

Fall/Winter
2017
REPORT

DIVERSITY & INCLUSION

 Frost
Brown Todd LLC
ATTORNEYS





As a member of FBT's business professionals team for the past 34 years, I am honored to introduce the fall edition of our Diversity & Inclusion Report. Thinking back to 1983, I realize most employers weren't talking about diversity and being intentional about recruitment. Nor did employers seem concerned if everyone in the organization was valued and treated with respect, and well, you get my point. Fast forward to today – even though employers are now focusing on creating diverse and inclusive environments, we still have many opportunities to improve our culture and bring more voices to the table.

Fortunately, our law firm has made diversity and inclusion a priority for many years. In fact, we were one of the first firms to appoint a fulltime practicing attorney to serve as Director of Diversity & Inclusion. And while the firm's initial focus was on attracting and retaining lawyers from diverse backgrounds, efforts quickly evolved to also attracting a diverse group of business professionals and creating an inclusive environment for everyone.

I am proud that I work for an employer that is embracing the challenge to make everyone on the team feel valued and included. I am especially proud of our new UNITE initiative, another marker on our continuing journey to become a fully inclusive firm. It's up to all of us to continue to maintain a culture that attracts and retains diverse talent across all positions in the firm. Together, we can ensure that our lawyers and business professionals know they are important to the firm and to our clients' successes.

The firm's passion for diversity and inclusion is evidenced in the many activities highlighted in this report. We hope you are inspired by what our FBT team members are doing to cultivate a culture of diversity and inclusion in our firm and in our communities.

Jill Burton
Chief Operating Officer

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Our Vision Statement

Frost Brown Todd (FBT) 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;
- » 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. We have had over 75 attorneys volunteer to mentor diverse law students, and in our Cincinnati and Louisville markets, we serve minority high school and college students by offering internships that introduce them to the legal profession. **See how we're supporting the future.**



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.**

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.**

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.**





Supporting the Future

Cincinnati Community Outreach Committee Kicks Off Speaker Series at Withrow High School

In September, the Cincinnati office's Community Outreach Committee kicked off the new school year in style with the next installment of its "Lunch and Learn" speaker series for 10th and 11th-grade students at **Withrow High School**. Kitalena Mason, a Withrow graduate and currently a marketing specialist at IKEA in West Chester, Ohio, spoke to the students about her career in marketing and customer relations, her own trials and triumphs as a former student-athlete at Withrow, and how to plan for life after high school. Afterward the students were treated to a pizza lunch and invited to mingle with Kitalena and other guests. The Community Outreach Committee began this speaker series three years ago and since then nearly 400 Withrow students have benefitted from the wisdom shared by friends and clients of FBT. Special thanks to Cincinnati Member **Joe Dehner**, a member of Withrow's Alumni Association Board, for coordinating Kitalena's appearance.

The second installment of the "Lunch and Learn" speaker series took place in October when David Pelfrey, a CPA with Pelfrey & Company, CPAs, Inc. in Cincinnati, spoke to Withrow students enrolled in business courses about the benefits and challenges of owning your own accounting practice. David fielded questions from the students about how he chose his college and career path, how he balances work and family responsibilities, and how high schoolers can best prepare for a job in business or accounting. Afterward FBT treated the students to the usual pizza lunch. Special thanks to **Jim Frooman**, member in the Cincinnati office, for coordinating David's appearance.



Students listen to Kitalena Mason, at FBT's kick off "Lunch and Learn" speaker series event.

LGBTQ Networking Event

On November 2, LGBTQ law students and practitioners from the Greater Cincinnati area gathered for an evening of networking and socializing over cocktails and light bites. The event, FBT's fourth in Cincinnati, was aimed at forging new connections and strengthening old ones among the region's LGBTQ legal community. In attendance from FBT were Director of Diversity & Inclusion **Kim Amrine** and attorneys **Bernie McKay**, **Shely Berry** and **Ryan Goellner**.



FBT's Bernie McKay with Darlene Rogers.



Mentors and law students at LCLD networking event.

Leadership Council on Legal Diversity

Under the guidance of **Sara Abner** and **Becky Ragland**, FBT's participation in the **Leadership Council on Legal Diversity (LCLD)** is off to another successful academic year. The LCLD is a national organization consisting of more than 250 corporate and law firm members. Its goal is to build a more open and diverse legal profession. One of the ways it works to accomplish that goal is through its law student mentoring program. Attorney mentors from participating law firms and corporations are paired with diverse first-year law school students. While FBT has participated in this program since 2011, its involvement has steadily grown each year. Since 2011, over 100 FBT attorneys have served as mentors in Cincinnati, Louisville and Lexington. This year, we have expanded the program to include Columbus and Nashville, increased the number of mentors, and partnered with GE Appliances, UPS and BB&T. In addition to the basic one-on-one mentoring, we have also added group mentoring events for the 2017-2018 school year, which will include several meet and greet parties and a mid-year training event for students.





