

Fall/Winter
2016

REPORT

DIVERSITY INCLUSION

 Frost
Brown Todd LLC
ATTORNEYS





On behalf of our firm and, in particular, our diversity and inclusion committee, I would like to welcome you to our first diversity and inclusion report. While our firm has been a leader in our communities for many years in advocating for diversity and in supporting inclusiveness, this is the first of what we expect to be ongoing periodic reviews of some of our diversity and inclusion activities. In this report, we spotlight some of our diverse lawyers, report on events to support the growth of diversity in the profession, and note some of the recognition that we have earned, individually and as a firm, for our efforts in this area.

Frost Brown Todd has long recognized the importance of diversity both to our firm and to our communities. We were one of the first law firms in our region to appoint a dedicated director of diversity, and we have also helped lead the way locally in the adoption of female and family friendly policies in the legal profession, as well as the introduction of policies to make our firm openly supportive of the LGBTQ community. Our efforts to recruit and retain lawyers from diverse backgrounds and to help them succeed began decades ago and continue.

We also have recognized that diversity alone is not the answer to being a place where our team members feel free to be the same person at work as at home. That is why, over five years ago, we broadened our focus to encompass inclusion as well as diversity. As a firm, we value diverse points of view and truly believe that we serve our clients best when we can bring to them teams that provide such perspectives. However, for members of the team to be able to make their best contributions, they must feel included and valued as individuals, each unique in his or her own way. That is our goal.

Becoming a truly diverse and inclusive place is, of course, a journey. We are not there, any more than any other organization. There is still much work to be done. But we hope that this report and our future reports will not only reflect Frost Brown Todd's ongoing commitment to the journey, but also encourage and honor our team members who help us along the way.

Steven J. Elcessor
Chair, Diversity and Inclusion Committee

DIVERSITY & INCLUSION

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Our Vision Statement

Frost Brown Todd is committed to making diversity and inclusion a permanent part of the culture of the firm. We strive to create and maintain an inclusive environment in which every person has not only an equal opportunity to succeed, but is provided with appropriate support to help him or her realize that opportunity. We will promote the recruitment, community involvement and professional advancement of a diverse and inclusive team.

Our goal is simple. We will be recognized by our peers and other meaningful organizations within the legal industry as having the most inclusive environment in our respective markets. Our success in these efforts will require the commitment of our leadership and management, as well as every lawyer and administrator in the firm. Each of these individuals will be charged with, and held accountable for, helping us achieve this goal.

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.**

Diverse Growth

An inclusive environment benefits us and our clients, who receive better service from the multitude of talent that can only be achieved with people of different backgrounds, distinct perspectives and varied experience. **Meet our new hires.**

Community Engagement & Leadership

Through various outreach programs, we connect with organizations in our communities and invest both significant fundings, 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

BLAC-CBA Activities

In November FBT attorneys from the Cincinnati office attended the **Black Lawyers Association of Cincinnati and Cincinnati Bar Association** First-Year Minority Law Student Reception. The reception celebrates the young professionals who are embarking on their new career path. The law school student attendees are from the Salmon P. Chase College of Law and the University of Cincinnati College of Law to the Greater Cincinnati legal community. The reception is the starting point for many continued relationships and on-going mentoring.

In December, FBT attorneys attended a holiday reception hosted by BLAC-CBA. Attendees had the opportunity to socialize with local Cincinnati attorneys committed to racial and ethnic diversity and law students from regional and national law schools who are in Cincinnati for the holidays.



Downtown Around Town Diversity Event

In December, the Louisville office hosted students from the **University of Louisville's Brandeis School of Law** for the law school's Downtown Around Town event. This is the law school's second year supporting the event, where diverse law students tour four legal employers in the Louisville area. On the Monday after finals, students visited the Court of Appeals, the Jefferson County Attorney's Office, and Legal Aid, as well as FBT to experience a variety of legal professions firsthand. After a short presentation by Kim Amrine over lunch, **Geoff White, Glenn Price, Carla De La Barra Helstrom, Miles Harrison**, and others, discussed their experiences at FBT and the paths their respective legal careers have taken. FBT associates and members openly answered students' questions about interviewing, practicing law and the firm's focus on diversity and inclusion. Participants from the law school also included Dean Susan Duncan; Assistant Dean for Professional Development, Laurel Hajek; and Public Service Program Coordinator, Jina Scinta. FBT was chosen to participate in Downtown Around Town as the representative from the private practice sector, as result of Sara Abner and Becky Ragland's involvement with the law school for the Leadership Counsel on Legal Diversity's 1L mentoring program.

Mentor Program Kicks Off in Louisville

Sara Abner and **Becky Ragland**, members in FBT's Louisville office and co-city leads for the Louisville area for the **Leadership Council on Legal Diversity's (LCLD) Success in Law School Mentoring Program**, visited the University of Louisville Brandeis School of Law campus in October to kick off the 2016-2017 mentoring program for 1L's. Sara and Becky spent the day talking with law students about the program, which pairs participating mentees with experienced lawyers in Louisville. Participants can meet with their mentors to discuss law school and the practice of law to better prepare them for a successful legal career. We have several attorneys from our Louisville office serving as mentors this year.





