

Dinsmôre

**ANNUAL REPORT**  
ON DIVERSITY & INCLUSION

Taking Action, Building for the Future. >

2020



# Taking Action, Building for the Future.

# 2020

- Managing Partner Statement >
- Firm Statement on the State of the Country >
- Diversity Leadership Statement >
- Taking Action - Racial Equity Task Force >
- Building Client Relationships,  
Creating Opportunities >
- Building for the Future
  - Recruitment & Retention >
  - Career Advancement Program – CAP 2.0 >
  - Boomerang Program/Work Life Blend >
  - Training - Cultivating Diverse Perspectives >
- Diversity in Firm Leadership >
- Dinsmore Affinity Groups
  - Minority Attorney Affinity Group >
  - In Law & Equity - LGBTQ Affinity Group >
  - Women’s Initiative >
- Dinsmore Network Affiliations >

## The year 2020 proved to be one of the most unpredictable and disruptive years on record and, much like the rest of the world, our firm was challenged to meet the moment head-on.

In a country challenged by COVID-19, a call for racial and social justice following the deaths of several unarmed African Americans and a struggling economy, lives have been changed forever.

Dinsmore adapted and took action by placing well-intentioned ideas and plans into the hands of strong leadership for the betterment of our attorneys, staff and, most importantly, our clients and communities. Our Board ensured that the inclusive focus of our firm was strengthened and emphasized in the face of a year of significant struggle.

**Firm leadership encouraged an open dialogue about race and released a firm statement** condemning brutality, racism, bigotry and prejudice in all forms. **Each of our offices created their own**

**unique action plan** to promote social justice and combat racism in their respective communities. As outlined in the pages of this report, our **Racial Equity Task Force** is committed to implementing specific initiatives ranging from offering pro bono assistance on civil rights and misconduct cases to developing employment opportunities for underserved minority youth.

As we look back on the past year and focus on the hard work ahead, I am inspired by our firm's ongoing and unwavering commitment to foster an inclusive and equitable environment for all.



**George H. Vincent**

Managing Partner & Chairman  
Cincinnati, OH



Dinsmore was named an LCLD  
Top Performer.

# 2020

## Firm Statement on the State of the Country

**George Floyd's death in the custody of police officers, and the ensuing days of unrest throughout our country, have starkly spotlighted America's racial divide and the inequities that people of color face every day.**

Dinsmore unequivocally condemns brutality, racism, bigotry and prejudice in all forms. In our pursuit of justice as lawyers, we take personally that yet another senseless death has occurred, and that the inequities of our society have persisted.

**We also know that we are not perfect.** And we know words are not enough, no matter how many, how descriptive, or how piercing. We will not stand silently as others dismiss the impact of inequality on members of our community. **We vow to vigorously defend against bigotry and oppression, to do our part to make a kinder, more equitable world, and to be a strong voice in the chorus demanding justice and peace for people of color.** In the coming weeks and months, our firm leadership will develop an action plan that builds upon our current foundation to put into practice these fundamental beliefs.

## Diversity Leadership Statement

The past year has not been without its challenges, and the firm is taking actions to build on progress in areas where our approach needs to be adjusted to be more effective. We recognize our responsibility to the surrounding communities in which we reside and to the nation as a whole, and the current state of our country is a call-to-action for all of us.

In the past year, we have taken a deep dive into our most pressing challenges in creating a fully diverse and inclusive workplace and actions we can take right now to ignite change. Making progress into 2021, the Racial Equity Task Force is pushing forward with initiatives and outreach that place our communities in sight for significant reform and a hopeful future.

To ensure change is happening from the inside-out, the firm faced difficult decisions, initiated wide-ranging discussions, and has taken an honest look at our processes to improve for the better. Looking toward the next year and beyond, we have had success reconnecting with diverse former Dinsmore attorneys and inviting them to return. We are also placing a heavy focus on our retention and promotion efforts to ensure that we do not lose diverse attorneys to

other markets or opportunities. As outlined in this report, we are seeing great success in this area with the Career Advancement Program (CAP 2.0) and the promotion of diverse attorneys to partnership. And, we are pushing ahead with client account succession planning, where we are adopting a number of measures to ensure that increased diversity drives the success of a new generation of leaders at the firm.

As leaders, we face steep hurdles in the months and years to come but will remain vigilant. Thanks to a wealth of new partnerships, the firm is well positioned to create an inclusive workplace in all geographies where we do business, while helping to create a more equitable environment in the communities where we reside.



**Martiné "Marty" R. Dunn**  
Partner/Chair, Diversity Committee



**Tammy R. Bennett**  
Partner/Chief Equity & Inclusion Officer



**Michael J. Bronson**  
Partner/Deputy Equity & Inclusion Officer

**Mansfield  
Rule** Boosting Diversity  
In Leadership

We have committed to the Mansfield Rule 4.0 and are actively engaged in the Mansfield certification process. **Equity and Inclusion Officer Tammy Bennett was invited to serve on the Mansfield Rule 2022 Advisory Board.**

We have implemented the practices embodied in the Mansfield requirement the past several years and are ensuring that our leaders are more intentional about it. The use of the Mansfield Rule 4.0 in this process will provide further incentive for others to start looking beyond their immediate circles of colleagues.

