

INCLUSION DIVERSITY EQUITY & BELONGING (IDEB)

Annual Report
2022



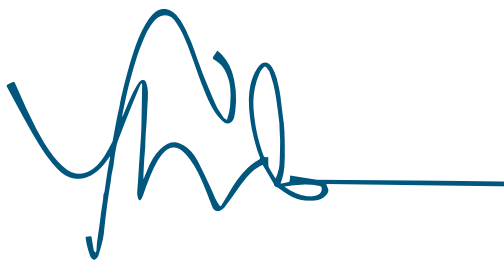
JOIN OUR IDEB
MAILING LIST



I began my own journey as part of the Frost Brown Todd (FBT) team on Feb. 14, 2022. Chief among my reasons for joining was the commitment this team has shown over the years to advancing their own diversity, equity, and inclusion (DEI) journey. FBT has consistently been at the forefront of the legal DEI space for nearly two decades. We launched our Women's Initiative in 2001, formed our D&I Committee in 2005, and hired our first full-time D&I director the following year. We were also among the first Am Law 200 firms to earn top marks on external benchmarking overseen by organizations such as the Human Rights Campaign, Women in Law Empowerment Forum, and Diversity & Flexibility Alliance, among others.

Indeed, we have remained intent on leading by example, walking the talk, putting actual deeds and dollars behind our stated commitments. And 2022 was no different. It was a tremendous year of progress as a firm. In many ways, it was a year of firsts—in our workplace and in our communities, as this report captures in abundance. It was also a year where we embarked on a strategic shift in how we have historically approached our DEI efforts. We committed as a firm to leaning harder into *equity* while introducing *belonging* as a core component of this continued evolution. To that end, our firm officially adopted new nomenclature, **IDEB (Inclusion, Diversity, Equity and Belonging)**, underscoring the role each of us plays in creating a culture of authenticity, responsiveness, and teamwork—each day, in everything we do.

This strategic shift to IDEB is critical, not just for our traditionally underrepresented attorneys and business professionals but for the whole of our firm, and for the future of the legal industry, in order to advance the diverse, equitable and inclusive communities we seek to accelerate. Further, we must ensure that each member of our FBT family has every opportunity to bring and to BE their best and highest selves each day, no matter their role. We must likewise extend that same care and commitment to support our clients' vision, DEI goals and initiatives.



Christopher L Johnson

Chief Inclusion, Diversity, Equity and Belonging Officer



**Acronyms: For the purposes of this report, D&I refers to Diversity and Inclusion and DEI to Diversity, Equity and Inclusion, generally, whereas IDEB is used specifically in connection with our firm's updated Inclusion, Diversity, Equity & Belonging priorities and related actions.*



A LOOK BACK AT A GREAT 2022

FBT hires Chief Diversity Officer Chris Johnson

Frost Brown Todd (FBT) started 2022 by welcoming our new Chief Diversity Officer Chris Johnson. Having joined the firm after serving in similar positions across the public and private sector, including roles at Humana Inc. and the Commonwealth of Kentucky, Chris hit the ground running, spending his first 90 days traveling to different FBT offices and meeting with key stakeholders. **These conversations formed the basis of FBT's reimagined DEI Strategy 2.0—a multi-phased action plan intended to build greater infrastructure to buttress the firm's existing DEI initiatives, enhance transparency and accountability in leadership, and accelerate efforts in a new area of focus, belonging.**

Some of the successes highlighted herein are a direct result of the strategic shifts undertaken in accordance with the DEI 2.0 plan, including the formal adoption of the IDEB (Inclusion, Diversity, Equity & Belonging) acronym, which, as of January 2023, is reflected in the name of the related department, steering committee, and Chris' new title as Chief IDEB Officer.

Newly reimagined IDEB committee structure

Coinciding with this strategic shift, the firm's IDEB Committee began operating under a new structure designed to broaden and deepen accountability and acumen across the firm by ensuring some of the most significant leaders and drivers of progress, generally, were plugged into the committee's work. **Committee membership was reimagined to not only ensure it was inclusive of different departments and constituencies, but to better reflect diversity of race/ethnicity, gender, geographic location, and tenure at the firm—all key elements of ensuring progress along our IDEB journey.**

Louisville Partner Miles Harrison stepped up as chair of the IDEB Committee, replacing long-time committee chair Kimera Hall, who left the firm in 2022. A beloved member of our FBT team for nearly two decades, Kimera was instrumental in the success of many IDEB initiatives during her tenure as chair, including the design and launch of DEI leadership scorecards, diversity tracking for Mansfield certification, and the implementation of FBT's 2020 Racial Justice Action Plan.

OTHER CHANGES: In addition to the existing Women's Initiative and UNITE Committees, FBT launched a number of working committees to supplement the work of the full IDEB Committee. These sub-committees were created with a specific set of intents: identifying and focusing on key performance indicators—such as pipeline development and recruitment, retention and advancement, and firm/client engagement—to acknowledge the intersectionality of this work and for greater amplification, accountability, and impact.

FBT announces merger with California firm AlvaradoSmith

Over a year ago, FBT leadership entered into merger discussions with AlvaradoSmith, a leading minority-owned law firm with offices in Los Angeles, Orange County, and San Francisco. These conversations revealed that our two firms were both strategic and cultural matches, 100% aligned in our commitments to IDEB, community engagement, quality of services, collaboration, and client service excellence.

For both firms, the advancement of our shared IDEB goals was unquestionably a major factor in our decision to merge, which was announced in November 2022 and went into effect on January 1, 2023. "They [AlvaradoSmith] have excellent people and attorneys, they are highly skilled, and they also share a lot of our culture, which is important to us," FBT Chief Executive Officer Adam Hall told reporters. "They're deeply connected to the communities they work in."

Importantly, in the months and years ahead, our teammates from AlvaradoSmith will play a significant role in shaping FBT's culture and future. Ruben Smith, former managing shareholder at AlvaradoSmith, joined Miles Harrison as co-chair of FBT's IDEB Committee, where he will help set the tone and direction for future IDEB initiatives. Other AlvaradoSmith attorneys will serve on FBT's Lateral Recruiting, Ethics, Associate Personnel, Partner Personnel, and Pro Bono Committees.



ALVARADO
SMITH



*Skip ahead to learn more
about the IDEB initiatives
that will be further amplified
through this new partnership.*

FROST BROWN TODD & IDEB BY THE NUMBERS

Diversity Tracking for Mansfield

To be Mansfield Rule *Plus* certified in 2022, FBT met or exceeded the 30% requirement in 21 of 24 benchmarking categories that scored firms on (1) affirmatively considering diverse* attorneys for open positions and advancement opportunities and (2) the extent to which diverse attorneys made up a meaningful percentage of those currently serving in leadership and governance roles.



