



DIVERSITY & INCLUSION

SPRING 2019

 **Frost
Brown Todd** LLC
ATTORNEYS



As a longtime member and the newly appointed chair of Frost Brown Todd's (FBT) Diversity & Inclusion Committee, I am honored to introduce the Spring 2019 edition of the FBT Diversity & Inclusion Report and to play a role in FBT's continued quest to provide the most diverse and inclusive culture for our attorneys, business professionals, and clients.

While FBT has had a long-standing commitment to diversity and inclusion, our leadership recently rolled out a new strategic plan. As a part of that plan, FBT is entering into a new phase of D&I with a sharpened focus on improving our diversity metrics and making our firm even more inclusive. As we enter this next phase of D&I, I suggest that we add an "E" to our efforts. The "E" stands for equity. We want to achieve increased equity for our diverse attorneys and business professionals — equity of opportunity, equity of voice, and equity with respect to professional development and advancement. With a combination of inclusiveness and increased equity, we are sure to see diversity results, which will be a win for FBT, our clients, and our communities.

We recognize that even though we may be ahead of many of our peer firms in this space, we are not where we need to be. In order to make progress toward our goals, we need to try different tactics and take bold steps. As highlighted in this report, some of the firm's areas of focus in meeting its goals include targeted efforts with respect to recruiting, professional development, retention, and promotion.

The mission to continually improve in the D&I space is very personal to me. As an African-American female attorney, I've experienced challenges and obstacles in my legal journey — challenges that can make one feel excluded and "less than." But, more often than not, I've experienced a true sense of inclusion and worth that comes from belonging to an organization with a strong commitment to diversity and with the support of more than a few true champions of diversity and inclusion. FBT is lucky to have many such champions at all levels, several of whom are recognized in this report. I want to do my part to ensure that, going forward, there are fewer and fewer challenges for our diverse attorneys and business professionals and fewer instances where they may feel excluded. I aim to be a true champion of diversity and inclusion for my colleagues, just as others have played that role for me.

This is personal. It is personal to each and every one of our diverse attorneys and business professionals. It is also personal to those individuals who may not necessarily identify as diverse but who recognize the value of diversity and are vested in seeing our diverse talent succeed. I urge each of you to take our D&I mission personally as well, whether you identify as diverse or not. We each have an important role to play in this effort, and we can't do it without you.



Kimera Hall
Chair, Diversity & Inclusion 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.**

Awards & Accolades

Our goal is to be recognized for having the most inclusive environment in our markets. While we are proud of the recognition we have received to date, we acknowledge that we still have plenty of work to do. **Check out our most recent awards and accolades.**

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 summer reading list.



Supporting the Future

FBT commits to Mansfield Rule 3.0 Certification program

FBT is among the first law firms in the majority of our markets that committed to participate in the Mansfield Rule Certification program, running from July 2019 through July 2020. To achieve Mansfield Rule Certification, a participating law firm must consider at least 30 percent women, lawyers of color, lawyers with disabilities, and/or LGBTQ+ lawyers for 70 percent or more of the firm's leadership roles, committees, and other qualifying activities during the review period. Certification also requires completing three-month, six-month, and annual check-in surveys and data collection requests, while also engaging in community building and knowledge sharing with participating firms.

The Mansfield Rule topped the list of ideas designed by lawyers at the 2016 Women in Law Hackathon hosted by Diversity Lab, together with Bloomberg Law and Stanford Law School. The rule takes its name from Arabella Mansfield, a 19th century women's rights activist who in 1869 became the first American woman admitted into the legal profession. It is a data-driven, modified version of the NFL's Rooney Rule, created in 2003 by the late Dan Rooney, former president of the Pittsburgh Steelers. The Rooney Rule requires every NFL team to interview at least one minority candidate for head coach vacancies. Since its implementation, the likelihood of a diverse candidate filling an NFL head coaching vacancy has increased 20 percent.

After the first year of the program, Diversity Lab reported that 40 percent of participating firms had increased diversity in their leadership ranks. In addition, 33 percent increased the number of women and diverse senior associates hired, and 38 percent increased the number of women and diverse lawyers promoted to partner.

Eric Cook, former FBT intern and current associate, sworn in as BLAC vice president

The Black Lawyers Association of Cincinnati (BLAC) recently held its 27th Annual Scholarship & Awards Banquet on April 6, during which Cincinnati former-intern and current Associate **Eric Cook** was recognized as BLAC's new vice president. Eric also serves on the Board of Trustees for the Cincinnati Bar Association.