2017 Frost Brown Todd Diversity Scholarship Award Recipients

Every year FBT reviews dozens of applications and nominations for our Diversity Scholarship Fund. Established in 2010, the scholarship fund annually distributes \$10,000 in financial assistance to diverse students currently enrolled in law school. These students, as evidenced by their record of academic success and community service, demonstrate values that are in concert with those outlined in the FBT Diversity & Inclusion Vision Statement. This year, after much deliberation, our selected recipients are five individuals of varying age, background, interests and legal ambition:

Candise E. Caylao

University of Louisville

Dani K. Ingram-Farris

Northern Kentucky University

Souhila EL Moussaoui

University of Louisville

Gibran J. Peña-Porras

University of Cincinnati

Shannon G. Reid

University of Pennsylvania

Among this talented quintet are honor roll students and dean's listers. Many of them are presidents of student associations and members in national organizations. They've held judicial clerkships, taught and mentored high school students, and in some cases earned advanced degrees in other fields before enrolling in law school. Though each recipient is unique and impressive in their own right, the one unifying factor is their potential to have outstanding legal careers.

We commend their accomplishments thus far. These individuals represent new voices, new perspectives, and as such, they will be tremendous assets to our professional community. We stand eagerly by to see what the future has in store for them. [Learn more about this year's recipients in our press release.](#)



Adam Hall, Gibran Peña-Porras, Tessa Castner, Karen Laymance and Chris Habel.



Karen Laymance, Dani Ingram-Farris, Tessa Castner and Nicole Tepe.



Michelle Jeffreys, Candise Caylao, Souhila EL Moussaoui and Justin Fowles.



Community Engagement & Leadership

FBT Gives Initiative

The Louisville office created the **FBT Gives Initiative** to better coordinate its wide array of pro bono legal work, charitable giving, civic engagement and community outreach efforts. FBT Gives has seen an abundance of community involvement in the first half of 2017, including: **American Lung Association Fight For Air Climb**, **KY Legal Food Frenzy**, **CARE**, “**Mayor Fischer’s Give A Day**” week of service, **Fund for the Arts Annual Campaign**, **March of Dimes: Greater Louisville March for Babies**, **Legal Assistants of Louisville Annual BBQ for the Homeless**, **University of Louisville Law School Law Firm challenge**, **Kentucky Chapter of the Association of Legal Administrators (KYALA) New Directions Housing Corporation’s “Repair Affair,”** **Central High School Summer Program**, and **Leadership Louisville Capital Campaign**.



Cincinnati’s Anamar Naish Helps Puerto Rico Recover from Hurricane Maria

Cincinnati Paralegal **Anamar Naish**, originally from Puerto Rico, joined forces with Adrianna N. Lebron-Garcia of P&G, Dr. Angel L. Velazquez of Beacon Orthopedics & Sports Medicine, and Armando Delgado from General Cable Corporation to help the island recover from the devastation of Hurricane Maria. **Founded by Anamar and Adrianna, the 501(c)(3) registered non-profit organization Cincinnati for Puerto Rico has raised funds in excess of \$50,000 and has secured 122,000 pounds of donated goods (generators, food, water, etc.) that have been sent to Puerto Rico.** The organization is currently gathering medical supplies and broad-spectrum medicines from local hospitals for two children’s hospitals on the island, valued at approximately \$100,000.

Cincinnati for Puerto Rico’s partnerships include: Puerto Rico Federal Affairs Administration in Washington D.C. (PRFAA), Global Empowerment Mission (GEM), #Bstrongglobalbetter/Bethenny Frankel, Chik-fil-A, WCPO, A Child’s Hope International, Puerto Rico Y Mexico Se Levantan Benefit Concert, TriHealth (Bethesda North and Good Sam Hospitals) and Clinton Memorial Hospital.

Fundraising efforts continue, with proceeds targeted for long-term relief work in Puerto Rico. You can find more information on how to help via: bonfire.com, youcaring.com, visit [Cincinnati for Puerto Rico’s Facebook page](https://www.facebook.com/CincinnatiForPuertoRico) or email cincinnatiforpr@gmail.com.

