

The background features a large, stylized 'X' shape in shades of blue and purple. To the left, there is a vertical strip showing a hot air balloon festival with numerous colorful balloons against a light blue sky. The right side of the page has a white background with a faint, repeating geometric pattern of triangles.

Dinsmôre

2022 Annual Report on

# Diversity, Equity & Inclusion

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# As leaders in the legal industry, we believe it is our duty to push as much progress as possible with our diversity and inclusion efforts.

This goes beyond meeting quotas or checking boxes. We are focused on creating an inclusive environment where our attorneys and business professionals feel valued, heard and supported.

I believe in the power of moments. Our most challenging times in history often have a profound effect on shaping our future. Collectively, we have learned from the civil unrest of 2020. Months of anger, fear and frustration gave way to new hope and optimism and we have been intentional about building upon that positive momentum. In the years since, countless members of the Firm have immersed themselves in initiatives that attempt to bridge divides and forge a foundation for a better world. We have supported our colleagues who take a stand for something, shatter ceilings and lift others up along the way. On the following pages, we share some examples of that work.

We believe it is critical that we foster a team-oriented workplace culture that is attractive to attorneys and business professionals. To this end, our aim has always been to design a framework which encourages everyone to contribute to a diverse, inclusive and equitable culture and harness a range of perspectives and skills which deliver value to our clients. We hope that the examples in this portfolio, highlighting the great work done by talented people across our 29 offices, often working closely with our clients, offer inspiration. While there is still much to do, real progress has been achieved.

“Countless members of the Firm have immersed themselves in initiatives that attempt to bridge divides and forge a foundation for a better world.”

