



2020

Equity, Justice & Inclusion Annual Report



Ivan Fong

2020 was a year like no other. It will be remembered for many reasons — among them a global health crisis; a debilitating economic recession; and a reckoning on racial injustice sparked by the killing of George Floyd here in our home community. Each of us faced difficulties that changed who we are today and will undoubtedly affect us years from now in ways we do not yet even appreciate.

Mindful of the impacts these once-in-a-lifetime crises were having, not only on the most vulnerable members of our communities, but also on those within 3M Legal Affairs, our Pro Bono and Diversity & Inclusion Committees collaborated like never before in 2020 to strengthen our commitment to our communities and to advance innovative approaches to support racial equity, social justice and workplace inclusion. I have never been prouder of the work done by these committees, and it is appropriate that the committees have for the first time decided to publish this joint 3M Legal Affairs Equity, Justice & Inclusion 2020 Annual Report.

The importance of pro bono legal services was thrust to the forefront by the events of 2020. Under unprecedented impediments presented by the pandemic, our 3M Legal Affairs Pro Bono Committee organized efforts responsive to the urgent

needs of our low-income neighbors, including the need for housing eviction expungements, contributing over a thousand hours in partnership with local organizations such as the Neighborhood Justice Center and Twin Cities Diversity In Practice which supported an investigation by the Minnesota Department of Human Rights. Pro bono volunteers help not just those who cannot afford legal or other services assert their rights and protect their families, homes and livelihoods, but they also help strengthen faith in the fairness of our system of justice, essential to our society's commitment to the rule of law.

The events of 2020 were also a stark reminder of the critical nature of the work done by our 3M Legal Affairs Diversity & Inclusion Committee. Our D&I Committee helped drive those efforts throughout 2020, continuing its strong track record of leading our journey toward a best-in-class D&I program.

I'm particularly pleased that we were able to conduct our D&I Maturity Model Assessment in 2020 entirely online, expanding our reach to include our international colleagues and using more rigorous statistical methods to analyze and interpret the results. Our 2020 survey shows continued strong leadership commitment to D&I as well as opportunities for improvement in areas such as improving awareness of processes to seek and maintain a diverse talent pipeline.

Our ongoing inclusion work and psychological safety programming were also vital to the well-being of our colleagues in 3M Legal Affairs and across the company. To be sure, we have more work to do, but as detailed in this report, we persisted in the hard and important work in 2020 that will help us become a more diverse, equitable, inclusive and high-performing organization.

I want to thank both our Pro Bono and D&I Committees and all those who volunteered their time in 2020 to contribute to our communities and to drive greater diversity and inclusion. You deserve our deepest gratitude for your leadership, your service, your dedication and your humanity during this most difficult year. I am truly in awe of all of you!

Ivan Fong

Executive Vice President, Chief Legal and Policy Officer and Secretary

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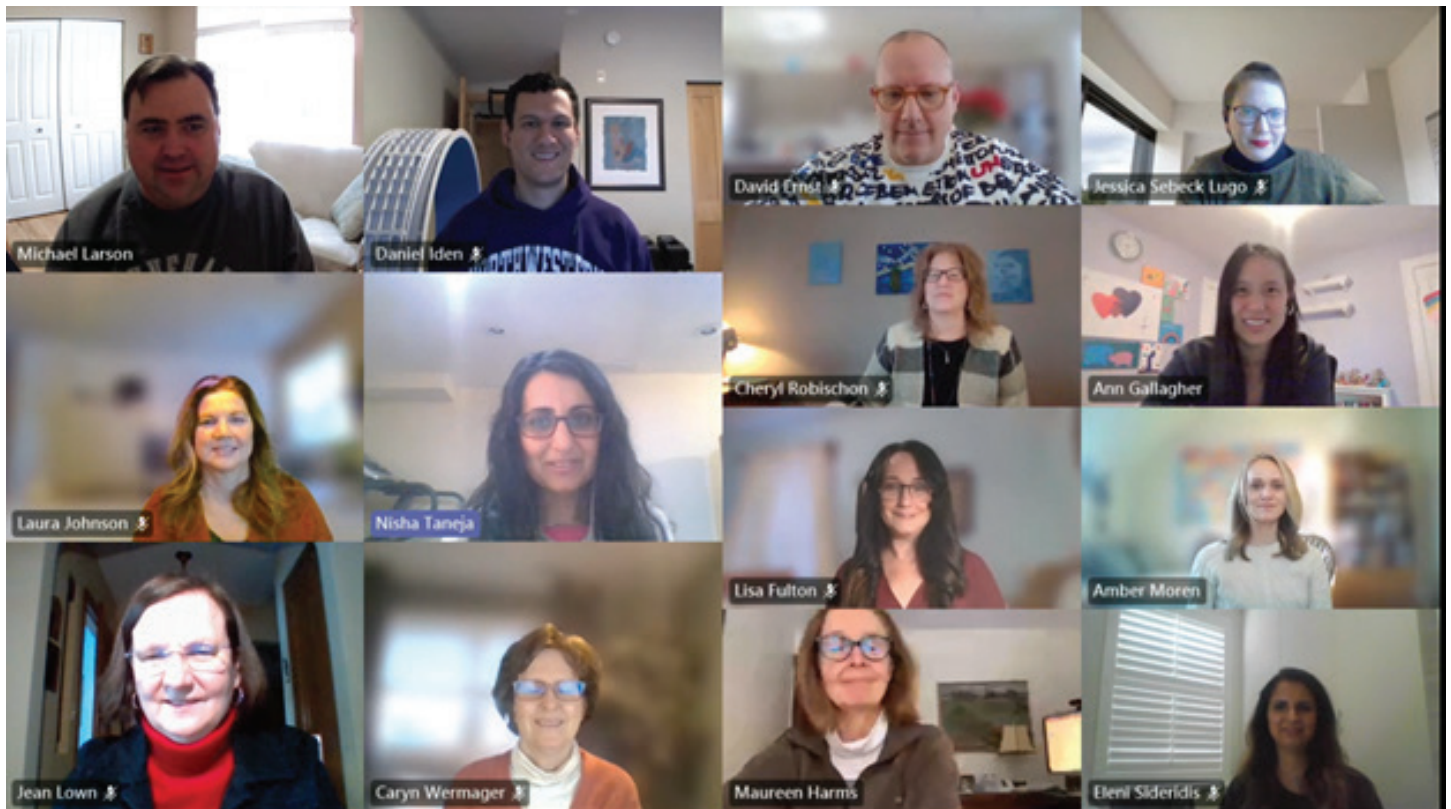
3M Legal Affairs Pro Bono Statement

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

Alvaro Loreda
Amber Moren
Angela Song
Ann Gallagher, Vice 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, Chair
Maureen Harms, Executive Sponsor
Michael Larson
Nisha Taneja
Ryan Espiritu





3M Legal Affairs Diversity & 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 the mission by recruiting and including individuals with diverse experiences, backgrounds, and ideas, and by engaging

in outreach with organizations that promote diversity in the legal profession.

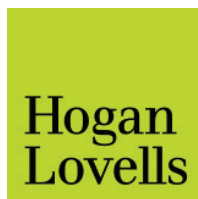
Diversity and Inclusion in 3M Legal Affairs goes beyond just policies; it is who we are, how we operate, and how we see our future.

Diversity & Inclusion Committee

Alan Campana
Amanda Miller
Ann Anaya
Ann Benjamin, Maturity Model Subcommittee Chair
Ann Gallagher
Ann Marie Przepasniak
Carlos M. Téllez, D&I Committee Vice-Chair
Charles Horwitz
Eric Rucker, D&I Committee Chair
Isabel Gomes
Ivan Fong
Jill Lockett
Kevin Ueland
Kevin Rhodes
Lisa Fulton
Laura Hammargren, Outreach Subcommittee Chair
Maureen Harms
Michael Duran
Nikki Odom
Renee Dotson
Robert Moshrefzadeh
Sandra Nowak
Shelby Bruce, Events Subcommittee Chair
Shelley Cordes
Tami Zappa
Usha Neelakantan
Yen Florcza, Executive Sponsor



Pro Bono Partners



Organizations Supported by the Diversity & Inclusion Committee





Inclusion



3M Legal Affairs Diversity & Inclusion Committee

3M Legal Affairs Diversity & Inclusion Committee has 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 the report below, each subcommittee plays a vital role in advancing the mission of the Diversity & Inclusion Committee.

EXTERNAL OUTREACH SUBCOMMITTEE

Engaging in the Legal Community to Contribute to the Development of Diverse Legal Talent

The 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 restrictions of the pandemic in 2020 drove the Subcommittee and its members to innovate in new ways to build connections and support external partners from afar. Below we have featured just a few of the many virtual connections and impact 3M's Legal Department made with external organizations in 2020—we greatly look forward to building on these relationships and fostering new ones (hopefully in person!) in the coming year.

Gender Diversity in Innovation

In April 2020, 3M attorney Sandra Nowak moderated a virtual roadshow panel hosted by the Intellectual Property Owners Association (IPO) titled “Gender Diversity in Innovation Toolkit.” The panel discussed the IPO and USPTO’s new diversity in innovation toolkits and discussed how to use different tools to positively impact the diversity in innovation culture. The roadshow was attended by over 100 people and received rave reviews, including that “the combination of topics was truly synergistic.”



3M Fellows Participate in Leadership Council on Legal Diversity



Photo by Joe Mahoney

3M attorneys Ann Gallagher and Joanne Sum-Ping were selected as 3M's Leadership Council on Legal Diversity (LCLD) Fellows for 2020. Led by Robert Gray (who spoke at 3M's All-Hands Meeting in July 2020), LCLD is made up of 350 corporate chief legal officers and law firm managing partners who have pledged themselves to creating a truly diverse U.S. legal profession. As LCLD Fellows, Ann and Joanne participated in a year-long program designed to develop the next generation of diverse leaders in the legal profession.

