

The background of the entire page is a photograph of several rainbow Pride flags being held up by hands. The flags are in various stages of being raised, and the background is a warm, golden sunset with the sun low on the horizon, creating a soft, glowing light. The colors of the flags are vibrant and clearly visible.

Diversity & Inclusion

Fall 2021

 Frost
Brown Todd^{LLC}
ATTORNEYS

What a pleasure it is to write this welcome letter for the Fall 2021 edition of our Diversity and Inclusion (D&I) Report. Frost Brown Todd (FBT) continues to push through boundaries in pursuit of diversity and inclusivity. My writing to you here demonstrates our firm's ongoing dedication to that pursuit.

Since I first joined FBT in 2001, I have witnessed remarkable growth in the areas of diversity and inclusivity. The adjustments were gradual at first, but they have become ubiquitous within the firm's culture. The changes that most impact me as a legal practice assistant, formerly referred to as a legal secretary, gained traction about four years ago with the creation of the UNITE Committee—a committee designed to give collective voice to all the FBT employees who were previously referred to as “non-attorneys.”

One of UNITE's first accomplishments was to reframe the way we refer to the many team members who enable our attorneys to effectively serve our clients—by way of adopting the term “business professional.” Though the vernacular change seemed inconsequential, it has had a significant impact on how business professionals are perceived and how we, in turn, perceive our value to the firm. And this shift in labels is working because it has been backed up by action, for example, with invitations to participate in a variety of events previously limited to attorneys, inclusion in firm committees and opportunities to provide content for publications like this one. One of many factors that sets FBT apart: We are learning to value the voices of our “BPs.”

Of course, FBT also remains committed to supporting diversity and inclusivity in more conventional ways. Please read on to learn how we are investing in the future through our summer associate and summer intern programs. You will then see a sampling of the ways our people are contributing to the communities within our footprint. Finally, I hope you find inspiration in the highlights from our internal peri-pandemic Pride Month celebration, the topics of our firmwide lunchtime workshops and our achievement of Mansfield Rule™ Plus Certification. Enjoy.



Sandra K. Jackson

Sandra K. Jackson
Legal Practice Assistant*

**As of October 2021, Sandra began a new position as FBT's client proposals specialist.*

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: FALL 2021



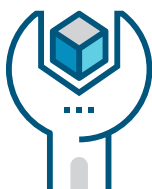
SUPPORTING THE FUTURE

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 significant funding, as well as volunteer hours, toward their missions. [Read more about our community and leadership activities.](#)



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.](#)



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 Cincinnati hosts SWEL scholars

On July 9, our Cincinnati office hosted the Summer Work Experience in Law (SWEL) scholars for a morning of FBT-led presentations followed by open discussion over lunch. Founded in 1988, SWEL is a summer program that introduces college students of color to the legal profession through internships with prominent Ohio law firms, judges, corporations, and governmental offices, while also helping employers build relationships with diverse talent. FBT has both supported and taken part in the SWEL program for more than three decades, hosting scores of scholars as interns in the firm's Cincinnati and Louisville offices.



From FBT, Kim Amrine, Adam Hall, Rich Moore, Eric Cook, Ashley Nkadi, Shayla Kendricks, Madison Mason, and Lizzy Dobbins participated.

FBT takes summer associates out to the old ball game

On July 21, FBT hosted a firm-wide networking event for our summer associates, SWEL scholars, and the law clerks at GE Aviation. The event began with a Negotiations Program in the morning followed by a trip to Great American Ball Park to watch the Cincinnati Reds vs. New York Mets baseball game. Those who helped plan and host the program and networking event were excited to have the opportunity to include GE Aviation and had a great time seeing some familiar faces.



Lauren Cole, Neema Ashou, Peter Cummins, Riley Grant



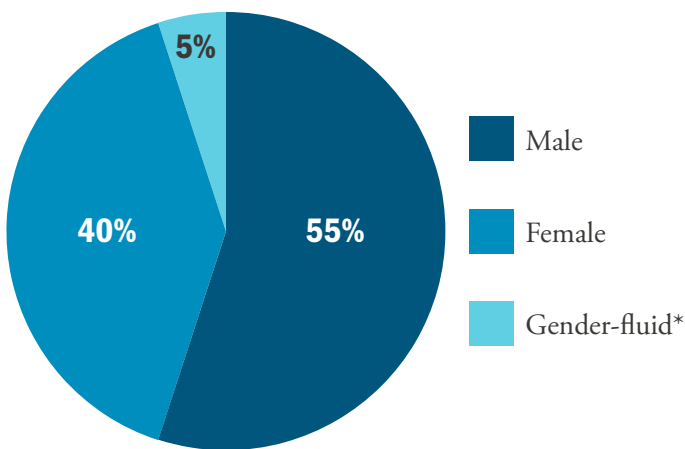
Nia Kaudo, Shayla Kendricks, Madison Mason

