

**3M Legal Affairs**

*A joint report of the Pro Bono and  
Diversity & Inclusion Committees*



EQUITY, JUSTICE, & INCLUSION

# ANNUAL REPORT

2021

## 2021 ANNUAL REPORT

# OPENING STATEMENT



*Kevin Rhodes*

In 2021, 3M Legal Affairs continued to put purpose, promise and principles into action through service within 3M and in the communities where we live and work. This Legal Affairs Equity, Justice & Inclusion 2021 Annual Report highlights some of the impactful accomplishments of our Pro Bono and Diversity & Inclusion Committees throughout the year. The pages of this Annual Report share the activities of both committees in making real differences in the lives of so many people, not only at 3M, but also by supporting life-changing service and engagement to advance the causes of diversity, equity, social justice, inclusion and access to the legal system in our communities. I am so proud of the tireless efforts of our Diversity & Inclusion and Pro Bono Committees throughout 2021.

There are no stronger examples of our commitment to purpose, promise and principles than the ongoing actions of the Diversity & Inclusion Committee to make 3M Legal Affairs, 3M and our communities more diverse, equitable and inclusive for all. Our efforts throughout 2021 continued our leadership role at the forefront among corporate legal departments in demonstrating a real and abiding commitment and engagement in furtherance of these ideals. Likewise, championing pro bono legal services and programs continues the long and proud 3M Legal Affairs tradition and commitment to good corporate citizenship and enhancing the communities in which we live and work. Throughout the year, our many global volunteers were dedicated in their commitment to provide pro bono legal services to those in our communities who cannot afford them. Their efforts help bridge the justice gap and respond to the unmet needs of the most vulnerable among us.

Of course, we can always do better. Under my leadership, 3M Legal Affairs will continue to model, advance, and champion diversity, equity, social justice, inclusion and pro bono service. Our commitment to these ideals is a core element of what makes our organization so special; is a part of what makes being a member of Legal Affairs so rewarding and is absolutely essential to our continued success in attracting, developing, advancing and retaining top talent.

To each and every member of the Legal Affairs Diversity & Inclusion and Pro Bono Committees as well as to the many Legal Affairs volunteers: thank you so very much for all you did in 2021. I am so proud of you all. The accomplishments recounted in this Annual Report were only possible through your vision and dedication to our shared ideals and your indefatigable efforts to bring those ideals to life. Through your generous donations of your time and efforts, you not only make 3M Legal Affairs a better place for all of us, but you make our communities and the legal profession more just, equitable and accessible for all. Thank you!

### **Kevin Rhodes**

Executive Vice President  
and Chief Legal Affairs Officer

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## 3M Legal Affairs Diversity and Inclusion Committee **MISSION STATEMENT**

3M Legal Affairs is committed to promoting and maintaining diversity and inclusion in our office, through the leadership of the Diversity and Inclusion Committee.

A diverse and inclusive legal department advances creativity and innovation, which helps us achieve the mission of Legal Affairs.

We achieve our mission by recruiting and including individuals with diverse experiences, backgrounds, ideas, and engaging in outreach with organizations that promote diversity in the legal profession.

Diversity and Inclusion in 3M Legal Affairs goes beyond just policies; it is who we are, how we operate, and how we see our future.

3M Legal Affairs Diversity & Inclusion Committee is divided into three subcommittees: Maturity Model, External Outreach, and Events and Education. The Maturity Model Subcommittee measures the progress of 3M Legal Affairs in advancing diversity and inclusion. The External Outreach Subcommittee identifies and supports organizations that contribute to the development and inclusion of diverse talent in the legal profession. The Events and Education Subcommittee organizes events that bring education and awareness about diversity and inclusion.

As outlined in this report, each subcommittee plays a vital role in advancing the mission of the Diversity & Inclusion Committee.

# Diversity and Inclusion Committee

Alan Campana, *Maturity Model Subcommittee Chair, November-December*

Amanda Miller

Ann Anaya

Ann Benjamin, *Maturity Model Subcommittee Chair, January-October*

Ann Gallagher

Ann Marie Przepasniak

Carlos M. Téllez Rodríguez, *D&I Committee Vice-Chair*

Charles Horwitz

Christina Franz

Danielle Schreiber

Dena Ehrich

Eric Rucker, *D&I Committee Chair*

Isabel Gomes

Ivan Fong

Jill Lockett

Kevin Rhodes

Kevin Ueland

Lisa Fulton

Laura Hammargren, *Outreach Subcommittee Chair*

Marie Siegel

Marie Vanderlaan

Maureen Harms

Michael Duran

Nikki Odom

Renee Dotson, *Chief of Staff*

Robert Moshrefzadeh

Sandra Nowak

Shelby Bruce, *Events and Education Subcommittee Chair*

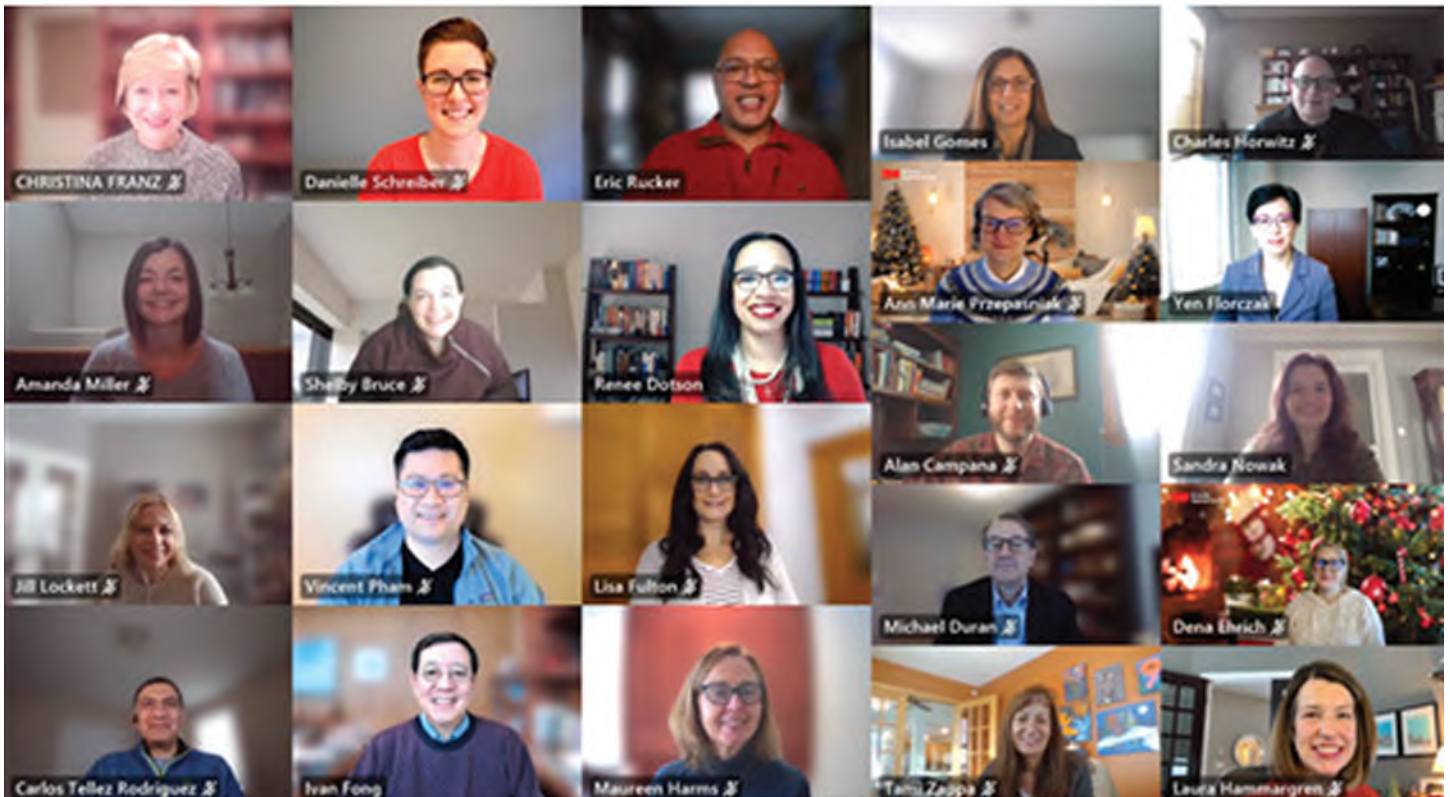
Shelley Cordes

Tami Zappa

Usha Neelakantan

Vincent Pham

Yen Florczak, *Executive Sponsor*





## 3M Legal Affairs Pro Bono **STATEMENT**

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3M Company recognizes the importance of good corporate citizenship and supporting the communities in which it does business. 3M Legal Affairs strongly supports pro bono service as a unique community service opportunity for legal professionals. Only legal professionals can address the unmet legal needs in the community, which continue to grow every year. By leveraging our legal skills and experience, 3M Legal Affairs and all legal professionals within 3M can help bridge the gap and strengthen both the community and

the justice system. In addition, engaging in pro bono service exposes legal professionals to new areas of the law and broadens perspectives while sharpening legal analysis and client communication skills. Pro bono services provide volunteers with a special level of personal fulfillment and the opportunity to engage with the community and new colleagues in a meaningful way. All of these benefits enhance 3M Legal Affairs, making it an attractive place to work and develop as legal professionals.

