



DIVERSITY & INCLUSION

FALL 2018

 Frost
Brown Todd LLC
ATTORNEYS



As chair of Frost Brown Todd's (FBT) Diversity Scholarship Committee, I am honored to introduce this edition of our quarterly Diversity and Inclusion Report. As this Report will demonstrate, FBT is fully committed to building and maintaining a diverse and inclusive team environment. I am proud to work for a firm that acts on such a commitment and to support my colleagues in carrying out this mission.

The FBT Diversity Scholarship, which has been an honor to help administer, is illustrative of FBT's commitment to diversity. Although the scholarship has been a fixture of FBT for years, it was radically transformed by the Diversity Scholarship Committee in 2017. With the support of firm leadership, the committee developed objectives for a reformed scholarship process. Our goal was to (1) make the selection process as objective as possible; (2) increase publicity for the winners of the scholarship; and (3) increase publicity amongst law students regarding our scholarship and the firm's diversity and inclusion leadership. The committee met on multiple occasions and created a new scholarship application, developed objective grading criteria, and strategized ways to increase publicity for scholarship winners and the scholarship itself. At every turn, firm leadership was supportive of our efforts and encouraged our changes—a testament to the firm's concrete commitment to its Diversity Vision Statement.



Our efforts were rewarded. After contacting schools within our footprint, the number of diverse applicants increased by nearly 600% in 2017. We were able to double that number in 2018. This year alone, students from nearly 20 law schools submitted applications, competing to obtain one of six \$2,000 scholarships.

Choosing the recipients is a humbling process for committee members. We are consistently impressed with our applicants' qualifications and consistently moved by the personal statements they submit. This year, we read harrowing stories of students who literally escaped violent death to come to the United States or who had been publicly harassed for their religious beliefs. But we also read inspiring stories about students who overcame disabilities, started non-profits to help underprivileged communities, and dedicated countless hours to increasing diversity in the legal profession. After spending many hours pouring over applications and assigning numeric grades to each based on seven distinct categories, we chose six outstanding future attorneys to receive scholarships. The committee is honored to introduce our 2018 winners in this report.

In closing, I am proud to say that FBT does not merely pay lip service to diversity and inclusion but continues to devote considerable resources to this pursuit. I am proud to work alongside attorneys and business professionals willing to commit multiple working hours to promote our firm's diversity efforts. I am proud to work alongside a marketing team that volunteers at the drop of a hat to promote those efforts, making sure deserving students obtain recognition for their achievements. I am proud to work for firm leaders on the Diversity and Inclusion, Executive, and Recruiting Committees, who sincerely value diversity and understand that a diverse and inclusive culture is critical to the success of each member of our team. I am proud to be a part of FBT.



Justin Fowles
Chair, Diversity and Inclusion Scholarship Committee

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Our Vision Statement

Frost Brown Todd is committed to building and maintaining, as a central and permanent part of our culture, a diverse and inclusive team environment based on the following beliefs:

- » each of us is unique, and being inclusive means celebrating that uniqueness and encouraging each of us to bring our whole and best selves to work every day;
- » a diverse and inclusive culture is critical to the success of each member of our team and, therefore, to the success of our firm as well; and
- » we must never be satisfied but must be dedicated, individually and as a firm, to always seeking new and better ways to support and encourage the personal growth and professional development of all.

Supporting the Future

The firm promotes building a pipeline of diverse attorneys in our local legal community by supporting diverse students in their education or exploration of law. In addition to our attorneys' mentorship initiatives, we recently awarded scholarships to six inspiring, diverse law students. **Read more about the rising stars FBT supports through scholarship assistance.**

Community Engagement & Leadership

Through various outreach programs, we connect with organizations in our communities and invest both significant funding, as well as volunteer hours, toward their missions. By reaching beyond the firm and supporting various local and national organizations, we play a part in the broader effort toward a more diverse and inclusive legal profession. **Read more about our community engagement and leadership activities.**

Internal Awareness, Development & Training

Diversity and inclusion impacts every aspect of our working environment, our relationships with each other, as well as our relationships with our clients and the extended community. We conduct regular mandatory training for all employees on unconscious bias and inclusion, supplemented by optional workshops to help everyone develop cultural competencies. **Learn more about our awareness, development and training activities.**

Good Reads

In an effort to encourage deeper engagement with issues surrounding diversity and inclusion in the workplace, this edition of FBT's Diversity and Inclusion Report recommends some titles to add to your holiday reading list.



