

1st Quarter 2022

# Benesch DEI UPDATES

Diversity, Equity & Inclusion

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## A Message From Our Co-Chairs:



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



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

## Intentionally Cultivating a Culture of Diversity, Equity, and Inclusion

In the fourth quarter of 2021, Benesch's Diversity, Equity & Inclusion (DEI) Committee, in collaboration with firm leadership, proudly announced the adoption of its multiyear [DEI strategic plan](#), which is aimed at increasing Benesch's momentum and impact in the areas of diversity, equity, and inclusion. Developed in conjunction with an outside consultant and including feedback from a variety of attorneys within the firm, the plan is in support of Goal #4 of the firm's overall Strategic Plan—"Be intentional in cultivating a culture of diversity and inclusion at all levels of the firm."

Benesch has made significant progress in the areas of diversity, equity, and inclusion, and now, with a formal plan in place, the DEI Committee will further its efforts in this space. With DEI strategic goals designed to systemically and intentionally cultivate inclusion and diversity at all levels of the firm, the Committee will place enhanced focus on further building the firm's professional depth, quality, and overall reputation

with diverse and inclusive viewpoints. Specifically, we commit to the following actions:

1. Improve our organizational ability to focus on developing, promoting, and evaluating efforts aimed at DEI.
2. Develop sustainable firm programming focused on education and encouraging an inclusive culture and working environment that welcomes and incorporates diverse perspectives.
3. Support the hiring, retention, and promotion of diverse and female attorneys and staff.
4. Increase diverse representation at all levels of firm leadership.
5. Formalize Practice Group Leader responsibilities regarding DEI.
6. Pursue industry certifications and continually educate on the value of firmwide participation.

*(continued on page 2)*



## Intentionally Cultivating a Culture of Diversity, Equity, and Inclusion

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With these goals in mind, the DEI Committee has recently helped to facilitate a number of activities within the firm. A couple recent examples include:

- **Participation in the Mansfield Rule 5.0 Certification process**—The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Benesch's participation in the Mansfield Rule 5.0 Certification demonstrates our commitment to building a diverse and inclusive team that best serves our clients now and in the future. To learn more about the Mansfield Rule 5.0 program, [click here](#).
- **Addition of personal pronouns in Benesch communication tools**—To enhance inclusivity for members of the LGBTQ+ community and to demonstrate that team members are inclusive and welcoming, regardless of someone's gender identity, Benesch team members now have the ability to identify their personal pronouns within communication tools, such as email signatures and website bios. Since being made available late in 2021, 25% of the Benesch team have already selected to participate in this effort.

We are eager to continue to implement our DEI strategic plan and will communicate our efforts and progress along the way.



## Gregg Eisenberg Makes Leadership Council on Legal Diversity (LCLD) Leaders' Pledge

Leaders of the legal profession are joining together to create real and lasting change, both within individual organizations and in society at large through the Leadership Council on Legal Diversity (LCLD) Leaders at the Front movement. The LCLD Leaders at the Front Pledge requires leaders to create an action plan that translates personal commitments to diversity into organizational changes that are specific, meaningful, and measurable. Gregg Eisenberg, Managing Partner at Benesch, has joined this movement by personally committing to:

- Increase the visibility of Benesch's DEI efforts by including DEI updates at firmwide meetings throughout the year.
- Set regular meetings with the firm's DEI Chairs to check in on progress of our DEI Strategic Plan, and to offer support and additional resources.
- Reach out to each of our LCLD Pathfinder and Fellow participants twice throughout the year to brainstorm how we can further our DEI initiatives at the firm and specifically how we can better support our lawyers from underrepresented communities.
- Work with our Chief Human Resources Officer and Chief Talent Officer to review our performance management program and partnership promotion process to remove bias in these processes.

To read Gregg's entire pledge, including Benesch's organizational commitment, [click here](#).



## Diversity, Equity & Inclusion Sponsorships

Benesch is proud to have sponsored a number of diversity-focused events over the past year.

### Boys and Girls Clubs of Northeast Ohio's Race for Kids

Held on June 26, 2021, at the Cleveland Metroparks Zoo, this event supports the Boys and Girls Clubs of Northeast Ohio with its mission of providing safe, fun places for kids ages 6-18 to go after school. In addition to Benesch partner Michael Meuti serving on the Advisory Board of the organization, several Benesch team members made personal donations to the cause, with the firm matching donations as part of our Matching Gift Program.