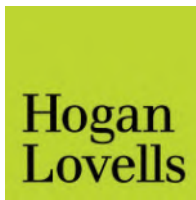
# Pro Bono Committee

Adam Bramwell  
Alvaro Loreda  
Amber Moren, *Vice Chair*  
Amy Urberg  
Angela Song  
Ann Gallagher, *Chair*  
Arnaud Billon  
Caryn Wermager  
Cheryl Robischon  
Dan Iden  
David Ernst  
Eleni Sideridis

Haley Schaffer  
Jean Lown  
Jessica Sebeck Lugo  
Juanita Stipe  
Laura Johnson  
Lisa Fulton  
Maureen Harms, *Executive Sponsor*  
Meagan Hertzog  
Michael Larson  
Ryan Espiritu  
Terry Beyl



# Pro Bono Partners





# Organizations Supported by the Diversity & Inclusion Committee

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# Justice



## Current Equal Justice Works Fellow at Immigrant Law Center of Minnesota Focuses on DACA



*Mackenzie Heinrichs*

As an Equal Justice Works Fellow working at the Immigrant Law Center of Minnesota (ILCM) and sponsored by 3M and Faegre, Drinker, Biddle, & Reath, I have been able to provide much needed legal resources and support to immigrant young adults in the Twin Cities area. My Equal Justice Works project focuses on responding to any and all legal changes to the Deferred Action for Childhood Arrivals (DACA) program through education and outreach to local schools and community organizations, as well as individual representation.

Over this past year, I have been able to help many individuals with their DACA renewal applications. It has been especially rewarding to help people get their DACA renewed who have more complicated cases, such as those with past criminal convictions. I have helped multiple DACA renewal clients receive Advance Parole so that they can visit their family in their home countries. For most of my clients, it is the first time that they have been able to see their family in decades. I am also in the process of helping a DACA client apply for a U visa, which if granted, would

enable them to get a green card and become a United States citizen. Helping people renew their DACA—which means obtaining a new work permit that then allows them to keep their job and driver’s license—as well as obtaining advance parole for clients and possibly a U visa for a client, is so meaningful and I am thankful my fellowship has allowed me to do this work.

I have also been able to help several clients apply for DACA for the first time. Unfortunately, due to a federal district court injunction issued on July 16, 2021, USCIS stopped adjudicating initial DACA applications. Because of this injunction, my clients who applied for DACA for the first time are stuck in limbo, hoping that USCIS will begin adjudicating initial applications again. It is more important than ever that a federal Dream Act is passed so that Dreamers can not only have a pathway to citizenship but also for all those people who are now eligible for DACA but are unable to apply.

While it has been disappointing to not help more people receive DACA for the first time, there is still lots of work to be done on DACA related matters. Former 3M Equal Justice Works Fellow and current ILCM pro bono manager Timothy Sanders Szabo and I have been able to host multiple pro bono DACA renewal trainings this year. In October of 2021, we participated in the 3M Day of Service and trained 3M employees on filing DACA renewals. We were able to place multiple cases with 3M attorneys and paralegals and many 3M folks have continued to do pro bono DACA work with ILCM. We are very grateful for all the time and effort that 3M employees have contributed to the DACA pro bono project.

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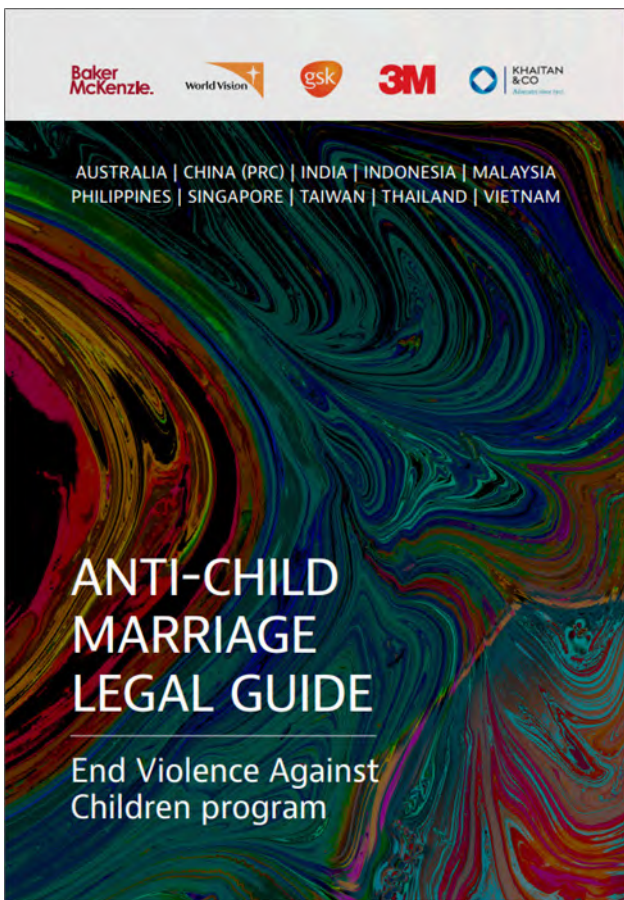
I have also participated in many different outreach presentations with community colleges, high schools, and other organizations. This year I have been able to do more “Know Your Rights” presentations in high schools—including South High School in Minneapolis and High School for the Recording Arts in Saint Paul—focusing on teaching students how to protect themselves when interacting with the police and ICE. I was also able to present for a CLE through the Minnesota Attorney General’s Office and I gave a presentation to the Warren E. Burger Inn of Court. Through these presentations,

I have developed partnerships with several community colleges, high schools, and organizations, and I am looking forward to working with them more in the future.

Thanks to 3M, I have been able to help many Dreamers and other immigrant young adults in Minnesota. I am very honored and thankful that with the support of my sponsors and through my work, I can continue working toward getting DACA and other forms of immigration status for as many immigrant young adults in Minnesota as possible.

- Mackenzie Heinrichs

## 3M Volunteers Help Create Anti-Child Marriage Legal Guide



This past year, 3M volunteers in multiple countries were able to once again participate in the pro-bono endeavor led by Baker McKenzie in support of World Vision's End Violence Against Children (EVAC) program. This fourth legal guide is a collection of Anti-Child Marriage laws and regulations across ten countries in Asia, namely: Australia, China (PRC), India, Indonesia, Malaysia, Philippines, Singapore, Taiwan, Thailand, and Vietnam. The EVAC program is a five-year global initiative to fortify protections, ignite community movements and eradicate violence against vulnerable children. World Vision and its corporate partners endeavor to provide essential protections and resources necessary to build new lives for affected children. Twenty 3M pro bono colleagues in the region, despite the challenging times and busy schedules, were able to dedicate time and contribute to the project. This is another testament to 3M’s commitment to making our community better and safer especially for the legally disadvantaged.

# Life Changing Impact of Criminal Record Expungements



*Eric Levinson*

Patricia suffers from bipolar disorder and went through a period about ten years ago when she would write bad checks. At some point she was put on medication, but she would stop taking it.

This pattern of behavior repeated for several years, and Patricia racked up charges and convictions for check forgery and related crimes in Ramsey, Washington, and Dakota Counties. In 2015, she received the counseling she needed and started taking her medication regularly. As a result, she was able to stop her bad behaviors. Her parole ended in 2015 and she has had no interactions with law enforcement since that time.

Patricia has a degree in social work. However, because of her criminal record, she was not able to get a job other than “flipping burgers”. Several times she received offers of employment, and within days of that (often after she had started working for them), they told her that due to the results of the background check, she could not work for them. Patricia then turned to the Neighborhood Justice Center in St. Paul, which provides free legal services for those who cannot afford it. These services include the expungement of criminal records, which can be done when certain criteria are met: (1) the nature of the crime meets certain statutory requirements (e.g., fraudulent checks meets this criteria), (2) the sentence and parole for the crime ended several years ago (five years for a felony), (3) the person has had no arrests or convictions since that time, (4) the person

has demonstrated that they have turned their lives around, and (5) the benefit they would receive from having their criminal record expunged outweighs any harm to society of not expunging the record. Patricia met all these requirements.

3M Legal Affairs has partnered with the Neighborhood Justice Center to handle criminal record expungements. 3M attorney Eric Levinson met with Patricia virtually and learned her story. He then prepared briefs to be filed with the courts requesting expungement of the records. There was a total of six records spread across Ramsey, Washington, and Dakota Counties. That meant he had to prepare six separate briefs and attend at least three separate hearings. Along with the briefs, there is a huge amount of paperwork that needs to be filed. Legal administrator Julie Grinde would periodically go into 3M Center and volunteered to handle all of this paperwork while she was onsite, which was a tremendous amount of work.

After the virtual court hearings, the judges granted all the motions to expunge the six criminal records. Other government agencies are then given 60 days to object, which usually doesn’t happen. Sixty days later, all the records were expunged, as was verified by searching on Minnesota’s Criminal Records website. A few days later Eric received a phone call from Patricia. She said that she had received a job offer doing social work for an annual salary which was much higher than any hourly rate she would have otherwise qualified for. And she survived the background check. She was thrilled to have this job opportunity and grateful for the support she received to take her through the expungement process so that she could get a meaningful job and move forward with her life.

