

Dinsmôre

ANNUAL DIVERSITY AND INCLUSION REPORT

2019

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ANNUAL DIVERSITY AND INCLUSION REPORT

2019





Diversity, equity and inclusion are elemental components to Dinsmore’s overall mission, and we firmly believe integrating diverse perspectives and backgrounds not only improves our service to clients but also makes our attorneys better. Our firm accomplishes more by not accepting “good enough results” and always striving to improve in all areas. When it comes to our commitment to diversity and inclusion, I am proud of our proactive approach and pushing to lead by example. In 2019, the firm exceeded our goals with exciting new hires, promotions, initiatives, affinity groups, programs and events.

As we continue to make strides in this area, I, along with our firm leadership, will work to ensure our partnership, our committees, our hiring and promoting decisions and service to our communities reflect our mission and values. At Dinsmore, we do not view diversity as merely an initiative but as an essential building block in helping all of our attorneys reach their full potential while recognizing and celebrating all that makes us unique.

George H. Vincent

Managing Partner & Chairman

Value Difference

Our commitment to diversity and inclusion is embedded in the firm's culture and is a fundamental component of our mission. The firm reached new levels of success this past year with our diversity, equity and inclusion efforts and experienced significant growth in several areas, both inside and outside of office walls. Our firm leadership has elevated, with several top-performers at the firm moving into new positions on our board of directors, as office managing partners, department chairs, and practice group leaders. The firm's Diversity Committee and affinity groups are providing a strong sense of community while igniting changes that place our diverse attorneys in the best possible position to succeed.

We continue to review all processes for recruiting and retaining strong, diverse candidates, and these efforts are producing stellar results. Since the beginning of 2018, 49 percent of the attorneys joining Dinsmore are diverse. Below is a look back at our diversity efforts in 2019.

Marty Dunn

Chair, Diversity Committee
Cincinnati, OH

- Cincinnati Reds Community Advocate,
- One of *Savoy Magazine's* "Most Influential Black Lawyers"



49%

of all Dinsmore attorneys
are diverse

34%

of Dinsmore leadership is diverse
This includes Board Members, Office
Managing Partners and Practice Leaders

37%

of Dinsmore attorneys
are female

61%

of the 18 attorneys
promoted to partnership
for 2020 are diverse.

Year in Review

Stacey Borowicz and Ashley Pack named new office managing partners in Columbus, Ohio and Charleston, West Virginia, respectively



Top 100 Firm for Female Attorneys



Dinsmore named among top law firms for women by Women, Inc. Magazine



WOMEN'S INITIATIVE

Firm kicked off inaugural Dinsmore Women's Week

Govinda Davis, Ritu Singh, and Reginald Staples named new leaders of Minority Attorney Affinity Group



"Top Performer" for third time in five years



"Diversity Leader"

Christian Gonzalez and Grahm Morgan elected to the board of directors



Attorneys from the firm in two cities help put on the Human Rights Campaign's galas, which the firm sponsors



The firm pledged a gift to create the Dinsmore University of Louisville Brandeis School of Law LGBTQ Scholarship



Tammy Bennett and Michael Bronson named equity & inclusion officers



"Ceiling Smasher" for percentage of female equity partners



Launched CAP 2.0 mentorship program for diverse attorneys



Opened a new office in Boston and named Javier Flores the office managing partner



I Am Dinsmôre



Allison Goico

Partner
Chair, Employment Practice Group
Cincinnati, OH

"As a female attorney, I value Dinsmore's commitment to diversity at all levels of the firm. Our incoming associate classes have become increasingly diverse, as has our leadership, and I fully expect that trend to continue. Our inclusiveness is important not just for those of us working at Dinsmore, but for our clients, who can trust they are receiving legal services that benefit from diverse perspectives and input."



Sam Brinker

Associate
Columbus & Dayton, OH

"The topic of diversity is one of my favorite conversations to have about Dinsmore because no one in this world is singularly defined. We all bring something unique to the table, and I think Dinsmore has done a great job of opening its doors to providing opportunities for diverse staff and attorneys to truly succeed as they are. The law touches and shapes all areas of diverse populations, so it's important Dinsmore welcomes people from those different swaths into the fold – and supports them as they grow at the firm."



Javier Flores

Office Managing Partner
Boston, MA

"Dinsmore's culture is extremely warm and welcoming. That type of friendliness, cooperativeness, and openness is conducive to the environment that fosters a diverse and inclusive firm culture. The firm's strength lies in its ability to support attorneys through each stage of their practice, including by creating a sense of community. With the affinity groups and wide-range of diversity initiatives, I've felt there is a tremendous amount of support. For example, with my affiliation with the Hispanic National Bar Association, the firm has been very supportive both from a financial standpoint and in terms of time commitment and support. That high level of dedication from the top-down makes me excited to see the continued growth of the firm in maintaining an inclusive culture that sets an example across the legal industry."

I Am Dinsmore



Christian Gonzalez

Partner
Member, Board of Directors
Columbus, OH

"Diversity and inclusion are more than words on a page to us. Operating the firm through a diverse lens comes from the top at Dinsmore with leadership making sure we are incorporating diversity in terms of how we practice, how we manage the firm, and how we engage clients. I have been proud to witness the continued evolution of our firm in the past few years, seeing diversity and inclusion become embedded into the very fabric of our culture and one of the core values this firm thrives on. This works for Dinsmore because we are continually thinking and operating proactively when it comes to diversity with each of us taking ownership of our forward progression in this area."



