

Summer  
2017  

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REPORT

# DIVERSITY & INCLUSION

 Frost  
Brown Todd LLC  
ATTORNEYS





I'm pleased to introduce this edition of Frost Brown Todd's quarterly Diversity and Inclusion Report. The theme of this report is the firm's internal efforts at workplace inclusion. Because this report coincides with the election of my successor as the firm's CEO, I can't help but reflect on how much I've learned over the last eight and a half years about this important subject, and how proud we all should be about our progress.

Thanks to our robust mandatory leadership training led by expert consultants, I've learned about "unconscious bias" and the importance of encouraging our women colleagues to "lean in." Thanks to our workshops, I've learned how open our other senior leadership is to creating an inclusive culture, and accepting they are of the rich diversity that surrounds us at work. Thanks to Kim Amrine, our full-time Director of Diversity and Inclusion, we have an endless supply of reminders and educational "bullet points" that we have been able to make a part of every firm meeting, whether with the members, associates or support staff. Because of initiatives such as our annual survey, I've learned that everyone who works here has come to appreciate management's emphasis on inclusion, and the efforts and progress we've made. Finally, I've learned that the business case for diversity is much more than just what our clients expect, or the improved decision-making it generates, but the "good vibes" everyone feels at work when they know they are accepted and valued for who they are.

Thanks to all of you for embracing the importance of our Diversity and Inclusion Initiative, and thanks especially to Kim Amrine, to Kim Mauer for her leadership of our Women's Initiative, and to Steve Ellcessor, the chair of our Diversity and Inclusion Committee, for both helping and challenging me. I'll miss my monthly meetings with our D&I leadership team, but will look forward to seeing the results of our continuing progress.

George E. Yund  
Chief Executive 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 efforts 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

### FBT's Summer Associates Participate in Negotiations Program

In July, FBT invited several local companies and their summer clerks to join FBT's summer associates for a day of negotiations training and networking. Approximately 50 summer clerks and SWEL (Summer Work Experience in Law) interns from AK Steel, Duke Energy, GE Aviation, Honda and Kroger participated in the day-long program.

FBT has hosted the interactive program for the past decade, initially started by **Jim Lawrence**, who taught employment discrimination and negotiations at the University of Cincinnati College of Law. After Jim's retirement, the program was taken over by **Todd Bailey**, who previously taught at Miami University's graduate business school. Since Todd's retirement, FBT attorneys **Cory Skolnick** and **Cat Burgett** have managed the training program, which ends with the participants socializing together at a Cincinnati Reds baseball game.



Participating attorneys, summer associates and clerks at the Cincinnati Reds baseball stadium.

### FBT Summer Associates Provide Context on FBT's Culture

FBT's annual Summer Associate Program is centered around identifying individuals who have the potential for outstanding legal careers and who can deliver meaningful contributions to the firm, our clients and the community. In addition to the summer associates having the opportunity to work alongside and learn from experienced attorneys, FBT welcomes candid feedback from our summer associates in an effort to improve and grow as a law firm.

*"It is quite clear that the firm is very intentional about making diversity a priority. **This has been shown to us not only through words, but through actions.** At the firm, I have worked with several people who were very different than me. That is a wonderful thing."*

Adam H. Wetherington, University of Louisville

*"I've worked in some different offices before and I have to tell you that their Diversity & Inclusion efforts felt forced/awkward at times. This summer at least **FBT has done a great job of making D&I feel like it's part of the routine and something that is always being considered, which I think makes it feel much more natural and part of the culture.**"*

Jesse J. Shamp, Capital University

*"I think this is particularly relevant in relation to other Lexington law firms. There are so many different types of people in this office, and **I personally feel very comfortable being myself here.**"*

Lydia L. Curtz, University of Kentucky

*"The firm does a very good job at supporting the vision of being inclusive. **Everyone I've met this summer is unique, and they celebrate that both in themselves and in me, which has made me feel very welcomed here.** Everyone I've worked with has been extremely helpful in promoting my growth as a future attorney."*

Chelsea C. Steele, Indiana University – McKinney

*"...**FBT encourages each person's unique qualities and the bringing of each person's whole and best selves.**"*

Ann E. L. Wood, Duke University

*"From our first diversity training modules to the video conference presentations to the management program, the D&I committee has been present at virtually every phase of our summer experience. I've worked at lots of places where D&I exposure was limited to a five-minute training video at the beginning of your employment. **The consistent emphasis on the D&I program and mission throughout the summer is strong evidence that FBT is doing a lot more than phoning it in.**"*

Joshua T. Lewis, University of Alabama



## Supporting the Future

### Summer Work Experience in Law (SWEL) Internship Program

FBT's Cincinnati office has been actively involved in the SWEL Internship Program for several years, where diverse students are employed at the firm to gain work experience while being exposed to a law firm environment. Similar to FBT's participation in the Central High School Law Magnet Program, FBT's involvement in the SWEL program is aimed toward providing diverse young students an opportunity to build professional skills that can aid them in their future endeavors.

