

2020 Minnesota Chapter Grant Final Report

September 30, 2020

Project overview: The ACC Minnesota Chapter launched a new Leadership Discussion Group (now called the ACC MN Sounding Board) to provide a venue and opportunity for members to connect and develop leadership skills through assigned content and group discussion. Upon notification in late March 2020 of its grant award, the Chapter began researching professional speaker options and subsequently engaged Ritu Bhasin to address the topic of *“The Profound Importance of Authentic Leadership, Especially During a Crisis”* on September 29, 2020, via an interactive webinar.

The learning objectives for this elimination of bias program included the following:

- Develop a better understanding of ways to foster the elimination of bias in attendees’ own legal departments.
- Identify barriers to hiring, retention, promotion, professional development and full participation in the public and private sectors of the legal profession and in the practice of law of lawyers of color, women, and/or those persons of different economic status, creed, color, religion, national origin, disability, age or sexual orientation.
- Understand the link between inclusion, authenticity, belonging and empathy, especially during a crisis.
- Recognize authentic leadership and its connection to creating psychological safety at work.
- Learn how to address the fear of bias during a time of crisis and acquire strategies for living, working and leading more authentically during this difficult moment.

Grant amount awarded: \$4,000

Goals achieved:

- Provided leadership development programming for ACC MN members who were seeking alternatives to the Chapter’s slate of CLE events and networking socials sponsored by law firms.
- The inaugural in-person gathering to discuss *“The Power of Introverts”* in January 2020 drew 24 registrants.
- A virtual gathering via Zoom to discuss *“Strategies for Successful Remote Work”* in July 2020 drew 40 registrants.
- The engagement for the September 2020 program of a renowned speaker on a timely topic dramatically increased interest and participation in the Sounding Board, with 104 registrants (more than four times that of the inaugural gathering).
- The September program qualified for 1.25 Elimination of Bias CLE credits in Minnesota.
- Another virtual gathering via Zoom is planned for December 2020 to close out the Minnesota Chapter’s programming for this calendar year.

Total expenses: \$7,769.04

- Refreshments for January gathering = \$247.54
- CLE application fee for September program = \$21.50
- Engagement fee paid to bhasin consulting inc., for program development, content delivery via Zoom, and facilitated discussion via Zoom breakout rooms = \$7,500.