FBT's 2021 class of summer associates was the most diverse in firm history

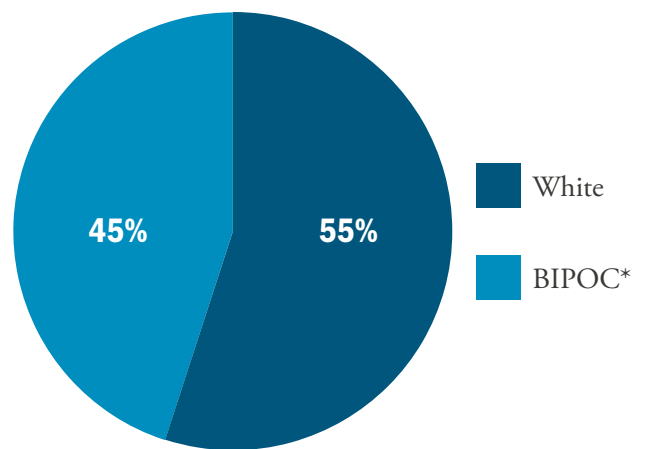
This summer, FBT welcomed 20 law school students as part of the firm's Summer Associate Program, which provides participants with substantive work assignments, networking opportunities, and senior-level mentors to help lay the foundation for a successful career.

Each class of summer associates is special in its own right, and we always appreciate the tremendous enthusiasm and inquisitiveness these students bring to their work at FBT. Still, our 2021 class was distinct in the breadth of backgrounds represented, as reflected in the stats below.

Gender



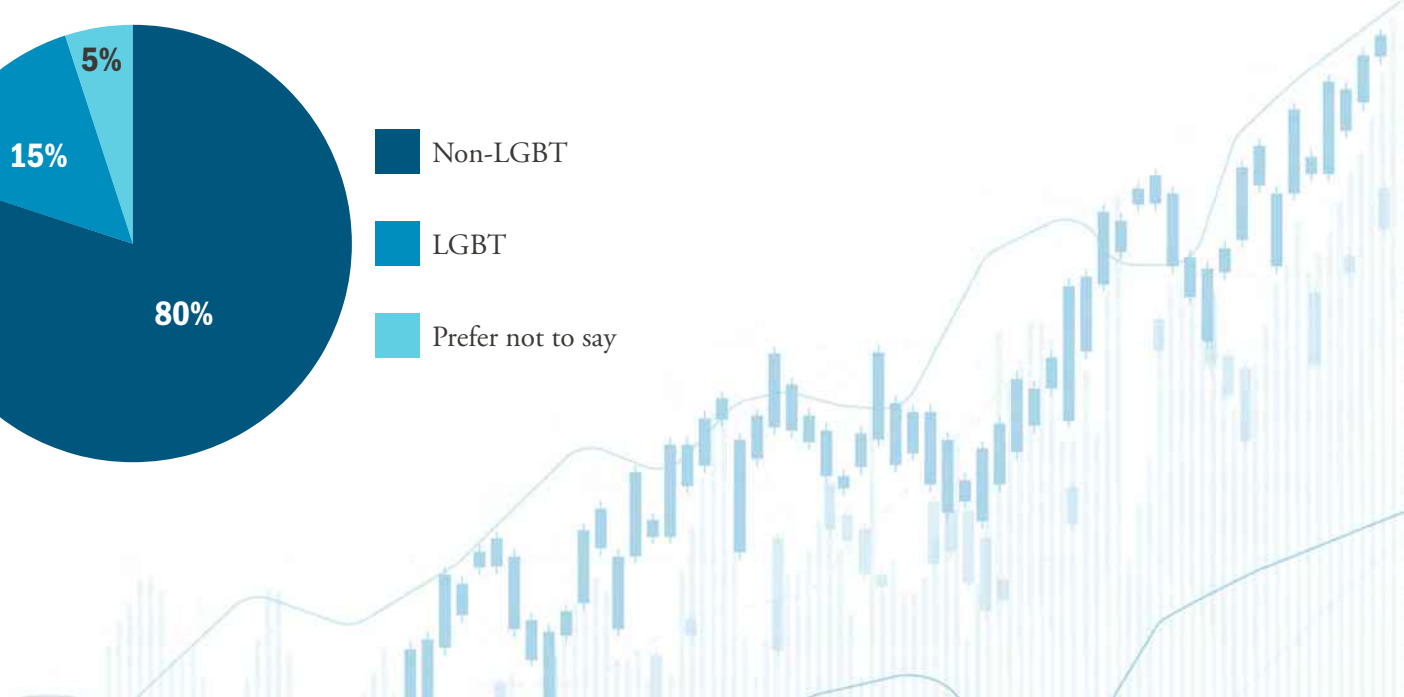
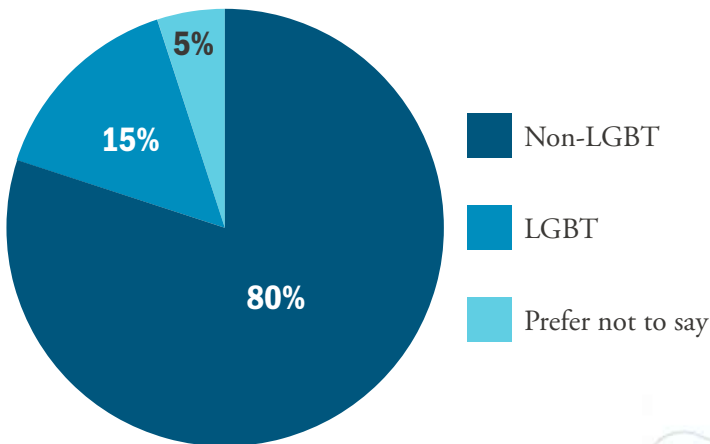
Race



