

## Roetzel's Monica Frantz Earns Certificate in Diversity and Inclusion

**CLEVELAND** (Nov. 2, 2020) — Roetzel & Andress attorney Monica Frantz recently received Cornell University's Certificate in Diversity and Inclusion.

Ms. Frantz earned the certificate following the completion of an eight-week program that included coursework in improving employee engagement, fostering inclusive work environments, counteracting unconscious bias, and best practices for diversity and inclusion at work.

"It opened my eyes to my own personal blind spots," said Frantz. "It helped me recognize the flaws in the system that create roadblocks for diversity and how to break those barriers by challenging the status quo."

The program is offered through Cornell's School of Industrial and Labor Relations (ILR) and serves business, education, and human resources leaders who want to move their organization beyond compliance and work to build an inclusive and fully aware climate.

"As a counselor to employers on labor and employment matters, one of the reasons I pursued the certification was to gain a better understanding of the ways organizations can design and implement effective plans for building supportive and engaging workplaces beyond checking traditional boxes," added Frantz. "Compliance is always important, but businesses that are achieving competitive advantages are doing so because of their authentic commitments to developing diverse workforces and inclusive cultures that do not simply tolerate different perspectives, but actually embrace them in making business decisions."

### About Roetzel

Roetzel is a full-service law firm with offices located throughout Ohio and Florida, and in Chicago. The firm provides comprehensive legal services to national and international corporations, closely held and family-run businesses, institutions, organizations, and individuals. For more information, visit [www.ralaw.com](http://www.ralaw.com).