FBT's current and former SWEL interns had this to say about their experience working at FBT through the internship program:

***"The firm's involvement in SWEL is very commendable because it gives minorities, such as myself, a chance to break into a profession that is lacking in diversity. My experience at FBT this summer has been invaluable. The community is welcoming and their willingness to offer a helping hand is refreshing."***

***My first day, I was scared out of my mind to be in a building with so many inspirational and great minds. Within 10 minutes of walking a floor, these people that I thought were so intimidating were now greeting me like I belonged there. Everybody that I encountered was so supportive and insightful and I was given so many helpful tips of information that will ultimately shape the professional I hope to become."***

Jasmin D. White, University of Cincinnati

***"Prior to FBT, I'd explain to curious minds that my law aspirations were based on an innate feeling—while the rationalist René Descartes would've understood, this was a difficult concept for some listeners to grasp. As a first-generation college student, I somehow had an overwhelming passion for the legal world without a family member's example to follow."***

***However, during the summer of 2016, I was adopted and warmly welcomed into the FBT family. As a project assistant, I helped to write memos, analyze depositions and summarize information that educated me on various legal fields. More importantly, I developed genuine relationships with my assigned and unassigned FBT mentors who provided never-ending support and wisdom. By fostering an inclusive and comfortable environment, FBT proves they're a loyal SWEL employer not only on paper, but also in-person."***

***Thanks to FBT and SWEL, I now have a tangible roadmap for the legal world. Thanks to my experience at FBT, my logic for pursuing law is more concrete (and acceptable to empiricists who reject Descartes' idea of innateness)."***

Alexis Metts, Xavier University

### FBT Mentors with The Leadership Council on Legal Diversity (LCLD)

Many FBT attorneys actively serve as a mentor to diverse 1L law students through LCLD, which FBT has been a proud member of since 2011. LCLD is made up of more than 250 corporate chief legal officers and law firm managing partners working to build a more open and diverse legal profession. The mentoring program is a big initiative of LCLD and has been an enormous success, with more than 2,400 attorneys participating from coast to coast since the launch of the program.

Since 2011, over 100 FBT attorneys have volunteered for the LCLD mentoring program. The program helps the students and the legal profession's inclusiveness. Additional information on the program can be found at <http://www.lclldnet.org/programs/law-school-mentoring>.

Every summer, new FBT attorneys choose to volunteer and commit to mentoring a 1L law student for the upcoming school year, in a continued effort to make this program a growing success. If any attorney is interested in serving as a mentor for the 2017-2018 school year, the program is now accepting mentors through the attorney mentor sign-up application found by visiting: <http://www.lclldnet.org/programs/law-school-mentoring/mentors/>.







## Supporting the Future

### Central High School Law Magnet Program

FBT's Louisville office has been actively involved in the Central High School Law Magnet Program since 2012, where high school students are employed at the firm during the summer months to gain work experience while being exposed to a law firm environment. The program serves to provide high school students an opportunity to explore various career paths prior to attending college, so that they can have a better idea of what path they want to follow. A few of the students who have worked at FBT through the program have returned to continue the work experience, while others have gone on to pursue an education in law.

In addition to gaining valuable legal experience, the participating students have the opportunity to attend local bar association trainings, network with other professionals in the legal industry, and meet current attorneys who also went through the program while they were in high school.

FBT's current summer interns had this to say about their experience working at FBT through the Central High School Law Magnet Program:

***"As an enthusiastic student with a desire to become a lawyer in the near future, during my junior year of high school I applied to many law firms for an opportunity to become an intern, paid or unpaid. Sadly, all the firms rejected me. The following year, I applied to many firms hoping for better luck. And indeed, the first firm that called me hired me. That firm was Frost Brown Todd. I was more than excited to start working with the firm, as I later discovered it to be the largest firm in Louisville."***

***Being an intern at FBT during the summer of 2016 was an amazing, pleasurable learning experience as it opened my eyes about a lot of things. I knew right away coming back the next summer would be a must to gain more experience and this time make more connections. Being at FBT made me realize that I truly desire and want to fulfill my dream of going to law school and hopefully working for FBT one day as an attorney. The program is helpful for anyone that gets the chance to intern for FBT or any other firm in Louisville. I believe this program should continue because of how essential it is. It is highly beneficial for young people to be in that law firm environment, help determine whether to go to law school, practice professionalism, and gain valuable networking connections through contact with tenured attorneys."***