## Successful Criminal Record Expungements

3M retired attorney Dan Shapiro spent several hours in 2021 helping clients and consulting with attorneys working on criminal expungement matters, working both with the Volunteer Lawyers Network (VLN) and the Neighborhood Justice Center (NJC). For one of his clients, Dan teamed with 3M Legal Administrator Julie Grinde and obtained a court order to expunge criminal records, opening up housing and employment opportunities that may not have been available to the client because of the client's prior criminal record, despite the significant number of years that the client had not been involved with the criminal justice system. Julie assisted with filing the Petitions and attended the virtual hearing with Dan and the Petitioner. The hearing involved four Petitions for the Petitioner, two of which were for felonies. Dan noted that the Petitioner was a very good candidate to have the complete records of two felony convictions sealed since there were no threats or injuries and no weapons involved in either matter. Additionally, over 12 years had elapsed with no further similar or other serious offense by the Petitioner who had made rehabilitative efforts.

Dan explained to the Judge that he has been working with a group of other volunteer lawyers from different organizations about changing the Minnesota law as it relates to sealing records related to additional felonies beyond the 50 listed in the Statute. The Judge, in confirming that his authority to grant Statutory Expungements did not extend to the two felony convictions, was sympathetic and said he also believed that many of the non-felony convictions ought to automatically be sealed after a period of time without the need for filing Petitions.

### ***Task Force Working on Modifying Minnesota Statute***

For the past 4+ years, Dan has been working with a VLN Expungement Task Force composed of lawyers who work with criminal expungement matters, criminal defense lawyers in private practice and several different public interest organizations such as VLN, SMRLS, NJC, Second Chance Saturday, Mid-Minnesota Legal Aid, and Minnesota Assistance Council for Veterans. The Task Force has developed a list of modifications to the Minnesota statute that they think make a lot of sense without allowing potentially dangerous criminals (i.e., persons convicted of violent crimes, sexual assaults, etc.) to have their records sealed. It has taken longer than expected to generate the interest needed in the Minnesota legislature to look at making significant changes. Dan is hopeful that they can have proposed legislation introduced in the Minnesota House and Senate during the upcoming 2023 Session.

Dan gets tremendous pleasure out of assisting people who have made mistakes in the past and who have learned from their mistakes to have an opportunity to become valued members of the community.



*Dan Shapiro*

## 3M Partners with Immigrant Law Center of Minnesota to Provide DACA Assistance

IMMIGRANT  
LAW CENTER  
— of MINNESOTA —



*Supporting families and strengthening communities for more than 20 years*

3M attorneys, paralegals, and administrative staff partnered with the Immigrant Law Center of Minnesota (ILCM) to help pro bono clients renew their Deferred Action for Childhood Arrivals (DACA) status. The DACA program defers action and provides work authorization for two years, and makes the client eligible for a social security card and a driver's license and/or state identification document. ILCM provides legal assistance to low-income immigrants and refugees, community education and also advocacy efforts in Minnesota. ILCM's DACA Renewal Pro Bono Project provides training and support to volunteer attorneys and paralegals interested in assisting some of our neighbors who must renew their status every two years in order to maintain their work authorization.

As part of its DACA Renewal Pro Bono Project, staff from ILCM trained seven 3M volunteers including four attorneys (Lisa Fulton, Beata Spuhler, Kevin Weber, and Maureen Harms) as well as three paralegals (Amy Lievers, Amber Cotton, and Jessica Sebeck Lugo) on the Legal Affairs Day of

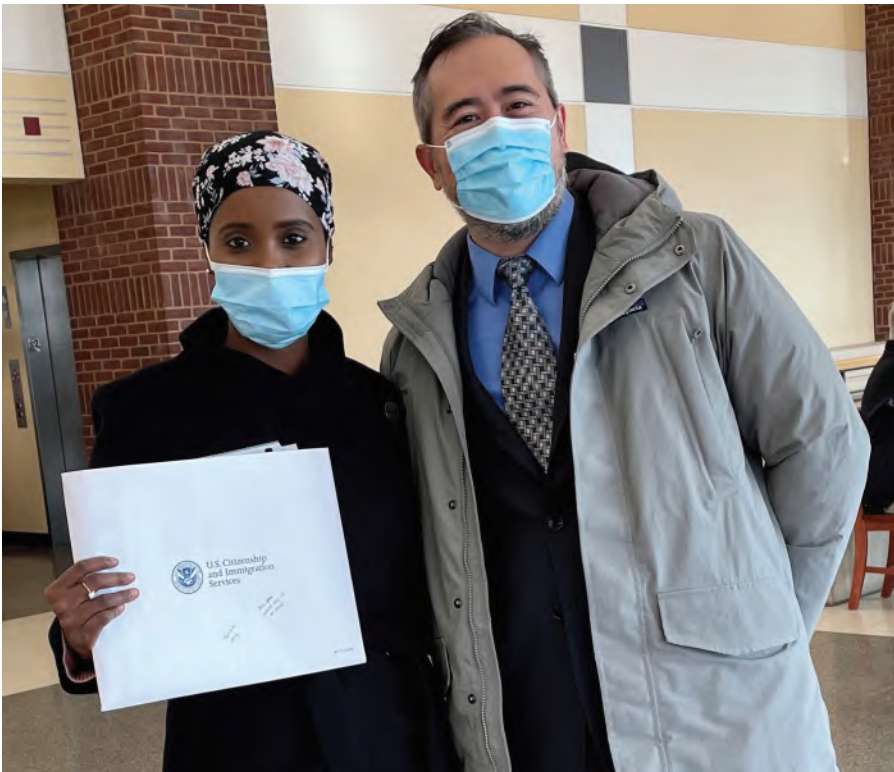
Service. These volunteers assisted seven clients with their renewal applications, which if approved, will allow these clients to receive or keep work authorizations.

The paralegals had a unique opportunity to work directly with the ILCM clients (under attorney supervision) to prepare and file their applications for deferred action and work authorization.

3M paralegal Amy Lievers previously completed some refugee/immigrant pro bono work with IRAP and saw the DACA assistance program ILCM offers as another opportunity to use her skills and help someone in need, this time locally in her community. What was particularly attractive to Amy about the DACA renewal opportunity was that it didn't have as much of a time commitment as with some of the other programs in this space.

3M attorney Maureen Harms and legal administrator Juanita Stipe partnered to remotely assist a pro bono client with her DACA renewal. If the renewal is approved, the client will receive work authorization which benefits her and her entire family, including two children. Maureen, who loves immigration pro bono work, notes that a DACA Renewal case is a lower time commitment, but can connect a volunteer to other cultures and provide valuable assistance to clients with little understanding of their rights or the renewal process.

## Successful Naturalizations with SMRLS



*Phil Soo and his client Muna Ali at the naturalization ceremony*

3M attorney Phil Soo was initially motivated to learn more about immigration work during a time of increased public awareness of the refugee crisis in 2017. It was in this context that SMRLS informed 3M of the need faced by low-income residents here in the Twin Cities for legal representation in their naturalization process. Naturalization is not necessarily a difficult process, but there is a fair amount of paperwork, and the cost of hiring an attorney is cost-prohibitive for many. For some, there is also a language barrier that complicates the application process and requires further

coordination. In volunteering for SMRLS, Phil represented two clients, one from Mexico and the other from Somalia. Both were extremely rewarding experiences. He learned that these clients and their families are hardworking and highly motivated people, and viewed becoming a U.S. citizen as a fresh start. In both cases, he worked closely with a fellow paralegal or analyst from 3M, and spent about 6-8 hours in total getting the N400 application completed and filed, and attending the final naturalization interview with the client and USCIS official. This time was spread out over many weeks, however, because of the time required for the client to gather information.

His first client was so grateful she wanted to give the 3M team money for their time spent helping them get through the process, which they of course refused. His second client was thankful that this would finally allow her to travel and visit her family overseas. Phil said that all in all, it was deeply satisfying to use his gifts to assist those in his community who didn't have the means or opportunity to guide themselves through this legal process.



**3M**

# Service



## Legal Affairs Day of Service

Legal Affairs had a successful Day of Service which included several pro bono and community service volunteer events. Over 60 volunteers globally participated in pro bono and/or community service events. Several of the pro bono events sparked interest for volunteers new to pro bono work.

The pro bono events included:

- Seven volunteers, including three paralegals, worked with seven clients on Deferred Action for Childhood Arrivals (DACA) Renewals, helping children who may not know any other country as home become eligible for deferred action from deportation.
- Three volunteers participated in a Divorce Clinic assisting low income Minnesotans access the legal system by preparing forms to file for uncontested divorces.
- A virtual Housing Expungement Clinic gave the opportunity for three of our colleagues from Austin, Texas to join six other volunteers to assist tenants who have been evicted remove the evictions from rental reports, helping them obtain safe, stable and affordable housing.
- Legal staff in China worked on a pro bono event in which they advised neighborhood clients on a variety of legal issues.



*Diana Hovland and Jennifer Mitchell deliver donated goods*

Staff from the global legal department participated in several community projects.

Some examples include:

- 19 volunteers spent several hours working at Bridging, a Minnesota non-profit which provides quality furniture and household goods for those pursuing housing stability. The volunteers helped load trucks with household items that will be delivered to clients and sorted through donated items and stocked shelves. Other volunteers prepared cleaning kits and kitchen packs, which they delivered to Bridging.
- 18 volunteers raked leaves in the yards of 12 senior citizens in St. Paul.
- Volunteers bought and assembled 25 party bags for children who might not otherwise be able to celebrate their birthdays in style. Party bags were delivered to the YWCA in St. Paul.
- Collecting litter and cleaning up a beach.
- Packing food.
- Donating used clothes, books and toys to orphans and families.