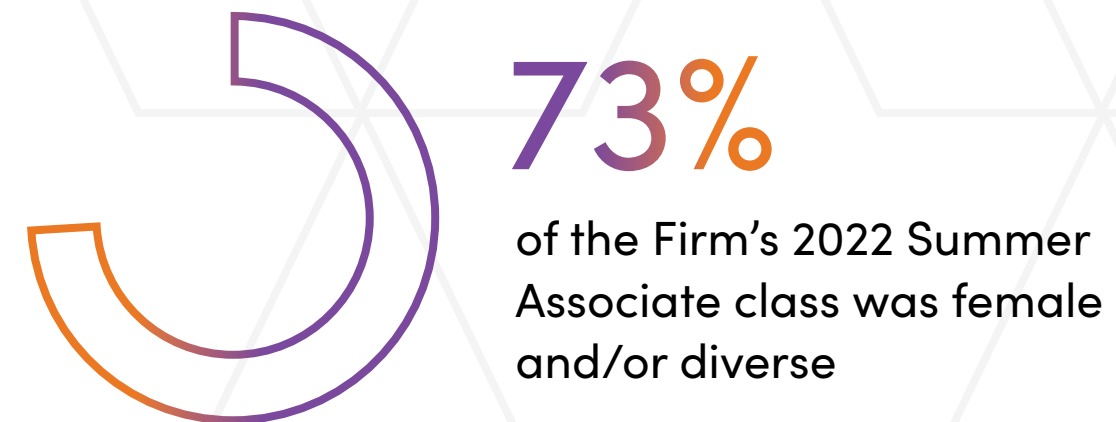
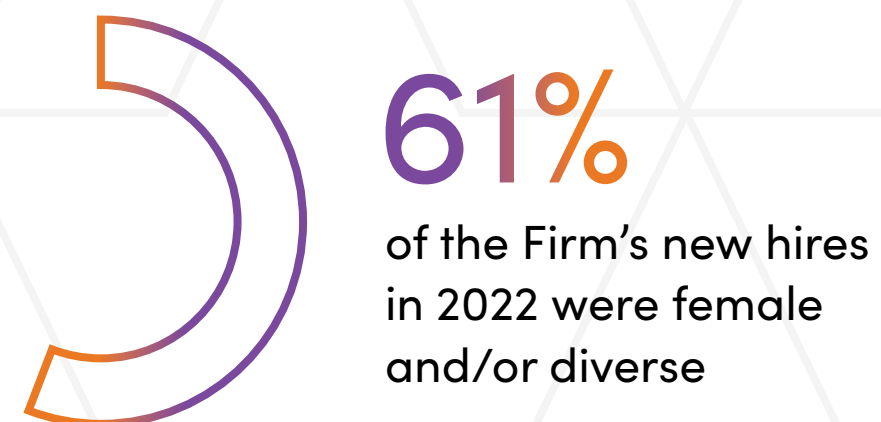
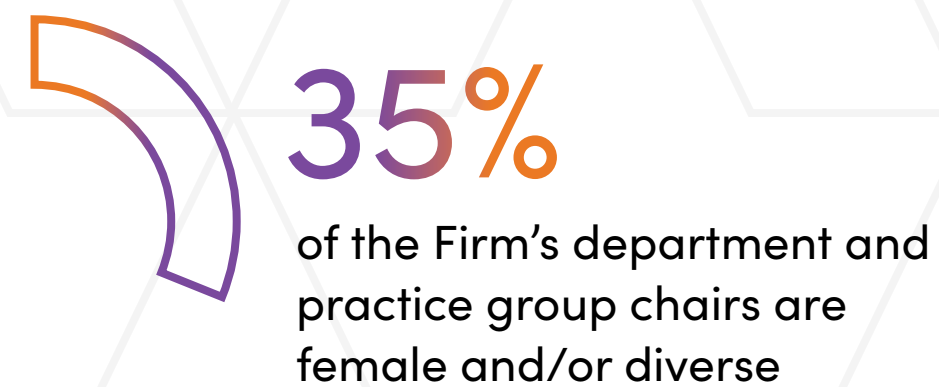
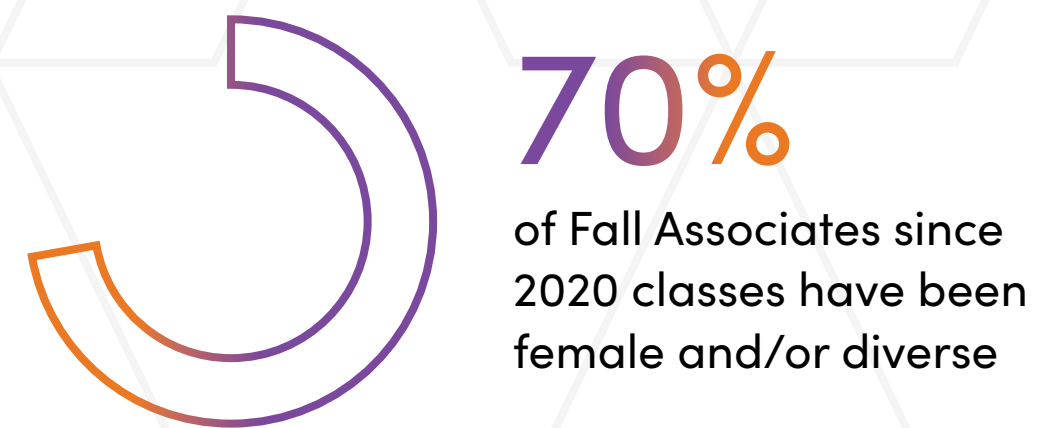
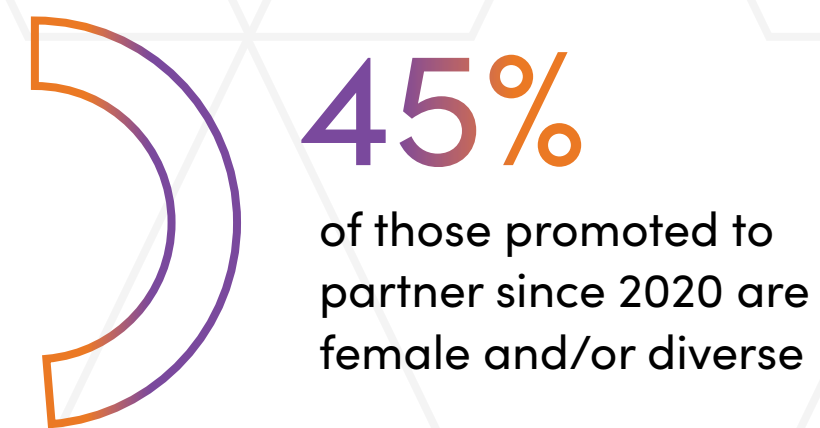
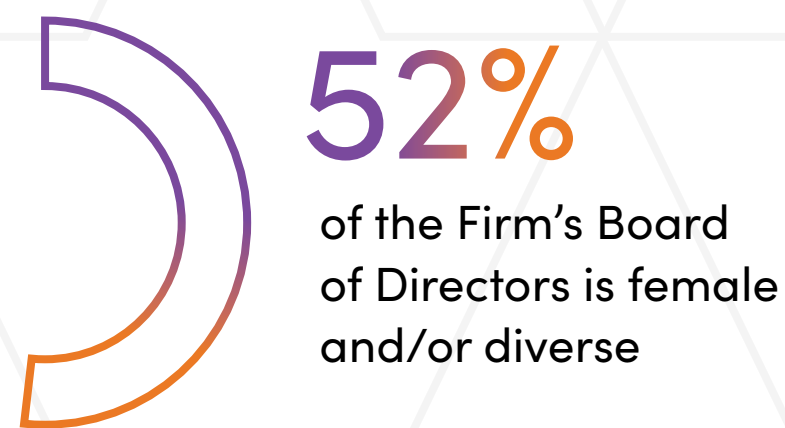


Joshua A. Lorentz  
Managing Partner & Chairman  
Cincinnati, OH



# Dinsmore By the Numbers

Diversity, equity and inclusion are fundamental to Dinsmore’s overall mission, and we firmly believe that integrating different perspectives and backgrounds not only improves our service to clients, but also makes our attorneys and business professionals stand out amongst our peer law firms.



Dinsmore is a proud supporter of a number of organizations that share our mission for diversity and inclusion, including:

- The Leadership Council on Legal Diversity
- Corporate Counsel Women of Color
- Lavender Law Conference
- Diversity Best Practices
- The Center for Legal Inclusiveness
- The Law Firm Antiracism Alliance
- Greater Cincinnati Minority Counsel Program
- North American South Asian Bar Association
- United Way Women’s Leadership Initiative



# Mansfield Rule™

## Certified 2022

Powered by  
DIVERSITYLAB

The Mansfield Rule is a rigorous, year-long certification program that aims to boost and sustain diversity in law firm leadership. Dinsmore earned Mansfield Rule 5.0 Certification in 2022, marking the second time the Firm has met the criteria for achievement.

