



Diversity & Inclusion

Winter 2019-2020

 Frost
Brown Todd^{LLC}
ATTORNEYS

As a recent addition to Frost Brown Todd's (FBT) team of business professionals, I am honored to introduce the Winter 2019-2020 edition of our Diversity & Inclusion Report.

When I joined FBT as a D&I specialist last year, I knew that diversity and inclusion were critical to the firm's success. A diverse and inclusive culture helps any law firm drive innovation, attract and retain the best talent, and strengthen business performance. FBT's culture stands out because the firm is willing to take a step back, identify areas needing improvement, and implement new strategies to achieve our goals.

As a D&I specialist, I am responsible for maintaining the firm's current best practices, thereby permitting our Director of Diversity & Inclusion to focus on the accountability of our members, as well as the recruitment and advancement of our diverse attorneys. I focus on statistical reporting and critical analysis to assess our internal progress, identify recruiting needs, and communicate our demographics to clients and potential clients. During my time at FBT, I have seen first-hand how the firm regularly assesses our diversity statistics, analyzes the D&I initiatives we have in place, and identifies what we can do better and how to make those adjustments.

I am proud of the D&I successes our firm has achieved, such as fostering an inclusive environment, implementing stay interviews, conducting a biannual internal survey to track progress, hosting regular inclusion workshops, and mandating a 2.5-hour unconscious bias training for all attorneys and business professionals. However, there is still much work to be done, and we are committed to continuing efforts to make real change with respect to diversity, equity, and inclusion at FBT.



Danielle E. Anderson

Danielle Anderson
Human Resources Specialist
Diversity & Inclusion

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:

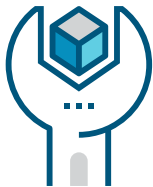
- *Each of us is unique, and being inclusive means celebrating that uniqueness and encouraging each of us to bring our whole and best selves to work every day.*
- *A diverse and inclusive culture is critical to the success of each member of our team and, therefore, to the success of our firm as well.*
- *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: WINTER 2019-2020



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.](#)



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.](#)



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.](#)

Students from four states and two countries receive FBT 2019 Diversity and Inclusion Scholarships

A record number of students applied for FBT's ninth annual Diversity and Inclusion Scholarships. Of the nearly 70 applications, the scholarship committee selected the five students who best demonstrated academic excellence and service to the profession, community, and cause of diversity.

This year's recipients include:

Francesca Gottardi, a first-generation college graduate of her rural Italian family, graduated from the University of Trento College of Law in Trento, Italy. She currently studies law at the University of Cincinnati, where she has already received her Master of Laws (LLM) and was named outstanding LLM student in 2018. Francesca is the senior articles editor of *Human Rights Quarterly*, the recipient of the 2019 OACTA Inclusion and Diversity Scholarship, and vice-president of the International Law Club. After graduation, she hopes to practice international and immigration law and advocate for the position of female foreign attorneys in the Ohio legal community.



Francesca Gottardi

Christine Jacobs is a second-generation Filipino-American studying as a 2L at West Virginia University (WVU) College of Law. Christine is a Mountain Honorary, WVU's highest-ranking honor. Her extensive volunteer work includes acting as a Title IX peer advocate, Food Recovery Network Food Justice activist, and WVU LGBTQ+ Commission volunteer. She has provided medical and dental assistance to families in Nicaragua, participated in the Leadership Council on Legal Diversity, and is the diversity chair of WVU's Student Bar Association and a member of WVU's LGBT Student advocacy organization, OUTLaw. Christine was also the 2018 WVU keynote speaker for the LGBTQ+ commencement. After graduation, she hopes to practice labor and employment law in West Virginia.



Christine Jacobs

SUPPORTING THE FUTURE

Bre Robinson is a 2L at Indiana University Robert H. McKinney School of Law. She devotes a significant amount of time to REACH, which helps people who have recently re-entered the community from federal prison. Bre serves as the vice president of the Student Bar Association, the academic chair of the Black Law Student Association, the community liaison for the Lambda Law Society, and is a member of the Indiana Law Review. After law school, she hopes to be a civil litigator and advocate for others through pro bono work.