Titilayo O. Akakpo, Northern Kentucky University

***"As a first-year intern at Frost Brown Todd, I would like to say that this internship has impacted me personally and has given me various options for my future career. I have always dreamed of choosing a career in law, but I was nervous because I did not know if I was going to be ready. But after I was given an opportunity of interning here at Frost Brown Todd, I can decide without a doubt that I want to choose a career in law. Here at the office I have learned how to communicate in a professional environment and have been introduced to a lot of useful resources. In my opinion, every student in high school should be given an opportunity to do an internship because it will build their confidence, teach them time management and show them real world experience."***

Faiza Amiri



FBT's Louisville Records Center team out to lunch with our summer interns. Pictured from left to right: Jennifer Bowling, Joshua Roux, Nick Reader, Jason Cebe, Titilayo Akakpo and Faiza Amiri.



Titilayo Akakpo and Jason Cebe of FBT.



## Community Engagement & Leadership

### FBT Participates in Crayons to Computers Service Project

In July, FBT summer associates and attorneys from the Cincinnati and West Chester offices participated in a community service project at **Crayons to Computers**. Crayons to Computers is a nonprofit organization located in Cincinnati that provides a free store for teachers to shop for classroom supplies, as well as a mobile unit to reach teachers who are too far away to travel to the store. The organization served approximately 145,000 students last year.

The participants spent hours sorting donations, unpacking school supplies and writing inspirational messages as part of the “My Wish for You” campaign. The inspirational messages are placed in the backpacks so each child receiving a donated backpack from Crayons to Computers will find a special message within. This summer service project was sponsored by Cincinnati’s FBT Community Outreach Committee and organized by Colleen Haas. The FBT volunteers this year were: **Jessica Bernard, Kristen Elia, Jonathan Fox, Olivia Grieszmer, Kaitlyn Hawkins, Justin Przewdzicki, Matt Wagner, Colleen Haas, Jenni Imsande, Karen Laymance, Ryan Lett, Rob Mecklenborg and Patricia Plavko.**



FBT summer associates volunteering at the Crayons to Computers project.



Ryan Goellner of FBT presenting the LGBT Legal Advocacy Award to Bob and Kathy Laufman

### Frost Brown Todd Hosts LGBT Symposium

FBT’s Cincinnati office hosted the **Cincinnati Bar Association’s LGBT Committee** on June 23, for a CLE program that covered several timely topics relevant to numerous practice areas and aspects of client service. The discussions revolved around an update on LGBT law, post President Trump’s inauguration, LGBT benefits and protections in immigration law, and professionalism in the workplace. After the discussion, FBT attorneys joined CBA members for a reception where the Committee presented the **Second Annual Gerhardstein and Branch LGBT Legal Advocacy Award** to Bob and Kathy Laufman, in recognition of their more than 40 years of service as advocates for the Cincinnati LGBT community.

### FBT’s Pittsburgh Office Sponsors Local Bar Association’s Diversity Event

In June, FBT’s Pittsburgh office sponsored the Allegheny County Bar Association’s (ACBA) diversity event, which was held in the auditorium of the Union Trust Building, the new home of FBT Pittsburgh. The “Back to the Beginning: Structural Inequities Influencing Black Girls’ Career Paths” program, organized by the ACBA Diversity Collaborative Committee, discussed the nature of the challenges facing black girls in Pittsburgh and the impact the challenges have on them as young professionals seeking success in the legal and business worlds.