Tammy Bennett

Partner
Chief Equity & Inclusion Officer
Cincinnati, OH

"The power of diversity is unleashed vis-à-vis inclusive leaders and culture. Inclusive leaders invest in all talent and maximize unique perspectives to solve complex problems in innovative ways. An inclusive culture fosters a sense of belongingness for everyone. All feel welcomed and are given equitable opportunities to make meaningful contributions. Our affinity groups help to foster a sense of belongingness for minorities and women. In Law & Equity (LGBTQ+ staff), Minority Attorney Affinity Group, and the Women's Initiative are open to all in support of and to build connections with affinity members. Beyond promoting programs and support for their members, the groups serve as a resource to the firm in sharing their experiences and identifying ways to strengthen inclusion of all."



Alan Abes

Partner
Cincinnati, OH

"We need every Dinsmore team member to be invested in what we do for our clients, communities, and profession. That only happens when we feel like this is our professional home. Being at home means being comfortable and authentic, having space to grow, and doing meaningful work. The democratic, participatory way in which we manage ourselves encourages such an inclusive, home environment."

I Am Dinsmôre



Leanthony Edwards

Associate
Cincinnati, OH

"I've witnessed firsthand the steady progression Dinsmore has made and how the firm has been very proactive with expanding our diversity and inclusion efforts. The proof comes with the firm continuing to recruit and retain many diverse candidates, myself included. I came to Dinsmore as a summer 1L after participating in the BLAC-Roundtable Mock Interview Program. During both of the experiences, I was impressed with the attorneys and leadership and the attention paid to my personal experience at the firm. I was able to meet wonderful people and participate in meaningful work, especially here in the IP department. Dinsmore is intentional with ensuring the firm is a place where everyone has a seat at the table. Not only do we have our affinity groups, we also have programs like CAP 2.0 helping to shape the future of the firm by providing diverse attorneys with equal opportunities to learn and grow our practice alongside senior partners and leadership."

I Am Dinsmôre



Reginald Staples

Associate
Co-Chair, MAAG
Cincinnati, OH

"Dinsmore does a fantastic job of supporting diversity and inclusion efforts throughout the firm and actually fostering a culture where people can be their authentic selves. One thing that is so special about this place is there are so many people that come from different backgrounds and different experiences and those differences are embraced by the firm and people are valued for their contributions. Personally, I've been happy with the mentorship and support I've received since joining the firm and see nothing but continued growth in the future for our diversity initiatives and outreach."



Ritu Singh

Associate
Co-Chair, MAAG
Cincinnati, OH

"At Dinsmore, there is an environment that allows me to celebrate my heritage and share it with others while at the same time learning about other people's heritage. We have made great strides in our commitment to weave inclusiveness in the firm culture, including supporting our affinity groups with their ideas and passion to make positive and progressive changes. The firm really focuses on celebrating our respective communities while bringing them together so we can learn from one another."



Anthony Ditka

Office Managing Partner
Pittsburgh, PA

"Success with diversity and inclusion in any setting must be organic and come from a place of respect and appreciation for others and what they have to offer. In Dinsmore's Pittsburgh office, we know great lawyers and professionals come from all places and backgrounds and we have drawn from the City's diverse pool of candidates to hire the people best suited to serve our clients and create a positive, productive environment. We encourage the expression of thoughts and ideas, we listen, and then use what we have learned to build a winning culture and the results have exceeded all of my expectations. I am grateful for the opportunity to work with such an amazing group of people and I am proud to be part of Dinsmore's diversity and inclusion efforts."

Diversity in Firm Leadership



Marty Dunn

Member, Board of Directors and Executive Committee
Chair, Diversity Committee
Cincinnati, OH

Legal services include Commercial Finance and Real Estate.

34%

of our Board of Directors are diverse attorneys, including women, lawyers of color, and LGBTQ+ lawyers.

Our board is truly representative.

All board members are elected by their peers, and term limits ensure fresh and diverse perspectives.



Stacey Borowicz

Office Managing Partner
Chair, Women's Initiative
Columbus, OH

Legal services include Corporate & Transactional and Health Care Industry.



Carolyn Brown

Chair, Environmental Practice Group
Lexington, KY

Legal services include Environmental and Litigation.



Anna Dailey

Member, Board of Directors and Executive Committee
Charleston, WV

Legal services include Labor & Employment and Collective Bargaining Negotiations.



Erin Farabaugh

Co-Chair, Business, Acquisitions & Securities Practice Group
Pittsburgh, PA

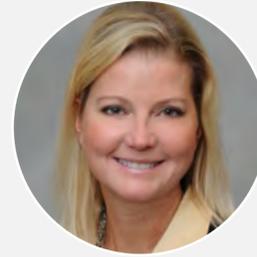
Legal services include Corporate & Transactional, Mergers & Acquisitions and Venture Capital/Private Equity.



Javier Flores

Office Managing Partner
Boston, MA

Legal services include Product Liability, Class Action, Litigation, and Gaming & Sports Industry.



Karen Gaunt

Chair, IP Trademark and Copyright Practice Group
Cincinnati, OH

Legal services include Trademark Procurement/Management & Copyright and IP Litigation.



Allison Goico

Chair, Employment Practice Group
Cincinnati, OH

Legal services include Labor & Employment and False Claims Act.



Christian Gonzalez

Member, Board of Directors
Columbus, OH

Legal services include Corporate & Transactional and Banking & Financial Services.



Kim Martin Lewis

Chair, Bankruptcy and Restructuring Practice Group
Cincinnati, OH

Legal services include Bankruptcy & Restructuring and Corporate & Transactional.