Frost Brown Todd Awards 2018 Diversity Scholarships to Six Inspiring Law Students

Every year FBT reviews numerous applications and nominations for our Diversity Scholarship. Established in 2010, the annual scholarship awards financial assistance to diverse students currently enrolled in law school. This year, the Diversity Scholarship Committee selected six students from a large pool of qualified applicants. These students, as evidenced by their record of academic success, community service, and personal triumphs, demonstrate the values set forth in our Diversity Vision Statement. The 2018 recipients include:

Shifa Abuzaid attends Penn State Law School where she is the co-founder and vice president of the Muslim Legal Society. Shifa graduated *magna cum laude* from the University of Houston with a degree in political science. Prior to law school, Shifa visited schools on a speaking tour to talk about her experiences as an American-Muslim, and her story was featured by *National Geographic* and *Fusion*. She is the founder and operator of Heyjabi, a project to circulate scarves among homeless, refugee, and disadvantaged women in need, while promoting charitable giving. She serves as the steering committee coordinator for the Palestine Children's Relief Fund, which provides funding to Palestinian children living in Houston who need life-saving medical care. After law school, Shifa hopes to use her J.D. to fight for the rights of marginalized groups.

David Adeleye studies at Indiana University Maurer School of Law where he is a member of the American Constitution Society and coordinator for the Volunteer Income Tax Assistance program. David graduated with distinction from the University of Illinois-Urbana Champaign. Prior to law school, David served in appointed roles for the Department of Homeland Security and the White House's Office of National Drug Control Policy. He has volunteered as a reading mentor for Everybody Wins DC and for the White House's My Brother's Keeper Mentoring Initiative. After law school, David hopes to work in corporate law while maintaining his commitment to public service.



*FBT Diversity Scholarship recipients Alice Gyamfi (left) and Shifa Abuzaid (right).
Image source: Penn State Law School*

Alice Gyamfi studies at Penn State Law School where she is a board member-at-large for the National Black Law Students Organization. Alice is a graduate of Penn State University where she obtained degrees in international politics, international relations, and African studies. She also received a postbaccalaureate degree in criminology from Vrije Universiteit in Amsterdam, where she published a thesis on the study of critical migration populations and their detention. Prior to law school, Alice served as CAO for a non-profit called The Bright Foundation, which provides education funding for girls in rural villages in Ghana, Cameroon, and Nigeria, and worked as a policy analyst for President Barack Obama, specializing in African affairs. After law school, Alice hopes to practice international commercial arbitration as an arbitrator and international trade attorney.

Jorge Solis studies at the Culverhouse Jr. School of Law at The University of Alabama where he is the managing editor of the *Alabama Civil Rights and Civil Liberties Law Review*, co-chair of the John A. Campbell Moot Court Board, a member of the Labor and Employment Competition Team, and a member of the Hispanic National Bar Association. Jorge's law review article, "Detained Without Relief," is scheduled to be published in this year's *Alabama Civil Rights and Civil Liberties Law Review*. He serves on the University of Alabama Faculty's Student Diversity and Inclusion Committee and is very involved in his church and with religious freedom pro bono work. Jorge graduated from Troy University, where he received a B.S. in political science. After graduation, Jorge intends to become a civil litigator in Birmingham, Alabama.