Community Engagement & Leadership



ALFDP 2016 Annual Conference

More Than Just Showing Up

Kim Amrine, FBT's Director of Diversity and Inclusion, played an influential role in the **Association of Law Firm Diversity Professionals (ALFDP) Annual Conference**. In addition to attending, she served on the planning committee and was also one of the speakers at the 2016 Annual Conference. ALFDP's mission is to act as a catalyst for the advancement of diversity in the legal profession through the collective knowledge, vision, expertise and advocacy in law firm diversity. Law firm professionals from around the country come together for this annual conference to discuss their work and efforts toward advancing diversity within their organizations and within the legal profession by sharing important information and experiences, and learning from one another.

FBT's Record Breaking Year for United Way Donations

For the third straight year, FBT ranked among the Top 25 corporate contributors to the **United Way of Greater Cincinnati (UWGC)**. UWGC announced at its campaign finale at a luncheon in October, where FBT reached a record-breaking \$433,000 in pledges from the Cincinnati, Florence and West Chester offices. FBT was recognized among the Top 10 donors to the Greater Cincinnati-Middletown Area United Way campaign ([see article here](#)). Ted Torbeck, CEO of Cincinnati Bell and community-wide campaign chair, expressed his deepest gratitude to FBT. Thanks in large part to FBT's support, the United Way will continue to help people learn, grow, aspire, and live their best lives. The FBT United Way campaign committee included: **Michelle Brady, Kevin Carter, Paige Ellerman, Chris Habel, Scott Phillips, Phil Schworer and George Yund**.

Middletown United Way Top 10 Donor
\$433,000



Lending A Hand For Community Growth

Keeana Boarman, a member of FBT's Lexington office was chosen to serve on the **2017 Commerce Lexington Ambassador Committee**. Ambassadors are active members of Commerce Lexington who volunteer their time to assist with Commerce Lexington's member relations and retention efforts. The role of the Ambassador is to serve as a mentor to members and to help members make business connections through Commerce Lexington.





Internal Awareness, Development & Training

FBT Annual D&I Retreat for Minority & LGBT Attorneys

In September, FBT's diverse attorneys gathered in Louisville for a day-long retreat aimed both at fostering connections among the firm's diverse attorneys and sparking constructive and productive dialogue about tackling issues unique to them. The retreat included an opportunity to network and reconnect informally with other diverse attorneys, as well as firm leadership. The afternoon headline was an **Affinity Group Alumni Panel**, during which diverse FBT alumni provided insight into handling the most pressing issues that diverse attorneys often encounter, both from a firm and an in-house perspective. Finally, the retreat offered an opportunity for small group dialogue to create concrete firm diversity goals that both individual attorneys and the firm could work to accomplish.



D&I Recruiting Session with Nextions

In December, FBT's Recruiting Committee participated in a half-day session with outside consultant Dr. Arin Reeves. Although FBT already has numerous systems in place to promote inclusion and minimize the impact of bias, Dr. Reeves challenged the committee to take things to the next level. After adopting behavioral interviews several years ago, the committee is now employing new subcommittees, strategies, and systems to allow them to be better connected with young, diverse talent.



Inclusion Workshop: Recognizing Bias Against Refugees

FBT hosted a discussion in the Cincinnati office about the refugee resettlement process and community in Greater Cincinnati. The panel of speakers brought a host of diverse experiences and knowledge, which gave FBT staff and attorneys more insight into the experiences of refugees and the unconscious biases and assumptions that the public might harbor about immigration status and refugee experiences. Audience members heard stories shared by the guests, about the misconceptions regarding the resettlement process, biases and stigmas faced by refugees in the Midwest region, and had an opportunity to become familiar with their neighbors in the diverse communities which surround this region. This event was designed and executed by one of our summer associates, Simon Svirnovskiy, who returned from law school in Chicago to facilitate the program and share his personal story.

Forward Thinking

Launched in 2015, **Frost Forward** is a monthly program, for female attorneys and management professionals in FBT's Cincinnati, Florence and West Chester markets. The content for Frost Forward is based on feedback from participants and covers a variety of topics such as: Planning for future success at FBT, successfully navigating FBT politics, sharing information and tips, and achieving your individual definition of success. During the December meeting, **Debbie Adams**, **Kim Amrine**, **Kim Mauer**, and **Carla Rusconi** led a discussion, which touched on formal and informal self-promotion at FBT, the advancement process, associate and member questionnaires, the role of the Women's Initiative in advancement, and other related topics. The topics for this session were requested early in 2016 and scheduled for December to align with the beginning of the annual questionnaire and advancement process.





