand Rapids to further grow and develop their businesses. Graduates contact one another, offering encouragement, support, and assistance in their business endeavors.

Institute for Healing Racism

For several years, Miller Johnson has participated in the valuable Institute for Healing Racism program facilitated by certified trainers of The Bob and Aleicia Woodrick Center for Equity and Inclusion at Grand Rapids Community College. The powerful two-day session connects people from different racial and ethnic backgrounds to discuss thought provoking topics. Participants explore the history of race in North America and critically examine how race affects us professionally and personally.

The Institute's core beliefs are:

- The oneness of humanity
- Racism is a social not a biological construct
- Racism affects all people
- Healing is possible

Several attorneys, led by **Jeff Fraser** and **Loic Dimithe**, are participating in 2018 as representatives of Miller Johnson.

Food from the Heart

For the third year in a row, Miller Johnson joined with 1,000 volunteers on June 21 at Van Andel Arena to work together and create 200,000 healthy meal packages. Partnering with Feeding America West Michigan, the meals are distributed to dozens of food pantries and nonprofit agencies throughout Kent County and into the hands of local families who are experiencing food insecurity.

Women's Steering Committee

Advancement and Achievement go hand-in-hand through many activities with which we encourage our women to get involved. Our Women's Steering Committee, Co-Chaired by **Betsy Raymond** and **Katie Aguilar**, participate in professional development and networking efforts with organizations throughout the country.

Recognition of clients, attorneys, and professionals in the workplace has resulted in involvement with:

- Michigan Women's Foundation / Michigan Women Forward
- YWCA of Southwest Michigan
- Gilda's Club Grand Rapids
- Junior League of West Michigan
- Inforum
- YWCA West Central Michigan
- GROW - Grand Rapids Opportunities for Women
- Girl Scouts Heart of Michigan
- Girls on the Run



The Women's Steering Committee hosts events for clients and professionals throughout the year. Ladies Nights bring together clients, referral sources, and friends of the firm for an evening reception and performance. It Shoulda Been You at the Saugatuck Center for the Arts in August 2017 was the latest Ladies Night event.



Composed of over 100 CEOs from West Michigan, Talent 2025 is a catalyst working to ensure an ongoing supply of world class talent for employers in the region. Talent 2025 illuminates gaps, evaluates leading practices, and advocates for implementing those leading practices to make West Michigan a top 20 employment region by the year 2025.

Miller Johnson is proud to be a member of the Talent 2025 CEO Council. Our efforts are led by firm Managing Member **Bob Wolford's** participation on the K-12 Education Readiness and Workforce Enhancement group.

Talent 2025 monitors an array of indicators that reveal the educational, employment, and labor force metrics of the region. Talent 2025 believes West Michigan absolutely must attract, retain, and develop diverse talent.

In 2017, Talent 2025 designed and implemented four strategies to help West Michigan employers make measurable progress in workforce diversity, equity and inclusion (DE&I). The strategies should act to support one another and will continue to be implemented in 2018:

1. CEO Commitment- Visible and genuine leadership results in successful DE&I efforts. Progress toward this commitment is measured by an index/benchmarking survey.
2. Benchmarking Survey- A practical tool for measuring the impact of a company's efforts, offering comparability by industry and company size data. It provides community progress measurements, while preserving confidential company details and scores.
3. Employer Toolkit- In 2018 Talent 2025 will launch a dynamic, searchable website of leading practices and West Michigan resources for organizations of every size, segmented by categories in the benchmarking survey.
4. Inclusive Leadership Development Events- Events for CEOs and their leadership teams that offer practical methods to advance their organization's DE&I efforts in hiring, retention, development, and culture.



As a Diamond Talent Sponsor of the Association for Corporate Growth Western Michigan (ACG), Miller Johnson serves in a leadership role with the business organization on programming, education, and networking for its members.

Loic Dimithe and **Dustin Jackson** are involved in developing a Diversity Committee within ACG. As the only law firm represented on the board of committee, Miller Johnson's impact on the group is trendsetting, profound and lasting.

Calvin College presents the January Series

Miller Johnson is proud to be a sponsor of the 15-day January Series of free lectures at Calvin College. In 2018, in celebration of MLK Day, author Beverly Daniel Tatum spoke on "Why Are All the Black Kids *Still* Sitting Together in the Cafeteria? And Other Conversations on Race" of which Miller Johnson helped underwrite.

Client Diversity + Inclusion

Our approach to serving our clients is deep rooted in knowing our clients' business and their legal matters as well as we know the law. A full service firm best serves a full community. We attract and retain talent based on the clientele we serve, the communities we support, and the culture we embrace. Our clients make up the end result of our mission: by cultivating a diverse and inclusive culture, we seek to reflect those we serve.

Down to Earth, Down to Business.



GRAND RAPIDS

Arena Place
45 Ottawa Ave SW
Suite 1100
Grand Rapids, MI 49503

616.831.1700

millerjohnson.com

KALAMAZOO

Radisson Plaza Hotel
100 West Michigan Avenue
Suite 200
Kalamazoo, MI 49007

269.226.2950

GRAND RAPIDS
616.831.1700

KALAMAZOO
269.226.2950

millerjohnson.com