# Taking Action

## Racial Equity Task Force

### Tammy Bennett

Partner/Chief Equity & Inclusion Officer

---

### Alicia Bond-Lewis

Partner

---

### Michael Bronson

Partner/Deputy Equity & Inclusion Officer

---

### Jeff Hinebaugh

Partner

---

### Louise Muldoon

Chief Business Development Officer

---

### Ritu Singh

Partner

---

Following the death of George Floyd in May 2020, each office managing partner was issued a directive to create a unique action plan to promote social justice and combat racism.

At the direction of Dinsmore's managing partner and equity and inclusion officers, the Racial Equity Task Force is a firm-wide push in which each office has committed to implementing specific racial justice initiatives in their respective communities. In the months since forming the task force, more than half of our offices have presented and enacted plans to promote social justice and combat racism, and the **details of those plans are highlighted in the next few pages of this report.** The appointed task force committee members will assist in holding each office accountable for community initiatives.

### Javier Flores

Office Managing Partner / Boston, MA

"What we've seen in 2020, in the wake of the murders of George Floyd, Breonna Taylor, and Ahmed Arbery is a national movement unlike any since the civil rights movement of the 1960s. As the movement has come about to promote the civil rights, in particular for black and brown people in this country, Dinsmore has done an exceptional job of ramping up its own commitment to racial justice, including by requiring each office to develop an initiative aimed at promoting equity within our respective communities. **I was honored to be nominated by Boston Mayor Martin Walsh to participate in the police reform task force,** an 11-member body that spent approximately three months developing recommended police reforms to improve racial equity, transparency, and public confidence in the Boston Police Department. We are now actively involved with implementing those changes, including testifying before the city council and lobbying with the state legislature. We are also working with a student group that provides assistance to small minority-owned non-profit organizations in Massachusetts by providing legal support."



# Taking Action

## Office Plans to Promote Social Justice and Combat Racism

**LFAA** LAW FIRM  
ANTIRACISM  
ALLIANCE

Dinsmore joined with several other law firms against the common enemy of systemic racism in America as part of the Law Firm Antiracism Alliance.

# 2020

### In Boston, MA

Office Managing Partner Javier Flores has been appointed to Mayor Marty Walsh's Police Reform Task Force, where plans are being established to overhaul the current system, including implementing implicit bias training for members of the police force. They are working with the district attorney's office to assist with civil rights violations relating to police brutality and misconduct. Dinsmore is also contributing pro bono assistance regarding civil rights violations, alleged police misconduct, and related matters.

### In Charleston, WV

Office Managing Partner and board member Ashley Pack serves as the state lead for, and is in charge of administering, the Leadership Council on Legal Diversity (LCLD) program statewide in West Virginia. She finds mentors for students at West Virginia University College of Law, organizing networking events where mentors and mentees network and engage with the community. Last year, Ashley served on a panel at WVU College of Law that discussed how to incorporate diversity and inclusion into the legal profession. To date, 56 law students have participated in the program, developing LCLD in West Virginia from the ground up.

### In Chicago, IL

Office Managing Partner and board member Robert Lucas is helping to facilitate an internal discussion about race amongst their attorneys and staff. The office is also spearheading efforts around the Law Firm Antiracism Alliance (LFAA) initiatives in Chicago.

### In Cincinnati, OH

Attorneys are working with the local African American Chamber of Commerce to provide pro bono services to, and develop a preferred vendor list of, minority-owned businesses. They are also partnering with organizations on youth development for underserved and at-risk youth and are working on participating in the NAACP's Legal Defense and Education Fund to provide pro bono services.

# Taking Action

## Office Plans to Promote Social Justice and Combat Racism

### In Cleveland, OH

Attorneys are working with the Cleveland Metropolitan School District on education and leadership programs:

- True2U, a school-year-long program for 8th graders;
- 3Rs (Rights/Realities/Responsibilities), monthly visits to 11th grade government classes; and
- CollegeNow, mentorship to graduating seniors throughout their college career.

They are also developing pro bono services for local minority-owned businesses and will partner with The Presidents' Council of the Cleveland African American Chamber of Commerce to aid in intellectual property and other legal work for minority-owned business.

### In Columbus, OH

Our lawyers have started an internal diversity and inclusion committee and are planning to launch regular quarterly implicit bias trainings and increase awareness around the city, including working on voter registration drives.

### In Dayton, OH

Attorneys are developing a series of webinars to help guide pro se litigants through state court matters, helping both litigants and the courts.

### In Frankfort, KY

Our lawyers are partnering with the Commonwealth of Kentucky and the Kentucky Association of Manufacturers to develop an economic-equity program, including fostering strong company diversity policies, strengthening job training programs for the diverse population, and developing K-12 school-based curriculum emphasizing diverse education, training, and manufacturing employment.



discrimination



Dinsmore has signed on to the NAPABA anti-discrimination effort.

2020

# Taking Action

## Office Plans to Promote Social Justice and Combat Racism

### **In Greater West Virginia**

Jill Cranston Rice, the chair of our Government Relations practice group, is one of the founders, executive director and lead lobbyist for Opportunity West Virginia. This organization works with members of the business community and the ACLU to give a business voice to the issue of diversity.