### National Museum of Mexican Art Dia de Los Muertos: Love Never Dies Ball

The National Museum of Mexican Art's Dia de Los Muertos: Love Never Dies Ball was held on November 6, 2021. Benesch was a Silver Sponsor of this event, which is a special celebration that honors life and the spirits of Los Muertos. Benesch associate Cristina Almendarez serves on the Auxiliary Board for the organization.

### Hispanic Lawyers Association of Illinois Gala

With several Benesch attorneys as members of the Hispanic Lawyers Association of Illinois, and Benesch partner Juan Morado Jr. on the board, Benesch was pleased to serve as a Platinum Sponsor of the Hispanic Lawyers Association of Illinois Annual Gala. This event was held at Moe's Cantina on December 10, 2021.

## 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.

<b>Total Employee Contributions:</b> .....	<b>\$53,810</b>
<b>Total Firm and Employee Contributions:</b> .....	<b>\$107,620</b>
<b>Organizations Donated to:</b>	
<ul style="list-style-type: none"> <li>• ACLU Foundation</li> <li>• Advantage Cleveland</li> <li>• Akron Urban League</li> <li>• Alvis, Inc.</li> <li>• Anti-Defamation League</li> <li>• Beech Brook—Police Assisted Referral Program</li> <li>• Boys &amp; Girls Club of Chicago</li> <li>• Boys &amp; Girls Club of Northeast Ohio</li> <li>• Boys Hope Girls Hope of Northeast Ohio</li> </ul>	<ul style="list-style-type: none"> <li>• Cabrini Green</li> <li>• Chicago Appleseed</li> <li>• Chicago Learning Exchange</li> <li>• Cleveland Peacemakers</li> <li>• Cleveland Public Library Foundation</li> <li>• Columbus Freedom Fund</li> <li>• CWRU Law School Student Public Interest Law Fellowship</li> <li>• Diversity Center of Northeast Ohio</li> <li>• Edwin's Leadership &amp; Restaurant Institute</li> <li>• Equal Justice Initiative</li> </ul>
<ul style="list-style-type: none"> <li>• Florida Rights Restoration Coalition</li> <li>• Heart of Ohio Family Health</li> <li>• Human Rights Campaign Foundation</li> <li>• La Casa Norte</li> <li>• Legal Aid Society of Cleveland</li> <li>• My Block. My Hood. My City. (Role Model Movement Inc.)</li> <li>• NAACP Legal Defense Fund</li> <li>• National Lawyers Guild</li> <li>• Providence House</li> <li>• Southern Poverty Law Center</li> </ul>	

## Employee-led Resource Group (ERG) Updates

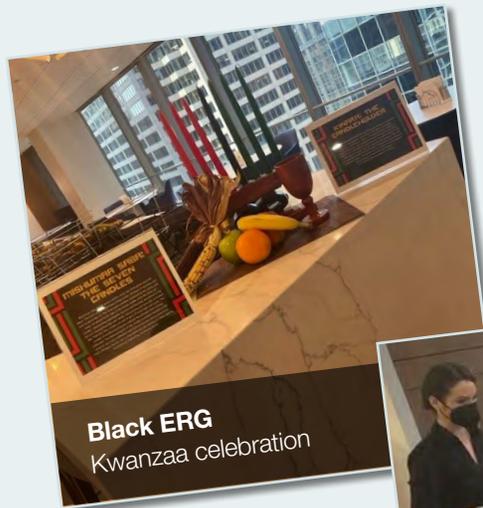
In 2021, Benesch formed several Employee-led Resource Groups (ERGs) to provide team members with an opportunity to enhance connections, provide support, and raise awareness around issues facing people of a specific demographic, race, religion, or sexual identity. Since their inception, these groups have been instrumental in helping to further cultivate a culture of diversity and inclusion at all levels of the firm through group gatherings and firmwide education. Some recent activities involving Benesch's ERGs include:

**Asian ERG**—attended Stir Friday Night, a performance by an Asian Pacific American comedy group, at Second City Chicago.

**Veterans ERG**—received special in-office recognition on Veterans Day. Additionally, in honor of Benesch team members who served, Benesch made a monetary donation to No One Left Behind, a charity the Veterans ERG brought to the firm's attention.

**Black ERG**—held a Kwanzaa celebration to educate the Benesch team on the history and traditions of the holiday. This event included an in-office lunch catered by black-owned businesses, featuring African-inspired cuisine.