FBT Community Outreach Committee Contributes to Crayons to Computers

Through the FBT Community Outreach Committee, staff and attorneys in the Cincinnati office donated approximately \$1,000 and a wide array of school supplies to the **2017 Annual Back to School Supply Drive to help Crayons to Computers (C2C)** to fulfill its objective of getting school supplies into the hands of passionate teachers and deserving students throughout the Greater Cincinnati area. A HUGE thank you goes to the following people who made these contributions possible: **Michelle Feld, Sandra Jackson, Beth Kidd, Karen Laymance, Marilyn Lunn, Coleen Mahoney, Kim Mauer, Cathy McDonald, Rob Mecklenborg, Stacey Monnin, Anamar Naish, and Danyne Sherman.**

With every dollar donated, C2C is able to purchase \$10 of supplies. Thus, FBT’s approximate \$1,000 donation equates to about \$10,000 in school supplies for Greater Cincinnati’s kids in need!





Internal Awareness, Development & Training

Women's Initiative Retreat

On Friday, October 6, the Women's Initiative Committee hosted its annual two-day Women's Initiative Retreat at the Historic Boone Tavern in Berea, Kentucky. The theme of this year's retreat was "Climbing to the Summit and Reaching for the Stars" and focused on providing guidance and developing strategies for career advancement. The first day of the retreat included a "Jeopardy!" game with facts about women in the workplace, as well as a guided discussion among small peer groups about advancement strategies specific to FBT. The retreat concluded the following day with a discussion among attendees about positive improvements that could be made to ensure women at FBT have the opportunities and resources to satisfy their professional goals.

The Women's Initiative Committee also presented the inaugural Champion of Women Award at the retreat. The award was voted on by the firm's female attorneys and was presented to the Frost Brown Todd employee who has championed women and worked actively to empower other women at the firm. The winner of the award for 2017 was **Heather Wilson**, the member-in-charge of the Indianapolis office.



Attendees listen as FBT's Emily McKinney presents during the Women's Retreat.



FBT attorneys network and discuss career advancement topics.

"Overall, the retreat provided a wonderful chance for the female attorneys and members of the Women's Initiative Committee across all offices to come together to network and meet new people, discuss careers goals and challenges, and share tips and tricks for advancing within the firm. It was incredibly helpful to hear from female lawyers both at your own level and at levels above you and learn from their experiences. The retreat helped its attendees establish new connections and leave with a renewed sense of direction and guidance on how to advance both in the community and within the firm."

Alex Oxyer, Associate, Indianapolis



Kim Mauer, chair of FBT's Women's Initiative, is geared up for the climb.



Catherine Burgett and Anne Duprey connect with first-year Associates Molly McCartney and Katherine Collier during the retreat.



Internal Awareness, Development & Training

Diversity Post-Retreat Programs

The theme of this year's Diversity & Inclusion Retreat was relationship-building. During the September retreat, FBT attorneys had the opportunity to engage in open and meaningful dialogue and to foster new relationships or deepen existing ones. Because relationships are so central to diversity and inclusion work, FBT will continue to make relationship-building a centerpiece of our work. And based on the conversations that began at the retreat, FBT moved forward with the Accountability Pairing Program and Diversity & Inclusion Leadership Summit.

The **Accountability Pairing Program** is designed to encourage diverse attorneys to connect regularly with one another. Each participating diverse attorney is partnered with another diverse attorney from a different office or practice group with the purpose of establishing a dialogue that encourages deeper, more personal discussions.

The **Diversity & Inclusion Leadership Summit** took place in early November in the Louisville office and involved a collaborative dialogue among diverse attorneys and firm leadership. This two-hour dialogue addressed the impact of the firm's diversity and inclusion efforts thus far and additional steps the firm could take going forward. At a concluding reception after the formal discussion, diverse attorneys and firm leaders continued the conversation and learned more about one another. Several firm leaders were in attendance, including **Adam Hall, Jill Burton, John Crockett, Mekesha Montgomery** and **Geoff White**.

Inclusion Workshop Series: City of Cincinnati Poverty Simulation

On December 6, Diversity & Inclusion Committee members and volunteers partnered with **St. Vincent de Paul** to facilitate the **City of Cincinnati Poverty Simulation**, which challenged participants to walk in the shoes of our neighbors in need – that is, to explore poverty experientially. This was a simulation, not a game, with discussions based on real-life experiences. Over the course of 60 minutes, participants took on the identity of a neighbor struggling to fulfill a month's worth of basic needs like food, shelter, utilities, medication, employment, education and childcare, while only using resources available to people living in Cincinnati. Participants came away with a better understanding of the realities of living in poverty and the motivation to act on behalf of neighbors in need. The simulation exercise was part of FBT's ongoing Inclusion Workshops Series.