Diverse* Growth



Fadil Bayyari

Sr. Associate | Cincinnati
Business Combinations & Capital Transactions



Victoria Cain

Sr. Associate | Indianapolis
Business Combinations & Capital Transactions



Casey Duhart

Associate | Nashville
Bankruptcy & Restructuring



Rebecca Dussich

Associate | Cincinnati
Business Litigation



Michael Elliott

Associate | Cincinnati
Finance & Real Estate



Arash Hamidi

Associate | Cincinnati
Intellectual Property

“My motivation to join FBT relied heavily upon the inclusive culture that the firm is widely recognized for. In an industry that is driven by work output, it was invigorating to find a top tier law firm that emphasized the professional growth of a diverse team of attorneys as equally as providing great quality service to its diverse group of clients.”





Diverse Growth



Andrew Johnson

Associate | Cincinnati
Regulated Business



Haley Johnston

Associate | Indianapolis
Product, Tort & Insurance Litigation



Lauren Martin

Staff Attorney | Louisville
CMBS Lending & Servicing



Darnell McCoy

Sr. Associate | Louisville
Finance & Real Estate



Stephanie McGowan

Sr. Associate | Indianapolis
Governmental Services



Emily Meyer

Associate | Louisville
Finance and Real Estate

“I chose FBT because of the culture the firm promotes. As a Summer Associate, I noticed the attorneys were welcoming and willing to spend time teaching me about complicated areas of law and I appreciate now that the firm invests so much in developing our practice in the first year. These methods have given me more experience in the first few months of my career than many of my law school classmates.”





Diverse Growth



Elizabeth Reburn

Associate | West Chester
Governmental Services



Angela Rojas-Hanke

Staff Attorney | Louisville
CMBS Lending & Servicing



Olivia Snider

Associate | Louisville
Business Combinations & Capital Transactions



Kristen Webb Hill

Member | Louisville
Governmental Services



Emily Schmale

Associate | Indianapolis
Business Litigation

"I came to FBT because I was impressed with our diversity of practice, and the benefits that allow us to offer both our clients and young attorneys like myself in terms of experience. I also knew after my experience as a summer associate that I really enjoy the people here!"

Diverse Hires in Fall/Winter

17
ATTORNEYS

24
NON-ATTORNEYS





Awards & Accolades

100 Best Law Firms for Female Attorneys

FBT was recognized among the **100 Best Law Firms for Female Attorneys in the Glass Ceiling report by Law360**. Law360 ranks the 100 best U.S. law firms for women, based on the firm's female representation at the partner and non-partner levels and its total number of female attorneys.



Indiana Women of Achievement

Congratulations to Indianapolis Member **Julia Blackwell Gelinis**, who was recognized for her distinction in the legal profession with the **2016 Indiana Women of Achievement Award by Ball State University**. The award was given at a formal reception at the university in October. The Indiana Women of Achievement Awards has recognized the outstanding contributions of women over the past 17 years, including those of judges, educators, business innovators, artists and other community leaders.

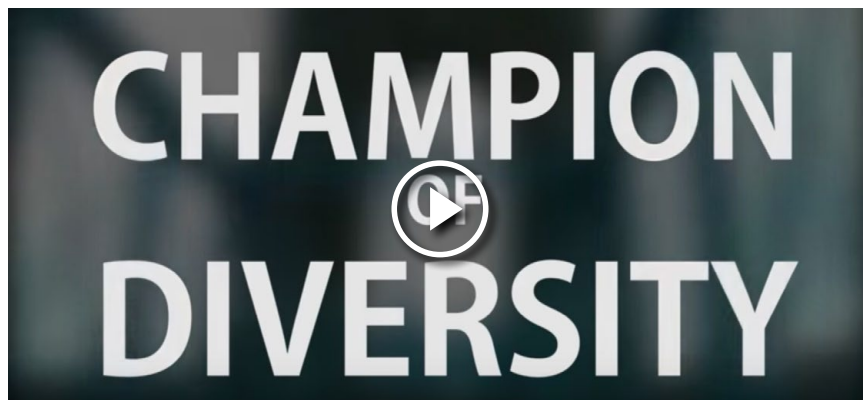
Distinguished Alumni

The **University of Louisville's Brandeis School of Law** honored Louisville Member **Jeremiah Byrne**, at its 2016 Alumni Awards Luncheon in October. The event was attended by Louisville attorneys and judges, and Jeremiah received the **Distinguished Alumnus Award**. The award is given to attorneys who have distinguished themselves in the legal field or other chosen profession at an exemplary level and who embody the high ethical standards and commitment to community service that the University of Louisville School of Law seeks to instill in its graduates.



Business Impact Champion of Diversity

FBT was a 2016 finalist for the **"Business Impact Champion of Diversity" Award by the Northern Kentucky Chamber of Commerce**.



Best Places to Work for LGBT Equality

For the third consecutive year, FBT has received a perfect score of 100 percent on the **2017 Corporate Equality Index (CEI)**. CEI is a national benchmarking survey and report by the Human Rights Campaign Foundation on corporate policies and practices related to LGBT workplace equality. The CEI report evaluates LGBT-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, health care benefits, competency programs, and public engagement with the LGBT community. FBT's efforts in satisfying all the criteria resulted in a 100 percent ranking and the designation as a "Best Place to Work for LGBT Equality."

To learn more and read the survey in full, visit www.hrc.org/cei.





 **Frost
Brown Todd** LLC
ATTORNEYS

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