**Black ERG**—celebrated Black History Month by showcasing notable Black attorneys and providing a space for the Benesch team to connect and share personal stories.



## 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 the firm has conducted in this area.

### INTERNAL DE&I EVENTS

**WIN Book Club**—Held on Monday, January 31, 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.

**WIN Speed Networking**—Held on Friday, November 12, 2021, and Tuesday, January 25, 2022, these events provided Benesch women attorneys across offices and practice groups a chance to get to know one another through one-on-one meetings.

### EXTERNAL DE&I EVENTS

**AUTHENTIC DIVERSITY: Creating Inclusion & Disrupting Bias**—Benesch partnered with nationally renowned diversity and culture change expert and founder of Inclusion Nation Michelle Silverthorn for this engaging and important training held on Wednesday, November 10, 2021. At this session, attendees learned how to use scenario-based discussions to help support and foster culturally responsive teams ready to meet the challenges of today's business environment.

### B-SHARP PROGRAMMING

**Best Practices for Managing a Legal Department and Outside Counsel**—Held on February 22, this B-Sharp event was moderated by Jennifer Nichols, Senior Vice President & General Counsel, CRG and a 2021 Crain's Notable Black Leader and Executive.

## Diversity, Equity & Inclusion Event Participation

Throughout the latter half of 2021 and the beginning of 2022, Benesch team members participated in numerous diversity, equity, and inclusion-related events. Participation in the following events has proven instrumental in further building the firm's professional depth, quality, and overall reputation with diverse and inclusive viewpoints.



Heather DiFranco



Kelly Mulrane



Joe Tegreene

Benesch team members **Heather DiFranco**, **Kelly Mulrane** and **Joe Tegreene** virtually participated in the 2021 Lavender Law<sup>®</sup> Conference in July 2021 by providing resume review and interview prep advising for the career fair component of the event.



Kathryn Kramer Gaydos

Partner **Kathryn Kramer Gaydos** served as Benesch's 2021 participant in the FDCC Ladder Down Program, a yearlong program dedicated to leadership empowerment, business development, and mentoring for women lawyers.



Johanes Maliza



Thomas Jackson

Benesch attorneys **Johanes Maliza** and **Thomas Jackson** took part in the December 2021 Charting Your Own Course Conference, which offers professional development programming and practical career strategies for attorneys of color.



Jared Kriwinsky

Associate **Jared Kriwinsky** represented Benesch by participating in the 2021 LeadDIVERSITY program, designed to raise participants' awareness of diversity, inclusion, and equity issues, build their leadership skills, and enhance their network.



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



Zaiba Baig



Charan Brahma



Ruby Kazi



Stephen Lee



Hersh Mehta



Manish Mehta



Injune Park



Samuel Ruggio



Kal Shah

The following nine Benesch attorneys attended the 2021 National Asian Pacific American Bar Association (NAPABA) Convention in Washington, D.C., in December 2021 — **Zaiba Baig**, **Charan Brahma**, **Ruby Kazi**, **Stephen Lee**, **Hersh Mehta**, **Manish Mehta**, **Injune Park**, **Samuel Ruggio**, and **Kal Shah**.



## Benesch Team Recognitions

In recent months, several Benesch Diversity, Equity & Inclusion and Women's Initiative Network members received various appointments, honors, recognitions, or mentions as outlined below.



**Cristina Almendarez**, associate, Litigation, has joined the Auxiliary Board of the National Museum of Mexican Art.



**Julie Gurney**, Director of Marketing and Client Development, has been named one of Crain's Cleveland Business' Notable Marketing Executives.



**Kate Harmon**, associate, Litigation, was elected as Vice President-at-Large of the Delaware State Bar Association's (DSBA) Executive Committee. This is Kate's sixth year serving on the Committee. After serving as President-Elect in 2022-2023, she will become President of the DSBA in 2023.



**David Hopkins**, associate, Litigation, was named to the 2022 National Black Lawyers Association "Top 40 Under 40" list.



**Stephen Lee**, partner, Litigation, has been appointed as a Board of Director for the Chicago Federal Bar Association.



**Megan Mehalko**, partner and co-chair, Corporate & Securities, has been appointed Chair of the Board of Trustees at Laurel School.



**Pilar Mendez**, former associate, Benesch Healthcare+, was appointed by President Biden's Administration to serve as a Senior Policy Advisor at the U.S. Department of Health and Human Services, Office of the Assistant Secretary for Health in Washington, D.C.



