

Dinsmôre

2021

Annual Report

ON DIVERSITY, EQUITY & INCLUSION



Building a
Better Tomorrow





Building a Better Tomorrow

In many ways, 2021 saw the firm take major steps forward in our diversity, equity & inclusion efforts, but the work is far from complete. Thanks to a wealth of new partnerships and enthusiasm from our attorneys and clients across the U.S., we are seeing our efforts to advance diversity and inclusion take root. In this report, we focus on our momentum from the perspectives of those who have contributed and benefitted from the changes for which we continue to strive.



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Our nation has come a long way over the past 50 years, but we recognize, as a firm and as individuals, that we still have a long way to go. I'm proud that Dinsmore has been ahead of the curve when recruiting, retaining and empowering diverse attorneys. We have been, and always will be, intentional in this respect.

From Dinsmore's inception in 1908, the firm has been diverse, with one founder being Protestant and the other Jewish. Since I joined the firm, we have been consciously recruiting diverse attorneys; indeed, diversity and inclusion has for years been one of the key areas in which we aspire to win.

Last year, after the murder of George Floyd, we asked all of our offices to develop social justice initiatives to address the changes they wanted to see in their communities. We recognize that the issues surrounding justice and inclusion are not subject to a single solution, so we have 29 offices working on 29 tailored initiatives to benefit the whole of our firm, communities and country.

Even with these ongoing projects across the firm, the biggest question we face is: how are we going to change people's hearts and perspectives? To

me, that means being better tomorrow than we are today. It means acting in impactful, meaningful ways in every aspect of our firm, whether that's the depth of relationships, the bottom line, our growth and, most importantly, providing our clients with diverse representation and perspectives needed for the highest quality work and results.

While the firm has received recognition for our progress, personally I'd rather focus on making real changes in real lives. As a firm, we try to go about the business of doing what needs to be done. I intend to continue to strive to do what's right in a thoughtful and intentional manner. And we will continue to do the same thing as a firm, as we have for my entire career at Dinsmore.

"While the firm has received recognition for our progress, personally I'd rather focus on making real changes in real lives."



George H. Vincent
Managing Partner
and Chairman
Cincinnati, OH



DIVERSITY IN FIRM LEADERSHIP

“We believe transformative change requires a multi-dimensional approach addressing individual, cultural and structural attributes. In 2021, we focused our efforts on deepening inclusive belongingness in our culture, i.e., the way we do things. We strived to create an environment where everyone has equitable access to advantages and the best the firm has to offer.

For me, the pinnacle of 2021 was the election of the most diverse board of directors in Dinsmore’s history. With diverse “faces,” perspectives, voices and an inclusive boardroom, I am incredibly optimistic about innovative, inspired change on the horizon.

In celebrating the firm’s progress, I have not lost sight of the challenges we face and the opportunities our clients expect and communities deserve for us to accomplish in 2022 and beyond.”

Tammy Bennett

Partner / Chief Equity
& Inclusion Officer
Cincinnati, OH



Mansfield RuleTM
Certified *Plus* 2021 Powered by **DIVERSITYLAB**

Dinsmore earned Mansfield Rule 4.0 Certification Plus for the 2021 iteration of the diverse leadership hiring initiative. Mansfield Rule 4.0, required law firms to consider at least 30% women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership roles.

Not only did Dinsmore reach that mark, but its Plus certification status indicates it also filled at least 30% of select leadership roles with diverse candidates. The Plus certification also awards an opportunity for several diverse attorneys to pitch the firm’s services to Diversity Lab’s member corporations.

“This recognition reflects our deepening diversity and inclusion efforts and illustrates how they are affecting our leadership and culture,” said Dinsmore Chief Equity & Inclusion Officer Tammy Bennett, who also serves on the Mansfield Rule Advisory Board. “We are pleased with the impact our diverse additions in leadership have made by sharing their lived cultural experiences with the rest of the firm.”

But Dinsmore is far from satisfied with what it has achieved to date when it comes to diversity, equity and inclusion. As the firm continues to strengthen in these areas, it has committed to Mansfield Rule 5.0, which now includes consideration of diverse non-attorneys in law firm leadership, including C-suite members like human resources, marketing and business development officers.

“This year, we were able to more fully assess both our systemic issues and opportunities,” Bennett said. “We know there’s still work to be done, and committing to 5.0 allows us to dig deeper as we improve our policies and procedures to make Dinsmore’s diversity, equity and inclusion program even more meaningful and sustainable.”



DIVERSITY IN FIRM LEADERSHIP

“Since I joined the firm in 2018, I have seen the progress we are making in our diversity and inclusion efforts on every level.

Each year, the recruitment efforts focused on top-level attorneys and our legal support staff results in a more diverse workforce, which improves our ability to equally represent our clients and our communities. Additionally, our community outreach programs, such as our toy drive to help underprivileged children during the holidays to our volunteer in-service days go to building a stronger sense of community where we live. I am proud of the work we have done, continue to do and plan to do in the future.”

Robyn Dow

Chief Human Resources
Officer / Cincinnati, OH



“Dinsmore’s longstanding commitment to diversity and inclusion impacted my decision to join the firm nearly 14 years ago.