*3M Volunteers at Bridging in Minnesota*

## Helping Neighbors – Day of Service in Shanghai

On October 7, 2021, Legal Affairs volunteer attorneys in Greater China (Cathy Zou, Zhenzhen Li, and Min Gao) provided pro bono legal services in a local community in Shanghai. The local community has a Neighborhood Committee that receives many requests from residents every day. The Committee listens to complaints and mediates disputes. The Committee called for legal consultation and support from the 3M volunteers. The 3M team advised on various issues, such as: how to designate a guardian for developmentally delayed and disabled patients so that inheritance can be resolved; how to apply for declaration of incapacity of developmentally delayed and psychiatric patients; how to dispose of real estate when the owner has lost capacity; and how to resolve disputes between neighbors in cases of water leakage, including how



Cathy Zou, Zhenzhen Li, and Min Gao

to apply for verification of the reasons for the water leakage and the related loss. The Neighborhood Committee greatly appreciated the professional legal advice from the 3M team.

## 3M France Attorneys Team with Local Law Firm in a Pro Bono Workshop

3M France attorneys Laurence Rathier and Oriane Fauré had the opportunity to participate in a Pro Bono workshop organized jointly with the Proskauer law firm for the Passerelles & Compétences association (P&C), an association that seeks to bring together other associations with specific skills and volunteers seeking to contribute to solidarity projects.

For an entire afternoon, the 3M team, two lawyers from Proskauer, and a volunteer from P&C, worked on the legal review of the various agreements used by P&C with their stakeholders (volunteers and associations seeking volunteers) with the aim of updating and bringing more consistency amongst the various sets of documents reviewed.

The team competencies included general contract laws, labour laws, and data privacy.

All participants were very satisfied with the session and the volunteer from P&C offered this note of gratitude:

*A very, very big thank you for your time and your thorough and constructive review of our documents; this approach will allow us to improve our agreements and legal documents and contributes to the continuous improvement of our processes.*

# Successful Patent Application for a Minnesota Inventor



*Jonathan Tolstedt*

3M IP professionals partnered with LegalCORPS to provide IP-related advice to small business owners at 23 Intellectual Property brief advice clinics in 2021. Three patent applications were drafted and all three were low-income inventors.

One patent application, drafted by 3M patent agent Jonathan Tolstedt, enabled a Minnesota inventor to enter his business plan in the 2021 MN Cup competition sponsored by the Carlson School of Management. The inventor, Robert Matters, made it to the Semifinal round in the annual competition with his innovative waterless toilets and urinals.

According to Matters, many people around the world do not have basic sanitation facilities such as toilets or latrines. After a visit to Norway where he saw a Swedish-made composting toilet, Robert Matters designed a system that could be commercialized and address problems with existing sanitary systems and help provide effective fertilizer. Through LegalCORPS, Jonathan Tolstedt volunteered 40 hours to draft the patent application for easy-to-install, affordable, and environmentally sustainable toilets. Jean Lown, 3M patent attorney, also assisted with confidentiality agreements and review of the patent application. Robert Matter's design can be safely installed in locations around the world where sanitary sewer systems may not exist, and the system is waterless/flushless.

LegalCORPS provides legal assistance in non-litigation business and intellectual property matters to low-income owners of small businesses, small nonprofit organizations, and low income inventors in Minnesota. According to Jonathan Tolstedt, LegalCORPS is "easy to work with and well organized." He adds that as a Pro Bono volunteer, "Your time can make a big difference and the inventors truly appreciate the help."

## Partnership with Fredrikson & Byron and Neighborhood Development Center to Train Entrepreneurs



Lance Vietzke



3M attorney Lance Vietzke participated in a unique opportunity to share his legal expertise with local, primarily BIPOC entrepreneurs. Partnering with Fredrikson & Byron, Lance participated in three one-hour training sessions through the Neighborhood Development Center (NDC). NDC is an economic development organization which supports locally-owned small businesses from start-up to expansion ([www.ndc-mn.org](http://www.ndc-mn.org)). Their programs have provided assistance to more than 5,000 low-income, neighborhood residents who have ideas for startup businesses.

The first training session Lance participated in involved co-presenting on “What is a Contract?” and answering general questions about contracts. The second training session involved an IP Workshop and answering

questions about intellectual property protection. For the third training session, Lance helped advise a local entrepreneur about filing a trademark application for her cosmetics business. Lance enjoyed the experience of working with the Neighborhood Development Center and helping local entrepreneurs.





# Fairness



# Helping Clients Find Safe & Affordable Housing

With the COVID-19 pandemic continuing through 2021, and the ending of federal rental relief programs, many people are struggling to pay for housing. In some cases people have been evicted from their homes. Most landlords refuse to rent to anyone with an eviction on their record, preventing them from finding a safe and affordable place to live. Expunging an eviction from a client's record makes it easier for them to obtain affordable housing. 3M volunteers in Minnesota continued the partnerships with Volunteer Lawyers Network (VLN), Southern Minnesota Regional Legal Services (SMRLS), and Mid-Minnesota Legal Aid (MMLA) to help numerous clients obtain housing eviction expungements. In 2021, 3M attorney Gregg Rosenblatt joined the Eviction Task Force, sponsored by the Volunteer Legal Services (VLS) organization of Central Texas and assisted clients in Texas who were facing eviction.

## Projects Assisting with Eviction Cases through Mid-Minnesota Legal Aid

In 2021, 3M attorneys Bill Hefner and Joanne Sum-Ping volunteered for Mid-Minnesota Legal Aid's (MMLA) Eviction Defense Screening Project. Bill and Joanne screened eviction case files for defenses to help MMLA staff attorneys represent tenant-clients at eviction hearings. Because the MMLA staff attorneys represent a large number of tenants, the screening work by the 3M volunteers helped them more effectively and efficiently represent tenants facing eviction, allowing as many tenants as possible to stay in their homes during the pandemic.

The defenses identified by the 3M volunteers ranged from improper service to non-compliance with eviction moratorium requirements to apparently seeking to evict tenants for being the victim of a crime. The 3Mers who participated found this to be a rewarding and worthwhile experience. "I was not able to commit large chunks of time to pro bono work last year, but the Eviction Defense Screening Project was flexible and

manageable," said 3M volunteer Joanne Sum-Ping. "I was happy to be able to help on my own schedule and without having to leave home."

Attorneys Ann Gallagher, Sandra Nowak and Dean Harts continued to work on the Eviction Expungement Project that started in the fall of 2020. "3M attorneys have played an important role in MMLA's pro bono response to the housing crisis related to the pandemic," noted Cate Cavalier from MMLA. "They have participated in both the Eviction Defense Screening Project and the Eviction Expungement Project. Through those projects, they have helped Legal Aid clients both avoid eviction and have evictions removed from their record, giving low-income renters a much better chance of retaining or finding safe and stable housing. MMLA is grateful for the pro bono work done by 3M attorneys, it has made a huge difference in the lives of the individuals and families helped."

## 3M Partners with VLN to Help 59 Clients with Housing Issues

3M attorneys and staff were busy in 2021 assisting 59 clients through the Volunteer Lawyers Network (VLN), a non-profit organization which is dedicated to connecting Minnesotans experiencing poverty with lawyers at no cost. Eight attorneys (Tom Spielbauer, Maureen Harms, Adam Bramwell, Dan Iden, Dean Harts, Sandra Nowak, Yen Florczak, and Melissa Buss) assisted tenants and some low-income landlords by participating in Housing Court Clinics where they provided advice to tenants at their eviction or rent escrow hearings; gave advice via telephone on landlord/tenant issues, and provided full representation to 15 clients. Of the 15 full representation cases, 13 were for eviction expungement. Nine cases with 14 expungements each have been completed. Helping these clients remove an eviction case from their record can eliminate barriers to stable housing and is key to improving access to safe and affordable housing for individuals and families. The other two full representation cases were rent escrow matters. The 3M attorneys drafted and sent letters to the landlord and advised the clients on their rights in relation to rent escrow.

3M attorney Sandra Nowak helped 8 clients on eviction matters in 2021, filing over 20 eviction expungement motions in

3 counties in Minnesota. One of her clients was a veteran with an eviction expungement. He receives veteran benefits and, upon receiving his check, pays his rent for the upcoming year. Mid-year his landlord raised the rent, which resulted in his payment at the end of the year being \$10 short. Instead of talking to the client, the landlord filed an eviction notice for the \$10 underpaid. The client paid the \$10 immediately, but once the eviction was on his record, it remains until expunged. The client remained in the same apartment for years after the eviction but his ex-wife recently passed away and he now needs to take care of his twin daughters full-time. As such, he needed new, larger housing to accommodate his growing family. The eviction blocked his ability to find new housing. Sandra helped him expunge the eviction. Once the eviction was successfully expunged, the client was able to find larger, stable, safe housing for his family.

The attorneys had invaluable assistance from several administrative staff volunteers in Legal Affairs (Nicole Conway, Tonya Medved, Candace Berling, Joyce Courtney, Karen Stanoch-Sawczuk, Amanda Miller, and Michelle Murphy). The administrative staff helped the attorneys with completing and filing the paperwork with the Court.



## Pro Bono Eviction Assistance in Austin Texas



*Gregg Rosenblatt*

In 2021, 3M attorney Gregg Rosenblatt joined the Eviction Task Force sponsored by the Volunteer Legal Services (VLS) organization of Central Texas. VLS sponsors a variety of pro bono legal services for qualifying low-income individuals in the greater Austin area.

With rapidly rising rental rates in Austin, coupled with the job challenges in several employment sectors caused by the pandemic and the ending of federal rental relief programs, many low-income

individuals and families are facing an increasing risk of eviction. The Eviction Task Force was established in 2021 to provide assistance for qualifying tenants who are facing eviction.