John Merchant

Co-Chair, Public Finance Practice Group
Cincinnati, OH

Legal services include Public Finance and Traditional Government Finance.



Jennifer Orr Mitchell

Co-Chair, Health Care Practice Group
Cincinnati, OH

Legal services include Health Care Industry, False Claims Act, and Cybersecurity & Data Privacy.



Grahmn Morgan

Member, Board of Directors
Co-Chair, Commercial Litigation Practice Group
Lexington, KY

Legal services include Litigation, Class Action, Tort, and Appellate.

Diversity in Firm Leadership



Ashley Pack

Office Managing Partner
Charleston, WV

Legal services include
Labor & Employment and
Workplace Safety.



Sujyot Patel

Chair, Public Finance Housing Practice Group
Cincinnati, OH

Legal services include Public Finance and Housing.



Denise Pentino

Office Managing Partner
Wheeling, WV

Legal services include Litigation, Tort, Toxic
Tort, Class Action, and Product Liability.



John Selent

Member, Board of Directors
Coordinator, LGBTQ Affinity Group (In Law & Equity)
Louisville, KY

Legal services include Litigation, Public Utilities Industry,
and Banking & Financial Services.



Julie Schoepf

Co-Chair, Commercial Finance
Practice Group
Cincinnati, OH

Legal services include Commercial Finance,
Corporate & Transactional, and Real Estate.



William Sherman, II

Office Managing Partner
Washington, D.C.

Legal services include Litigation, Tort, Mass Tort, Class
Action, Product Liability, and Transportation Industry.



Lee Stautberg

Member, Board of Directors
Cincinnati, OH

Legal services include Private Client & Family Wealth Planning,
Corporate Taxation, and Tax Planning.

Diversity Committee

Our Diversity Committee meets at least six times a year to evaluate important elements such as retention, career advancement, use of minority business enterprises, strategic partnerships with our clients and empowerment and leadership opportunities for diverse attorneys. The committee is led by Chair Marty Dunn, who is also an elected member of the firm's board of directors and a member of the firm's executive committee.

The diversity committee reviews Dinsmore's policies and procedures to ensure fluidity in our progress and enable the firm to partner effectively with our clients to achieve diversity within the profession and the business communities in which we are located. In addition, Dinsmore Managing Partner George Vincent sits on the Diversity Committee and is committed to ensuring diversity is ingrained into the fabric of our culture as we continue forward process of improving.

Mansfield Pledge

We remain committed to placing a diverse lens on all areas of the firm from recruiting, retaining and elevating minority attorneys into leadership roles. The Mansfield Rule ensures we are consciously considering diversity when decisions are made on everything from promotions to pitch teams. Dinsmore endorses the Mansfield Rule and is actively pursuing Mansfield certification. Our current efforts to build a diverse and inclusive firm culture will continue as we complete the certification process.



Women's Initiative



Dinsmore is dedicated to gender equality in the workplace. Since the beginning of 2019, the firm has added 33 female associates, 8 female partners, promoted 6 women from associate to partner. In September, two women, Stacey Borowicz (Columbus, OH) and Ashley Pack (Charleston, WV), were promoted to office managing partner. With those moves, Dinsmore became the top-ranked female-led firm in Columbus, and Pack became the youngest woman leading any Dinsmore office nationwide.

The Dinsmore Women's Initiative is a driving force behind the firm's commitment to equality. Through networking events and a formal speaker series, it focuses on the recruitment, retention, and promotion of women attorneys. The events are an open forum for women to share learnings, solutions, and growth opportunities.

33

Female associates joined
Dinsmore in 2019

50%

of attorneys elected to
partnership for 2020
are women



Awards and Rankings

Dinsmore’s intentional effort toward gender equality has not gone unnoticed. In 2019, Dinsmore was named to WomenInc. Magazine’s Top 100 Law Firms for Women list and as a top performer for its commitment to diversity and inclusion by the Leadership Council on Legal Diversity. It has also ranked in the top 80 of the National Law Journal’s Women’s Score Card since 2015. In 2018, it was named a top firm for female attorneys in Law360’s Glass Ceiling Report. In April 2019, Lawyers of Color ranked Dinsmore 17th nationally in its Diversity & Inclusion Leaders list.

Women’s Week

In 2019, Dinsmore celebrated its first “Dinsmore Women’s Week” from September 16th to 20th. This new initiative celebrated the women of the firm, all of whom contribute toward making Dinsmore a thriving, award-winning national entity. Throughout the week, we shared stories about the women of Dinsmore, from staff to our longest-tenured partners.

Charity Events

For the annual Dinsmore Day of Service, several offices volunteered with organizations that directly benefit women. In Chicago, staff and attorneys packed lunches for a non-profit that provides services to families affected by domestic violence. The San Diego office donated over 2,200 diapers to a local homeless shelter. Our Charleston contingent spent a day organizing donated clothes and supplies for a non-profit that benefits mothers recovering from addiction.

Women’s Speaker Series

In an ongoing effort to communicate a holistic message about the importance of diversity and inclusion, Dinsmore hosts the Cincinnati Women’s Initiative Speaker Series. The quarterly series highlights outstanding women from a variety of industries. The inaugural event featured Maryann Surrick, Vice President and Associate General Counsel of Lockheed Martin.



“The Women’s Initiative is educating people on the fact that women in law don’t have adequate representation. It’s all about being intentional, and this is an intentional network for women to have professional allies and support organic mentorship within the firm.”

Stacey Borowicz
Office Managing Partner
Chair, Women’s Initiative
Columbus, OH



“Dinsmore’s focus on inclusion and equality has created an environment where I feel comfortable and welcomed and a place where there are opportunities for women to advance, be promoted, and develop professionally.”

