

2nd Quarter 2022

# Benesch

# DEI

UPDATES

Diversity, Equity & Inclusion

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## Welcome Charan Brahma as Our Newest DEI Co-Chair

Earlier this quarter we had the honor of welcoming Charanjit Brahma as the newest co-chair of our Diversity, Equity & Inclusion Committee. Charan is a partner in our San Francisco office and focuses his practice on patent litigation and other intellectual property matters, primarily for pharmaceutical and technology clients. He is a recipient of the Minority Bar Coalition 2021 MBC Unity Award and has also been named Nation's Best—Western Region, Lawyers of Color. In addition, he has been listed as a Rising Star in Super Lawyers and named Best Lawyers® in 2022 for Litigation—Intellectual Property. Charan serves on the Foundation Board of Trustees of his law school alma mater and was just recently named [President-elect of the South Asian Bar Association of North America](#). Charan's involvement, passion, and leadership in the diversity space will lend well to the committee as we continue to move the needle, and we welcome him with excitement!

### A Message From Our Co-Chairs:



**Charanjit Brahma**  
SAN FRANCISCO, Partner,  
3iP Practice Group



**Juan Morado Jr.**  
CHICAGO, Partner,  
Benesch Healthcare+  
Practice Group



**Margo Wolf O'Donnell**  
CHICAGO, Partner and  
Co-Chair, Labor & Employment  
Practice Group

## Enhancing Connections and Raising Awareness

Creating a diverse and inclusive workplace is essential to the continued success of our firm. Throughout this past quarter, our Diversity, Equity & Inclusion Committee has maintained focus on enhancing connections and raising awareness to ensure that Benesch remains a safe space where all team members feel comfortable, supported, and heard.

Our employee-led resource groups (ERGs) have been influential and valuable resources to better unite Benesch team members. They have held a series of activities and awareness events over the past several months that have not only helped to provide education, but have also encouraged conversation around diversity, equity, and inclusion matters. These activities included an education series surrounding notable Black people in law, the sharing of personal "I Am Black History" stories, an explanation of Ramadan and a celebration of the Eid holiday, an education series surrounding notable legal professionals from the LGBTQ+ community, and Pride Party Happy Hours to demonstrate allyship.

*(continued on page 2)*



## Benesch LSAT Scholar Program Update

In 2021, Benesch's DEI Recruitment Subcommittee launched the LSAT Scholars Program to provide students from underrepresented communities with the resources they need to enter and navigate law school successfully. We are pleased to provide an update on the success of the pilot program, which included 10 undergraduate students in the Cleveland and Chicago markets, each of which identifies as either a racial, ethnic, or gender minority or as a member of the LGBTQ+ community.

Upon completion of our pilot program, one of our 2021 scholars is currently enrolled in their first year of law school at the University of Akron and two others have been accepted to law school and will start in the fall. A fourth scholar is awaiting LSAT results and will hopefully begin the law school application process soon. We are pleased with the results yielded during our pilot year and are excited to build upon its success, as a new round of LSAT scholars has just begun our 2022 program.

A special thanks to our 2021 attorney mentors: **Nicholas Brill, Kathryn Clausing, Justin Dykstra, Kate Harmon, Sarah Hesse, Laura Hult, Rick Kalson, Eric Kjellander, Margarita Krncevic, Christopher Letkewicz, Jacob Marshall, Michael Meuti, and Kelly Noll.**

We cannot wait to see the impact this program will make on increasing diversity in the legal field.

## Enhancing Connections and Raising Awareness

*continued from page 1*

Further, the firm has continued to provide programming aimed at helping to make Benesch a more inclusive workplace. One such example of this type of programming was a session entitled "Neurodiversity in the Workplace," which featured Haley Moss, an autistic attorney who shared information on how to best work with autistic and neurodivergent populations.

By enhancing connections and raising awareness, we are able to provide our team members with greater understanding, and we continue to focus on our firm's strategic goal to be intentional in cultivating a culture of diversity and inclusion at all levels of the firm.



## Announcing the Benesch Social Justice Fellowship Program

Benesch, in partnership with the Moritz College of Law, has established The Benesch Social Justice Fellowship Program. The program aptly carries on firm founder Alfred Benesch's legacy of supporting and advocating for the areas of equity, education, and public service while supporting the firm's core value to provide meaningful contributions to the communities in which we live and work. Through this program, Benesch will provide two 1L students each summer with the opportunity to work in the local community and make an immediate impact toward social justice with a focus on work that increases access for underserved communities in either the area of legal services or in the education and enrichment of children.

As part of this program, a panel of members of the Moritz College of Law select the fellows, and Benesch then provides the selected students with a stipend to cover the cost of wages on behalf of the not-for-profit they have chosen. Additionally, to help support the development of the students and provide them with growth opportunities, they are assigned a Benesch attorney mentor to provide guidance during their law school journey and serve as a connector to the firm and legal community. The fellows also have opportunities to engage with other Benesch attorneys through firm-sponsored summer events and trainings.

We are pleased to share that the inaugural fellows for the Program have been selected and have begun their fellowship at Ohio State Legal Services Association (OSLSA) in Columbus. We are honored to be one of a very select group of organizations partnering with Moritz to support their students' work in the public interest space. This partnership will undoubtedly help make an immediate impact in the local community.

## Benesch Sees Benefit of Medical Legal Partnership

The combination of civil legal aid and medical care has the ability to stabilize families and make our communities healthier places for children and families to thrive. For this reason, in 2019 Benesch proudly made an investment to create a Medical Legal Partnership with University Hospitals Center for Women & Children in Cleveland. Through this partnership, an on-site Legal Aid Society of Cleveland attorney is integrated into the team at University Hospitals Center for Women & Children. This attorney is available to help patients and their families achieve a healthier and less stressful life. A wonderful example of this is illustrated in the following story.

Throughout the course of the COVID-19 pandemic, one benefactor of this Medical Legal Partnership found themselves losing a job, caring for four children on their own, supervising remote school, and managing their child's complex health conditions, which required frequent visits to the pediatric practice in Midtown, University Hospitals Rainbow Babies & Children's Ahuja Center for Women & Children. This child is deaf and has ADHD, often speaking and yelling at a high volume without meaning to and inadvertently disturbing neighbors. Additionally, this particular family fell behind on rent, and due to the multiple concerns, building management sent a notice to vacate.

When the potential eviction was mentioned during a well visit at UH Rainbow Ahuja Center for Women & Children, the family was referred to the Legal Aid office located within the Center. Immediately after the referral, Legal Aid recognized this family was eligible for Cleveland's right to counsel in housing, and another Legal Aid attorney got to work on the case. The attorney first helped the family submit the correct paperwork to be covered by the Centers for Disease Control and Prevention's federal eviction moratorium, and subsequently assisted with the complicated application for rent assistance funds. The Legal Aid attorney obtained a letter from the medical provider to support the application for rent assistance. Even though the moratorium had ended by the time the money came through, the landlord accepted the money and did not pursue eviction despite the noise concerns. Thanks to this valuable partnership, this family was able to keep a roof over their heads.

We are incredibly proud to support this program, which helps our community members when they need it most.