**Dinsmore lawyers in four of the state's offices – Charleston, Huntington, Morgantown, and Wheeling – also plan to partner with local colleges and universities to provide mentoring, career advice, and interactive programming to minority undergraduate students who may be potential future lawyers and community leaders. Their goal is to introduce or encourage them to consider law school or to assist in removing obstacles to attending law school.**

**They are also partnering with local organizations to tutor lower income students of color in Lewisburg.**

### **In Lexington, KY**

Attorneys are launching the Dinsmore Pre-Law Minority Program. Through the program, their attorneys will provide mentoring, career advice, interactive programming, and financial assistance to underserved undergraduate students interested in attending law school in the future.

### **In Louisville, KY**

The office committed to a partnership with Greater Louisville, Inc. (GLI) to provide pro bono services for its Diversity Business Accelerator. As a GLI partner, attorneys will volunteer and devote their services, free of charge, to help these diverse businesses succeed. They are also working with the Kentucky Association of Criminal Defense Lawyers to update a litigating race issues manual used by the public defender system and the criminal bar in Kentucky. The manual is used to increase focus and awareness on issues associated with racial justice in the criminal justice system.

### **In Pittsburgh, PA**

**Our lawyers are working to secure a speaker who will present a series of programs focused on racial injustice and inclusion and plan to invite clients to participate virtually.**

### **In San Diego, CA**

Office Managing Partner and board member Joseph Leventhal joined the Steering Committee of Just the Beginning, an organization focused on strengthening the pathway to law school for students of color and low income students. Also, attorneys will present to high school students at the 2021 Virtual San Diego Summer Legal Institute.

# Taking Action

## Pro Bono Services

Dinsmore has agreed to provide pro bono services in partnership with the NAACP Legal Defense & Education Fund. These initiatives also include offering pro bono assistance on civil rights and police misconduct cases and developing employment opportunities for underserved minority youth. As an example, we are representing Black Lives Matter activists who were arrested while protesting the death of Breonna Taylor in Louisville, KY.

### R. Kenyon Meyer

Office Managing Partner / Louisville, KY

**“Racial and social justice was front and center this year, but the Louisville office has been committed for decades to issues of criminal justice.** We have a history of representing indigent criminal defendants in both state and federal courts and have provided pro bono representation for the Kentucky Association of Criminal Defense Lawyers from the trial courts up to the Kentucky Supreme Court. Recently, we doubled down on our efforts given the events of this past summer. With the development of the Racial Equity Task Force, we have provided legal services for peaceful protesters who endured issues within the criminal justice system. We are also partnering with the legal department of a large multinational corporation to provide legal assistance concerning the conditions of confinement in the county jail system. We are committed to and are in the process of creating a publication on litigating issues of race in the criminal justice system that we are co-authoring with another advocate.”

## Building Client Relationships, Creating Opportunities

For the past several years, we have partnered with some of our top clients, including The Procter & Gamble Company, Yum! Brands, and Lockheed Martin to offer scholarships to diverse attorneys and opportunities to obtain legal experience as summer associates/interns. This program enables us to not only provide valuable business and legal experience to students but also continue to improve diversity and inclusion efforts throughout our firm and the legal industry as a whole. Each scholarship recipient has the opportunity to be a salaried Dinsmore summer associate for a 12-week program, spending 6 weeks with Dinsmore and 6 weeks with the general counsel's office at our clients' corporate headquarters.



### Brie Janke

Senior Director & Associate General Counsel, Brand Legal for The Procter & Gamble Company

For Procter & Gamble, the value of this program fits right into our foundation and our core values as a company to hold equity and inclusion in the highest regard. We openly discuss our mission to ensure our internal recruitment and retention of all representative backgrounds remains strong in order to effectively reflect and deliver against the needs of our external community. Equality and inclusion are fundamental in terms of our hiring practices but also in terms of building a pipeline of opportunity for diverse law students.

For law students in general, I feel opportunities to intern in-house are hard to come-by, so this is a unique chance for them to gain in-house practice experience. They are able to interact with clients in a collaborative environment and begin to develop a very specific skill set that they can leverage to see them throughout their legal career. Their experience with us varies depending on the type of project. It could be anything from participating in an advertising challenge for one of our brands to working on international regulatory questions as well as evolving spaces like digital and privacy law. With the scholarship being a split summer between P&G and Dinsmore, they can compare and contrast experiences and have a better understanding of where they should land.

We are proud of our partnership with Dinsmore and to be part of something that places upcoming, diverse legal talent in our offices with the goal to gain purposeful work experience. We value diversity and invest behind it, which is critically important to P&G and to the world as a whole. Over the years, through the ups and downs of our business, we have been intentional about continuing our 1L program. Among the reasons is largely because of the opportunity it gives diverse students and satisfaction we take from providing a space for them to broaden their legal knowledge and experience.



## Carson Stewart

Vice President & Associate General Counsel, YUM! Brands, Inc.

We know our company is much stronger when we have diverse people, voices and ideas at the table. The diversity scholarship program enhances Yum! Brands' broader initiatives to advance equity and opportunity in the Louisville community and across its global footprint. From our perspective, the program has been a win-win for everyone involved. The value for Yum! is in identifying and learning from top diverse legal talent who provide meaningful assistance to our department over the course of the summer. It has also been beneficial to the culture of our department, because the candidates who have come through the program have been top-notch additions to our team and represent the changing face of the world surrounding us.

