



# ROETZEL

# Diversity & Inclusion Newsletter

ROETZEL & ANDRESS

SUMMER 2023

## Roetzel & Andress Receives Mansfield 5.0 Certification

Roetzel & Andress is pleased to announce it has received Mansfield 5.0 Certification. Issued by Diversity Lab, Mansfield Certification is given to law firms that demonstrate a commitment to diversifying leadership at the firm through the satisfaction of a defined set of criteria.

"We are tremendously proud of our recent Mansfield certification and the commitment to diversifying leadership at the firm that is represented by the achievement," said Roetzel Chairman **Robert E. Blackham**. "We commend our industry peers and those who have committed to the multi-year, multi-disciplinary process needed to obtain, and maintain, this important certification, and look forward to strengthening the momentum behind the movement, together."

The goal of the Mansfield Rule, and its resulting certification, is an expansion of diverse attorneys in law firm leadership through a broadening of the candidate pool. Firms are audited bi-annually and certified annually as they follow, comply, and achieve the Rules' requirements.

"It takes a lot of work for firms to make even incremental changes to longstanding systems, and it is an absolute honor for the Diversity Lab team to see what these firms have achieved over the course of the year-long certification cycle," said Kavita Ramakrishnan, Diversity Lab's Mansfield Rule and Knowledge Sharing Senior Director. "The firms enthusiastically engaged with Mansfield's rigorous challenges while sharing learnings with each other to ensure a collective "win." Every Certified and Certified Plus firm should take great pride in this hard-earned accomplishment!"

Roetzel is committed to maintaining its certification under the upcoming Mansfield 6.0 program, which includes an expanded set of criteria for 2022-2023, and fostering diversity within the firm and industry as a whole.



**Mansfield Rule**<sup>TM</sup>  
Boosting Diversity  
In Leadership

## Roetzel's Diversity & Inclusion Spotlight: Q&A with Emily Quan, Litigation Counsel @ Eaton

**Q: Please provide a brief explanation of who you are, what you do at Eaton, and your role/participation within Eaton's diversity, equity, and inclusion initiatives.**



Emily Quan

A: I am a member of Eaton's in-house Litigation Team. We manage all phases of litigation involving the company and advise key stakeholders on broader trends, opportunities, and risks impacting Eaton's people, products, and services. We drive Eaton's inclusion, diversity, and equity goals not only by building diverse internal teams, but also by investing in strategic partnerships with outside counsel.

I also co-lead the global Law Engagement and Development Team, whose mission is to foster an inclusive environment and culture where each team member feels seen, supported, and committed to personal and professional development.

**Q: What has influenced your thinking around diversity, equity, and inclusion and motivated you to get involved in being an advocate for change?**

A: The legal profession is rooted in the pursuit of justice and fairness, and is brimming with brilliant talent, but is still frustratingly resistant to change. Among other things, our profession has a long way to go in meaningfully advancing inclusion, diversity, equity, and belonging. I've been fortunate to learn from incredible mentors and thought leaders in this space over the course of my career. Most recently I have my colleagues at Eaton and The Diversity Center of Northeast Ohio's LeadDIVERSITY Program to thank for expanding my awareness of these issues and for supplying me with tools to effect positive change.

Probably my strongest motivation for advocating for change, though, has come from my mentees and the younger generations of my family. When someone looks up to you, you don't want to let them down. You want to help create a better life for them. These are the people who have inspired me to define my values and fight for them.

**Q: How does Eaton view and define diversity, equity, and inclusion? And how are those principles reflected and incorporated into its business operations?**

A: Eaton aspires to be a model of inclusion and diversity in the industry. To achieve that goal, we must be intentional about infusing inclusion and diversity into all aspects of our operations, transparent about our efforts, and accountable for the results. Eaton has publicly shared its aspirational (by 2030) commitments to maintaining or increasing the representation of women and U.S. minorities on its board of directors and global leadership team, increasing the representation of salaried women and U.S. minorities, and achieving a certain inclusion index score. Eaton also engages a diverse supply base that reflects the communities in which we live and work.

**Q: What successful initiatives or best practices has Eaton identified concerning diversity, equity, and inclusion? And how has Eaton incorporated the same into its initiatives?**

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## Diversity & Inclusion Committee Members:

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

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A: Accountability and transparency are key. Eaton has been publicly disclosing diversity data for more than a decade. Engagement at all levels of the organization is also key. Eaton has eight inclusion resource groups dedicated to this purpose: Eaton Pride (LGBTQ+ and allies); enABLE (People with disabilities/managing special needs); ENGAGE (Eaton Next Generation Achieving Goals and Excelling); iConnect (Connecting Black, indigenous, African heritage, and other people of color); SOAR (Strengthening Our Asian Resources); #VAMOS! (Hispanic and Latino); Veterans (Military veterans and supporters); and WAVE (Women Adding Value at Eaton). Each of the groups has executive sponsors, global leaders, and site sponsors. Some of the organization's best ideas on advancing inclusion, diversity, equity, and belonging have come from these groups.

