



Ius Laboris USA Global HR Lawyers

FordHarrison

DIVERSITY | *moving forward*



Letter from the Diversity and Inclusion Partner

We are fully engaged in the first phase of our Journey to Cultural Competence. For an international employment law firm like FordHarrison, Cross Cultural Competence is essential to our delivery of services that are respectful and responsive to the needs of our diverse client base. Culture often is described as a combination of a body of knowledge, a body of belief and a body of behavior. It involves a number of elements, including personal identification, language, thoughts, communications, actions, customs, beliefs, values and institutions that are often specific to ethnic, racial, religious, geographic or social groups. For the provider of human resources legal services, these elements influence beliefs and belief systems surrounding an employee's work, interactions, interpretations of actions and reactions to institutions, managers and other employees.

We believe FordHarrison's Journey to Cross Cultural Competence will directly benefit our employees and our clients. Through FordHarrison's FH-C3 program in December 2013, we tapped into the experience and expertise of our clients, fellow Ius Laboris partners and FH Affiliate firms. In February 2014 we began to roll out a series of spotlights on the various cultural backgrounds of our national and international attorneys. In June 2014, FordHarrison enlisted award-winning author and world-renowned speaker and trainer, Vernā Myers, to lead a Cultural Competence workshop for our Management Group and engage our more than 200+ lawyers from all over the globe in a training session on the importance of Cultural Competence. Myers explained the results of the Firm's Intercultural Development Inventory - IDI, a test taken by every FordHarrison lawyer to determine the firm's status on the cultural competence continuum. FordHarrison is working with Myers to chart a course over the next 18 months to achieve its goal of firm wide Cross Cultural Competence. I hope you will join us on our journey!



Dawn Siler-Nixon

Fifth Annual 2014 Florida Diversity & Leadership Conference

On April 5, 2014 in Orlando, FL, Tracey Jaensch, Luis Santos, Dawn Siler-Nixon, Ashwin Trehan, Lavern Wilson and Aaron Zandy attended and presented at the **Fifth Annual 2014 Florida Diversity & Leadership Conference**.

The conference consisted of a day full of sessions including the Most



Lavern Wilson, Ashwin Trehan, Luis Santos, Tracey Jaensch, (keynote speaker actor Tony Plana), and Dawn Siler-Nixon

Powerful & Influential Women's Breakfast, Lean In (Tracey Jaensch), Diversity 101, Secrets of a Confident Woman (Dawn Siler-Nixon), The Politics of Promotion: What it Takes to Get & Stay Ahead (Tracey Jaensch), The Art & Science of Leadership, Generational Diversity, Multicultural Leadership Award Luncheon, Managing in the Age of Change: Essential Skills to Manage Today's Workforce (Aaron Zandy), Recruiting & Retaining Diverse Talent, Youth & Future Leaders, and Creating Your Diversity Strategy.

Women's Health Week Webinar Series

In honor of Women's Health Week, FordHarrison hosted an internal **Women's Health Week Webinar Series**. The series ran from May 20 - June 13, and featured five presentations by experts in various fields.

Webinar 1 was "**Living a Healthy Lifestyle**," presented by Carmella Sebastian. Carmella is the author of "Sex and Spaghetti Sauce: My Italian Mother's Recipe for Getting Healthy and Getting Busy in Your 50s and Beyond."

Webinar 2 was "**Living a Healthy Financial Lifestyle**," presented by Charles Thybulle. Charles is the Assistant Vice President and Financial Wellness Relationship Manager of Fifth Third Bank.

Webinar 3 was "**Raising Healthy Children**," presented by Dr. Deneta Howland, a pediatrician.

Webinar 4 was "**Healthy Lifestyle Choices**," presented by Dr. Cheryl Langley. Dr. Langley is a chiropractor and a motivational speaker.

Webinar 5 was "**Healthy Retirement Planning**," presented by Nancy Hennessey. Nancy is the Senior VP of Financial Planning and Analyst for Wyndham Vacation Ownership.

The webinars were all recorded. If you have interest in hearing them, please contact Savannah Harmon at sharmon@fordharrison.com.

Women's Health Week Webinar Series

In the spirit of Women's Health Week, which began May 12, FordHarrison is hosting a webinar series focused on living a full and healthy lifestyle. This series will be beneficial to both men and women and will consist of five webinars, each hosted by a different women's health expert. Below is the schedule of webinars. We will work with office contacts to arrange a conference room so several people can watch the webinars together. Webinars can also be viewed individually at your desk. Registration for the first webinar is currently open. Please register using the link below. Registration information for the rest of the series will be sent out as the date of each presentation approaches.

Webinar 1: Living a Healthy Lifestyle - May 20, 2014 at 1:00 PM Eastern
Presented by Carmella Sebastian, author of "Sex and Spaghetti Sauce: My Italian Mother's Recipe for Getting Healthy and Getting Busy in Your 50s and Beyond."

Webinar 2: Living a Healthy Financial Lifestyle - May 22, 2014 at 1:00 PM Eastern
Presented by Charles Thybulle, Fifth Third Bank, Assistant Vice President, Financial Wellness Relationship Manager

Webinar 3: Raising Healthy Children - May 27, 2014 at 1:00 PM Eastern
Presented by Dr. Deneta Howland, Pediatrician.

Webinar 4: Healthy Lifestyle Choices - June 3, 2014 at 1:00 PM Eastern
Presented by Dr. Cheryl Langley, Chiropractor and motivational speaker.

