

Diversity, Equity & Inclusion at Thompson Hine



Be the
CHANGE

THOMPSON
HINE

Always Innovating

Thompson Hine LLP, a full-service business law firm with approximately 400 lawyers in 8 offices, was ranked number 1 in the category “Most innovative North American law firms: New working models” by *The Financial Times* and was 1 of 7 firms shortlisted for *The American Lawyer’s* inaugural Legal Services Innovation Award. Thompson Hine has distinguished itself in all areas of Service Delivery Innovation in the *BTI Brand Elite*, where it has been recognized as one of the top 4 firms for “Value for the Dollar” and “Commitment to Help” and among the top 5 firms “making changes to improve the client experience.” The firm’s commitment to innovation is embodied in Thompson Hine SmartPaTH® – a smarter way to work – predictable, efficient and aligned with client goals. For more information, please visit ThompsonHine.com and ThompsonHine.com/SmartPaTH.



“They always say time changes things, but you actually have to change them yourself.”

– Andy Warhol

As the legal industry continues to grapple with the challenge of addressing its troubling lack of diversity, clients are pushing for change and seeking out those firms that are making real progress. At Thompson Hine, we are committed to fostering a culture where diversity, equity and inclusion thrive. We also believe that leading by example is the best way to bring about much-needed change. In the pages that follow, we highlight some of our efforts and accomplishments and the people behind them, who inspire us to keep moving forward.

Be the **CHANGE**

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The Roots of Change

A Message from Z. Ileana Martinez, Firmwide Chair, Diversity, Equity & Inclusion Initiative

We humans are funny when it comes to change. The thought of change is exciting. It's adventurous, it's full of promise and opportunity, it's a chance to broaden our horizons and to accomplish things no one else has. Change is at the core of our being. Yet, at the same time, change is scary. It's uncomfortable and it requires us to face the unknown, to take chances and, sometimes, to fail. Thus, we often default to the status quo, to conformity and complacency. We don't rock the boat lest we be plunged into the untested waters of change. Despite best intentions, the legal profession has been slow to embrace the effective and lasting changes necessary for our firms, courts, legislatures and other legal institutions to reflect the diversity that exists in our clients, in the business community and in society.

The theme of this year's report is "Be the Change," a reference to a famous quote often attributed to Gandhi: "Be the change you wish to see in the world." When I see what Thompson Hine's Diversity, Equity & Inclusion Initiative has already accomplished, and what we expect it will achieve through the deliberate, concrete and innovative plan we have unveiled for 2020, I am proud and excited that we at Thompson Hine are the change we wish to see.

We know that our goals to develop, promote and retain diverse talent cannot be accomplished by any one person or committee; they require the support of everyone at Thompson Hine, support I'm proud to say we have enthusiastically and unwaveringly received.

As I work on our diversity, equity and inclusion efforts at Thompson Hine, I am reminded of one of nature's most brilliant examples of the power of having a common and strong support system: the giant sequoia tree. These majestic trees can grow to more than 30 feet in diameter and 275 feet tall and live for thousands of years. Surprisingly, their roots extend only about 12 feet deep, and one wonders how they can survive the forces of nature without

toppling. Although their roots are shallow, they are widespread in all directions. They intertwine and fuse with the roots of neighboring sequoias, together forming an unbreakable foundation and bond that allows all the trees to survive, grow and flourish.

Like giant sequoias, we are stronger and more capable of greater growth when we draw support from others. When our roots intertwine, we become steadfast and resilient, which enables us to persevere. As a firm, we believe that strong bonds, not only within our firm, but with our clients and our communities, are critical to our ability to drive the change we wish to see. On behalf of our Diversity, Equity & Inclusion Initiative, I thank you for your enthusiastic and continuing support of our efforts to promote equality and fairness for all, and I look forward to our continued progress.



Taking Charge of Change

A Note from Deborah Z. Read, Managing Partner

"Someone ought to do something about that."

How many times has that been a knee-jerk reaction upon learning of a wrong or an injustice? It's an easy way of acknowledging that a situation needs to change, without making any commitment to effect that change. It passes the buck to *someone*, an unidentified person who should take responsibility for making the change. Of course, *someone* doesn't always accept the responsibility.

The theme of this year's Diversity, Equity & Inclusion Report is "Be the Change." It's an abbreviated reference to a passage written by Mahatma Gandhi:

"If we could change ourselves, the tendencies in the world would also change. As a man changes his own nature, so does the attitude of the world change towards him. ... We need not wait to see what others do."

Be the Change is a recognition that things don't change for the better without conscious effort; making change requires intentional work by dedicated people.

It's also a creed that should guide our actions in the workplace, not only in matters of recruitment, retention and promotion, but in our interactions with clients and with the broader communities in which we operate.

In this report, you will read about our lawyers and staff who have each decided to be the change – to contribute time and energy to making Thompson Hine an inclusive place where everyone has an opportunity to participate. They've worked to make the legal profession more diverse, equitable and inclusive to the benefit of all.

We also highlight members of the firm who volunteer to improve our communities. Their efforts not only help the residents of these communities in which we live and work, they make the firm stronger.