## Employee-led Resource Group (ERG) Updates: Announcing New ERG Co-Chairs

The following individuals have recently assumed ERG leadership responsibility

### Asian ERG



*Zaiba Baig*



*Ruby Kazi*

### Latino ERG



*Cristina Almendarez*



*Natalie Cuadros*

### LGBTQ+ ERG



*Holly Gross*

Joining existing co-chair



*Kelly Mulrane*

## Announcing our 2022 Summer Associate Class

The Summer Associate Class that joined Benesch on May 23, 2022, is a true reflection of the firm's continued commitment to diversity, equity, and inclusion, with students from various ethnic and racial backgrounds, as well as members of the veteran, persons with disabilities, and LGBTQ+ communities. We are pleased to introduce the following 17 law students to our Benesch family:

### CLEVELAND



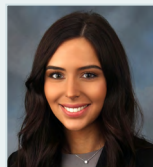
*Dorothea Carleton*  
Cleveland-Marshall  
College of Law



*Jessica Crtalic*  
Cleveland-Marshall  
College of Law



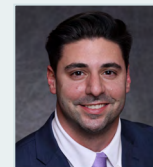
*Megan Parker*  
University of Akron  
School of Law



*Katherine (Kate) Powell*  
Georgetown University  
Law Center



*Ashley Rice*  
(1L Diversity Fellow)  
Cleveland-Marshall  
College of Law



*Zach Tomi*  
Case Western Reserve  
University School  
of Law



*Alyson (Allie) Waite*  
University of Toledo  
College of Law

### CHICAGO



*Katie Berens*  
Loyola University  
Chicago School of Law



*Sadella Duval d'Adrian*  
DePaul University  
College of Law



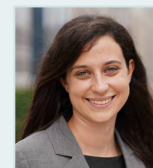
*Meghan Golden*  
Illinois Chicago School  
of Law



*Amber Mixon*  
(1L Diversity Fellow)  
Northwestern Pritzker  
School of Law



*Jane Moyer-Rowley*  
Northwestern Pritzker  
School of Law

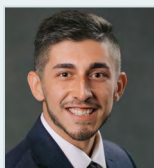


*Kathleen Naccarato*  
(1L Diversity Fellow)  
Northwestern Pritzker  
School of Law

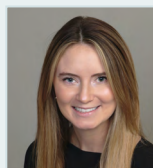


*Emily Wilbur*  
University of Illinois  
College of Law

### COLUMBUS



*Zach Love*  
(1L Diversity Fellow)  
The Ohio State University  
Moritz College of Law



*Morgan McCracken*  
Capital University  
Law School



*Samantha Meng*  
The Ohio State University  
Moritz College of Law



## Matching Gift Program Update

Benesch team members continue to look to Be Part of the Change by taking part in the firm's Matching Gift Program, which was created in mid-2020. Through this program, Benesch team members are encouraged to make donations to approved 501(c)(3) organizations that promote racial justice, human rights, and equality, and work to eradicate systemic racism, eliminate police brutality, and improve police-community relations. Below is an update on total donation amounts since the start of the program, as well as a listing of all receiving organizations.

**Total Employee Contributions:..... \$59,982.25**

**Total Firm and Employee Contributions:..... \$119,964.50**

### Organizations Donated to:

- 2nd Story
- ACLU Foundation
- Advantage Cleveland
- Akron Urban League
- Alvis, Inc.
- Anti-Defamation League
- Beech Brook—Police Assisted Referral Program
- Boys & Girls Club of Chicago
- Boys & Girls Club of Northeast Ohio
- Boys Hope Girls Hope of Northeast Ohio
- Cabrini Green
- Chicago Appleseed
- Chicago Learning Exchange
- Cleveland Peacemakers
- Cleveland Public Library Foundation
- Columbus Freedom Fund
- CWRU Law School Student Public Interest Law Fellowship
- Diversity Center of Northeast Ohio
- Edwin's Leadership & Restaurant Institute
- Equal Justice Initiative
- Florida Rights Restoration Coalition
- Heart of Ohio Family Health
- Human Rights Campaign Foundation
- La Casa Norte
- Legal Aid Society of Cleveland
- My Block. My Hood. My City. (Role Model Movement Inc.)
- NAACP Legal Defense Fund
- National Lawyers Guild
- Providence House
- Southern Poverty Law Center
- Towards Employment
- Youth Guidance



Jared Kriwinsky, bottom row, fourth from left

## Congratulations to Jared Kriwinsky Benesch's 2021 LeadDIVERSITY Participant

On Thursday, June 9, Jared Kriwinsky, Associate, Real Estate & Environmental, graduated from the Diversity Center of Northeast Ohio's LeadDIVERSITY Program. Through this program, participants engage with community leaders and one another to raise their awareness of diversity, inclusion, and equity issues, build their leadership skills, and enhance their networks.

## Diversity, Equity & Inclusion Event Participation and Sponsorships

Participation in diversity, equity, and inclusion-related events are instrumental in further building the firm's professional depth, quality, and overall reputation with diverse and inclusive viewpoints. Benesch is proud to have sponsored and/or participated in a number of diversity-focused events over the past several months:

### Urban Land Institute's (ULI) Real Estate Diversity Initiative (REDI)

Benesch is a gold sponsor of ULI Cleveland and REDI and was also one of the founding sponsors of the program, which was reestablished in Cleveland last year. REDI is a comprehensive real estate development training and mentorship program for people of color, women, and LGBTQ+ individuals.

### Hispanic Lawyers Association of Illinois Judicial Reception

Benesch was a proud sponsor of the Hispanic Lawyers Association of Illinois Judicial Reception, held at The Allegro Royal Sonesta Hotel on April 21.



### Diversity Center of Northeast Ohio Walk, Rock, Roll & Run Event

More than 30 members of Benesch's Cleveland team participated in the Diversity Center of Northeast Ohio's Rock, Walk, Roll & Run Event. Proceeds from the event, which took place on Saturday, May 7, at the Rock and Roll Hall of Fame and Museum, will help DCNEO with its mission of eliminating bias, bigotry, and racism by empowering more than 10,000 youth and educators in 11 counties during the 2022-2023 academic year through leadership programs focused on diversity, equity, and inclusion. In addition to assembling a team to participate in the event, Benesch was also pleased to serve as a silver sponsor.

### Empowered Women Conference

Benesch served as a bronze sponsor of this event, held on June 2 at the Chicago Athletic Association Hotel, providing attendees with professional development and networking opportunities with other women professionals.

### Women & Diversity in IP Conference

Benesch was a proud sponsor of Centerforce's Women & Diversity in IP Conference held in Palo Alto, CA, on June 15. Partner Helen Schweitz led a roundtable discussion on Strength in Neurodiversity. Other panel topics included Equity in IP & Patent Law, Developing and Advancing Diverse Talent, and Busting IP Stereotypes and Bias. We held a private dinner following the conference with several of our clients in the Silicon Valley area.



Learn more about Benesch's commitment to diversity by visiting the [Diversity, Equity & Inclusion](#) portion of our website.



## Diversity, Equity & Inclusion Programming Update

Benesch is committed to offering programming that provides a virtual space to connect and learn about diversity and inclusion topics. Below is a listing of some of the most recent programming events that the firm has conducted in this area:

### INTERNAL DE&I EVENTS

To celebrate Women's History Month, Benesch's Diversity, Equity & Inclusion Committee organized a series of events throughout the month of March. Those events included:

**Panel Discussion with Female Senior Administrators**—held on Tuesday, March 8, this panel showcased several Benesch female senior administrators discussing their respective paths to leadership.

