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FordHarrison

DIVERSITY |

moving forward



Letter from the Diversity and Inclusion Partner

The three **P**'s for C-Suite success - Self-Promotion, Executive Presence, and Strategic Partnerships. These three concepts are truly revolutionary for women and minorities, yet foreign in the same breath. Many often shy away from self-promotion, but showcasing your accomplishments and skills is critical for success. Exhibiting gravitas – dignity, solemnity of manner and seriousness, as the situation requires, and not simply trying to be one of the gang, is a skill that must be honed and present during critical meetings and encounters. It is essential to ensure that you are developing and leveraging strategic partnerships within and outside of your organization, so your brand is widely known, you receive appropriate advice and guidance and you have a champion who may be sitting at the right table at the right time. One of our diversity and inclusion goals at FordHarrison is to provide a platform for everyone to have an equal opportunity to succeed. To do so, we must not merely look at an individual's current status or stature, but from where they have come. Once we know the path that people have traveled to bring them to where they are, we can apply the three P's for C-Suite success to help them achieve the success they want. Many companies struggle with balancing the need to be politically correct with the desire to help their diverse team members succeed. Success in this space cannot be achieved without the ability to have an open and frank discussion about our backgrounds, cultures and abilities. To do that, organizations must carefully orchestrate opportunities for peers to ask the questions that will expand their world and lead to the success each of us seek to achieve. We are doing that at FordHarrison, won't you join us?



Dawn Siler-Nixon

Leadership Council on Legal Diversity (LCLD)

Lavern Wilson, Tampa Partner and LCLD Fellow

The LCLD Fellows Program has challenged me to think beyond just practicing law, but more importantly, to think about who I am and who I want to become as a leader in the legal profession. At its core, the Fellows Program focuses on leadership, personal brand development and relationship building. As a result, the majority of the in-person meetings were focused on presentations and exercises designed to train the Fellows in these areas and provide them with networking opportunities to learn from their peers and leaders in the legal profession. This past year, the Program has not only given me the tools to establish my own goals for becoming a leader and building strong relationships, but also to develop action items for accomplishing these goals.

As the firm's 2015 Fellow, I had the opportunity to attend two in-person meetings with the 203 other Fellows in the 2015 class. Our second meeting was in conjunction with the LCLD annual meeting, which was attended by the general counsels and managing partners of the LCLD's corporate and law firm members. I also had the opportunity to have lunch with Elisa D. Garcia, Executive Vice President and Chief Legal Officer of Office Depot and Jorge Mestre, Founding Partner of Rivero Mestre LLP, where along with four other Fellows (current and alumni), we discussed the effect having a diverse background has on a career path. Finally, I had the opportunity to spend a day at Target's corporate headquarters with approximately 30 other Fellows, where we heard from several of Target's legal and business leaders, including Chairman and CEO Brian Cornell and Vice President and General Counsel for Employee and Labor Relations Jim Rowader, about the company's transformation of its stores and operations in order to keep pace with the rapid changes in digital technology, fashion and consumer lifestyles. Through these various events, I have met and started to build relationships with many diverse attorneys across the country. In the words of Henry Ford, the LCLD program has reminded me that "you can't build a reputation on what you are going to do."



Lavern Wilson



Anessa Abrams

New Managing Partner, Washington, DC Office

Anessa Abrams

Anessa Abrams was named the new Managing Partner of FordHarrison's Washington, DC office on January 1, 2016. Anessa came to FordHarrison's Washington, DC office in 2010 and has been a partner with the firm since 2013.

"Anessa demonstrated her strong leadership skills as a partner in the Washington, DC office, and we are excited to see her step into the Office Managing Partner position" said Lash Harrison, FordHarrison's Managing Partner. "Her commitment to superior client service and strong leadership skills will serve our DC office well."

United Way Campaign - Atlanta

FordHarrison's Atlanta office participated in its annual United Way Campaign again this year, benefitting the United Way of Greater Atlanta. The campaign kicked off with a breakfast featuring keynote speaker, Ms. Empish Thomas, Public Education Manager at the Center for the Visually Impaired (CVI), who is legally blind. Events during the campaign included bingo, a game night and cocktail party, jeans days, attorney Halloween costume raffle and annual Halloween party. Top prizes included two round trip airline tickets and a \$100 gift card. Through the 2015 campaign, FordHarrison's Atlanta office raised over \$14,000.