In February 2020 (pre-pandemic times) Ann and Joanne were fortunate enough to attend the first LCLD meeting in person in Miami, Florida, where they bonded with other Fellows from corporate legal departments and law firms in the Florida sunshine while learning about communicating across generational differences, developing grit, and overcoming imposter syndrome. In the evenings, they networked with other Fellows and developed

lasting friendships. The rest of the LCLD Fellows events were held virtually, including the Annual Meeting in October 2020, where our own 3M attorneys Eric Rucker and Maureen Harms spoke on collaborative succession planning. Throughout the year, they had the opportunity to attend Language of Leadership interviews featuring general counsel of companies such as Disney, Apple, Microsoft, and Cummins – the highlight was the session featuring our own Ivan Fong! Although the final official meeting in February 2021 was virtual, the Fellows hope to have one last in-person gathering in the future to wrap up their time as 2020 Fellows.

Ann and Joanne are grateful to 3M for the opportunity to participate 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.

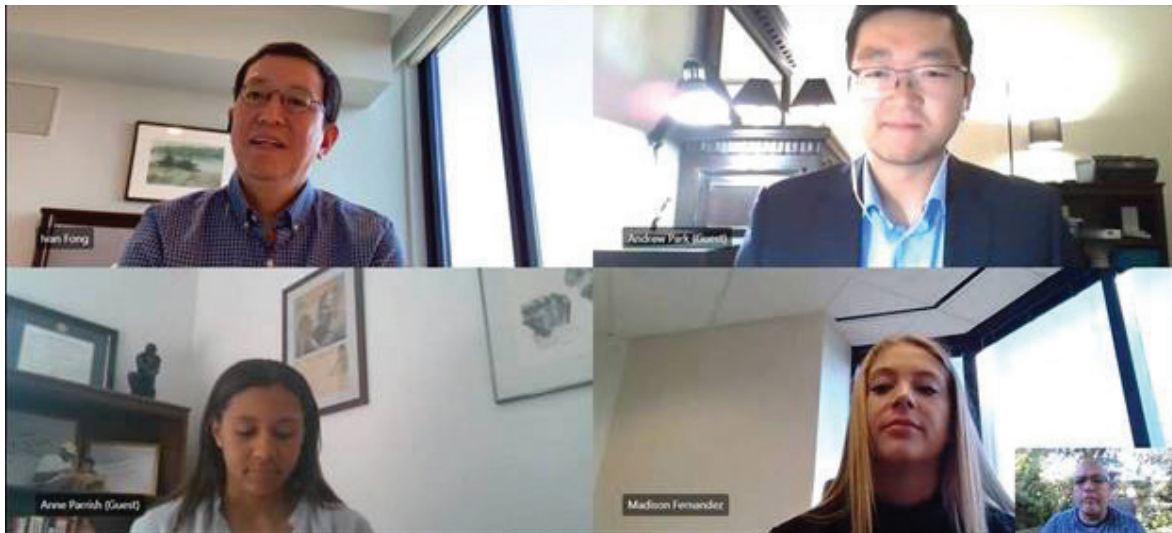
Events Subcommittee Sponsored Program: Inclusion in a Time of Social Distancing

On May 14, 2020, the Legal Affairs Diversity & Inclusion Committee sponsored a virtual program entitled: *"Inclusion in a Time of Social Distancing."* Every time someone says "social distancing" we should hear in our minds "social caring through safe distancing." During this program, panel members from around the world discussed the challenges of staying connected and taking care of their personal and family's well-being, and what they are doing to support and engage their teams, while leveraging their team members' unique strengths, in a work from home, virtual environment due to the COVID-19 pandemic.

The event was hosted by 3M attorneys Laura Hammargren and Yen Florczak. Panel Members included:

Alan Campana, Global Security, U.S.
Christina Hewitt, OGC, Canada
Forrest Feng, IPC, GCA
Ian Brown, OGC, U.K.
Lucy Witherington, IPC, U.K.
Quintus Tang, IPC, GCA
Seigen Tsukuda, IPC, Japan
Tami Zappa, Litigation, U.S.

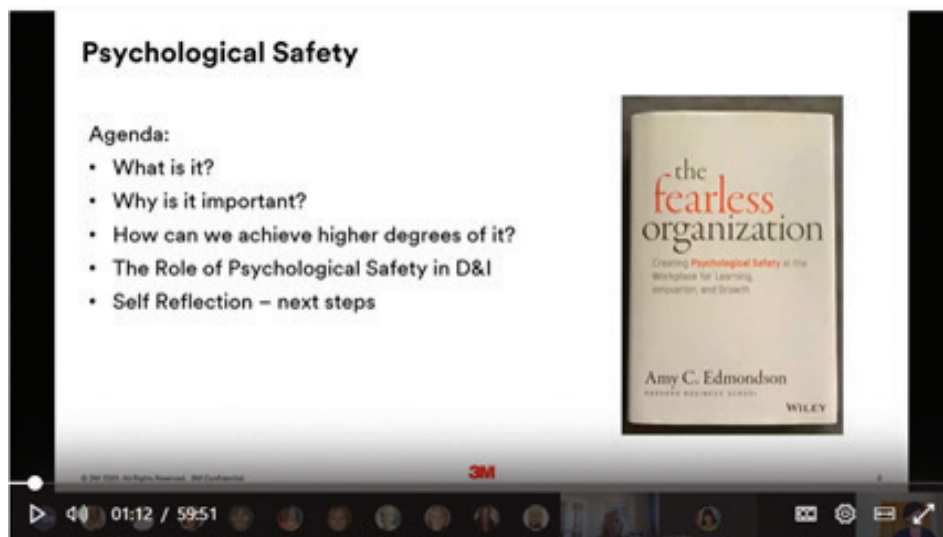
Twin Cities Diversity In Practice Summer Interns



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 2020 we partnered with law firms Barnes & Thornburg, Faegre Drinker, and Larson King. Our law clerks were Anne Parrish of The University of Iowa College of Law, Andrew Park of Columbia Law School, and Madison Fernandez of The University of St. Thomas School of Law.

Psychological Safety in the Workplace



On July 23, 2020, the Legal Affairs Diversity & Inclusion Committee sponsored a virtual program entitled “*Psychological Safety in the Workplace*.” 3M HR manager Jill Lockett, along with 3M attorneys Yen Florczak and Ivan Fong, discussed what psychological safety is, why it is important, and how we can achieve higher degrees of it. The session was

based on the book *The Fearless Organization* by Amy Edmonson. The session concluded with a self-reflection on the topic by the attendees and an opportunity for question and answer from the participants. The session had excellent global attendance with over 130 participants and was recorded and is available on 3M Go.

Minnesota Women Lawyers & Performance Review Feedback Tips

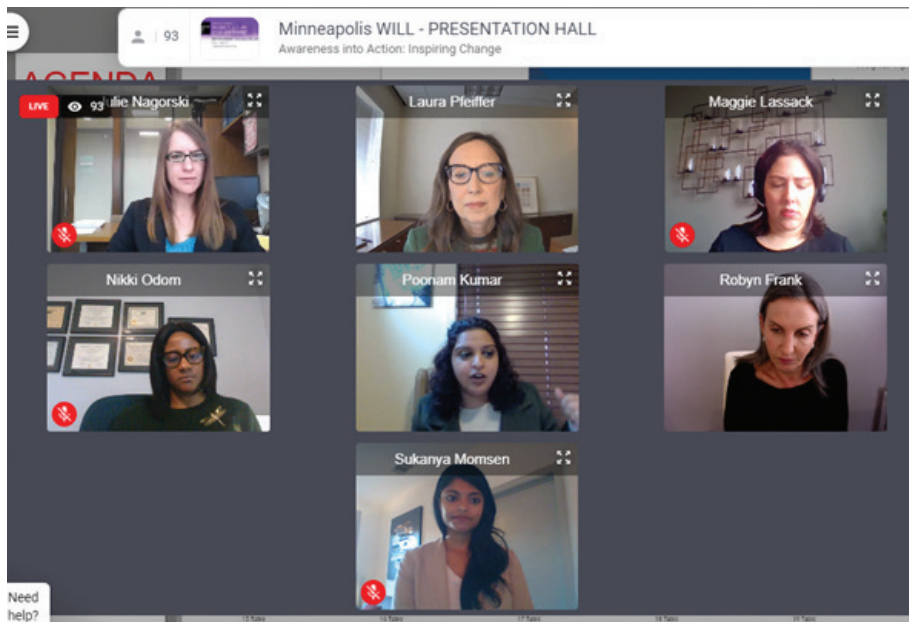


Yen Florczak



In November 2020, 3M attorney Yen Florczak was a panelist on a Minnesota Women Lawyers Member Monday session that featured in-house women leaders and HR experts to discuss how to approach performance reviews, how to deliver review and feedback to team members, and how people can shine in remote work environments.

Women in Law & Leadership - Challenging the Status Quo



In December 2020, 3M attorney Nikki Odom was a panelist at the Women in Law & Leadership – Minneapolis Virtual Summit hosted by Centerforce. The panel was entitled “Challenging the Status Quo: Self-Advocacy & Countering Personal Negation.” The panelists discussed challenges women attorneys sometimes face, such as finding a sponsor, the myth of meritocracy, and how to overcome imposter syndrome.

Maturity Model and Metrics Subcommittee Assesses Progress in Advancing Diversity & Inclusion within 3M Legal Affairs

The primary task of the 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 2020, we changed the format of the Maturity Model Assessment to an online

survey of Legal Affairs worldwide followed by a virtual seminar. Our goals in making these changes were, inter alia, to include diversity and inclusion progress input from all of Legal Affairs as well as to improve the reliability of the statistical data obtained from the Maturity Model Assessment to better inform metric-driven development initiatives within Legal Affairs.