It’s an ongoing commitment to engage and empower diverse members of our firm family because it is the right thing, not just the in thing, to do. We are making progress but still have considerable work to do. As with any movement, it does not happen as quickly as we’d like, and there are challenges along the way, yet our resolve and determination remain—with greater urgency than ever before. Someday, and I hope very soon, our nation, profession and firm will begin to see the fruits of this commitment as a core value naturally well-ingrained in all of us. Until then, I’m proud to serve on our committee with a cross-section of committed leaders seeking to promote the changes we need.”



Marty Dunn

Partner / Diversity
Committee Chair
Cincinnati, OH

“I made the decision to join Dinsmore in large part because of the firm’s commitment to diversity and inclusion.

Remaining on the forefront of these efforts is essential both for clients and for me personally. Dinsmore’s diversity facilitates the construction of teams that provide unique perspectives and superior client representation, and the firm fosters inclusion – and supports our diverse attorneys’ career growth – through organizations such as our Minority Attorney Affinity Group (MAAG), In Law & Equity LGBTQ+ affinity group, and Women’s Initiative. I am proud of the culture the firm has built, but we are far from finished. We are focused on maintaining our trajectory, on combating racial and social injustices in our communities, and on solidifying our position as a leader in this space. It is, and will remain, a top priority of our firm.”



Michael Bronson

Partner / Deputy Equity
& Inclusion Officer
Cincinnati, OH



DIVERSITY IN FIRM LEADERSHIP

37%

OF DINSMORE'S 2021
BOARD, PRACTICE GROUP
LEADERS AND OFFICE
MANAGING PARTNERS
WERE WOMEN OR
RACIAL MINORITIES.



Tammy Bennett
Chief Equity & Inclusion Officer
Cincinnati, OH



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



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



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



Erin Farabaugh
Co-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
Co-Chair, National Recruiting
Committee / 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



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



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

47%

OF DINSMORE'S 2021 BOARD
OF DIRECTORS WERE WOMEN
OR RACIAL MINORITIES.



Advancing Diversity Through Corporate Partnerships

Through our corporate partnerships, we seek out and identify opportunities to advance diversity, equity and inclusion efforts within our organizations and the communities in which we operate. Working together, we facilitate discussions, increase understanding, learn best practices and develop innovative solutions to build better outcomes.



Susan Zaunbrecher

Executive Vice President / Chief Legal Officer / Fifth Third Bank

"Dinsmore is one of our top preferred law firms. We have a long-standing partnership, which includes the mutual support of both of our robust D&I policies and initiatives. We appreciate that together we are working toward common diversity and inclusion goals and successes."



Mahrukh Hussain

Senior Vice President, Chief Commercial and Privacy Officer / McDonald's Corporation

"I very much appreciated the opportunity provided by Dinsmore & Shohl to speak about the unique challenges and barriers faced by Muslim women in the field of law. As someone who has largely privately navigated these issues for over 25 years, it was refreshing to be able to talk about them openly and hopefully provide guidance and confidence to young



Muslim women lawyers and law students who are earlier in their career journeys, as well as help educate non-Muslim audience members on how they can be supportive to their Muslim colleagues."

Cam Gatta

Assistant General Counsel, Global Brand and Strategic Partnerships / Microsoft Corporation

"At Microsoft, Diversity & Inclusion is a core priority. It is a commitment built into the work each employee does every day. As well as being focused on creating a more diverse and inclusive workplace, we are committed to fostering diversity in the legal profession and cultivating talent that includes all aspects of diversity. We view our outside counsel as key partners in this journey and we are excited to join forces with them on initiatives supporting this goal."

I was delighted to partner with Dinsmore's In Law and Equity – LGBTQ Affinity Group on two initiatives last year: a webinar on Judicial and Legislative Developments Affecting the LGBTQ Community organized by the firm and a Microsoft networking event held during the National LGBT Bar's Annual Conference & Career Fair. It was great to see the In Law and Equity team's passion and hard work at play. We all know that real and enduring progress will only be achieved with real work and I am thrilled to see Dinsmore's continued efforts and drive to make a material impact."



CORPORATE PARTNERSHIPS

Dinsmore and P&G OIP Fellowship

In partnership with The Procter & Gamble Company (P&G) and the Ohio Innocence Project (OIP) at the University of Cincinnati College of Law (OIP), Dinsmore created the Dinsmore and P&G OIP Fellowship, which is designed to give a recent law school graduate the opportunity to hone lawyering skills and gain experience in civil rights litigation and policymaking.



Addressing issues of racial justice is work done on the ground within communities, and the Dinsmore and P&G OIP Fellowship provide a step toward addressing injustices in the criminal justice system, while serving as a model for similar ventures at other Fortune 500 companies and law firms that want to engage in this work.

“The Procter & Gamble Company continues to build on our longstanding efforts to promote equality, including bold actions addressed at the bias and racism that Black Americans still face. We are honored to join with Dinsmore, one of our long-term partners, to create this new fellowship and provide an essential resource to one of the most successful Innocence Projects in the country,” said Deborah Majoras, P&G Chief Legal Officer and Secretary.

For Dinsmore’s leaders, this is an opportunity to build on a long-standing relationship with a client to make real changes in the movement toward social justice.

“Dinsmore’s long and successful partnership with P&G and our consistent support of OIP, as well as our commitment to community service, diversity, equity and inclusion, have fueled our passion and excitement for this fellowship program,” said Dinsmore Chairman and Managing Partner George H. Vincent. “I’m proud of both our financial and future hands-on contributions to the development of diverse lawyers, as well as our efforts to improve the legal and criminal justice systems at large.”