Alicia Bond-Lewis
Partner
Cincinnati, OH



In Law and Equity

LGBTQ AFFINITY GROUP



In Law & Equity, Dinsmore's LGBTQ Affinity group was created in 2018 to promote, embrace, and support diversity and inclusion within the firm; strengthen connections between Dinsmore and the LGBTQ communities around us; provide resources to foster, enhance and sustain the health and well-being of the firm's LGBTQ staff and attorneys; and advocate visibility, respect, and equality for all.

The group supports Dinsmore's broader mission to create an environment where all people are valued, included and empowered to succeed, while also spreading awareness of LGBTQ issues and opportunities for involvement to the firm's LGBTQ community and its allies. The group hit the ground running with brainstorming sessions to develop a clear and specific mission – an effort the firm's leadership enthusiastically endorses and supports.



Andy Gammill

Associate

Columbus, OH

Named to LGBT Bar's Best LGBT Lawyers Under 40 class of 2018.



Pride Month

Dinsmore attorneys and staff participated in Pride parade events in Pittsburgh, Cincinnati, Columbus, Louisville, and Chicago. In Cleveland, attorneys and staff were invited to participate in a cultural competency training with the LGBT Community Center of Greater Cleveland and to enjoy lunch from a local LGBTQ owned catering company.



“The mission of the Dinsmore LGBTQ Affinity Group is for individuals of such orientation and their allies to have a place where they can gather for intellectual, social, and professional discussion to encourage even greater diversity at Dinsmore, as well as the communities Dinsmore serves. We want to present a clear and concise message that speaks to our goal to move the diversity needle significantly forward for all of us.”

John Selent

Coordinator, LGBTQ Affinity Group
Louisville, KY



“I am a founding member of In Law & Equity, Dinsmore’s LGBTQ Affinity Group. In Law & Equity promotes policies and practices that support inclusion for both attorneys and staff. I think here at Dinsmore, we are truly inclusive of the LGBTQ community. From participation at Pride events in many of our cities each year, to supporting organizations like the Human Rights Campaign or Equitas Health, Dinsmore and its attorneys really put themselves into the community. Everyone is able to be their authentic self at work. We can come and express ourselves as we are. I think that’s the true definition of inclusion.”

David Boyles

Associate
Cincinnati, OH

Equitas Health

Dinsmore is a regular supporter of Equitas Health, one of the nation's largest non-profit community health care organizations that focuses on the LGBTQ community and people affected by HIV/AIDS.



Lavender Law Conference and Career Fair

The firm sponsors the annual Lavender Law Conference and Career Fair. Each year, a group of Dinsmore attorneys attend the fair hosted by the National LGBT Bar Association.



Human Rights Campaign

Dinsmore sponsors the Human Rights Campaign in Columbus, Ohio, the nation’s largest lesbian, gay, bisexual, and transgender civil rights organization that advocates for LGBTQ equality and educates the public about LGBTQ issues.



University of Louisville Brandeis School of Law

In 2019, Dinsmore announced the creation of the Dinsmore University of Louisville Brandeis School of Law LGBTQ Scholarship. A direct cash gift designed to have immediate impact, this gift, will serve to increase the number of LGBTQ+ law students and lawyers in the region.





Minority Attorney Affinity Group



The purpose of the Minority Attorney Affinity Group (MAAG) is to promote and support Dinsmore's diverse attorneys by fostering and celebrating a community among our minority attorneys that is rich in heritage. MAAG centers around creating a community for minority attorneys to engage with one another on a professional and personal level, while embracing their cultural differences.

The group hosts events throughout the year for members, including lunch & learn seminars, and networking mixers as well as helping to raise awareness during heritage months, including Black History Month, Pride Month, Hispanic Heritage Month, Asian Pacific American Heritage Month, and Native American Heritage Month.



Ritu Singh
Associate
Co-Chair, MAAG
Cincinnati, OH

"MAAG showcases the firm's true commitment to its diverse attorneys in a manner that extends beyond business. While the firm is dedicated to the holistic development of all attorneys, diverse attorneys are supported and encouraged to know they are valued. To say we're inclusive at Dinsmore is not a blank statement."



MAAG Co-Chairs: Reginald Staples, Govinda Davis, and Ritu Singh



“Groups like MAAG are an essential ingredient of the firm’s inclusive culture. MAAG provides a platform for diverse attorneys with myriad common interests to deepen belongingness and engagement by sharing experiences, working towards common goals, and providing professional support to one another. MAAG also serves as a resource for the firm, as members provide insights into their professional experiences. Partners can use this knowledge to assess structural and cultural opportunities for the firm while also assisting associates in crafting a road map to their individual and collective success. Also, affinity groups like MAAG continue the dialogue around the importance of equity and inclusion, and I’m excited to be a member of both MAAG and the firm.”

J.T. Wilson

Partner
Chicago, IL



“A group like MAAG gives diverse attorneys a voice at the firm, and the group dynamics are relative to the fact that it does not matter where you are from because your background strengthens the firm. I will continue to do what I can to push the needle forward and ignite change within the firm and the legal profession in general.”

Jessica Chang

Associate
Chicago, IL



“The existence of MAAG and other affinity groups are important because you get to see yourself represented at the firm and, no matter where you are located in your career trajectory, it benefits all of us to be part of this group.”

Sunni Harris

Associate
Washington, D.C.