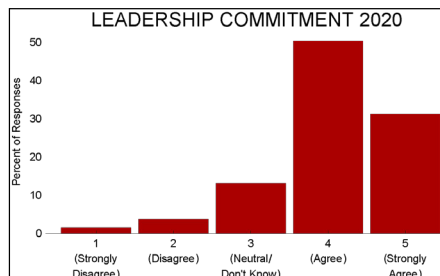
The online survey was sent to all members of Legal Affairs in October of 2020. The survey included twenty-three questions addressing the progress of Legal Affairs in advancing diversity and inclusion.

Summary of Results:

- Overall Diversity and Inclusion score = 3.8/5
- 291 respondents yield unprecedented accuracy: 4% error rate at 95% confidence
- 198 respondents from US, 88 international respondents

The charts below represent the aggregated data for the questions belonging to each category. For instance, the charts on Leadership Commitment represent the aggregated results for questions 1-4. Results for individual questions are not shown in this report, but we provide comments on specific questions when appropriate.

Leadership Commitment



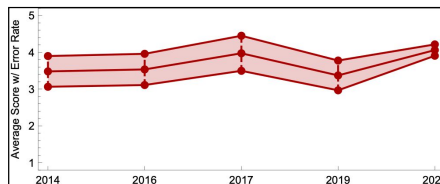
Category score: **4.0±0.9**

1. Our leaders personally demonstrate inclusive behaviors

2. Our leaders consistently promote an atmosphere of inclusion in Legal Affairs

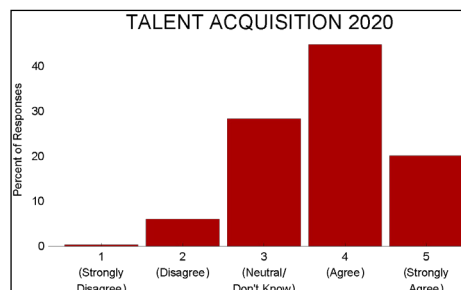
3. Our leaders act as change agents for diversity and inclusion in Legal Affairs

4. Our leaders inspire and empower others to be change agents for diversity and inclusion



We continue to see a strong commitment from Legal Affairs leadership in advancing diversity and inclusion in responses to questions 1-4.

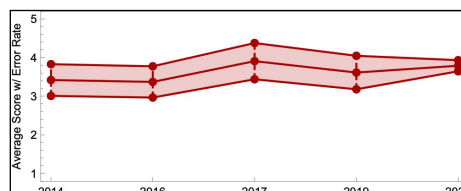
Talent Acquisition



Category score: **3.8±0.8**

5. Legal Affairs values a diverse talent pool

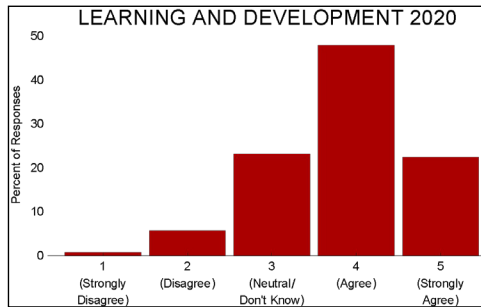
6. Legal Affairs recruits and hires diverse talent



7. Legal Affairs has processes in place to seek and maintain a diverse pipeline

The responses to individual questions 5 and 6 show an area of progress in Legal Affairs. The response to question 7 suggests there is an opportunity for improvement in this area by finding ways to increase awareness of existing processes within Legal Affairs to seek and maintain a diverse pipeline.

Learning and Development



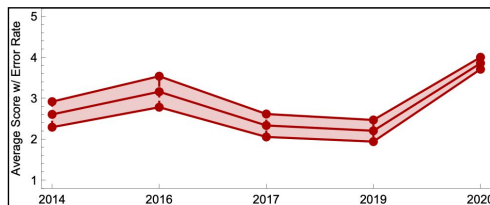
Category score: 3.9 ± 0.9

8. Our leaders personally demonstrate inclusive behaviors

9. Our leaders consistently promote an atmosphere of inclusion in Legal Affairs

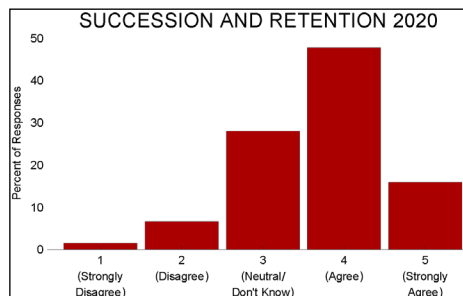
10. Our leaders act as change agents for diversity and inclusion in Legal Affairs

11. Our leaders inspire and empower others to be change agents for diversity and inclusion



The results show that Legal Affairs members recognize that there is training available and that our leaders not only demonstrate inclusive behaviors personally but act as, and empower others to be, change agents for diversity and inclusion. In general, the results show a large improvement over the previous assessment in 2019, and given the error bars, also show the highest ever score in the Learning and Development category.

Succession and Retention



Category score: 3.7 ± 0.9

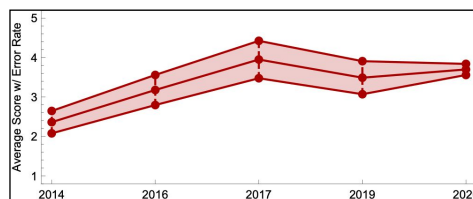
12. Legal Affairs values the retention, development, and advancement of diverse talent

13. Legal Affairs retains diverse talent

14. Legal Affairs develops and advances talent generally

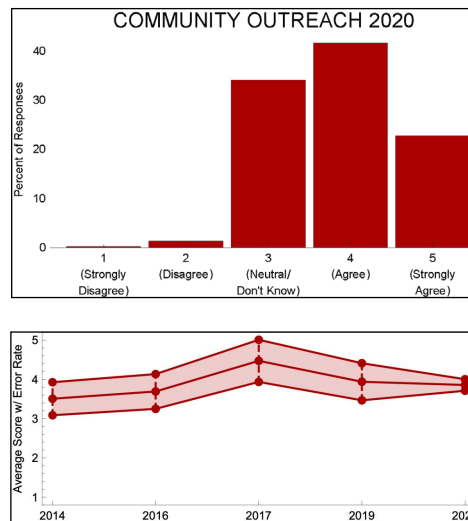
15. Legal Affairs provides diverse talent the opportunity to develop and advance

16. Legal Affairs strives to consistently develop, advance, and retain diverse talent through established programs



Scores for questions 13 and 15 were some of the lowest of the survey. In 2021, the Subcommittee will consider whether to recommend adoption of the Mansfield Rule program (in full or in part) to 3M Legal Affairs management. The Mansfield Rule measures whether law firms/law departments have affirmatively considered diverse lawyers for leadership roles. There are programs for advancement available within Legal Affairs, but they may need to be better publicized.

Community Outreach



Category score: **3.8±0.8**

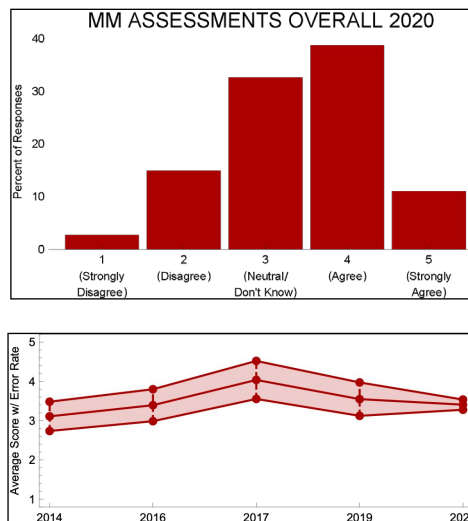
17. Legal Affairs engages in outreach to organizations that advance and/or promote diversity and inclusion in the legal profession

18. Legal Affairs financially supports organizations that advance and/or promote diversity and inclusion in the legal profession

19. Legal Affairs partners and jointly participates in projects or programs with organizations that promote diversity and inclusion in the legal profession

Though Community Outreach appears to generally be a strength area, again there is a need for more effective communication of diversity and inclusion activities to all of Legal Affairs.

Maturity Model Assessments Overall



Category score: **3.6±0.8**

20. Legal Affairs demonstrates basic appreciation for D&I, but undertakes no or minimal proactive efforts to promote it

21. Ongoing efforts to promote diversity and inclusion in Legal Affairs produces visible results

22. Legal Affairs has an established and understood culture that embraces the value of diversity and inclusion

23. Legal Affairs has suitable plans, actions, and milestones to promote diversity and inclusion

Legal Affairs appears to be making some progress overall in promoting and advancing diversity and inclusion within the department. Nevertheless, we can conclude from these responses that there is more work to be done.

Because of how it is worded, question 20 should probably be considered separately from the other questions in this section and may explain why the Overall score is the lowest of all categories in the survey.

The table below shows the survey results broken out by location and department. The colors correspond to the numerical values, scaled such that the lowest score is colored a dark red (i.e., the 3.1 from Global Security for Succession and Retention) and the highest score is colored a dark green (i.e., 4.7 from GLSC for Leadership).