Unique to this fellowship program is it takes the corporate/law firm fellowship model and applies it to innocence projects. In addition

to opening doors for new attorneys, the program will help establish a pipeline to attract and train candidates on how to litigate and advocate in the context of a dynamic civil rights organization.

“We see some of the victims routinely in the media. But those who tragically die are often forgotten, as are the many struggles of those who languish in our prison system. We’re proud to join P&G in this fellowship to ensure that justice is never abandoned until it is delivered for all,” said Marty Dunn, Chair of the Diversity Committee at Dinsmore.

In May 2021, Dinsmore partner Bryan Pacheco and several members from P&G and OIP selected **Kanisha Ervin** as the first recipient of the fellowship.



“We are honored to join with Dinsmore, one of our long-term partners, to create this new fellowship and provide an essential resource to one of the most successful Innocence Projects in the country.”

Deborah Majoras

Chief Legal Officer and Secretary / The Procter & Gamble Company

CORPORATE PARTNERSHIPS

Righting a Wrong is “Beautiful to Watch”

In Kanisha Ervin’s time with the Ohio Innocence Project (OIP), she has worked on cases that have set free two innocent people. Last October, she was present when Isaiah Andrews heard the not-guilty verdict, which righted a wrong the justice system had perpetrated on him nearly 50 years earlier. “He’s become like a grandfather figure to me,” Kanisha said.

Kanisha is the first recipient of the newly created Dinsmore and P&G OIP Fellowship. Before becoming the first fellow, Kanisha worked with the OIP as a 2L. In her new role, she oversees two 2Ls and their dockets of about 20–30 cases. Her work varies day to day and includes helping the students with their writing skills and client relationship development.

“I’m grateful for the opportunity to be a part of this,” Kanisha said. “The Andrews case was important for me because it’s an example of progress and the system working.”

Kanisha’s passion for the OIP stems from some family history. “I know from my family’s experience what incarceration does to a young person who makes a mistake,” she said. “It changes

“The Andrews case was important for me because it’s an example of progress and the system working.”

a person.” She said her family is “blown away” by the work she is doing now.

After passing the bar and finishing her contract with OIP, Kanisha wants to position herself between the community and the law. “I want to help people with the biggest need who are suffering,” she said. “There are a lot of ways to make a difference, including changes in policies and law enforcement so someday there will no longer be a need for programs like OIP.”

She has personally seen what freedom and justice do to a man wrongly incarcerated for nearly 50 years, and she says it is beautiful to watch.

Kanisha Ervin

Dinsmore and P&G OIP Fellowship
Cincinnati, OH

COMMUNITY ADVOCACY

Racial Equity Task Force Builds on Initial Efforts

The Racial Equity Task Force has become a firm-wide push in which Dinsmore offices have committed to implementing specific racial justice initiatives in their respective communities. One year later, more than half of our offices have presented and enacted plans to promote social justice and combat racism, with appointed task force committee members assisting in holding each office accountable for community initiatives. Here is an update on some of these efforts.

WEST VIRGINIA

The Charleston, West Virginia office is undertaking an initiative to recruit, mentor, and help steer diverse undergraduate students

to law school and to the legal profession. The office is partnering with West Virginia State University to provide mentoring, career advice, and interactive programming to diverse undergraduate students who may be potential future lawyers and community leaders.

Our goal is to introduce and encourage these students to consider law school and to assist in removing obstacles that may deter students from considering law school.

The office envisions holding panel discussions and presentations, assisting diverse undergraduate students with LSAT preparation, the law school admission process and scholarship searches, and active mentoring.

The Charleston office also made a significant financial contribution to support a statewide polling and grassroots effort to oppose policies and legislation that will have a discriminatory effect.

Dinsmore hosted a reception for the Minority Lawyers Committee of The West Virginia State Bar and welcomed diverse students from West Virginia University College of Law to our Morgantown office in November 2021.



COMMUNITY ADVOCACY

Racial Equity Task Force Builds on Initial Efforts

Continued

MICHIGAN

Michigan Minority Supplier Development Council

Dinsmore is a corporate member of Michigan Minority Supplier Development Council (MMSDC) and supports local minority business enterprises (MBE) in our Michigan offices. When searching for vendors in either of our Michigan offices, our first step is always checking the MSDC list for local MBEs. MBEs must be at least 51% minority-owned, managed and controlled.

COLORADO

Denver attorneys participated in an annual fundraiser to support Colorado Youth for a Change (CYC),

and partner Michael Paul volunteers on its board of directors. CYC reaches out to disconnected and out-of-school youth each year, connecting them with re-engagement opportunities to complete their education and access postsecondary opportunities. Approximately 84% of students served by CYC are racially diverse or identify as transgender and/or non-binary, and about 69% of students served are eligible for free or reduced lunch.

OHIO

Dinsmore partnered with the African American Chamber of Commerce of Greater Cincinnati and Northern Kentucky

to provide free legal services to minority-owned businesses. For example, through the firm and the chamber partnership, minority-owned businesses who are chamber members can get advice on business entity structure, the creation of an operating agreement as well as basic tax advice. The idea is to help create better access to business opportunities, which help add value to the Cincinnati community. The African American Chamber believes the partnership will help address racial socioeconomic disparities in the region.

