



DIVERSITY & INCLUSION

SUMMER 2018

 Frost
Brown Todd LLC
ATTORNEYS



On behalf of Frost Brown Todd (FBT), I am honored to introduce the summer edition of our Diversity & Inclusion Report. It is energizing to work at an organization like FBT that has demonstrated its dedication to fostering a diverse culture where everyone is encouraged to be their authentic self. This culture of inclusion keeps me fully engaged in the challenges I face as a professional. I am proud to be a part of FBT, whose values and culture are aligned with my own.

While we take pride in our firm's efforts, we must do even more to be difference makers and to lead our community and industry by example. We must strive to change the conversation from "diversity and inclusion" to "diverse and inclusive." "Diversity and inclusion" are the goals of our efforts, while "diverse and inclusive" is how we need to be. We should be aspirational but shift from describing our goals to emphasizing the actions required to achieve those goals. This report highlights a few of the actions FBT has taken to become more diverse and inclusive.

In this issue, you will learn about how the firm supported the LGBTQ+ community during June (Pride Month) at parades in Cincinnati and Columbus, how FBT teams up with Louisville Central High School's magnet program to support the future of the legal profession, and how the firm provided leadership and guidance at an inaugural conference of women lawyers in West Virginia.

This report only scratches the surface of what we are doing as a firm in this space. It is difficult to capture in writing the dialogue and feedback I witness. I see colleagues committed to making FBT a great place to work. I hear about our firm's reputation for an inclusive culture from potential recruits. And I feel that inclusive culture when I come to work every day.

We know that we don't have it all figured out, and we certainly acknowledge that we have more work to do. But we are taking action, making change, and we are glad that our attorneys and business professionals are on this journey to help FBT be more diverse and inclusive.

In closing, I encourage you to make your organization, community or group more inclusive. Here are some ideas to challenge you—take a few seconds to introduce yourself to someone you don't know; make an effort to listen with 100% attention; or send a thank-you note to let someone know you appreciate them.

I am with you in this challenge as we make progress together.



Alicia Kappers
Director of Professional Development



DIVERSITY & INCLUSION

SUMMER 2018

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. 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.**

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.**



Mikella Fields, Jennifer Bowling, Cindy Stewart, Josh Roux, Jason Cebe and Kendyll Vance.

A Decade of Support for Magnet Program in Louisville

The Louisville office has participated in Central High School's Law and Government Magnet Program for the past 10 years. As part of the program, high school students intern at FBT every summer, with some returning after graduation to work officially for the firm in various capacities. Mikella Fields, above, graduated from the program in 2012. She went on to graduate from Kentucky State University in three years, after which she joined FBT as a records center assistant. In the fall, Mikella will begin her first year of law school at the University of Louisville. Kendyll Vance, another magnet program participant, recently completed her junior year at Central and currently works as an intern in FBT's records department. Mikella and Kendyll provided the following reflections on their experiences with the law magnet program.



Kendyll Vance will begin her senior year at Central High School in the fall.

"As a rising senior at Louisville Central High School's Law and Government Magnet Program, the pressure is on to start "adulting"—choosing colleges, ACT/SAT tests, AP courses. It's a lot. Luckily, with the help of the magnet program, I can do it all with ease. The program helps prepare students for life after high school. For instance, we have a partnership with the University of Louisville that allows high school students to leave school and participate in a real-life college class. During the first semester of my senior year, I will be taking the "Thrivals" Business Law class, taught by Professor Nat Irvin, and taking Intro to Criminal Justice during the second half of the semester.

*The teacher of my magnet, Mr. Joseph Gutmann, really helps us understand that soon we will no longer be children and that we need to start thinking like adults and behaving as such. **One of the great things my magnet does for its students is to help them get internships at law offices. With Mr. Gutmann's help and connections, I was able to get an internship at FBT, one of the top law offices in the country.***

*With this internship, I hope to take away some important facts of life, meet new people, and have new experiences. **This is my first job in a real law firm setting. It will help me decide if law is really for me, but I doubt that this will change my mind about joining the legal profession. All in all, I am glad to be working at FBT. The things that I will learn here will stay with me always. This internship will be something that I never forget.***



Supporting the Future



Mikella Fields will attend the University of Louisville's Brandeis School of Law in the fall.

"The Central High School Law and Government Magnet Program has given me access to many experiences and opportunities that I may otherwise have never had. I wouldn't be where I am today without the program. Before my time at Central, I knew little about the law, and I had never even met an attorney. Where I come from people don't become attorneys, and many struggle to graduate from high school. Walking into a classroom and being told that I was special and being encouraged to pursue a career in the legal field was a surprise. This program showed me that the possibilities for my life are endless.