Bre Robinson

Stephanie Wong is a 1L member of the Black Law Student Association and Asian Law Student Association at Notre Dame Law School. Prior to law school, she served as president of the Filipino Young Professionals of Washington D.C. and worked as the policy manager for OCA-Asian Pacific American Advocates. Stephanie is a member of the University of Florida Hall of Fame where, as an undergraduate, she was a Multicultural Political Science Scholar. At Florida, she was also a member of the Asian American Student Union and student government. After law school, Stephanie hopes to join a law firm or work in the public sector.



Stephanie Wong

Glenda Wright studies law at the Northern Kentucky University Chase College of Law where she is in her first year. Prior to law school, she participated in the Kentucky Bar Association's Diversity Pipeline Program and worked as the executive secretary of the Kentucky Department for Community Based Services. Glenda received the Annual Diversity Achievement Award for her academic work, the Nick Carter Award for her foster youth leadership in her community after aging out of foster care and was a Kentucky Legal Education Opportunity scholar. She currently serves on the State Interagency Council for Services and Support to Children and Transition Age Youth. After law school, Glenda hopes to go into private practice and give back to her community.



Glenda Wright

First-Year Associates attend CYOC Conference for new lawyers

Members of our 2019 class of first-year associates attended the three-day Chart Your Own Course (CYOC) conference for new lawyers. The annual conference provides networking and professional development opportunities to early-career attorneys of color. Representing FBT at the conference were **Olivia Grieszmer** (COL), **Derrian Smith** (INDY), **LaShaila Spivey** (INDY), **Brittany Warford** (LEX/LOU), and **Max Williams** (CIN).

The conference “provided practical and constructive frameworks diverse attorneys can employ to overcome the unique obstacles they face and to add value to the firm beyond their work-product,” said FBT Associate Derrian Smith. “Perhaps the most important thing the conference imparted on us was the wide-ranging benefit of adopting a ‘retail’ mindset: by focusing on providing top-notch service to our customers—our individual selves, the colleagues we work with, and the firm itself—everyone succeeds.”

As a woman, minority, and the first in her family to graduate from college, FBT Associate Brittany Warford said she feels vastly underrepresented in Big Law. Reflecting on the conference, she said: “Being able to connect with successful lawyers, who come from similar backgrounds, was inspiring and helped facilitate an environment for active learning. Attending CYOC was valuable for me because I gained powerful information about how to drive my career, and I connected with incredible attorneys who were happy to spend time sharing their stories and advice on how to thrive in a law firm.”

Our associates left the conference with valuable career insights, new connections, and “a deep appreciation for FBT” for being a firm that values its attorneys’ differences.