CALIFORNIA

Dinsmore participates in Just the Beginning (JTB),

an organization focused on increasing the pipeline to law school for students of color and those from underrepresented communities. Office Managing Partner Joe Leventhal serves on the San Diego Steering Committee of JTB and participated in the planning and virtual programs for the 2021 Summer Legal Institute.



COMMUNITY ADVOCACY — KENTUCKY

Dinsmore Pre-Law Minority Program

The program provides resources, including scholarship money, to minority students at Eastern Kentucky University, University of Kentucky, Transylvania University and Kentucky State University (the state's oldest HBCU).

Each university identified a pool of sophomore and junior pre-law students of color for the program. Those students meet monthly eight times throughout the year with influential minority lawyers, judges, professors, law school administrators and others in the legal field to learn training tips for the LSAT, strategies for applying to law school, how a law school curriculum creates the building blocks for the practice of law, how to balance a workload in the legal profession and more. The students who complete the program will then be eligible to apply for a scholarship.

"We have been so happy with the student engagement thus far with our first four sessions of the Dinsmore Pre-Law Minority Program. The students have been open, enthusiastic and inquisitive. They are building meaningful relationships that will last a lifetime. We have no doubt that they will all be successful in law school and cannot wait to see what the future holds for each of them."

Grahmn Morgan

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

COMMUNITY ADVOCACY

Pro Bono Efforts

More than three years ago, Dinsmore started the Associate Billable Hour Program to offer billable hour credit to associates and time tracking as a traditional pro bono matter for indigent/inability-to-pay clients, social justice matters and diversity-led startups/clients. Those matters include offering education and training as well as traditional legal work.

"Community service is one of the four pillars of Dinsmore's culture, and our pro bono program is a very active piece of that. Our associate pro bono billable hour credit policy helps encourage doing important pro bono work, but we have many partners and associates engaged in projects that they have a passion for where no billable hour credit is sought. We are very proud of that commitment."

Tim Hoffman

Partner / Pro Bono Chair
Dayton, OH



COMMUNITY ADVOCACY

Giving Back Opens Doors

Lewis Diaz

Partner / Covington, KY

“After serving on several boards, such as the Northern Kentucky Area Development District and the Northern Kentucky Community Action Committee, I was invited by the governor’s office to serve on the Eastern Kentucky University board. I’ve been on the board for six years and the chair for three.

This opportunity has allowed me to see the barriers that young adults face in persisting from enrollment to graduation to gaining admission to a professional school, such as law school. So many students who want to go to law school simply don’t have the financial resources or a familiar mentor to help guide them.

I’ve been so proud of the way Dinsmore responded to the social unrest. George (Vincent) asked every office to self-reflect and think of a way to make a positive difference. The Lexington office responded by creating a mentorship program and scholarship

opportunities for diverse students who want to go to law school. I’ve been working with Graham (Morgan, the office managing partner) to connect university leaders with attorneys in the Lexington office to build a pipeline of students. We’re funding scholarships for needs, such as money for the LSAT, a suit, or even shoes, unique to low-income students. These are the soft costs associated with pursuing a legal career that people don’t think about. We want to give these students the feeling of belonging in the room with their peers. I’m fortunate I can leverage my position on the board to facilitate this.

It’s because of these board opportunities that I now serve on the board of Federal Home Loan Bank of Cincinnati, a federally chartered financial organization that gives 10% of its profits to affordable housing in grants. These opportunities create a diversity of thought and have a meaningful impact on the quality of my life. I’m grateful for each of these experiences and that Dinsmore expects our attorneys to be integral parts of our communities to make real change.”

“People who go to law school are just predisposed to want to make a difference and have a natural inclination to leadership. What sets Dinsmore apart is we encourage—even expect—our attorneys to be community driven.”

— *Lewis Diaz*





Network Affiliations

We have partnered with, and continue to support, organizations that share our goals of promoting diversity, equity and inclusion. Through these partnerships, we are provided with training and educational opportunities as well as the ability to share our stories and experiences to build a more diverse and inclusive legal profession. These are just some of the organizations Dinsmore is proud to support.



RECRUITING & RETENTION

Continuing to identify and hire the best and brightest legal talent across the spectrum

Dinsmore brings together promising and established legal talent of differing backgrounds to add to the breadth of our practices and perspectives and achieved through a variety of strategic recruiting efforts to identify, invite in and integrate those differing talents.

As we tried to strike a balance between safety and a return to normalcy in 2021, our summer program was mostly in person and returned to 10 weeks for 2Ls and eight weeks for 1Ls. On-campus interview programs and consortiums were still largely virtual, including many call backs, but we conducted some in-person interviews, depending on the candidate's preference.

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. The firm's Cincinnati office annually hosts the Black Lawyers of Cincinnati (BLAC-CBA) Round Table Mock Interviews for diverse first-year law students.

43%

OF ALL DINSMORE'S 2021 PARTNER PROMOTIONS WERE DIVERSE, INCLUDING WOMEN, RACIAL MINORITIES AND LGBTQ+.

68%

OF OUR 2021 SUMMER ASSOCIATE CLASS WERE DIVERSE, INCLUDING WOMEN, RACIAL MINORITY, LGBTQ+ AND VETERANS.

85%

OF THE 2021 FALL ASSOCIATE CLASS WERE DIVERSE, INCLUDING WOMEN, RACIAL MINORITY AND LGBTQ+.