Eric credited his experience working at FBT for influencing his rise to leadership positions in the Cincinnati Bar. "Attorneys at FBT taught me the importance of building and maintaining relationships," he said. "These guiding principles are what led me to my position as the vice president of BLAC as well as serving on the Board of Trustees for the Cincinnati Bar Association." These skills should serve him well in his new position. "Ultimately," he said, "BLAC is in the business of creating relationships among lawyers of color and lawyers in the Cincinnati community."



Eric Cook addresses attendees at BLAC's 27th Annual Scholarship & Awards Banquet

Beth Naylor presents as part of a diversity panel at Notre Dame Law School

As a member of the Executive Advisory Council and past president of the Board of Directors for the University of Notre Dame Law School, FBT Member **Beth Naylor** presented to law students in March on the topic, "Diversity as a Strength in the Workplace." Beth, who was joined on the panel by four other board members from around the country, provided the following reflection on her experience: "Presenting on a panel to encourage diverse law students to consider corporate legal departments and law firms as viable career options was a sobering experience. We had some of the top students at a top 25 law school in the audience, rock stars plain and simple, yet their hesitation and suspicion about the ability of a diverse lawyer to succeed in the corporate and large law firm environment was palpable. All panel members assured them that diversity was an asset, and our respective employers (major law firms and corporate legal departments) want individuals with diverse backgrounds and experiences to enrich our organizational cultures; however, the students' well-articulated and well-researched questions citing dismal statistics continued to demonstrate healthy skepticism. I left the experience certain that law firms and corporate legal departments will completely miss out on the leaders of the next generation if they don't figure it out and soon!"

Noel Shepard serves as panelist for the Women's Leadership Forum

Columbus Member-in-Charge **Noel Shepard** served as a panelist for the Women's Leadership Forum held at Capital University Law School on March 28. Noel was asked to present on the topic of advancing women in leadership roles within the legal profession. She joined a panel of four other women lawyers from Columbus: Melissa R. Hoefel from Roetzel & Andress; Jayne E. Juvan from Tucker Ellis; Betty Montgomery from Mac Murray & Shuster; and Janet Green Marbley from Lawyers' Fund for Client Protection. The Women's Leadership Forum began in 2016 under the leadership of Dean Rachel M. Janutis to advance the dialogue in the legal community around important issues facing women leaders.

FBT scholarship founded by Jim Lawrence continues to benefit OSU law students

More than a decade ago, Cincinnati Member **Jim Lawrence** funded an annual scholarship for diverse law students attending The Ohio State University Moritz College of Law. Because of FBT's support, each year an OSU student is able to pursue a law degree where it might not otherwise be possible. This year the recipient of the award was Adam Hager. Adam is a 2L student at the Moritz College of Law and a former construction worker from West Virginia.



Community Engagement & Leadership



*FBT attorneys, colleagues, and friends at the 2019 Greater Cincinnati Color Ball.
From left to right: Jacob Morvay, Ron Gold, Tricia Gold, Ryan Goellner, Kim Amrine, Matthew Williams, Bernie McKay, Alicia Kappers, and Ziad Razzak.*

FBT celebrates achievement at the 2019 Greater Cincinnati Color Ball

On March 2, Frost Brown Todd attorneys, colleagues, and friends attended the 2019 Greater Cincinnati Color Ball to support the Human Rights Campaign (HRC) and celebrate FBT's fifth consecutive 100-percent score on the HRC's Corporate Equality Index.

Michael Chanak Jr. was honored with a Leadership Award. In 1992 Michael pioneered the effort at Procter & Gamble to include sexual orientation in the company's Diversity Statement and set an example that companies around the world soon followed, forever changing the workplace for LGBTQ employees. US Bank received the Corporate Award for the efforts of their LGBTQ resource group, Spectrum. In addition to these awards, comedians, actors, and heroes shared inspiring stories. To top it off, FBT's very own **Ron Gold** and **Bernie McKay** were silent auction winners!

FBT Member Mekesha Montgomery helps launch Advancing Women in Nashville

Advancing Women in Nashville (AWIN), an organization co-founded by FBT Member **Mekesha Montgomery**, hosted its inaugural meeting on International Women's Day, Friday, March 8. Prominent business leaders from the Nashville area addressed a crowd of more than 200 attendees, sharing insights about the unique challenges women face in corporate boardrooms, along with strategies for advancing and retaining women in the workplace. Created with the support of FBT and several other companies, AWIN provides leadership development programming, volunteer and networking opportunities, and advocacy regarding the state of diversity in Nashville's business community.