Our Litigation Team is uniquely positioned to drive Eaton's supplier-diversity goals. We expect the law firms we partner with to build diverse teams to handle our matters because we know diverse teams drive more creative, innovative outcomes. We meet regularly not just with our relationship partners but also with their firms' DEIB professionals. We ask tough questions, including whether the people who hold power in the firm care about these issues and how that manifests. We are always looking for opportunities to give our outside counsel a platform to showcase their perspectives and areas of expertise. We also invest time and resources in strengthening pipelines for diverse talent, including by partnering with law firms and law schools in externship and mentoring programs.

**Q: What advice would you give to those who are trying to identify, establish, and maintain an inclusive environment for everyone in the workplace?**

A: Avoid echo chambers; solicit ideas and feedback from people of diverse backgrounds and at all levels of your organization, as well as DEIB professionals outside your organization. Listen to, absorb, and learn from their feedback. Set actionable goals, measure your progress in achieving them, and be transparent about the results. Take pride in your progress but never stop asking yourself, "how can we improve?" Make this question an agenda item at every team meeting. Share your wins – along with your lessons learned – outside your organization so others can learn from your experience.

## Roetzel Hosted 2023 OWBF Leadership Institute Session

Roetzel & Andress was proud to host the Ohio Women's Bar Foundation Leadership Institute Session 3 on January 13 at the Akron office. The "Power Breakfast Speaker Series" brought engaging discussion about Diversity, Equity Inclusion and Access. Roetzel shareholder and Ohio Women's Bar Foundation Vice President **Heather Renée Adams** was a member of the Leadership Institute Class of 2019-2020 and was instrumental in bringing the "Power Breakfast Speaker Series" to the Akron office. Adams took a few minutes to sit down and answer a few questions about the OWBF Leadership Institute and diversity, equity and inclusion programs.



*Heather Renée Adams*

**Q: What is the Leadership Institute hosted by the Ohio Women's Bar Foundation? And what feedback have you (as Chair) and your team received from the companies that supported their attendees' participation in the 2022-2023 program?**

A: I had the honor of being the co-chair of the 2022-2023 Ohio Women's Bar Foundation (OWBF) Leadership Institute. The Leadership Institute was launched in 2011 as the OWBF's signature program. The Leadership Institute is a six-month leadership development program designed to support and promote the visibility and career progression of women lawyers in, or licensed to practice in, Ohio, with at least five years of practice. The Leadership Institute connects participants with the tools, resources, and network to achieve their goals. To date, over 150 women lawyers have graduated from the Leadership Institute.

Specifically, cohort members engaged in a robust curriculum facilitated by a diverse group of educators, facilitators, and thought leaders on topics such as dynamic leadership; effective communication; diversity, equity, inclusion and access; entrepreneurship & business development; health and wellness; and personal branding. In addition, participants received an executive coach, 360 leadership assessment tools, access to an on-line coaching and resource platform and structured mentorship opportunities.

**Q: What are you seeing within your client base regarding the implementation of diversity, equity, and inclusion programs? And how have those programs positively benefited the tangible and intangible culture of those companies?**

A: Employers that I work with are evaluating all aspects of their business through a diversity and inclusion lens. They are analyzing the way they engage with their associates, vendors and clients. In this way, DEI is more than just an aspirational goal. I work with clients every day to deconstruct their processes and policies to ensure that all employees have an opportunity to thrive within the organization. Beyond these key actions, clients are also actively drafting, reviewing and implementing their DEI policies so that DEI becomes business as usual. Lastly, clients are dedicated to finding and preserving the right talent. They are utilizing DEI efforts to build diverse teams that are committed to the organization's mission.

In addition, I have been asked by several clients to conduct corporate trainings on DEI and anti-discrimination laws. Demand for Roetzel's DEI and labor and employment services is positively trending. I think the word has gotten out that, as a firm, we walk the talk and have attorneys who are just as passionate about DEI as their clients are.

## Diversity & Inclusion Events

### Recent Events:

**Race at the Raffle – Canapi's Signature Fundraising Event**

April 22, 2023 | Annunciation Greek Orthodox Church

**Greater Akron Chamber - Women's Network Leadership Dialogue**

Wednesday, May 10, 2023 | Firestone Country Club

### Upcoming Event:

**Greater Akron Chamber - Women's Network Leadership Dialogue**

Wednesday, August 30, 2023 | Himelright Lodge



*Lauren Zidones was joined by her wife Julie Zidones, Nathan Hill and his fiancé Julia McPherson at the Race at the Raffle.*