RECRUITING & RETENTION

56% Of Our 2021 New Hires Were Diverse

These attorneys cite an inclusive culture and mentorship as the reason for joining



Lauren Johnson

Associate / Cincinnati, OH

"As a law student, Dinsmore stuck out to me as a firm because I knew other diverse law students who worked here as clerks. Having role models who I looked up to encouraging me to meet Dinsmore attorneys gave me the confidence I needed to believe that I could succeed as a diverse attorney at a large firm. I learned about Dinsmore's diversity initiatives and was able to appreciate how intentional Dinsmore was about them, but not in a way that seemed forced. There really is genuine interest and dedication to the initiatives, and not just from minority attorneys. As a brand-new attorney, I have always felt supported by the firm and the individual attorneys I'm working with."

Esther Earbin

Associate / Indianapolis, IN

"I joined Dinsmore because collegiality, diversity, and mentorship permeates the culture. When I started, I immediately felt like part of a nationwide team. I believe that Dinsmore authentically understands that true equity and inclusion, not tokenism, drives success. Most importantly, I see this understanding in the firm's dynamic leaders, who inspire me to strive for greater heights."



Jisun Choi

Associate / Washington, D.C.

"Cultural differences are welcomed at Dinsmore, which allows me to stay true to myself. I am able to work on interesting and challenging matters with diverse colleagues who are thriving at Dinsmore. This proves to me that I too can thrive here. I can see myself being with the firm long term, and to me that's significant."



Kevin Poyner

Partner / Denver, CO

"Effective legal counseling requires open and honest communication with our clients, which is better achieved when a firm is as diverse and vibrant as the clients it serves. When choosing to join a new law firm to continue my legal career and support my clients, meaningful commitment to diversity and inclusion were critical. From day one, I have found support through Dinsmore's LGBTQ+ affinity group, In Law & Equity, which is striving to not only increase LGBTQ+ diversity but support diverse attorneys and employees to find success in our careers and advance in the firm. It is this kind of commitment that makes Dinsmore a great and supportive firm at which to practice law."

RECRUITING & RETENTION

Diversity Scholarship Program

We continue to grow our partnership with top clients, including The Procter & Gamble Company, Lockheed Martin, Humana Inc., Valvoline Inc., and Yum! Brands, offering 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 six weeks with Dinsmore and six weeks with the general counsel's office at our clients' corporate headquarters.



Tracey Betz

Senior Human Resources Business Partner / Valvoline Inc.

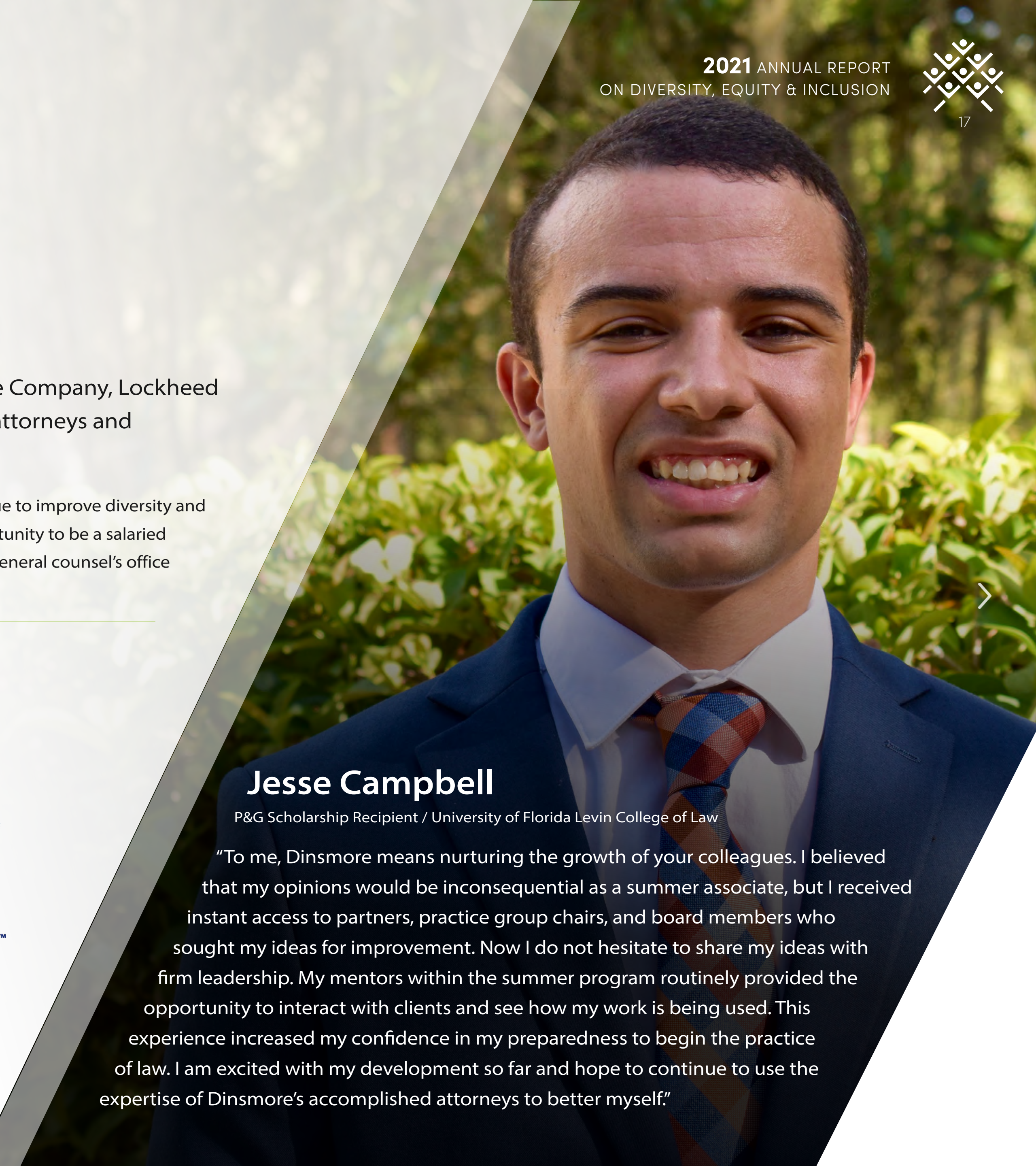
"Valvoline's close working relationship with Dinsmore allowed us to quickly embrace this exciting opportunity to partner on the Diversity Legal Internship and Scholarship program. With Valvoline's 'people-first' values, we believe that by creating a diverse and inclusive work environment we operate more efficiently, more creatively and more productively. Across our company, we are always searching for innovative ways to bring more diversity to our teams. Partnering with Dinsmore, who shares our commitment in offering law students with diverse backgrounds opportunities in the legal profession, is an exciting way for us to further this commitment."