Thank you to everyone who has guided us, worked alongside us and embraced our efforts to be agents of change. When we strive, together, to **Be the Change**, we can deliver positive outcomes.



Champions for Diversity

One of our Diversity, Equity & Inclusion Initiative's signature events is the annual Diversity Champion Award Luncheon, a firmwide celebration of the achievements of those whose efforts help create a better workplace, community and world for all of us. In addition to recognizing a member of the firm who best exemplifies Thompson Hine's commitment to diversity and inclusion in his or her professional and personal lives, we honor an external individual or client who has demonstrated exceptional efforts and leadership in advancing the values of diversity and inclusion in their industry and the greater community. Recent honorees include:

Kelly Services and its legal department under the leadership of Hannah Lim-Johnson, Senior Vice President and Chief Legal Officer

Kelly Services embraces diversity and inclusion throughout its culture and operations. Kelly's Supplier Diversity Development program is a multipronged approach to prioritizing partnerships with companies owned by female, minority, veteran and disabled businesspeople. In addition to building these relationships for its own procurement of products and services, Kelly Services collaborates with diverse business owners as teaming partners and/or subcontractors to facilitate the delivery of staffing solutions.



Further, as the connection between companies who need talented people and job seekers around the world, Kelly Services has a deep and longstanding commitment to supporting an inclusive culture that helps it attract, retain and develop a diverse pool of talent. This commitment is exemplified by the work of **Hannah Lim-Johnson**. Throughout her career and in her role as leader of Kelly's legal department, Hannah has focused on advancing inclusion in the legal profession. In 2019, she worked closely with the firm to launch the highly successful 1L Kelly Services/Thompson Hine Diversity Summer Associate Program, in which a diverse rising second-year law student receives a paid summer associate position featuring the opportunity to spend portions of the program working in both Thompson Hine's Cleveland, OH office and Kelly Services' Troy, MI office. This is just one of the ways Kelly demonstrates its commitment to positioning diverse individuals for success and is why Kelly Services was honored with the Diversity Achievement Award.



Meritor, Inc. and its legal department under the leadership of April Miller Boise, Senior Vice President, Chief Legal Officer and Corporate Secretary*

Thompson Hine is very proud of former partner April Miller Boise. April was the first female and second African American partner-in-charge of our Cleveland office. She also co-founded Thompson Hine's Spotlight on Women® program and served as its first firmwide chair.

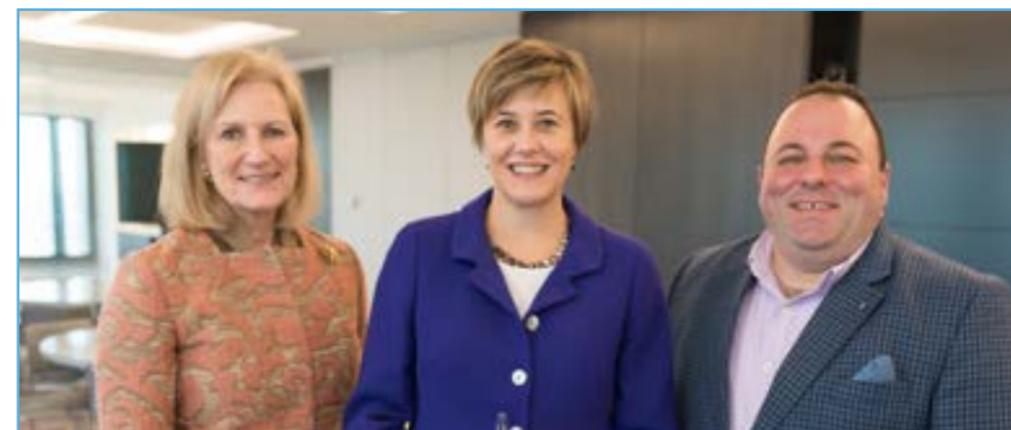
Among Meritor and April's numerous achievements, we recognized two particular initiatives with our Diversity Achievement Award, which was graciously accepted by Meritor's Assistant General Counsel **Eric Mahler** (center). First, Meritor's legal department was an "early adopter" of the American Bar Association's Model Diversity & Inclusion Plan. In a significant undertaking, Meritor incorporated the ABA's plan to eliminate bias and enhance inclusion of traditionally under-represented groups into its core review and analysis process both within the department and for its outside service providers.

Second, Meritor created and co-hosts the annual Outside Counsel Diversity Summit with other major corporations, including Cooper Standard Automotive, Ford Motor Company and Kelly Services. In addition to substantive legal programming, this unique event includes networking and community service projects, and is a great example of Meritor's commitment to advancing the careers of diverse lawyers.

*In January 2020, April returned to Northeast Ohio to serve as Executive Vice President and General Counsel of Eaton Corp.

Eaton and its legal department under the leadership of Heath Monesmith, President and Chief Operating Officer, Industrial Sector (then-Executive Vice President and General Counsel)

Thompson Hine honored Eaton with a Diversity Achievement Award to highlight the legal department's innovative Backstage Pass Program. **Anna K. Raske**, Vice President, Chief Counsel, Corporate HR and Benefits and **Robert C. Psaropoulos**, Senior Vice President & Chief Counsel, Electrical and Industrial Sectors joined us to accept the award.



