



ROETZEL

Diversity & Inclusion Newsletter

ROETZEL & ANDRESS

WINTER 2022

Mansfield Rule Certification Progress Summary

The Mansfield Rule certification began in 2017 and has become the gold standard for measuring the attraction, retention, and elevation of underrepresented attorneys based on the categories of race, gender, sexual orientation, disability, and ethnicity.

Roetzel confirmed its commitment to diversity and inclusion by applying for Mansfield Certification under the current Mansfield 5.0 framework.

Achieving accreditation reflects that our firm is, and will continue to, measure the impact of the rule for each underrepresented group with special attention and focus on hiring and promoting individuals to senior and C-level roles within the firm.

Click [here](#) to read the Open Letter from the Chair and Managing Partners who established the Mansfield Rule certification to learn more about the evolution of the Mansfield Rule.



Black History Month

As Black History Month 2022 comes to a close, we highlight the theme of black health and wellness. The focus, throughout the month of February 2022, has been on the legacy of black medical practitioners and scholars advocating and fostering self-awareness and self-care within the national, regional, and local communities to address health disparities in the black community.

Click [here](#) for more information about the Black Health and Wellness theme for February 2022 Black History Month.

Roetzel Continues Investment in Career Development with Fourth Consecutive Ladder Down Designee - Lindsay Casile

Roetzel is proud to announce its continued investment in the professional growth and development of our female attorneys through the Ladder Down program. **Lindsay Casile**, a business litigation attorney based in our Cleveland office, is the fourth consecutive Ladder Down designee from Roetzel. Ladder Down is a year-long program that provides direct training and career development through a combination of coaches, sponsors, and participants seeking to empower women lawyers in three critical areas: leadership, business development and mentoring. The robust program includes a 3-month leadership bootcamp, 4-month business development bootcamp, panel discussions led by local industry leaders, monthly large group sessions, small group accountability sessions and a final focus on the importance of paying it forward.

Roetzel has designated candidates for Ladder Down Cleveland since the chapter was founded in 2019. Previous Roetzel designees include **Jessica Sanderson** (2019), **Laura Wallerstein** (2020) and **Moriah Cheatham Williams** (2021), each of whom expressed appreciation for the firm's investment and high marks for the program's value.

Seth Apple, Chief Marketing Officer at Roetzel, recently caught up with Lindsay to hear about her current experience with, and expectations for, the program:

Seth: "As a junior associate at Roetzel, what attracted you to the Ladder Down opportunity?"

Lindsay: "My initial attraction to participate in Ladder Down stemmed from the program's focus on networking and business development. As a Cleveland transplant, I am routinely seeking ways to develop my substantive lawyering skills, as well as the enhancement of my visibility, reputation and brand in the Northeast Ohio region. I am confident Ladder Down will help me do that, and by extension, contribute to a similar outcome for the firm and my practice group."

Seth: "I know you are just getting started, but what has been the biggest takeaway so far?"

Lindsay: "I am only about a month into the program, but I am amazed by the tools provided to assist in developing and propelling my journey as a woman in law."

Seth: "Identifying and sharpening the tools of the trade are critical, but I find it's the stories, successes and, perhaps most importantly, struggles, of those with similar goals that make the desire for change trigger a switch from 'wish to want.' Do you see that playing out in your Ladder Down community?"

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Diversity & Inclusion Committee Members:

E. Mark Young, Chair
Rachael Russo
Paul Jackson
Bob Humphrey
Christina Kuta
Lori Moore
Moriah Cheatham-Williams
Stephanie Olivera Mittica
Kelly Nizzer Bates
Seth Apple

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Lindsay: "Agreed. For sure. The most rewarding aspect thus far has been the women that I am sharing this experience with—from all walks of life, on diverse paths, but with a common goal to empower each other as we struggle and succeed in taking on the legal profession with gusto!"

Kelley Barnett, Vice President, Corporate Labor and Employment & Procurement Counsel at AmTrust Financial Services, Inc., and Program Chair of Ladder Down Cleveland had this to say about the program and Roetzel's continued commitment to diversity in the law:

On Ladder Down

"'Ladder Down' symbolizes the notion of women holding the 'ladder down' for other women lawyers as they climb, instead of pulling the ladder up behind them. With the training provided by leadership, business development, and mentoring coaches Lynn Moran, Marianne Trost and Beth Fitch, along with the support we receive from local female law firm partners, judges and in-house attorneys, Ladder Down is helping women take control of their careers and teaching them how to empower other women to do the same."

On Roetzel

"Roetzel has supported Ladder Down Cleveland from the very beginning, both as a sponsor and through its support for female attorneys who participate in the program. As a result, Roetzel has helped these women hold the ladder down for other women lawyers. I am grateful for the firm's continued investment and partnership on this very important endeavor."

Alex Karcher Joins Roetzel Transportation & Logistics Group

Alex Karcher recently joined Roetzel's Columbus office as a member of the Transportation and Logistics Group (TLG), focusing his practice namely on regulatory and compliance matters facing clients in the supply chain. Roetzel announced Alex's arrival, together with Gregory Melick, in a [press release](#) earlier this year.

"Roetzel is a true one-stop shop for complex regulatory, transactional, litigation and employment matters, especially in the transportation and logistics industry," said **Chris Cotter**, Roetzel's Transportation & Logistics Group manager. "With Greg and Alex on board, we further solidify our position in the market and are uniquely positioned to guide clients on the opportunities and obstacles impacting their business," he added.

In addition to his legal work and the expansion of the TLG's service offerings/capabilities, Alex's arrival brings added diversity-related experience to Roetzel. Alex served on a number of DEI law firm committees in his career, remains an active member of the National LGBTQ+ Bar Association, and continues to serve on the Transportation Lawyers Association's newly-formed Diversity, Equity & Inclusion Committee (which he helped found).

Alex shared a few thoughts on the Transportation Lawyers Association Diversity, Equity and Inclusion Committee below:

"At its inception, a focus of the Transportation Lawyers Association's diversity, equity and inclusion efforts have been to identify the meaning of diversity. In this respect, the committee seeks to look beyond its organization's statistical diversity to encompass – and embrace – that intrinsic in this discussion must be recognition that DEI also means differences and perspectives are valuable and deserve respect."

"Fostering a community and environment that encourages discourse, shared experiences and perspectives is necessary in order to nurture support of these efforts. Whether its presentations focused on Black History Month, the Stonewall riots, or internal debates from its own scholars of the Federalist Society and the American Constitution Society, the Transportation Lawyers Association must embrace diversity, equity and inclusion efforts in order to be effective and powerful."

Mark Young Named Chair of Gilmour Academy's Newly-Formed Diversity, Equity & Inclusion Committee

Mark Young, Board Trustee and Executive Committee Member of Gilmour Academy ('92), was asked to chair the high school's first-ever Diversity, Equity & Inclusion Committee. Founded in 1946 by the Brothers of Holy Cross, Gilmour Academy is an accredited, college preparatory, independent Catholic school that seeks to empower students of all faiths to ask tough questions, think critically and grow spiritually.

Through religious studies, social service and an emphasis on leadership, students from 18 months to 18 years emerge with a strong moral compass and sense of purpose, ready to apply their talents to making the world a more just and humane place.

Mark recently spoke at Gilmour's 2021 board retreat, facilitated by fellow Board Trustee Jim Rooney 86' (Pittsburgh Steelers Rooney Family), where he shared personal stories and perspectives on the topic of diversity and his role as the DEI Chair.

Click [here](#) to view a recording of Mark's interview.