Jesse Campbell

P&G Scholarship Recipient / University of Florida Levin College of Law

"To me, Dinsmore means nurturing the growth of your colleagues. I believed that my opinions would be inconsequential as a summer associate, but I received instant access to partners, practice group chairs, and board members who sought my ideas for improvement. Now I do not hesitate to share my ideas with firm leadership. My mentors within the summer program routinely provided the opportunity to interact with clients and see how my work is being used. This experience increased my confidence in my preparedness to begin the practice of law. I am excited with my development so far and hope to continue to use the expertise of Dinsmore's accomplished attorneys to better myself."



RECRUITING & RETENTION

Career Advancement Program (CAP 2.0)

CAP 2.0 continued to build on the levels of interaction and sponsorship that it provides our new attorneys in their career path.

Program mentors consist of members of the board, office managing partner and attorneys in strong positions of leadership where their sponsorship matters. We continue to incentivize our partner mentors to help the firm identify, develop and promote 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.

Wisu Sul

Associate / Chicago, IL

"The CAP program was an excellent addition to my career. I can develop an advanced set of legal and networking skills. When my career had just begun, Matt (Molloy) and Geof (Oberhaus) helped me learn how to get and handle the cases. I believe that the CAP program is a great way for associates in all phases of their careers to improve and grow."



Paying it Forward

Sunni Harris' Journey from Summer Associate to Partner

"I started my career in the Lexington office after setting my sights on Dinsmore early in law school. Throughout my career here, I've had many mentors in the CAP program along the way; a few of them include Marty Dunn, Jeff Hinebaugh, William Sherman, and Lee Stautberg. There are a lot of firms out there doing great work, but it's the people at Dinsmore and the support at all levels that have kept me here."

"As a Black woman attorney and a married mom of two, I have been able to own my career and be a supportive spouse and mom while practicing at Dinsmore. Due to my husband's presence in academia, my family has moved around a bit. Thanks to the firm being open-minded, I was one of the pioneers of remote working – eventually settling in the Washington, D.C. office. Moreover, the firm has the foresight to cultivate a culture where working moms can thrive."

CAREER ADVANCEMENT PROGRAM (CAP 2.0)

Sunni Harris

Partner (Effective 1/1/22) / Washington, D.C.

"Being elected partner in 2021 was only possible because of the support, mentorship, and sponsorship I've had through the years. Success trickles down, and I will pay it forward as others have done for me."

DIVERSITY & INCLUSION TRAINING

Building Inclusive Connections

“Building Inclusive Connections” is our educational program focused on unleashing the power of diversity by curating an inclusive culture.

In 2021, Dinsmore partner and Chief Equity & Inclusion Officer Tammy R. Bennett continued 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.

The 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.

Embracing Outside Resources

Michelle Silverthorn webinar becomes part of the firm’s training library

“Having practiced law in the past, it seemed like a full-circle moment when I presented WE ARE ALL WELCOME: How to Create a Culture of Belonging and Authenticity for Dinsmore in partnership with many of the affinity bar associations. Recognizing the world has changed, especially in light of the events in 2020, I strongly believe it’s time for workplaces to create a new paradigm for equality and justice. I know Dinsmore has committed to leading this work and the opportunity to help continue their advancement into taking the next steps for real change is imperative to the continued progress in our profession, our country, and around the world.”

Michelle Silverthorn

Diversity Speaker & Best-Selling Author / Inclusion Nation

Anti-Harassment Training

While the firm has been mandating anti-harassment training for years, Dinsmore launched a comprehensive training in 2021.

The training was mandatory for current employees to finish by the end of 2021, and all new hires must complete the training within 30 days of employment. Additionally, managers and attorneys are required to complete a more extensive training. The Anti-Harassment Training is downloadable, contains knowledge quizzes, and participation and results are tracked within our training system.

AFFINITY GROUPS

Minority Attorney Affinity Group



Dinsmore is creating a community for diverse attorneys to engage with one another on a professional and personal level, while embracing cultural differences.