Mansfield RuleTM
Certified *Plus* 2022 Powered by DIVERSITYLAB

NOTABLE IMPROVEMENTS IN 2022

31.9%

of equity partners are diverse

▲ **6.4%**

in diverse equity partners since FBT signed on to Mansfield

▲ **7.1%**

in matters staffed by diverse attorneys in 2022

Attorneys who are women, BIPOC, LGBTQ+, or living with a disability are defined as “diverse” for the purposes of Mansfield Rule tracking.

EQUITY PARTNER PROMOTIONS IN 2022 (COMPARED TO 2017)

▲ **20.5%**
Women

▲ **5.8%**
BIPOC*

**Black, Indigenous, and
People of Color (BIPOC)*

▲ **6.1%**
LGBTQ+



FBT EQUITY PARTNERS STATS (IN TOTAL)

28.5%
Women

7.2%
BIPOC

0.6%
LGBTQ+



NEW ATTORNEY HIRES IN 2022 (COMPARED TO 2017)

▲ **9.6%**
Women

▲ **6.7%**
BIPOC

▲ **11.2%**
LGBTQ+

2022 was a record-breaking year for LGBTQ+ hires

NEW BUSINESS PROFESSIONAL HIRES IN 2022 (COMPARED TO 2017)

▲ **3.6%**
Women

▲ **19.5%**
BIPOC

▲ **2.7%**
LGBTQ+



FBT ASSOCIATE STATS

2022 SUMMER ASSOCIATE CLASS

78.6%
Women, BIPOC, or LGBTQ+

▲ **19.5%**
in diversity since 2017

2022 FIRST-YEAR ASSOCIATE CLASS

53.3%
Women,
BIPOC, or LGBTQ+

RECOGNITION

8x
“Gold Standard” law firm
Women in Law Empowerment Forum

8x
“Best Places to Work for LGBTQ+ Equality”
Human Rights Campaign

3x
“Top Performer”
Leadership Council on Legal Diversity

3x
“Champion”
Diversity & Flexibility Alliance

INCLUSION



INTERNAL AWARENESS & TRAINING

Our IDEB team hosted several micro-learning opportunities in 2022 as part of our Inclusion Workshop Series. Featuring nationally recognized leaders, these workshops are often participatory in nature, encouraging team members to engage more deeply with IDEB topics through dialogue, experience sharing, and perspective taking. **By the numbers, workshop participation in 2022 was one of our best years yet.**

50⁺

total # of Inclusion Workshops to Date

274

PARTICIPANTS

average attendance in 2022

584

PARTICIPANTS

peak attendance

6

Workshops in 2022

1. *Mass Imprisonment in America with Sam Mihara (Feb. 24)*
2. *LGBTQ+ Inclusion & Allyship with Dru Levasseur (Apr. 13)*
3. *A Journey of Discovery with Megan Mitchell (June 29)*
4. *The Future of Work with Samantha Ettus (Sept. 13)*
5. *Hispanic Heritage Month with Efren Olivares (Oct. 3)*
6. *The Color of Law with Richard Rothstein (Nov. 3)*

REPORTER AND TIKTOK SENSATION MEGAN MITCHELL PRESENTED LIVE IN OUR CINCINNATI OFFICE DURING PRIDE MONTH 2022.

FROM LEFT: DOUG DENNIS, DANNIELLE ANDERSON, RYAN GOELLNER, MEGAN MITCHELL, AND JESSICA MARKS



WORKSHOP HIGHLIGHTS

LGBTQ+ Inclusion & Allyship with Dru Levasseur

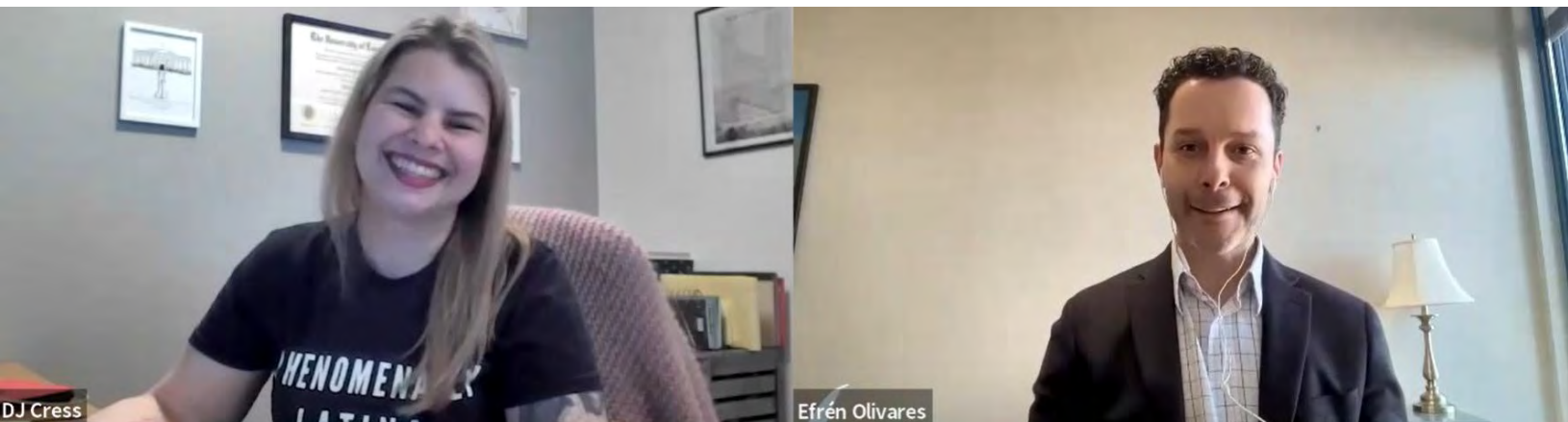
To accompany the formal roll-out of our Transgender Policy, FBT held a training session in April 2022 on LGBTQ+ inclusion and allyship presented by M. Dru Levasseur, DEI director at the National LGBTQ+ Bar Association and one of the nation's leading advocates for transgender rights and protections. Dru discussed some of the barriers to equality that the transgender community continues to face, from workplace discrimination to difficulty accessing gender-affirming treatments. He also outlined some practical tools we can use to be better colleagues and allies as we work together to cultivate a culture of affirmation, respect and belonging at FBT. **Our session with Dru Levasseur saw a record turnout, with a total of 584 participants.**



M. DRU LEVASSEUR

Hispanic Heritage Month with Efrén Olivares

In September 2022, FBT hosted Efrén Olivares, author of *My Boy Will Die of Sorrow: A Memoir of Immigration from the Front Lines*, for a special workshop honoring Hispanic Heritage Month. As deputy legal director of the Southern Poverty Law Center's Immigrant Justice Project, Efrén represented hundreds of immigrant families when "zero tolerance" policies separated thousands of children from their parents at the U.S.-Mexico border. He spoke to our FBT team about being separated from his own father when he immigrated to the U.S. as child and how his experiences shaped his work as a human rights lawyer, advocate, and expert on immigration policy.