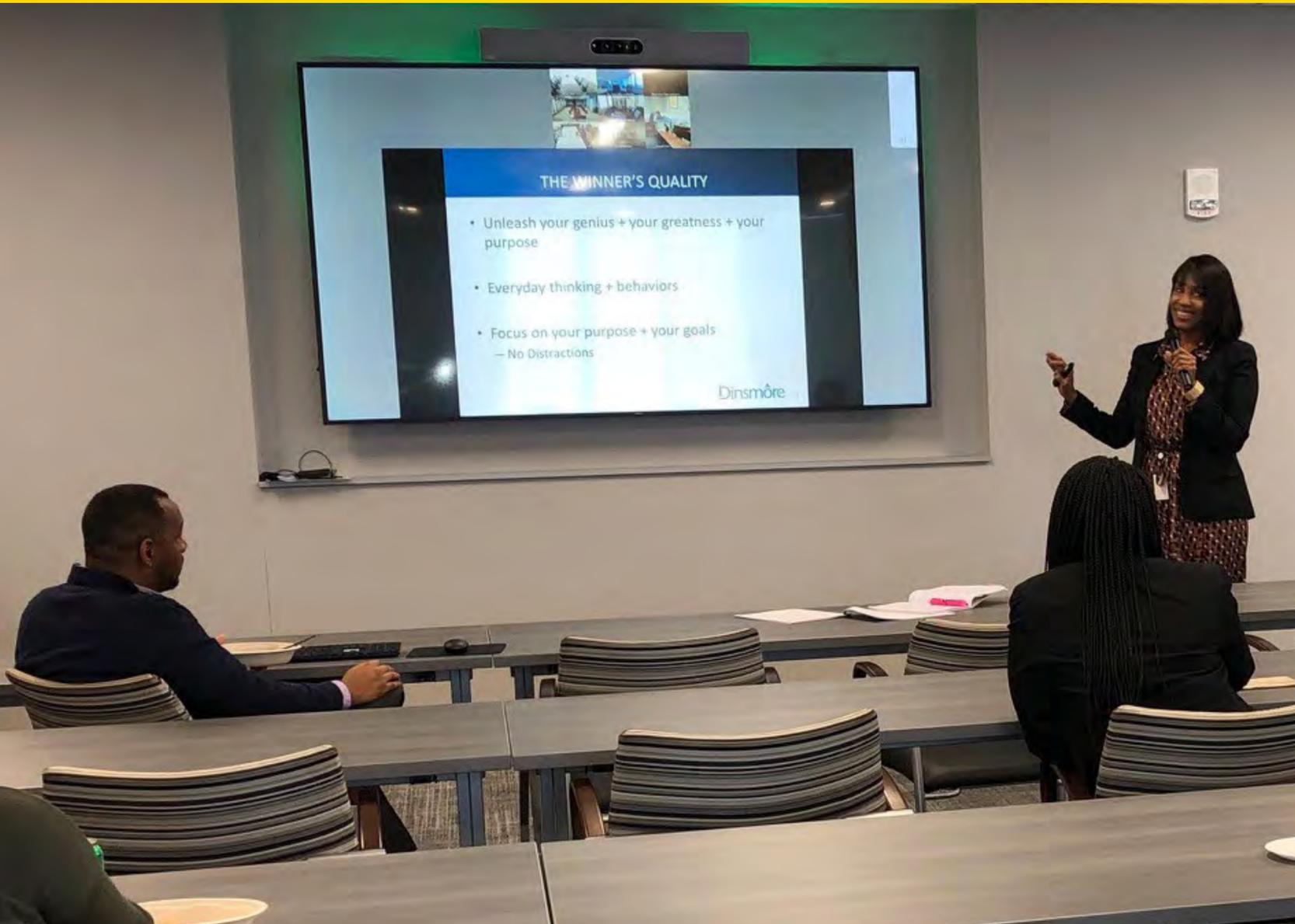


“MAAG’s aim goes beyond simply ‘making us feel comfortable at Dinsmore.’ Rather, it’s part of an extraordinarily difficult and crucially important transformative effort—a movement to change the legal profession, and the culture of the firm as a significant part of that profession, in ways that are just and equitable at the individual level and will ultimately benefit the firm, the profession, our community, and the broader society.”

Pablo Davis

Of Counsel
Cincinnati, OH





Equity, Diversity, and Inclusion Training

The core of any organizational culture is the vision, values, and beliefs that guide or influence behavior – the way people or groups interact with each other, clients, the broader legal profession, and the community. Dinsmore’s value and commitment to principles and actions to achieve an equitable, diverse and inclusive environment are embedded in the firm’s DNA and demonstrated in all that we do. Everyday, we strive to deepen inclusivity and belongingness in our culture.

We recently launched “Building Inclusive Connections,” an educational program focused on unleashing the power of diversity by curating an inclusive culture. In 2020, Dinsmore partner and Chief Equity & Inclusion Officer Tammy R. Bennett will continue to facilitate the program for all attorneys and staff across all offices of the firm. It is tailored to raise awareness and provide techniques to build enduring, intercultural inclusive connections both internally and externally. The interactive, story-based approach of the program along with high-impact, non-judgmental content and exercises, open dialogue and targeted solutions motivates attendees to accomplish more in this space.

Primary goals of the training include:

- Understanding the importance of maximizing unique talent, perspectives, lived experiences, and cultures;
- Encouraging self-reflection, empathy, and compassion;
- Improving cultural competence; and
- Understanding and managing unconscious bias.



“I am often reminded of a quote by Verna Myers, “[d]iversity is being invited to the party; inclusion is being asked to dance.” One question I ask myself each day is whether we are dancing. While our styles of dance may differ, we are all on the dance floor moving in the right direction, together.”