*From the [Human Rights Campaign's Glossary of Terms](#): Gender-fluid | A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

*BIPOC (Black, Indigenous, People of Color)

Sexual Orientation



FBT supports aspiring legal professionals through summer internships

This summer, Madison Mason (19), a rising second year student at Ohio State University, and Bryan Lopez (18), who will begin his collegiate studies at the University of Louisville in the fall, completed internships in FBT's Records Department. Madison connected with FBT's Cincinnati office through the SWEL program. Bryan's internship arose from the FBT Louisville United for Change Committee's partnership with Seneca High School's pre-law program. Madison and Bryan provided the following reflections on their experiences working at FBT:

"FBT afforded me the opportunity to work in a professional environment, get hands-on experience in D&I, and create meaningful connections with attorneys at a time when it was difficult to connect because of the pandemic. In addition to working in the Records Department, I was able to help with some diversity and inclusion projects and curate the D&I section of the firm's intranet, FBT Central. This was a great learning experience in writing, content creation and web design. I was also able to see what meaningful, consistent, and effective diversity and inclusion looks like through the firm's D&I efforts, which is something that is so important but is often overlooked. FBT taught me how important it is to be in a welcoming and inclusive work environment where you're surrounded by great people truly interested and invested in your success. Whenever I asked anyone within FBT what they loved most about the firm, they said the people and the culture, and I could not agree more."

- Madison Mason, The Ohio State University, Class of 2024

"Growing up, I knew I wanted to pursue a career in law, and FBT made my aspiration come true. If you would've told me two years ago I would be working at FBT, I wouldn't have believed you because I thought opportunities like this would never come to me, but here I am. On my first day, I was so nervous, thinking, "What will people think of me? Will they judge me because I am too young?" But those thoughts soon faded away as everyone I met was super nice and welcoming to me throughout my time at the firm. Working in the Records Department was a complex job and required me to learn a lot of new skills. Next time you see someone who works in your Records Department, give them a thank you. They will greatly appreciate it! My time at FBT showed me how important it is to make connections. I made tons of them this summer, and for that, I'm thankful and will carry them for the rest of my life. Working at FBT has been an honor, and it saddens my heart because goodbyes are so hard, but goodbyes are not forever—they are not the end. I'll miss you all. Until we meet again!"