FBT ATTORNEY DJ CRESS MODERATING OUR HHM WORKSHOP WITH EFRÉN OLIVARES OF THE SOUTHERN POVERTY LAW CENTER

OTHER ACTIONS: In accompaniment to the workshop, we produced a Hispanic Heritage Month video in which our Hispanic/Latinx team members shared cultural traditions and credos rooted in their upbringing that are especially important to them. One such reflection is highlighted below.

"If you could summarize what my Cuban heritage means to me in one phrase, it would be 'salir adelante,' used in my home to convey hope and strength during tough times. I look at it as my trajectory as an immigrant, also as a pillar of resiliency and perseverance. It helps me appreciate what I and others around me have done to get to where we are."

Arlet Morejon Melian

Business Development Coordinator | Louisville, KY

PRIDE

FBT CELEBRATES PRIDE MONTH 2022 WITH STYLE AND SUBSTANCE

Pride Month at FBT is special for many reasons. It gives us occasion to reflect on and celebrate, in a purposeful way, the contributions of pioneers in the LGBTQ+ community, their courage and persistence in the fight for equal rights, and to reaffirm our commitment to LGBTQ+ inclusion within our own FBT community. In 2022, we also took the opportunity to celebrate some of the things we're proudest of, like the examples below.

Pride across our footprint

FBT celebrated Pride 2022 by participating in local events. Our Cincinnati, Columbus, Indianapolis, Louisville, and Nashville offices each had marching contingents in their respective city's Pride parades. Cincinnati Partner Ryan Goellner, one of the organizers of his office's marching contingent, described why FBT's participation in local Pride celebrations is important to our FBT community: *"If you want to talk about taking values of diversity and inclusion out into the community, nowhere is that more visible than a group of FBT attorneys, colleagues, friends and allies marching together with a big banner down the streets of two of Ohio's biggest cities, advocating for LGBTQ+ inclusion."*

Protections for gender-expansive team members

In April 2022, the firm took a major step in support of LGBTQ+ inclusion with the formal adoption of our Transgender Policy. This policy sets forth guidelines to ensure the safety and wellbeing of our transgender and gender-expansive team members, specifically as it relates to personal privacy, preferred names/pronouns, restroom accessibility, transitioning on the job, gender-affirming care, and addressing potential discrimination or harassment directed at LGBTQ+ colleagues.

Pride in partnering with the community

Our Pittsburgh team continues to do pro bono work through the Transgender Legal Defense & Education Fund's Name Change Project. The Name Change Project began in 2007 to address discrimination faced by transgender individuals due to a perceived disconnect between their birth names and their appearance. In March, our attorneys helped their first pro bono client officially and legally change her name to match her gender identity, and they are currently working with other clients to do the same.



DIVERSITY



FBT recertified Mansfield Rule Plus

To be Mansfield Rule™ Certified *Plus*, law firms must not only consider diverse candidates for open positions and advancement opportunities; they must also demonstrate that at least 30% of those currently serving in leadership and governance roles are diverse* by Mansfield standards. **This year, FBT satisfied or exceeded the 30% threshold in 21 of 24 benchmarking categories.**

Looking purely at the numbers, Mansfield has had a material impact on diversity at FBT. This year, compared with our 2019-2020 stats (Mansfield 3.0), we saw a notable 12.5% jump in the promotion of underrepresented talent to equity partner, raising the total to 31.9%. Both the Partner Personnel Committee and Compensation Committee surpassed *Plus*'s 30% requirement at 66.7% and 44.4%, respectively. FBT's Executive Committee also met the *Plus* requirement at 33.3% diverse membership.

One new benchmark this year involved work allocation. Since we began tracking data in this category a few years ago, we have seen a 7.1% increase in matters staffed by diverse attorneys.



Mansfield Rule
Certified *Plus* 2022 Powered by DIVERSITYLAB

**Currently under Mansfield, diverse talent is defined as women attorneys, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities.*

“Frost Brown Todd has earned the Mansfield Rule certification three years in a row, and what I value and appreciate is that each year new benchmarks are introduced. The bar is increasingly higher, which keeps firms from reverting to the status quo. Instead, it compels us to be more intentional about foregrounding IDEB considerations in our hiring, advancement and culture practices. As such, Mansfield provides both a tool and a road map for inclusion that truly reflects the clients and communities we are privileged to serve.”

Chris Johnson, Chief IDEB Officer

from the open letter issued by law firm leaders detailing the impact of Mansfield on their organizations

FBT's 2022 class of summer associates among the most diverse in firm history

Every year we host a group of approximately 20 law students from schools all over the country for our 10-week Summer Associate Program. They get a taste of law firm life à la FBT and have the opportunity to hone their skills while diving deeper into industries and areas of law that interest them. Equally important is the value our summer program adds in terms of building a more diverse pipeline for our firm and for the legal community as a whole.

We're proud to share that this past year's summer and first-year associate classes were among the most diverse in firm history.

