

Upcoming Opportunities and Events

The Diversity & Inclusion Committee of the Association of Corporate Counsel, St. Louis Chapter ("ACC-STL") strongly encourages all ACC-STL members to be involved in our diversity and inclusion efforts. Members are encouraged to join the Diversity & Inclusion Committee and become active in the Bridges Groups, Diversity Leadership Training, Summer Internship Program, and/or Street Law. The upcoming Street Law Program pairs ACC-STL members with the Cardinal Ritter College Prep High School to host the Street Law Program through which students learn how to analyze evidence in a case and strategize how to use it to form an argument. After a series of classroom education and discussions at Cardinal Ritter, a host company – currently Ameren UE – hosts a full-day workshop to synthesize lessons learned from the classroom visits.

ACC-STL is currently seeking volunteers to serve as both classroom facilitators and for the interactive programming at Ameren UE. With your help, hopefully one or more of these teens will pursue a career in law. The 2020 dates are as follows:

March 3-4, 2020 - Street Law Classroom Sessions

March 10-11, 2020 - Street Law Classroom Sessions

March 16-17, 2020 - Street Law Classroom Sessions

April 2020 - Full-Day Workshop at Ameren UE

Highlights from 2019

ACC-STL hosted several successful events for its members and third parties alike.

Bridges

On February 1, 2019, members of the Diversity & Inclusion Committee's Bridges Group celebrated Black History month by gathering at the St. Louis Art Museum ("SLAM") to attend the Kehinde Wiley art exhibit. Wiley creates large-scale oil paintings of contemporary African American subjects in poses that recall grand traditions of European and American portraiture by portraying real people, dressed in their own clothing, assuming poses adapted from historic paintings. Wiley's portraits feature ornate, colorful, and decorative backgrounds which sometimes weave around his subjects. In 2018, Wiley became the first African American to paint an official US Presidential Portrait for the Smithsonian National Portrait Gallery. Former US President Barack Obama selected Wiley for this honor. Wiley has also held solo exhibitions at the Brooklyn Museum, the Jewish Museum in New York, the Columbus Museum of Art, and the Studio Museum in Harlem. His works are included in the collections of numerous public institutions. Importantly, for the SLAM exhibit, all of Wiley's subjects live in north St. Louis and Ferguson. After viewing Wiley's exhibit, Diversity & Inclusion Committee members enjoyed cocktails and other exhibits in the SLAM.

Continuing its celebration of Black History Month, on February 7, 2019, the Bridges Group enjoyed the musical documentary “Unfinished Business: From the Great Migration to Black Lives Matter” at the Missouri History Museum. The film, conceptualized by Dr. Stephanie Boddie, Assistant Professor of Church and Community Ministries at Baylor University, offers a creative, interactive approach to documenting oral histories of African American elders from historic black churches throughout the country. The elders share their migration stories, visions for the future, and the “unfinished business” that hold the key to achieving life, liberty, and justice for all.

On June 22, 2019, **Toni Douaihy**, VP and Assistant General Counsel at Macy’s, and her husband, Thomas, graciously opened their home for a party for the Bridges Group. Bridges Group members enjoyed hand-crafted pizzas on the patio with ACC-STL summer interns who were able to attend. Individuals participated by bringing classic toppings, creative toppings, or anything that they thought would make a tasty pie. The networking event was enjoyed by all who were able to attend.

Finally, on December 19, 2019, members of the Bridges Group attended “A Gospel Christmas with Kennedy Holmes” and the IN UNISON Chorus at the Saint Louis Symphony Orchestra. Fourteen-year-old Kennedy Holmes, a St. Louis native, recently placed 4th on Season 15 of NBC’s hit show *The Voice*. This powerful performance was a perfect way to enjoy the holiday season.

Diversity Leadership Training

The Diversity & Inclusion Committee hit the ground running when, on January 10, 2019, it presented “The Secret Sauce: Strategies to Power Your Career Forward, A Fireside Chat” with Monica Allen, Vice Chancellor and General Counsel, Washington University, and Mary Nelson, General Counsel and Chief Legal Officer at St. Louis Community College, with Kim Hudson, Multimedia Journalist, Anchor, and Co-Producer for “Fox2 News at 9 a.m.,” serving as moderator. The event, held at the Avenue in Clayton, fostered frank discussion and offered tips on advancing one’s career.





On May 30, 2019, the Diversity & Inclusion Committee, through the Diversity Leadership Training Program and the Bridges Group, in concert with the Diversity Awareness Partnership ("DAP"), held a lunch and learn on "Race, Racism, and Identity" at the Ladue Racquet Club. Through an interactive workshop and panel discussion featuring facilitators from DAP and **Kia Williams**, Counsel, Macy's, ACC-STL members shared information about their personal backgrounds and racial makeups and discussed how the interplay of these identifiers perpetuated conscious and unconscious discrimination in their careers. ACC-STL served as a comfort group where members were embraced and encouraged to share their personal stories and to listen, talk, and learn.