### Attorney Spotlight

**Esther Sandlin**  
Associate  
Indianapolis, IN

Esther Sandlin continues to grow as a leader and champion for the Indianapolis office's DEI efforts as well as in the Indianapolis community. She serves on the Board of Directors of the International Center, an organization that works to grow Indianapolis' economic and cultural efforts globally. She also serves on her neighborhood association's board of directors.

Facilitated by Diversity Lab, the Mansfield Rule asks law firms making leadership appointments, promotions to equity partnership and more, to consider at least 30% of candidates from historically underrepresented groups. This includes women, racial and/or ethnic and LGBTQ+ lawyers and/or lawyers with disabilities.

Firms participating in Mansfield 5.0 were asked, for the first time, to employ the same considerations when hiring and promoting to C-level or other senior-level professional staff roles as well as nominations to Chambers USA. Firms were also asked to track candidate pools in a more granular way to ensure that no underrepresented group was left behind.

This certification is important to Dinsmore in its efforts to create an inclusive workplace and further embed D & I into the Firm's culture. Achieving the Mansfield Rule Certification is just one step in Dinsmore's journey to diversify leadership in the legal profession. This work has resulted in more than 50% of the Firm's board being comprised of women and minorities.

The work at Dinsmore is not done yet. Over the summer, the Firm pledged its commitment to Mansfield Rule 6.0.

The 6.0 version requires law firms to continue to consider at least 30% historically underrepresented groups for leadership roles and promotions, adding a dozen other activities that focus on the path to leadership.



# Pre-Law Minority Program in Lexington

Dinsmore's Pre-Law Minority Program Gears Up for its Third Year

Since its inception in 2021, Dinsmore's Lexington, Kentucky office has sponsored the Pre-Law Minority Program for eligible students from the University of Kentucky, as well as Eastern Kentucky University, Kentucky State University (the state's oldest HBCU) and Transylvania University. The purpose of the program is for participants to gain insight into the law school experience and how to pursue a legal career. In June of 2022, Lexington attorneys **Grahmn Morgan**, **Mindy Barfield** and **Shaye Johnson** were awarded the Kentucky Bar Association's *Nathaniel R. Harper* award, recognizing their efforts in establishing the program, which is unique to Kentucky.

Participating students meet eight times throughout the year with influential minority lawyers, judges, professors, law school administrators and others in the legal field. During the program, students 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. Students who complete the program are eligible to apply for a \$1,500 scholarship to use in offsetting the cost of the LSAT or to apply to law school tuition.





# Diversity Scholarships

“The dream has always been to work at a firm, work my way up, be an equity partner one day... Now I just need to focus on graduating and passing the bar. I’ve been hired by Dinsmore so I’m excited to go back there. Just an all around great place. There’s no place like Dinsmore.

**Kenny Trotter**

2022 recipient, Valvoline Diversity Scholarship

We continue to find great success in our diversity scholarship program. 2022 marked the program’s 11th year and we continue to partner with top clients, including The Procter & Gamble Company, Lockheed Martin, YUM! Brands, Valvoline Inc. and most recently Humana Inc., to offer diverse attorneys scholarships and opportunities to obtain legal experience as summer associates and interns.

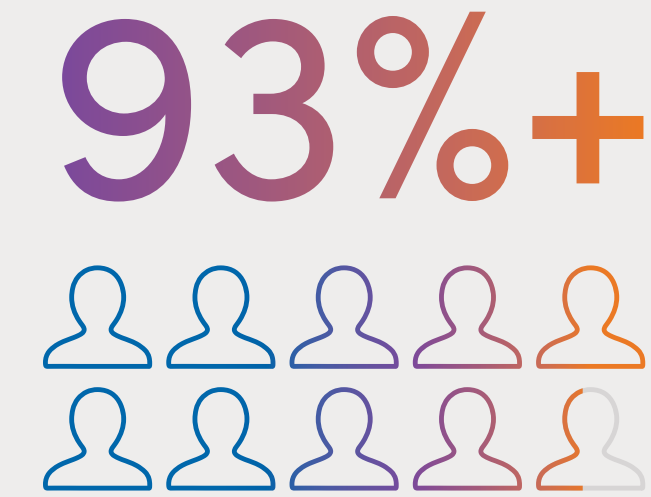
Each scholarship recipient has the opportunity to be a salaried Dinsmore summer associate for a 12-week program, during which they spend six weeks with Dinsmore and six weeks with the general counsel’s office at a client’s corporate headquarters. Additionally, recipients also receive a scholarship of up to \$10,000 and are assigned a mentor who serves as a dedicated resource for professional development.

We have seen great success with retaining our diverse scholars and summer associates with many accepting offers to join the Firm.