**Panel Discussion with Our Newest Female Partners**—held on Thursday, March 24, this panel explored the road to partnership for Benesch's newest female partners.

**WIN Book Club**—held on Tuesday, March 21, this event provided members of Benesch's Women's Initiative Network (WIN) an opportunity to connect with one another by discussing a group-selected book.

Additional internal diversity-focused events that were recently held include:

**WIN Speed Networking/Meet and Greets**—held on Wednesday, April 6, and Thursday, June 16, these events provide Benesch women attorneys across offices and practice groups a chance to get to know one another with one-on-one meetings.

**Neurodiversity in the Workplace Webinar**—held on Tuesday, April 19, this event was held in celebration of Neurodiversity Awareness Month and featured guest speaker Haley Moss. Haley, an autistic attorney who is also a leader on disability inclusion, autism, and neurodiversity in the workplace, discussed how to best work with autistic and neurodivergent populations, as well as shared information with the Benesch team on what autistic attorneys want their colleagues to know.

### B-SHARP PROGRAMMING

**What I Wished I Had Known: Transitioning from a Law Firm to In-House**—held on Wednesday, March 2, in celebration of Women's History Month, this event featured panelists and former Benesch attorneys, Jen Miller, Product Counsel of Instacart; Tara Kamradt, Chief Legal Officer, VP Corporate Strategy of NANI—Nephrology Associates Northern Illinois/Indiana; and Lally Gartel, Vice President and Senior Counsel of Guaranteed Rate.

**Insiders' Views on Arbitration Best Practices for In-House Counsel**—held on Wednesday, April 20, this event featured panelists Svetlana Gitman, Vice President of American Arbitration Association; Karen P. Layng, President of M.A.I.T. Co.; and Katherine Haennicke, LLM, JD, CAMS, General Counsel and Chief Compliance Officer at Mynt. The session was moderated by Kelly Turner, Senior Counsel at American Arbitration Association and Margo Wolf O'Donnell, Partner and Co-Chair of the Labor & Employment Practice Group at Benesch.

**Critical Updates on Restrictive Covenants and Trade Secret Law**—held on Thursday, June 16, this B-Sharp event was hosted by Benesch attorneys Margo Wolf O'Donnell, Emily Dillingham, and Kate Watson Moss, and covered topical trends in trade secret and restrictive covenant cases.



## Benesch Team Recognitions

In recent months, several diverse Benesch attorneys received various appointments, honors, recognitions, or mentions as outlined below:



**Charan Brahma**, Partner, 3iP, has been named President-elect of the South Asian Bar Association of North America.



**Thomas D. Jackson**, Associate, Labor & Employment, has been named to the 2022 National Black Lawyers Association "Top 40 Under 40" list.



**Johanes Maliza**, Of Counsel, Litigation, will serve as a member of the Illinois Torture Inquiry and Relief Commission.



**Jonathan Fox**, Associate, Corporate, has been named to the 2022 National Black Lawyers Association "Top 40 Under 40" list.



**Carl M. Johnson**, Associate, Litigation, has been re-selected to the 2022 National Black Lawyers Association "Top 40 Under 40" list.



**Manish Mehta**, Partner, 3iP, has been named Partner-in-Charge of the firm's Chicago office.

## Congratulations to the following women Benesch attorneys recognized in the *Chambers USA 2022* rankings:

### Nationwide



**Bryna Dahlin**  
*Band 3*  
Cannabis Law



**Kelly Mulrane**  
*Up and Coming*  
*(up from Associates to Watch)*  
Transportation: Road  
(Carriage/Logistics)

### Delaware



**Jennifer Hoover**  
*Band 4 (first time ranked)*  
Bankruptcy/  
Restructuring

### Illinois



**Margo Wolf O'Donnell**  
*Band 4*  
Labor & Employment

### Ohio



**Janet Feldkamp**  
*Band 3*  
Healthcare



**Laura Hult**  
*Band 2*  
Banking & Finance



**Megan Mehalko**  
*Band 4*  
Corporate/M&A



**Kelly Noll**  
*Associates to Watch*  
Real Estate

*We are proud of these achievements and congratulate our team members on their accomplishments.*



## Diversity, Equity & Inclusion Outside of Benesch

Interested in what's happening more broadly as it relates to diversity, equity, and inclusion outside of Benesch? Below is a compilation of other company campaigns and initiatives, industry and institutional changes, and legal industry actions and announcements.

### Company Campaigns and Initiatives

#### [Wells Fargo launches racial equity initiative in residential lending](#)

APRIL 13, 2022

Following a Bloomberg News investigation that found the bank approved Black homeowners seeking to refinance mortgages in the pandemic at a far lower rate than White ones, NYC [vowed](#) not to open any new accounts with the bank. Now, Wells Fargo is committing \$150 million beyond its usual lending programs to help Black borrowers refinance mortgages. It will also provide \$60 million in grants to support homeowners of color in eight markets that have significant ownership gaps between White and minority families.

Related: [Wells Fargo Bank sued for race discrimination in mortgage lending practices—USA Today](#)  
[Wells Fargo hits back at racist lending practices claims—Law360](#) (subscription required)

[Rebuilding Together and Wells Fargo join to address urgent housing challenges nationwide through critical home renovation and repairs—Wells Fargo](#)

Source: *Bloomberg* (subscription required)

#### [JPMorgan's head of DE&I says labor shortages led the firm to open up recruiting to neurodiverse, people with criminal records](#)

MARCH 16, 2022

Labor shortages have led JPMorgan to hire people traditionally left out of the hiring pool. The firm hired hundreds of people with autism or other neurodiverse conditions and thousands of people with criminal backgrounds, [Brian Lamb](#), JPMorgan's global head of DE&I said. The firm created a pool of neurodiverse candidates in nine countries, working with partners to find and assess "hundreds of individuals that we believe can go into over 40 roles across JPMorgan Chase." JPMorgan also eliminated job application questions about criminal backgrounds.

Related: [JPMorgan hires diversity chief from Wells Fargo—American Banker](#) (subscription required)

Source: *Financial Advisor IQ*

#### [Grant Thornton: 30% of new hires will be Black and African American, Hispanic, and Latinx by 2025](#)

FEBRUARY 16, 2022

Grant Thornton's [DE&I Report](#) shows that Black/African American or Hispanic/Latinx hiring at the associate and senior associate levels had a 33% year-over-year growth rate. The promotion rate among Black/African American employees also increased from 8% to 12%. Forty-three percent of newly hired managing directors

were women and 44% of newly hired partners or principals were women. The report identifies goals for the firm to reach by the end of FY2025, including:

- 30% of new hires will be Black and African American or Hispanic and Latinx (also recognizing opportunities for increased hiring for Asian Americans, Pacific Islanders and Native Americans).
- 35% of Grant Thornton's National Leadership Team and market-focused leaders will be women, people of color, LGBTQ+ people, individuals with disabilities, veterans, or military spouses. Further, 40% of the firm's partners, principals, and managing directors will meet these criteria.
- 50% of training opportunities for the most valuable professional skills will include women, people of color, LGBTQ+ people, individuals with disabilities, veterans, or military spouses.
- Representation of veterans, military spouses, and individuals with disabilities across the firm will increase by 50%.