FBT's Columbus office hosts fourth annual LGBTQ networking event

FBT's Columbus office hosted LGBTQ law students and attorneys from the Columbus area on March 28 for an evening of networking and socializing. Nearly 30 students and attorneys attended the fourth annual Columbus-office event aimed at connecting area attorneys with LGBTQ law students.

Kim Amrine, FBT's director of Diversity & Inclusion, greeted the guests. "I am excited to see such a positive response to our diversity efforts," Kim said, "and to have FBT Columbus be a leader for the LGBTQ community in Central Ohio."



Internal Awareness, Development & Training

Women's Initiative Retreat

On March 8 and 9, women lawyers from all of FBT's offices again met in Berea, Kentucky, for the Women's Initiative Retreat. It was a wonderful time to mingle with old friends, meet new people, and network with one another.

The retreat was also a lot of work. On Friday evening and Saturday morning, the group spent roughly six hours developing initiatives and recommendations to increase the representation and advancement of female attorneys. Working in small, diverse groups, attorneys listened to each other describe their successes and their challenges at different stages of professional advancement. Each group used its own experiences and additional research to make recommendations—aligned with the firm's strategic plan—to bring FBT into an era of increased diversity and increased profitability.

Reflecting on the event, **Alex Rose**, who joined FBT's Dallas office in February, said, "As a new lawyer to the firm, I was struck by the candor and diligence of the women present." She added, "To FBT, retaining and advancing talented women is not a cause worth lip service but a cause worth our full effort and attention . . . even on a weekend."

Inclusion Workshop: Emotional Intelligence

On April 29, presenter Sonal Sheth led a group of more than 300 FBT attorneys and business professionals in an inclusion workshop entitled "Smarter Together: Using Emotional Intelligence to Build a Diverse Work Environment." Emotional intelligence refers to how well people handle themselves and their relationships in a globally connected world. As the workforce has become more diversified, studies have shown that the most high-performing organizations are those that encourage emotionally intelligent interactions and an interplay of perspectives.

Sheth helped workshop participants identify their personal level of EI and started a conversation about building human connections through improved self-awareness. Participants also engaged in activities aimed at exploring strengths, improving areas of communication, and fostering emotionally intelligent conversations with coworkers. Finally, Sheth provided participants with tools and resources to better understand how we can show up, manage our strengths and weaknesses, be present enough to "do" for others, and reap the benefits of social awareness and relationship management.

The Women's Initiative supports FBT's working mothers with Milk Stork

The Women's Initiative is excited to announce that FBT is offering the services of Milk Stork to benefit our breastfeeding attorneys and business professionals. Milk Stork, the first-ever breast milk shipping company for traveling moms, provides refrigerated boxes that allow mothers to safely ship or take breastmilk from their hotel back home to their babies. Keep this service in mind if you are a breastfeeding mother traveling for business, for clients who are traveling to see us, or even for FBT-hosted events that may involve nursing mothers.



Women's Initiative Chair Kim Mauer addresses retreat attendees.



Erin Omordorf confers with a group of her colleagues during the Women's Initiative Retreat.



Congratulations to Kimera Hall on her recent appointment as chair of the Diversity & Inclusion Committee.



FBT welcomes Danielle Anderson. Danielle joined FBT in March as the firm's Human Resources Specialist – Diversity & Inclusion. She will split her time between firm-wide D&I and HR initiatives.



Awards & Accolades



Diversity & Inclusion Award winners pose with other award winners and firm leaders at the Members Retreat. Front row, from left to right: Amy Burnette, Tanya Bowman, Steve Ellcessor, Kim Amrine, Alicia Kappers, Noel Shepard, Jill Burton, and Kim Mauer. Back row, from left to right: Adam Hall, Jared Tully, Justin Fowles, Geoff White, Jennifer O'Guinn, Amy Curry, and Robert Sartin.