Supporting the Future

Catherine Tabor studies at the Culverhouse Jr. School of Law at The University of Alabama where she is a junior editor on the *Law and Psychology Review*, a team leader and student advocate for the International Refugee Assistance Project, pro-bono chair for the Public Interest Student Board, and vice president of Well-Balanced: A Mental Health and Wellness Organization. She is a graduate of Auburn University where she obtained degrees in English literature and German and was a Fulbright U.S. Student in Austria, where she worked in a group home for children with disabilities. Prior to law school, she helped launch the Horseshoe Farms mentoring program, a pilot project through Auburn's Honors College designed to help middle school students of minority backgrounds, and volunteered to help people with disabilities at Special Equestrians where they offer therapeutic riding. After law school, Catherine hopes to practice at a law firm that is known for its mission to enhance diversity in the legal field and innovation in the legal market.

Stephanie Williams, a Northern Kentucky University Chase College of Law student, is the executive editor of the *Northern Kentucky Law Review*, the secretary of the Black Law Students Association, and a legal intern with the Ohio Justice & Policy Center. Her law review article, "The Haves and the Have Nots: Wealth-Based Expectations of Privacy in the Fourth Amendment Jurisprudence," is set to be published in the *Northern Kentucky Law Review*. She has also conducted an independent research project examining the underrepresentation of racial minorities in clinical research and has published and presented on the topic. Stephanie graduated from the University of Cincinnati with a B.S. and M.S. in criminal justice and is very active in her community. She has volunteered with the Cincinnati Children's Hospital Mentoring Program, UC Alumni Mentoring Program, Great Parks of Hamilton County, Winton Woods High School, and the Adopt-A-Class Foundation. After law school, Stephanie hopes to use her law degree to improve the lives of racial minorities in the criminal justice and health systems through evidence-based policies.

Diversity Scholarship Committee

Chair, Justin Fowles

Member | Louisville

Vice-Chair, Tessa Castner

Senior Associate | Cincinnati

Jacinta Porter

Managing Associate | Lexington

Michelle Jeffreys

Paralegal | Louisville

Michele Lorbieski

Member | Indianapolis

Shely Berry

Associate | Columbus

Daniel Craig

Senior Associate | Pittsburgh

Jared Tully

Member | Charleston

Benjamin Katz

Senior Associate | Nashville

Frost Brown Todd's CEO Joins Hundreds of Business Leaders to Sign the CEO Action for Diversity & Inclusion™ Pledge

FBT CEO **Adam Hall** added his name to the list of more than 500 business leaders who've signed the **CEO Action for Diversity & Inclusion™ Pledge**, further underscoring the firm's commitment to fostering a diverse, inclusive, and genuinely meritocratic workplace. CEO Action is the largest CEO-driven business commitment to advancing diverse professionals and maintaining a work environment in which different perspectives are encouraged and valued. By joining CEO Action, Adam and the other signatories pledged to amplify their focus on diversity and inclusion, share innovative approaches to combatting unconscious bias in the workplace, and work together to advance the national dialogue around racial, gender, and ethnic diversity.



CEO ACTION
FOR DIVERSITY & INCLUSION

FBT Welcomes a Diverse Class of First-Year Associates

On October 1, the firm welcomed 18 first-year associates with a three-day orientation in Cincinnati. During orientation, the recent law school graduates enjoyed a presentation from Diversity and Inclusion Committee representatives on the state of the firm's D&I efforts, learned about opportunities for involvement in communities across the firm's footprint, and heard examples of other young associates' investment in the firm's inclusion goals. The 2018 first-year class, the majority of whom are women, includes attorneys from six states, 12 law schools, and with ties to four countries on three continents.



Community Engagement & Leadership

FBT Joins in Celebrating the 30th Anniversary of the Summer Work Experience in Law Program

On October 6, hundreds gathered at the Renaissance Hotel in Cincinnati to celebrate the 30th anniversary of the **Summer Work Experience in Law (SWEL)** program. SWEL is an eight-week diversity-pipeline program that provides private and public sector legal internships and professional development opportunities to college and high school students interested in joining the legal profession. Based in Ohio, the program aims to help African-American students make informed decisions about entering the legal profession by exposing them to the state's thriving legal community, while also working with employers to discover and attract diverse talent.