Source: *Grant Thornton*

#### [Disney's DE&I initiatives includes content inclusion standards, talent acquisition](#)

FEBRUARY 22, 2022

The Walt Disney Company released its 2021 Corporate Social Responsibility Report, which details its efforts to increase DE&I through diverse stories and storytellers, support environmental sustainability, and donate

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## Diversity, Equity & Inclusion Outside of Benesch

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through charitable giving. Disney promoted DE&I in several ways, including implementing content inclusion standards, launching a talent acquisition initiative at Historically Black Colleges and Universities, and directing more than \$150 million of the company's charitable giving to programs serving underrepresented communities.

**Related:** [Disney World and Disneyland celebrate Black joy through Celebrate Soulfully initiative](#)  
— *Black Enterprise*

Source: *The Walt Disney Company*

[NBCUniversal rebranded DE&I efforts include training below-the-line crew members from historically excluded backgrounds](#)

FEBRUARY 15, 2022

NBCUniversal rebranded its DE&I initiatives in television under the brand NBCU Launch. Headed by SVP of TV programming DE&I Jeanne Mau, the brand covers networks and streamers NBC, Bravo, E!, Oxygen, Syfy, Universal Kids, USA, and Peacock as well as Universal Studio Group. The initiatives include:

- An NBC TV Writers Program, which replaces the company's long-running Writers on the Verge.
- The NBCU Launch TV Directors Program for nonwhite male and nonbinary directors and the Female Forward initiative, which give first episode credits to participants.
- The NBCU Launch Below the Line Traineeship, which is a paid program that gives individuals from historically

excluded backgrounds hands-on experience across various below-the-line departments (including production office, grip and electric, costume, VFX and props) in NBCU TV and film productions.

- The NBCU Launch Talent and Casting Assistant Program, which is a 10-month paid program wherein an ethnically diverse group of assistants will work in NBCU's internal talent and casting departments and then an independent casting office.

Source: *The Hollywood Reporter*

[Activision Blizzard names Kristen Hines as diversity boss](#)

APRIL 11, 2022

Activision Blizzard appointed former Accenture executive [Kristen Hines](#) as its chief DE&I officer. She will work with the leadership team to "implement programs and policies that foster a diverse, equitable, and inclusive workplace environment." Activision committed last year to diversifying its staff, including increasing its percentage of female and nonbinary employees by 50% over the next five years. Activision Blizzard has been under scrutiny for almost a year, following allegations that the company's culture fosters workplace harassment and inappropriate behavior.

Source: *VentureBeat*

[Fidelity Investments launches benefits equity scorecard to help employers ensure benefits are equitable, inclusive](#)

MARCH 3, 2022

Fidelity Investments launched the Fidelity Benefits Equity Scorecard, designed for employers who are striving to create a more inclusive and equitable benefits program. Fidelity's Benefits Equity assessment and scorecard are part of an approach that evaluates an organization's complete benefits portfolio. The approach involves capturing current employee sentiment and leveraging technology to help employers measure, track, and monitor their benefits program from an equity and inclusion perspective, as well as examining benefits across all four domains of total well-being, including health, life, work, and financial well-being.

Source: *Fidelity Investments*

[BofA report claims lack of diversity within companies costs trillions](#)

MARCH 9, 2022

According to a [report](#) by Bank of America (BoFA) Global Research, a lack of diversity within American companies comes with a large price tag. "Is it \$70 trillion in foregone economic output? Or \$23 trillion in USD GDP? Or \$172 trillion in lifetime earnings? No matter how you measure it, lack of diversity, equity and inclusion (DE&I) limits national economies and reduces GDP," the report reads. For companies, BoFA said a lack of diversity leads to less innovation, weaker revenue and cash flows, and lower

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## Diversity, Equity & Inclusion Outside of Benesch

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employee retention. For individuals, a lack of diversity causes detriments to educational outcomes, physical and mental health, lifetime achievement and earnings, and wealth passed down across generations.

Source: *Yahoo! Finance*

### [Coca-Cola eliminates outside law firms diversity policy](#)

MARCH 28, 2022

The Coca-Cola Co. officially walked away from race-based staffing requirements for law firms doing work for the company, following blowback from some investors and the removal of the executive who developed the plan. The proposed requirements “have not been and are not a policy” at Coca-Cola, general counsel [Monica Howard Douglas](#) said in a letter to a group of shareholders. Benesch associate David Hopkins recently authored an opinion article regarding this topic, which can be read [here](#).

Related: [Coca-Cola nabs Facebook, tech veteran for GC role after shakeup](#)—*Bloomberg Law*

[Coke’s ‘Rigid’ legal diversity drive pushed corporate limits](#)—*Bloomberg Law*

[Coca-Cola never adopted diversity plan for law firms; group that threatened suit targets other companies](#)—*ABA Journal*

[Coca-Cola shook up diversity efforts, racist shareholders gushed out](#)—*Above The Law*

Source: *Bloomberg Law*

### [McDonald’s, Starbucks, Novartis threatened with shareholder suits over diversity policies](#)

MARCH 29, 2022

Shareholders of McDonald’s, Starbucks, and Novartis are pressuring the companies to withdraw diversity policies for employees, suppliers, and outside law firms they claim violate federal and state anti-discrimination laws. The American Civil Rights Project (ACRP), which represents the shareholders, sent letters to the companies threatening to sue if the policies are not retracted. The letters said policies outlined on the companies’ websites appeared to violate laws prohibiting discrimination based on race, sex, and other traits in employment and in the formation of contracts.

Source: *Reuters*

Source: *Daily Report Online*

### [JPMorgan committed 60% of \\$30B racial-equity funding; promising third-party audit of impact](#)

MAY 25, 2022

Following the death of George Floyd in 2020, JPMorgan pledged \$30 billion over five years to address economic inequality, especially for Black and Latinx people. So far, \$18 billion was allocated to increase homeownership, expand affordable rental housing, support minority-owned SMBs, and create more opportunities for employees of color at the firm. At the end of last year, 14% of JPMorgan’s workforce was Black, a one percentage point increase from 2020. The proportion of Latinx employees at the company remained unchanged YoY at

20%, while Asian employees saw a slight uptick to 17% of the workforce in 2021. CEO [Jamie Dimon](#) rejected a proposal last year to permit a third-party audit of the firm’s racial-equity efforts, saying it was already tracking and disclosing progress. However, he reversed course and will permit an outside entity to look into projects undertaken with the \$30 billion commitment.

Source: *Marketwatch* (subscription required)

### [Wells Fargo’s DE&I report reveals while share of diverse executives has grown, vast majority are White](#)

JUNE 3, 2022

In its first diversity and inclusion report, Wells Fargo reported the bank increased its share of female executives from 41.7% in 2020 to 44.3% last year. Its number of Black executives increased from 5.8% in 2020 to 8.9% in 2021, and its share of Latino execs rose from 3.9% to 4.7%. Still, there’s a lack of diversity at the top of the bank: 73.3% of executives are White. Wells Fargo’s nonexecutive employee population in the U.S. is more diverse than its leadership. The slight majority, 53%, are female, and 45% are nonWhite.