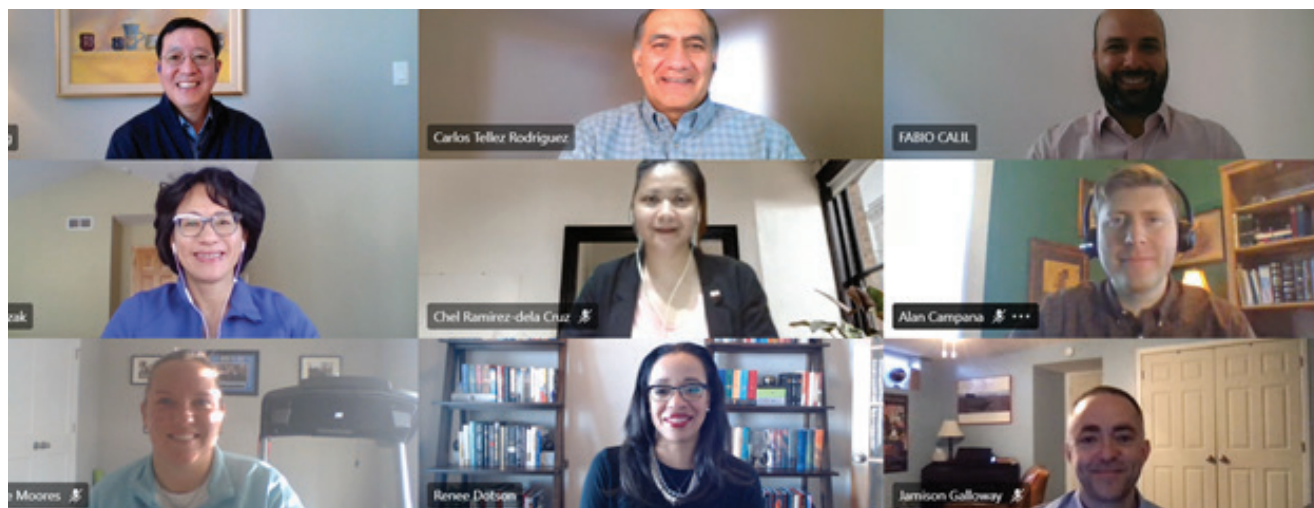
Location/Division	Leadership	Talent Acq.	Learn/Dev't	Succ/Ret'n	Outreach	Overall	Full Average
International	4.1	3.8	3.8	3.7	3.5	3.6	3.8
Ethics and Compliance	3.6	3.7	3.8	3.5	3.5	3.3	3.6
Global Legal Service Center	4.7	4.2	4.4	4.1	3.9	4.2	4.3
Global Security	4.1	3.4	3.7	3.1	3.3	3.3	3.5
Office of General Counsel	4.0	3.8	3.7	3.6	3.5	3.7	3.7
OIPC	4.0	3.7	3.7	3.8	3.4	3.5	3.7
US	4.0	3.8	3.9	3.7	4.0	3.6	3.8
Ethics and Compliance	4.2	3.8	3.9	4.1	3.8	3.5	3.9
Global Security	4.1	3.7	4.0	3.7	3.8	3.7	3.9
Litigation	4.3	4.0	4.1	3.8	4.4	3.7	4.1
Office of General Counsel	4.0	3.8	3.8	3.7	4.1	3.6	3.8
OIPC	4.0	3.8	3.8	3.6	3.8	3.5	3.8
Total	4.0	3.8	3.9	3.7	3.8	3.6	3.8

As the overall categorical values for both US and International show, the colors are quite similar, suggesting that both groups are highly correlated.

Once participants took the Maturity Model survey, the Subcommittee hosted a session to discuss the survey results. This was the first time the session was conducted entirely online.

In addition to the survey results, the virtual session included a Diversity and Inclusion panel discussion involving Fábio M. Calil, S. Renee Dotson, Stephanie Moores, Cecily Nerisse (Chel) C. Ramirez-dela Cruz, and Carlos Téllez Rodriguez; as well as the time-honored Q&A session where Ivan Fong, Yen Florczak, and Eric Rucker responded to anonymous questions from attendees. The session is a respected and valued forum for participants to ask sensitive questions anonymously to our General Counsel and Legal Affairs management.

The focus of the Maturity Model and Metrics Subcommittee during 2021 will be to explore actions we can take as a department informed by the results of the online survey and the Legal Affairs Maturity Model Online Session.





Service



3M Awarded Children's Law Center Distinguished Service Award

2020 CLC DISTINGUISHED
SERVICE AWARD



Ivan Fong, 3M Senior Vice President, General Counsel and CLC Volunteer



INFORM
NAVIGATE
EMPOWER



Children's Law Center of Minnesota (CLC) provides legal representation to children in Minnesota who are either wards of the state or have been removed from their homes because they need protection. CLC annually identifies one law firm or corporation whose work on behalf of CLC's clients exemplifies the commitment and dedication to pro bono representation that is the foundation of CLC's mission. This year, Children's Law Center awarded 3M its Distinguished Service Award.

Over the years, countless attorneys from 3M have partnered with CLC to provide quality legal representation to CLC's growing number of child clients. 3M's lawyers are zealous advocates ensuring that CLC's clients' voices are heard. They help CLC clients maintain contact with their siblings, prevent unwarranted movements between placements, and fight aggressively in court for what their clients want.

3M attorney Lisa Fulton, former president of the CLC Board, and current CLC volunteer has made a tremendous impact by providing legal representation for Ramsey County clients. Lisa has also been an ambassador among 3M attorneys and recruited volunteer attorneys for CLC.

3M Senior Vice President and General Counsel, Ivan Fong, is a CLC volunteer attorney and shared the following on why it's important to represent youth and children in foster care in a CLC sponsor video. "At any given time CLC represents hundreds of children in foster care, kids who deserve quality legal representation and hope."

CLC is grateful to 3M for help in achieving CLC's goal of giving children in foster care a voice in the systems that affect their lives-- from helping to achieve a law that protects students from expulsion without sufficient notice to fighting for client's rights every day to generously supporting CLC through grants, sponsorships, and donations.

Helping Neighbors - China Day of Service for the Community

On October 17, 2020, members of Legal Affairs in Greater China (Cindy Chen, Ellen Zhang, Gao Min, Lynette Ding, Mark Li, Zhenzhen Li), along with the Yuan Wen Law Firm, co-organized a pro bono event in the Mudan Community of Huamu Street Office in Pudong Area, Shanghai. The pro bono team advised clients on various questions relating to their daily lives, such as disputes with neighbors, real estate inheritance, and personal injuries. The clients were senior citizens or disabled people in the neighborhood who were in great need of quality legal aid. They were very grateful for the opportunity to talk with and seek help from experienced legal professionals. The Community highly praised 3M volunteers for their passion for the voluntary service.



Considering the need for pro bono legal services, these 3M volunteers have decided this will not be a one-off event and they will be back to serve again!

3M Representation on the Twin Cities Suicide Prevention Coalition for Veterans



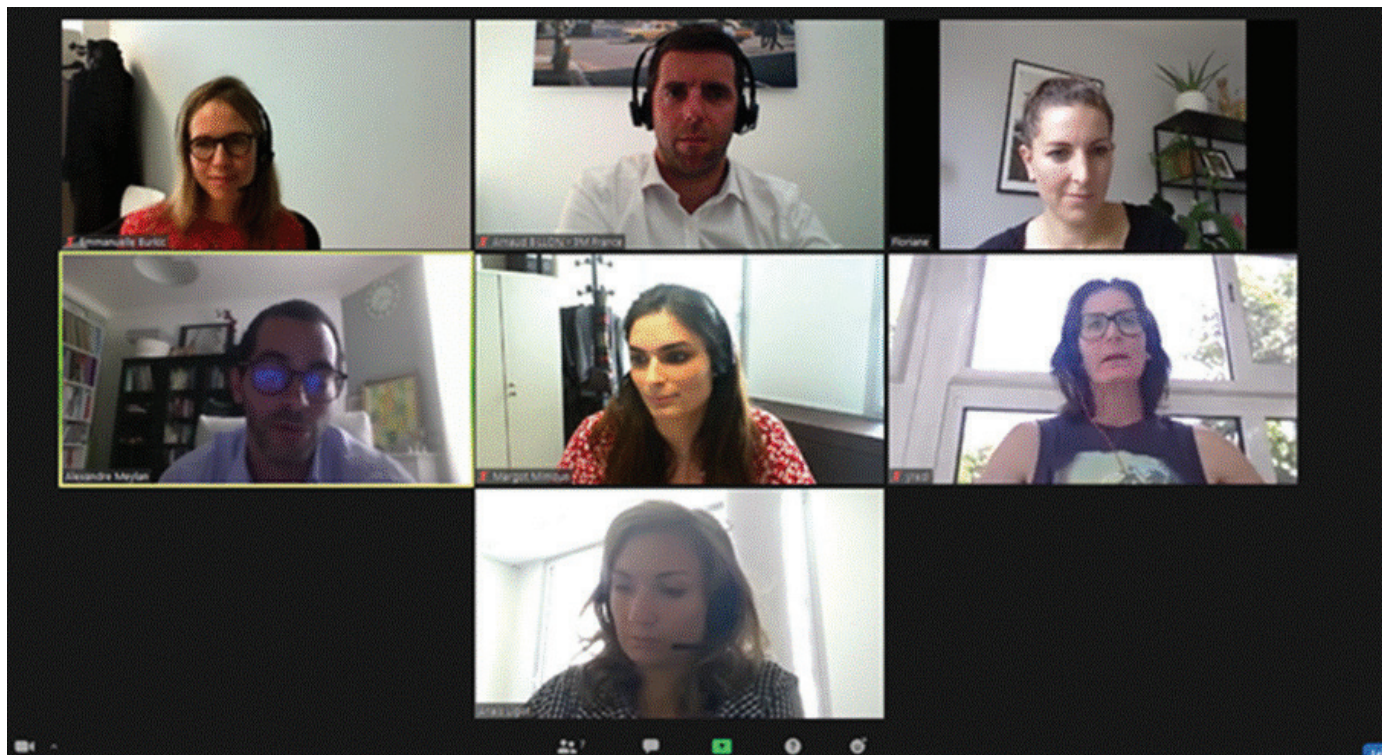
Michael Larson

As the Community Outreach Co-Chair of the 3M Military Support Network (MSN), 3M paralegal Michael Larson has been representing 3M on the Twin Cities Suicide Prevention Coalition. The

Coalition is led by the Veteran's Association and seeks to increase awareness within the Twin Cities community of the epidemic level of suicide by military veterans, provide suicide prevention training, and work with stakeholders within the Twin Cities community to decrease military veteran suicide. Michael has been specifically working on the Policy Subcommittee to promote organizational policies to integrate

veteran safety and mental wellness strategies within the Twin Cities Community. To accomplish this they are preparing a toolkit that provides guidance to create organizational policies to prevent suicide amongst veterans and service members. Michael is coordinating a meeting between the V.A. leadership of the coalition and 3M Chief Diversity Officer, Ann Anaya, to review the toolkit and discuss strategies to leverage the Coalition's work product both internally at 3M and externally through Ann's Twin Cities Network of Chief Diversity Officers. The toolkit should soon receive final approval to be disseminated.