Tammy Bennett

Partner

Chief Equity and Inclusion Officer

Cincinnati, OH



Recruiting

As a full-service national firm headquartered in the Midwest, our continuing growth offers clients and our people the advantages of size with the benefits of a flexible, diverse, and close-knit organization.

2019 FALL CLASS: **25 Attorneys**

52%

Female

28%

Minority

4%

LGBTQ

2019 SUMMER CLASS: **33 Law Students**

58%

Female

27%

Minority

9%

LGBTQ



Alicia Bond-Lewis
Co-Chair, Recruiting Committee
Cincinnati, OH



Christian Gonzalez
Co-Chair, Recruiting Committee
Member, Board of Directors
Columbus, OH

We partner with Lockheed Martin, The Procter & Gamble Company, and YUM! Brands, Inc. to offer annual scholarships to minority law students

We are proud to offer a unique opportunity for a first-year law student to split their summer associate experience between Dinsmore and Lockheed Martin. One scholarship recipient will be a salaried Dinsmore summer associate, who will spend half of the 12-week program in the general counsel's office at Lockheed Martin corporate headquarters in Bethesda, Maryland.

Additionally, we offer the opportunity for a first-year law student to split their summer associate experience between Dinsmore and P&G. One first-year scholarship recipient will be a salaried summer associate for both Dinsmore and P&G, splitting a 12-week period between both organizations in Cincinnati.

We also offer a diverse law student the opportunity to have a salaried summer associate position at Dinsmore and also spend half of his or her summer associate experience with Yum! Brands, Inc in Louisville, Kentucky.

**LOCKHEED
MARTIN**



Yum! Brands.



Scholarship Winner Shannon Reid to join Dinsmore in September 2020

The recipient of the inaugural Lockheed Martin scholarship, Shannon Reid, has accepted an offer to join the firm as an associate in September 2020. Shannon previously participated in the Summer Work Experience in Law (SWEL) program, which provides opportunities for minority law students to develop personal and professional skills. After her sophomore year at the University of Cincinnati, she spent a summer at Dinsmore's Cincinnati office, where she met several attorneys who provided mentoring throughout college and law school.



"My internship at Dinsmore was a wonderful experience. I had the opportunity to meet several attorneys, many of whom became mentors to me."

Shannon Reid
Cincinnati, OH

The Shanda L. Spurlock Memorial Scholarship

The firm created and funds the Shanda L. Spurlock Memorial Scholarship. The scholarship, administered in partnership with the Black Lawyer Association of Cincinnati (BLAC), was created in recognition of the active and beloved member of the Cincinnati legal community and Dinsmore associate, Shanda Spurlock. It is awarded to an African-American law student who has demonstrated leadership potential and dedication to the Cincinnati community.



Recruiting



Dinsmore annually sponsors and recruits new talent at the national LGBT Bar's Lavender Law Conference.

Pictured are Andy Gammill, David Boyles and Sam Brinker. Former Louisville Managing Partner John Selent also attended.



BLAC-CBA Round Table Mock Interview Program

The recipient of the inaugural Lockheed Martin scholarship, Shannon Reid, has accepted an offer to join the firm as an associate in September 2020. Shannon previously participated in the Summer Work Experience in Law (SWEL) program, which provides opportunities for minority law students to develop personal and professional skills. After her sophomore year, the firm hosts the BLAC-CBA Round Table Mock Interview Program for first-year law students. The program places diverse first-year law students face-to-face with legal professionals and serves as a vital first-step in their careers. Students from local universities are given the opportunity to sit with approximately 10 to 15 attorneys from area law firms and companies to interview with them and receive helpful feedback. Each student also receives three or more 20-minute interviews from various employers.



Leon Hampton, a corporate associate in the Cincinnati office, participated in the program as a 1L at the University of Cincinnati College of Law:



“The Mock Interview Program not only provided me with valuable feedback, it granted me the opportunity to network with leaders in the legal community.”

Leon Hampton

Associate
Cincinnati, OH

Career Advancement Program (CAP 2.0)

The firm is building upon the mentoring program we created to pair diverse attorneys with a strong counterpart. We identified the need to improve that initial program by implementing our first Career Advancement Program (“CAP”), which we revamped in 2019 into CAP 2.0 to intensify the levels of interaction and sponsorship. An attorney’s involvement in diversity and inclusion activities, including involvement as a firm mentor, is considered during attorney reviews, and these efforts do inform the firm’s evaluation when determining promotions. The firm’s refinement of CAP will include possible incentives for participating partner mentors whose efforts lead to identifying, developing, and promoting diverse legal talent.

Our overall goals moving forward include:

- Building and expanding on existing CAP foundation;
- Continuing to provide mentees with education, support, exposure, and opportunities to advance their career;
- Soliciting input directly from mentees to best determine their wants and needs for the program; and
- Supporting the long-term goal of attracting and retaining minority associates.



Lee Stautberg

Partner
Cincinnati, OH

“Anyone who has had a long career at Dinsmore, like me, has had many different mentors. You pick up valuable insights and learning from various different people. The purpose of the CAP program is to ensure every diverse attorney has many mentors in a very intentional way. We are very excited about this program and I can’t wait to see the results of this program 5, 10 years from now and the greater relationships and friendships it helps create across the firm.

When we allow ourselves to connect with others who have different experiences, it enables us to grow and really appreciate and open up our minds to something we have never thought of before.”



Leadership Council on Legal Diversity (LCLD)



Dinsmore has a longstanding partnership with the Leadership Council on Legal Diversity (LCLD). The firm was named a top performer this year, marking the second consecutive year the firm has received the honor and the third time since 2015.