When our summers arrive, program participants gain exposure to a wide variation of projects handled by the Yum! Legal department, from contracts to corporate disclosure to corporate governance. Year after year, working with the team at Dinsmore to manage the program has always been a pleasure. The partners and associates at the firm have made the process of identifying, interviewing, and selecting top candidates for this program seamless, and we've developed an almost symbiotic relationship to recruit associates who spend their summer with us learning about and being active collaborators in our business.

Yum! Brands is proud of our association with this program, and we believe it represents an effective model for corporations and law firms to work together to identify and elevate exceptional diverse talent. We are keenly aware that there exists an imbalance of diverse representation in the legal profession generally, and this program is one of the many ways we can effectively promote change within the profession.

## Building Client Relationships, Creating Opportunities

We have seen great success with retaining our diverse scholars and summer associates, with many accepting offers to join the firm. Since 2011, we have had 17 students participate in the Summer Work Experience in Law (SWEL) program. Of those 17 students, 16 were extended offers by Dinsmore or the client partner, with 10 students accepting an offer to return for another summer and/or as a full-time employee after graduation.

An example of our success with the scholarship program is the recipient of the inaugural Lockheed Martin scholarship, Shannon Reid. Shannon has joined the firm as an associate. In 2018, Shannon split her time between Dinsmore and Lockheed Martin as a summer associate. She returned to Dinsmore for a second summer in 2019. Shannon previously participated in the SWEL program prior to law school and spent one summer in Dinsmore's Cincinnati office, where she met several attorneys who served as her mentors throughout law school.

## Shannon Reid

Associate / Labor & Employment / Cincinnati, OH

"I am very pleased with the breadth and nature of work I have been exposed to at Dinsmore. Within my first few weeks at the firm, I was on the phone connecting with clients and doing other work that I feel some of my peers at other firms have not had the opportunity to do. I appreciate how the firm staffs their cases and the opportunity to work one-on-one with partners. In the Labor & Employment group, I receive a significant amount of guidance and support from everyone. As a new attorney, I am excited for experiences that will pull me into the fold so that, with each month that goes by, I become a better attorney. I continue to be impressed by the firm, and given my prior experiences here as an intern, I feel Dinsmore is placing me in a prime position for success."



# Building for the Future

## Recruitment & Retention

Since the COVID-19 pandemic began, we have modified our process to include virtual interviews and work spaces. For our summer program, the firm made a decision to reduce the program from 10 weeks to five, and we worked vigilantly to ensure the safety of our associates while trying to provide as much substantive programming as possible.

We were thoughtful and strategic about the experience with frequent check-ins between associate and mentors and virtual networking experiences.

**45%** OF DINSMORE'S 2020 NEW HIRES WERE DIVERSE (INCLUDING WOMEN, RACIAL MINORITY, LGBTQ).

**68%** OF DINSMORE'S 2020 FALL ASSOCIATES WERE DIVERSE (INCLUDING WOMEN, RACIAL MINORITY, LGBTQ).

**74%** OF DINSMORE'S 2020 SUMMER ASSOCIATES WERE DIVERSE (INCLUDING WOMEN, RACIAL MINORITY, LGBTQ).



Along with our client partner scholarship program, the firm also created and funds the Shanda L. Spurlock Memorial Scholarship, and our Columbus, Ohio office participates in a diversity scholarship program.

2020



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



**Christian Gonzalez**  
Co-Chair, Recruiting Committee  
Member, Board of Directors  
Named to HNBA Top Hispanic Lawyers  
40 under 40.  
Columbus, OH

# Building for the Future

## Career Advancement Program

We revamped our Career Advancement Program in 2019 into CAP 2.0 to intensify the levels of interaction and sponsorship that it provides. Program mentors consist of members of the board, office managing partners, and attorneys in strong positions of leadership where their sponsorship matters. The firm's refinement of CAP includes possible incentives for participating partner mentors whose efforts lead to identifying, developing, and promoting diverse legal talent. We are continually adapting CAP to make it more holistic so that the support provided by the program does not end when someone starts to move up. We have two successful examples in the recent promotions of Reginald Staples and Ritu Singh. Reginald and Ritu were paired with strong counterpart leaders in the firm and were elected into the partnership, effective January 1, 2021.

**53%** OF DINSMORE'S 2020\* PARTNER PROMOTIONS WERE DIVERSE (INCLUDING WOMEN, LGBTQ).  
(\*Effective 1/1/2020)

2020



### Reginald Staples, Jr.

Partner (Effective 1/1/2021), Co-Chair, Minority Attorney Affinity Group / Cincinnati, OH

"I feel many new attorneys do not realize the importance of having both mentorship and sponsorship and the advantages of seeking out those opportunities. Sometimes, your mentors are not your sponsors and vice versa. I think with Josh Lorentz and I, what was intended to be more of a mentorship, naturally morphed into a sponsorship. Josh let me know from the beginning that he was going to lobby hard for me to get a vote. I am grateful for his advice, tutelage, and guidance. I feel that partnership is the intersection between hard work, a little luck, and having people to advocate for you when you are not in the room. I am pretty confident that Josh and Anthony Ditka (Pittsburgh office managing partner) advocated for me when I wasn't in the room and played a huge role in getting me over the hump, and I can't thank them enough."