# Internal Awareness, Development & Training

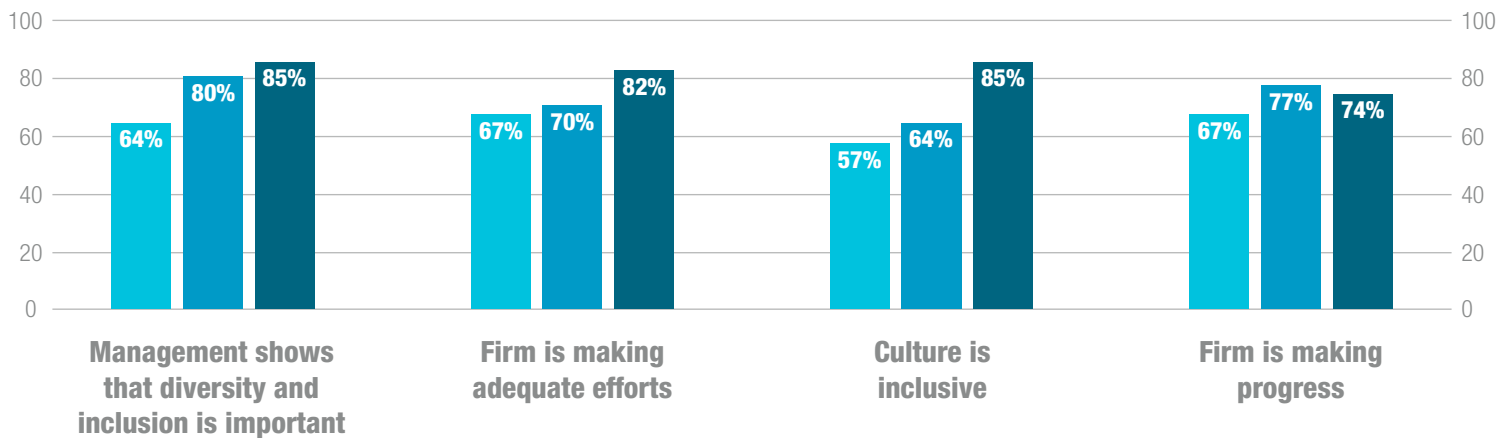
## Frost Brown Todd Internal Diversity & Inclusion Survey

FBT is committed to building and maintaining a diverse and inclusive team environment as a central and permanent part of our culture. A part of this effort is the biannual, internal survey that FBT administers across all its offices. The anonymous survey, which gathers feedback from attorneys, support staff and administrative employees, is focused on how the firm needs to be rather than what it is. The objective of the survey is to assist the firm with its shift in thinking of what its goals are, to set forth actions necessary to achieve those goals.

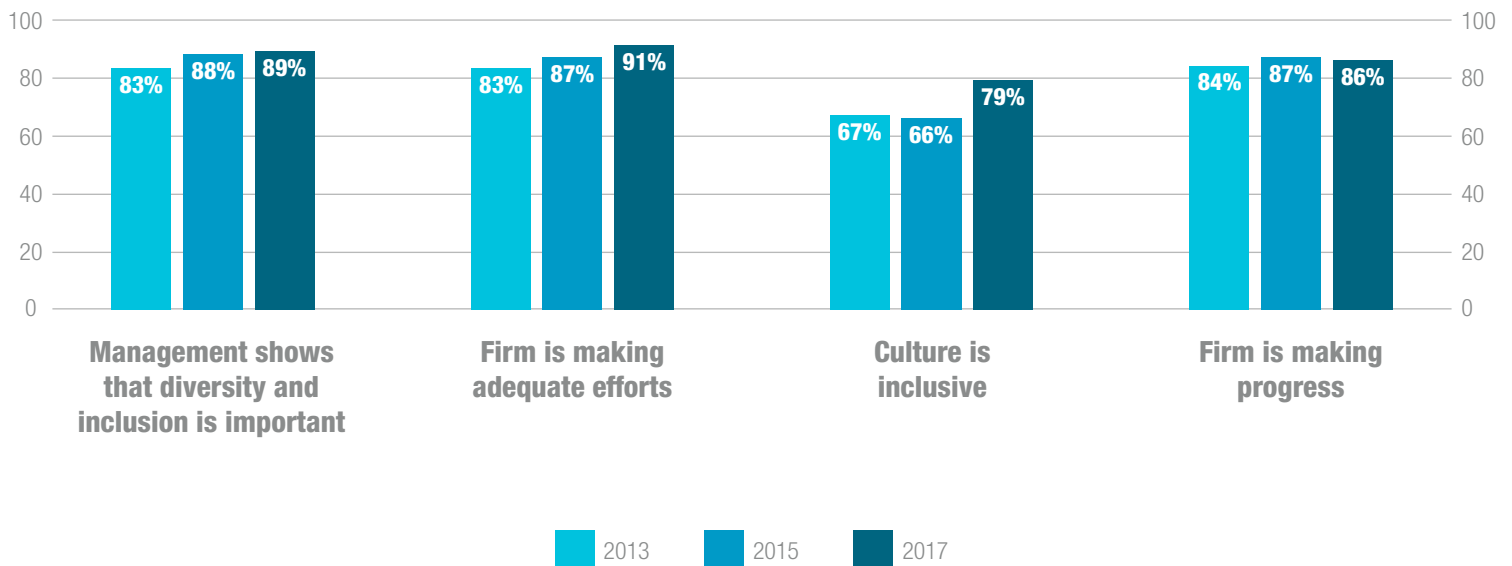
As a result of the survey, firm management is able to identify what FBT is doing well and recognize the areas of opportunity for improvement. Although FBT recognizes that there will always be room for further improvement, it was rewarding to receive internal feedback that the firm is making progress toward creating a diverse and inclusive environment for all.