The LCLD Fellows program aims to increase diversity at the leadership levels of the nation's law firms and corporate legal departments. Dinsmore has had 6 attorneys selected to serve as LCLD Fellows, and 2017 Fellow Javier Flores joined Dinsmore in 2019.

Twenty-six summer associates have participated in the 1L LCLD Conference since 2013. Seven associates are current Dinsmore attorneys, and two will join us next fall. In 2019, Dinsmore summer associates attended the 1L Leadership Council on Legal Diversity Scholars Summit in Atlanta.

← Pictured from left to right are Cole Turner, Chengli Li, Lauren Johnson, and Madeline Pinto. Not pictured is Aubrey Searcy, also in attendance.



Alicia Bond-Lewis

Partner
Cincinnati, OH

Alicia holds two leadership positions within the LCLD network. She is a co-class liaison and city lead.

Corporate Counsel Women of Color (CCWC)



Dinsmore is a proud supporter for Corporate Counsel Women of Color (CCWC) and continues to support their mission. In 2019, a group of Dinsmore attorneys attended the national conference in Chicago. Concurrently, Dinsmore also hosted spa services for women of color counsel at PUREBEAUTY Salon in Macy's Water Tower Place.

The firm also supports the Corporate Counsel Men of Color (CCMC). Reginald Staples attended the 2019 conference on behalf of the firm.



"It's really an amazing conference. It's very inspiring, as well as empowering. With the event, I think it afforded us the opportunity to really deepen our relationships, not only from a professional level, but also in terms of business development. The event afforded us the ability to deepen our relationships personally and professionally."

Tammy Bennett

Partner
Cincinnati, OH



"It was amazing to be in a room full of diverse women attorneys. It's a very empowering event, focused on a variety of diversity and inclusion topics and very specifically related to women of color. And just being there as the Dinsmore advocate and representative was a wonderful experience."

Ritu Singh

Associate
Cincinnati, OH

Pictured at the spa services event are Dinsmore attorneys Tammy Bennett, Alicia Bond-Lewis, Miyoung Shin, Govinda Davis, and Ritu Singh.



Hispanic National Bar Association (HNBA)



Dinsmore's participation and support of the Hispanic National Bar Association is driven by firm leaders who take an active role in moving the needle as ambassadors of their mission. The goal of the HNBA is to advance the interest of Latino attorneys, and the organization fills a number of important functions to fulfill their goal. Boston Office Managing Partner Javier Flores is the current National Secretary of the HNBA and former Region I president. Christian Gonzalez, firm partner and board member, currently serves as vice president of membership as well as on the organization's national board of governors. Gonzalez previously served as president of HNBA's Region 10.

Flores and Gonzalez say they are personally invested in educating future Hispanic attorneys and ensuring they're receiving opportunities they deserve.



Javier Flores

Office Managing Partner
Boston, MA

"My work with the Hispanic National Bar Association is one of the more important and rewarding experiences I've had as a lawyer. The mission of the HNBA is to advance the interests of Hispanic attorneys. I have had the opportunity to serve the HNBA in many capacities in support of its mission, including organizing and participating in a grassroots movement to organize and grow within the Northeast and nationwide initiatives to increase the pipeline of Latinos into the law. Dinsmore's support for the involvement of its attorneys within affinity groups, such as the HNBA, is reflective of its commitment to diversity, inclusion, and the passions of its attorneys. To be successful in building and maintaining a diverse and inclusive organization, our members must actively and meaningfully engage in support of those efforts, both externally and internally."



Christian Gonzalez

Partner
Member, Board of Directors
Columbus, OH

"The ever-changing corporate culture and attitudes around the topic of diversity and inclusion hit close to home and within my role at the Hispanic National Bar Association. These issues are always top of mind at the HNBA, and I very much want to see the legal field, and the corporate world in general, become more representative of the communities they serve. One of the things I'm most passionate about is creating a pipeline for law students and prospective students to gain access to the various programs offered by the HNBA and increase the number of Hispanics in the legal community."



Council on Legal Education Opportunity (CLEO)

Council on Legal Education Opportunity (CLEO) and Dinsmore have a proud partnership and the firm served as a national sponsor of the CLEO EDGE Awards Gala.

Dinsmore partners Alicia Bond-Lewis and J.T. Wilson are featured in the CLEO D.A.I.S. Diversity and Inclusion Spotlight this year. Both Alicia and J.T. gave their thoughts about why the time has come for diversity and inclusion to be fully embraced by the legal community.



Alicia Bond-Lewis

Partner
Cincinnati, OH

"It is important for diversity and inclusion to be embraced within the legal field because both provide for a rich variety of approaches and experiences. When such initiatives are successfully implemented, attorneys are more engaged and happy, which in turn leads to an increase in innovative and creative problem-solving."



J.T. Wilson, III

Partner
Chicago, IL

"Creating an inclusive culture of diversity affords members of the legal community a unique opportunity for existential growth. Through the lens of diversity, we can analyze an action, issue, and/or object from various perspectives. Equipped with the periscopic view this process provides, diverse teams are better positioned to strategically create, identify, and implement creative solutions to assist clients in executing their initiatives and realizing their desired goals. Embracing diversity encourages the philosophy that we have more in common than we have in distinction, and that we can do more together than we can apart."

Work-Life Blend

Dinsmore's goal is not just to recruit diverse lawyers. We strive to create an inclusive community in which all lawyers have the support and training necessary to succeed.

