



# ANN JENRETTE-THOMAS, ESQ.

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## Objective

To obtain service on a corporate or private board using my skill sets in:

- diversity, equity & inclusion
- strategy
- governance
- risk management
- inclusive leadership
- change management
- finance
- ethics
- human capital management
- diplomacy

## Summary

Current Chief Diversity & Inclusion Officer of a \$277 million, 1000-person national law firm. Built and activated the firm’s first diversity business unit, beginning with the development of a DEI strategic plan. Analyzed multiple segments of the enterprise and identified risks to the firm’s reputation and ability to accomplish its diversity-related goals and mitigated these risks through a combination of new initiatives, leadership development, and accountability measures. Helped instill the ethical nature of diversity, equity and inclusion throughout the organization’s culture. Regularly advised clients on DEI issues.

As a result of the initiatives I developed, the organization expanded client opportunities, met key metrics, changed its demographics, and improved its brand. The long-term sustainability of the diversity business unit has been ensured.

Former CEO who started a DEI consulting company. Strong experience with national nonprofit boards, including advisory, finance, executive, governance committees. Former practicing attorney who advised large nonprofit organizations on corporate governance, strategic partnerships, and joint ventures with for-profit companies.

Known for analytic skills, emotional intelligence, exercising good judgment and facilitating timely and effective execution. Consummate team player and consensus-builder who diplomatically translates challenging situations into a framework for collaboration and action. Heightened understanding of organizational transformation and changing dynamics of the workplace.

## Board Experience

### **PLANNED PARENTHOOD NORTH CENTRAL STATES | St. Paul, MN** **2021 to Present**

*5-state regional 501(c)(3) affiliate of the Planned Parenthood Federation of America*

Member of the Finance Committee and the newly created Diversity, Equity & Inclusion Committee. Oversight of the organization’s financial operations. Develop organization’s strategy to address diversity-related challenges.

### **CENTER FOR LEGAL INCLUSIVENESS | Denver, CO** **2020 to Present**

*National 501(c)(3) nonprofit organization working to advance diversity and inclusion within the legal profession.*

Advisory Board member. Providing mentoring and guidance to the CEO regarding expanding income sources and navigating leadership challenges.

### **ASSOCIATION OF LAW FIRM DIVERSITY PROFESSIONALS | New York, NY** **2018 to Present**

*National trade association of law firm diversity professionals.*

Governance Committee member. Supported by-law changes that posed a risk to the organization, ensure compliance with strategic plan, and helped navigate funding challenges during COVID-19 pandemic.

### **HENNEPIN COUNTY BAR ASSOCIATION | Minneapolis, MN** **2017 to 2020**

*County-wide professional association of lawyers.*

Diversity Committee member. Oversight of clerkship program and issued diversity-related proposals for Board consideration.

## **ESQUIRE COACHING INC. | Elkton, MD**

**2009 to 2016**

*Privately held S-corporation focused on coaching and consulting services.*

Founder & CEO. Attended, presented, and made strategic operational decisions with Esquire Coaching's Advisory Board from business inception to successful dissolution.

## **Corporate Leadership**

### **STINSON, LLP | Minneapolis, MN**

**2016 to Present**

#### **Chief Diversity & Inclusion Officer**

*Lead inaugural enterprise-wide diversity business unit, spearheading efforts to build and maintain an inclusive workplace, working collaboratively with executive leaders and board of directors to support strategic efforts to foster equity.*

#### **Key Contributions & Accomplishments:**

- Developed and ensured implementation of the Diversity and Inclusion Action Plan, a 5-year strategic plan to achieve the firm's objectives related to the recruitment, retention and advancement of diverse professionals.
- Trusted advisor and mentor to leaders navigating diversity-related personnel and client challenges.
- By meeting metrics, expanded client revenues by preventing the loss of existing clients and obtaining new clients committed to diversity and inclusion.
- Enhanced firm's brand internally and externally as a diversity, equity and inclusion thought leader in the legal profession.

### **CEO & Founder | Ann Thomas Coaching & Consulting (DBA Esquire Coaching) | Elkton, MD**

**2009 to 2016**

- Founded national full-service coaching and consulting firm focused on advising law firms and corporations on risks associated with failure to create a diverse, equitable and inclusive workplace.
- Offered executive and leadership coaching to leaders to instill the ethical nature of diversity and inclusion to a level where it is accepted and practiced by everyone.
- Navigated corporate dissolution and winding down of assets.

*Earlier:* Associate at Venable; Associate at Powell Goldstein; Senate Finance Committee Extern at the United States Senate; Legislative Attorney at New York City Council; Judicial Law Clerk for U.S. Court of Appeals for the Second Circuit Staff Attorney's Office.

## **Awards and Recognitions**

- Corporate BoardBound Cohort Member, Women's Leadership Foundation, 2020-2021
- Twin Cities Business 2020 Notable Women in Law Award Recipient
- Featured in Thomson Reuters Legal Executive Institute, "[New Podcast: Stinson's Ann Jenrette-Thomas Discusses New White Paper on How Lawyers of Color Can Better Cultivate Business](#)" (2019)
- Featured in Above the Law, "[From Staten Island to the Midwest, Stinson's Chief D&I Officer Ann Jenrette-Thomas's Journey to Improve Diversity in the Legal Profession](#)" (2018)
- Featured in Star Tribune, "[Making the Case for Diversity in the Legal Profession](#)" (2016)

## **Education**

### **WESTERN NEW ENGLAND UNIVERSITY SCHOOL OF LAW**

Juris Doctor | JD

*Magna Cum Laude*

### **GEORGETOWN UNIVERSITY LAW CENTER**

Master of Law | LLM

Concentration: Taxation

### **UNIVERSITY OF ALBANY, SUNY**

Bachelor of Arts | BA

Concentration: Political Science / Women's Studies