Diversity & Inclusion

Summer 2019



I am honored to introduce this edition of Frost Brown Todd's (FBT) Diversity & Inclusion Report. Our firm is entering an exciting and challenging time. Earlier this year, FBT rolled out its new strategic plan, which includes, among other things, a "mission critical" focus on improving the firm's diversity. While the work to realize our goals is challenging, we believe we have the desire and focus on achieving measurable and meaningful results. This report highlights some of the actions our firm is taking to realize its diversity goals.

There is no single set of answers to improving diversity in our firm and profession. Success will be a result of trial and error. An inclusive culture alone is insufficient. Our focus must be on achieving more diversity amongst our lawyers and business professionals and maintaining it. This requires constant monitoring and the ability and willingness to shift our approach when the results we achieve do not reflect our efforts.

FBT is fortunate to have many leaders who are passionate about this cause and committed to empowering others as we collectively explore how we are going to move the needle. In this edition of the D&I Report, you will hear from some of those individuals about our current approach and how we are adapting to achieve more successes while continuing to learn from efforts that fall short.



Robert Sartin Chairman

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.
- 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.

WHAT'S INSIDE THE REPORT: SUMMER 2019



INTERNAL AWARENESS, DEVELOPMENT & TRAINING

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 internal D&I activities.



SUPPORTING THE FUTURE

The firm promotes building a pipeline of diverse attorneys in our local legal community by supporting diverse students in their education and exploration of law. See how we are 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. **Read more about our community 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.

FBT Adopts New Strategic Plan with Focus on Increasing Diversity

Earlier this year, FBT announced a new strategic plan for the firm's growth and development, which includes our steadfast commitment to substantially increase the number of diverse attorneys we recruit, retain, and elevate into leadership positions. The plan was developed by a small Strategic Planning Committee. Indianapolis Member-in-Charge Heather Wilson and Cincinnati Member Neal Patel led the committee's work on the talent portion of the plan, which includes the firm's focus on diversity. "We need to be more intentional and specific in measuring our progress," said Wilson. "We've done great things in the D&I space, which is important, but we need to do more because we are not moving the needle."

To achieve FBT's diversity objectives, the strategic plan called for the Director of Diversity & Inclusion, **Kim Amrine**, to recommend either formal or informal tracking of the firm's diverse candidate pool pursuant to the Mansfield Rule certification criteria. It also called on the Executive Committee to determine whether the firm should formally adopt Mansfield Rule tracking by the end of 2019. To achieve Mansfield Rule certification, a participating law firm must consider at least 30% women, lawyers of color, lawyers with disabilities, and/or LGBTQ+ lawyers for 70% or more of the firm's leadership roles, committees, and other qualifying activities during the review period. The firm formally committed to the Mansfield Rule certification process within days of adopting the strategic plan.

The strategic plan also calls upon the Director of Diversity & Inclusion to receive input from firm leaders and to report to members on progress, and for the chairman and CEO to propose to the Executive Committee any necessary modifications to FBT's approach that are consistent with achieving the goals of the strategic plan.

The plan reflects the reality that no clear path exists to improve the firm's diversity metrics, meaning a trial-and-error method is essential to implementing the goals of the strategic plan. This approach requires constant monitoring of results to permit the firm to continue with successful tactics and to abandon unsuccessful tactics. Through conversations with 32 firm leaders, the Director of Diversity & Inclusion will assess progress, establish goals tailored for specific offices, and report successes and failures to firm membership. The plan calls upon the Executive Committee to empower others to figure out how to move the needle on diversity.

Reflecting on the importance of adopting a multi-pronged, dynamic approach to increasing diversity at FBT, Wilson said, "We know achieving our goals is difficult. We are in markets that make it more difficult. But we can't use that as an excuse. Clients don't want to hear it. We must figure out a way to increase our number of diverse attorneys. We must approach it in a variety of ways. We can't just rely on the Mansfield Rule."