Eaton's Backstage Pass Program facilitates mentoring opportunities between Eaton legal professionals and diverse attorneys at Eaton's strategic partner law firms, which enhances collaboration and deepens Eaton's relationships with its outside counsel. It also provides opportunities for young diverse lawyers to enjoy increased access to a top client and gain insight into the in-house legal environment.

Thompson Hine applauds Eaton's commitment to be "a model of inclusion and diversity" in its industry, both here in the United States and around the world, which is demonstrated not only through policies and practices, but also through strategic initiatives designed to increase workforce, supplier and leadership diversity, like the Backstage Pass Program.



Jamar T. King, Associate

Jamar is a highly skilled attorney in the firm's Business Litigation and White Collar Criminal Practice, Internal Investigations & Government Enforcement practice groups. He is a seasoned litigator who has tried several cases to verdict. Not only is Jamar committed to delivering the highest quality service and achieving results for clients, he's also committed to advancing diversity, equity and inclusion at Thompson Hine and beyond. That's why he was awarded the firm's Diversity Champion Award.

Demonstrating his dedication to making the Dayton-area bar more inclusive and to fueling the pipeline of diverse individuals entering the legal profession, Jamar spearheaded the revival of Dayton's Diversity Summer Clerkship Program and successfully increased the participation of area judges, law firms and law students. He is a founding member of the Greater Dayton Area Diversity, Equity & Inclusion Legal Roundtable, for whom he organized the 2019 Minority Mock Interview Program in conjunction with the University of Dayton School of Law Black Law Students Association (UD BLSA). Jamar was also honored with UD BLSA's Joseph Cinque Award in 2019.

Jamar is actively engaged in the community. He served on the board of UpDayton for five years and is a graduate of the City of Dayton Neighborhood Leadership Institute. Jamar is currently a member of the board of trustees of the Wesley Community Center, which focuses on serving the needs of families and seniors in West Dayton with education, workforce development, and health and wellness programs. He serves his community with the same dedication with which he serves his clients.

Jacqueline Chavez, National Practice & Regional Growth Manager

Jacqueline is based in Thompson Hine's Atlanta office. She was named a Diversity Champion for her extensive work with the Latino and LGBTQ communities throughout the Atlanta area and nationally.

Jacqueline served as co-chair of the Amigos Club Committee at the Atlanta International School, which introduces families to the Latino culture through educational and cultural events. She has served on the boards of Caminar Latino, Inc., a domestic violence intervention program for Latino families, and Georgia Equality, the largest LGBTQ rights advocacy group in Georgia, which strives to advance fairness, safety and opportunity for the LGBTQ community.

As a former board member of Susan B. Komen Greater Atlanta, Jacqueline assisted in facilitating communication between the organization and Latino communities to promote better breast health. She is currently in her fourth year of leading a Girl Scout troop.

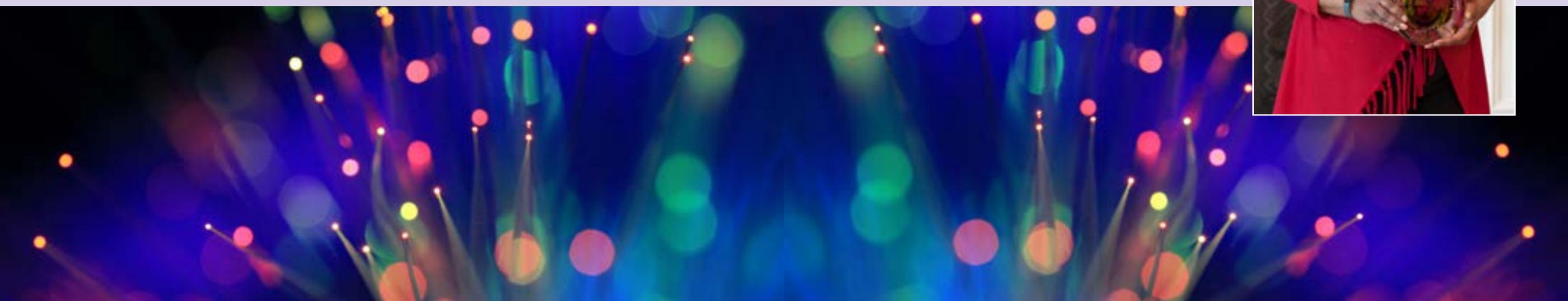


Roslyn Baughn, Records Clerk

Roslyn, a member of Thompson Hine's Atlanta office, received the Diversity Champion Award as recognition for her work with community planning and development/redevelopment organizations.

Atlanta's 25 Neighborhood Planning Units (NPU), citizen advisory councils representing the city's 242 distinct neighborhoods, make recommendations to the mayor and City Council regarding zoning, land use and other planning-related issues that have an impact on their communities. As president and recording treasurer of the Cascade Avenue Neighborhood Organization (CANO) and its delegate to NPU-S, Roslyn serves as a conduit between her neighborhood and city government, keeping residents updated on issues that affect them and ensuring their voices are heard and their needs are addressed.