The Eviction Task Force asks volunteers to sign up to participate in the eviction docket for a session in Austin's Justice of Peace court and represent one or more tenants. This representation includes filing an appearance, filing for a continuance, and being an advocate for the tenant. This advocacy includes making sure that eviction actions are properly filed, jurisdiction is proper, the appropriate parties are named in the complaint, and that the proper notice periods are met.

The VLS Eviction Task Force supports pro bono attorneys by answering their questions and providing necessary pleadings templates. In this manner, low-income tenants have legal representation to help ensure a fair hearing and facilitate resolution of their tenancy situation.

Gregg plans to represent additional tenants through the Eviction Task Force as more evictions are likely since rent in Austin continues to rise.

# Eviction Expungement with SMRLS

Did you know that an eviction goes on a renter's record the moment it's filed and can stay there for years, even if all back rent is paid, if the case gets settled, or if the landlord withdraws the filing? Many of the expungement clients even continue to rent in good standing from the same landlord after resolving a dispute, although their record says otherwise and often prevents them from finding safe and affordable housing anywhere else.

For the 2021 Day of Service, 3M partnered with Southern Minnesota Regional Legal Services (SMRLS) to help four clients with six cases. With nine people willing to volunteer from St. Paul and Austin, experienced

attorneys were paired with those new to the process.

The volunteers assembled virtually to watch a training video in the morning, and then split off to contact the clients. After having those initial calls to gather information, there was an open Q&A session where volunteers could ask questions specific to their clients' situation.

The partnership with SMRLS was valuable to coordinate the back-end logistics, like the pre-screening process and gathering relevant case files. They also made staff attorneys available for legal questions as the volunteers went through the process.

## Book Club Discussion of *Evicted* by Matthew Desmond



Book Club Discussion - *Evicted*

In connection with the topic of housing and discrimination, the D&I Events and Education subcommittee also hosted a virtual book club discussion of *Evicted* by Matthew Desmond. *Evicted* tells the story of eight real families

navigating affordable housing and the cycle of eviction in America. During the virtual book club, the 3M attendees discussed the book and the importance of stable housing to improve people's lives and outcomes.

## D&I Events and Education Subcommittee Hosts Fireside Chat re: Housing Disparity & Eviction



*Adam Bramwell, Nancy Etwiler, and Muria Krueger*

In the third quarter of 2021, the D&I Events and Education subcommittee focused on housing and discrimination against underrepresented groups in obtaining secure and reliable housing. The subcommittee hosted a virtual fireside chat event that was moderated by Adam Bramwell and featured 3M retired attorney Nancy Etwiler and Muria Krueger of the Volunteer Lawyer

Network. Adam, Nancy, and Muria shared information on housing disparity in the United States and Minnesota, the importance of expunging evictions from individual's records and personal stories from their work helping clients in this area. The event was well attended, by more than 50 people from Legal Affairs.

## 3M Continues to Assist Veterans with MACV

3M has partnered with the Minnesota Assistance Council for Veterans (MACV) for many years. MACV serves Minnesota veterans and their families who are homeless or at risk of becoming homeless. While MACV's monthly Veterans' Pro Bono clinics continued to be suspended throughout 2021 due to COVID, 3M Legal Affairs had the opportunity to sponsor a Veteran's pro bono clinic at MACV's annual December Home for the Holidays event at Target Field. 3M

attorney, Peter Olson, and 3M litigation specialist, Michael Larson, volunteered at the clinic assisting numerous clients at the busy event. Legal Affairs continued its strong partnership with 3Mgives and the 3M Military Support Network which supported a substantial 3Mgives grant to MACV and donation of 3M consumer healthcare products through 3Mgives' Gift-in-Kind Program.





# Inclusion



# D&I Maturity Model and Metrics Subcommittee

Subcommittee Members: Ann Benjamin, Alan Campana (Chair), Shelley Cordes, Michael Duran, Jamison Galloway, Kevin Rhodes, Carlos M. Téllez Rodríguez.

Mission Statement of Subcommittee: To promote the mission of the Legal Affairs D&I Committee by measuring the progress of 3M Legal Affairs in advancing diversity and inclusion and by inspiring metric driven development initiatives.

The primary task of the D&I Maturity Model and Metrics Subcommittee is to measure the progress of 3M Legal Affairs in advancing diversity and inclusion within the department. We have accomplished this task since 2014 by conducting a Maturity Model Assessment about every eighteen months, where members of the Legal Affairs team are asked for their observations and suggestions with the goal of making recommendations around how to advance diversity and inclusion within Legal Affairs.

In 2021, we examined the successes and challenges of the new format and content of the 2020 Maturity Model Survey and developed a set of lessons learned. The process highlighted opportunities to enhance data collection and analysis, clarify assessment insights, and maintain existing backwards compatibility with previous surveys, including:

- **Revise/randomize question order:** Response scores declined as respondents progressed through the survey. Data

analysis indicated that the decline was likely introduced by a discrepancy in scoring between topics towards the beginning and end of the survey, possibly due to factors such as survey fatigue. Randomized question ordering will mitigate this effect in future surveys.

- **Separate ‘Neutral’ and ‘Don’t Know’ responses:** Combining responses indicating a neutral score with those indicating a lack of opinion or knowledge is not compatible with the question scoring system the team is using, making interpretation and scoring challenging. These responses will be separated in future surveys.
- **Question Revisions:** Certain questions were identified for review during the 2022 Maturity Model assessment cycle due to lack of clarity or challenges in interpretation of responses. The Committee also began a review of an external organizational assessment framework to identify opportunities to augment the Maturity Model and create a more comprehensive assessment approach. The framework, which was suggested by Legal Affairs leadership, was developed and is used by a consultancy that engages with community organizations on diversity and anti-racism initiatives. The Committee will consider incorporating elements of the framework during planning for the 2022 Maturity Model assessment cycle.

## Twin Cities Diversity in Practice Interns



*Mack Marrin*



*Johanna Zhao*

Each summer, 3M Legal Affairs participates in the Twin Cities Diversity in Practice 1L Clerkship Program. This program enables diverse students who have completed their first year of law school to clerk in the Twin Cities at both a law firm and an in-house legal department during the same summer. In 2021 we partnered with law firms Barnes & Thornburg, Faegre Drinker, and Larson King.

Our law clerks were Sydnie Zachary, Emory University School of Law, Johanna Zhao, and Sadie Betting, both attending the University of Minnesota School of Law. Legal Affairs Diversity & Inclusion also offers a full-time summer clerkship. In 2021 our full-time clerk was Mack Marrin, University of St. Thomas School of Law.



*Sydnie Zachary*



*Sadie Betting*

# D&I External Outreach Subcommittee Worked on Disability Initiatives and Supported The Mansfield Rule

The D&I External Outreach Subcommittee seeks to actively engage in the local and national legal community to identify and participate in organizations that contribute to the development and inclusion of diverse legal talent. The continuing pandemic restrictions in 2021 created further opportunities for our subcommittee to innovate and evolve how we connect with new and external communities, including a specific focus on disability initiatives and supporting the larger D&I group in external equity initiatives.

**Disability Initiatives:** The Subcommittee focused on a number of initiatives to build a foundation and a focus on supporting people with disabilities. The Subcommittee's mission in these initiatives was to increase awareness and drive advocacy across 3M Legal Affairs and the legal community to advance an accessible and equitable employment lifecycle in the legal industry. The group particularly aimed efforts in three segments: helping the individuals in

Legal Affairs understand disability issues and access resources; help guide Legal Affairs' leadership in knowing their role in advancing access; and begin outreach and collaboration with the legal industry for advancing access.

To advance these ends, the Subcommittee led a number of meaningful and thoughtful events in this space. In spring 2021, the Subcommittee sponsored an Allies to Advocates disability-focused workshop. The workshop helped to show Legal Affairs colleagues the importance of listening, finding resources, accepting some discomfort, and putting those with disabilities at the center of any supportive activity.

Finally, in 2021, with the guidance of the Subcommittee, 3M signed onto the ABA Pledge for Change: Disability Diversity in the Legal Profession. The pledge affirms 3M's commitment to disability diversity and our commitment to encourage others in the legal industry to make this commitment.

## Book Club:

### *Haben: The Deafblind Woman Who Conquered Harvard Law*

In the first quarter of 2021, the External Outreach Subcommittee focused on disability and hosted a book club where members of Legal Affairs discussed the book *Haben: The Deafblind Woman Who Conquered Harvard Law* by Haben Girma. The group had an engaging discussion on how one of the biggest barriers for individuals with disabilities is ableism and that disabilities need not define or limit the individual who has them. The group also discussed harmful messages related to disabilities that should be avoided, as well as great messages that should be sent.

## Mansfield Rule Commitment

In October 2021, it was announced that 3M had committed to working to meet the Mansfield Rule, a program sponsored by Diversity Lab. Diversity Lab is a think tank focused on boosting diversity and inclusion in the law by leveraging data, testing ideas, and measuring results. One of their signature programs is the Mansfield Rule, in which law firms and legal departments attempt to garner certification in meeting certain categories of advancements in hiring, promoting, and developing historically underrepresented lawyers. The overall goal of the Mansfield Rule is to increase the representation of diverse lawyers in leadership roles. More information can be found at [diversitylab.com](https://diversitylab.com).

The initiative requires 3M to track and measure internal team diversity, with particular focus on ensuring 50% of potential new hires and 50% of individuals considered for advancement opportunities are from underrepresented populations. This commitment also asks 3M to consider and track whether a diverse population of lawyers lead our outside counsel teams and get financial credit for new work. 3M will work over the next two years to meet various metrics to achieve certification under the Mansfield Rule.