One of the greatest influences that Central had on me came by way of a teacher named Mr. Gutmann, a man of many inspiring words. Mr. Gutmann self-deprecatingly tells his students that he barely got into law school, and if he could do it, then we can do it, too. I left his classroom feeling inspired every day. Thanks to Central, I was able to earn college credits, experience summer internships at two different law firms, and become acquainted with many legal mentors, all before graduating high school.

The opportunities afforded to me by the magnet program, especially my experience as an intern at two law firms, helped me to land a job at FBT after I graduated from college. I acquired most of my filing skills during my junior summer internship, where I mostly worked on organizing the file room. During my senior summer internship, I worked as a runner and in office services delivering files and supplies. Both internships helped me develop skills that I currently use in my daily routine here at FBT. I also believe that Central's magnet program has given me a head start as I prepare to enter law school at the University of Louisville in the fall. I already understand a bit of legal writing and how to read briefs, which makes me feel less intimidated by the road ahead.

*Mentorship is another blessing that comes from being a Central alum. Through my experience at Central, I've met lifelong friends and mentors who have given me advice, written letters of recommendation, and even helped me financially when I was a college student. They have been beneficial every step of the way, and without some of them I wouldn't be where I am today. **Working at FBT has also been a blessing and has already given me great mentors, including Cindy Stewart and Jason Cebe. As I prepare to begin law school in the fall, Cindy has provided me with guidance, given me advice, and recommended great books to read. She's also helped me with scholarships and has eased my mind about law school. Jason has put me in contact with attorneys and mentors here at FBT and was very supportive during my law school application process. He checks on me every day and gives me encouragement and advice for my upcoming journey. I am grateful for all the amazing people who have been part of my journey, and Central set me on the path to meet them.***

*Central has opened a lot of doors for me and has helped me accomplish so much at a young age. The opportunities and experiences Central has given me have been a large factor to me being here at FBT. **During one of my summer internships arranged by Central, I was tasked with delivering some documents to FBT. I remember getting off the elevators in the FBT lobby and being in awe of the large pillars and beautiful ceilings, and thinking, 'I wouldn't mind working in a nice place like this.'** Now, six years later, I work in that pretty building as I prepare to pursue my law degree. The journey I began at Central has led me here, where I enjoy being around amazing people and learning about my career choice every day. I'm looking forward to seeing where it will carry me next."*



Community Engagement & Leadership

In June, roughly 50 FBT employees, along with family members and friends, represented the firm as they marched in the Cincinnati and Columbus Pride Parades

On June 16, the Columbus office took part in the **37th Annual Stonewall Columbus Pride Parade**. The 22-person team withstood the 90-degree heat and pushed down the three-mile parade route with smiles, laughs and a little sweat, all in support of our LGBTQ+ community and the firm's commitment to diversity. An estimated 500,000 people were in attendance this year for the celebration, and over 12,000 people were in the parade itself. With such an amazing turnout from our office, we hope to build upon this momentum in next year's parade!



Sam Quimby, Krista Morelli, Janet Fisher, Tani Thomas and family, Cat Burgett, Josh King, Shely Berry, Anne Dupree, Steve Elcessor, Zack Stillings, Sara Sapp and family, Steve Tolbert, Erin Orndorff, Joe Ewig, Yaz Ashrawi, and Trina Stewart.

On June 23, FBT was well-represented by over two dozen employees, family members, and friends as the firm marched in the Cincinnati Pride Parade. The **45th Cincinnati Pride Parade** looked much different from the gay liberation marches of the 1970s—born from the Stonewall riots of 1969 and the small annual gatherings that started in 1973 on Cincinnati's Fountain Square. By contrast, over 100,000 people from across the tri-state region and beyond attended this year's parade and festival, with broad support from allies both within the firm and across the city. Although a little rain dampened the start, FBT colleagues, supporters, and well-wishers had a blast representing the firm's diverse culture on this proud day.



Alicia Kappers and son, Kim Amrine and daughter, Ryan Goellner and partner Matthew, Melissa Kern and niece, Jana Holdsworth and family, Peggy Shukairy and family, Jacob Morvay and family, Jennifer Morales and family, Michelle Feld, Ron Gold and wife, Zach Stillings, Kristen Clark, and Sandra Jackson.