United Way of
Greater Atlanta

Sponsorships

- Faith, Hope & Love Christian Ministries First Annual Golf Tournament | September 21, 2015
- Habitat for Humanity LA's Los Angeles Builders Ball | September 25, 2015
- Families First of Palm Beach County 9th Annual Children's Day Luncheon | October 2, 2015
- PCV | VRM Seeds of Hope Charity Golf Tournament | October 10, 2015
- Piedmont Care Jam for Care | October 13, 2015
- Texas Minority Counsel Program | October 14-15, 2015
- Palm Beach County Take Stock in Children Golf Tournament | October 16, 2015
- Alzheimer's Association Central & North Florida Chapter Alzheimer Association Gala | October 23, 2015
- 12th Annual Cyder Cup Matches Golf Tournament | October 24, 2015
- Leadership Memphis Multicultural Breakfast | October 28, 2015
- Kozyak Minority Mentoring Picnic | October 31, 2015
- March of Dimes 2015 Signature Chefs Auction | November 12, 2015
- National Diversity Council - Veteran's Summit | November 6, 2015
- Camelot Community Care Golf Outing | February 26, 2016
- JASMYN Strides for Pride 5K Run/Walk | April 16, 2016
- George Edgecomb Bar Association Annual Scholarship Banquet | April 28, 2016
- Executive Women of the Palm Beaches Women in Leadership Awards | May 5, 2016
- Women in Law for the Atlanta Women's Foundation | June 14, 2016
- Sotera Defense Solutions Charity Golf Tournament | July 22, 2016

Community Involvement

Corporate Counsel Women of Color (CCWC) 11th Annual Career Strategies Conference

Atlanta | September 23-25, 2015

Michelle Abidoeye, Geetha Adinata and Dawn Siler-Nixon attended the CCWC 11th Annual Career Strategies Conference in Atlanta. The conference held sessions such as "Closing the Gap for Women of Color in Executive Compensation." The three also attended the conference reception held at the Georgia Aquarium.

National Diversity Council's 5th Annual "Florida Women's Conference"

Fort Lauderdale | October 9, 2015

Christine Hanley was a panelist at the National Diversity Council's 5th Annual "Florida Women's Conference." The Florida Women's Conference is an empowering conference that addresses some of the social, cultural, economic, and political challenges women face in the workplace and community.

77 Crew Halloween Charity Event Benefitting The Spring of Tampa Bay

Tampa | October 28, 2015

The 77 Crew is a branch-off organization of The Spring of Tampa Bay which is the Department of Children and Families certified Domestic Violence Center for Hillsborough County, Florida. The mission of The Spring of Tampa Bay is to prevent domestic violence, protect victims and promote change in lives, families and communities. The charity event included costume contests and raffle drawings.



Left to Right: Michelle Abidoeye, Gina Donald (Counsel, Tech Data), Dawn Siler-Nixon and Geetha Adinata at the CCWC Career Strategies Conference Reception.

Women's Lawyers Association of Los Angeles (WLALA) "The Sharing Economy and its Impact on Women"

Los Angeles | November 11, 2015

Michelle Abidoeye moderated the program, "The Sharing Economy and its Impact on Women," addressing how the sharing economy both benefits and challenges women. The panel discussed social and cultural implications as well as how the sharing economy creates new opportunities.

26th Annual George Edgecomb Bar Association (GEBA) Martin Luther King, Jr. Day Parade

Tampa | January 18, 2016

The George Edgecomb Bar Association held its 26th annual Martin Luther King, Jr. Day Parade in celebration of the civil rights icon. The parade was in Tampa in association with GEBA mentees from Franklin & Ferrell Middle School.

PepsiCo Recognition

FordHarrison recently participated in a comprehensive supplier diversity survey for PepsiCo. Based on the firm's responses, FordHarrison was recognized by PepsiCo as a firm with "some of the best diversity and engagement metrics and practices among the firms it surveyed." Dawn Siler-Nixon and Saima Zuberi attended a special luncheon held at the company's headquarters in Purchase, NY on December 3, 2015. PepsiCo Chairman and CEO, Indra Nooyi, was in attendance, as well as members of PepsiCo's Legal Department.



Saima Zuberi

AT&T Diversity and Inclusion Award

FordHarrison is the 2016 recipient of AT&T's Legal Department Diversity and Inclusion award for medium law firms. AT&T annually selects one firm from the small, medium and large-size categories to receive this honor. This award highlights firms making the greatest strides and progress toward the goal of diversity and inclusion in the legal profession. The firm was recognized at the AT&T Legal Conference in Dallas, TX on February 3, 2016. AT&T noted that FordHarrison's Lateral Attorney Recruitment Incentive Program is unique among law firms and was one of the reasons for the firm's selection.