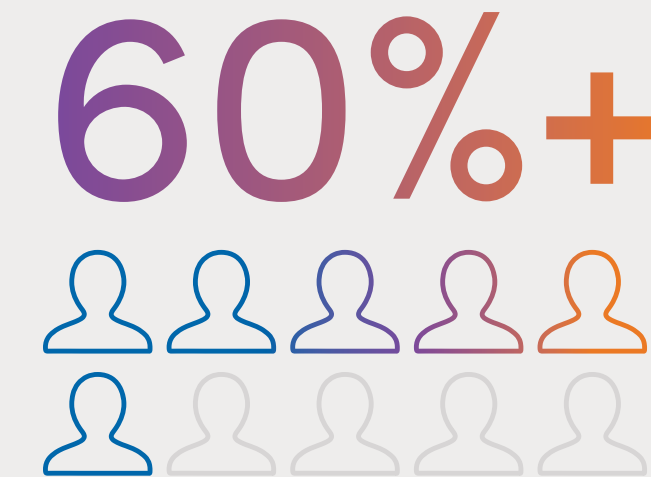
Through this program, we not only provide valuable business and legal experience to outstanding students, but also continue to improve diversity and inclusion efforts throughout our Firm and the legal industry in general.

## Since its inception in 2011

[SB1]



of program participants were extended offers either from Dinsmore or the client partner



of participants chose to return for another summer and/or as a full-time employee after graduation

[SB1] Based on these 2021 figures: Since 2011, we have had 17 students participate in the 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.

## Valvoline Diversity Partnership

We are proud to offer a unique opportunity for a first-year law student to split their summer associate experience between Dinsmore and Valvoline, a worldwide leader in automotive and industrial solutions. One first-year scholarship recipient will be a salaried summer associate for both Valvoline and Dinsmore, splitting a 12-week period between both organizations' Lexington, Kentucky offices.

As previously mentioned, the chosen scholarship recipients will receive up to \$10,000 and are assigned a mentor to serve as a dedicated resource for professional development. Dinsmore specifically seeks applicants who have a strong record of academic or professional achievement, demonstrated leadership qualities, and a meaningful commitment to diversity.

In the summer of 2022, Kenneth Trotter, a J.D. candidate at the University of Kentucky College of Law, accepted the dual associateship. A native of the south side of Chicago, Kenny has always dreamed of becoming an attorney and recognized that he could potentially lose everything if he strayed down the wrong path. His work ethic and proven track record made Kenny an outstanding candidate for the position.

"I've worked at a law firm since freshman year of undergrad," Kenny said. He also spent every summer working. "At one point I had three jobs. Monday-Friday and then Jimmy John's Friday through Sunday. I worked seven days a week just trying to make the right connections, have the right resume and eventually everything aligned."

Kenny stumbled on to the Dinsmore website very late one night and says it felt like a blessing.

"I saw a diversity scholarship available where you got to work with Dinsmore and Valvoline, and got a scholarship as well. I did more research and found the Firm looked like a lot of great people, very diverse. I knew I had to apply."

Recipients of the diversity scholarship will be eligible for an opportunity to return for a second summer and as a first year associate with Dinsmore following graduation.





# Dinsmore & Shohl and the Leadership Council on Legal Diversity (LCLD)

Empowering Diverse Attorneys and Paving a Path Towards  
a Diverse, Equitable and Inclusive Legal Landscape.

LCLD is a pioneering force in the legal community, working alongside legal departments and law firm leadership to transform the legal landscape and cultivate an inclusive profession. By empowering diverse talent through groundbreaking programs, networking opportunities and mentorship, LCLD is breaking down barriers and envisioning a future where all legal professionals can flourish. Dinsmore is committed to supporting this vital mission through a strategic alliance with this organization.

As an active member, our collaboration with LCLD is evident in various initiatives, including:

- **Talent Development:** Through the LCLD's flagship Fellows and Pathfinder programs, we are able to offer our diverse attorneys valuable opportunities for professional growth, mentoring and skills development that aim to nurture the next generation of industry leaders.
- **1L LCLD Scholars Program:** We provide summer internships to first-year law students from diverse backgrounds, allowing them to gain hands-on experience in the legal profession in a supportive and mentoring environment.
- **LCLD Success in Law School Mentoring Program:** Attorneys at the Firm mentor law students from diverse backgrounds, providing guidance and resources to help them navigate the challenges of law school and the legal profession.
- **Firm-wide Initiatives:** We actively support LCLD's mission by implementing many of the firm-wide diversity initiatives set out in this report. These include educational programs and anti-bias training, cultivating a culture where everyone feels welcome, valued, and empowered to succeed.

Dinsmore & Shohl and LCLD

Dinsmore is laser-focused on putting together diverse teams of attorneys, which is why we are proud to be one of only 91 law firms in the country to receive Leadership Council on Legal Diversity’s 2022 Top Performer and Compass Awards.

We have been designated as an LCLD Top Performer and Compass Award winner on multiple occasions since 2015. This is a testament to our active engagement in LCLD programs and the participation of our senior leadership in LCLD’s Annual Membership Meetings.

Our partnership with LCLD also extends to other areas. In 2022, Richik Sarkar was named Chair-Elect of LCLD’s Alumni Executive Committee and will serve as its Chair from 2023–2024. Alicia Bond-Lewis also serves as a regional lead. The LCLD Alumni network, launched in 2011, supports thousands of attorneys throughout their careers. All of our LCLD alums are encouraged to continue their leadership development and business training by taking leadership roles that fit their personal vision.