Heather Wilson and Neal Patel were integral leaders in the development of the diversity component of FBT's new strategic plan.

The firm is also excited to announce two brand new initiatives – Stay Interviews and D&I Showcases – that will be implemented in conjunction with our strategic plan.

STAY INTERVIEWS

Many companies ask departing employees to sit for an exit interview to understand why they have chosen to leave the organization. By establishing the convention of "stay interviews," FBT will be able to better understand why lawyers remain with the firm and what might cause them to leave.

D&I SHOWCASES

D&I Showcases are another component of the strategic plan to evolve out of conversations at the firm-wide diversity retreat in October 2018. D&I Showcases are a series of mini-retreats held at a different office each year, inviting diverse attorneys to engage in a thoughtful conversation about how the firm can sharpen its diversity and inclusion focus.

INTERNAL AWARENESS, DEVELOPMENT & TRAINING

D&I Workshop: Dr. Valerie Young on Impostor Syndrome

FBT's Diversity & Inclusion Committee and Women's Initiative hosted **Dr. Valerie Young** for a workshop on "Impostor Syndrome" at the firm's Columbus office. Attorneys and business professionals from FBT's other offices participated via video conference. Young discussed what the impostor phenomenon is, why people have impostor feelings, and what can be done about it. An estimated 70% of people in the workforce have been found to occasionally experience feelings of not believing they're as intelligent or capable as others, shrugging off accomplishments as luck, timing or "no big deal," feeling crushed by constructive criticism, or worrying about being "found out" at some point in their lives. Dr. Young has spent decades in the trenches, researching these self-limiting feelings and beliefs and their correlation to success. She has uncovered the often-surprising reasons why so many of us feel as though we're "faking it." During the workshop, she offered many strategies for reframing such feelings into more positive actions. For more information on her work, click here.



Dr. Young presents on Impostor Syndrome at FBT's Columbus office.

FBT's Indianapolis Office Hosts First Mini-Retreat of D&I Showcase Series

On May 15, several of our diverse attorneys met in Indianapolis for the first annual office mini-retreat. The mini-retreat allowed our attorneys to connect with many of our leaders to discuss the D&I goals included in FBT's strategic plan. The group also discussed how our Indy leaders are incorporating these goals to help realize the firm's vision for the future. This mini-retreat was the first of a series of D&I Showcases the firm plans to host at a different office each year – an initiative sparked by conversations at the firm-wide Diversity & Inclusion Retreat last October.



FBT attorneys at the Firm's first D&I Showcase mini-retreat in Indianapolis.

SUPPORTING OUR FUTURE

Summer Work Experience in Law Internship Program

For the first year, our Louisville office participated in the Summer Work Experience in Law (SWEL) Internship Program. FBT's Cincinnati office has been actively involved in SWEL for several years. The SWEL program aims to help African-American students make informed decisions about entering the legal profession by exposing them to the thriving legal community in their state, while also working with employers to discover and attract diverse talent. In addition to internships, the SWEL Foundation offers weekly academic classes for high school and college students, with the goal of building a diverse pipeline in the legal profession.



SWEL Scholars Michael Jenkins, Kellan Robinson, Grace Hall, Jacari Railey, and Eryka Harper attending FBT's Summer Associate Negotiation Training Program and Reds game.

Two of FBT's SWEL interns provided the following reflections on their experiences with the program:

"In essence, my experience at FBT through the SWEL Program has been empowering and eye-opening. This summer, I have been able to observe the many intricacies of a law firm and understand how interconnected the various roles are. I am grateful for being exposed to the many different areas of the legal field that I had not considered prior, such as employment and immigration law. This exposure, both hands-on and observational, has served as a continuous motivation to pursue law school.

The firm was truly an inclusive environment, where I was treated with respect and kindness. My summer at FBT has cemented my interest in working in the law, and I could not be more grateful for all of the knowledge that I have learned from the people at FBT. I thank FBT for being a true partner of the SWEL Program, ensuring that there will be a new generation of diverse, impactful lawyers."

