



# ROETZEL

# Diversity & Inclusion Newsletter

ROETZEL & ANDRESS, A LEGAL PROFESSIONAL ASSOCIATION

WINTER 2021 ISSUE

## Diversity & Inclusion Committee Members:

E. Mark Young, Chair  
 Rachael Russo  
 Paul Jackson  
 Bob Humphrey  
 Christina Kuta  
 Lori Moore  
 Tom Terrell  
 Moriah Cheatham-Williams  
 Stephanie Olivera Mittica  
 Amanda Gatti

## Thoughts from the Diversity & Inclusion Committee Chair

This Year-End Newsletter provides a summary of the Roetzel & Andress Diversity & Inclusion Committee's efforts and activities over the last several months. The starting point involved conducting an internal survey of the firm to understand the application of and perceptions surrounding diversity and inclusion practices throughout the various levels of the firm, and soliciting feedback in addressing and enhancing those operational concepts. The Committee appreciated receiving 34% participation in the survey that resulted in 214 pages of detailed responses and comments. Your engagement, openness to share ideas, and continued participation will be invaluable in the Committee's success, and we welcome your continued participation and input. We will issue Summer and Winter editions of our Newsletter in order to update you on our diversity, equity, and inclusion efforts and progress.

In addition to actively addressing the recruitment, development, and retention of top diverse talent by the firm, providing an enjoyable, inclusive work environment remains a main goal of the Committee. As always, feel free to contact me directly or any member of the Committee with your ideas, comments, or concerns.

E. Mark Young

## Diversity & Inclusion Survey- September 2020

The Committee conducted a firmwide survey, on an anonymous basis, in September 2020 to solicit comments and suggestions regarding the concepts of diversity, equity, and inclusion, and suggestions for enhancing these ideals throughout the firm. The survey produced the following high-level highlights:

- A 34% firm participation rate in the survey; and
- Suggestions to include the entire firm within the implementation, development, and operation of the Committee's efforts.

The survey comments further assisted with the creation and development of the following action items:

### A. Establishing a Caregiver Affinity Group

The Committee is in the process of establishing a Caregiver Affinity Group to provide content, education, and shared resources to colleagues who are current, expecting, or adopting parents as well as colleagues who care for disabled, sick, or elderly family members, in all forms and experiences of caregiving.

### B. Developing Community Partnerships

The Committee will work with each office to create and develop community partnerships. This notion not only builds upon the firm's commitment to donating to the foodbanks and related organizations identified in Bob Blackham's Firm Updates, but will also serve as opportunities for our colleagues to participate and join boards or subcommittees of interest.



### C. Annual Service Days

One of the Committee's goals for 2021 is to hold a service day whereby colleagues participate in a half day of volunteerism designed around a theme, concluding with a social mixer. Our goal will be to hold these service days among the Cincinnati-Lexington-Toledo-Columbus Offices, the Akron-Cleveland Offices, the Fort Myers-Naples-Winter Park Offices, and the Chicago Office so that we have opportunities to interact with each other outside of work. The Committee looks forward to scheduling service days in the near future and in line with health and safety concerns. More interaction among colleagues was a consistent theme throughout the survey responses.

We welcome input and participation.

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## Justice Ruth Bader Ginsburg Exhibition

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Roetzel is a corporate sponsor for the "Notorious RBG: The Life and Times of Ruth Bader Ginsburg," an exhibition scheduled to be in Cleveland from February 24, 2021 through August 29, 2021 at the Maltz Museum of Jewish Heritage, 2929 Richmond Road, Beachwood, Ohio 44122. This interactive Exhibition, consisting of archival photographs, records, contemporary art, and media stations, will highlight Justice Ginsburg's legal career, dedication to advancing the civil rights of women and other marginalized groups, along with her appointment to and tenure on the United States Supreme Court. Contact the Committee to learn more information or to attend the Exhibition.

## Diversity & Inclusion Publications and Recently Attended Events

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### Publications

- [December 2, 2020: Leadership Diversity News Digest from the Leadership Council on Legal Diversity](#)
- [November 2, 2020: Attorney Monica Frantz Received Cornell University's Certificate in Diversity & Inclusion](#)
- [A Corporate Perspective from Stanley Black & Decker regarding the recruitment and retention of female leadership](#)
- [The 2020 Benchmark Study Report on Gender and Diversity in Commercial Real Estate prepared by the CREW Network \[Commercial Real Estate Women Network\]](#)

### The Committee's Recent Participation in Diversity & Inclusion Events

- Generations in the Workplace, October 7, 2020, hosted by the Cleveland Metropolitan Bar Association
- Diversity, Inclusion and Equity: Moving to Action in Your Business, October 9, 2020, hosted by the Greater Akron Chamber
- Greater Akron Chamber- 21-Day Challenge. Roetzel is one of the companies participating in this Challenge to leverage momentum underway in the region to drive action around diversity, equity, and inclusion efforts.

Articles, materials, and a calendar of events focused on Diversity, Equity & Inclusion will be maintained on the firm website.



## Amended Mission Statement

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The Committee created the following updated Mission Statement:

Roetzel Address is a legal professional association composed of a diverse group of people under a uniform vision to provide a consistent, superior level of client service. The firm's Diversity & Inclusion Committee seeks to facilitate, encourage, and enhance our continuing efforts to foster an environment of mutual respect in the promotion and attraction of attorneys, paralegals and administrative staff from backgrounds representative of the clients that we serve and the communities where we work and live. We recognize that the responsibility for attaining and sustaining diversity, inclusion, and equity within all levels of our organization lies with each of us.

The Diversity & Inclusion Committee will accomplish these tasks in the following ways:

- Promote and sustain greater diversity and inclusion by developing and recommending strategic initiatives to recruit, support, and retain attorneys and staff from diverse backgrounds.
- Identify and promote participation in activities supporting diversity in our community.
- Communicate diversity and inclusion initiatives, actions and results to all interested parties both within the firm and among our external stakeholders.
- Encourage and develop continuing education within the firm to (1) help employees become more aware of unconscious bias and other barriers to diversity and inclusion and (2) motivate positive behaviors and attitudes for maintaining a respectful, inclusive workplace.

Please contact Mark Young if you are interested in being involved with the Diversity & Inclusion Committee.



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**Practical Advice. Real Solutions.**  
**That's the Roetzel way.**