Roslyn also represents CANO on the Fort Mac Local Redevelopment Authority (LRA) Community Engagement Subcommittee (CES), which includes residents of 17 communities and neighborhoods surrounding Fort McPherson, a former U.S. Army base now undergoing redevelopment. Fort Mac LRA is overseeing the property's redevelopment, and the CES provides input on proposals and ensures that plans offer sustainable economic benefits for the neighboring communities.



Change Agents

Diversity, equity and inclusion efforts are led in each office by volunteer chairs and co-chairs, who give freely of their time to make sure change occurs. We asked them a series of questions about their roles:

What motivated you to become the Diversity, Equity & Inclusion chair in your office?

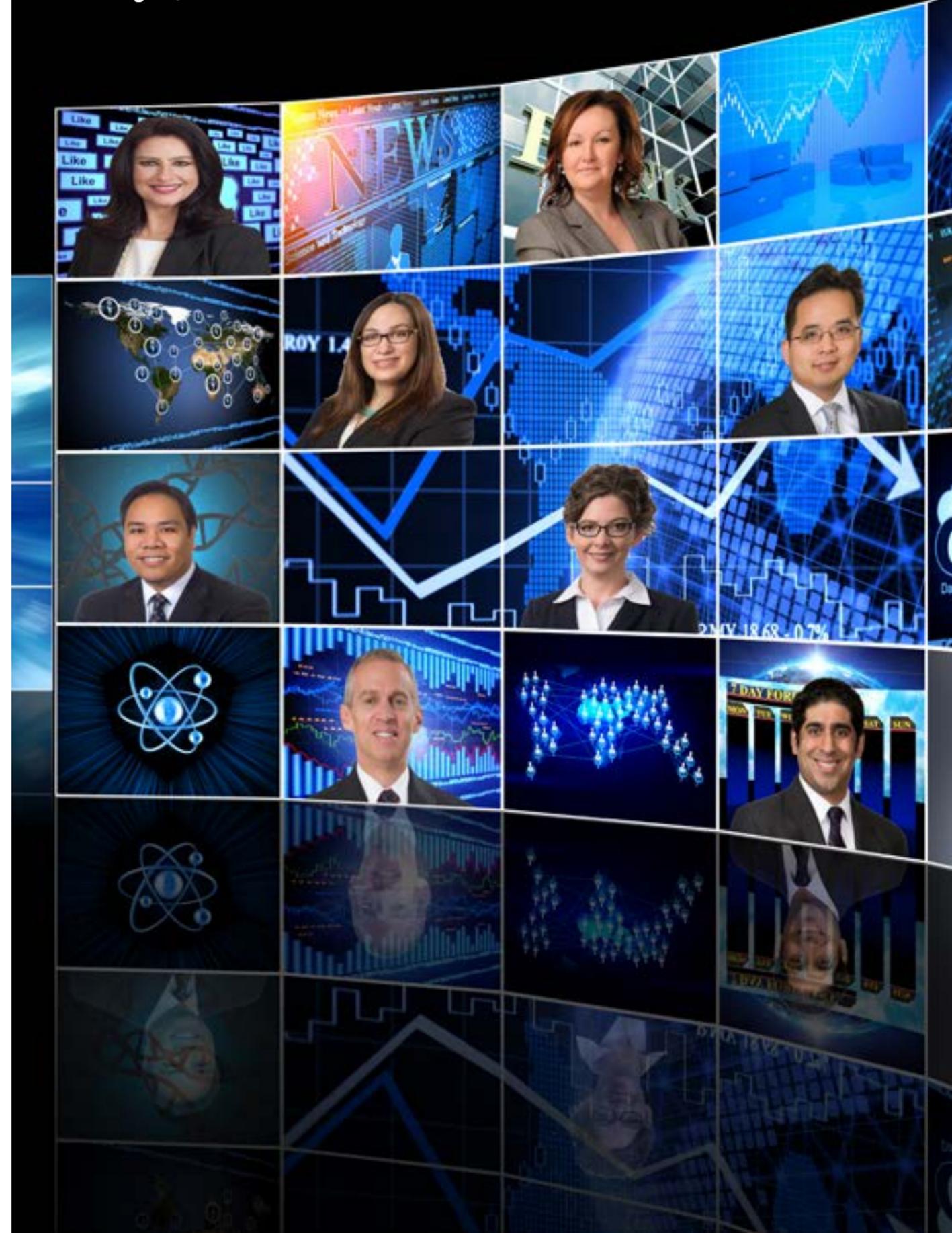
Michael Jahnke, New York: At a previous job, I felt that being an openly LGBTQ litigation associate hindered my chances at partnership. I realized that the “qualities” I was missing (table pounding, excessive sports talk, back slapping, and inappropriate conversation about women) reflected the worst qualities of that litigation group, so I transferred out. I never regretted the move and I felt it my duty to help any firm I worked for avoid creating that sort of environment.