2022 SUMMER ASSOCIATE CLASS

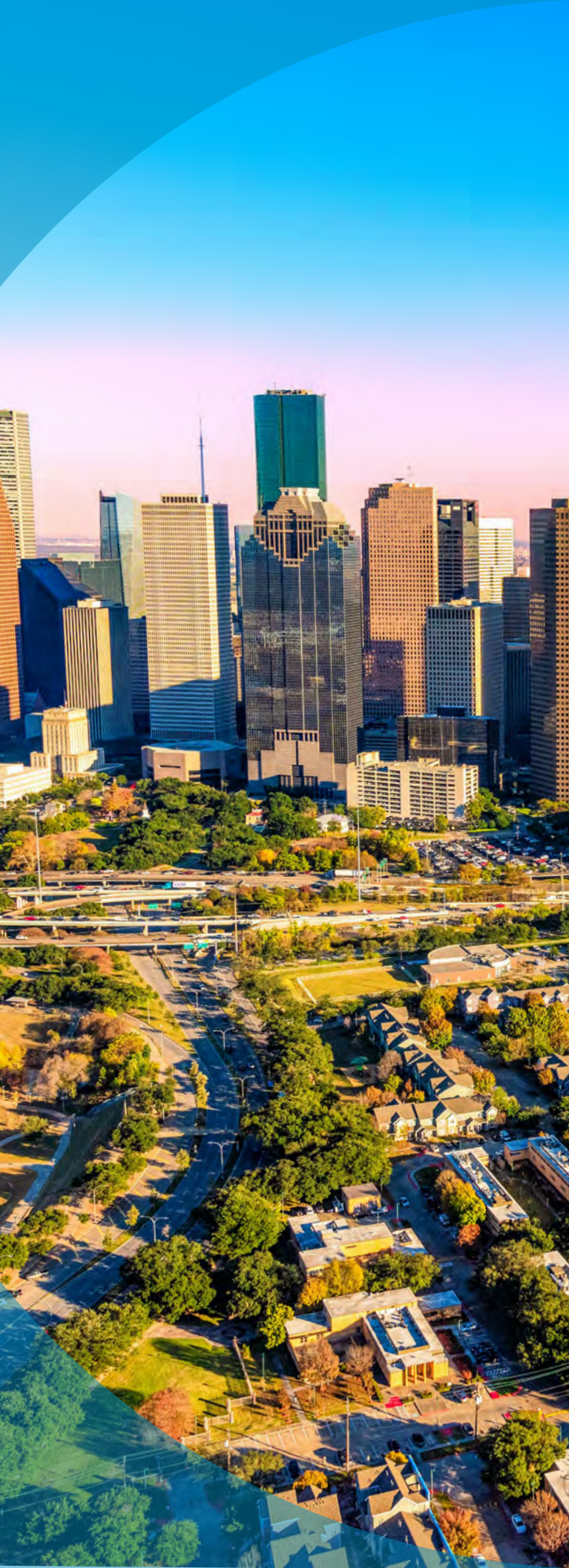
78.6%

Women, BIPOC, or LGBTQ+

2022 FIRST-YEAR ASSOCIATE CLASS

53.3%

Women, BIPOC, or LGBTQ+



MARKET SPOTLIGHT

Houston

FBT Houston is recognized for the intentionality with which they've worked to increase their impact on the Houston community. Over the summer, FBT Houston partnered with the Texas Women's Caucus for Art on an artist showcase. Over 30 paintings by local women artists, varying in background and artistic vision, were on display in the office from July through October, providing a space for these artists to get their work in front of potential buyers. Under the leadership of the office's late partner-in-charge, Zenobia Harris Bivens (1981-2022), FBT Houston also established an internship program in partnership with Rice University, whose student population is over 50% diverse with respect to race and ethnicity.

FBT Houston has been intentional on the recruiting front, too. More than 55% of our Houston attorneys are women, people of color, or identify as LGBTQ+. In July, the Houston Bar Association (HBA) presented FBT with its "Diversity Award" in recognition of the office's efforts to advance diversity in the legal profession and community. "Having the HBA acknowledge FBT's efforts is encouraging," said Houston Partner-in-Charge Ken Bullock. "We look forward to the next steps in our IDEB journey as our team continues to grow and succeed here in Houston."

Zenobia, herself, was also recognized posthumously with the HBA's "Heart of Pro Bono" award. Her mother, sister, cousin, husband, and son accepted the award on her behalf, receiving a standing ovation from the audience during the ceremony. Zenobia's colleagues described her as a "determined advocate for the many people and causes she championed...[and] relentless in her pursuit for justice, as evidenced by her pro bono work."

EQUITY



PRO BONO & FINANCIAL SUPPORT

3,500⁺
HOURS
of IDEB-related
pro bono work in 2022

One of the ways we show up for our communities is through the work FBT attorneys do on pro bono cases and projects tied to IDEB. This includes more than 100 hours of pro bono work performed in 2022 for specific organizations, including:

- Legal Aid Society
- Transgender Legal Defense & Education Fund
- West End Opportunity Partnership
- Louisville Urban League

In addition to pro bono matters, FBT commits thousands of dollars annually in support of organizations truly moving the needle with respect to economic inclusion, racial and gender equity, and social justice.

Organizations to which we made monetary contributions in 2022 include:

- National Asian Pacific American Bar Association
- National LGBTQ+ Bar Association
- Human Rights Campaign
- Leadership Council on Legal Diversity
- Center for Women and Families
- Summer Work Experience in Law
- Chart Your Own Course Conference
- Black Lawyers Association of Cincinnati
- Association of Women Attorneys Foundation
- Law & Leadership Foundation

LEADING IN OUR COMMUNITIES

Throughout 2022, we worked hard to establish new partnerships and venture into new territory in order to increase our impact, broaden the pipeline, and lean more into our responsibility to be leaders in spaces where we can truly make a difference.

FBT selected as host site for Black Tech Week 2022

Our Cincinnati office—located in the iconic, 41-story Great American Tower—was one of a handful of venues selected as a host site for Black Tech Week 2022, running July 18 to July 22, 2022. As a result, the office was a hub of activity throughout the week. FBT attorneys Brad Burman, Derrick Maultsby, and Eric Voltz led several workshops on business formation, good governance, and growth strategies for tech startups and emerging companies. **FBT also had the special honor of being described as “Our Favorite Law Firm” in Black Tech Week 2022 conference materials.**

In addition to office sessions, FBT sponsored an evening reception on July 19 at the Taft Museum of Art. Derrick, who was joined on stage by Candice Matthews, CEO of Lightship Foundation, welcomed guests and described some of the ways in which FBT attorneys can help start-ups and entrepreneurs of color establish and grow their businesses.

Black Tech Week, an annual conference founded in 2016, brings together thousands of Black founders, entrepreneurs, and technologists from around the globe for a week of workshops, networking opportunities, performances, and presentations—not least of which was the 2022 keynote address delivered by Serena Williams, tennis phenom, cultural icon, and founder of Serena Ventures, LLC.