Attorney Spotlight

Christian Gonzalez  
Partner  
Columbus, OH

Christian Gonzalez was named to the Firm’s Executive Committee and as co-chair of the Firm’s Business Acquisitions and Securities Practice Group. Christian also serves as a member of the Firm’s Board of Directors. Additionally, he was appointed as a board member to the Columbus Franklin County Finance Authority Board.



Dinsmore & Shohl and LCLD

## LCLD Fellows & Pathfinders

We also have a number of diverse, high potential, attorneys who have benefitted from LCLD's Pathfinder Program for early career attorneys, and its Fellows Program for mid-career attorneys. Both programs provide skills development, career strategies and leadership training for attorneys at key stages of their careers.

### Former and Current LCLD Pathfinders:

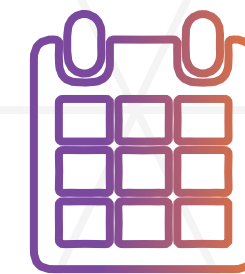
- **Govinda Davis (LCLD Class of 2020)**, Partner in Dinsmore's Intellectual Property, Trademark Procurement/Management & Copyright, and Intellectual Property Litigation Practices
- **Sunni Harris (LCLD Class of 2021)**, Partner in Dinsmore's Employment and Litigation Practices
- **Sydney Pahren (LCLD Class of 2022)**, Associate, Member of Dinsmore's Recruiting/Retention Committee
- **Melissa Fann (LCLD Class of 2023)**, Associate, Member of Dinsmore's Professional Development Committee

### Former and Current LCLD Fellows:

- **Allan Daily (LCLD Class of 2014)**, Partner and Leader of Dinsmore's Venture Capital/Private Equity Practice
- **Christian Gonzalez (LCLD Class of 2016)**, Partner and Leader of Dinsmore's Corporate & Transactional, Mergers & Acquisition, and Banking & Financial Services Practices
- **Richik Sarkar (LCLD Class of 2017)**, Partner in the Litigation, Cybersecurity & Data Privacy, ESG Practices
- **Javier Flores (LCLD Class of 2017)**, Managing Partner of Dinsmore's Boston Office and Member of the Firm's Board of Directors

- **Alicia Bond-Lewis (LCLD Class of 2018)**, Partner in Dinsmore's Litigation and Banking & Financial Services Practices
- **Thaddeus Harrell (LCLD Class of 2021)**, Partner in Dinsmore's Labor and Employment Practices
- **Ritu Singh (LCLD Class of 2021)**, Partner in Dinsmore's Intellectual Property and Patent Procurement & Management Practices
- **Yongsok Choi (LCLD Class of 2022)**, Partner in Dinsmore's Intellectual Property, Patent Procurement & Management, and Intellectual Property Litigation Practices
- **Michelle Duncan (LCLD Class of 2023)**, Partner in Dinsmore's Labor and Employment Practices





# Celebrating Diversity Months

Throughout the year, Dinsmore celebrated diversity months and the unique perspectives the Firm's diverse attorneys and business professionals bring. Offices nationwide hosted events, discussions, volunteer opportunities, and more - all to continue our commitment to creating a more diverse, inclusive, and equitable workplace for all.



Celebrating Diversity Months

# Black History Month

This year, we observed Black History Month through a series of social media posts and internal communications which celebrated our people. We also supported a number of Black-owned businesses. We launched these efforts with a statement from former Managing Partner, **George Vincent**:

“February is the annual observance of Black History Month, when we celebrate the achievements by African Americans and recognize their pivotal role in our nation’s history. These contributions are vast and strong, and I challenge all of us to celebrate these accomplishments throughout the year – learn the history and embrace the struggles and sacrifices that have forged progress. Please join us as we recognize and show our appreciation for these important achievements.



“It’s been important in my **career** in terms of understanding **their** problems and drawing on a broad set of experiences that being a person of color **provides**.

**Melissa Fann**  
Associate  
Pittsburgh, PA



“The unspoken rules of corporate life **are** changing. Many Black women are now **coming** to work with natural hairstyles. It’s **beautiful**. I love Dinsmore Columbus. **Everyone here wants** to learn about each other’s cultures.

**LaTawnda Moore**  
Of Counsel  
Columbus, OH



Celebrating Diversity Months

# Women's History Month

Dinsmore celebrated International Women's Day and Women's History Month by learning about the fascinating paths taken by some of the Firm's attorneys and business professionals to reach to current stages of their careers. We appreciate the outpouring of support from women of the Firm on this project. We asked each participant to reflect on her own personal milestones as well as the collective gains women have achieved throughout history.



## Attorney Spotlight

**Govinda Davis**  
Partner  
Cincinnati, OH

Govinda Davis had a great year in 2022: she became a partner at Dinsmore, Pro Bono Partnership of Ohio named her a Rising Star for 2022, she was selected to participate in Cincinnati USA Regional Chamber's WE Lead Leadership Program as part of the 2022-2023 class, and she made her debut in the World Trademark Review 1000 for 2023. Govinda also served as Diversity Liaison and Diversity Chair for the DRI IP Litigation Committee and on the board of directors for WordPlay Cincy.