Cori Haper, Dayton: I would love to see more diversity in our office. While it’s important to support diversity efforts in our community, it’s important to focus on what we can do to recruit diverse talent. My focus is bringing diverse candidates into our office and developing relationships with them so that they feel included.

Samir Varma, Washington: As a first generation Indian-American, diversity and inclusion issues have always been important to me. But it wasn’t until I read a report drafted by the ABA on the negative impact the recession had on diversity in the legal profession that I realized the real problem facing diverse attorneys. I wanted to be part of the solution.



Firmwide & Atlanta Chair: Z. Ileana Martinez
Cincinnati Co-Chairs: Heather Muzumdar & Beth Mandel
Cleveland Chair: Eduardo Kim
Columbus Chair: Philip Sineneng
Dayton Chair: Cori Haper
New York Chair: Michael Jahnke
Washington, D.C. Chair: Samir Varma



What has been your favorite Diversity, Equity & Inclusion Initiative event held at your office and why was it important to you and the firm?

Heather Muzumdar and Beth Mandel, Cincinnati: In February, we sponsored “Remembering the Holocaust: Lessons to Inspire Action Today.” We heard from a local Holocaust survivor about his experience escaping the war as a young child and later immigrating to the United States. The event drew a good crowd but was small enough to foster meaningful interaction amongst attendees. It was an opportunity for each of us to reflect on our privileges and responsibilities and to consider how we might step up to be the change we seek.

Eduardo Kim, Cleveland: The Diversity Center’s Walk, Rock & Run. Last year, the Thompson Hine team comprised over 300 employees, family and friends. It is important because the whole firm participates, with a great mixture of staff, associates and partners, and everyone’s families. During this event, it feels like a big TH family, like we are all together and everyone is included.

Michael Jahnke, New York: Our annual “Pride Cocktails” event. It represents a significant coming together of lawyers and staff, LGBTQ colleagues and allies, and typically a few clients. It reaffirms for me each year my sense that TH folks “get it” when it comes to LGBTQ diversity.

Z. Ileana Martinez, Atlanta: One of my favorite recent activities was participating in “Estrellitas Career Day: Journey to Success,” hosted by LaAmistad Estrellitas and the Atlanta Junior League. Estrellitas (“little stars”) supports Latina youths in developing their leadership skills and encourages them in serving their community. It was gratifying to spend time with these talented young women and help them think about their futures and build confidence in their goals.

Another great event in Atlanta was hosting 100 guests in our office for the Georgia Asian Pacific American Bar Association’s public service reception to honor Georgia’s newly elected and appointed Asian American officials. The event’s keynote speaker was retired Georgia Supreme Court Chief Justice Carol Hunstein. **Sara Hamilton** (pictured, right, with Chief Justice Hunstein) is a GAPABA board member.



The theme of our report is “Be the Change.” How does your office embrace that?

Philip Sineneng, Columbus: The attorneys and staff of the Columbus office are committed to creating and maintaining an inclusive environment so that every guest knows that Thompson Hine “walks the walk.” By holding ourselves to the highest standards where every perspective is valued and every voice is heard, we strive to be the defining example of the change we want to see in our community.

Cori Haper, Dayton: The Dayton office is focused on increasing diversity in our firm and in our location in particular. **Jamar King** spearheads a diversity clerkship program for second-year law students in the Dayton legal community and hosts law school externships for diverse law students. Through these efforts, we are seeing more diversity in our office every day, which is refreshing and adds to a more positive office environment.

Samir Varma, Washington: In support of Thompson Hine’s firmwide commitment to paving the way for diverse lawyers as they enter the legal profession, the D.C. office has developed a Diversity Externship Program. This program is designed to give students a “real life” education that complements what they learn in the classroom while they also pursue opportunities in community service or public interest work. Over the past several years, the D.C. office has hosted over 25 externs from local university law schools.



Why is a diverse, equitable and inclusive workplace better for the firm and the community?

Heather Muzumdar and Beth Mandel, Cincinnati: Our clients are increasingly diverse, and we will be ill-equipped to meet their needs and expectations if our ranks are not similarly diverse. Diversity enriches our collective knowledge and opens our minds to new, more innovative approaches to help our clients. We believe the best ideas flow from strong collaboration amongst diverse people capable of tackling a problem from various angles.

Eduardo Kim, Cleveland: I’ve never felt as much divisiveness in the world as what we are going through these days. And the only way for a workplace to combat this divisiveness is to create a diverse and inclusive culture. The firm should always be a safe place, where everyone is always respectful and understanding of all views and differences. The hope is that our inclusive culture will be reflected in everything we do outside the workplace as well, thereafter affecting not just the firm, but the community.

Philip Sineneng, Columbus: Diversity and inclusion are good for business and good for our public image and reputation. But more than that, diversity and inclusion make us better at what we do. By bringing together people with different backgrounds, skills and experiences, we can analyze problems from every perspective and devise thoughtful solutions.