Diversity In The News, Legal Alerts & Webinars

- Failure to Promote Employee on Maternity Leave Results in Litigation, *October 20, 2015*
- What Your Expecting Employees May Be Expecting: Are You Complying with the Supreme Court's New Pregnancy Accommodation Standard? Complimentary Webinar, *November 5, 2015*
- "LGBT, the EEOC, and the Meaning of 'Sex,'" The Florida Bar Journal, March 1, 2016
- The Race to File H-1B Work Visas on April 1, 2016, *December 7, 2015*
- What You Need to Know About California's Amended Fair Pay Act That Takes Effect January 1, 2016, *December 14, 2015*
- More Businesses Face Lawsuits Challenging Website Accessibility, *March 17, 2016*
- The UK Continues to Take Aim at the Gender Pay Gap, *April 12, 2016*
- Sexual Orientation, Gender Identity and Expression in the Workplace, Complimentary Webinar, *April 28, 2016*
- Supreme Court Upholds University Affirmative Action Admissions Policy, *July 5, 2016*

New Charlotte Office, New Office Managing Partner

On June 29, 2016, FordHarrison opened an office in Charlotte, North Carolina. With the addition of the Charlotte office, FordHarrison now has over 200 attorneys in 30 offices, including five affiliate firms. Angela B. Cummings joined the firm the same day as Office Managing Partner of the Charlotte office. Angela is also a member of the firm's Diversity Advisory Board which aids the firm in crafting meaningful diversity and inclusion programs that resonate with all of FordHarrison's lawyers.



Angela Cummings

Diversity EntertainHR Posts

- #DamonSplaining - Matt Damon can do it, but you can't, *October 5, 2015*
 - Age, sex, and sports media, *December 21, 2015*
 - What #OscarsSoWhite teaches us about disparate impact, *January 25, 2016*
 - Peyton Manning and retirement - Super Bowl lessons on avoiding age claims at work, *February 1, 2016*
 - Don't matter if you're black or white, *February 16, 2016*
 - Chris Rock's #OscarsSoWhite monologue: Don't try this at work, *February 29, 2016*
 - U.S. Women's National Soccer Team alleges gender wage discrimination, *April 1, 2016*
 - The boss, your boss and LGBT rights, *April 12, 2016*
 - No bluff: Wright demands equal pay on House of Cards, *May 23, 2016*
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Firm-wide St. Jude Fundraiser

St. Jude Children's Research Hospital was selected for the 2016 spring/summer firm-wide charity. St. Jude is leading the way the world understands, treats and defeats childhood cancer and other life-threatening diseases. Both attorneys and staff were encouraged to participate in the 2016 fundraising effort. Overall the firm raised \$10,000 for the children of St. Jude.



2016 Law360 Recognitions

- FordHarrison was ranked number 22 on the list, "The 100 Best Law Firms For Female Attorneys."
 - FordHarrison was recognized as one of "The Best Law Firms For Female Partners," which is comprised of the 25 firms with the highest percentage of female partners out of 300 firms surveyed.
 - FordHarrison moved up 21 spots from the firm's 2015 ranking to number 46 on the list, "The Top 100 Firms For Minority Attorneys."
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2016 CEO in Action

Profiles in Diversity Journal

Managing Partner Lash Harrison was recognized by *Profiles in Diversity Journal* as a "2016 CEO in Action." "Although not everyone may come into this world on equal footing, we are all human and shouldn't be treated differently because of characteristics we can't change. Those opportunities may look different for different people. In this way, a one-size-fits-all approach fails every time. I try to ensure that we always consider this fact in developing and implementing any program, initiative or rule within our firm," said Lash.

Diversity Scorecard Video

FordHarrison's Diversity Scorecard highlights examples of regional and national honors and awards the firm has received in recognition of our sustained diversity initiatives. The Diversity Scorecard was transformed into a video.



Who's Who in Black Atlanta

Joy White, Counsel in FordHarrison's Atlanta office, was recognized in the 16th edition of Who's Who in Black Atlanta (WWIBA). WWIBA is dedicated to the goal and mission of documenting the positive achievements of African Americans who are making outstanding contributions to the organizations and communities they serve. A celebration of the release of the 16th edition of WWIBA was held Tuesday, February 23, 2016, in Atlanta, GA.



Joy White

LawDragon

Two FordHarrison attorneys, Dawn Siler-Nixon and Denise Wheeler were listed in conjunction with LawDragon's 2016 "Most Powerful Employment Attorneys." Dawn was selected to the 2016 "Most Powerful Employment Attorneys" list and Denise was selected as one of the "Nations Most Powerful Employment Attorneys 40 Up-and-Comers." The guide is the result of hundreds of law firm submissions and editorial research. Criteria for consideration include recent headline clients or cases, leadership, affiliations and associations in peer-selected organizations and noteworthy publications, and speaking circuits.

FordHarrison Holiday Card 2015

In 2013, FordHarrison opened The FordHarrison School located in the Prey Veng Province of southeastern Cambodia. Over the past three years, the firm has arranged for children from the FordHarrison School in Cambodia to have lessons in drawing and painting. To inspire their creativity, the children participated in art contests with the winning images featured in our annual holiday card. This year's card featured the top works of art as constellations in a wintery sky. To view the 2015 holiday card, visit: http://www.fordharrison.com/files/2015-holiday-card/Ford_2015_HTML5.html.