The graphic below provides a closer look at the percentage of agreed responses from the diverse population at FBT.

### Minority/LGBT Employees - Agree



### Female Attorneys - Agree







## Internal Awareness, Development & Training

### Frost Brown Todd's Annual Diversity & Inclusion Retreat

FBT's annual Diversity and Inclusion Retreat was held at the French Lick Resort in Indiana, where the firm invited its diverse attorneys to participate in a variety of activities centered around the theme of relationship building. From team building activities to large and small group discussions, this retreat offered many opportunities for diverse attorneys to make meaningful connections and explore ways to create, deepen and leverage professional relationships. In addition, the retreat subcommittee has developed post-retreat programming it hopes will encourage diverse attorneys to continue the conversation in the months that follow.



2017 Diversity & Inclusion Retreat attendees.



Winners of the competitive team building exercise from left to right: Jenai Mehra Brackett, Michael Elliott, Jared Tully, Miles Harrison and Steve Ellcessor.



From left to right: Mary Irozuru, Ryan Goellner, Kim Amrine, Kimera Hall and Neal Patel.

### FBT's Dedication and Investment to Diversity & Inclusion

FBT's commitment to promoting diversity and inclusion extends beyond just numbers. Through the previous editions of this report, we have attempted to provide a small glimpse into the various activities, events and achievements that the firm's employees are involved in and contribute to every day. Since it is impossible to capture all the great things that FBT is involved in during a given year, the following provides an approximate representation of our commitment to this never-ending objective during the past year:

ACTIVITY	HOURS	VALUE
Managing & Participating in D&I Events	1,470	\$489K
Women's Initiative	1,200	\$392K
D&I Training & Development	725	\$211K
D&I Recruiting & Networking	525	\$145K
D&I Mentorship	190	\$72K
D&I Misc.	60	\$23K

The values displayed represent an hourly commitment by various attorneys and the estimated value of that time based on their professional hourly rate.



FBT's Sam Quimby and Shely Berry are seen with their guests from the Columbus Blue Jackets (NHL), JP Morgan Chase and Equality Ohio.

## 2017 HRC Columbus Gala

While 2015 marked historic results for LGBT equality with the Supreme Court ruling that declared all bans on same-sex marriage unconstitutional, there is still much work to be done. Indeed, many do not realize that marriage equality is but only one piece to an ever-unfinished puzzle that makes up the concept of LGBT equality. In Ohio, lesbian, gay, bisexual and transgender citizens can be fired from their job or denied housing simply because of who they are (one can “get married on Sunday and fired on Monday”). As America’s largest civil rights organization fighting for lesbian, gay, bisexual and transgender rights, the Human Rights Campaign (HRC) provides a national voice for LGBT issues. This work includes lobbying Congress, mobilizing grassroots action in diverse communities, and increasing public understanding through innovative education and communication strategies. For over three decades, the HRC Columbus Gala has raised the funds needed to support this organization’s important mission. FBT is proud to have attended the 2017 HRC Columbus Gala as a Table Captain alongside numerous other law firms and corporate sponsors, such as Abercrombie & Fitch, Cardinal Health, L Brands, BigLots, Nationwide and The Ohio State University. Attending with FBT were guests from the Columbus Blue Jackets (NHL), JP Morgan Chase and Equality Ohio.

## FBT Named 2017 Gold Standard Law Firm

FBT was selected by the **Women in Law Empowerment Forum (WILEF)** as a **Gold Standard Certification recipient** in 2017. A total of 44 law firms throughout the U.S. were chosen for the leadership roles achieved by their equity women partners, and FBT was recognized as a “five-time Gold Standard firm,” having received its initial certification in 2011.

“We are proud to be a five-time winner of the WILEF award,” said **Kim Mauer**, chair of FBT’s Women’s Initiative. “This award shows that we are moving in the right direction. But, even as the requirements to win this award continue to move up, we know that we also need to continue to work even harder to create a firm where everyone is encouraged to be their full self and, as a result, to be able to work even more effectively for our clients.”



FBT's Kimera Hall (far right) accepts the CEI award.

## FBT Receives 100% CEI Recognition

FBT’s Dallas office was honored in May by the **Human Rights Campaign Foundation** after receiving a **100 score on the Corporate Equality Index**, which rates and honors employers that create workplaces that encourage LGBT equality.

FBT Member **Kimera Hall** attended the ceremony and accepted the CEI award on behalf of FBT. Thanks to Price Photography for the photo to the left from the award ceremony.





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