Related: [Wells Fargo invests in Gardhouse, a Charlotte non-profit helping minority students land jobs](#)—*Black Enterprise*

[At Wells Fargo, a quest to increase diversity leads to fake job interviews](#)—*The New York Times*

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## Diversity, Equity & Inclusion Outside of Benesch

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[Wells Fargo announces 'pause' of policy that led to fake job interviews](#)—*The New York Times*

Source: *Business Insider*

[Duke Energy CEO says women leaders empower others, improve performance](#)

APRIL 21, 2022

In Apr., High Point University hosted the inaugural Elizabeth Miller Strickland Women's Leadership Summit featuring Duke Energy Chair, CEO [Lynn Good](#) as keynote speaker. Good encouraged the 75 to 100 mostly women students and staff members in attendance to build curiosity, resilience, and courage to empower their teams to solve problems. This was the first summit, established by the \$12 million donation Strickland made to HPU in Aug. 2020 in conjunction with the 100th anniversary of Women's Equality Day. In 2021, the number of women reaching senior positions was at its highest level of about 32%, Good said. Statistics show women leaders not only empower other people but also improve performance, Good added. She predicted the need for more women leaders will grow in the future.

Related: [Duke Energy teammates show support for diversity and inclusion](#)—*CSR Wire*

[How Charlotte's biggest companies have taken steady steps to bring more women on board](#)—*Charlotte Business Journal*

Source: *The High Point Enterprise*

[DoorDash launches campaign to better connect with the Latino community](#)

APRIL 18, 2022

DoorDash launched its first Spanish & English multi-platform marketing campaign titled "Antojo" aimed at connecting with the Latino community. The creative campaign is rooted in the perspective that cravings are a common experience in culture, but "antojos" are a part of the way Latinos live life. The creative campaign debuted across national TV, digital, and social activations. Beyond the creative campaign, DoorDash is supporting the Hispanic and Latin community by providing restaurateurs grants and training through the [Main Street Strong Accelerator](#). In February, it also announced a partnership with [UnidosUS](#) that provides a financial empowerment program, grants to broaden food access, and support for civic engagement programs and immigration education.

Related: [DoorDash launches bilingual multi-platform to reach Latinx communities](#)—*AdWeek*

Source: *DoorDash*

[Citigroup doubles percentage of Black executives; number of Black women in senior roles quadruples](#)

JUNE 14, 2022

Citigroup [states](#) that between 2020 and 2021, the number of senior Black executives rose from four to nine, while the proportion of all executives-including senior ones—who are Black rose from 3.7% to 7.7% YoY. Citi also increased the number of Black women in senior roles from one to four. Those figures are out of a total of 117 senior executives, a group that's still two-thirds White.

Meanwhile, the number of Black mid-level managers increased by 23% YoY to 777. [Erika Irish Brown](#), head of talent and diversity, states the bank is making significant progress in hiring employees from the Black community but that more work needs to be done.

Related: [Citigroup doubles its number of Black executives, but it still has 'A lot of work' left](#)—*Black Enterprise*

Source: *Banking Dive*

[BlackRock says fund to support Black, Latinx, Native American businesses crosses \\$800M threshold](#)

MAY 11, 2022

Initiated in 2021, the [BlackRock Impact Opportunities Fund](#) is looking to raise \$1 billion to invest in firms led by or serving Black, Latinx, or Native American communities. Initial investors include Anthem, Costco Wholesale, Johnson Controls, Lincoln Financial Group, PayPal, State Farm, and the W.K. Kellogg Foundation. Investments focus on housing, financial inclusion, education, healthcare, inclusive transition, and digital connectivity. The Fund already provided financial support to the following projects:

- Partnering with Eastwood Capital Partners, a Black-owned sponsor and Retro Fitness to invest in the development of up to 70 fitness franchises
- Partnering with BRP Companies, a Black-owned and operated real estate firm with a diverse employee base, to invest in a 292-unit rental community located in New York

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## Diversity, Equity & Inclusion Outside of Benesch

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- Investing in Tricolor, a fintech with a diverse employee base that uses AI to sell and provide financing for used vehicles to Latinx customers

Related: [BlackRock and UN Women to promote gender lens investing](#)—UN Women

Source: *BlackRock*

### [Amazon holding racial equity audit of its workforce](#)

APRIL 19, 2022

Amazon hired a legal firm that will conduct a workforce racial equity audit focused on DE&I, joining three other major U.S. companies. Amazon's audit "will evaluate any disparate racial impacts on our nearly one million U.S. hourly employees resulting from our policies, programs, and practices," the company said in a regulatory filing. Former U.S. Attorney General [Loretta Lynch](#)—who now works for the New York law firm Paul, Weiss, Rifkind, Wharton & Garrison—will lead the audit.

Related: [Salesforce investors reject racial audit in activist loss](#)—Bloomberg

Source: *CBS News*

### [Morgan Stanley introduces small business academy to promote equity, diversity](#)

MAY 5, 2022

The academy is a 12-week virtual training program followed by a year-long mentorship and is a partnership between Morgan Stanley's [Supplier Diversity Program](#) and the Institute for Inclusion. It was established so

diverse-owned small-business leaders can differentiate themselves in the procurement process, strengthen their business acumen, and expand their professional networks. Successful applicants may also be eligible for small-business grants from Morgan Stanley.

Source: *Morgan Stanley*

### [Report finds fewer female Black senior executives at Goldman Sachs](#)

MAY 18, 2022

Goldman Sachs' People Strategy Report shows that in November of last year, it had 19 Black women among its executives and senior officials, down 24% from the previous year. At the same time, the number of Black men in the senior ranks stayed the same at 24. This despite a 16% increase in the number of Black employees at the company to 1,649, which represents 7.4% of the total workforce. Goldman Sachs calls its managing director class the most diverse in its history, noting that of 643 promotions, 5% were Black employees, 30% were women, and 28% were Asian.

Related: [Goldman Sachs increases recruiting team in effort to meet diversity goals](#)—BollyInside

[Goldman Sachs has 'about a billion dollars' behind One Million Black Women initiative so far: Exec](#)—Yahoo! Finance

[Goldman Sachs gives senior managers unlimited leave](#)—HRD Magazine

Source: *BNN Bloomberg*

### [By year-end 2021, Verizon's marketing and agency team consisted of 39.3% people of color, 51.7% women](#)

JUNE 2, 2022

Results from Verizon's first year of its Responsible Marketing Action Plan revealed it exceeded its 2021 DE&I goals. The action plan and results covered four areas within the company and its agency partners:

- **Increase diversity and equity across the creative supply chain:** Verizon set a goal to spend over 30% of its video, experiential, and print production budget with diverse companies in 2021. Verizon spent 65% with diverse-owned video production companies and 49% of video productions used diverse directors, 46% with diverse-owned experiential production companies, and 45% with diverse-owned print production companies. For 2022, Verizon is increasing its overall goals across video, experiential, and print from 30% to 40% to continue driving momentum and maintain steady progress.
- **Build an inclusive work environment and retain diverse talent:** By year-end 2021, people of color made up 39.3% of the combined Verizon marketing and agency team, an increase from 37.1% at year-end 2020. Women made up 51.7% of the combined Verizon marketing and agency teams, an increase from 50.9% at year-end 2020.
- **Fight racism and eliminate bias in advertising, content, and media:** As part of ongoing efforts to

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## Diversity, Equity & Inclusion Outside of Benesch

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keep creative free from racism, bias, and stereotypes, 100% of Verizon's advertising goes through gender and cultural bias testing. In addition, all Verizon marketers and agency partners have completed agency anti-racism and bias training to help identify bias throughout the creative process from research to production, and Verizon will continue to require training for new hires.

- **Responsible content policies:** Through Verizon's continued participation with the World Federation of Advertisers' Global Alliance for Responsible Media, the company achieved a 99.4% rating within the Integral Ad Science Brand Safety measure that counts the percentage of media placements that do not violate brand safety threshold.