- Bryan Lopez, University of Louisville, Class of 2025



Abraham Williamson attends 1L reception at Howard University

Nashville Senior Associate **Abraham Williamson** served as FBT's representative at a virtual career reception in June at the Howard University School of Law, which provided first-year law students an opportunity to learn more about legal career opportunities. FBT was a sponsor for the school's 1L Reception, and Abraham's participation helped lay the groundwork for a great relationship with a historically Black law school. Abraham provided the following reflection regarding the event's success and recruiting potential:

"These Howard students were sharp and inquisitive, asking questions about specific growth areas of the firm and targeted questions, including requests to describe our cross-border work and three-tiered associate model. I can confidently confirm that FBT was on their tongues, as a student reached out to me the following day to ask about our blockchain and cryptocurrency practice."

TLDEF Name Change Project

As of April 9, Pittsburgh Member **Jillian Nolan Snider**, Associate **Sloane O'Donnell** and Paralegal **Allison Gilbert** began assisting the Transgender Legal Defense & Education Fund (TLDEF) with the Name Change Project in Allegheny County, Pennsylvania. Pittsburgh Senior Associate **Dan Craig** joined them in this work in September. TLDEF is committed to ending discrimination based on gender identity and expression and to achieving equality for transgender people through public education, test-case litigation, direct legal services, community organizing, and public policy efforts.

The Name Change Project began in the spring of 2007 in New York City to address discrimination faced by transgender individuals due to a perceived disconnect between their birth names and their appearance. Since its inception, over 1,500 attorneys have participated in the program in multiple cities around the country. During that same period, over 2,700 people have sought assistance from the project, and at any given time there are hundreds of clients working with attorneys.

[Learn more about TLDEF's work.](#)

Lavender Law Conference and Career Fair

From July 28 to July 30, Managing Associate **Ryan Goellner**, Chief Diversity Officer **Kimberly Amrine**, and Managing Associate **Scott Krapf** virtually attended the LGBT Bar Association's Lavender Law Conference and Career Fair. The conference was launched in 1988 and has served as a "family reunion" for LGBTQ+ and ally legal professionals to look back at their shared history and at the future of the legal profession. It is the largest LGBTQ+ legal conference in the country with approximately 1,700 attendees annually. More than 150 companies also participated in this year's Career Fair, including FBT.

Presentations on July 28 covered topics such as "The Work Ahead: LGBTQ+ Legal Issues Under the Biden/Harris Administration and 117th Congress" and "A Conversation with Groundbreaking LGBTQ+ Supreme Court Justices." The following day, presentations included "Reimagining Policing: LGBTQ+ and Racial Equity Issues in Law Enforcement" and "Intersectional Education: LGBTQ+, Racial and Disability Diversity in Law Schools."

Florence Member Trey Grayson leads a conservative movement towards diversity and inclusion in Kentucky and beyond

Florence Member and former Kentucky Secretary of State **Trey Grayson** understands that promoting diversity and inclusion is a non-partisan issue and that freedom for all Americans is a foundational conservative principle. This understanding has moved Trey to support LGBTQ+ anti-discrimination laws in Kentucky and across the U.S. through his work with Conservatives Against Discrimination and Kentucky Competes. Trey is also working to empower women entrepreneurs through his involvement with Aviatra Accelerators.



Trey Grayson

Trey serves as co-chair of the national group **Conservatives Against Discrimination**, a coalition of conservative Americans who support LGBTQ+ nondiscrimination laws. Conservatives Against Discrimination posits that conservative principles such as freedom, faith, and promoting good business practices should drive the conservative movement to oppose LGBTQ+ discrimination. Trey understands that many conservatives are not aligned with the mission to enshrine LGBTQ+ nondiscrimination in the law but encourages his fellow Republicans to open their hearts and minds and reconsider the importance of protecting all Americans from discrimination. “It’s okay to change your mind on issues,” he said. “I did. I’ve evolved. I think I’m in the right spot now. My guess is there’s a whole lot of other people who are struggling with these issues, just like I used to.”