### Ritu Singh

Partner (Effective 1/1/2021), Co-Chair, Minority Attorney Affinity Group / Cincinnati, OH

"I was paired with Robert 'Bobby' Lucas (Chicago office managing partner) in 2019, and we immediately began working together and communicating frequently. Our relationship was never hindered by the fact that we work out of different offices. Bobby, as well as Bill Jividen (former chair of our IP Prosecution practice group), were readily available to meet with me, answer questions, and offer insightful advice. I am humbled by the fact that this sponsorship led to me being elected into the partnership in large part from Bobby lobbying for me to get the vote. I am appreciative of the CAP program and to the firm for its support. It really made a difference having someone who can speak to me both on a professional level as it relates to my practice and also a personal level as it relates to my character."

# Building for the Future

## Boomerang Program Paying Mutual Dividends

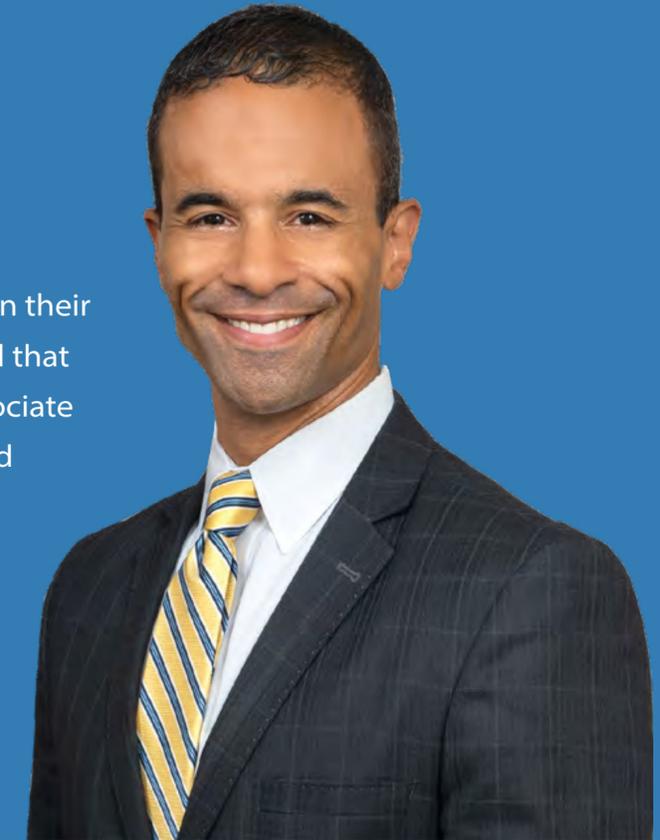
Many of our alumni describe themselves as “hired for life,” as we stay in touch with attorneys long after they have ended their careers with Dinsmore. More recently, we have proactively contacted and engaged in discussions with former Dinsmore diverse lawyers who have moved onto other opportunities to see if they will consider returning.

At the very least, we are hoping that this outreach will give us a deeper perspective into the reasons that led them to leave, so that we can proactively start to address their questions and concerns. In some cases, lawyers have returned. Partner Kelvin Lawrence returned to Dinsmore’s Columbus office as a lateral after working for another firm for more than a decade.

### Kelvin Lawrence

Partner / Columbus, OH

“I knew when I came back to Dinsmore, our lawyers would be hard-driving and focused on their respective practices. But, I was pleased to find that my memories from my time as a summer associate of the culture at Dinsmore being inclusive and welcoming were still accurate. From day one, I felt accepted into the fold, and I was pleased to find that even with its meteoric growth over the last 10 years, the firm had retained both that culture and its reputation for professional excellence.”



## Work Life Blend

We recognize that our attorneys have lives, families, and passions outside of the firm that sometimes conflict with the responsibilities and requirements of a full-time, traditional schedule.

The COVID-19 pandemic has certainly brought many of these conflicts to the surface, but Dinsmore has always been open to providing talented attorneys with the option to negotiate a flexible work arrangement. In the past year, we worked with at least three attorneys who requested flexible work arrangements in light of COVID-19.

Per our usual practice, we are dealing with each person on a case-by-case basis – we understand that circumstances are different and, as a result, the work arrangements are different as well. Among the discussions for possible arrangements include a reduction in hours as well as delegating workload, while making sure they remain on significant client matters.

# Cultivating Diverse Perspectives

Training program connects  
with attorneys and clients

In the time since launching our diversity, equity and inclusion education program, a targeted rollout of the training has reached both internal and external audiences.

Dinsmore Partner and Chief Equity & Inclusion Officer Tammy Bennett facilitates the program for attorneys and staff across all offices of the firm as well as for clients and participating organizations.

Customarily, the program, which is experiential and interactive, is delivered in-person. Due to the pandemic, the training has been reconstituted into a micro-learning(s) format for virtual delivery. Similarly, the training examines the racial and ethnic disparities revealed by recent events, e.g., the pandemic and incidents leading to the racial justice protests, through an implicit bias lens to demonstrate the harm of negative associations formed from assumptions and stereotypes while underscoring the power of bias interrupters and allyships in combating racism and achieving racial justice and healing.

## The Training Program Includes:

# 2020

### UnMasked

A learning solution designed to help employers plan for the re-entry of their employees after sheltering-in-place. UnMasked explores generational shifts in attitudes about race and provides proactive measures for deepening inclusion and belonging and reducing conflicts.

### #NotHere

A learning solution designed in response to the #MeToo movement, which helps HR professionals to deepen gender inclusivity and teach skills and techniques to conduct effective sexual harassment investigations.