Source: *Verizon*

### [Honda DE&I report says it provides tools to educate associates about social justice, training for leaders and associates on anti-racism, allyship](#)

MAY 23, 2022

Honda released Living Our Values, which outlines Honda's commitments to advancing DE&I and shares actions the company has taken, including initiatives within its workforce and the communities where its associates live and work. The report outlines actions Honda has taken over the past two years, including:

- Improved processes for hiring and promotion by implementing diverse slates of candidates and diverse interview panels and a more transparent job posting process

- Revised the company's social media policy to enable Honda to act when anyone affiliated with the company posts racist or discriminatory content
- Prepared Honda leaders throughout the company to hold meaningful discussions with associates about race, with organizational tools that included a leadership check-in conversation guide and manager resource guide to help facilitate candid conversations
- Provided tools for associates to educate themselves on the topic of social justice
- Introduced anti-racism and allyship training to leaders and associates to promote social justice and inclusion across Honda's U.S. operations

Source: *America Honda Motor Company*

### [KPMG initiates ESG strategy; includes DEI commitments, \\$125M pledge to organizations advancing equity](#)

APRIL 29, 2022

KPMG's [U.S. Impact Plan](#) includes a commitment to increase its Black and Hispanic/Latinx workforce by 50% by 2025. By that date, it wants half of its partners and managing directors to come from underrepresented groups, with one-in-three women. KPMG will institute principles of governance, providing a framework for ethics and integrity and upholding accountability in its professional services. The accounting firm also pledges \$125 million over five years to support organizations, programs, and initiatives that advance equity and access among underrepresented groups.

Related: [A new report from Big 4 accounting firm KPMG outlines its progress on diversity and inclusion and how it plans to reach net-zero emissions by 2030—Business Insider](#)

Source: *KPMG*

### [Shonda Rhimes, Netflix rolling out programs to expand pipeline for talent from underrepresented communities](#)

MAY 31, 2022

Shonda Rhimes included a commitment to DE&I and access initiatives and opportunities in the nine-figure deal she reached with Netflix last summer. Roughly a year later, Shonda and Netflix are rolling out The Producers Inclusion Initiative and The Ladder-two paid programs with an eye toward expanding the pipeline for below-the-line talent. Both programs are supported in part by Netflix's Fund for Creative Equity, which was set up in 2021 to create more behind-the-camera opportunities for underrepresented communities across film and TV.

Source: *The Hollywood Reporter*

### [Kaiser Permanente's DE&I program uses data-driven strategy](#)

MAY 11, 2022

Separating routine tasks, such as filing paperwork or putting together boilerplate contracts, from higher-skill tasks that help attorneys advance their careers helped Kaiser Permanente, in partnership with the analytics

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## Diversity, Equity & Inclusion Outside of Benesch

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platform Digtory Legal, score the 2022 Legal Innovation in Operations Project award from the Corporate Legal Operations Consortium this year.

Related: [Digtory and Kaiser Permanente recognized by CLOC for diversity program leveraging data-optimization and vendor management to deliver career-advancing opportunities for diverse lawyers](#)—*DigtoryLegal*

Source: *Law.com* (subscription required)

### [Pharma company Sanofi launches DE&I board with outside advisors](#)

MAY 4, 2022

French pharma giant Sanofi has taken a leading role in Europe, launching a Diversity, Equity and Inclusion board. In including outside advisors, the board is the first of its kind in the pharma industry, Sanofi says. The new advisors will serve three-year appointments. They are organization psychologist and former NBA player John Amaechi, social entrepreneur Caroline Casey, and DE&I pioneer Rohini Anand. The board will monitor progress on the company's 2025 DE&I targets. In conjunction with the effort, the company said it is launching an Employee Resource Group (ERG) in which voluntary, employee-led ERGs will focus on five areas- gender, generations, pride, ability, and culture and origins.

Source: Fierce Pharma

### Industry and Institutional Changes

#### [Judge deems California's corporate board diversity law unconstitutional](#)

APRIL 3, 2022

A Los Angeles judge ruled that California's law mandating corporations diversify their boards with members from certain racial, ethnic, or LGBT groups is unconstitutional. The brief ruling granted summary judgment to Judicial Watch, a conservative legal group that sought a permanent injunction against the measure that was signed into law last year. The ruling didn't explain the judge's reasoning.

Related: [A groundbreaking California law to address workplace diversity was overturned. What happens now?](#)—*USA Today*  
[2021 study of gender diversity on private company boards](#)—*Crunchbase*

Source: *NPR*

#### [Biden chooses lawyer behind Hollywood 'inclusion rider' for EEOC nomination](#)

APRIL 1, 2022

President Joe Biden is nominating [Kalpana Kotagal](#), a civil rights lawyer who helped develop a tactic for increasing diversity in Hollywood productions, for a seat on the EEOC, which enforces workplace anti-discrimination laws, the White House said. Kotagal is a partner at Cohen Milstein in Washington, D.C.

Source: *Reuters*

#### [Nearly 80 companies agree to share data on employee race, gender with NYC](#)

MARCH 31, 2022

American Express, T-Mobile US, and nine other companies agreed to provide data on gender and race to the NYC comptroller, capping off a two-year campaign to get the information from the biggest companies the city invests in. The comptroller's office, along with four of the city's five pension funds, persuaded 78 companies to make public for the first-time private documents that provide detail about the number of Black, Hispanic, Asian, Native, and White men and women at every level of a company. The office said the final 11 companies on its list agreed to release the data to the public.

Related: [Investors have an opportunity to drive faster progress in diversity, equity, and inclusion](#)—*Business Insider*

Source: *Bloomberg* (subscription required)

#### [Warner Music Group launches Global Diversity, Equity, and Inclusion Institute](#)

FEBRUARY 14, 2022

The DE&I Institute will serve as a hub of innovation, learning, and action within the company and is the first of its kind within the music industry. WMG says the Institute will be home to several educational initiatives, including the company's MOVEMENT DEI education series, a rotating set of dialogue-based workshops. It will also host the Inclusive Leadership Series for executives

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## Diversity, Equity & Inclusion Outside of Benesch

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at the company, led by experts [Dr. Stephanie Creary](#) and [Dr. Zoe Kinias](#). The Institute will also include a DEI Innovation Lab.

Source: *Warner Music Group*

### [Multinational companies advised to adopt global DE&I mission with local implementation](#)

FEBRUARY 25, 2022

The expansion of DE&I initiatives throughout the world is due to a confluence of factors including globalization, demand for such programs from clients and investors, and the spread of social movements. In order to avoid the pitfalls associated with implementing a DE&I program, multinational companies are advised to adopt a global mission, but to implement this mission locally.

Source: *New York Law Journal*

### [Racial Equity Audits can help create accountability between values, outcomes for DE&I efforts](#)

MARCH 23, 2022

Racial Equity Audits, a third-party assessment of the policies, procedures, and practices an organization has implemented to identify and address systemic bias and discrimination, are often conducted by an external law firm and create accountability. An effective audit can assess whether the organization is succeeding in building a more diverse, equitable, and inclusive workplace, and key elements include:

- A review of formal organizational structures, including mission statements, policies, programming, and practices

- An analysis of representation
- An assessment of culture and inclusion
- A human-centered approach
- A data-driven approach

Source: *New York Law Journal*

### [Democratic Senators request DE&I data from pension, treasury funds held by 25 large corporations](#)

JUNE 3, 2022

Among the organizations receiving letters from the group of five U.S. Senators was Citigroup Pension Plan, Delta Air Lines Pension Plan, FedEx Employees Pension Plan, and Halliburton Company Pension. The lawmakers are seeking information about how the companies seek, select, and retain diverse-owned AM firms, noting that less than 1% of the \$70 trillion in global financial assets are managed by woman- or minority-owned firms. The Senators' effort has the support of the [Diverse Asset Managers Initiative](#), which claims there should be more transparency about the diversity of the people managing pension funds. In the [AM sector](#), 84% of executives are White and 75% are male.