# Mansfield Rule

Boosting Diversity  
In Leadership



## 2021 Leadership Council on Legal Diversity Fellows



*David Ernst*



*Ann Benjamin*

3M attorneys David Ernst and Ann Benjamin were selected as 3M's Leadership Council on Legal Diversity (LCLD) Fellows for 2021. Launched in 2011, the LCLD includes many of the nation's premier corporations and law firms in its membership, led by General Counsel and Managing Partners who are committed to developing a more diverse and inclusive legal profession. As LCLD Fellows, David and Ann participated in a year-long program designed to develop the next generation of diverse leaders in the legal profession.

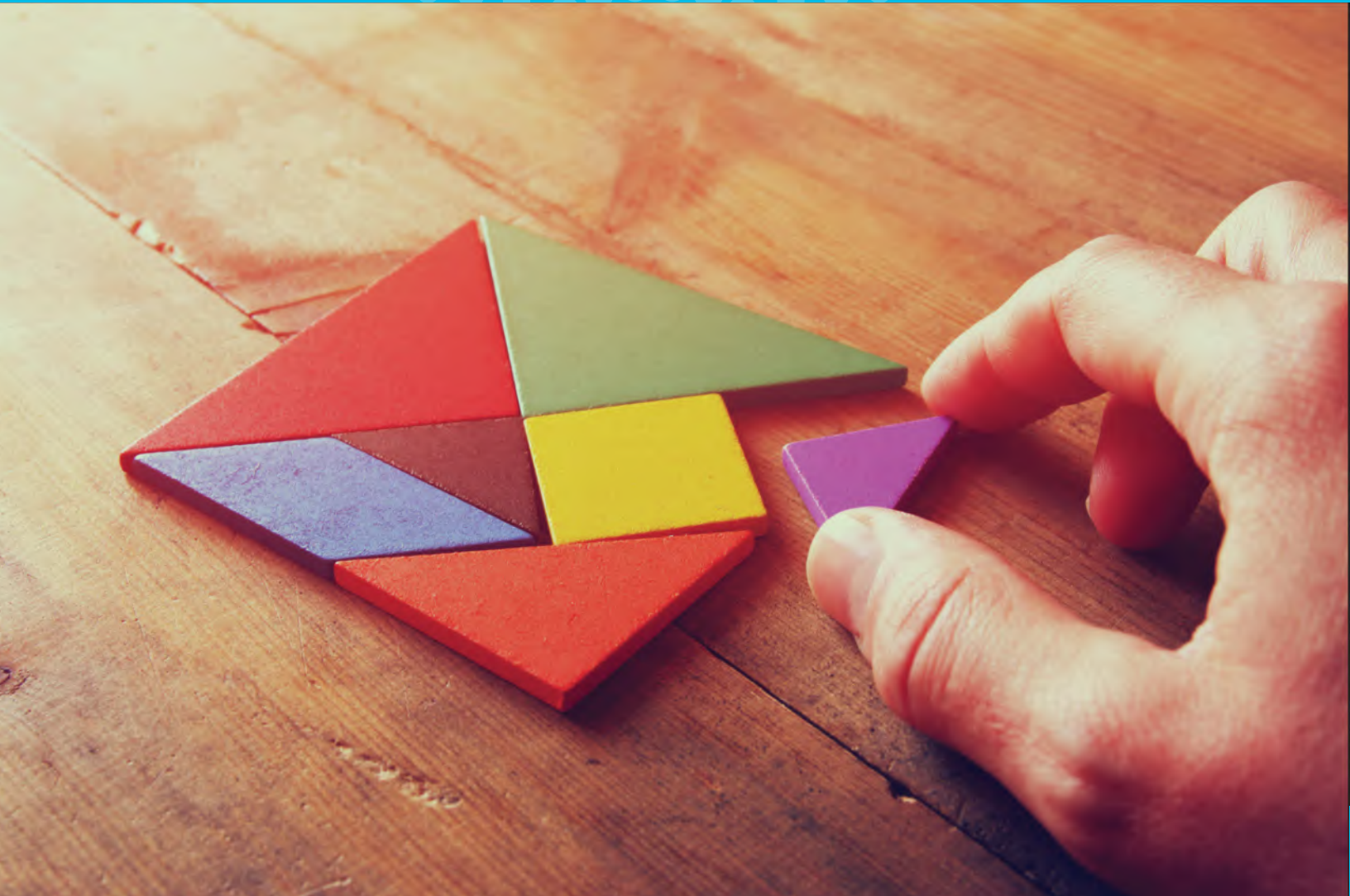
Due to the pandemic, David and Ann attended the 2021 Fellow Programs virtually through live and interactive programming, with the first meetings held March 4-5, 2021. At these meetings, David and Ann interacted and networked via videoconferencing with Fellows from leading corporate legal departments and law firms from around the country while learning about emotional intelligence, managing up, and servant leadership. In the evenings, they got to know other 2021 Fellows in dine-around

and networking events. Other highlights of the year included: Language of Leadership presentations, interview events hosted by LCLD Member corporation general counsels from such companies as Google, The Proctor & Gamble Company, Adobe Inc., and Capital One Financial; Midwest Regional Meetings; and the 12th Annual LCLD Membership meeting held October 18 and 19. Though all of 2021 was virtual, the Fellows are planning and hope to have an in-person gathering in Chicago this June to wrap up their time as 2021 Fellows. David and Ann both remarked on the great spirit of collaboration and open dialogue of the other Fellows which contributed to the program's success.

David and Ann are grateful to 3M for the opportunity to have participated in the LCLD Fellows program. Even though their year as Fellows has ended, they look forward to continuing to participate in LCLD as alumni and continuing to develop the friendships and professional relationships they made throughout the year.



# Special Interest



# Significant Pro Bono Work by Legal Affairs Administrative Staff



Amanda Miller and Julie Grinde

Several administrative staff provided invaluable assistance to many attorneys and clients with a variety of pro bono work. The services they provide in supporting pro bono makes it easier for more attorneys to help clients in need. We are highlighting two of the many volunteers.

**Amanda Miller – Eviction Expungement.** In addition to her full time assignment as a patent administrator in Legal Affairs, Amanda works as the Eviction Expungement administrative assistant for 3M. In that role, Amanda works directly with the Volunteer Lawyers Network (VLN) to match cases with attorneys at 3M. Once there is a new attorney interested in taking an expungement case, she reaches out to the administrative staff that have shown an interest in helping out and asks them to be matched with a 3M attorney to help on the cases. Additionally once she has an attorney and admin team, Amanda typically will work on the first case(s) with that admin and provide training on the process from start to finish. She has created training materials, a Teams channel for all volunteers, and regularly updates the forms files with the most recent expungement forms from VLN. On multiple occasions, she has stepped in when admins are not able to complete the work and helped multiple attorneys file the paperwork for eviction expungements. She regularly checks in with admins to answer questions throughout the process when different documents and e-mails come in from the courts. Additionally, Amanda works with 3M attorney Adam Bramwell

on multiple eviction expungement cases throughout the year. Since starting this work in late 2019, Amanda and Adam have helped over 11 clients with more than 22 cases filed. Amanda says “this is honestly one of my favorite parts of my job at 3M. It takes minimal time out of my day, but the impact on the clients that we help is huge.”

**Julie Grinde – Criminal Expungement.** In 2021, legal administrator Julie Grinde helped four 3M attorneys on five different criminal expungement cases. This volunteer work is in addition to Julie's full time assignment supporting several litigation team members. The expungement cases involved a tremendous amount of Julie's time. First, she assisted the attorneys with finalizing the many documents for each case. Then she electronically filed the documents with the various courts. In addition to electronic filing, she also printed the documents and organized the copies so that they could be sent via US mail to the multiple affected agencies. For example, a filing regarding a Ramsey County expungement requires sending copies of the filed documents to ten different affected agencies, such as the MN Department of Corrections, the Bureau of Criminal Apprehension, Ramsey County Sheriff's office, etc. Julie estimates that filings related to expungement charges in one county could take a minimum of 4 hours to prepare. Many of the clients that Julie and the attorneys assisted had criminal records in multiple counties which required exponentially more time and additional copies sent to a greater number of affected agencies. Although this consumed an incredibly significant amount of Julie's time and skill, she loves doing the work and said, "It's very satisfying when a client's records are sealed, knowing they can live a better life."

# Volunteering Leads to Mentoring Relationship and Legal Help for Someone Facing Eviction



Nancy Etwiler

3M retired attorney Nancy Etwiler began mentoring Allani (not her real name) in the fall of 2020 when Allani picked up Nancy's computer-dialed get-out-the-vote call, hysterical. She had been laid off and did

not have enough money to avoid eviction from her apartment. Through Nancy's eviction expungement work with 3M and the Volunteer Lawyers Network, she understood that an eviction record could plunge Allani into years of homelessness – particularly as, unlike Minnesota, the state where she was temporarily living has no path to expunge eviction records. Nancy took a gamble, provided some rent money, and launched what has become, so far, a 16-month relationship.

Facing serious alcohol addiction, Allani's parents had left her in foster care as a teen and she had aged out of the foster care system three years ago at age 18, with no tools to navigate adulthood. Daily she faces catastrophes such as suffering with no heat or water for three days in winter, getting Covid twice, being robbed at gunpoint at an ATM, having her phone smashed three times, being scammed out of her stimulus check, and foregoing her job because the company scheduled special training at a location not accessible by public transportation. Terrifying for Nancy has been watching the brutal violence that Allani, a trans woman of color, has endured. At least monthly she has been attacked and beaten at work, at a park, or at a convenience store. She has also had her cell phones stolen.