Kellan Robinson University of Cincinnati "I am very thankful for the SWEL program and FBT's commitment to diversifying the legal community. My summer internship has laid the groundwork for my future in the field of law and greatly enriched my mind in a short amount of time.

Throughout my experience, I truly felt as though I was a part of the FBT family. I was greeted by name and a warm smile, and talked over coffee and lunch with those that I worked with! I have enjoyed myself so much that I will continue my internship during the school year, and I am very grateful for the opportunity!"

Madison Robinson University of Louisville

SUPPORTING OUR FUTURE

First Recipient of LGBT Scholarship Graduates from Morehead State University

The first recipient of the Bernard McKay Award of Excellence for LGBT Scholars, **Kayla L. Bowen**, graduated with a Bachelor of Arts in Psychology from Morehead State University on May 11, 2019. FBT Member **Bernie McKay** established the scholarship in 2014 to recognize a full-time undergraduate student who selfidentifies as either lesbian, gay, bisexual or transgender, and who has demonstrated a commitment to promoting equality for the LGBT community through membership in gay-straight alliances, participation in community projects, or similar actions which reflect their dedication to LGBT equality. If certain academic criteria are met, the scholarship covers full tuition for eight academic semesters. Preference is given to LGBT students who reside in the 22-county region in Kentucky of which Morehead State University serves.



Kayla Bowen and Bernie McKay at Morehead State's Spring 2019 Commencement.

FBT Columbus Hosts Law & Leadership Institute Student Intern

During the week of July 22, our Columbus office hosted high school sophomore **Emma Luft** for an internship as part of the Law & Leadership Institute's Summer Program. The internship was facilitated by FBT Associate **Steve Tolbert**, who provided Emma with several opportunities to learn some basics of civil law and professionalism. While at the firm, Emma worked one-onone with attorneys, paralegals, and business professionals, learning about various areas of the law and engaging in valuable observation opportunities.

FBT Sends Law Students to the 1L LCLD Scholars Summit in Atlanta

In June, FBT sent three summer associates — Nicole Barba (Notre Dame Law), Alesha Hamilton (Cincinnati Law) and Gaby Clark (Vanderbilt Law) — to the 1L LCLD Scholars Summit in Atlanta. Nicole, Alesha and Gaby are participating in the 1L LCLD Scholars Program, which was created to expand opportunities for diverse first-year law students, further strengthening the legal pipeline. The roughly 300 1L law students in attendance at the summit had the opportunity to attend presentations from prominent members of the legal profession, participate in mock interviews with attorneys from LCLD Member law firms, and grow their professional connections through networking events. Nicole, Alesha, and Gaby said that the networking opportunities at the summit were invaluable and encouraged them to not only interact with speakers and other students but get to know each other better.



Shely Berry, Sunrita Sen, Anne Duprey, Emma Luft (LLI Intern), Noel Shepherd, and Yazan Ashrawi.



Nicole Barba, Alesha Hamilton, and Gaby Clark at the 1L LCLD Scholars Summit in Atlanta.

FBT Cincinnati Hosts 50 Seventh-Grade Students as Part of St. Xavier High School's Companion Program

On June 24, our Cincinnati office hosted a group of 50 seventh-grade students participating in a summer academic enrichment camp at St. Xavier High School. The program featured a mini-mock trial, a current events-themed trivia game, and a lunchtime Q&A panel with FBT attorneys and business professionals. This year's participants included: Kim Amrine, Kevin Carter, Alesha Hamilton, Matthew Higgins, Steve McDevitt, Rich Moore, Rowan Reid, Brice Smallwood, Simon Svirnovskiy, and Nathan Truitt. The day was a great success thanks to our administrative staff, who handled the food, room setup, and other behind-the-scenes details.