Source: *U.S. Senator Bob Menendez*

### [Major companies will disclose board director DE&I data after engagement with NYC's public pension systems](#)

MAY 12, 2022

NYC Comptroller Brad Lander and trustees of four of NYC's public pension funds made agreements with

Ford Motor Company and four leading financial services firms to publicly disclose a Board Matrix specifically for investors. On behalf of the four systems, the funds have filed a shareholder proposal with NextEra Energy, as the company refused to disclose the self-identified gender, race, and ethnicity of individual directors, as well as their skills and experience to investors. In addition to the self-identified gender, race, and ethnicity of individual directors, the proposal requests that NextEra disclose director skills and experience relevant to overseeing climate-related risks. Proxy advisory firm Glass Lewis is recommending investors vote in favor of the NYC funds' shareholder proposal, which will take place at NextEra Energy's Annual General Meeting on May 19.

Related: [Top Wall Street firms, Ford to disclose directors' race and gender](#)—*Reuters*

Source: *New York City Comptroller*

### [California judge strikes down second state law mandating board diversity](#)

MAY 16, 2022

A judge of the Superior Court of Los Angeles struck down SB-826, passed in 2018 by the California legislature to compel corporate boards in the state to have a minimum number of women as directors. The judge ruled that state authorities failed to prove that a gender-based classification would improve the economy, provide greater opportunities to women, and protect taxpayers. This follows a similar defeat

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## Diversity, Equity & Inclusion Outside of Benesch

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earlier this year, in which a Superior Court judge ruled AB-979 was unconstitutional. The 2020 law would require greater representation on corporate boards from Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native communities, as well as from the gay, lesbian, bisexual, or transgender communities.

Related: [What GCs should know about California's blocked board diversity laws](#)—*Law.com*

Source: *Associated Press*

### [U.S. regulators urged to address disability bias in AI tools](#)

MAY 6, 2022

With as many as 83% of employers using some form of automated tools to screen or rank candidates for hiring, workers with disabilities are looking to federal regulators to crack down on those that could potentially pose a bias against them. For example, AI-powered games or personality tests could be more difficult for candidates with intellectual disabilities, while AI software that tracks speech or body language could create a bias against those with speech impediments, visible disabilities, or mobility issues. EEOC Chair Charlotte Burrows said guidance that could address the AI issue is on her radar.

Source: *Bloomberg Law*

### [Report finds 31% of companies made DE&I a measurable priority in the past year](#)

MAY 16, 2022

GoodTime shared findings from its [Hiring Insights Report](#) to gauge the current landscape in talent acquisition. GoodTime surveyed HR, talent, and recruiting leaders across the U.S. to hear about their most critical hiring challenges. They reported that 50% of hiring goals weren't met in 2021. In terms of diversity, equity, inclusion, and belonging (DEIB), 31% of companies made it a measurable priority in the past 12 months, while 38% of companies plan to make it a measurable priority over the next 12 months. However, commitment to DEIB was the least selected item (32%) in response to the question, "Which of the following do you communicate to candidates during the hiring process to attract top talent?"

Related: [Accenture recognized as No. 1 on DiversityInc top 50 companies for diversity list; joins hall of fame](#)—*Accenture*

Source: *GoodTime*

### [Apple: Deloitte report on women in tech shows company's DEI progress](#)

APRIL 21, 2022

Deloitte suggests that in the tech sector, the proportion of women in the workforce grew by 6.9% between 2019 and 2022. For those in leadership roles, the growth in women participation over that time period was nearly three times greater, at 19.5%. Apple notes that while

the tech industry as a whole boasts 25.3% female leadership, five of its 18 senior executives are women, which works out to 27.8%. The company's [diversity report](#) shows the proportion of women on Apple's workforce grew from 30% in 2014 to 34.8% last year.

Source: *9to5Mac*

### [One-third of businesses not focusing on inclusion practices for disabled employees, survey finds](#)

JUNE 1, 2022

The Valuable 500 published a [report](#) that shows that only 54% of enterprises follow an operative inclusion practice for disabled workers. The research revealed that from recruitment to endorsement, most of the respondents agree they observe visible progress towards diff-ability inclusion in organizations' pre-pandemic schemes. Other findings include:

- 65% of respondents say companies have improved their hiring processes for disabled employees
- Business owners consider 62% of job applications from candidates with a disability
- 33% of firms haven't driven out any system change in their recruitment criteria for disabled people
- One in four adults in the U.S. has some kind of disorder, and the number of disabled people is growing

Related: [Amazon accessibility researcher says inclusion of people with disabilities is 'lacking' in health tech](#)—*STAT*

Source: *Digital Information World*

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## Diversity, Equity & Inclusion Outside of Benesch

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### Legal Industry Actions & Announcements

#### [Diversity Lab exec says equity in legal profession leads to improvements in workplaces, communities](#)

MARCH 29, 2022

[Lisa Kirby](#), chief intelligence and knowledge sharing officer at Diversity Lab, writes that equity in the legal profession will lead to greater equity in workplaces, communities, and the world. She writes that the work at Diversity Lab to advance DE&I has a multiplier effect, as lawyers not only go on to serve as judges and attorneys generally determining the precedents and priorities of the legal system but also lead governments and major corporations as advisors and influencers of the institutions that shape the country's culture and future.

Related: [How GCs can #BreaktheBias to achieve gender equality in Big Law](#)—*New York Law Journal*

Source: *The American Lawyer* (subscription required)

#### [ALM Intelligence survey found 37% of organizations have underrepresented groups as chief legal officer, general counsel](#)

MARCH 10, 2022

A survey of legal department diversity found 37% of the 41 organizations responding had underrepresented groups serving as chief legal officer or general counsel. Lower-level legal positions had much less diversity, according to the survey done by ALM Intelligence

in conjunction with Corporate Counsel. Key findings include:

- The percentages of underrepresented groups who were not White in senior legal department leadership was 24%, 25% for senior counsel/managing attorneys, and 32% for counsel/attorneys.
- African Americans had the second-largest representation at the CLO/GC level, where they hold 24% of the posts. But their representation was 11% or less in all the other categories.
- The race/ethnicity with the third-largest representation was Asians, who ranged from 7% to 11%.
- 89.5% believe their legal departments exhibit a diverse and inclusive culture.
- 62.2% believe their legal departments' personnel were more diverse or much more diverse than those of their primary outside law firms.

Related: [Five ways CLOs can help reimagine diversity, equity and inclusion](#)—*Corporate Counsel* (subscription required)

[New database lifts veil on law firm diversity demographics](#)—*Corporate Counsel*

Source: *Corporate Counsel* (subscription required)

#### [Women cite mentorship as critical to their success in the legal industry](#)

MARCH 31, 2022

DE&I programs in the legal industry have made great strides, but the work isn't over. Many organizations and firms understand the need to be more diverse

and inclusive but are unsure about what initiatives to invest in. Mentorship is often cited by women in the legal industry as critical to their success. [Kelly McGill](#), chief people officer at Lighthouse, discusses the value of mentorship, what a good mentorship program looks like in a virtual or hybrid work environment, and how to create a more inclusive culture.