Welcoming Change



Spotlight: A Lawyer Who Is New to Thompson Hine Marla Butler, Partner, Business Litigation

I first joined in discussions about law firm diversity in 1999, two years into my career. We talked about inclusion; we talked about the pipeline; we talked about ways to bring in more diverse classes of young lawyers; we talked about ways to retain attorneys who are women, people of color and/or LGBTQ.

Twenty years later, we are still having the same conversations. And the modest increase in diversity is evidence that we have spent all this time tinkering around the edges, without making real change.

The theme of this report is “Be the Change,” which is an abbreviated and paraphrased version of a quote from Mahatma Gandhi:

“We but mirror the world. All the tendencies present in the outer world are to be found in the world of our body. If we could change ourselves, the tendencies in the world would also change. As a man changes his own nature, so does the attitude of the world change towards him. This is the divine mystery supreme. A wonderful thing it is and the source of our happiness. We need not wait to see what others do.”

Gandhi’s teaching is applicable to our efforts to create more diverse, equitable and inclusive law firms. Our institutions do mirror our world and reflect our biases, specifically the unfounded belief that success is presumptively white, male, heterosexual, cisgender and fully able-bodied. Law firms accepted these biases and applied them to our hiring and advancement decisions, and in the creation of the very fabric of the institutions. But we must hold ourselves accountable for the homogeneity of our institutions. We built them.

Therefore, we at Thompson Hine and other firms are responsible for changing ourselves. We must disrupt the centuries-old patterns that built these homogenous institutions. We must change our nature, rather than tinker. We have to examine our institutions to identify the subtle and not-so-subtle mechanisms that encourage homogeneity and discourage diversity. It’s time we made real progress.

When we change ourselves, we will change the world. Law firms and those of us within them sit at the pinnacle of society. We are the privileged, the powerful. We are emulated. When we get it right, the attitude of the world will change toward us.



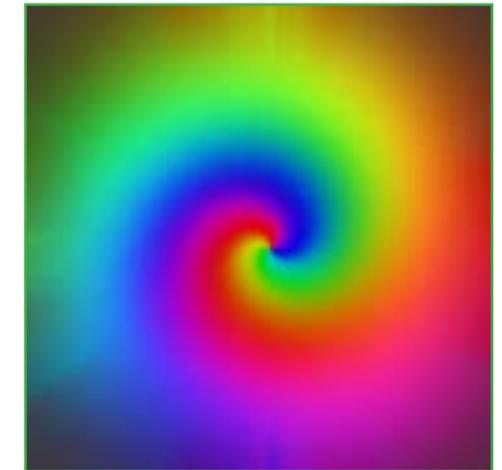


CHANGE in the Works

Diversity, Equity & Inclusion Action Plan

In October 2019, Thompson Hine leadership approved a Diversity, Equity & Inclusion Action Plan. This aggressive plan will further the firm's recruitment, retention, advancement of diverse legal talent and communication. By initially focusing on these four strategic core areas, the plan seeks to proactively identify and remove potential barriers to our efforts to attract diverse legal talent into the firm in a market that is becoming increasingly more competitive for that talent. In addition, the plan will help guide our efforts to remove barriers, measure results and achieve our targets for retaining and promoting diverse legal talent.

Our DE&I Action Plan is a dynamic, living document that represents a firmwide commitment to making Thompson Hine more diverse, equitable and inclusive for all, and we are excited to undertake this work.



Mansfield Rule Certification

We are pleased to share that Thompson Hine has signed on to pursue Mansfield Rule Certification from Diversity Lab. The goal of the Mansfield Rule is to increase the representation of diverse lawyers in leadership roles by broadening the pool of candidates who are considered for leadership opportunities. Inspired by the NFL's Rooney Rule, which requires every NFL team to interview at least one minority candidate for head coach vacancies, Diversity Lab's Mansfield Rule was named after Arabella Mansfield, who in 1869 became the first woman admitted to practice law in the United States.

Mansfield Rule Certification 3.0 measures whether law firms have affirmatively considered at least 30% women lawyers, attorneys of color, LGBTQ lawyers and attorneys with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions.

1L Diversity Fellowship Program and Kelly Services Collaboration

Creating a firm that is diverse and inclusive begins at the earliest opportunity. That's why we have launched the 1L Diversity Fellowship in our four Ohio offices. The summer program offers four diverse rising second-year law students paid summer associate positions for 10 weeks. They gain practical and valuable work experience to strengthen their legal and professional skills.

Each 1L diversity fellow is paired with a Thompson Hine associate who serves as a mentor during the summer program and as a liaison to the firm following the program. This hands-on mentoring and training furthers the students' legal careers.

A second program offered in collaboration with client Kelly Services provides the opportunity for one diverse rising second-year law student to spend the summer program working six weeks at Thompson Hine's Cleveland office and four weeks at Kelly Services' headquarters in Troy, Michigan.

Fellows are chosen by a selection panel consisting of members of the firm's Diversity Committee, Talent Management department and Summer Program Committee. Some participants are offered a chance to return the following summer.

Diversity Externship Program

This program is available during the summer, fall and spring semesters for diverse students in the Washington, D.C. and Dayton offices. In Washington, we host one extern per semester, while the Dayton office hosts externs on an ad hoc basis. Through this program, externs learn and practice essential skills while working on substantive pro bono matters.