3M France Pro Bono Workshops - Virtual Pro Bono is Possible!



On June 26, 2020, 3M attorney Arnaud Billon had the opportunity to be part of Hogan Lovells' (HL) first virtual Pro Bono workshop (Paris office) dedicated to new entrepreneurs.

Along with HL lawyers and in-house lawyers from American Express and Paypal, the team advised the founder of the NESATI brand, which creates medicinal plant infusions for women's health.

The team shared legal feedback on various topics such as: the possibility to protect infusion formulas; rules for claiming health/wellbeing benefits for products; rules for labelling a product as organic; and more general questions like, "During the life of my company and my project when and how should I consider getting legal support?" The team had nearly 3 hours of casual discussion without noticing time pass!

Infusions and IP are not Arnaud's first areas of expertise but Arnaud commented, "Exactly one of the benefits of pro bono is to broaden the perspective of 3M lawyers while sharpening legal analysis and client communication skills."

3M attorney Jean-Sylvain Ripoll was part of another similar workshop the same day to help the founder of Mentor Goal, which offers guidance and individual mentorship sessions to students in need in their job searches.

The workshops were perfectly organized by HL, the tools for virtual meetings worked well, and the discussions were fluid. If you have similar opportunities for virtual pro bono support, Arnaud recommends, "Do not hesitate!"

The Impact of Racism and Social Justice in the Legal Profession: A Panel Presentation



Lezlie Paulus

**By: Lezlie Paulus,
Director of Business
Administration,
SMRLS**

Southern Minnesota
Regional Legal
Services (SMRLS)
was proud to have
Ivan Fong, General

Counsel for 3M, serve as a panelist for their annual recognition luncheon and CLE. The topic for 2020 was “Elimination of Bias: The Crossroads of Race and Bias in the Legal Profession”. The event was sponsored by SMRLS’ Racial Justice Committee which serves to welcome all clients, encourages and supports a diverse staff, and advocates

effectively to eliminate barriers for persons of color and to ensure their equal access to and fair treatment by SMRLS and the legal system. Mr. Fong and the other panelists called on their own personal and professional experiences to provide insights and answer questions about racism in the legal field, including how legal professionals can recognize and address or eliminate their own biases in their work. Topics included defining bias, examining and evaluating bias in the workplace, and methods for eliminating bias. This timely program was informative and well-received and SMRLS is grateful for Mr. Fong’s willingness to participate and candidly share his views and experiences.

3M Legal Affairs Day of Service

3M Legal Affairs had another successful Day of Service which included several pro bono and community volunteer events. This year the Day of Service spanned several days as we adjusted to social distancing with virtual pro bono events and fundraising activities. 101 volunteers globally contributed 134 volunteer hours, assisting 37 people and raising \$2200 USD for various external agencies.

The pro bono events included:

- Housing eviction expungement clinic (training on Day of Service) with Volunteer Lawyers Network (VLN), the Southern Minnesota Regional Legal Services (SMRLS), and Mid-Minnesota Legal Aid (MMLA)
- Criminal expungement clinic (training on

Day of Service) with Neighborhood Justice Center

- Staff in China worked on a pro bono event in which they advised neighborhood clients on a variety of legal questions

Staff from the global legal department participated in several community giving projects. Some examples include:

- Raking 150 bags of leaves in the yards of 14 senior citizens in St. Paul
- Creating and donating kitchen and cleaning kits for Bridging, a non-profit which provides basic home essentials to families in need
- Collecting household goods to donate to the YWCA St Paul

- Collecting hygiene and intimate products for I Support the Girls, an agency which collects and distributes essential items to women and girls experiencing homelessness
- Raising \$1,640 for Blair's Tree of Hope, a nonprofit which helps the families of children who have been hospitalized with a life-threatening illness
- One 3M volunteer spent election day conducting surveys of three St. Paul polling places, reviewing accessibility for people with disabilities
- Legal staff in Singapore volunteered with Habitat for Humanity
- Legal staff in Vietnam collected over 500 used batteries which were delivered to an authorized collection hub for proper disposal.

Community Service Projects



Members of the Diversity & Inclusion Committee joined other Legal Affairs staff on several community service projects, including projects with two St. Paul agencies: Neighborhood House and Hallie Q. Brown.

Neighborhood House is a multi-service agency that provides free programs to help people with basic needs, education, and health and well-being free of charge. 3M volunteers helped distribute fresh produce to families in need.

Hallie Q. Brown Community Center provides access to critical human services, fostering and promoting personal growth, and



developing community leadership. 3M volunteers helped clean up the playground area at the community center.

Success in Applying for a Patent for a Young Entrepreneur



Adrian Pishko

3M IP professionals partnered with LegalCORPS to provide IP-related advice to small business owners at 12 regular clinics in 2020 and drafted two patent applications for low-income inventors.

3M patent agent Adrian Pishko successfully helped a young entrepreneur with a patent application.

Young entrepreneur Jacob Vandersteen was dissatisfied with available health drinks and set out to develop a new beverage. Jacob studied scientific journal articles to learn about various benefits of different consumable materials and came up with a new combination of ingredients designed to provide nutritional content, a positive effect on circulation, and just a few calories per serving. Jacob was enthusiastic about using only plant sources as well as providing sustenance to people around the world suffering from malnutrition. Additionally, he developed a method of preparation that provides a beverage having high clarity despite containing components that are traditionally difficult to dissolve or keep suspended in an aqueous composition. Jacob applied for inventor assistance from LegalCORPS.

Patent agent Adrian Pishko and attorney Jean Lown volunteered to work with him through LegalCORPS' program, both having expertise in food science patent applications. Jacob did not have prior experience with patents, but quickly grasped various concepts, such as including as few key ingredients as possible in the main patent claim to minimize easy design-

arounds from potential competitors. Jacob took copious notes during discussions of aspects of patent applications and asked many questions along the way. Another volunteer through LegalCORPS performed a patentability analysis, which contributed to drafting a better patent application for Jacob. The day after his patent application was filed with the USPTO, Jacob began selling the health drink through his own website.

During the spring of 2020, Adrian contacted Jacob to inquire if there had been any further developments since the patent application was filed the prior August. It turns out that Jacob had invented a powdered form of the health drink. To prepare a patent application that would encompass both forms of the drink, it was necessary to make substantial updates/revisions to the initial patent application.

Due to the pandemic, it was not possible to meet in person with Jacob during the process of working on his patent application. The collaboration was completed by phone and email, and then everyone involved met outside on the St. Paul campus to complete the filing of the patent application via the United States Patent & Trademark Office website. Adrian commented, "It was very satisfying to provide education about patents to Jacob in addition to leveraging our expertise in drafting patent applications to try to set him up for success." Jacob's nonprovisional application published on February 11, 2021, as U.S. Application Publication No. 2021/0038670.

Using Contract Negotiation Skills to Help a Local Nonprofit

If you are near 3M Center, be sure take a drive (or a short walk on a nice day) west on Conway Ave about a block down from 3M's campus. There you will find green shoots of change emerging from an old athletic field: a new athletic dome in the midst of construction. This dome, which will provide year-round activities and programming for area youth, is the work product of years of planning by the Sanneh Foundation, a non-profit organization focused on education, after-school support and recreational activities, and generally improving the lives of kids in St. Paul.

3M attorney Steve Bern first became aware of the Sanneh Foundation about 5 years ago, when a community center on the site was considered for mothballing by the city of St. Paul. The community center at that time, though in a state of disrepair, was still a buzzing hub of kids and young families after school and during the summer months. A shut-down would have pushed kids and families away from the area and been a huge blow to the community just west of the 3M campus.

"I've witnessed the value of youth recreation and after school programs for Woodbury kids I've coached over the years, so when I learned about first the potential closing, and later what Sanneh wanted to do in keeping the center open and actually increasing recreational programming (and even free hot lunches and dinners for kids, no questions asked), it resonated with me" says Steve. "As a kid growing up in Iowa, we had tons of cheap, accessible, organized recreational activities readily available, such as soccer and basketball. This made a huge positive difference in my life. A lot has changed however – for instance, there's been a



Sanneh Foundation's Director of Operations Brandon Griffin and 3M attorney Steven Bern stand in front of the dome construction project on Conway Ave. Grand opening is expected this coming June.

demographic shift in youth recreation over the past 30 years, with generally wealthier suburban kids now engaging in recreation provided by highly organized and well-funded local athletic associations. These athletic associations just don't exist at all or to the same degree in the cities, however, so quality recreational activities are left to the city, which is under perpetual budget cutting. The result is that a lot of city kids just don't have access to well-organized recreational programs or facilities."

Steve liked the mission of the Sanneh Foundation, and a few years ago asked how he could help. "They said legal advice, so it worked out well," says Steve. "They've had several contracts come up over the years that I've helped them with. Most recently, they entered negotiations with the dome builder, which took quite a few iterations to get to where it needed to be, so I've been helping them with that. It's deeply gratifying to see the tangible benefits of the work we've been doing materialize."