Inclusion Workshop Series: Experiences from a Japanese Internment Camp

On September 28, FBT's Diversity & Inclusion Committee invited Mr. Sam Mihara to our Nashville office to speak with attorneys and business professionals from each office about his experiences as a Japanese American living in the United States during World War II. As a second-generation Japanese American who was born in San Francisco in the early 1930s, the U.S. government forced Sam and his family, who had immigrated to the U.S. in the 1920s prior to his birth, to move when World War II commenced. Mr. Mihara described living in a detention camp in Pomona, California, and subsequently in a remote prison camp in northern Wyoming, where his family stayed for three years. Mr. Mihara's discussion not only illustrated the struggle for immigrants during that time period, but also emphasized the need to protect civil rights today in light of the recent debate over U.S. immigration policies. This presentation was part of FBT's ongoing Inclusion Workshop Series.

UNITE

Understanding the Need to Include, Be Transparent, and Encourage – In July of this year, the steering committee UNITE was formed with the intent to make sure that all of us have our opinions heard and properly valued. After some research, we were unable to find another law firm that had incorporated employees from all levels into the D&I dialogue and decision-making process. But then again, FBT is no stranger to being at the forefront of such initiatives. UNITE is currently exploring ways to achieve the following objectives, which are closely linked to the firm's mission, values, and Diversity & Inclusion Vision:

- » **Helping all business professionals feel valued as a part of the FBT team.** (To this end, UNITE has for example recommended that all firm communications refer to non-attorneys as business professionals.)
- » **Developing a more inclusive team environment throughout the firm.**
- » **Benchmarking best practices wherever they may exist throughout our footprint.**
- » **Identifying professional development opportunities for business professionals.**

Members of UNITE were selected by a team looking for individuals who could represent various offices and positions within the firm, but most importantly, individuals who had demonstrated their service to diversity and would be able to propel FBT in a positive direction.

You will hear more in the coming months on the progress of the team's work. In the meantime, if you would like more information on UNITE, please contact one of the following charter members: **Jill Burton, Carly Crouch, Natalie Fast, Alicia Kappers, William Lehner, Claudine Matthews, Kim Mauer, Brigid Short, Justin Summrell, Heath Upton, or Angie Ward.**





Awards & Accolades

Congratulations 2017 Mentors of the Year!

In an effort to recognize individuals who excel in fostering a culture of mentoring and who have impacted the careers of others at FBT in a meaningful way, FBT is proud to announce the annual Mentor of the Year Award to the following recipients:



Jay Baribeau
Member | Louisville
Finance and Real Estate



Jan de Beer
Member | Lexington
Regulated Business



Chad Eckhardt
Member | Cincinnati
Regulated Business



Bill Harter
Member | Columbus
Product, Tort and Insurance



Ben Helwig
Member | West Chester
Business Combinations and Capital
Transactions



Nick Jones
Member | Louisville
Regulated Business



Alison Stemler
Member | Louisville
Tax and Benefits



Eric Volz
Senior Associate | Cincinnati
Intellectual Property

These individuals have generously shared their time and wisdom with our new attorneys, helping them integrate into the firm, develop their legal skills and network of clients, feel confident and learn to thrive in this environment. They've gone above and beyond the role of mentor, to act as coaches, confidantes, and career champions. **Congratulations and thanks to our Mentors of the Year!**



FBT Earns Highest Rating on the Corporate Equality Index for the Fourth Consecutive Year

FBT has received a perfect score of 100 percent on the 2018 Corporate Equality Index (CEI), publicly released on November 9. CEI is a national benchmarking survey and report by the **Human Rights Campaign Foundation** on corporate policies and practices related to LGBTQ workplace equality. The CEI report evaluates policies and practices, including non-discrimination workplace protections, domestic partner benefits, health care benefits, competency programs, and public engagement. FBT's efforts in satisfying the criteria resulted in a 100 percent ranking and the designation of "Best Place to Work for LGBTQ Equality." To learn more about the Human Rights Campaign Foundation and the CEI report, please visit hrc.org/cei.

Michele Lorbieski Anderson Honored as One of Indy's Best and Brightest

Each year, Junior of Achievement of Central Indiana honors the region's most outstanding young professionals in 10 different industries. FBT Indianapolis Member **Michele Lorbieski Anderson** was named as a Best and Brightest Finalist in the Law category for 2017. Michele and the other finalists were recognized during a reception on November 9 at the Hilbert Circle Theatre in downtown Indianapolis. The Best and Brightest awards were created by Junior Achievement to recognize up-and-coming talent and the next generation of leaders in Central Indiana. Finalists were judged on professional accomplishments, civic contributions, character, and leadership qualities. The press release announcing [Indy's 2017 Best and Brightest Finalists can be found here](#).





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