The firm recognizes the need for flexible work schedules and benefits to ensure there is a seamless blend of work and family life.



Part Time & Reduced Hour Schedules

The firm offers attorneys the opportunity to work part time/flex time schedules, which also includes working remotely.

Paid Parental Leave

In 2018, Dinsmore increased its paid parental leave to 18 weeks, which is longer than the national average of large firms. Non-birth and adoptive parents are eligible for up to eight weeks.

18

Weeks paid parental leave



"We strive to ensure our firm culture is inclusive and makes work-life blend a priority. This expansion reflects our commitment to our attorneys, both in the office and out, as well as our interest in attracting and retaining top legal talent."

George Vincent

Managing Partner and Chairman
Cincinnati, OH

Work-Life Blend



Stacey Borowicz

Office Managing Partner
Columbus, OH

“When we reviewed our parental leave policy, we didn’t want to just keep pace with other law firms, we wanted to be a model for a new and better standard.”



Sunni Harris

Associate
Washington, D.C.

“I was extremely happy when the news came that the firm was increasing the amount of maternity leave. The firm deciding to take this stance on their parental leave policy says so much about their care for attorneys and staff. I personally feel like it shows a great amount of care not just for the welfare of our children, but for our own mental health. Having a child and ultimately having to leave that child to return to work can be emotionally draining, especially if you feel rushed. I loved having the extra time to spend with my baby and to prepare us both for my return to work. And even after returning to work, the firm continues to support my need for flexibility as it relates to my schedule.”



Polly Rickard Patel

Associate
Cincinnati, OH

“Since September 2008, the firm has allowed me to work on a reduced hour basis from my home. Joanne Schreiner, the partner for whom I do the large majority of my work, always makes herself available via email or a telephone call when an issue arises with which I need guidance or assistance. It’s a team effort, and I’m very fortunate (and appreciative) to have such a capable and helpful team.”



Bryan Walker

Associate
Washington, D.C.

“Before the paternal leave policy was announced, I did not know whether I would be able to have time off with our baby. The firm’s new policy really made a big difference in our family. I took a week off when my son was born and then I took the remaining seven weeks when my wife returned to work. Having those two months with him was just fantastic and it’s time I’ll never get back. It speaks volumes about the firm’s focus on our time away from work and balancing it all out.”

Community Advocacy

At Dinsmore, community advocacy is built into the fabric of our firm culture. Our attorneys actively take on leadership roles to affect change and are committed to giving their time to initiatives and organizations that champion diversity as well as service to the communities where we operate. These are a select example of the attorneys who are active in the community.

Javier Flores

- Former National Secretary and Region I President, Hispanic National Bar Association
- Commissioner, Boston Fair Housing Commission
- Board of Directors, Inquilinos Boricuas en Acción (IBA)
- Diversity Task Force, Massachusetts Bar Association

Alicia Bond-Lewis

- Board of Directors, United Way of Greater Cincinnati
- Board of Trustees, Cincinnati Children's Hospital Medical Center
- Board of Directors, YWCA of Greater Cincinnati

Elizabeth Cary

- President & Communications Chair, John Mercer Langston Bar Association
- Minorities in the Profession Committee & MLK, Jr. Symposium Committee, Columbus Bar Association

Marty Dunn

- Board of Directors, Greater Cincinnati Minority Counsel Program

Andy Gammill

- Committee Chair, Human Rights Campaign Columbus Gala

Sam Brinker

- Board of Directors, Living with Change Organization
- Co-Chair, Columbus Human Rights Campaign Gala

Elvira Cortez

- President, Lawyers Club of San Diego

Christian Gonzalez

- Executive Vice President of Membership, Hispanic National Bar Association

Lewis Diaz

- Chair, Board of Regents, Eastern Kentucky University
- Chair, Northern Kentucky Area Development District
- Board of Directors, Northern Kentucky Community Action Commission

Ritu Singh

- Board of Trustees, South Asian Bar Association (SABA) of North America Foundation

David Boyles

- Programs Chair, Federal Bar Association, LGBT Law Section

Reginald Staples

- Chair, Community Action Committee, Black Lawyers Association of Cincinnati (BLAC)



Community Advocacy



Stephanie Scott was honored as a 2018 Rising Star by the ProBono Partnership of Ohio.

DRI Diversity

Dinsmore attorneys are actively involved with The Voice of the Defense Bar (DRI) Diversity and Inclusion Committee. Each year, the firm sends attorneys to the DRI Diversity for Success Seminar and Corporate Expo, and Washington, D.C. Office Managing Partner William Sherman is a member of the Steering Committee.

Support for the Transgender Community

Dinsmore recently voiced support for the transgender community by signing a letter drafted by the Transgender Legal Defense and Education Fund. The organization penned the letter following the leak of a U.S. Department of Health and Human Services memo that discussed narrowing the definition of gender to exclude transgender, nonbinary, and intersex individuals.

Pro Bono Policy

Research on law firm diversity suggests firms that support and encourage pro bono work do better in recruiting and retaining diverse lawyers. In January 2018, Dinsmore issued a new pro bono policy, providing billable hour credit for pro bono projects and establishing a pro bono coordinator in each Dinsmore office to work with local non-profits to identify pro bono opportunities.



George Vincent
Managing Partner & Chairman
Cincinnati, OH

“Our motto at Dinsmore is ‘accomplish more,’ and we take that seriously in every facet of our lives, whether it is helping a client or bettering our community. We encourage our attorneys and staff to get involved in their communities by serving on boards or volunteering. I’m proud of the firm and our commitment to both quality legal service and giving back to our communities.”



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