### Everyday Mindfulness

A program designed to expand knowledge about social identities, cultures and lived experiences and emphasize skill development and action steps.

# Diversity in Firm Leadership



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



**Tammy Bennett**  
Chief Equity & Inclusion Officer  
Cincinnati, OH



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



**Carolyn Brown**  
Chair, Environmental Practice Group  
Lexington, KY



**April Besl**  
Chair, IP Trademark and  
Copyright Practice Group  
Chair, Professional Development  
Committee  
Cincinnati, OH



**Erin Farabaugh**  
Vice-Chair, Business, Acquisitions  
& Securities Practice Group  
Pittsburgh, PA



**Javier Flores**  
Office Managing Partner  
Boston, MA



**Karen Gaunt**  
Chair, IP Licensing and  
Enforcement Practice Group  
Cincinnati, OH



**Allison Goico**  
Member, Board of Directors  
and Executive Committee  
Chair, Labor & Employment Department  
Cincinnati, OH



**Christian Gonzalez**  
Member, Board of Directors  
Columbus, OH



**Kim Martin Lewis**  
Chair, Bankruptcy and Restructuring  
Practice Group  
Cincinnati, OH



**John Merchant**  
Co-Chair, Public Finance  
Practice Group  
Cincinnati, OH



**Jennifer Mitchell**  
Co-Chair, Health Care  
Practice Group  
Cincinnati, OH



**Grahmn Morgan**  
Member, Board of Directors  
Office Managing Partner  
Co-Chair, Commercial Litigation  
Practice Group  
Lexington, KY



**Ashley Pack**  
Member, Board of Directors  
Office Managing Partner  
Charleston, WV

# 39%

OF DINSMORE'S BOARD OF  
DIRECTORS 2020 WERE WOMEN  
OR RACIAL MINORITIES.

# 2020

# Diversity in Firm Leadership

# 32%

OF DINSMORE'S BOARD, PRACTICE GROUP LEADERS AND OFFICE MANAGING PARTNERS WERE WOMEN OR RACIAL MINORITIES.

Additionally in 2020, women attorneys were promoted to top positions in the firm including as members of the firm's Board, department chairs, office managing partners, and practice group chairs.

# 2020



**Denise Pentino**  
Office Managing Partner  
Wheeling, WV



**Donna King Perry**  
Member, Board of Directors  
Louisville, KY



**Jill Rice**  
Member, Board of Directors  
Morgantown, WV



**Julie Schoepf**  
Co-Chair, Commercial Finance  
Practice Group  
Cincinnati, OH



**William Sherman, II**  
Office Managing Partner  
Washington, D.C.



**Lee Stautberg**  
Member, Board of Directors  
Cincinnati, OH



**Erin Farabaugh**

Partner / Vice Chair, Business, Acquisitions and Securities / Pittsburgh, PA

"As a practice group leader, I believe the focus on professional development and helping to place diverse attorneys in front of meaningful opportunities is key. In the BAS group, efforts have been made to focus heavily on the professional development of our diverse associates. We have been very intentional about taking a look at what their experiences are going to be in the firm and making sure they are being put on meaningful projects. We are conscious about diverse attorneys being placed in positions to not only accelerate their career but also to create networking opportunities for them to work with the firm's top clients. In 2020, the BAS group had many significant M&A transactions, which included diverse field teams from leadership through staffing, an accomplishment we are very proud of."



**Faith Whittaker**  
Member, Board of Directors  
Chair, Employment Practice Group  
Cincinnati, OH



## Minority Attorney Affinity Group

Creating a community for diverse attorneys to engage with one another on a professional and personal level, while embracing their cultural differences. Highlights of our 2020 programming:



### J.T. Wilson, III

Partner / LCLD Fellow 2020 / Chicago, IL

“Dinsmore has provided the opportunity for my continued professional growth, within the firm and the international legal market. The foresight of our governing board leverages Dinsmore’s 100+ year history to strategically position the firm as an industry leader. The intentional creation of more inclusive environments like the general makeup of the board and the establishment of the chief equity and inclusion officer positions currently held by Tammy Bennett and Michael Bronson exemplify these efforts.”



You Belong Here: Strategies for Succeeding in Big Law



Art After Dark: Harlem Nights Celebrating Black History



Mix & Mingle with MAAG: Mixer with P&G and 5/3 Counsel



MAAG Connect Forum: Virtual Calls



MAAG Virtual Show & Tell Mixer: Welcoming MAAG Summer Associates

## Minority Attorney Affinity Group

MAAG continues to support our diverse attorney population by hosting events, including a virtual happy hour for diverse summer associates and a Dinsmore Day brunch for diverse attorneys.

## Dinsmore hosted a “Minority Business Enterprise Webinar Series: Practical Ways Minority-Owned Businesses Can Survive in a Post COVID 19 World”

In response to minority-owned businesses that have been disproportionately adversely affected by the COVID-19 pandemic, Dinsmore attorneys ran a four-part webinar series entitled: “Adapting to a Changed World - Practical Ways Minority-Owned Businesses Can Survive (and Even Thrive) in a Post-COVID-19 Environment.” The series was delivered in collaboration with the National Black Chamber of Commerce and Minority Business Accelerator and designed to equip minority-owned businesses with practical legal insights and strategies to assess, adapt, and reposition for success.