FROM LEFT: FBT ATTORNEYS DERRICK MAULTSBY, HANNAH JOHANNES, AND PARTNER FRANK CARSON



FBT'S EVENING RECEPTION AT THE TAFT MUSEUM OF ART DURING BLACK TECH WEEK 2022



Celebrating the largest NAPABA Convention in history

In November, Indianapolis Partner Nick Huang attended the National Asian Pacific American Bar Association (NAPABA) 2022 Convention in Las Vegas, NV. NAPABA is the nation's largest AAPI organization encompassing attorneys, judges, law professors, and law students. With the theme “Leading and Uniting the Legal Community,” this year's convention was the largest in NAPABA's history, convening nearly 2,700 attendees for three days of learning, connection, and inspiration. FBT has signed on as sponsor of the 2023 NAPABA Convention in Indianapolis, IN.



FROM LEFT: NICK HUANG, FROST BROWN TODD; MARK KITTAKA, BARNES & THORNBURG; SUSAN SHAN, CHERVON GROUP; DAVID WONG, BARNES & THORNBURG; AND HAROON ANWAR, U.S. DEPARTMENT OF JUSTICE.

FBT serves as the title sponsor for KY Chamber's inaugural DEI Summit

FBT was the presenting sponsor of the Kentucky Chamber of Commerce's inaugural Diversity, Equity and Inclusion Summit, held October 26 in Louisville, KY. In addition to panels on supplier diversity, educational equity, and public policy, FBT Chief IDEB Officer Chris Johnson gave the summit's keynote presentation, titled "Culture Matters: Why What Got Us Here Won't Take Us There." Chris charted the evolution of DEI practices through the years and underscored the importance of belonging as organizations calibrate their DEI efforts in response to broader societal changes, future workforce trends, and the growing importance of what he referred to as the workplace experience.



CHRIS JOHNSON, KEYNOTE SPEAKER AT
THE KY CHAMBER'S DEI SUMMIT

The FBT team showed up in full force, occupying two tables at the front of a room that was packed with more than 400 attendees—in fact, the summit sold out not once but twice. Jennifer Barber, partner-in-charge of our Louisville office, provided opening remarks, describing our firm's historic commitments and actions to advance DEI. FBT's marketing team, including Carrie Alles, Carrie Wright, and Ben Lesousky, created an online portal where attendees could submit DEI success stories to encourage knowledge-sharing and increased collaboration between organizations to accelerate change.

"It was awe-inspiring to be in a room filled with so many committed and diverse leaders who have spent their careers working diligently to address and overcome the challenges that still persist, and to continue our momentum down the path of change. The enthusiasm at the KY Chamber's DEI Summit was palpable, as the speakers for the day presented not only their visions, but their concrete action plans for achieving so many possibilities ahead. The event highlighted that this work belongs to all of us and collectively we can move forward faster."

Sarah Abner

Partner | Louisville, KY



FROM LEFT: RYAN GOELLNER AND SAM QUIMBY
REPRESENTING FBT AT THE LAVENDER LAW CAREER FAIR

FBT team heads to L.A. for Lavender Law Conference & Career Fair

On July 27, a team of eight FBT attorneys and business professionals traveled to Los Angeles, CA, for the National LGBTQ+ Bar Association's annual Lavender Law Conference & Career Fair. Launched in 1988, Lavender Law is the largest LGBTQ+ legal conference in the country with approximately 1,700 attendees annually. It acts as a "family reunion" for LGBTQ+ and ally legal professionals to look back at their shared history and toward the future of the legal profession.

Representing FBT at the conference were Danielle Anderson (D&I Manager), Ryan Goellner (Partner), Chris Johnson (Chief IDEB Officer), Morgan Smith (Chief Legal Talent Officer), Inma Sumaita (Summer Associate), and Sam Quimby (Partner). FBT also had a booth at this year's career fair.

Reflection: ALFDP Conference

“In November 2022, I attended the Association of Law Firm Diversity Professionals’ (ALFDP) Annual Conference in New York City. It was my first time attending the conference, and it definitely won’t be my last. From laughing watching Wajahat Ali give his testimony as a writer, journalist, and former attorney for the keynote speech, to mixing and mingling with other diversity and inclusion professionals from various firms, I enjoyed the collaborative and innovative space ALFDP created for its members. I felt not only welcomed but well prepared to leave the conference equipped to help lead our IDEB efforts at FBT, and within my own spaces and relationships.”

Maegan Helm

D&I Coordinator | Louisville, KY



D&I MANAGER DANIELLE ANDERSON AND
MAEGAN HELM (THIRD AND FOURTH FROM
LEFT) AT THE ALFDP ANNUAL CONFERENCE

FBT sponsors National HBCU Pre-Law Summit

FBT attorneys attended the ninth annual National HBCU Pre-Law Summit in Washington, D.C., the nation’s only major pre-law event created especially for students and alumni of historically Black colleges and universities (HBCUs) interested in going to law school and becoming lawyers. Houston Associate Hannah Johannes presented as part of the panel, “Law Firm Access and Advancement Demystified: All the Things First-Generation Future Black Lawyers Need to Know NOW About Preparing for Opportunities and Success in Law Firms (But Often Learn the Hard Way or When It’s Too Late).” FBT Associates Keymo Hoshing (Pittsburgh), BreAnna Davis (Indianapolis), and Asia Wright (Dallas) also attended the summit.



FROM LEFT: KEYMO HOSHING, BREANNA DAVIS, ASIA WRIGHT, AND
HANNAH JOHANNES



HANNAH JOHANNES

PROFESSIONAL DEVELOPMENT & ADVANCEMENT

FBT attorneys complete LCLD 2022 Fellows and Pathfinder programs

Houston Partner Cleve Glenn and Louisville Associate Souhila EL Moussaoui were selected to the Leadership Council on Legal Diversity's (LCLD) two signature professional development programs. Cleve participated in the LCLD Fellows program, which seeks to advance the next generation of leaders in the legal profession. Souhila completed the LCLD Pathfinder program geared toward the development of attorneys at earlier stages in their careers who have shown exceptional promise.

To date, FBT has sponsored more than 20 attorneys for both programs, including IDEB Committee Co-Chair Miles Harrison and Executive Committee Member Jason Williams.

"I thoroughly enjoyed attending the LCLD Pathfinder conference in Washington, D.C., which marked the end of a year-long leadership program. The speaker sessions were all engaging, full of practical tips, and eye-opening to say the least. But most of all, finally connecting in person with a large group of amazingly talented lawyers I was honored to meet throughout the year was the highlight."