Olivia Grieszmer



Derrian Smith



LaShaila Spivey



Brittany Warford



Max Williams

The Women of Our Past: 100 Years of Women's Suffrage

By: Christina Wieg, Associate, Columbus

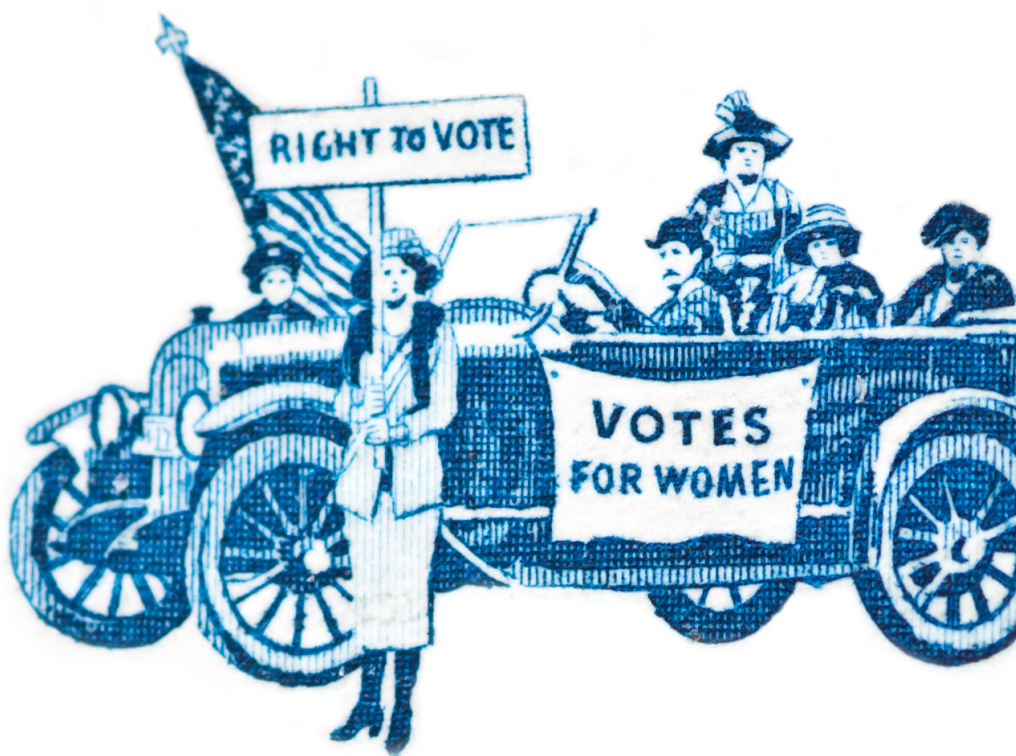
This year marks the 100-year anniversary of the 19th Amendment, which guaranteed women their constitutional right to vote. Though the amendment was ratified in 1920, the struggle to secure women's right to vote began decades earlier. In 1848, the first Women's Rights Convention took place in Seneca Falls, New York, laying the framework for the women's suffrage movement. The movement accelerated its efforts with the passage of the 15th Amendment in 1869, which granted black men the right to vote, while still excluding women.

The large-scale national organizational efforts were fundamental to the success of women's suffrage. Leaders in the movement emerged, including Elizabeth Cady Stanton and Susan B. Anthony. Together they co-founded the American Equal Rights Association, which later became the National Woman Suffrage Association in 1888. However, these organizations largely overlooked black women, leaving them to advocate for themselves. As a result, the National Association of Colored Women was formed in 1896.

These organizations petitioned, lobbied and occasionally performed acts of civil disobedience to bring their cause to the forefront. In 1872, Anthony was arrested and fined \$100 for illegally voting. In response to the arrest, Anthony gave a bold speech for the time, pointing out: "It was we, the people—not we, the white male citizens, nor yet we, the male citizens—but we, the whole people, who formed the Union. And we formed it not to give the blessings of liberty, but to secure them...And it is a downright mockery to talk to women of their enjoyment of the blessing of liberty while they are denied the use of the only means of securing them provided by this democratic-republican government—the ballot."

Efforts such as those given by Anthony and other suffragettes finally paid off on August 26, 1920, when the U.S. Secretary of State Bainbridge Colby certified the 19th Amendment. On November 2 of that year, some 9 million women voted in the U.S. elections for the first time.

Like most of the founders of the movement, Anthony never survived to see the passing of the 19th Amendment. While women's struggle for equality continues today, their right to vote now goes without question, thanks to the efforts from these women of our past.



FBT team participates in the IILP Cincinnati Symposium

The Institute for Inclusion in the Legal Profession (IILP) hosted its Cincinnati Symposium on the State of Diversity and Inclusion in the Legal Profession on October 10. FBT sponsored this year's symposium, and Cincinnati Member **Rich Moore** was featured on the panel, "The Business Case for Diversity and Inclusion: Is it Time to Renew Social Justice as a Rationale for D&I in the Legal Profession."



From the left: Jason Brown, VP and GC for GE Appliances; Alicia Kappers (CIN); Angela White, Assistant Counsel for Cincinnati Children's Hospital; Holly Hawkins (LOU), and Kim Amrine (CIN)

Kimera Hall presents at Women in Law & Leadership Summit

Dallas Member and Diversity & Inclusion Committee Chair **Kimera Hall** was invited to speak at the Women in Law & Leadership Summit in Dallas, Texas, on October 16. As part of the panel, "Lessons Learned from Female & Minority Leaders, Litigators & Deal Makers," she discussed opportunities for women and minorities in the current landscape and shared strategies for overcoming obstacles to advancement.