### Watch

Adapting to a Changed World: Creating Effective Alliances and Partnerships, a part of our Minority Business Enterprise series.

# 29%

OF DINSMORE’S 2020  
SUMMER ASSOCIATE CLASS  
WERE RACIAL MINORITIES.

# 2020



### Govinda Davis

Associate / Co-Chair of MAAG / Cincinnati, OH  
Selected for LCLD Pathfinder Program

### Named a “Diversity Leader”

in the *Black Student’s Guide to Law Schools & Firms*

Lawyers

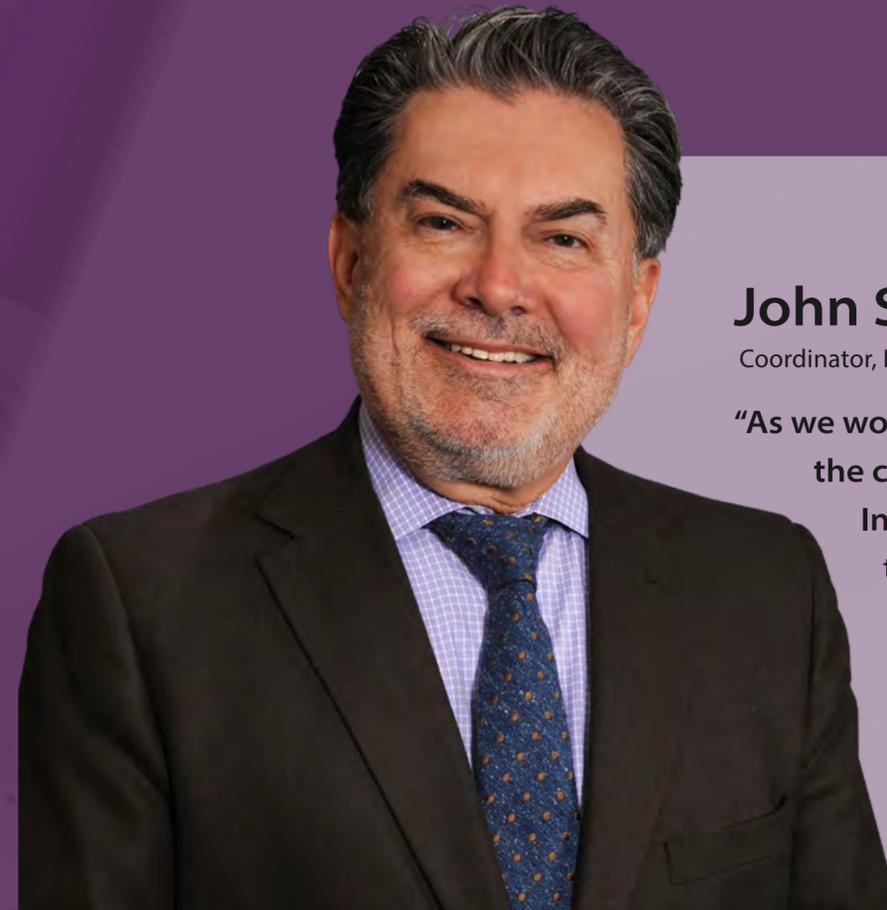
---

Color



## IN LAW & EQUITY

### LGBTQ Affinity Group



### John Selent

Coordinator, In Law & Equity (LGBTQ Affinity Group) / Louisville, KY

**“As we work to ensure the success of the LGBTQ community here at the firm and in the communities we serve, I want to call attention to the fact that the work of In Law & Equity has not gone unnoticed. In providing legal representation to clients, effective, two-way communication between the client and legal counsel is imperative. We have found that kind of effective communication is profoundly facilitated when Dinsmore’s lawyers and other professionals are as diverse as the clients we serve.”**

# 2020

- The firm sponsored the Human Rights Campaign 2020 national virtual celebration and the organization’s annual gala in Cincinnati, OH.
- Organized a socially distanced Pride event with firm-wide participation. The group also distributed t-shirts to everyone in the firm who requested one.
- Attended and sponsored the annual Lavender Law conference, where the firm recruited remotely.
- Hosted a firm-wide In Law & Equity meeting which, was attended by attorneys, staff, members of the board, and our managing partner.

## In Law & Equity LGBTQ Affinity Group

In Law & Equity continued to engage attorneys and staff members who are LGBTQ or allies with virtual events and community involvement.

- **Hosted a three-part webinar series** on the SCOTUS decision on Title VII and implicit bias.
  - + Topics covered included deepening understanding of terminology, trends and lived experiences of members of the LGBTQ+ community; exploring the impact of implicit biases and stereotyping in the everyday lives of LGBTQ+ individuals; and learning more about gender, trans community violence and the power of pronouns, as well as the implications of gender norms and heteronormativity as root sources of biases.
  - + As the SCOTUS Title VII case unfolded, our attorneys broke down what the Supreme Court did and did not decide, what are actionable items for businesses to consider (such as non-discrimination policies), and how might the Court's opinion lead to additional questions for the LGBTQ community in the future –plus, a roundtable discussion covering the decision's impact on business and HR operations.
- **Inaugural Dinsmore LGBTQ Scholarship awarded at the University of Louisville Brandeis School of Law.**



### Watch

**Session 2 of In Law & Equity's Eliminating Bias Series, Unpacking the SCOTUS Decision on Title VII and its impact on employers and the everyday lives of LGBTQ+ individuals.**



### Sam Brinker

Associate / Columbus and Dayton, OH

**Honored as one of 2020's best LGBTQ Lawyers Under 40**  
by the national LGBTQ Bar.

# 2020



## Women's Initiative

Focusing on recruitment, retention, and advancement of female attorneys at the firm.