Souhila El Moussaoui

Associate | Louisville, KY

FBT attorneys attend annual CYOC conference

Several FBT attorneys journeyed down to Orlando, FL, in December 2022 for the three-day Chart Your Own Course (CYOC) Conference, which provides networking and professional development opportunities to early-career attorneys of color. Representing FBT at this year's conference were FBT Partners Ron Jones (Pittsburgh) and Frank Carson (Columbus) and Associates Keymo Hoshing (Pittsburgh), Asia Wright (Dallas), Hannah Johannes (Houston), Derrick Maultsby (Pittsburgh) and Allyse Wirkkala (Indianapolis).

FROM LEFT: KEYMO HOSHING, FRANK CARSON, HANNAH JOHANNES, RON JONES, AND DERRICK MAULTSBY.



BUILDING A PIPELINE FOR THE FUTURE

Seven students selected for FBT Zenobia Harris Bivens Diversity Scholarship

This year's class of FBT Diversity Scholars is exceptional in many respects. One student is the granddaughter of a Holocaust survivor. Another survived an abusive home. Others came to the U.S. to escape religious persecution and economic hardship. They are among the top in their law school classes, and their unique life experiences have greatly influenced their goals of making a difference through law.

Formerly the FBT Diversity Scholarship Fund (est. 2010), this annual scholarship program was renamed last year in honor of our late colleague Zenobia Harris Bivens, who served as partner-in-charge of our Houston office before passing away unexpectedly in January 2022. **Although FBT has awarded more than \$70,000 in scholarships over the past decade, this is the first class of recipients to be recognized under the scholarship's new namesake, thus the first to carry forward Zenobia's legacy.**



Tolulope Ajifowobaje
University of Akron
School of Law



Shayna Yogman
University of Pittsburgh
School of Law



Amerika Jayme
Penn State Law



Valeri Simmons
Indiana University Robert
McKinney School of Law



Luwam Gabreselassie
Notre Dame Law School



Muhammad Ali Ilahi
Penn State Law



NinaSimone Edwards
Georgetown University
Law Center

"I live in a world quite different from that of my mom, grandmothers, and great grandmothers. Unlike them, I was not forced into marriage and motherhood at a young age. I was encouraged to go to school, choose my own life path, and choose my partners. As I prepare for law school, the women in my family cheer me on as if it were their own path. They pour the hopes and dreams of their youth onto me."

Amerika Jayme
1L, Penn State Law

"One diverse voice is far better than none. The more diversity in leadership, the more comfortable people are speaking up when something is wrong or could be better. I hope in the future that diverse leadership ceases to be a novelty. But until that time, I will continue to provide representation, mentorship, and leadership that might inspire other 'others' to enter and thrive in the legal field."

Valeri Simmons
University Robert McKinney School of Law



MARKET SPOTLIGHT

Louisville

When it comes to creating a diverse and inclusive legal pipeline, our Louisville office is a recognized leader in the region. FBT Louisville has fostered longstanding partnerships with local schools and educators, starting in middle school and continuing through law school. Partners Sara Abner and Becky Ragland, for instance, are the city leads for the Legal Council on Legal Diversity's (LCLD) Success in Law School Mentorship Program. Each year, in collaboration with FBT attorneys and other law firms, Sara and Becky spearhead city-wide efforts to organize networking and educational events for unrepresented law students. They are a large part of why FBT has been nationally recognized for our work on behalf of the LCLD.

In addition to mentoring, FBT Louisville has been a long-time partner of the Pre-Law Magnet Program at Seneca High School, whose student population is 60% diverse and includes a high concentration of ESL students. The office expanded this relationship in recent years with the launch of a "Life in Law" series. Through this series, FBT attorneys and business professionals give five to six presentations for Seneca students during the academic year, covering different aspects of the law and advice for students interested in pursuing a career in the legal and criminal justice fields.

In 2022, FBT Louisville also hosted a "Passion Class" for middle-school students at W.E.B. DuBois Academy, an all-male public school with a multicultural curriculum that focuses on eliminating barriers and empowering young men to achieve excellence. The Passion Class met once a week to discuss topics pertaining to the work attorneys do, and students were also treated to a tour of Louisville's district and circuit courts and met with judges.



BELONGING

The significance of the “B” in IDEB cannot be overstated. The pandemic reminded us that the need to feel connected is deeply woven into our way of being and operating in the world, and these lessons must not be overlooked but, rather, embraced in our future workplaces. At FBT, we strongly believe that people do better work when they feel better about the work they do—that is, **when we feel seen, connected, and valued by our coworkers and our leaders.**



Juneteenth declared official firm holiday, along with inclusive scheduling applied to other notable holidays

As a firm, FBT has observed Juneteenth in various ways over the years, including providing resources to allow for greater opportunities to listen, learn and ultimately take action around all that Juneteenth calls on us to do. In 2022, FBT's Executive Committee voted to make Juneteenth an official firm holiday.

"It is our hope that you will explore opportunities to dedicate your day off on June 19, 2023—and future Juneteenths—to reflect on our country's history of racism, the progress made, and the work that remains," wrote FBT Chief Executive Officer Adam Hall in his message to the firm. **"Together, we believe that purposeful action to advance racial justice and equity in our communities and across our FBT footprint is how we'll continue to advance further, faster in pursuit of solutions to the persistent challenges we face."**

In addition to Juneteenth, our firm has continued the process of implementing inclusive scheduling for religious holidays and other notable observances. While the firm plans to operate normally on these days, we will do so with the expectation that no meetings and events are scheduled, unless by necessity.

FBT celebrates 111th International Women's Day

On March 8, FBT's Women's Initiative Committee led our firm-wide celebration of International Women's Day highlighting the social, economic, cultural, and political achievements of women across the world. Team members came together to strike this year's **#BreaktheBias** pose by making an "X" with their arms, signifying our commitment to actively interrogate our biases, dismantle barriers to advancement, and work together to accelerate equity for all.

Additionally, our Women's Initiative Committee hosted a special lunch-and-learn session titled "How to Complete Your Self-Evaluation." Panelists answered questions and shared tips on how to best prepare for and navigate the attorney review process, particularly for associates on the path to becoming equity partners.

28.5%
of equity partners
at FBT are women

▲ 5.9%
above national
average per NALP

FROM LEFT: CHIEF LEGAL TALENT OFFICER MORGAN SMITH, CHIEF IDEB OFFICER CHRIS JOHNSON, AND CHIEF MARKETING OFFICER JULIE COLE



FBT UNITE

(U)nderstanding the (N)eed to (I)nclude, be (T)ransparent and (E)ncourage

Our UNITE Committee was launched in 2017 with the purpose of bringing attorneys and business professionals together as one team with one mission. UNITE acts as a platform for recognizing the various ways in which our business professionals provide value to our firm, from recruiting and accounting to human resources, information technology and marketing. UNITE identifies opportunities for leadership training so that business professionals continue to grow and excel in their chosen careers. It also contributes to our broader IDEB efforts by helping augment diversity and belonging among our family of business professionals.