Kimera Hall, far right, speaking at the Women in Law & Leadership Summit.

Amy Condaras and Elise McQuain represent FBT at Women's Leadership Summit

Charleston Member **Amy Condaras** and Senior Associate **Elise McQuain** attended the West Virginia Chamber Women's Leadership Summit on December 4 and 5. FBT sponsored the summit, which represented women from a variety of industries and backgrounds who came together to encourage one another and engage in discussions on how women can pave a way to a more diverse West Virginia. It also provided opportunities for attendees to expand their networks through relationship building.

11th Annual HRC Color Ball in Cincinnati

On January 25, FBT attorneys, colleagues, and friends attended the Greater Cincinnati Color Ball to support the Human Rights Campaign (HRC), the nation's largest LGBTQ advocacy group, and to celebrate FBT's sixth consecutive 100-percent score on the HRC's Corporate Equality Index. The event was hosted by HRC's Cincinnati chapter, and all funds raised help support the organization's mission to "end discrimination against LGBTQ people locally and realize a world that achieves fundamental fairness and equality for all."



FBT team at the Greater Cincinnati HRC Color Ball.

Heather Wilson selected to IBJ's 2019 Women of Influence list

The Indianapolis Business Journal (IBJ) named Indianapolis Member-in-Charge **Heather Wilson** to its 2019 Women of Influence list. Her profile in the special issue describes her leadership role at FBT and in the community, in addition to relating some fun facts about what Heather likes to do in her downtime and her advice for young women. Heather was one of 23 women included on the 13th annual list and was honored at a breakfast on October 31.

Victoria Beckman honored at WELDing® the Way Calendar Reception

The Women for Economic & Leadership Development (WELD) paid tribute to Columbus Member **Victoria Beckman** at a November 7 awards reception for the 2020 WELDing® the Way calendar honorees. Each year, WELD's Columbus Chapter recognizes a diverse group of 12 women the organization deems "high impact leaders," owing to their professional achievements, support of other women, and contributions to the broader community. The theme of this year's calendar was "Moving Forward: Run, Don't Walk," and at the reception, Congresswoman Joyce Beatty conferred Congressional Recognition upon WELD's calendar honorees.



Victoria Beckman featured in the 2020 WELDing® the Way calendar.

Loretta Sugg named LAL Member of the Year

Loretta Sugg, a legal secretary in our Louisville office, was voted Legal Assistants of Louisville (LAL) Member of the Year for "going above and beyond" in her service to the organization and its membership. She was honored at a luncheon on November 19 and currently serves as LAL president.



Loretta Sugg accepting her Member of the Year Award.

Terrence Reeves included in Lawyers of Color's 2020 "Power List"

Lawyers of Color has selected Ann Arbor Member-in-Charge **Terrence Reeves** to its 2020 "Power List," a who's who of the most prominent minority attorneys in the U.S. Selection is based on both an individual's professional accomplishments as well as his or her demonstrated commitment to advancing diversity and inclusion in the legal profession.

FBT recognized as a 2019 Top Performer and Compass Award Winner by the LCLD

The Leadership Council on Legal Diversity (LCLD) has named FBT both a 2019 Top Performer and a 2019 Compass Award winner. The Top Performer designation recognizes member organizations that are the most active in their support of the LCLD's mission, including speaking at LCLD events and participating in its Success in Law School Mentoring Program. The Compass Award is conferred upon corporations and law firms whose representatives attended the LCLD's annual meeting and participated in the LCLD Fellows, Pathfinder, and Pipeline Programs. Charleston Member **Jared Tully** and Louisville Managing Associate **Miles Harrison** completed the 2019 Fellows and Pathfinders programs, respectively.

The Compass Award was first established in 2018. This year FBT was among a select group of 17 law firms nationwide to receive both the Top Performer and Compass designations.





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