Related: [The bias in comfort hiring](#)—*Corporate Counsel*  
[Women who left Big Law equity hunt stake ground on LinkedIn](#)—*Bloomberg Law*

Source: *JD Supra*

#### [Client surveys affect DE&I initiatives at law firms](#)

FEBRUARY 23, 2022

Every winter, law firms receive surveys and requests for data from their clients regarding the efforts made and success obtained by firms in regard to DE&I. This year's clients are issuing clear directives on what firms must do and accomplish. They're shifting from an effort-based system to an outcome-based system. And they're injecting themselves into DE&I discussions at law firms in a real and significant manner. To remain ahead of the curve of client demands in this area, firms must be prepared to receive the direction provided by clients and implement that direction in an impactful way.

Related: [Establishing a strategic plan to advance law firm diversity and inclusion efforts](#)—*Savoy*

Source: *Reuters*

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### [Black, Big Law Pipeline offers young lawyers advice, training on law firm survival tactics](#)

MARCH 4, 2022

Lawyers [Conway Ekpo](#) and [Nneka Ukpai](#) launched the [Black BigLaw Pipeline](#) in 2019 in response to slow progress for Black attorneys at major firms over the last decade. Known as “BBP,” it offers young lawyers advice and training on law firm survival tactics along with networking opportunities. Law firms have upped their efforts, including by hiring diversity directors, holding racial consciousness sessions, and encouraging affinity groups. But Black lawyers make up only 2% of partners and 5% of associates, data show. For positions like practice groups heads, only 6% of such leaders are Black men and 4% Black women, according to Bloomberg Law’s Nov. 2021 law firm diversity report.

Source: *Bloomberg Law* (subscription required)

### [Florida A&M Law launches Economic Justice Initiative](#)

MARCH 22, 2022

Florida A&M University College of Law announced its first cohort of Economic Justice and Advocacy Fellows. The fellowships are the first component of the Economic Justice Initiative being developed by the College of Law with a grant from Wells Fargo Bank. FAMU is one of the six Historically Black Colleges and Universities (HBCU) law schools.

Source: *Daily Business Review* (subscription required)

### [Berkeley Law to require students to take diversity course starting in 2023](#)

FEBRUARY 23, 2022

Starting with the entering J.D. class in Aug. 2023, Berkeley Law students will be required to take at least one course on race and the law in order to graduate. Berkeley’s decision to implement the course predates the American Bar Association House of Delegates’ vote last week adopting several changes to the ABA’s accreditation standards, including adding a requirement that law schools provide “education on bias, cross-cultural competency and racism” to students.

Source: *Law.com*

### [ABA revises diversity policy for CLE programs after court rules against it](#)

APRIL 8, 2022

The American Bar Association dropped a requirement that CLE programs with three or more presenters include at least one diverse speaker. The change, adopted this week, comes after the Florida Supreme Court ruled that lawyers in the state can’t earn CLE credits for programs offered by groups that require diversity among speakers. The diversity requirement constituted a discriminatory quota system, the court said. Under the revised CLE policy, program organizers will “invite and include” moderators and speakers from historically underrepresented groups, but it doesn’t include specific requirements.

Related: [Inside track: Views diverge over DE&I programs for outside counsel](#)—*Law.com*

### [U.S. law students to receive anti-bias training after ABA passes new rule—Reuters](#)

[Following more public comment, ABA revises diversity and inclusion proposal a third time](#)—*Law.com*

Source: *Reuters* (subscription required)

### [Juneteenth Foundation hires first GC](#)

MARCH 21, 2022

The Juneteenth Foundation named [Karim Marshall](#) as the nonprofit group’s first general counsel. He joined the foundation in his first GC role after having spent the majority of his career working for the government of the District of Columbia, most recently as senior development manager. He also served as equitable development manager, assistant GC, environmental justice coordinator, and legislative director.

Source: *Corporate Counsel* (subscription required)

### [Large law firms increase hiring of diverse attorneys, data shows](#)

MAY 2, 2022

Large law firms significantly increased their numbers of diverse attorneys between 2019 and 2021, according to data from Firm Prospects. It shows lawyers of color comprised nearly 5% of all lateral hires made by the nation’s top 100 law firms last year. In comparison, diverse attorneys made up 3.14% of lateral hires by top firms in 2019. According to Firm Prospects, the nation’s

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top 100 law firms made 21,948 lateral hires last year, and 1,088 were diverse attorneys. In 2019, those same law firms made 17,720 lateral hires, and only 557 were diverse attorneys.

Related: [Inside look at Biglaw diversity efforts](#)  
—*Above The Law*

[How small, midsize firms can expand diversity and inclusion efforts](#)  
—*Daily Business Review*

Source: *Bloomberg Law* (subscription required)

### [Almost half of new GCs at largest U.S. companies last year were women](#)

MAY 12, 2022

Data shows 49% of the top lawyers appointed at the 500 biggest companies in the U.S. in 2021 were female, a sign of some diversity progress across large corporate legal departments. The [report](#) by executive search and leadership advisory firm Russell Reynolds Associates said that 59 Fortune 500 companies in total named a new general counsel last year- and 29 of those were women. This exceeds the 42% of total Fortune 500 general counsel appointed in 2020 who were female. Though there has been an uptick in ethnic diversity for newly appointed general counsel in the Fortune 500, that gap doesn't appear to be closing as quickly. According to the report, 34% of the new general counsels named in 2021 were ethnically diverse.

Related: [Female representation in Biglaw partnerships—A long way to go](#)  
—*Above the Law*

Source: Reuters

### [ABA 2019 diversity survey shows diverse associates hired by firms, but partnership, leadership remain mostly White, male](#)

MAY 16, 2022

The American Bar Association's Model Diversity survey found firms increased their share of hires for Hispanic (1.5%), Black (1%), and Asian (0.6%) associates in 2019. On the other hand, Black and Asian (23% and 19%, respectively) associates had the highest rate of attrition, compared with 12% for White attorneys. In the year studied, most law firms didn't hire a single Native American, Pacific Islander, LGBTQ+, or person with a disability. Overall, there was a decrease in the percentages of ethnically underrepresented, female, and LGBTQ+ partners.

Related: [Big Law firms welcome larger summer associate classes to in-office work and entertainment](#)—*The American Lawyer*

[Legal Awards 2022: These firms and attorneys have been recognized for their diversity and inclusion efforts](#)—*Daily Business Review*

Source: *The American Lawyer*

### [Initiative aims to ensure guardianship proceeding subjects are represented by attorneys who mirror their experience](#)

MAY 13, 2022

In 2020, New York County guardianship judges, the New York Women's Bar Association, and the Franklin H. Williams Judicial Commission inaugurated the Guardianship Diversity Initiative to increase and promote diversity in the Mental Hygiene Law Article 81 practice. The program has been successful in expanding the opportunity for attorneys of color, bilingual individuals, and members of LGBTQ+ and disability communities as well as attorneys of diverse ethnic, religious, and cultural backgrounds to serve in key roles in the guardianship process.

Source: *New York Law Journal*