“In forming the UNITE Committee, FBT demonstrated its commitment to inclusion—of all team members across the organization, not just those with a J.D. With support from firm leadership, UNITE has made, and continues to make, meaningful progress toward creating a more inclusive environment for attorneys and business professionals alike.”

Sandra Jackson

Client Proposals Specialist | Cincinnati, OH

FBT business pros complete first-ever ERG accelerator program

While FBT has long-established affinity groups, the firm will continue along its journey to formalize these groups with strong leadership, structure, and firm-wide support. IDEB Committee Chair Miles Harrison serves on the Leadership Louisville Center’s employee resource group (ERG) advisory council, IncLOUision, which helped launch the first-ever leadership accelerator program specifically for ERG leaders and others integral to their organization’s DEI efforts. FBT is the sustaining sponsor of the ERG accelerator program, the first of its kind in the nation. FBT Records Manager Jason Cebe, who serves on the firm’s UNITE committee, and Copywriter/Editor Ben Lesousky were part of the inaugural class and completed the program in December 2022.



**BEN LESOUSKY AND JASON CEBE AT THE
ERG ACCELERATOR PROGRAM GRADUATION**

FBT Associate Shayla Kendricks and D&I Coordinator Maegan Helm will graduate from the program in the spring of 2023. Maegan and Shayla, along with Ben and Jason, will be an important resource to our IDEB Committee during the year ahead as it develops an ERG model for our firm, with the aim of bolstering engagement, belonging, and the retention of talent vital to the firm’s success.

FBT team increasingly involved with new association for Black biz pros

FBT was quick to sign on as one of the first law firm sponsors of the National Association of Black Legal Assistants and Paralegals (NABLAP), a newly established organization dedicated to increasing representation, providing professional development, and elevating the voices of Black legal support professionals. Several FBT team members have joined NABLAP, including Legal Practice Assistants Alyson Cunningham (Nashville), Robert Lawler (Pittsburgh) and Shannon Richardson (Houston); Paralegals Carmen Brown (Cincinnati), Brigitte Hopkins (Houston) and Enrica Peters (Dallas); and D&I Coordinator Maegan Helm (Louisville).

FBT ANNUAL AWARDS

Every year our FBT team comes together to recognize attorneys and business professionals who have made a difference through their service to our IDEB values. The recipients of FBT's Diversity & Inclusion, Champion of Women and Mentor of the Year awards exemplify IDEB in action and contribute greatly to the collegial, collaborative culture of our firm.

Diversity & Inclusion Award



Kristen Cody
Associate
Louisville, KY



Miles Harrison
Partner
Louisville, KY



Jessica Marks
*Pipelines & Recruiting
Director*
Cincinnati, OH

Champion of Women Award



Chris Kahn
Partner
Cincinnati, OH



Susan Wiegert
Office Manager
West Chester, OH

Mentor of the Year Award



Brad Bulter
Managing Associate
Louisville, KY



Pam Gondzur
Accounts Payable Lead
Louisville, KY



Carly Li
Legal Practice Assistant
Nashville, TN



Rob McNeese
Tax Accounting Manager
Cincinnati, OH



Courtney Rogers Perrin
Partner
Nashville, TN



Neal Shah
Partner
Nashville, TN

AWARDS & ACCOLADES

Top 15 Champions of Diversity

Chief IDEB Officer Chris Johnson earned a spot on DiversityGlobal Magazine's "2022 Top 15 Champions of Diversity" list, comprising proven leaders in diversity, equity, and inclusion from multiple industries across the globe. The independent editorial board that selected Chris noted several common themes among this year's champions: "Each of the [c]hampions has developed innovative, strategic approaches with an emphasis on the word 'strategic'... and the intention of making enduring change far into the future."

PLEDGE Award | Federal Bar Association

FBT Partners Tessa Castner and Sandra Eismann-Harpen, both of whom received the Federal Bar Association's (FBA) PLEDGE Award in 2021 and 2022, respectively, were honored during a special ceremony on May 17, 2022. Spearheaded by the Gender Equity Task Force of the FBA's Cincinnati/Northern Kentucky Chapter, the PLEDGE (Promoting Lawyer Excellence & Driving Gender Equality) awards program highlights the professional accomplishments of women lawyers poised to become tomorrow's leaders.



FROM LEFT: FBT PARTNERS COLLEEN HAAS, SANDRA EISMANN-HARPEN, TESSA CASTNER, AND RICH MOORE

Best Places to Work for LGBTQ+ Equality

FBT earned a perfect score on the Human Rights Campaign's (HRC) Corporate Equality Index for the eighth consecutive year, meeting or exceeding its requirements for non-discrimination policies, corporate social responsibility, equitable benefits for LGBTQ+ workers and their families, and promoting an inclusive culture.

"The guidance set by HRC is just one metric of many that FBT uses to ensure we are meeting the evolving needs of our teammates, clients, and community partners," said Chief IDEB Officer Chris Johnson. "But to be named a 'Best Place to Work' eight years in a row is a badge of honor for us."

FIRM-WIDE RECOGNITIONS



Mansfield Rule
Certified *Plus* 2022
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ATTORNEY SPOTLIGHT

Derrick Maultsby, Jr.

It's been a watershed year for Pittsburgh Senior Associate **Derrick Maultsby, Jr.**, who is a member of the firm's corporate law and data, digital assets and technology practice groups. **In 2022, Derrick founded the Pittsburgh Tech Legal Clinic and led FBT's efforts during Black Tech Week, helping secure a partnership with the Lightship Foundation and conducting several workshops for conference attendees on key legal principles for tech entrepreneurs.** Derrick also traveled to different cities around the country to lecture on privacy regulations, business formation and governance for startups, as well as his perspective on DEI in the professional services sector.

This hustle has not gone unnoticed. Derrick was named to Law.com's "Lawyers on the Fast Track" list and received the Indiana University of Pennsylvania's "Young Alumni Achievement Award." To top it off, Derrick was selected to participate in two prestigious programs over the past year. First, he was awarded a scholarship from the Pittsburgh Legal Diversity & Inclusion Coalition, sponsoring his participation in The Advanced Leadership Institute's Emerging Leaders Program.