West Virginia Women Attorneys' Inaugural Conference

On June 9, Cincinnati Member **Kim Mauer**, who chairs FBT's Women's Initiative, spoke at the **West Virginia Women Attorneys' Inaugural Conference**. The group was formed in 2017 with the mission to promote the welfare, interests, and professional development of women attorneys. Kim shared the lessons FBT has learned in its mission to create an inclusive environment where everyone has an equal opportunity to succeed. The firm also sponsored lunch at the event and the prior evening's meet and greet. Charleston Member **Carol Smith** was in attendance, and FBT Charleston Associate **Elise McQuain** served on the event's planning committee.

Conference attendees included a WV Supreme Court of Appeals justice, the vice president of the WV State Bar, and numerous individuals in management positions at firms throughout the state. Kim's presentation received glowing reviews from those in attendance. As Ellen Cappellanti, managing member of Jackson Kelly PLLC, shared, **"Kim's presentation really showed a remarkable commitment on both her and [FBT's] part to promoting women within your firm and our profession."** Stephanie Coleman, director of WV Legal Aid Low-Income Taxpayer Clinic, said **"Ms. Mauer was catalytic!"** And Susan Brewer, CEO of Steptoe & Johnson PLLC, added, **"Kim was very experienced and engaging."** Regarding FBT's participation, Jill C. Rice, partner at Dinsmore & Shohl LLP, stated, **"I think it is incredibly important that firms like [FBT] support these women's conferences, and I'm really grateful that [FBT] took the initiative in supporting this inaugural conference."**



Internal Awareness, Development & Training

Targeted Conversations Series: The Women's Initiative Holds Panel Discussion on Advancing From Associate to Member

A firm-wide discussion on the topic of advancing from associate to member was presented from the Louisville office on April 30. As a part of the Women's Initiative's "Targeted Conversations" series, the panel featured five equity members who shared their experiences of rising through the ranks, along with tips for adopting an "owner" mentality, generating business, and pursuing internal and external networking opportunities. Speakers, representing a variety of practice areas, included **Trish Burgess**, **Theresa Canaday**, **Amy Curry**, **Kim Mauer**, **Amy Wilson** and moderator **Kim Amrine**.



Theresa Canaday, Amy Curry, Kim Amrine, Trish Burgess, Amy Wilson, and Kim Mauer.

Inclusion Workshop Series

In March, the Louisville office hosted an inclusion workshop led by comedian and radio host Rick Najera. Najera discussed how North Dakota has the United States' fastest growing Latinx population and shared what he has learned about the importance of diversity and inclusion from working in Hollywood and the media. In addition to being listed twice among the 100 Most Influential Latinos in America, Najera has been the director of the CBS Diversity Sketch Comedy Showcase for 12 years and a professional speaker at places like The World Bank, Google, Harvard Law School, Stanford, and CNN. He is the author of four books, a contributor to NPR radio, and views comedy as a tool for healing a divided nation. His facilitation of FBT's inclusion workshop was a great success, with over 60 attendees in the Louisville and Cincinnati offices.



Awards & Accolades

Six-time "Gold Standard Law Firm"

In June, the **Women in Law Empowerment Forum (WILEF)** released its list of Gold Standard-certified law firms for the year 2018. The WILEF certification emphasizes the leadership roles achieved by equity women partners. To be considered, firms must have at least 300 practicing attorneys in the U.S. and satisfy the mandatory requirement that women constitute 20% of equity partners or 33% or more of those promoted to equity partner during the last 12 months. Firms must also meet at least three of the following criteria: 15% of firm and U.S. branch office heads are women equity partners; 20% of firm's governance committee are women equity partners; 20% of the firm's compensation committee are women equity partners; 15% of the top half of the firm in terms of compensation are women; and 7% of women equity partners are women of color or 3.5% of women equity partners are LGBTQ. This year, FBT was one of 42 law firms in the U.S. to receive WILEF's Gold Standard certification, making this the sixth time FBT has been recognized since 2011.

35th HRC Gala in Columbus

On June 2, attorneys **Sam Quimby**, **Russ Kutell**, **Shely Berry** and **Zack Stillings**, and business professional **Joshua King** attended the **35th Annual Human Rights Campaign Gala** in Columbus, Ohio. The Human Rights Campaign is the nation's largest LGBTQ+ advocacy group, and all funds raised at the gala go to supporting the group's efforts to advance LGBTQ+ equality locally and nationwide.



Joshua King, Zack Stillings, Sam Quimby, Shely Berry, and Russ Kutell.



frostbrowntodd.com

Indiana | Kentucky | Ohio | Pennsylvania | Tennessee | Texas | Virginia | West Virginia
THIS IS AN ADVERTISEMENT. ©2018 Frost Brown Todd LLC All rights reserved.