Diversity & Inclusion Award winners announced at Members Retreat

The recipients of this year's Diversity & Inclusion Awards and Champion of Women Award were announced on January 25 at FBT's Members Retreat. The following individuals were recognized for their leadership in making FBT a safe, supportive team environment and a great place to work and be for everyone:



Steve Ellcessor
*Diversity & Inclusion
Lifetime Achievement Award*

Member | Columbus
Business Combinations & Capital Transactions



Justin Fowles
Diversity & Inclusion Award

Member | Louisville
Product, Tort and Insurance Litigation



Sunrita Sen
Diversity & Inclusion Award

Associate | Indianapolis
Real Estate



Geoff White
Champion of Women Award

Member | Louisville
Real Estate



Noel Shepard
Champion of Women Award

Member | Columbus
Labor & Employment



Kim Mauer
Champion of Women Award

Member | Cincinnati
Finance



FBT receives perfect score on Human Rights Campaign's Corporate Equality Index

For the fifth consecutive year, FBT received a 100 percent ranking on the Human Rights Campaign's 2019 Corporate Equality Index (CEI), earning FBT the coveted distinction of being a "Best Place to Work for LGBTQ Equality." The CEI, an annual benchmarking survey and report, rates companies on their LGBTQ-related policies and benefits infrastructure as well as their substantive commitment to advancing LGBTQ equality in the workplace and beyond.



Good Reads

This summer consider cultivating your diversity and inclusion awareness with one of the following titles.

Back to Work After Baby: How to Plan and Navigate a Mindful Return from Maternity Leave (2017), by Lori K. Mihalich-Levin, J.D.

Lori K. Mihalich-Levin's *Back to Work After Baby* provides thoughtful advice for mothers navigating the stress and anxiety of returning to work after maternity leave. Mihalich-Levin is a mother of two and partner at her law firm. Her book and online course "[Mindful Return to Work](#)" are intended to teach working mothers new skills around healthy mindsets, logistics, leadership, and the importance of staying connected with a supportive community. Mihalich-Levin explains that a mindful return to work after leave requires two steps: (1) thoughtful planning of baby and work-related things, and (2) living in the present. Succeeding at step one makes it easier to succeed at step two.

Aside from practical tips for organizing life after childbirth, *Back to Work After Baby* offers guidance for reaching a healthy mindset and reducing fears by building confidence, practicing gratitude, gaining perspective, combatting being overwhelmed, feeling feelings, managing new mom anxiety, and committing to self-care. By inhabiting a healthy mindset, Mihalich-Levin explains, working mothers can use maternity leave as a leadership opportunity, putting them in a position to be role models for balance, community building, and a positive change in workplace culture.

Given Mihalich-Levin's legal background and perspective, FBT's working moms will likely find *Back to Work After Baby* to be a particularly helpful resource as they navigate the challenges of preparing for and returning from maternity leave and seek to strike a healthy, long-term work-life balance.

The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy (2017), by Scott Page

In *The Diversity Bonus*, author Scott Page makes the case that organizations can improve creativity and output by utilizing teams with both cognitive and identity-related diversity. Page explains that diverse teams are most likely to create "diversity bonuses" when presented with high-value, non-routine cognitive tasks. He provides the following example of an emergency room doctor:

During a workday, a doctor may gather information and decide on tests. She may make diagnoses and formulate treatment protocols. She may perform surgery. Some of the tasks involve prediction; others involve problem solving. Some of her work involves cognitive routine tasks (diagnosing strep throat). Other parts involve routine manual tasks (tapping a sprained ankle). The doctor should only seek diversity bonuses on the most challenging of tasks. She should not bother seeking out diverse opinions for a routine ankle injury, but she should seek advice when treating a patient presenting nontraditional or contradictory symptoms. Alternative diagnoses can create diversity bonuses if another doctor possesses a different knowledge base or different insights and can offer a more effective protocol.

In *The Diversity Bonus*, Page also describes the key components of an effective diversity and inclusion policy, which he refers to as the six M's: Message, Mission, Manage, Measure, Mentors, and Merit. Organizations must **message** from the top, connect diversity and inclusion to their **mission**, and **measure** performance. Organizations must **manage** teams with the goal of realizing diversity bonuses. Underrepresented employees must be paired with **mentors** to reinforce equality of opportunity and ensure that message and mission are being practiced. Finally, organizations should reward employees who have advanced diversity and inclusion and connect inclusive behaviors to **merit**.

Recognizing cultural and structural challenges to successfully implementing meaningful policy, Page explains that diversity and inclusion require practice. Ultimately, in the legal profession, firms must rid themselves of conscious, unconscious, and structural biases to create a place where everyone has the opportunity to contribute and succeed. "Diversity-bonus thinking enables us to see how our differences can make us more innovative, resilient, and prosperous," Page writes. "It points to how we might enlarge the pie instead of negotiating over the size of our current slices."





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