Steve McDevitt addresses St. X Companion Program participants in Cincinnati.



Columbus Attorneys Attend the Columbus Human Rights Campaign Gala

Columbus Member **Sam Quimby** and Associate **Shely Berry** attended the Columbus Human Rights Campaign (HRC) Gala on June 1, along with guests from Abercrombie & Fitch, Lancaster Colony, and JPMorgan Chase. HRC is the largest national LGBTQ civil rights organization, representing a coalition of more than 3 million members and supporters nationwide. Former Vice President Joe Biden was the special guest speaker.



Sam Quimby and Shely Berry with other attendees at the Columbus HRC Gala.

FBT Celebrates Pride Month

Attorneys and business professionals from FBT's Cincinnati, Columbus, Louisville, and Nashville offices celebrated at their cities' respective Pride activities during the month of June. FBT is proud to support the LGBTQ+ community!



FBT celebrates at Cincinnati Pride



FBT celebrates at Columbus Pride.



FBT Louisville shows their Pride.



FBT celebrates at Nashville Pride.



AWARDS & ACCOLADES



FBT Wins Seventh WILEF Gold Standard Certification

The Women in Law Empowerment Forum (WILEF) recognized FBT's work towards an inclusive environment with the 2019 "Gold Standard Certification." This is the seventh time WILEF honored FBT. In order to receive this certification, WILEF requires law firms to meet specific requirements, including having a certain number of women who are equity partners, in firm leadership positions, and in the ranks of their most highly compensated partners. Only 45 U.S. law firms made the initial 2019 list.

Cam Hardy Receives "30 Under 30" Honor

Cam Hardy, an intellectual property file and docketing assistant in our Cincinnati office, continues to garner recognition for his community leadership as president of the Better Bus Coalition. The coalition is a Cincinnati-based grassroots organization he co-founded to improve the transit experience for bus riders. The organization is currently advocating for increased transit funding and the creation of bus-only lanes for use during rush hour. Cam was recently listed among 101.1 The Wiz's 2019 "30 Under 30" honorees. In March, he accepted the city of Cincinnati's 2019 Neighborhood Summit Community Resilience Award on behalf of the Better Bus Coalition.

Chanhee Han Named President of Korean-American Chamber of Commerce USA, Kentucky Chapter

Lexington Associate **Chanhee Han** was named president of the Kentucky Chapter of the Korean-American Chamber of Commerce USA (KACC). Founded in 1980, KACC is a nationally recognized economic association serving two million Korean-Americans living in the U.S. and businesses worldwide. It comprises 80 regional chapters throughout the U.S. and includes major Korean corporations, financial institutions, and non-profit organizations operating in a wide range of sectors. In his role, Chanhee will primarily support Koreanbased entities doing business in the Commonwealth of Kentucky.

Philip Schworer Recognized by SWEL for Fundraising Efforts

Florence Member **Philip Schworer** received an appreciation award from the SWEL Foundation at its annual luncheon. Phil led the fundraising efforts during SWEL's 30th Anniversary Celebration held in the fall of 2018, helping raise \$100,000 to fund future SWEL initiatives. **Kenneth L. Parker**, a U.S. Attorney for the Southern District of Ohio who chairs the SWEL program, presented the award to Phil. In his remarks, Ken mused that Phil's last name should be pronounced "Sure" to highlight Phil's immediate and unwavering response to our Diversity & Inclusion Director **Kim Amrine's** request that he spearhead the fundraising efforts. In addition to a glass plaque, Phil received an African tribal shield to, in Ken's words, symbolize his commitment to the preservation of SWEL and its mission.



Cam Hardy accepts City of Cincinnati's Neighborhood Summit Community Resilience Award on behalf of the Better Bus Coalition.



Chanhee Han and his colleagues at the national KACC conference in Atlanta.



Kenneth Parker presents appreciation award to Phil Schworer at SWEL's annual luncheon.



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