On November 18, 2019, the Diversity & Inclusion Committee, through the Diversity Leadership Training Program and the Bridges Group, and in continuing partnership with DAP, hosted a seminar: "Gender Inclusion and Micromessages" at the Angad Arts Hotel. ACC-STL members discussed how to build inclusive environments and to speak up for ourselves. **Jenny Champlin**, Associate General Counsel, Edward Jones; **Chris Pickett**, Officer, Greensfelder, Hemker & Gale P.C.; and **Adrienne Davis**, Professor of Law and Vice Provost, Washington University, served as panelists and shared their personal stories about gender bias and steps we all can take to ensure inclusion.



Street Law

Throughout March 2019, members of the ACC-STL devoted their time and talents by pairing with the Cardinal Ritter College Prep High School to host the Street Law Program, which advances justice through classroom and community education programs that empower society's most vulnerable people with the legal knowledge and civic skills needed to succeed as adults, combat inequality, and participate effectively in their communities. Through their participation, students learned how to analyze evidence in a case and strategized how to use it to form an argument. After this series of classroom education and discussions, on April 12, 2019, Ameren hosted a full-day workshop for the fifty-three (53) teens to synthesize lessons learned from the classroom visits; specifically, the teens were able to use their new skills to negotiate, take mock depositions, and prepare for a mock trial on a wide variety of topics: Contracts, Employment, and Intellectual Property. The teens also had the opportunity to have lunch with ACC-STL members and other members from the St. Louis legal community. **Geoffrey Grammer** chaired the all-day event with assistance from the Ameren General Counsel Function Diversity Committee. Additionally, **Tamee Reese**, **Chrissy Teske**, and **Denise Whitener** spoke with the teens regarding the lessons that they learned during the program. The event culminated as the ACC-STL presented each teen with a Certificate of Achievement. The success of this event would not have been possible without help from **Ameren** and dozens of ACC-STL members who generously volunteered their time.



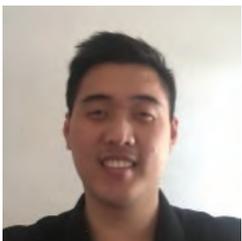
Summer Diversity Internship

ACC-STL hosted its 8th Summer Diversity Internship Program through which ACC-STL accepts applications from students of Washington University School of Law, Saint Louis University School of Law, University of Missouri School of Law, and Howard University, and pairs the interns with corporations in the greater St. Louis community for a summer internship. Additionally, ACC-STL pairs each intern with an ACC-STL member at a different corporation than the one at which the intern is working, who mentors the intern throughout the summer (and sometimes beyond). All interns participated in various educational, training, and social activities throughout the summer. While all gained legal knowledge, valuable networking skills, and connections as a result of their participation in the internship program, some of the 2019 summer interns have already obtained employment opportunities for the summer of 2020.



ACC-STL's interns at the kickoff event for the diversity internship

ACC-STL's 2019 Summer Interns



David Chu is a 2L at Washington University School of Law. David received his BA in International Relations from University of California, Davis. While pursuing his undergraduate degree, David studied abroad at Yonsei University in South Korea and at Free Berlin University in Germany. During his time as an intern at **Wells Fargo**, David rotated throughout various groups within the legal department, including Business Support, Regulatory, and Litigation. The opportunity to work with different attorneys across a wide variety of practice areas gave David a unique perspective on how the different groups supported each other and the company at large. As David's long-term goal is to work in-house at a large corporation, the experience of working at Wells Fargo during his first summer was invaluable in helping David gain high quality work experience whilst developing a strong professional network.



Nanyamka-Keyane Fleming is a 2L at the Washington University School of Law. Nanyamka attended Hamilton College where she graduated with a degree in Africana Studies. Prior to law school, Nanyamka worked in Washington, DC as a paralegal at an international law firm and as an in-house contract specialist at a consulting firm. Nanyamka worked with a number of attorneys at **Rabobank** during her internship, with a special emphasis on Corporate Governance and Privacy laws. She contributed to work related to the recently passed California Consumer Privacy Act and the EU's General Data Protection Regulation and had the opportunity to work with governance of the U.S. operations of a global bank.