Trey also serves as managing director of FBT’s government relations affiliate, CivicPoint, which represents **Kentucky Competes**, a coalition of some of Kentucky’s leading employers, home-grown corporations, and small, locally owned businesses that have adopted LGBTQ-inclusive non-discrimination policies. The coalition continues to advocate for a statewide fairness law that would update the Kentucky Civil Rights Act to add sexual orientation and gender identity to discrimination protections in employment, housing, and public accommodations. Trey believes CivicPoint is uniquely situated to represent Kentucky Competes. “With Republicans controlling both chambers of the Kentucky General Assembly,” he said, “it is valuable for Kentucky Competes to be represented in Frankfort by a former Republican secretary of state (me), a former chair of the Republican Party of Kentucky (Steve Robertson), and the government relations subsidiary of Kentucky’s largest law firm (FBT).” While Kentucky Competes advocates for a statewide fairness law, Trey said, “Unfortunately, most of our efforts are spent defeating anti-LGBTQ legislation.” Trey hopes that his efforts shift to an offensive approach. “It’s clear from our country’s history that sometimes we need protections in the law to live up to our nation’s ideals. This is one area where unfortunately we do need laws to help make sure we provide equal opportunities and respect for the LGBTQ+ community.”

In addition to his work supporting LGBTQ+ equality, Trey serves as chair of the board of directors of **Aviatra Accelerators**, a non-profit organization founded in 2010 that exists to empower women entrepreneurs by offering education, coaching, mentoring, networking, and access to capital. “We need more businesses that are founded, owned and managed by women,” Trey said. “Too often women don’t get the necessary encouragement or receive the necessary assistance to turn their ideas into thriving businesses. I want to change that. Like our name indicates, we want to help women take flight.”

CONSERVATIVES
AGAINST DISCRIMINATION



FBT Cincinnati hosts students from Law & Leadership Institute

On July 26, the Cincinnati office hosted two students from the Law & Leadership Institute. Senior Associate **Simon Svirnovskiy** and Summer Associate **Inma Sumaita** had previously met with and presented to the whole Law & Leadership Institute student cohort as part of the institute's summer program. Two of the students, Zada Iris and Devin Duncan, followed up with FBT seeking a tour of our Cincinnati office building. Simon and Inma showed them around the firm's offices, introduced them to attorneys and business professionals, and then had a roundtable discussion over lunch with FBT team members **Lizzy Dobbins**, **Cam Hardy**, **Molly McCartney**, and **Rich Moore**.



"Molly McCartney, Cam Hardy, Lizzy Dobbins, Zada Iris, Devin Duncan, Rich Moore, Inma Sumaita, Simon Svirnovskiy.

Ali Razzaghi selected to ABA's Task Force on Racial & Economic Justice

Cincinnati Member **Ali Razzaghi** was appointed to serve on the American Bar Association (ABA) Litigation Section's Task Force on Racial & Economic Justice for the 2021-2022 bar year. In addition to this new leadership role, Ali co-chairs the Commercial & Business Litigation Committee of the ABA Litigation Section and is a member of FBT's Women's Initiative Committee.



Ali Razzaghi

FBT Louisville United for Change Committee continues its racial justice efforts

From partnering with Seneca High School's pre-law program to providing scholarships for LSAT prep courses, the FBT Louisville United for Change Committee continues to have significant involvement with local community impact projects supporting racial justice and equity in Louisville.

[Read more about how the committee is carrying out its hands-on, grassroots efforts.](#)

Kim Amrine concludes her 15-year tenure as leader of DEI at FBT

After 22 years at FBT and 15 years leading the firm's diversity, equity and inclusion (DEI) efforts, **Kim Amrine** has decided to start her "Second Act." Through her new consulting firm, Kim Amrine Consulting, LLC, she will work to assist law firms and other businesses with their DEI initiatives.

Kim joined FBT as a litigation associate in 1999 and became the firm's first director of diversity and inclusion in 2006. In January 2021, she transitioned into the role of chief diversity officer. Under Kim's steady leadership, FBT became a leader amongst law firms committed to advancing diversity, inclusion, and equity in their organizations. Kim spearheaded many successful DEI initiatives at FBT, including our 2.5-hour mandatory training on unconscious bias and our lunchtime inclusion workshops, of which there have been more than 40 since the workshop series was established. She was also instrumental to the firm's success in achieving Mansfield Rule Plus Certification and earning a perfect 100% score on the Human Rights Campaign's Corporate Equality Index for seven years in a row. Even more importantly, Kim has built and maintained personal relationships of trust with both attorneys and business professionals. She has served as a resource, confidant, mentor, trusted advisor, and friend to so many of us, and particularly to our attorneys and business professionals of color, our LGBTQ+ colleagues, and our female colleagues.