2L Diversity Scholarship Program

Thompson Hine's commitment to diversity in the legal profession led to the creation of the 2L Diversity Scholarship Program, which is available in any of our four Ohio offices. The selected recipient receives a \$5,000 bonus, paid upon successful completion of the summer program. A second bonus of \$5,000 is paid when the student receives and accepts a first-year associate offer.

This year's recipient, **Ghislain Tapsoba**, joined us as a summer associate in our Cleveland office. He is a current third-year law student at Washington University School of Law. In summer 2018, Ghislain interned for the civil litigation team at Iowa Legal Aid. He received a B.A. in Global Studies with a concentration in International Affairs from the University of Maryland, Baltimore County in 2017.



Our 2019 Diversity Summit brought diverse summer associates together with diverse Thompson Hine attorneys for a day of interactive sessions and networking opportunities. The event featured a panel of diverse Thompson Hine partners, professional development sessions and speed networking with Cleveland-based partners. This year, we were also pleased to have Paula Edgar, Esq. as our keynote speaker. Paula is a partner of Inclusion Strategy Solutions LLC, a consulting firm that provides innovative solutions for organizational diversity efforts and intercultural competence initiatives. As part of her presentations, Paula discussed meaningful tools and best practices for how to develop a professional brand.





**Message from
Nirvana Dove
Manager of
Diversity, Equity &
Inclusion**

I am thrilled to have joined Thompson Hine in 2019 as manager of Diversity, Equity & Inclusion. The firm's leadership has demonstrated a clear and meaningful commitment to diversity, equity and inclusion at all levels of the organization. This annual report looks back at the firm's accomplishments and activities in 2018 and 2019 and demonstrates a dedication to enriching our workplace for everyone and contributing to enhancing inclusivity in our local communities.

In 2020, I look forward to working closely with our firmwide Diversity, Equity & Inclusion Initiative to develop and provide new programming to achieve greater inclusion at Thompson Hine and in the legal profession. I also look forward to collaborating with my Talent Management colleagues to recruit, develop and advance attorneys of diverse backgrounds.

Diversity, equity and inclusion are imperative for us to foster an environment where everyone at our firm can contribute their different perspectives and experiences. Through this, our clients benefit, and we can attract and retain the best talent to provide the best service to our clients. I look forward to working with the firm to build on our long-standing commitment to recruiting and developing the best talent and fostering a diverse and inclusive culture.

**Message from Andy Colón
Chief Talent Officer**

Good intentions are always required to create a diverse, equitable and inclusive firm, but they are not enough. They must be supported by a strong organizational commitment and sense of accountability that, when guided by clear and measurable goals, meaningfully impact the firm's ability to attract, retain and advance diverse talent.

With responsibility for Thompson Hine's recruiting, professional development and diversity, equity and inclusion functions, I have been uniquely privileged to work closely with firm leadership, internal recruiting staff and external resources on strategies to identify legal talent that is most likely to succeed at Thompson Hine. I'm proud of all of those efforts, but most particularly, of the firm's innovative and strategic response to the continuing lack of representation of diverse attorneys in our industry.



Thompson Hine's efforts to revamp the traditional recruiting model law firms use to recruit legal talent is unprecedented. By incorporating innovative recruiting tools such as psychometric testing, behavioral interviewing questions, structured panel interviews and legal writing assessments, the firm has shown an unwavering commitment to eliminating the effects of unconscious bias in its recruiting process. As consultants often tell us, no other law firm in our industry has taken such bold steps to achieve

a fair and objective talent acquisition process.

Moreover, Thompson Hine's recent commitment to Diversity Lab's Mansfield Rule Certification 3.0 process and its revised Diversity, Equity & Inclusion Action Plan, which sets very critical and specific metrics for the recruitment, retention and advancement of diverse lawyers, are strong testaments to the robust foundation Thompson Hine has built to achieve visible progress.

Through these and many other efforts, Thompson Hine continues to be at the forefront of innovation. I am proud to be part of a firm that is committed to creating a professional environment that is focused on leveraging a person's unique set of differences to create synergies that benefit both the person and the firm. I am equally excited about the opportunity to contribute, through innovation, to a culture that is committed to making sure that all talented contributors can see and achieve a path to long-term success.

Commemorating Change

An unlicensed, Mob-owned bar in New York City was an unlikely launching pad for the gay rights movement, but the Stonewall Inn in Greenwich Village will forever have that distinction.

Fifty years ago, being gay was against the law in New York state. LGBTQ individuals could be arrested for holding hands or for not wearing at least three items of “gender-appropriate” clothing. The community took refuge at underground bars like the Stonewall, though the establishments were frequently raided and patrons shaken down by corrupt police.

A raid in the early morning of June 28, 1969, was the final straw. Tired of being harassed and degraded, the patrons and community fought back, not only that night, but for the five following nights as well in what became known as the Stonewall Uprising. In standing up to the police and repressive, discriminatory laws, the protesters gave hope and visibility to members of the LGBTQ community, not only in New York, but across the country.