Fairness



Voter Accessibility and Equal Opportunity to Participate in Elections

Voting is an important right. It is critical that all people have the opportunity to vote and participate in the democratic process. The Help America Vote Act of 2002 was enacted to improve accessibility of polling places for disabled voters and to ensure that there are open, accessible polling places that provide means for everyone to vote. Nevertheless, barriers still exist for voters with disabilities. Some polling places, e.g., do not have wheelchair ramps or functioning automatic doors, or may not provide assistive voting technologies that allow people with disabilities to vote privately.

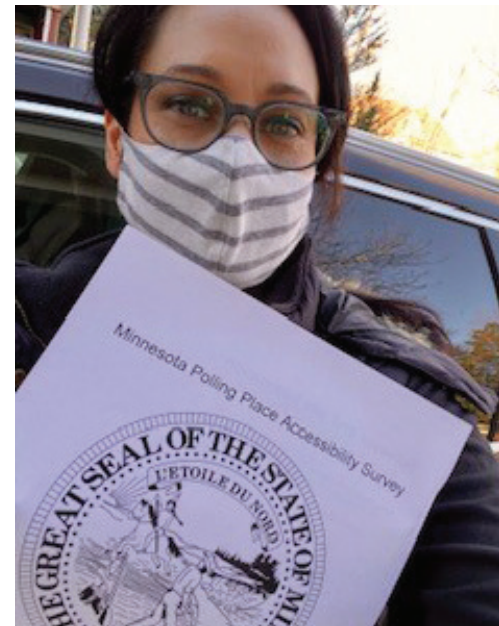
In order to identify polling place accessibility issues, Minnesota Disability Law Center of Mid-Minnesota Legal Aid (MMLA) with the support of the Office of Minnesota Secretary of State Steve Simon conducted the Voting Rights Project: Accessibility at the Polls on primary election day and on election day 2020. MMLA staff and volunteers were trained by MMLA, and surveyed 143 polling locations on primary day and 124 polling locations on election day. 3M attorney Lisa Fulton conducted surveys at three St. Paul polling places on election day. The surveys Lisa conducted included reviewing accessibility in parking lots, pathways to the buildings, building entrances, interior paths to the voting area, interior ramps and doors, elevators, inside the voting area, ballot marking machines, and restrooms. The surveys also included interviewing the head election judge.

Issues of concern that Lisa and other surveyors noted fell into four main categories: problems with the ballot marking machine, lack of proper signage, lack of proper ramps, and inaccessible restrooms. Some issues were easily addressable and

corrected by election judges on the spot. For example, it was common for surveyors to find the screens of ballot marking machines facing polling workers, providing little privacy. In some polling locations, it was easy to turn the ballot marking machine around to face away from polling workers. Other issues such as lack of proper ramps, automatic doors or accessible restrooms were documented for future correction.

In addition to the work Lisa did surveying polling places, two 3M attorneys worked with the national, nonpartisan Election Protection coalition on the voter hotline which is administered by the Lawyers Committee for Civil Rights Under Law. The coalition works year-round to ensure that all voters have an equal opportunity to vote and have that vote count. Volunteers staff the hotline and assist callers with questions ranging from information/documentation required to vote to assistance locating voting centers, and assisting with problems voters encounter while attempting to vote.

3M attorney Usha Neelakantan, the 3M Emerging Leaders Group Representative to Twin Cities Diversity In Practice (TCDIP), volunteered for two half day shifts through TCDIP. 3M manager Nisha Taneja also worked the hotline and spent time researching various voting laws and where a person can go to vote.



Lisa Fulton

Social Justice: Collaborating with Neighborhood Justice Center on Expungement of Criminal Records

Following the tragic death of George Floyd in Minneapolis, the 3M Legal Affairs Diversity & Inclusion and Pro Bono teams joined forces to launch a special set of initiatives focused on pro bono legal work in support of racial equity. Separately, 3M Foundation established a Social Justice Fund which granted \$1 Million to local and national organizations focused on legal justice, racial equity, and healing.

One of the grant recipients, receiving \$250,000, was the Neighborhood Justice Center (NJC) – one of the longest standing public defense organizations in Minnesota, serving communities of color by connecting individuals with life resources and providing comprehensive criminal defense representation to those who are over-represented in the justice

system. 3M Foundation grant funding will support criminal defense representation, expungements of old criminal convictions to enable people to find better employment and housing opportunities, community education about legal issues, and assistance with reporting police abuse of power to ensure accountability.

A cohort of a dozen 3M volunteer attorneys joined forces with NJC's staff to represent several clients in need of criminal expungements. Eligible crimes are minor infractions for which the client has long paid their debt to society. Despite the petty nature of their crimes, having any felony on their record limits employment and housing opportunities.



3M Continues Partnership with MACV to Assist Veterans

Minnesota Assistance Council for Veterans (MACV) serves veterans and their families who are homeless or at risk of becoming homeless. 3M volunteers provided legal support during monthly MACV Vet Law Clinics from January – March until those clinics were suspended for the remainder of the year due to COVID. The annual MACV Twin Cities August Stand Down event also had to be cancelled, but MACV was still able to hold a limited December Home for the Holidays event. Unfortunately, the Home for the Holidays event did not include the Vetlaw clinic that 3M Legal Affairs traditionally sponsors financially and staffs with volunteer

attorneys and paralegals. However, MACV partnered with local television station WCCO to do a telethon throughout the month of December and provided boxes of supplies to identified homeless and near-homeless military veterans. 3M paralegal Michael Larson coordinated with 3MGives to provide MACV a \$5,000 grant which they used as a challenge match donation for the telethon which brought in an additional \$5,000 for a total of \$10,000. 3M received on-air recognition on WCCO. Michael also coordinated with the 3M Gift-in-Kind program to provide 3M consumer healthcare products for the supply boxes.

Diversity Data for a Subset of Twin Cities Law Firms and Corporate Legal Departments

For many years, law firms and corporate legal departments have been reluctant to reveal disaggregated diversity data. This lack of transparency has been one impediment to increasing diversity in the legal profession. In 2020, 3M General Counsel Ivan Fong and the 3M Legal Affairs Diversity & Inclusion team lead an effort to publish diversity data for 18 Twin Cities law firms and nine corporate legal departments. Driven by a core principle of what gets measured gets done, Ivan and his cohorts of eight corporate Chief Legal Officers took a bold step and agreed to publish the 2019 data of the attorneys in their legal departments. The data revealed the percentage of women and members of four racial and ethnic groups: Black/African American, Hispanic/Latino, Asian, and Native American/Alaskan Native. Disaggregated diversity data for 18 Twin Cities law firms was also published using publicly available 2019 data from the National Association for Law Placement (NALP) Directory of Legal

Employers (NDLE).

The data was revealed at a December 2020 virtual event. During the event, judges and lawyers that have been long time diversity champions spoke about the need to accelerate the hiring, retention, and promotion of diverse attorneys in the Twin Cities. The event also introduced the Minnesota Coalition of Bar Associations of Color, formed by Minnesota Association of Black Lawyers (MABL), Minnesota Hispanic Bar Association (MHBA), Minnesota Asian Pacific American Bar Association (MNAPABA), and Minnesota American Indian Bar Association (AIBA). These affinity bar associations have come together to advance issues of common interest and concern, provide mutual support and professional development, and collectively improve the legal profession and access to justice in Minnesota. Going forward the group will continue to publish diversity data on a yearly basis.

Expunging Housing Evictions to Pave Way to Obtaining Housing

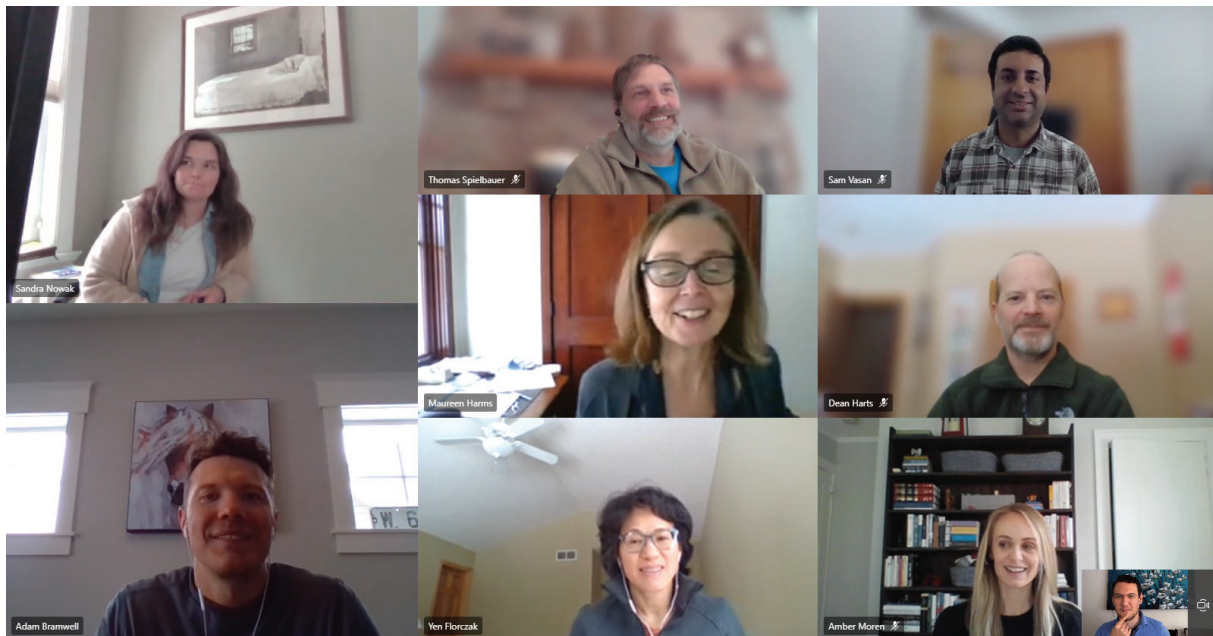
The intersection of the COVID-19 pandemic with the racial injustice highlighted by the killing of George Floyd greatly exacerbated the need for housing eviction expungements in the Twin Cities in 2020. In light of public health concerns and the social climate, many businesses were shut down and as a result, many people lost their jobs and their ability to pay for housing. In some cases, this resulted in people being evicted from their homes. Most landlords refuse to rent to anyone with an eviction on their record, no matter how the case was resolved. Unfortunately, when a person has an eviction on their record, regardless of the circumstances, it can be enough to prevent them from finding a safe and affordable place to live. By expunging the eviction from a client's record, a barrier is removed, making it easier for them to obtain affordable housing.