**Juan Morado Jr.**, partner, Benesch Healthcare+, has been selected to be part of the ninth annual Edgar Fellows Program and has also been appointed to the Rules Committee by the Illinois Supreme Court. Additionally, he has recently joined the Board of the National Kidney Foundation of Illinois.



**Susan White**, partner, Litigation, has received the Association of Drilled Shaft Contractors (ADSC) 2021 President's Award.



**Rachel Winder**, Government Relations Manager, has accepted an invitation to join the Ohio Chamber of Commerce Board of Directors on behalf of Benesch. Rachel will also be participating in the development of "Blueprint for Ohio's Economic Future", a 15- year plan initiated by the Board of Directors to shape Ohio's economy.



**Margo Wolf O'Donnell**, partner and co-chair, Labor & Employment, has been named one of Crain's Chicago Business' Notable Executives in Diversity, Equity & Inclusion.

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

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## Congratulations to Our Newest Partners!

We are proud to share that more than half of our 2022 new partner class are members of our Diversity, Equity & Inclusion and WIN Committees. Those members are:

**Nora Cook**

DEI Recruiting Subcommittee Member  
and Parents ERG Member

**Amy Craig**

WIN Member

**Timothy Frey**

DEI Retention Subcommittee Member

**Kelly Mulrane**

LGBTQ+ ERG Lead

**Helen Schweitz**

B-Sharp/WIN Subcommittee Member

**Michael Weinstein**

DEI Recruiting Subcommittee Member  
and Parents ERG Member

**Susan White**

WIN Member

## 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 & announcements.

**[Blackstone Group REIT aims to assist low-income people with affordable housing](#)**

JANUARY 25, 2022

The Blackstone Group is dedicating \$1 billion through its Home Partners Program for affordable housing in single-family rentals. The program will be at the forefront of this affordable housing initiative and will use a program called Choice Lease. Through this program, tenants who may not be mortgage-ready can enter a lease-purchase contract, where Home Partners of America purchases the home, leasing it to the tenant for an agreed-upon term. Rental rates will be about 10% less than market rates for the area, and contracts will have an option for the tenant to purchase the home at a specified price at any point during the lease.

**Source:** *The Motley Fool*

**[Netflix workforce diversity increases, over half of leadership roles filled by women](#)**

FEBRUARY 13, 2022

Netflix's diversity report shows as of last year, more than half of the company's global workforce and more than half of its leadership was female. Nearly 11% of its U.S. workforce is Black and about 9% is Hispanic or Latino. Those figures rose significantly in 2021 from the year before. Key findings include:

- Last year, 51.7% of Netflix's 10,000 worldwide employees were female. That was up from 48.7% the year before.

Women comprised 51.1% of its leadership — those with director roles and higher. That figure was up from 47.8% in 2020;

- Black employees comprised 10.7% of its workforce last year, up from 8.6% in 2020. The company also upped the proportion of leadership positions held by Black people from 10.9% in 2020 to 13.3% last year;
- Last year, Latino workers comprised 8.6% of Netflix's workforce, up from 7.9% in 2020. Among those in leadership roles, Latino people made up 4.4% of Netflix's employee base in 2021, up from 4.3% the year before; and
- Netflix's leadership remains largely white. Some 54.3% of such positions were held by white workers last year, down from 56.6% the year before.

**Source:** *BizWomen*

**[Thinkzilla scorecard to help organizations grow DE&I](#)**

JANUARY 21, 2022

Thinkzilla Consulting Group launched a DE&I Scorecard to help clients improve DE&I outcomes based on research, data, best practices, and organizational goals. The scorecard can be used for audits, to support training and programs, and to help organizations build more inclusive workplaces and workforces.

**Source:** *Thinkzilla Consulting*

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## Diversity, Equity & Inclusion Outside of Benesch

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### [Twitter's 'Work From Anywhere' policy boosted Black, Latinx hires](#)

JANUARY 13, 2022

Twitter's shift to a "work from anywhere" model during the pandemic as well as the implementation of a requirement to add more people of color to final job candidate slates helped the social media company post significant gains last year in hiring Black and Latinx employees. The share of Black workers among the U.S. workforce jumped to 9.4% in 2021 from 6.9% a year earlier, and Latinx workers to 8% of employees from 5.5%, the company said.