“Dinsmore provides flexibility and room for women attorneys to balance work and life.

**Qiong "Joan" Zhao**  
Associate  
Ann Arbor, MI



Celebrating Diversity Months

# Pride Month

In celebration of Pride Month 2022, 11 Dinsmore offices across the country held 17 LGBTQ-centric events between June 1 and June 25. These events included organizing the name change clinics mentioned in this report, marching in community parades, painting Pride river rocks with rainbow and Pride themes in solidarity with various LGBTQ+ organizations and holding PRIDE related seminars via Dinsmore Lunch & Learn meetings.



## Attorney Spotlight

**Andy Gammill**  
Partner  
Columbus, OH

Andy is co-chair of In Law & Equity, the Firm's LGBTQ Affinity Group, as well as a member of the Recruiting and Professional Development committees. It is through his dedication and supervision that Dinsmore is able to have active involvement in 20+ Pride activities during the month of June. Andy also serves on the national Board of Governors of the Human Rights Campaign, the largest LGBTQ civil rights organization in the country.





# Dinsmore From Coast-to-Coast

As a national firm, Dinsmore is intentional about making an impact in the communities in which it operates. Since 2020, the Firm has accelerated its diversity and inclusion efforts in many cities across the country, thanks to the dedication of its attorneys and business professionals. All offices are also encouraged to engage in a Dinsmore Day of Service in their communities, many working with organizations which are dedicated to creating a more inclusive society.

## Attorney Spotlight

**Javier Flores**  
Partner  
Boston, MA

Boston office managing partner Javier Flores is on the Executive Committee of the Hispanic National Bar Association (HNBA) where he leads the PODER25 program, aimed at increasing representation in corporate legal departments. Javier also serves as a commissioner for the Boston Office of Fair Housing and Equity, where he mediates and hears cases involving allegations of housing discrimination in the City of Boston. Finally, he serves as VP of the Board of Inquilinos Boricuas en Accion, a non-profit and community development organization that provides low-income housing in Boston along with programming and education to provide tools to increase socio-economic mobility.







Dinsmore From Coast-to-Coast

## Boston

Attorneys and business professionals from the Boston office teamed up with Community Servings to prepare nutritious meals for its Day of Service. Community Servings provides home-delivered meals and nutrition services to individuals and families living with critical and chronic illnesses. Their made-from-scratch meals are medically tailored – meaning they’re customized to meet the nutritional and medical needs of clients who are fighting illnesses like HIV/AIDS, diabetes, cancer, kidney disease, and many others.



## Chicago

The Chicago office participates in bi-monthly discussions aimed at bringing awareness to diversity issues. Topics such as the gender pay gap, double standards faced by women in the workplace, blackface and cultural appropriation are openly discussed with participants giving their feedback on the topics.

The office also partners with Genesys Works, which runs a program partnering with corporate sponsors. The program’s objective is to provide pathways to career success for high school students in underserved communities. It provides skills training, meaningful work experiences and creates impactful relationships. The Chicago office employs a high school honor roll student from a diverse background as its receptionist and she has become a valuable member of its team.

Finally, the office supports Breakthrough Chicago and for its Day of Service, supplied and prepared food for 80 men and women, while also sorting donated items for Breakthrough’s clothing donation center. Breakthrough strives to help the less fortunate by providing a range of services including men and women’s shelters, health clinics, violence prevention and much more.



## Columbus

The Columbus office engaged in a number of educational, celebratory and community based events over the course of 2022.

Members of the office researched, compiled and circulated educational events and resources for Black History, Women's History, AAPI Heritage, Pride and National Hispanic Heritage Months. Office participation in the American Bar Association's 21-Day Racial Equity Habit-Building Challenge was also encouraged, including through the circulation of daily materials. The Columbus office's book club selected books featuring historically excluded people and added them to its office library.

As part of Women's History Month, the office continued its annual Women's Week initiative, featuring interviews with women from the office, as well as organizing an office fundraiser and donating funds to the YWCA Family Center. The organization provides emergency housing and meals to those in need, particularly single mothers and their children.

Columbus hosted cultural celebrations for AAPI Heritage Month and National Hispanic Heritage Month, featuring and supporting local, AAPI-owned and Hispanic-owned restaurants. They also hosted a free lunch featuring Ajumama, an AAPI-owned food truck specializing in Korean street food. To wrap up the month of celebration, an office donation was made to the Asian Pacific American Bar Association of Central Ohio. Members of the Firm also sponsored and attended the organization's annual gala.

The office made a donation to the John Mercer Langston Bar Association and the local chapters of the Black Law Students Association, and sponsored and attended the organizations' annual gala. Finally, **Scott Surovjak** participated in the Anti-Defamation League (ADL)'s leadership program, the "Glass Leadership Institute (GLI)" which was established over 20 years ago. The GLI is the cornerstone leadership development program at ADL which aims to empower young adults to fight hatred and bigotry in their own communities. GLI provides unique opportunities to explore ADL's core mission, "to stop the defamation of Jewish people and secure justice and fair treatment for all."