To help combat the impact of an eviction on a person's record, 3M partnered with three different organizations to put on a clinic to help obtain housing eviction expungements:

Volunteer Lawyers Network (VLN), Southern Minnesota Regional Legal Services (SMLRS), and Mid-Minnesota Legal Aid (MMLA). The clinic offered a brief training session and an open discussion on individual cases with experienced volunteers. Each case provided an opportunity for 3M attorneys and legal administrative assistants to fully represent a client. The 3M teams performed the client interviews, drafted the eviction expungement motions, and represented the clients at an eviction expungement hearing.

The program included 9 attorney volunteers and several administrative assistants serving 9 clients with a total of 13 evictions, giving a voice and support to people who normally would have to represent themselves in the legal system.

These cases require a manageable time commitment and are high-impact. Opportunities are ongoing and involve the help of experienced 3M mentors.



3M's Preferred Counsel Network Event Focused on Importance of a Diverse and Inclusive Workforce

On July 9, 2020, 3M Legal Affairs hosted a Virtual Summit for its Preferred Counsel Network (PCN). The PCN refers to the group of firms selected by 3M for their high quality and high value legal services to be the preferred provider in certain portfolios. 3M created the PCN to obtain greater efficiency and value in areas of significant legal spend and strategic importance by focusing resources on fewer firms. A portion of the Summit focused on diversity and inclusion. Robert Grey, President of the Leadership Council on Legal Diversity (as mentioned above, 3M Legal Affairs is an LCLD member), spoke to 3M's PCN firms about the importance of working towards a truly diverse U.S. legal profession and promoting inclusiveness in our organizations. Additionally, 3M attorney Eric Rucker presented information about 3M's outside counsel diversity metric. 3M asked each PCN firm to identify the relationship partner and up to two successors, and to identify which attorneys qualified as diverse. Diverse is defined as females, racial or ethnic minorities, persons self-identified as LGBTQ+, persons

with disabilities, or military veterans. 3M uses this metric because:

- It is simple and binary.
- It does not require calculation of hours or estimates of who played a substantial (versus tangential) role on our matters.
- It communicates the importance of diversity and inclusion to our PCN firms.
- It underscores the importance of promoting diverse partners into the role of Relationship Partner or Billing Partner, i.e., the person who receives "credit" and compensation for the client relationship.
- The diversity of our Relationship Partners or Billing Partners and their successors is one way to measure advancement toward 3M Legal Affairs' diversity and inclusion goals.

Eric reported that all of 3M's PCN firms had identified a diverse relationship partner and/or successor.



Justice



Discussion on Race

On July 27, 2020, the Legal Affairs Diversity & Inclusion Committee sponsored a virtual book club to review the book “White Fragility” by Robin DiAngelo. The group broke into small groups and discussed topics like why white people have such a hard time

talking about race, accepting truths around white privilege, and recognizing blind spots. Over 50 people attended, and the small group format allowed people to connect with others and deeply discuss the topics in the book.

Addressing Systemic Racism in Minneapolis Police Department - Minnesota Department of Human Rights Project

3M is a longstanding corporate member of Twin Cities Diversity In Practice (TCDIP), a nonprofit association of law firms and corporations who share a vision to create a vibrant and inclusive legal community and a mission to strengthen the efforts of member organizations to attract, recruit, advance, and retain attorneys of color.

Following the tragic killing of George Floyd, emerging leaders of TCDIP developed a plan to harness the collective power of TCDIP’s 60+ member organizations to fight against the injustices faced by black people in the Twin Cities, and formed the Wanton Injustice Legal Detail (WILD). WILD is working to unite a coalition of attorneys from TCDIP’s member organizations and the larger Twin Cities legal community to strategically work together to remedy systemic racism in all parts of our community.

A key WILD project is Addressing Systemic Racism in the Minneapolis

Police Department. On June 2, 2020, the Minnesota Department of Human Rights (MDHR) initiated a civil rights investigation into the Minneapolis Police Department (MPD). The investigation will review MPD “policies, procedures and practices over the past 10 years and will determine if the police department engaged in systemic discriminatory practices toward people of color and ensure any such practices are stopped.” WILD’s project focuses on interviewing community members to assist with the investigation.

3M attorneys Lisa Fulton and Haley Schaffer with attorneys Darnell Cage and Kelly Tautges, both of Faegre Drinker, are leading a team responsible for developing an interview process and training for the project. The team is working on interview forms, waivers, and training documents for interviews to be conducted during the first half of 2021.

Summary of Prior Fellowship at Immigrant Law Center of Minnesota



By Tim Sanders Szabo

My two-year Equal Justice Works fellowship, which was sponsored by 3M and Faegre Drinker, came to an end in late September 2020. During the last few weeks leading up to the final day, I was able to reflect on my experience as a fellow. The two years were incredibly transformative. Through my fellowship project, I was able to provide immigration legal services to noncitizens living in North and South Dakota. I represented individuals in a wide variety of immigration matters. I assisted clients, fearful of returning to their countries of birth, in filing applications for asylum and visas for victims of trafficking. I helped several undocumented survivors of domestic violence file for protection under the Violence Against Women Act. I also worked with noncitizens in immigration detention. Overall, I gained a ton of experience through my fellowship work, and I am so grateful for 3M's support of my project. Without it,

I would not have been given this amazing opportunity.

After my fellowship concluded, I transitioned to my current role as Pro Bono Manager at Immigrant Law Center Minnesota (ILCM). As Pro Bono Manager, I oversee ILCM's Pro Bono Project. Through the Pro Bono Project, we train and prepare legal professionals to handle different types of immigration cases, including citizenship and Deferred Action for Childhood Arrivals (DACA) applications. The majority of my work hours in my new position have been allocated toward DACA, as USCIS, the immigration agency that processes and adjudicates DACA applications, recently resumed accepting initial DACA applications for the first time in several years. This has been an exciting development, as it provides an opportunity for so many young undocumented Minnesotans to apply for protection from removal and work authorization.

In my position as Pro Bono Manager I get the opportunity to work alongside Mackenzie Heinrichs, 3M's current Equal Justice Works fellow, on ILCM's DACA work. Mackenzie and I were classmates at University of Minnesota Law, where we both focused our studies on immigration law. Mackenzie spent the first two years of her law career working at an immigration court in San Diego, California, so she brings great experience and expertise to her position. As a former Equal Justice Works fellow whose project was sponsored by 3M, I think it's pretty cool that I'm working with 3M's current fellow on such important work. 3M has been an amazing supporter of ILCM and I am hopeful that through my new position I am able to build upon and strengthen that relationship.

Update from Current Equal Justice Works Fellow at Immigrant Law Center of Minnesota



By 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.

2020 was not only a tumultuous year for humanity but it was also a momentous year for DACA. In June of 2020 the Supreme Court held that the Trump administration could not terminate DACA. However, the Department of Homeland Security continued to state that they would not process any initial DACA applications and further limited the program by only allowing DACA to be

renewed for one year, rather than the usual two years. I started my project in September of 2020 and therefore was only able to work with clients on DACA renewal applications.

However, on December 7, 2020, a district court ordered the Department of Homeland Security to begin accepting initial DACA applications again, as well as extended the DACA period once again to 2 years. This was the first time since 2017 that immigrant young adults have been able to apply for initial DACA applications.

The response from potential DACA applicants that ILCM received was overwhelming. We currently have almost 100 people waiting to apply for DACA with our organization and to the best of our knowledge, we are the only legal services organization in Minnesota filing initial DACA applications at this time. Timothy Sanders Szabo, the Pro Bono Manager, and I have worked with law students and attorney volunteers to screen almost everyone on our initial DACA list for eligibility and we are currently in the process of assigning those cases to both ILCM attorneys and pro bono attorneys. We also conducted a pro bono attorney training for initial DACA applications and one for renewal applications that can be viewed at any time if any 3M attorneys would like to work with us on DACA cases. Overall, I have been able to do a large variety of work related to DACA, including individual representation of clients, pro bono trainings, developing materials for pro bono work, presenting during a Facebook Live event that was viewed by over 400 people, developing materials for immigrants who may be DACA eligible, and I am looking forward to working on my first initial DACA case soon.

I have also done several different outreach presentations with community colleges and organizations. My presentations have focused on the rights that immigrants have when dealing with the police or Immigration and Customs Enforcement, a broad overview of the immigration system in the United States, and information related to recent changes or proposed changes to immigration law and policy. Through these presentations, I have developed partnerships with several community colleges and organizations, and I am looking forward to working with them more in the future.

Thanks to 3M, I have been able to reach hundreds of people, including people who are now eligible to apply for DACA. For an undocumented person, receiving DACA means that they are able to obtain a work permit, driver's license, social security number, and peace of mind knowing that they will likely not be removed from the United States for simply not having legal immigration status. I am very honored and thankful that with the support of my sponsors and through my work, I can continue working toward getting DACA for as many immigrant young adults in Minnesota as possible.

Global Pro Bono - Support For Anti-Domestic Violence Project



In the past year, the COVID-19 pandemic's effect on health, economy, and social interactions has been most critical, especially on society's most vulnerable. 3M's passion and commitment to helping the community is shown through our long-standing partnership with Baker McKenzie and despite the impact of the pandemic, last year was no different. Twenty-two volunteers from Asia, GCA, EMEA, and LATAM collaborated with Baker McKenzie to provide support to Global Rights for Women (GRW) and Every Women Treaty as part of our involvement in the Global Anti-Domestic Violence pro-bono project.