### Stacey Borowicz

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

**“While the past year presented a wealth of challenges, we remained steadfast to our mission to proactively and intentionally increase our recruitment, retention and advancement of women.** Given the limited opportunities for external programming in 2020, our Women's Initiative subcommittees focused on strategies to optimize internal communication and processes affecting recruitment, retention and advancement. We were also able to host three virtual events in 2020. Two events were informal and meant to foster our internal network of women and to grow professional allies and organic mentorship. Our third event was open to clients and focused on how companies can amplify the minority voices in their organization. This panel discussion allowed our presenters to speak openly about their struggles and progress in helping women break new ground at every organizational level.”

# 2020

## 36%

OF ALL DINSMORE ATTORNEYS  
IN 2020 WERE WOMEN.

## 47%

OF DINSMORE ATTORNEYS  
PROMOTED TO PARTNERSHIP  
FOR 2020 WERE WOMEN.

## 36%

OF DINSMORE ATTORNEYS  
HIRED IN 2020 WERE WOMEN.

## Women's Initiative

This year, the group identified recruitment, advancement, and retention as the focus of their strategic breakout sessions.

- Each subcommittee group met multiple times over the course of the year to talk about what the issues are, possible solutions, and the tangible goals to work toward.
- For example, the retention group took a hard look at data to analyze when we are losing people and the reasons for losing people at that stage. Ideas include creating a detailed mentorship program similar to the firm CAP program for associates in the Minority Attorney Affinity Group that focuses on women. Or a training module for women attorneys to make sure they are getting access to the big cases.
- Coming up with measurable metrics is a way this group is looking to make real change in the culture of the firm.

### The group hosted virtual events throughout the year.

- Hosted a mindfulness speaker to present to internal and external participants. The discussion focused on dealing with stress and working from home in the age of COVID-19.
- Held an internal, virtual happy hour to build comradery and promote networking among our female attorneys.
- Had a panel of clients discuss the true meaning of inclusion during Amplifying Minority Voices and had an open conversation about how to amplify the voices of women and minorities once they get to the table.



### International Women's Day

In conjunction with International Women's Day, we celebrated the second annual Dinsmore Women's Week. We profiled attorneys and staff members with individual Q&As, where they discussed their personal backgrounds and issues impacting women today.

## THE AMERICAN LAWYER

The American Lawyer released its annual A-list Female Equity Partner Scorecard, and Dinsmore is among the top firms listed, with its ranking of 27th, up from 35th in 2019.



### Melissa Santiago

Associate / Columbus, OH

**"The Women's Initiative is comprised of subcommittees that each have strategic goals. I am specifically involved with the group focusing on the retention of women attorneys at the firm, which has unfortunately become an industry-wide issue. Our work within the subcommittee is action-based, focusing on specific steps the firm can take towards each goal. Our efforts include reviewing external studies, looking at competitors and analyzing Dinsmore specific data and statistics to identify areas where we can improve. The committee is also actively looking into the intersectionality of diverse and female attorney retention to identify issues specific to these groups. As a result, we hope to gain a better understanding of what our attorneys need to succeed in order to retain our talented female attorneys. It has been a pleasure to work with my colleagues in this capacity and come up with creative and effective solutions."**

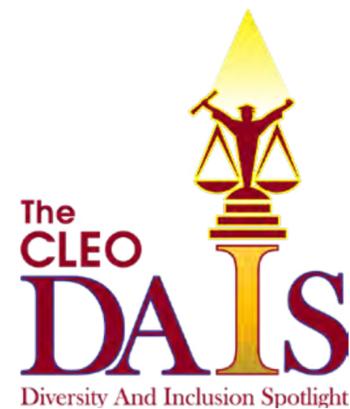
# 2020

## Dinsmore Network Affiliations

We have partnered with, and continue to support, several organizations who share our goals of promoting diversity, equity, and inclusion. Dinsmore is proud to support these organizations.



Dinsmore is a proud supporter of Corporate Counsel Women of Color (CCWC) and has sponsored this event the past three years. The firm recently renewed our sponsorship for an additional three years.



LEADERSHIP COUNCIL ON LEGAL DIVERSITY



WOMEN FOR ECONOMIC AND LEADERSHIP DEVELOPMENT

Learn More  
About Our Diversity & Inclusion  
Activities & Initiatives:

[DINSMORE.COM/DIVERSITY](https://www.dinsmore.com/diversity) >

Accomplish **môre**.<sup>SM</sup>

DINSMORE & SHOHL LLP / LEGAL COUNSEL

CALIFORNIA / COLORADO / CONNECTICUT / FLORIDA / GEORGIA / ILLINOIS / INDIANA / KENTUCKY  
MASSACHUSETTS / MICHIGAN / OHIO / PENNSYLVANIA / WASHINGTON, D.C. / WEST VIRGINIA

ATTORNEY ADVERTISING. © 2021. ALL RIGHTS RESERVED.