Gay rights organizations formed in the aftermath of the uprising and New York City’s first gay rights parade was held on the first anniversary of the raid. In 2016, President Barack Obama designated the Stonewall Inn and surrounding area a National Historic Landmark.

Those who rallied around the Stonewall Inn knew that a change had to be made and took it upon themselves to be that change.

At Thompson Hine’s fourth annual “Pride Cocktails” event in June, the firm’s LGBT Task Force and Diversity, Equity & Inclusion Initiative celebrated the courage of those activists with a mixer in New York City. The event was co-hosted by the LGBT Bar Association of Greater New York.



Accomplishments Rewarded



Kathie Brandt was among 12 women recognized by Women for Economic and Leadership Development (WELD) as the Cleveland chapter's inaugural group of Women WELDing the Way. Honorees are high-impact leaders within their organizations who support the leadership development of other women, give time, talent and resources to their community, and invest in the growth of women-owned businesses. They are featured in a Women WELDing the Way calendar, which each month showcases one of the honorees and her achievements.



Michael Coleman was inducted into the Gate City Bar Association's Hall of Fame this year in recognition of his leadership and service in the legal community, as well as his business acumen. His induction took place at the organization's 19th Annual Hall of Fame Gala in Atlanta. Established in 1948, the Gate City Bar Association is the oldest African American Bar Association in the state of Georgia.



Heidi Friedman was named by the YWCA Greater Cleveland as one of its 2019 Women of Achievement. This award is presented annually to a select group of Northeast Ohio women who have achieved extraordinary accomplishments through career success, community service, leadership, mentoring and dedication to the YWCA's mission of eliminating racism and empowering women.



Emily Farinacci, Georgene Davison and Carolyn Cole were named 2019 Women of Professional Excellence by the YWCA Greater Cleveland. They were recognized for their professional accomplishments, dedication to their organizations and commitment to our community.

Jamar King was honored at the University of Dayton School of Law Black Law Students Association's Joseph Cinque Awards Banquet for his many efforts to increase diversity in the legal profession. Jamar helped launch the Greater Dayton Area Diversity, Equity & Inclusion Legal Roundtable and leads the Dayton area diversity clerkship program. In accepting the award, Jamar gave a very moving speech about being the first lawyer in his family and why diversity is not, but should be, the accepted norm in the legal profession.





Robyn Minter Smyers was honored as the Black Professional of the Year by the Black Professionals Association Charitable Foundation at a black tie gala attended by more than 800 people. The BPACF creates opportunities for African American students through scholarship, education and leadership development. Each year since 1981, the organization has recognized one African American leader for community service in Northeast Ohio. Past honorees

have included Congressman Louis Stokes, Congresswoman Stephanie Tubbs Jones, Cleveland Mayor Frank Jackson and Robyn's father, Steven Minter (pictured).

Erin Luke received the National Association of Women in Construction's (NAWIC) New Leader Award for the North Central Region. She also was the Cleveland Chapter's New Leader of the Year. The New Leader Award is presented to a new member who shows active dedication to NAWIC's mission to enhance the success of women in construction.



Our Guiding Principles

Diversity, equity and inclusion are about embracing a mix of talents, skills and cultural backgrounds; leveraging a diverse and inclusive workforce to achieve superior results for our clients; and creating an inclusive environment where all individuals feel respected, are treated fairly and have opportunities to excel. This is exactly what Thompson Hine has set out to do.

Our strategic goals focus our efforts to harness diversity, ensure equity and foster inclusion. These goals serve as our guide to navigating the path toward a more diverse, equitable and inclusive culture:

- **Embracing Diversity:** We will enhance diversity within the firm and legal profession by championing pipeline initiatives.
- **Equity:** We will continue to invest in programs and initiatives, including mentoring, sponsorship and professional development, that ensure access, opportunity and advancement for our workforce.
- **Fostering Inclusion:** We will continue to work toward creating a culture where all firm employees feel comfortable, valued and respected through internal and external programs and events to encourage community building.
- **Communication:** We will promote the value of diversity, equity and inclusion through client and community engagement and ensure that diversity, equity and inclusion initiatives, actions and results are transparent.

Firm Accolades

Thompson Hine again earned the top rating of 100% and recognition as a "Best Place to Work for LGBTQ Equality" on the 2019 Corporate Equality Index (CEI), an annual survey administered by the Human Rights Campaign Foundation. Employers earning top ratings took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits and practices.

Thompson Hine was featured in the fall 2019 issue of *Women Inc.* magazine as one of its Top 100 Law Firms for Women.

Thompson Hine was ranked among the Best of 2018 for promoting women to partner by the Diversity & Flexibility Alliance.

Thompson Hine was shortlisted in six categories for Euromoney Legal Media Group Americas Women in Business Law Awards 2019, including Best National Firm for Diversity, Best National Mentoring Program, Best National Firm for Work-Life Balance, Best National Firm for Talent Management and Best National Firm for Women in Business Law (all for North America).



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Diversity, Equity & Inclusion at Thompson Hine

[ThompsonHine.com](https://www.thompsonhine.com)