Source: *Bloomberg*

### [Starbucks manufacturing diversity rates drop despite 2025 goals](#)

JANUARY 11, 2022

Starbucks will focus on improving the promotion and hiring of people of color for top roles at its manufacturing operations this year after diversity slipped there, pushing to build on incremental improvements in racial and gender diversity overall last year as it tries to meet aggressive 2025 goals. The coffee retailer promised in 2020 that by 2025, at least 30% of those in all corporate jobs and at least 40% of those in all retail and manufacturing roles would be Black, indigenous, or other people of color. It met about a third of those goals through October of last year. People of color rose to 48% of the workforce in 2021 from 47% in October 2020, Starbucks said.

Source: *Bloomberg*

### [PBS promises change, initiatives in more diverse filmmaker recruitment](#)

JANUARY 18, 2022

As PBS has been criticized for relying on the same filmmakers, PBS president and CEO Paula Kerger revealed the service's plan to make changes to its own operations and public broadcasting in general. Several announcements made by Kerger centered on initiatives for PBS to further its DE&I endeavors. That includes a partnership with Firelight Media, the nonprofit filmmaking organization founded by Stanley Nelson and Marcia Smith, that will see PBS commit \$3.6 million over the course of three years to support mid-career nonfiction filmmakers through Firelight Media's William Greaves Fund. Kerger revealed PBS' long-term initiative to diversify public media through an Anne Ray Foundation-funded project. The initiative will see PBS launch an early-career filmmaker mentorship program and an executive fellowship program, among other efforts.

Source: *Variety*

**Related:** [Altered Reality: A diversity initiative at CBS has already resulted in two history-making seasons of unscripted TV - Entertainment Weekly](#)

["So much work to be done": Geena Davis Institute, CreativeX pinpoint adland's diversity challenges - Campaign U.S.](#)

## Industry and Institutional Changes

### [DE&I experts say some initiatives promote assimilation over inclusion](#)

FEBRUARY 2, 2022

Professional development initiatives intended to help underrepresented employees don't always lead to progress—especially if those initiatives are designed around an expectation of assimilation. The authors suggest examining the company's expectations of assimilation and professionalism, reframing professional development programs, adjusting feedback processes, and focusing on relationships.

Source: *Harvard Business Review*

### [Biden chooses two Black economists to fill open seats on the Fed](#)

JANUARY 14, 2022

[Lisa Cook](#) and [Philip Jefferson](#) were tapped for open seats on the Federal Reserve Board. Biden also named [Sarah Bloom Raskin](#), a regulator and former Fed governor, for the top job overseeing the nation's banks, which would make her the first woman to hold that post. If confirmed, the President's selections would change the makeup of the white male-dominated Fed Board of Governors. In its nearly 109-year history, the Board has only had three Black members, with the last one leaving in 2006.

Source: *Politico*

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## Diversity, Equity & Inclusion Outside of Benesch

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### [Federal Reserve increases diversity in board leadership](#)

JANUARY 5, 2022

The Federal Reserve named leadership for the boards of its 12 regional Fed banks that is both majority female and majority people of color. Of the 24 people named to chair and vice chair posts at the 12 regional banks for the coming year, 13 are women and 13 are people who identify as Black, Hispanic, or otherwise non-white. Last year the group also included 13 women, but just 10 people of color.

**Source:** *Reuters*

### [OPM creating Chief Diversity Officer Council](#)

JANUARY 12, 2022

The Office of Personnel Management (OPM) is calling on agencies to name a chief diversity officer who reports to their senior leadership if they haven't already done so. OPM is also creating a Chief Diversity Officer Council and exploring the possibility of creating a job classification series for federal employees who work as diversity experts.

**Source:** *Federal News Network*

### [EEOC, OFCCP initiatives aim to improve DE&I](#)

JANUARY 24, 2022

The Equal Employment Opportunity Commission (EEOC) and the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) launched a program to promote hiring and recruiting practices that enhance equal employment opportunities. The Hiring Initiative to

Reimagine Equity (HIRE) is a multiyear collaborative effort among several stakeholders. The EEOC and OFCCP will develop resources to promote the adoption of evidence-based research and innovative initiatives that help to embed equity in recruitment and hiring practices.

**Source:** *SHRM*

### [Calif. gender diversity law puts record number of women on corporate boards](#)

DECEMBER 26, 2021

California's 2018 gender diversity law has helped propel a record number of women into corporate board seats, according to a study. Women directors at San Diego publicly traded companies rose from 12% to 31% of total board seats since the law passed three years ago, said the California Partners Project. Across California, women now hold 29% of public company board seats, up from 15.5% in 2018.