Tianshu Ji is a 2L at Washington University School of Law. Tianshu completed her undergraduate study in China and attended Indiana University - Bloomington where she graduated with a master's degree in Public Affairs. Tianshu has studied and lived in three countries: China, South Korea, and the United States. She devoted lots of time on the debate team as an undergraduate student. Last Summer, Tianshu interned at **Charter Communications**. She rotated within Charter's legal department. Tianshu learned about corporate compliance, government relationship, labor law, contract review, and telephone regulation. In addition, she benefited tremendously from various ACC events.



Olivia Mitchell is a 2L at Saint Louis University School of Law. Olivia graduated cum laude and Outstanding Senior from the University of Missouri with degrees in Communication and Human Development and Family Studies. Prior to beginning law school, she worked in various social work and case management positions across Missouri. Olivia currently serves as the Treasurer for SLU's Black Law Students Association and as an Admissions Ambassador for the University. While at **Bunzl**, Olivia received various legal tasks from each of the attorneys that sharpened both her analytical skills and legal research and writing skills. Olivia gained a better understanding of Employment Law, Contract Composition and Negotiations, and Mergers and Acquisitions during her experience.



Neireida Morris is a 2L at Saint Louis University School of Law. Neireida currently serves as a Student Representative for Themis Bar Prep and is a member of Black Law Student Association. Prior to law school, Neireida also obtained a Master of Public Health in Health Management and Policy from Saint Louis University. Neireida attended Truman State University where she graduated with a Bachelor of Science in Health Science, where she was very active in Delta Sigma Theta Sorority, Inc., serving as the President of its chapter. At her internship with **SSM Health**, Neireida worked with SSM's Transactions Practice Group and learned about federal healthcare regulations, including Stark Law and the Anti Kickback Statute, and worked on several projects related to the compliance of real estate matters with these regulations. In addition, Neireida drafted a memorandum providing internal guidance to the legal department related to the prohibition of leasing in certain medical facilities.



Nicholas Thomas is a 2L at Washington University School of Law. Nicholas attended the University of Connecticut where he graduated with a degree in Political Science and a minor in History. While at UConn, Nicholas was a varsity rower on the Men's Crew team that competed in regattas across New England. This summer at **AT&T**, Nicholas shadowed different attorneys to get a better understanding of their practice areas and the business units they support. Nicholas learned about Federal Regulation, Legislation, and External Affairs. In addition, Nicholas assisted with a pro bono Military Veteran Discharge Upgrade case.

Achievements

Through these events, the Diversity & Inclusion Committee advanced its objective of increasing diversity and inclusion in the legal profession and achieved the following goals: (1) assisted in cultivating inclusive in-house legal environments through awareness, as well as diversity and inclusion leadership training; (2) recognized, supported, and enhanced diversity efforts of ACC-STL Member Companies and the local legal community where appropriate and feasible; (3) collaborated with other ACC-STL committees to provide diverse perspectives to established programs; and (4) engaged ACC-STL membership in ACC-STL diversity and inclusion efforts. The Diversity Committee extends its appreciation to Co-Chairs **Tamee Reese** and **Denise Whitener**, **Mike Curoe**, **Geoff Grammer**, **Mimi MacDonald**, **Inez Ross**, **Sharhonda Shahid**, **Vikas Sunkari**, **Jae Yoon**, and Chapter Administrator, **Sue Wagner**, the Diversity & Inclusion Committee Sponsor – **Thompson Coburn**, as well as members of the ACC-STL community, without whom these events would not have been possible.

Committee Chairs



Denise Whitener
ACC-STL Diversity &
Inclusion Committee
Co-Chair

Managing Counsel
Wells Fargo & Co.



Tamee Reese
ACC-STL-Diversity
Committee Co-Chair

Assistant Vice President -
Senior Legal Counsel
AT&T Services, Inc.



Mike Curoe
Bridges Program Co-Chair

Director and Associate
General Counsel
Finance and Benefits
Peabody Energy



Jae Yoon
Bridges Program Co-Chair

Associate General Counsel
Edward Jones



Inez Ross
Budget Chair

Corporate Counsel
Centene Corporation

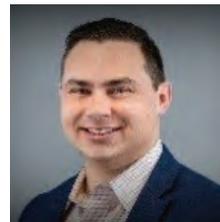


Mimi MacDonald
Communications Chair

Assistant Vice President –
Senior Legal Counsel
AT&T Services, Inc.



Sharhonda Shahid
Diversity Leadership
Training Program Chair



Geoff Grammer
Street Law Program Chair

Assistant Corporate Counsel
Ameren Corporation



Vikas Sunkari
Summer Diversity
Internship Program Chair

Senior Attorney –
Transactions
SSM Health

The Diversity & Inclusion Committee encourages all ACC-STL members to actively participate in the numerous activities that it will host in 2020 to help foster a diverse and inclusive legal community.