Dinsmore From Coast-to-Coast

## Cleveland

The Cleveland office partnered with the Greater Cleveland Food Bank for a Day of Service passing out meals to hundreds of families. The Greater Cleveland Food Bank is the largest hunger relief organization in Northeast Ohio. The Food Bank operates a community food distribution center, providing food and other critical grocery products annually to more than 1,000 local food pantries, hot meal programs, shelters, mobile pantries, programs for the elderly and other nonprofit agencies.



## Indianapolis

In the summer of 2022, the Indianapolis office had the pleasure of hosting nine bright and eager scholars from Just The Beginning, wanting a look at daily life in the legal profession. Through iLead's Law & Leadership program, each had the opportunity to visit the federal courthouse where they engaged in discussions with federal judges, assistant U.S. attorneys and U.S. Marshals. Their passion and energy during their short time with us left the office in no doubt that the students will be fantastic future leaders.

Members of the office participated in a diversity job fair held by the Indianapolis Bar Association which resulted in recruitment and hiring of at least two summer associates. The office also participated in the Providence Christo Rey High School (PCRHS) internship program by hosting a PCRHS student for the 2022/2023 academic year. The student will present on her project in May 2023 and we look forward to covering this in next year's report. During Pride Month, the office held a happy hour to celebrate and provide information on Dinsmore's In Law and Equity LGBT+ Affinity Group.

Finally, in July of 2022 the office joined forces with the Indianapolis Bar Association to hold its "Seat at the Table Event," with attorneys and law students to network and engage in an open discussion about landing opportunities and creating an inclusive, supportive organizational culture. Despite more legal organizations than ever discussing DEI to address structural imbalances in the field, there is still a great deal of work to be done. The event was designed to address the fact that it is not only hard to get through the door, but to find a place among colleagues and climb the ranks.





Dinsmore From Coast-to-Coast

## San Diego

In the San Diego, the office worked with Just The Beginning on its Summer Legal Institute. The SLI is a four-day legal immersion program for high school students across the country. The goal of the SLI is to enhance skill sets that are essential for students to progress successfully through high school, college and law school. Through a unique curriculum designed to enhance these skill sets, the SLI program inspires diverse students to pursue advanced degrees and careers in the legal profession. Dinsmore’s San Diego office managing partner, **Joe Leventhal**, volunteered his time to collaborate and work with students in the program. Pulling from his own experience in the legal industry, Joe was able to provide them with a unique view that was both personal and insightful.



### Attorney Spotlight

**George Rios**

Associate

San Diego, CA

George Rios in the Firm’s San Diego office is active both in the legal community and community at-large. He served as the 2020-2021 President of the San Diego La Raza Lawyers Association (“SDLRLA”). SDLRLA is a community of Latino/a/x attorneys and their partners who are dedicated to justice, equality, and the empowerment of diverse communities through education, advocacy, and service. They are committed to promoting diversity in both the bench and the bar. During George’s term as President, SDLRLA created a new 501(c)(3) non-profit arm, the SDLRLA Public Benefit Fund, to better serve San Diego’s diverse community. George served as the first President of the Public Benefit Fund in 2022.

## West Virginia

In West Virginia, **Jill Cranston Rice** and Opportunity WV, a diversity and economic development coalition, hosted a legislative breakfast to bring attention to the need for workforce development. The breakfast focused on economic development, a key tenet of Opportunity WV. It featured a conversation with **Mitch Carmichael**, Secretary of Economic Development, about West Virginia’s progress and future plans to grow a talented and diverse workforce, stronger businesses and communities and a competitive economic climate.



# Project spotlights

Throughout the year, Dinsmore & Shohl LLP continued to build upon the commitment to diversity, equity, and inclusion beyond the Firm and into the places we call home. Among the many initiatives, a few are spotlighted in this section that address legal challenges for the LGBTQ+ community, long-term inequities in the justice system, and critical support for unexpected natural disasters upending the lives of individuals in the communities the Firm serves.



## Attorney Spotlight

### Reggie Staples

Partner  
Cincinnati, OH

Reggie Staples is the Firm's Vice Chair of the Engagement Committee -- Pro Bono and Community Engagement. He is also co-chair of both the Minority Attorney Affinity Group (MAAG) and Alumni Development for the Firm's Business Development Committee. Finally, Reggie serves as a member of the Firm's Diversity Committee.

Reggie has also served on the Board of Trustees for ArtsWave and been a member of their Finance and Investment Committee and African American Circle Steering Committee. Additionally, he has served as Secretary on the Board of Trustees for the Cincinnati Bar Foundation, served on the Black Lawyers Association of Cincinnati's Executive Board as Vice President, and is a member of the National Association of Bond Lawyers and the Cincinnati Bar Association.

 Project Spotlight

# Louisville and Lexington Name Change Clinics

In honor of Pride Month, Dinsmore once again hosted name change clinics in both Louisville and Lexington through its pro bono initiative

The goal of the clinics is to provide much needed, free legal assistance from caring volunteers to Kentucky residents looking to obtain a legal name change, with a particular focus on transgender and non-binary clients of the clinics.

The clinics brought together volunteer attorneys, paralegals, notaries and law students onsite for consultations and to assist with completing and filing the necessary legal name change petitions. Where necessary, volunteer attorneys also represent clinic clients at any necessary court proceedings regarding their petition. Thanks to the combined efforts of this dedicated team, many Kentuckians now have the legal direction they need to live with a name consistent with their identities.