FBT is grateful for Kim's tireless efforts to promote diversity, equity, and inclusion at, and on behalf of, the firm. We will miss her dearly and wish her the best of luck as she embarks on her new adventure.



Kim Amrine accepts the Ohio Women's Bar Association Diversity & Inclusion Sponsor Award at the association's annual meeting in April 2021.

FBT honors Pride Month with firm-wide celebration

On June 27, FBT hosted its annual Pride Month celebration, drawing a big turnout from multiple FBT offices. Cincinnati Managing Associate **Ryan Goellner**, in addition to helping organize the event, served as emcee during the celebration. Other speakers included Chief Diversity Officer **Kim Amrine**, Chief Marketing Officer **Julie Cole**, Pittsburgh Member-in-Charge **Jordan Blask**, and Pittsburgh Member **Jillian Nolan Snider**. The celebration wrapped up with a most festively dressed competition judged by **Jessica Marks**, FBT's senior manager of attorney recruiting, and **Brian Michael Cooper**, a member in our Houston office.

This year's Pride Month celebration was conducted in a hybrid format allowing team members to either participate in person or tune in remotely via Zoom. It served not only as an occasion for dialogue, with team members sharing their personal stories and perspectives, but it was also an opportunity for people to get together, have a little fun, and show their support for LGBTQ+ equality and inclusion.

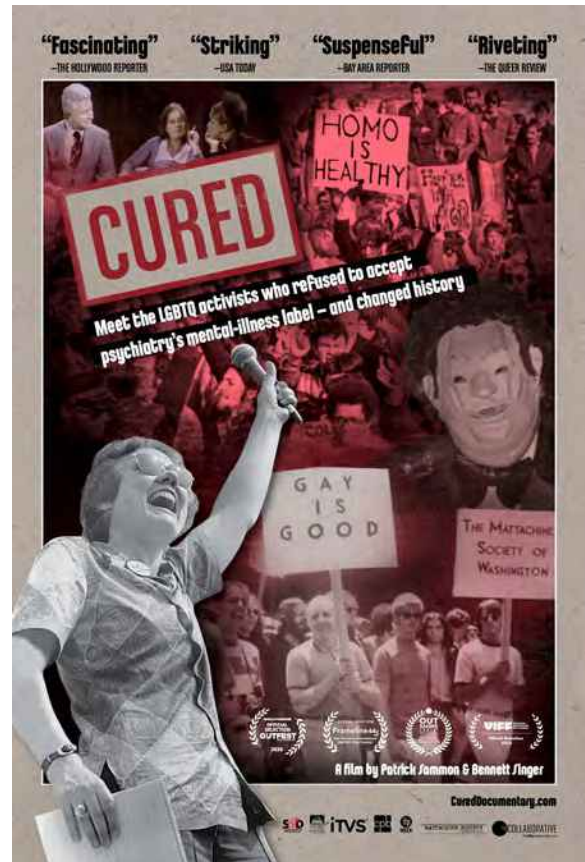


FBT celebrates Pride.

D&I Workshops

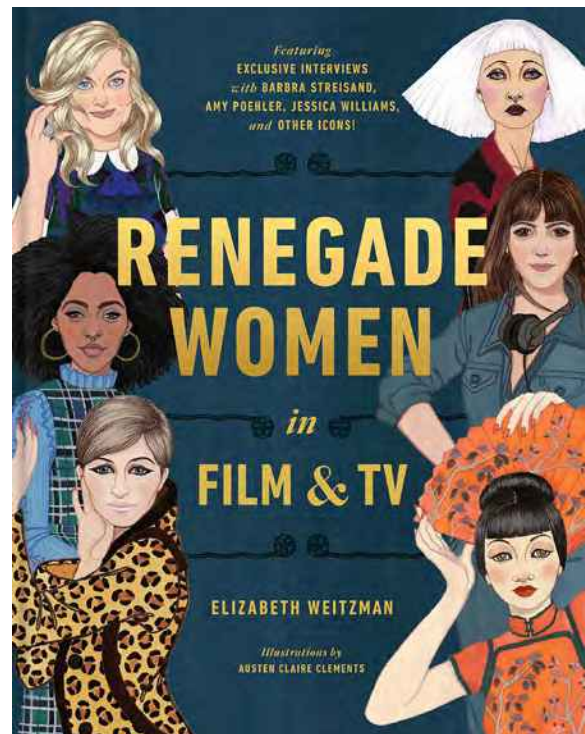
CURED: Documentary Screening and Q&A with Filmmakers