While not a social worker, Nancy has done her best to coach Allani in identifying job possibilities on bus routes, submitting job applications, health management, budgeting, cash flow management, food planning, building up a credit rating, securing government documents like a birth certificate and a social security card, as well as paying taxes, negotiating a lease, career research, and dealing with banks. Legally, Nancy has reviewed leases, negotiated her health bills with hospitals, written demand letters to a bank that would not release her money, gotten utility late fees dropped, and talked with rental assistance programs.

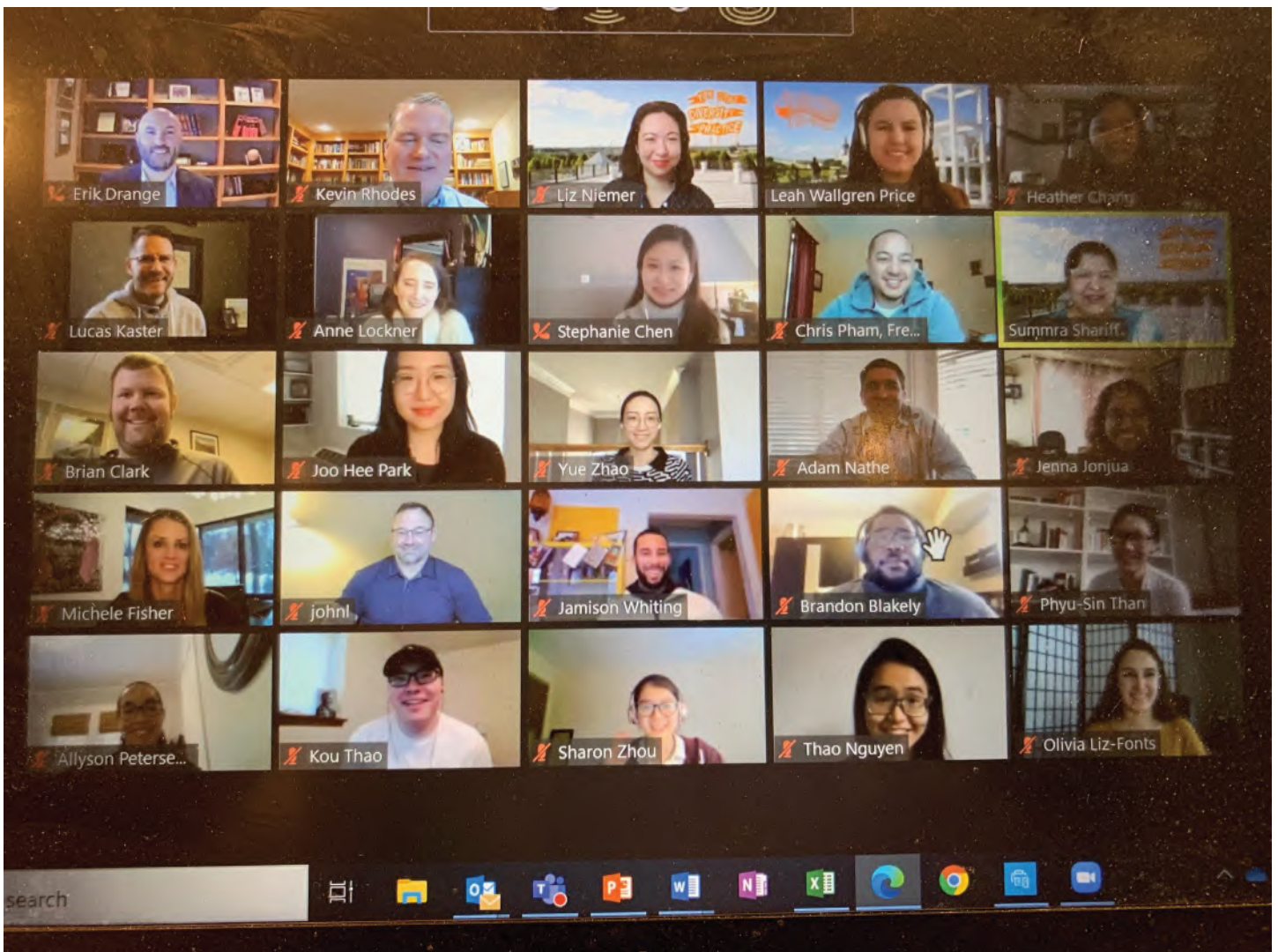
Today Allani has secured housing back in her home state, has acquired a special six-year health care policy for young adults aged out of foster care, and has a full-time job with a supportive manager. Her budget is still wobbly and small disasters still occur, but she works incredibly hard to maintain stability. She is exploring a possible career in nursing.

Comparing the road Allani is walking with that of Nancy's 21-year-old daughter has brought into heartbreaking focus the life-altering difference that access to education, health care, and a supportive family makes. Nancy, too, has been transformed by the relationship that began with Nancy trying to "save" Allani from almost daily disasters, to one of coaching her and cheering her on. Watching her struggle has prompted Nancy to testify at the Legislature for revisions to Minnesota's eviction statutes and lobby for greater rent subsidies and low-income housing. Nancy says "I have been as touched by Allani as perhaps she has been by me – and I am lucky to have her in my life."

# Twin Cities Diversity in Practice "Connect" Mentoring Program

The goal of TCDIP Connect is to develop meaningful interconnectedness and mentorship between multiple people who may not have otherwise crossed paths. This program ran for 6 months (January through June of 2021) and required a 2 hour minimum monthly commitment. Each TCDIP Connect Team was comprised of a mix of managers, senior, mid-career and early-career lawyers along with local law school students of color and diverse ethnicities. The program featured ongoing support from TCDIP staff, resource guides and activities,

and guidelines and internal accountability measures to keep each team on track and engaged. 3M attorney volunteers this year included Kevin Rhodes, Renee Dotson, Erik Drange, Isabel Gomes, Peter Olson, Mike Kauffman, Trisha Adamson, Robert Moshrefzadeh, and Usha Neelakantan. Some of the 3M participants continue to meet with several of the junior lawyers and law students over lunch and dinner to catch up and discuss issues such as balancing work with other priorities.



## Success for Clients Assisted by Two Attorneys New to Legal Affairs Pro Bono



*Beata Spuhler and Renee Fearing*

The Legal Affairs Day of Service provided an opportunity for at least two attorneys to get involved with 3M pro bono activities for the first time. Renee Fearing volunteered to participate in the virtual Housing Expungement Clinic with SMRLS. Renee was teamed with attorneys Dan Iden and Shelby Bruce to assist one client who had two eviction cases. In the first case, the client had paid the outstanding rent but the eviction was still on her record. Renee drafted the memo supporting expungement of the eviction record and Dan attended the court hearing via Zoom. The team successfully expunged the eviction from the client's record.

For the client's second eviction, based on the initial records review, it appeared the settlement had not been paid so the team was unsure of success in getting an expungement. During a phone call with the client, information was shared about the landlord who had evicted multiple tenants and scheduled construction work to be done in the early hours of the day with equipment left outside the tenants'

doors. Also, construction workers entered apartments unannounced. The Housing Justice Center (HJC) represented the client and other tenants in a successful class action case with a settlement order signed by the court in September 2021. Despite the Order, the eviction remained on the client's record months later. Renee contacted the HJC attorney and received a copy of the motion and expungement order. Renee left messages for the Court clerk about expunging the eviction. By December, the eviction was successfully removed from the client's record. Renee enjoyed working with Dan on these cases and is looking forward to doing more. She said helping people have access to more housing options is very rewarding.

Beata Spuhler worked on some pro bono matters when she was in private practice but had not participated in pro bono at 3M outside of the annual Day of Service. Beata participated in the 2021 Day of Service training session on the Deferred Action for Childhood Arrivals (DACA) program. The training was provided by Tim Sanders Szabo, a former 3M Equal Justice Works Fellow who is an immigration attorney and now the pro bono manager at the Immigrant Law Center of Minnesota (ILCM). The current Equal Justice Works Fellow, Mackenzie Heinrichs, also led the training session.

DACA was implemented in 2012 to allow people who arrived in the U.S. as children to be considered for deferral of removal from the U.S. for a two-year period, subject to renewal. To receive DACA status, applicants must have arrived in the U.S. before their 16th birthday, be physically present in the U.S. since 2012, be in school or prove they have graduated, and not have any record of a felony or misdemeanor.

*(continued on next page)*

Successful applicants are eligible for work authorization.

Beata worked directly with an ILCM client after the training to prepare a DACA renewal and work authorization. The renewal application was approved, which gave Beata the confidence to handle more cases, with two more recently approved renewal applications. All of the clients Beata

has worked with emigrated from Mexico as children, have remained in the U.S. for the past 10 years, and are either pursuing advanced degrees or working in a trade after completing high school. They consider the U.S. their home and rely upon the DACA renewals and work authorization to be able to obtain their driver's license and legally work to support themselves and their families.

## 3M Connects Food Shelf with Trademark Counsel to Help with Brand Identity

Christian Cupboard Emergency Food Shelf (CCEFS) is a non-profit organization dedicated to providing nutritious food to their community while preserving the dignity and respect of their patrons. CCEFS is well known to Legal Affairs employees in St. Paul as a local food partner for 3M Legal Affairs Food Drives.