# Ohio Innocence Project

As we reported last year, Procter & Gamble (P&G), Dinsmore & Shohl LLP and the Ohio Innocence Project at Cincinnati Law (OIP) collaborated to create the Dinsmore and P&G OIP Fellowship. The Fellowship is designed to give a recent law school graduate the opportunity to hone lawyering skills and gain experience in civil rights litigation and policy-making, through a two-year, set-term apprenticeship program. The program prepares Fellows for a successful career in the courtroom, legislature, or other elected office, and in any public interest legal organization where sophisticated litigation skills are required. In addition to learning the field, the Fellow will be mentored by seasoned attorneys along the way. A new Fellow will be chosen every two years as the program grows.

After graduating from law school at the University of Cincinnati, **Kanisha Ervin** had the opportunity to return to the College of Law, this time in a new role. “The Elk Grove, California native became the inaugural Fellow for the Dinsmore and Procter & Gamble OIP Fellowship, a unique Fortune 500, Am Law 200 partnership for recent law grads to join one of the most successful Innocence Projects in the country,” the UIC campus newspaper reported.

Kanisha’s participation was driven by a desire to bridge the gap between people who are oppressed by the criminal legal system and those who make and enforce the rules of the system. Her focus aligned perfectly with what the program was intended to achieve.

“Dinsmore began supporting this pivotal program in 2021 as a way to offer a lifeline to those lost in the maze of a complicated and often uneven and isolating criminal justice system,” said Marty Dunn, chair of the Diversity Committee at Dinsmore.



“ This year, in addition to applauding all of the fantastic results OIP has achieved, we celebrate Kanisha Ervin, the first graduate of the Fellows program. Ms. Ervin is now ready to carry the torch and has opened a pipeline to attract and train candidates in civil rights litigation and policy making. Dinsmore’s participation pales in comparison to the efforts of Kanisha and UIC Professor Mark Godsey, who co-founded the OIP and has made it one of the most recognized Innocence Projects in the U.S.

**Marty Dunn**

Chair, Dinsmore’s Diversity Committee  
Cincinnati, OH



## Project Spotlight: Ohio Innocence Project

“Dinsmore’s continued partnership with Procter & Gamble and the Ohio Innocence Project is a testament to our commitment toward bringing about meaningful change in the criminal justice system. Our participation aligns well with what we ask of the Firm’s attorneys and business professionals. That is, to be the best possible citizens of the communities we serve and to treat each other with grace and dignity.”

**Joshua A. Lorentz**  
Managing Partner & Chairman  
Cincinnati, OH

What sets the fellowship program apart, is the fact that it takes a corporate/law firm fellowship model and applies it to Innocence Projects. In addition to opening doors for new attorneys, the program will help to attract and train candidates on how to litigate and advocate in the context of a dynamic civil rights organization. It is designed for recent law graduates, with a preference for candidates who are underrepresented in the legal profession.

“Working on such a critical initiative with another community leader and partner like P&G makes this effort even more special for Dinsmore. Together we have achieved remarkable results in addressing injustices and providing hope to those wrongfully accused. Our ongoing efforts with this important project reflect the power of collaboration and the positive impact it can have on individuals and communities,” said Joshua Lorentz, Dinsmore’s managing partner

Kanisha now plans to “take the lessons and truths learned as a Fellow to the next role in her professional journey, a position as an Intelligence Fellow for the Southern Poverty Law Center,” she told the newspaper.



 Project Spotlight

# Lexington Pro Bono Work on the Eastern Kentucky Floods

In August, while thousands of Kentucky residents were reeling from a devastating natural disaster, six attorneys from Dinsmore's Lexington office made the trip to eastern Kentucky to provide pro bono legal help to flood victims dealing with FEMA applications and/or denials. In one day, we helped roughly 50 families. Challenges were plentiful. In many cases, critical documents were washed away, state identification cards lost and information about who carried their insurance policies was not able to be salvaged. The pain was palpable, but our attorneys offered a comforting voice in a world that was so unstable for these residents at the time. The help continued even after the clinic wrapped up, with our attorneys following up with many of those who sought help that day, to make sure progress was being made. Additionally, staff in our Lexington, Huntington and Charleston offices organized a supply drive for flood victims and made sure that all of the donations were delivered to those desperate for some of the most basic needs.

## Attorney Spotlight

**Faith Jackson**  
Associate  
Lexington, KY

Faith Jackson is a veteran, an author, a graduate of Harvard Law and rising star in the Firm's intellectual property department. Faith has more than 26k TikTok followers who tune into her videos for a glimpse into life as a lawyer, her time in the National Guard and much more. Faith, who is a self-described member of Gen Z, had her pick of job offers. But she chose to become an associate at Dinsmore in Kentucky after hearing about its impressive inclusive culture. "Gen Z is fighting against the culture of 'work in a big job two years, burn out, go elsewhere,'" Faith said in an interview with Law360. "I think we are prioritizing going to roles that interest us, in cities we want to live in, at firms that value us."



# Dinsmôre

## 2022 Annual Report on Diversity, Equity & Inclusion

[dinsmore.com/diversity](https://dinsmore.com/diversity)

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