FBT has been a critical supporter and partner of SWEL for several decades and was well-represented at the anniversary celebration. The event drew legal professionals from across the country, as well as members of the judiciary and business, academic, and civic leaders from the Cincinnati region. Celebrants were treated to an evening of artistic performances commemorating the history of SWEL, spirited networking, and stirring remarks by SWEL Founder **Jim Johnson** and Board Chair **Ken Parker**.



Left to right: Ken Parker, Bernice Walker, Kim Amrine, Jim Johnson, Nathan Waller, Adam Hall celebrate the 30th anniversary of SWEL.



Gabe Davis, senior associate and SWEL alumnus, addresses attendees at the 30th SWEL Anniversary reception at FBT.

“As a SWEL Scholar, I gained invaluable early exposure to the legal profession through unique opportunities that included a judicial externship with U.S. District Court Judge Susan J. Dlott and an internship with the National Labor Relations Board. Growing up, I didn’t have any attorneys in my family. I wanted to be the first, and SWEL provided me with a roadmap for how to get there. The program paired me with phenomenal mentors and demystified the law school application process. It also gave me a strong foundation on which to build meaningful and lasting relationships in Cincinnati’s legal and business communities. SWEL provides a successful model for increasing diversity that deserves to be replicated far and wide.”

Gabe Davis, FBT Senior Associate and SWEL Alumnus, was first introduced to FBT through SWEL's professional networking programs.





Community Engagement & Leadership

Leadership Council on Legal Diversity (LCLD) Named Frost Brown Todd a 2018 Top Performer and Compass Award Winner

FBT garnered special recognition as both a **2018 Top Performer** and a **2018 Compass Award** winner at the **Ninth Annual LCLD Membership Meeting**. The Top Performer designation recognizes member organizations that are the most active in their support of the LCLD's mission, including speaking at LCLD events and participating in its Success in Law School Mentoring Program. The Compass Award, on the other hand, is conferred upon corporations and law firms whose representatives attended the LCLD's annual meeting and participated in the LCLD Fellows, Pathfinder, and Pipeline Programs. Of note, the Compass Award is new in 2018, and FBT was one of only 27 organizations nationwide to satisfy the both Top Performer and Compass Award criteria.



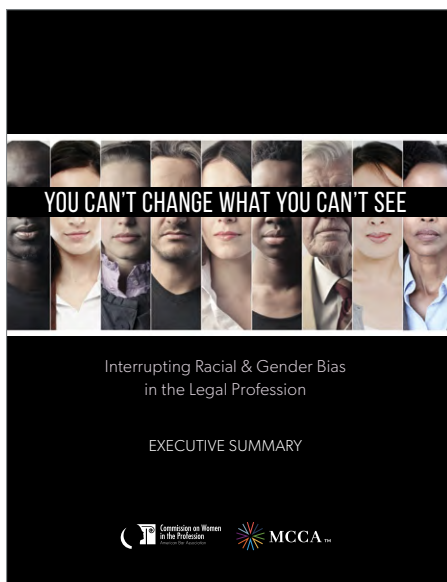
Neal Patel and other LCLD members enjoy dinner at the LCLD 2018 Annual Meeting.

On October 15 and 16, FBT's **Adam Hall** and **Neal Patel** joined other LCLD members and their guests at the LCLD 2018 Annual Meeting in Washington, D.C. Attendees enjoyed a welcome reception at the National Museum of African American History & Culture hosted by the LCLD Board of Directors and 2018 LCLD Fellows. The reception was followed by insightful presentations on the intersection of leadership, innovation, and inclusion, along with discussions about how to manifest LCLD's goal of increasing diversity in the American legal community.



FBT Attorneys Attend Minority Corporate Counsel Association's (MCCA) Diversity Gala

On October 6, **Cory Skolnick** and **Jennifer Barber** attended **MCCA's 2018 Diversity Gala** at the American Museum of Natural History in Washington, D.C. The gala brought together a diverse group of more than 1,000 legal professionals, ranging from Fortune 1000 general counsel to the nation's top attorneys, all of whom shared a common goal: celebrating the firms and companies that have helped pave the way for a more diverse and inclusive profession. By representing FBT at the networking, dinner, and awards events, Cory and Jennifer helped increase visibility for the firm's diversity and inclusion efforts, while also gaining access to, and insights from, some of the legal profession's greatest diversity and inclusion innovators.