Govinda Davis

Partner (Effective 1/1/22)
Co-Chair, MAAG / Cincinnati, OH



Ritu Singh

Partner / Co-Chair, MAAG
Cincinnati, OH



Reggie Staples

Partner / Co-Chair, MAAG
Cincinnati, OH

Yesica Liposky

Associate / Tampa, FL

“Since I joined Dinsmore, I’ve been a first-hand witness to the firm’s commitment to diversity and inclusion.

Dinsmore welcomed me from the beginning, and I was given opportunities to expand my litigation practice and the industries I serve. Shortly after starting at Dinsmore, I joined MAAG and met diverse lawyers from all over the firm. Given how large the firm and commercial litigation group are, it was wonderful to have an opportunity to meet people from different offices in a smaller group setting. It’s been great to work with such diverse lawyers all across the firm.”



Richik Sarkar

Partner / Cleveland, OH

“When diversity, equity, and inclusion are core values, you don’t need to promote them; you live them.

We have organized affinity groups, such as MAAG, to provide people with safe spaces to discuss important issues and events and build supportive relationships.”



Judge Jamison

Judge Yates

Juneteenth Discussion — Views From the Bench

[Click to View on Demand >](#)



Dinsmore was awarded “Best in Class”

for diversity in the legal profession by *Crain's Cleveland Business* in its issue recognizing seven “notable businesses championing diversity and inclusion.



Leading the Press for Equity

Golden State Warriors Chief Legal Officer David Kelly spoke with Dinsmore's JT Wilson III and Bobby Lucas about the press for Antiracism on and off the court

Dinsmore Launches Environmental, Social and Governance Practice

[Read more >](#)



AFFINITY GROUPS



Women's Initiative

The Women's Initiative continues as a driving force behind the firm's commitment to equality, focusing on recruiting, retaining, and advancing the careers of female attorneys.

41%

OF DINSMORE ATTORNEYS
HIRED IN 2021 WERE WOMEN.



Ayesha Awan Ahmad

Corporate Counsel / Ace Hardware Corporation

"I was so happy to participate in Dinsmore's Muslim women's in-house panel because it is so important for every demographic to feel represented in their profession. It was nice to connect with other Muslim women attorneys and share our experiences with other legal professionals. I've had several law students and new attorneys reach out to me as a result of this panel, and I welcome the opportunity to be a resource for them. I thank Dinsmore for organizing the event."



Monika Jaensson

Partner / Charleston, WV

"The Women's Initiative provides opportunities for our female attorneys to discuss personal and professional experiences, bring forth ideas on impactful ways to increase visibility within the firm, and garner active roles in significant client matters. Through the program, I have had the opportunity to work with diverse women across our geographic footprint, which both inspires me and provides me an opportunity to mentor younger attorneys to position themselves for success. Working together on firm initiatives, I've found numerous opportunities to encourage and support younger women into leadership roles, roles that heighten their visibility within the firm and serve to enhance and hone their confidence in the practice of law. Adapting to the need for virtual meetings has enabled us to have more opportunities to network, mentor and sponsor."



Watch:

In-House Success: Stories From a Muslim Perspective

Our panel shares what has helped them achieve their career goals and what others can learn from their experience

[Click to View on Demand >](#)

AFFINITY GROUPS

Women's Initiative

Attorney Perspectives: Choose to Challenge

In 2021, we were proud to raise awareness to the work being done to help forge a gender-equal world. Below is a small sample of our women attorneys who are telling their stories and helping us find common ground as we continue to integrate diversity, equity, and inclusion into every facet of our firm culture.

Watch the video >

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

Melissa Fann

Associate / Pittsburgh, PA

"I've learned you do not have to choose, you can do it all. When I was growing up, my mother went back to school and set an amazing example of being present and balancing life and work and making it look easy. The example she set, paired with my own life experience, puts me in the best possible place for continued success and growth in all areas of my life."

See Melissa's #ChooseToChallenge feature >



Samantha Hargitt

Partner / Indianapolis, IN

"Early on in my career, I had experiences when the opposing counsel would misunderstand my role in the transaction and treat me as though I was not on their level or my contributions were not as worthy. Fortunately, I've had great support internally from senior partners in the firm who know my potential and value my perspective."