Between the dates of June 17 and June 23, an online screening of the award-winning documentary film *CURED* was available to all FBT employees to watch. *CURED* highlights a pivotal but little-known moment in LGBTQ+ history when activists led a David vs. Goliath battle against the American Psychiatric Association to remove homosexuality from its manual of mental illnesses in 1973 and won. For many years, the classification of homosexuality as a mental illness was used to justify the denial of rights to LGBTQ+ Americans. On June 22, a live virtual Q&A for FBT attorneys and business professionals was held with the film's two directors, Patrick Sammon and Bennett Singer. PBS broadcast *CURED* on October 11 as part of its acclaimed documentary showcase, Independent Lens.



Gatekeeping, Storytelling, and Social Change: The Secret History of Women in Hollywood

On July 8, a group of FBT attorneys and business professionals were treated to a live, virtual workshop with Elizabeth Weitzman, an award-winning journalist and speaker, and the bestselling author of more than twenty books on a wide range of subjects. Her most recent is *Renegade Women in Film & TV* (Penguin Random House), which chronicles the remarkable hidden history of pop culture pioneers onscreen and behind the scenes. Ms. Weitzman took the group through the fascinating history of women in Hollywood while exploring the frameworks of gatekeeping and the power of storytelling. She shared rare film clips from the past 120 years, introducing us to the work of essential pioneers, and examined the many ways in which we can recentre underrepresented voices and reframe culturally restrictive historical narratives.





Mansfield Rule™ Certified *Plus* 2021 Powered by DIVERSITYLAB

FBT earns Mansfield Rule™ Plus Certification

FBT was among a select group of U.S. law firms to achieve the Mansfield Rule™ Plus Certification for 2021 through Diversity Lab's yearlong tracking program. To be Plus certified under Mansfield 4.0, FBT had to show that at least 30% of those considered for various leadership roles, lateral attorney positions, equity member advancements, and formal pitch teams were attorneys of color, LGBTQ+ attorneys, and women, while also achieving 30% representation from these groups in 70% of nine designated categories. This is the second year FBT underwent the Mansfield certification process, having previously earned its certification under Mansfield 3.0. The Plus certification is the highest level attainable through the program's current framework.

Since FBT first participated in the certification process under Mansfield 3.0, the firm has seen a 10% increase in the number of attorneys of color, LGBTQ+ attorneys, and women promoted to equity members. In that same period, FBT had a nearly 10% increase in representation from these demographics among practice group leaders and Compensation Committee members. The firm also had a 15% increase in diversity among office members-in-charge. FBT is already participating in the Mansfield Rule 5.0 evaluation and will continue to track its diversity efforts under Mansfield guidelines. One of the changes for this round is that firms must now track their nominations to Chambers USA. Also new this year is a requirement that firms track individuals considered for C-suite or senior-level business professional positions.

We look forward to seeing results through these new program components while continuing to improve our performance across the board.

Brian Michael Cooper named to “Top 100 Diverse Leaders in Sports” list

Houston Member **Brian Michael Cooper** was selected to the Sports Inclusion Conference's list of the “Top 100 Diverse Leaders in Sports” in recognition of his leadership and service as a mentor and role model, as well as his contributions to the professional and community-based organizations with which he's affiliated. Prior to joining FBT, Brian was the president of two professional sports teams, most recently the NFL's Houston Texans, and currently serves on the board of directors for the Houston Chapter of the Positive Coaching Alliance.



Brian Michael Cooper

Chris Kahn, “40 Under 40” honoree, profiled in Cincinnati Business Courier

Cincinnati Member **Chris Kahn** sat down with the Cincinnati Business Courier for an interview that was published in July as part of its “40 Under 40” awards, which recognize professionals under the age of 40 who have excelled in their careers while making a positive impact on the community. The interview is [a quick and fun read](#) for anyone interested in what Chris enjoys doing when she isn't counseling clients on complex environmental-regulatory matters. And spoiler alert! Condiments, college rugby, and the prospects of moonlighting as a detective are among the topics discussed.



Chris Kahn



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