Annual Food Bank Donations

FordHarrison is proud to announce that for the eighth year in a row, the firm made monetary donations to Feeding America food banks in 19 cities where FordHarrison has offices. These donations were made in lieu of client holiday gifts. Since 2009, the firm has donated over \$151,000 to Feeding America food banks.



Ius Laboris Additions

Chile | Munita, Olavarria & Saez
Kazakhstan | The AEQUITAS Law Firm
Netherlands | Veugelers Advocatuur

FH Diversity Champion: University of the District of Columbia



FH Diversity Champion organizations are FordHarrison's client leaders of diversity and inclusion. They have been highlighted as leaders in this important area and have been chosen and recognized by their employees, peers, industry groups and organizations as being leaders of change and innovation in not only recognizing the need for diversity and inclusion, but also taking significant steps towards its advancement in their industry and beyond. We are proud at FordHarrison to have partnered with these diversity elite who have made a long-lasting impact on our professions and the world as a whole.

About the University of the District of Columbia

The University of the District of Columbia (UDC) is the only public University in Washington, DC and the only urban land-grant university in the United States. The University's core values include: excellence, collaboration, sustainability, innovation and integrity. Being located in the nation's capital allows UDC to offer access to unique neighborhoods, world-renowned monuments, the political center of the United States, and so much more. The University's mission focuses on education, research and community service.

History

In 1851 in Washington DC, Myrtila Miner founded a "school for colored girls." In 1879, Miner Normal School joined the DC public schools system and later became Miner Teachers College. After the landmark U.S. Supreme Court's decision in *Brown v. Board of Education* to desegregate schools, Miner Teachers College merged with Wilson Teachers College to form the District of Columbia Teachers College in 1955. In 1976 the District of Columbia Teachers College, Washington Technical Institute and Federal City College consolidated to form the University of the District of Columbia.

Overall Academics

UDC currently offers 68 Associate's, Bachelor's and Master's Degree programs. The University is home to the following colleges and schools: the Community College, School of Engineering and Applied Sciences (SEAS), School of Business and Public Administration (SBPA), College of Arts and Sciences (CAS), College of Agriculture, Urban Sustainability and Environmental Sciences (CAUSES), and the David A. Clarke School of Law.

Community Outreach

The Verizon Minority Male Makers Program, directed by UDC, takes place over four weeks in the summer and is designed to engage students in high quality, hands-on learning in Science, Technology, Engineering and Math (STEM). The program is geared towards young African-American and Hispanic males in the 6th-8th grades. In addition to the summer program, participants receive a mentor and have the opportunity to take part in STEM workshops during the school year on UDC's campus and other host sites across Washington, DC.

"The Community Is Our Classroom." The College of Agriculture, Urban Sustainability and Environmental Sciences (CAUSES) offers community outreach programs and a Cooperative Extension System, which serve both the people of the community and organizations with which they are involved. In one year alone, the CAUSES land grant centers interacted with 300,000 people all over the DC area. These interactions included hosting almost 10,000 workshops, holding events in over 60 DC schools and more than 20 faith-based communities, and working with roughly 4,000 community volunteers.

Green UDC

UDC's Sustainability Initiative was launched to prepare students for a number of challenges including a focus on: climate change, biodiversity loss, global urbanization, natural resource scarcity and energy demand. The Campus Sustainability Plan is a comprehensive planning document that outlines the vision for UDC's sustainability and focuses on improving the following areas: procurement, dining services, landscaping and grounds, transportation/commuting, waste and recycling, green cleaning, buildings, climate, energy, water and public engagement (alumni, community members, etc.). UDC's Sustainability Initiative monitors and evaluates the progress of the university's sustainable practices. The University is registered as a Charter Participant in the Sustainability Tracking, Assessment and Rating System (STARS), and remains transparent on performance. UDC has been awarded a bronze STARS rating for its green efforts.

The David A Clarke School of Law (DCSL)

U.S. News & World Report's Best Law Schools 2016 has ranked UDC-DCSL number seven in clinical training among all U.S. law schools. The curriculum is focused on extensive practical training, with the largest clinical requirement of any U.S. law school. Teaching and advocacy excellence at UDC-DCSL runs well beyond theoretical challenges in the classroom. A distinguished faculty includes attorney-professors who work side-by-side with students to pursue practical advocacy in the courtroom, legislative or regulatory hearing rooms, and centers for citizen activism. UDC-DCSL is also recognized as one of the nation's most diverse law schools both for faculty and students.

Learn more about the University of the District of Columbia at <http://www.udc.edu>.