In September, the MCCA, in partnership with the **American Bar Association's Commission on Women in the Profession**, released a new research report entitled **"You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession."** Based on a 2016 survey of 2,827 in-house and firm attorneys, the report found that current efforts to advance women and minorities in the legal profession have largely failed, and bias and discrimination—explicit and implicit—persist. Women and minorities continue to report systemic institutional discrimination in hiring practices and career advancement, in the assignment of "office housework," and in other problem areas where law firms had ostensibly been making progress over the last decade.

In addition to its findings, the report includes recommendations for reversing ineffective trends in the legal field's diversity and inclusion efforts. First, by using objective metrics rather than informal interviews to identify problem areas, firms can exclude the implicit bias inherent in most face-to-face conversations and gain objective insights into the state of diversity and inclusion in their offices. Second, the report outlined a laundry list of "bias interrupters," i.e., practical, day-to-day actions and policies firms can utilize to help bridge the gap between a theoretical commitment to diversity and inclusion and an actual, positive shift in culture.

The report, along with its tools and tips for interrupting bias on both an institutional and day-to-day level, can be found [here](#).



Internal Awareness, Development & Training

2018 Annual Retreat for Diverse Attorneys

FBT's diverse attorneys gathered in Cincinnati on October 11 and 12 for the firm's annual Diversity and Inclusion Retreat. It was a great opportunity for attorneys from various offices to share their experiences, challenges, and success stories, while getting to know each other better. FBT CEO **Adam Hall** and Chairman **Robert Sartin** welcomed retreat attendees, sharing their view of the firm's diversity and inclusion efforts and the vital role such considerations play in the strategic planning process. The second day included discussions with affinity groups on biases, a case study on sponsorship, and a brainstorming session to identify diversity priorities.



Attendees had the opportunity to network and reconnect with other diverse attorneys and firm leadership at FBT's annual retreat.



Members of the LGBTQ affinity group enjoy dinner together during the 2018 Diversity and Inclusion Retreat.

The Women's Initiative Hosts Parenthood Panel Discussion

On September 5, nearly 100 professionals had the opportunity to listen to **Katie Berkley, Emily Schmale, Daniel Craig, Alicia Kappers, Ali Razzaghi, and Tanya Bowman** present a panel on the interplay between their parenting experiences and legal careers. Hosted by the Cincinnati office, the event began with the panel and wrapped up with small-group discussions. During the panel, Emily and Daniel shared their thoughts on maternity/paternity leave and the difficulties of parenting a newborn when both partners work. Alicia described the challenges associated with infertility. In addition to infertility, Ali spoke about the adoption experience and how both situations can take an emotional toll in the workplace. Tanya concluded the panel by reflecting on the ways work-life balance has changed as her children have grown older. ***"I received several messages from folks after the panel commenting on similar situations,"*** Alicia said. ***"I think talking about my situation in the open gives other people comfort and support."***

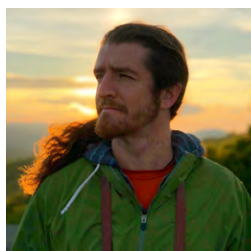
Inclusion Workshop Series



Dr. Maryam Moazzen: Reinterpretation of Women's Rights in Islam

On September 12, FBT welcomed **Dr. Maryam Moazzen**, a University of Louisville professor who holds PhDs in Persian language and literature from the University of Tehran and Islamic studies from the University of Toronto. Drawing

on her diverse background as an interdisciplinary scholar, Dr. Moazzen explored what the Qur'an says about women's marital rights, polygamy, divorce, inheritance laws, and custody rights, among other topics. She explained that today many Muslims, particularly progressive followers, believe Islam teaches that, in the eyes of God, women and men are equal in rights and responsibilities. She proposed that it is not Islamic faith, but the influence of a deeply rooted patriarchal social system and culture leads many to interpret the Qur'an and the Hadith (the teachings of the Prophet Muhammad) in a limited and literal manner, suited to their own present-day interests.