CCEFS operates a food market, mobile food shelf, produce fairs, and other programs that deliver food to people in need. In 2021, in the midst of the pandemic, CCEFS opened Today's Harvest, a market that provides fresh and frozen groceries to the community free of charge.

When CCEFS reached out to 3Mgives and Legal Affairs for assistance in protecting the TODAY'S HARVEST trademark, 3M attorneys Colette Durst and Lisa Fulton were able to connect CCEFS with 3M Preferred Counsel Network (PCN) firm Pirkey Barber, a longstanding 3M partner in the areas of trademark and copyright law.

Pirkey Barber attorneys Elizabeth Strafski and Kim Arriola have been providing pro bono trademark services to CCEFS. They have advised CCEFS with regard to advantages of obtaining trademark registration as well as related considerations. After some internal discussion on brand identity, CCEFS decided to move forward with a trademark application for TODAY'S HARVEST. The team will work with CCEFS to draft and file the application, with the goal of protecting CCEFS' activities under the TODAY'S HARVEST trademark.

Through these services, 3M and Pirkey Barber hope to bring CCEFS one step closer to establishing a strong brand, so they can focus on the important things: helping the community!



Free Fresh Market  
[todaysharvestmn.org](http://todaysharvestmn.org)



# Closing

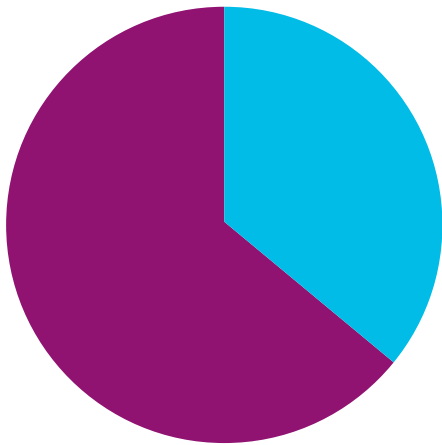




# 2021 Pro Bono Metrics

3M Legal Affairs tracks data related to its Pro Bono Programs. A glimpse of our 2021 numbers is shared here.

**HIGH ENGAGEMENT** during another Challenging Year – 1812 hours volunteered across the globe, up from 1338 hours in 2020



## New and Returning Volunteers

34 new volunteers participated in pro bono activities in 2021, an increase from 21 new volunteers in 2020.

■ Returning ■ New

## Increase in Volunteers



92 volunteers participated, up from 58 in 2020, with non-lawyer volunteers increasing from 13 to 28 in 2021.

## Worldwide Reach

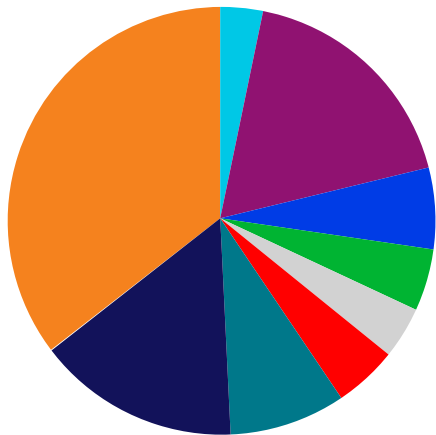


Volunteers in all geographic areas (including 17 countries) participated in pro bono activities.

# 2021 Pro Bono Metrics

**HIGH IMPACT** in a year of great need

## Volunteers by Organization



32 organizations benefitted from our pro bono activities, with at least 114 clients served.

## Focus on Housing



27 volunteers spent nearly 500 hours assisting clients with housing issues including expungement of evictions.

# 2021 Pro Bono Volunteers

We are grateful for the dedication of our volunteers who make pro bono client representation possible.

Adam Bramwell	Eleni Sideridis	Nancy Etzwiler
Adrian Pishko	Ellen Zhang	Nisha Taneja
Aleski Medved	Eric Levinson	Nicole Conway
Amanda Miller	Eric Silverman	Oriane Faure
Amber Cotton	Gregg Rosenblatt	Pam Stewart
Amber Moren	Ignacio Rosenfeld	Paul Tu
Amy Urberg	Jean Lown	Peter Olson
Amy Lievers	Jennifer Mitchell	Philip Soo
Amy Sanders	Jessica Sebeck Lugo	Puspita Hendra Sari
Angela Song	Joanne Sum-Ping	Renee Fearing
Ann Benjamin	Jonathan Tolstedt	Ryan Espiritu
Ann Gallagher	Joyce Courtney	Samuel Loh
Anna Shtanko	Juanita Stipe	Sandra Nowak
Antonella Bonomi	Julie Grinde	Shelby Bruce
Anu K	Kai Li	Shikhar Upadhyay
Arnaud Billon	Karen Stanoch-Sawczuk	Shirley Lee
Beata Spuhler	Kevin Rhodes	Siddharth Tiwari
Bill Hefner	Kevin Weber	Smrity Das
Blas Loreda	Lance Vietzke	Sridevi J
Candace Berling	Laura Johnson	Stacy Huang
Carol Jendrzey	Laurence Rathier	Steven Bern
Caryn Wermager	Leigh Gillett	Terry Beyl
Cathy Zou	Lisa Fulton	Timo Pohle
Chel Ramirez-Dela Cruz	Maureen Harms	Tom Nguyen
Cheryl Robischon	Meagan Hertzog	Tonya Medved
Christina Hewitt	Melissa Buss	Vennela Madabhushi
Cliff Richardson	Mike Geise	Yen Florczak
Daniel Iden	Mike Kauffman	Yunyongpol Duangnak
Daniel Shapiro	Michael Larson	Zhengquan Gu
David Ernst	Michelle Murphy	Zhenzhen Li
Dean Harts	Min Gao	

# Closing Message

The Pro Bono and Diversity & Inclusion Committees thank you for another incredible year. The 3M Legal Affairs Equity, Justice, & Inclusion 2021 Annual Report highlights some of the impactful work that our office participated in over the last year in conjunction with our trusted partners. Despite another year passing with most of us working remotely, we were able to adapt and find ways to give back to our community.

Each year, the process of gathering stories from around the office is always an exciting and heartfelt task. In the area of pro bono, it became clear that we could still have meaningful connections with our clients even with little to no in person meetings and that we could still be effective counsel at virtual hearings. We encouraged each other to become involved, and in the process, gained a record number of new pro bono volunteers across all job functions. In 2021, the overall number of pro bono volunteers increased by over 35% and the number of pro bono volunteer hours increased by over 450 hours from 2020! Something that became strikingly apparent is that it only takes a few hours to make a lasting impact on a person's life. It all adds up, towards making a change in a person's life and towards making a change in our communities.

Over ninety people from our office found a cause (and sometimes more!) that they believed in. In the US, we built upon our commitment to addressing racial inequalities through pro bono work by strengthening existing strategic partnerships and starting new ones in order to reach more people in need of equal access to justice. Internationally, we wrapped up a truly global pro bono project in which over twenty volunteers from fourteen countries across four regions gave their time to help with the Fighting Against Domestic Violence Project. Our APAC Pro Bono Project around Ending Violence Against Children also included over twenty volunteers from nine countries. We

were able to make this wide-ranging impact in part due to the strong collaboration with a Preferred Counsel Network firm, a trusted partner. While we are not yet back to pre-pandemic numbers, the level of engagement and what we were able to accomplish in 2021 was truly incredible and we look forward to a successful and impactful 2022.

Throughout 2021, the Diversity & Inclusion (D&I) Committee led efforts to create a more diverse, inclusive, and empathetic workplace in another year of remote work and uncertainty. To facilitate increasing diversity within 3M Legal Affairs, we agreed to participate in a program sponsored by Diversity Lab called the Mansfield Rule, in which law firms and legal departments seek certification by meeting certain categories of advancements in hiring, promoting, and developing historically underrepresented lawyers. For us, the overall goal of participating in the Mansfield Rule is not only to increase the representation of diverse lawyers in our department, but also to increase their participation in leadership roles.

In support of our work on evictions, the D&I committee sponsored a book club discussion around the eviction topic. The External Outreach Subcommittee focused on disability law and, to provide education on the disability topic, the committee also sponsored a book club discussion of the book *Haben: The Deafblind Woman Who Conquered Harvard Law*. We also continued our work with organizations that support diversity and inclusion efforts by supporting numerous minority bar organizations, hosting diverse legal interns, and mentoring law students and junior lawyers.

Finally, following 3M's data-driven and improvement mentality, we continued to measure our progress in becoming a more diverse and inclusive legal department, building on the first Maturity Model Assessment we conducted in 2014.

*(continued on next page)*

In 2020, we improved the format of the assessment to an online survey and for the first time surveyed all members of 3M Legal Affairs worldwide. In 2021, we examined the successes and challenges of the new format, revised and improved the assessment questions, and developed a set of lessons learned that will help us improve our next assessment in 2022.

Once again, thank you for taking the time to

read this report and for helping us recognize all the good work of our 3M colleagues despite the many obstacles of 2021. We believe in equality, justice, and inclusion and hope you will join us as we continue to uphold these principles through not only words, but meaningful actions.

Ann Gallagher, *2021 Pro Bono  
Committee Chair*

Eric Rucker, *2021 Diversity & Inclusion  
Committee Chair*

In October 2021, the Diversity & Inclusion and Pro Bono Committees were able to gather safely in-person and outdoors at Beata Spuhler's house. The attendees enjoyed a meal together from a barbeque food truck and greatly enjoyed being able to socialize in person after meeting virtually for more than 18 months.



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