Second, he was selected for the National Bar Association's Associate Advancement Academy for Excellence. Launched in 2021, this year-long professional development program aims to advance the careers of Black attorneys from AmLaw 200 firms, equipping participants with the skills and relationships vital for successful progression within their practice.

"It is a great honor and privilege to participate in these programs. As a first-generation lawyer, opportunities to learn from other Black business professionals who have walked a similar path to the one I am on is invaluable. Mentorship and education are key aspects to success, and we are not always given those opportunities in our careers. So, this is an opportunity I want to make the most of."

Derrick Maultsby Jr.

Senior Associate | Pittsburgh, PA





THE JOURNEY CONTINUES...

FBT combines with leading minority-owned California firm AlvaradoSmith

FBT made waves in the national press at year's end when we announced our merger with AlvaradoSmith, one of the oldest and largest minority-owned law firms in California. Discussions between our two firms took place for more than a year. Ensuring there was strong cultural alignment around our values and priorities, particularly in the areas of IDEB and community leadership, was a key factor in our agreement to merge.

AlvaradoSmith was formed in 1993 as the culmination of Ray Alvarado and Ruben Smith's vision of wielding diversity to provide more creative, practical, and empathetic solutions for clients. As a minority business enterprise, or MBE, AlvaradoSmith has strong local roots and a solid foothold in the Latin American, Indian and AAPI business cultures.

Backed by a three-decade history of collaborating with clients and community leaders, AlvaradoSmith goes beyond good intentions regarding diversity, equity, inclusion, and belonging—with focused efforts in pipeline initiatives and leadership. This merger with FBT, which went into effect January 1, 2023, will help to further amplify many of the initiatives created and supported by AlvaradoSmith.



Frost
Brown Todd



ALVARADO
SMITH

Legacy IDEB Commitments @ AlvaradoSmith

- Hosts an annual, re-engineered version of the traditional “Take Your Child to Work Day,” designed to give students, some of whom are potential first-generation college students, mentoring opportunities, practical advice, tools, and connections to help them navigate law school and beyond.
- Established the Raymond G. Alvarado Scholarship Fund to provide financial assistance, mentorship, and advocacy to diverse students who are interested in law and have demonstrated leadership and community involvement.
- Founding member and 30-year supporter of the Hispanic Education Endowment Fund, which has provided nearly \$3 million in scholarships for Hispanic students to inspire, enhance, and improve access to higher education.
- Founding member of the Latino Food Industry Association, a pillar for all Latino businesses in the food and beverage industry that provides advocacy, education, and other resources to support its members.
- Founding member of the University of California Irvine – Orange County Alliance for a Latinx Thriving University; the alliance works with schools and educational programs to increase mentorships, internships and scholarships for UCI’s Latino population.

“During merger discussions, we spent a significant amount of time focusing on where we had been in the past on DEI efforts and how we would continue on a path forward together. Teaming up with FBT allows us to continue our dedication toward diversification of the profession, but on a larger scale. Further, as a diverse firm located in a diverse region, we have a deep understanding of the people in our market. We can better connect with Latino and other diverse business clients because we understand their unique issues — ones that other folks might not. We’ll share this experience and cultural understanding with Frost Brown Todd, enabling the firm to facilitate stronger interactions with current and prospective Latino clients nationwide.”

Raúl Salinas

Founding Member of AlvaradoSmith &
Partner-in-Charge of FBT Los Angeles



FBT hosts first IDEB Town Hall, setting 2023 priorities

2022 marked a seminal point in what has been historically known as our firm's D&I or DEI journey. Along with new team members and leadership came the formal adoption of a fourth pillar—*belonging*—and thus the need to communicate the shift to IDEB related changes to the whole of our firm so that teammates better understood our updated priorities and the ways in which they themselves could plug in. **One key tool for communicating progress to the firm has been our monthly IDEB newsletter, used to share important updates, resources and micro-learning opportunities, as well as team and individual successes. The newsletter has seen unprecedented levels of engagement, averaging more than a 70% click rate—a clear signal that our internal stakeholders agree that our IDEB journey lives and breathes with all of us.**

At the start of 2023, we also hosted our inaugural IDEB Town Hall. It was an opportunity for our teammates to hear from firm leaders, including our newly appointed IDEB Committee co-chairs, Miles Harrison and Ruben Smith. Together, they discussed department shifts, the importance of belonging, our reimagined committee structure, as well as how we can all help drive FBT's success in service to our clients and each other. Miles and Ruben also identified some of the committee's top priorities for 2023, including affinity groups or ERGs, leader dashboards, data transparency, client consultations and engagement, and more.

IDEB Committee Co-Chairs



Miles Harrison
Partner
Louisville



Ruben Smith
Office Partner-in-Charge
Orange County

“There’s a lot of great business developers in this firm, and I don’t think we’ve really tapped into these resources in an intentional way with what we’ve been doing in the IDEB, previously DEI, space. We’re doing good things. We lag behind in some respects. We’re towards the front in certain areas, and in others we’re in the middle. But there are ways for us to think more intentionally about how we’re presenting that to our clients and in conjunction with the communities we serve.”

Miles Harrison

from his remarks during the inaugural IDEB Town Hall in January 2023



IT TAKES ALL OF US

Without question, it takes a “whole organization” approach to ensure we care for and execute on the IDEB goals and performance indicators that help define success for our internal teammates and external partners. Each of us has a responsibility and a role to play in accelerating progress in the year ahead. This is how members of our FBT team pledge to help us lead with inclusion and take the next step toward a culture of true belonging.



Jennifer Barber

Partner-in-Charge, Louisville

I will seek out opportunities to engage with and learn from people who look and think different than me.



Morgan Smith

Chief Legal Talent Officer

I will continue my journey to anti-racism through self-education, staying curious about others, and amplifying voices.



Jordan Blask

Partner-in-Charge, Pittsburgh

I will strongly encourage all colleagues to have meaningful engagement with local organizations that are committed to DEI efforts.



Maegan Helm

IDEB Coordinator

I pledge to actively seek and welcome all feedback in order to grow my self-awareness and improve how I show up for others.



Harlan Robins

Partner

I will interrogate my own biases and blind spots and take steps to remediate through education, conversation, and experience outside my comfort zone.



Edward Moore

Partner-in-Charge, Dallas

I will continue to engage with compassion and value a variety of perspectives to improve our firm.

THE END

You've reached the end of our IDEB 2022 Annual Report.
But if you've followed along, you know the journey continues.
Join us by subscribing to our IDEB mailing list.



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