**Source:** *San Diego Union-Tribune (subscription required)*

**Related:** [Podcast: Corporate boards are finally starting to keep their diversity promises - Marketplace](#)

[Does ethnic diversity on corporate boards affect stock prices? - Morgan Stanley](#)

[There are smarter ways to think about board diversity, and the pressure is on companies to figure them out - Fortune](#)

[Five ways to boost gender diversity in the boardroom - Forbes](#)

## Legal Industry Actions & Announcements

### [Attorneys with disabilities aim to be part of Big Law diversity push](#)

JANUARY 20, 2022

Though less than 2% of lawyers identify as disabled, attorneys with disabilities are looking to force a culture change in Big Law. Disability affinity groups at large law firms offer support and networking opportunities for attorneys with disabilities. The groups are reframing conversations around law where having a disability was once viewed as a career impediment.

**Source:** *Bloomberg Law*

### [Summer associate class at U.S. law firms most diverse ever, NALP finds](#)

JANUARY 12, 2022

NALP's annual Report on Diversity at U.S. Law Firms shows that overall gains have been made at the summer associate level in the representation of women, summer associates of color, and LGBTQ summer associates at major U.S. law firms in 2021 as compared to 2020. The percentage of summer associates of color grew by nearly 5 percentage points in a single year, the largest gain in the 29 years that NALP has been tracking this information. In addition, women made up more than half of all summer associates for the fourth year in a row, and the proportion

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## Diversity, Equity & Inclusion Outside of Benesch

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of LGBTQ summer associates increased to 8.41%, also a historic high.

**Source:** *NALP*

**Related:** [Diversity, Equity, Inclusion and ‘Belonging’: How law schools can improve diverse hiring and retention](#) - *Law.com* (subscription required)

### [Legal industry has seen diversity progress due to Mansfield Rule, room for improvement remains](#)

FEBRUARY 10, 2022

If firms don't meet the Mansfield Rule requirements, meaning at least 30% of candidates interviewed for each leadership position be from underrepresented groups, they can't have the certification. Still, skeptics point to holes in the process that could be holding back the industry as a whole from making more meaningful progress. For instance, some industry watchers note, there are ways to meet the Mansfield certification requirements—and wear that badge to please clients—without actually providing more opportunity to all underrepresented groups. Diversity Lab said the next iteration of Mansfield asks law firms to track and report on a disaggregated basis. It won't set required thresholds for that disaggregation data, but some firms are currently beta-testing the concept so Diversity Lab can decide how to appropriately incorporate that into a future version.

**Source:** *The American Lawyer* (subscription required)

### [Study shows GCs get more involved in DE&I, only 10% report any kind of progress](#)

JANUARY 7, 2022

In-house legal departments have become leaders in company culture and employee matters, especially where DE&I is concerned, a study by FTI Consulting and Relativity found.

Key findings include:

- 87% of general counsel and chief legal officers are involved in either health- or employee-related issues within their organizations or both—with a big part of that shift due to an ever-increasing focus on DE&I;
- Every respondent told FTI Consulting and Relativity they dedicated at least some of their oversight time to issues surrounding inclusion;
- 20% say their inclusion programs have either not been implemented, or have seen less-than-expected success; and
- 70% say only preexisting, pre-pandemic programs are currently being run.

**Source:** *Corporate Counsel* (subscription required)

### [Cimplifi makes DE&I commitments, joins CEO Action for Diversity & Inclusion](#)

FEBRUARY 10, 2022

The eDiscovery service formed a DE&I committee to further its commitment to equality in the workplace. Cimplifi also joined [CEO Action for Diversity & Inclusion](#). In support of that initiative, Cimplifi pledged to cultivate environments where diverse experiences and perspectives are welcomed and where employees are comfortable and encouraged to discuss diversity and inclusion. Cimplifi also participates in the Relativity Justice for Change pro bono program.

**Source:** *Cimplifi*

### [Vanessa Avery nominated as Connecticut's first Black female U.S. attorney](#)

JANUARY 26, 2022

President Joe Biden nominated associate state Attorney General Vanessa Avery to be Connecticut's next U.S. attorney, the state's top federal law enforcement officer. If confirmed by the U.S. Senate, Avery, an associate state attorney general, will be the first African American woman to serve as U.S. attorney in Connecticut.

**Source:** *Hartford Courant*