Darius Nabors: 59 in 59 - Vulnerability, Constants, and Balance While Spending 59 Weeks in 59 National Parks

On July 12, FBT welcomed **Darius Nabors** to its Lexington office to present on the value of vulnerability, balance, and finding constants in an ever-changing experience. In 2015, Mr. Nabors and a friend quit

their jobs to ambitiously visit all 59 national parks in 59 weeks to mark the 100th anniversary of the National Park Service. Mr. Nabors shared what he took away from this journey, how it informed his life when he returned to "civilization," and how we can all benefit from taking risks and being vulnerable. He also described how the simple, often reciprocal act of sharing one's story can help foster greater understanding and inclusivity in the workplace.



Good Reads

In an effort to encourage deeper engagement of issues surrounding diversity and inclusion in the workplace, please consider curling up by a fire with a warm beverage and one of the following titles during this holiday season.

BOOK REVIEW

Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (2011) by Claude M. Steele

FBT bookworm and business professional Sandra Jackson penned this review of a story about an acclaimed social psychologist's research and the phenomenon of stereotype threat.

Whistling Vivaldi explores how the universal experience of living with stereotype shapes our individual lives and our societies.

Following a series of carefully constructed scientific studies, eminent social psychologist Claude M. Steele explains that our individual performance is consistently influenced by the stereotypes associated with our social identities. Our social identity, as Steele notes, is molded from a wide range of personal characteristics, but some characteristics weigh more heavily than others, and those that negatively impact how the world sees and responds to us are often the most preoccupying. We know when we are in a situation where a negative stereotype could be applied to us, defined by Steele as a “stereotype threat.” In these situations, we become aware that one false move could cause us to be reduced to a stereotype. The possibility that something bad could happen to us because we have a certain identity calls for vigilance. As such, those characteristics increasingly come to dominate our social identity.

Steele likewise finds that we internalize negative societal expectations so profoundly that efforts to bootstrap often prove self-defeating. Counterproductively, the more aware we are of any given negative stereotype, the greater our effort to prove it wrong, but the worse our performance is as a result. Steele quantifiably shows that our performance diminishes when we fear that we will confirm a negative stereotype. Furthermore, research reveals that when a stereotype threat is in play, we are more likely to underperform because we're so preoccupied with our performance. This effect diminishes only in environments where the stereotype threat is also diminished.

While *Whistling Vivaldi* focuses primarily on academic settings, we can apply Steele's findings to an office environment in several ways. We can make an immense impact through continued efforts to foster an environment of trust, helping everyone understand their safety from stereotype threat within their workplace. To counter stereotypes, we can highlight the successes of those who have overcome stereotype threat. As individuals, we can work to overcome our own stereotype threat with an occasional self-affirmation exercise. This last point is ripe for skeptical rebuke, but reliable studies show that, where stereotype threat affects achievement, self-affirmation provides a lasting, counteractive boost.

While inclusive attitudes are expanding, the sociopsychological effects of discrimination remain strong and serve to push us apart as we subconsciously attempt to avoid being judged or treated negatively. Identity threat leads us to distance ourselves from integrated settings in order to avoid reinforcing negative stereotypes. Yet, by encouraging people of different backgrounds to learn from each other, we can make missteps less significant and foster trust.

Steele finds that “stereotype threat is a broad fact of life.” To enable us to work together well and comfortably within identity-integrated settings, Steele advises us to learn how to address this aspect of human character—to find ways to help each other overcome stereotype threat.

From the Library of KIM AMRINE

For further reading on topics related to diversity and inclusion, FBT Director of Diversity and Inclusion Kim Amrine recommends the following books:

One Size Never Fits All: Business Development Strategies Tailored for Women (And Most Men)
by Dr. Arin Reeves

Moving Diversity Forward: How to Go from Well-Meaning to Well-Doing
by Vernā Myers

The Authenticity Principle: Resist Conformity, Embrace Differences, and Transform How You Live, Work, and Lead
by Ritu Bhasin



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