See Samantha's #ChooseToChallenge feature >

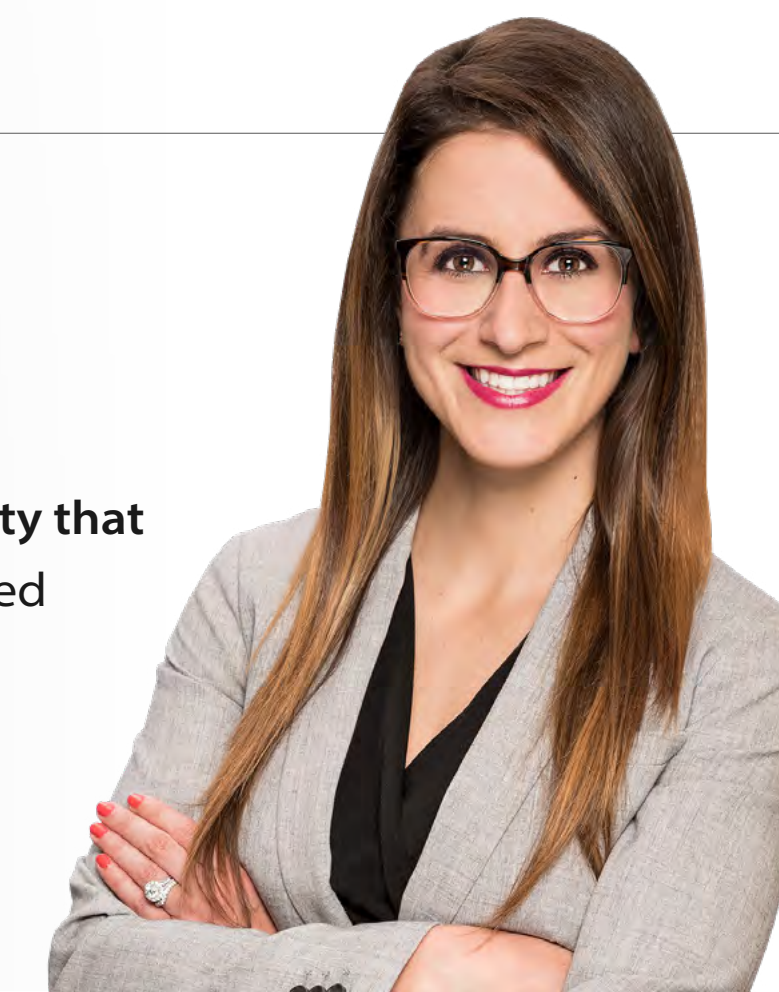


Sara Suleiman

Associate / Chicago, IL

"At Dinsmore, I found a supportive team atmosphere and a level of collegiality that helped erase any bumps in the road from before. Most importantly, I've learned the value of producing solid work product and exuding confidence for the betterment of our practice and our clients."

See Sara's #ChooseToChallenge feature >



AFFINITY GROUPS

In Law & Equity LGBTQ+ Affinity Group

In the past year, In Law & Equity ramped up activities to engage attorneys and staff members who are LGBTQ or allies with virtual events and community involvement, including webinars and continued coordinated celebrations of PRIDE month.

Photo: Dinsmore attorneys represent the firm at the 2021 Equitas Red Gala

Seth Church

Associate / Lexington, KY

“Since college, LGBTQ+ equity has been a centerpiece of my personal and professional focus.

It started with serving on the committee to organize my college’s first Lavender Graduation and continues through the present, where I serve as president of the LGBTQ+ alumni affinity group. And it didn’t stop when I got to Dinsmore. My very first day, I reached out to the firm’s In Law and Equity affinity group and joined the group’s steering committee, working to position Dinsmore as a market leader in LGBTQ diversity, equity, and inclusion. That work showed me that Dinsmore’s commitment to diversity is not simply performative—the firm and its attorneys and staff are putting in the work in our home communities. For me, that work includes serving as outside general counsel for Queer Kentucky, Inc.—an LGBTQ+ nonprofit focused on queer health and storytelling—and as a director of AVOL Kentucky, Inc., a nonprofit dedicated to the elimination of HIV/AIDS in Kentucky.”



Watch

Judicial and Legislative Developments Affecting the LGBTQ+ Community

Our attorney/client panel discusses recent legal developments and anticipated decisions affecting the LGBTQ+ community.

Watch the video >



Watch: STRONGER Together

We put the spotlight on our attorneys and staff members who are using their voices to help unite us and find common ground in every facet of our firm culture.

Watch the video >

AFFINITY GROUPS

In Law & Equity LGBTQ+ Affinity Group



Alyson St. Pierre

Associate / Indianapolis, IN

"Arriving at Dinsmore from the merger, I have been pleasantly surprised by the culture. I joined the In Law & Equity affinity group and have enjoyed hearing the voices and seeing the faces of individuals who share my experience."

[See Aly's #STRONGERTogether comments](#) >

Sam Brinker

Associate / Columbus, OH

"We need to keep our eyes and ears open (awareness), and we need to be ready to shift, change, and update our processes and policies (adaptability) depending upon what we see and hear – ideally, of course, in a proactive manner."

[See Sam's #STRONGERTogether comments](#) >



Jerrad Howard

Partner / Cincinnati, OH

"Part of the reason I was successful at Dinsmore is because of the internal support, particularly from strong allies who valued my contributions and efforts."

[See Jerrad's #STRONGERTogether comments](#) >

John Selent

Partner / Chair, In Law & Equity
Louisville, KY

Tayler Bryant

LGBTQ+ Scholarship Recipient
Louisville, KY

Dinsmore/University of Louisville Brandeis School of Law LGBTQ+ Scholarship

Tayler Bryant was announced as the recipient of the scholarship in 2020 and is headed into his second year at UofL with plans to base his future practice around health care law and HIV/AIDS activism.

"I felt so honored to win the scholarship and be acknowledged by Dinsmore. The generous gift from Dinsmore will bring me through my law school career and also help me make a difference in my community. Once I finish school and join a firm, I am optimistic about the efforts surrounding diversity and inclusion. As is often said, we need more seats at the table. There is plenty of room for everyone and the LGBTQ+ community has so much to offer."

**Learn more about our
Diversity, Equity and Inclusion
activities and initiatives:**

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

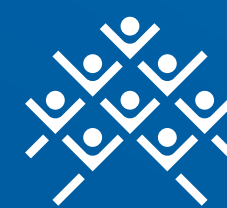
Accomplish SM *môre*.

DINSMORE & SHOHL LLP / LEGAL COUNSEL

We are a national, full-service law firm with offices coast to coast.

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