At present, there are more than 600 million women living in countries where domestic violence is not recognised as a crime. The global project with GRW and Every Women Treaty focused their efforts on addressing domestic violence, a heightened concern due to the recent confinement measures imposed due to COVID-19 and the difficulties accessing support mechanisms.

3M contributed by providing a useful analysis of the domestic violence laws across different jurisdictions in Asia, GCA, EMEA, and LATAM and evaluated and compared these laws against the expectations of international human right instruments which would serve to educate and demand these states to recognise and address this issue.

There were over 500 volunteers across the globe, from local NGOs and local governments to global partners (such as the UN) and in-house legal departments

dedicated to this project to address violence against women. In next steps, GRW, Every Women Treaty, and Baker McKenzie will be integrating the analysis and comparisons 3M worked on within a website to enable governments to understand how they compare with the rest of the world in addressing this issue as well as develop a small mobile application to assist victims and volunteers on the ground in understanding their domestic legal rights.

Award Given to Legal Atlas for Street Children Project



On October 21, 2020, the Legal Atlas for Street Children pro bono project received PILnet's Exemplary Partnership in the Public Interest award at its global ceremony. The 3M Australia Legal Affairs team worked on the Australian pilot project in collaboration with Baker McKenzie for the Consortium for Street Children, a global alliance who exists to be the global voice of street children and

ensure their rights to services, resources, care, and opportunities are met. This project included developing a legal identity resource kit with information on how street connected children can obtain legal identification and the status of laws relating to status offences and police roundups. The project has been extended by Baker McKenzie to over 130 countries with the assistance of more than 20 other in-house legal teams. Legal Atlas was officially launched 18 months ago and has been used by children's rights advocates around the world.



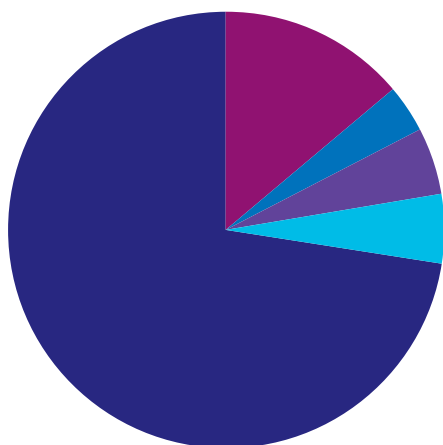
Closing

2020 Pro Bono Metrics

3M Legal Affairs tracks data related to its Pro Bono Programs. A glimpse of our 2020 numbers is shared here.

HIGH ENGAGEMENT during a challenging year - 1338 hours volunteered across the globe.

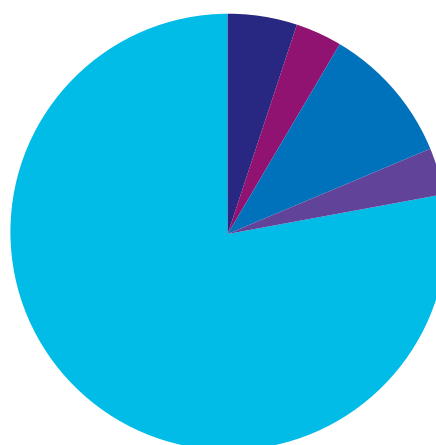
Volunteers by Area



USAC Asia EMEA
GCA LATAM

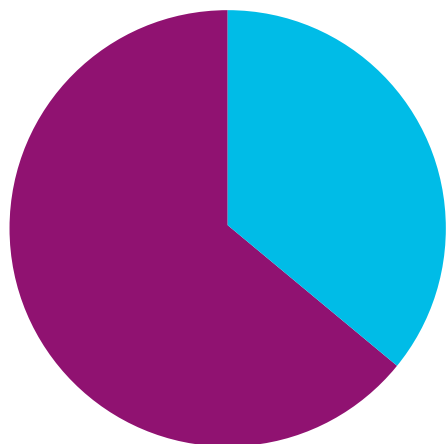
Volunteers in all geographic areas (including 14 countries) participated in pro bono activities. Pro bono programs expanded into 2 new countries.

Volunteers by Job Function



Attorney Assistant Analyst
Paralegal Patent Agent

Volunteers from 5 different job functions participated in pro bono activities, including attorneys from outside Legal Affairs and retirees.



New and Returning Volunteers

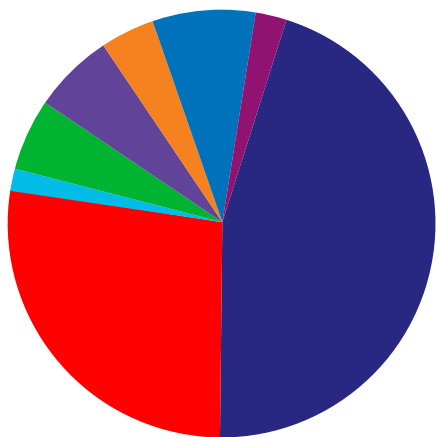
21 new volunteers participated in pro bono activities for the first time in 2020.

Returning New

2020 Pro Bono Metrics

HIGH IMPACT during a challenging year - 29 organizations benefitted from our pro bono activities.

Volunteers by Organization



Pro Bono Programs



Pro bono programming was expanded in areas including Global Rights for Women/EWT, Election Protection, NJC Criminal Expungements, TCDIP –MDHR Project, and Eviction Expungement.

29 organizations benefitted from our pro bono activities, including 7 organizations having more than 1 volunteer and more than 40 hours volunteered.

2020 Pro Bono Volunteers

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

Adam Bramwell	Eleni Sideridis	Michelle Murphy
Adrian Pishko	Emily Faber-Densley	Nancy Etzwiler
Alvaro Loreda	Eric Levinson	Nisha Taneja
Amber Moren	Haley Schaffer	Pam Stewart
Angela Song	Hugo Nguyen	Paul Tu
Ann Benjamin	Ignacio Rosenfeld	Philip Soo
Ann Gallagher	Jean Lown	Ryan Espiritu
Arnaud Billon	Jessica Sebeck Lugo	Samuel Loh
Bill Hefner	Joanne Sum-Ping	Sandra Nowak
Blas Loreda	Jonathan Tolstedt	Scott Baum
Canhnha Luu	Juanita Stipe	Shannon Bruce
Caryn Wermager	Julie Grinde	Stacy Huang
Cecily Nerisse Dela Cruz	Kai Li	Steven Bern
Chel Ramirez-Dela Cruz	Kevin Rhodes	Terry Beyl
Cheryl Robischon	Laura Johnson	Thomas Spielbauer
Colleen Wagner	Lisa Fulton	Timo Pohle
Courtney DaCosta	Mariafernanda Garcia	Usha Neelakantan
Daniel Iden	Maureen Harms	Xiaoyi Zhang
Daniel Shapiro	Michael Dai	Yen Florczak
David Ernst	Michael Gannon	Yin Wang
Dean Harts	Michael Kauffman	Yunyongpol Duangnak
Deborah Monturiol	Michael Larson	

Closing Message

On behalf of the Pro Bono and Diversity & Inclusion Committees, we thank you for reading our 3M Legal Affairs Equity, Justice & Inclusion 2020 Annual Report. While preparing this report, we had the opportunity to reflect not only upon the challenges of 2020 but also upon the many ways in which our 3M Legal Affairs colleagues rose to face the challenges. We embraced opportunities to improve our workplace and our communities while operating in a primarily virtual environment. It was truly a remarkable year!

In the pro bono space, the pandemic increased the urgency to assist those in our communities most acutely affected by the crisis. We quickly learned, along with our pro bono partner organizations, how to use technology to effectively provide pro bono services remotely. We participated in virtual training sessions, virtual clinics and virtual court hearings and expanded our work in areas of greatest need such as housing eviction expungements. Remote pro bono comes with challenges such as technology barriers for our clients and a loss of face-to-face interaction, but it can also reduce barriers for new volunteers. In 2020, over 30% of our pro bono volunteers were first time volunteers. At the same time, many of us undoubtedly struggled with increased work and home demands, even if our desire to help remained constant. As a result, our overall pro bono volunteer hours were down in comparison to recent years.

In 2020, George Floyd's murder at the hands of Minneapolis police officers and the global reckoning on racial injustice led us to examine our pro bono activities through a racial justice lens and strengthen our commitment to addressing racial inequalities through pro bono work. In response, we expanded our pro bono activities in efforts to address systemic racism with programs/projects on criminal expungements, election protection, and assisting the Minnesota Department of Human Rights civil rights investigation into the

Minneapolis Police Department.

Throughout 2020, the Diversity & Inclusion Committee led efforts to create a more diverse, inclusive and empathetic workplace for all of us in the face of many unknowns. The committee sponsored virtual programs such as "Inclusion in a Time of Social Distancing," where panel members from around the world discussed the challenges of staying connected and taking care of their personal and family's well-being, and what they were doing to support and engage their teams, while leveraging their team members' unique strengths, in a work from home, virtual environment. The committee also created much-needed forums for candid discussions about race and racism and social justice, including a Book Club event.

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. In 2020, we improved the format of the Maturity Model Assessment to an online survey and for the first time surveyed all members of 3M Legal Affairs worldwide. The survey was followed by a virtual seminar. The information gathered through the survey and the seminar will be used to take specific actions to build a more inclusive work environment.

Once again, thank you for taking the time to read this report and for recognizing all the good work of our 3M colleagues despite the many obstacles of 2020. 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 through action.

Lisa Fulton, *2020 Pro Bono Committee Chair*

Eric Rucker, *2020 Diversity & Inclusion Committee Chair*

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