Webinar 5: Healthy Retirement Planning - June 13, 2014 at 1:00 PM Eastern
Presented by Nancy Hennessey, Senior VP, Financial Planning and Analyst for Wyndham Vacation Ownership.

FordHarrison promotes the health and well-being of all its employees. With this care in mind, staff will not be required to clock out to benefit from this webinar series.

FordHarrison: Diversity in the News

Super Lawyers

Kay Wolf was interviewed by *Florida Super Lawyers* for the July 2014 issue. The [article](#) highlighted her experiences as a woman in the legal industry, and as the head of FordHarrison's Cambodia School fundraising project.

In the article, Kay was asked about her 'Women Worth Watching' award in the *Diversity Journal*. Kay explains, "My firm nominated me because of various things that I have done for women and children. I was the first woman to be appointed to the executive committee of my firm, and have been very vocal for years about making opportunities available for women and minorities."

On the fundraising effort for the FordHarrison Cambodia School, Kay recalls, "We raised \$85,000. We had no idea! So we built the school, put in computers, put in solar panels, got a satellite dish to connect them to the Internet and solar panels to power it. We built a deep-water well and got water filters so that the whole village has a well. We hired a teacher to teach computer and English. When we went for the opening, we took school supplies. We got sports equipment."



Kay Wolf

HR Hero

To build or not to build? That's the inclusion question

February 2014 - Arizona Employment Law Letter by Brad Federman, Chief Operation Officer, FH Solutions Group



Brad Federman

Typically, an organization employs inclusion efforts because it notices there's a morale issue within a certain group or within the organization as a whole, a legal challenge has been filed against the organization, or there has been an effort to organize a union. Unfortunately, many inclusion or diversity efforts fail because they are reactive tactics used to pacify a group or groups. Even much of the discrimination and harassment training that exists is done to stay out of legal trouble or in direct response to a legal issue. What a large number of organizations fail to see is that a reactive effort to respond to workplace issues actually alienates and disenfranchises many employees. Inclusion has become an approach to working with employees who are different or have special needs. Employees don't want to be treated well because they are different or because the organization is afraid of a union organizing effort. They want to consistently feel respected, included, and valued. You must develop a strong, clear, and productive culture to demonstrate respect, interest, and value in your employees on a consistent basis.

To read the rest of Brad's article, visit <http://bit.ly/1qEQrEa>.

Legal Developments Impacting Diversity

These legal alerts can be found at www.fordharrison.com/868

- » Is Your Business At Risk for Damages and Civil Money Penalties Based on Violations Stemming from Improper I-9 and E-Verify Procedures? - May 15, 2014
- » U.S. Supreme Court Upholds Michigan Constitutional Amendment Prohibiting Use of Race-Based Preferences in State University Admissions Decisions - April 25, 2014
- » Florida Supreme Court Finds State Law Bans Pregnancy Discrimination - April 23, 2014
- » The Race to File H-1B Work Visas on April 1, 2014 - February 3, 2014
- » New Gender Equity Poster and Notice Required for New Jersey Employers - January 30, 2014
- » The OFCCP Disability Self-Identification Form Has Been Finalized - January 24, 2014
- » Healthcare Industry Alert: Pregnancy-Blind Light Duty Policy Not Enough to Obtain Summary Judgment on Pregnancy Discrimination Claim in New Sixth Circuit Case - January 15, 2014
- » Bill to Amend New Jersey Law Against Discrimination to Include Protections For Pregnant Workers Passed By Legislature, Awaits Governor Approval - January 8, 2014

EntertainHR Blog Posts Involving Diversity

Entries on EntertainHR, FordHarrison's blog, can be found at <http://blogs.hrhero.com/entertainhr/>

- » Donald Sterling SMH - May 6, 2014
- » Clip[pers] his tongue! - April 28, 2014
- » Men don't [take] leave - April 14, 2014
- » Veronica Mars: Return to Neptune - April 4, 2014
- » Trash talk or abuse? NFL debates banning the N-word - March 16, 2014
- » Is age just a number? Lessons from Jay Leno's departure - February 9, 2014

Recognition

MCCA's Thomas Sager Award

FordHarrison LLP was selected as a finalist for the 2014 Thomas L. Sager Award for the South Region.

The Sager Awards Luncheon is an annual celebration recognizing law firms that have demonstrated a sustained commitment to advance the hiring, retention, and promotion of diverse attorneys. One Sager Award is given to a deserving firm in each of MCCA's five regions (Northeast, Mid-Atlantic, South, Midwest, and West).



Women in Law Empowerment Forum

FordHarrison is a 2014 recipient of the Women in Law Empowerment Forum's (WILEF) "Gold Standard" award. WILEF recognized the firm for its commitment to the advancement of women for the fourth year in a row, the last two of which it has met all six of the criteria. The "Gold Standard" certification process focuses on whether women are represented in positions of power and are among the top-earning attorneys. Only 46 firms nationwide met the criteria for 2014, and FordHarrison was one of only seven firms to meet all six of the criteria.

Diversity Champion Finalists

Both FordHarrison and Tracey Jaensch were nominated for the Champions for Diversity Leadership Awards by The Society for Diversity.

The nominees are leaders who inspire, foster, recognize, demonstrate, encourage and promote best practices, ideas, products, technology and strategies for diversity and inclusion to enhance great places to live and/or work.



FordHarrison ended up winning The Society for Diversity's 2014 Champions for Diversity Leadership Award.

Diversity Journal Spotlight

Geetha Adinata was included in the *Diversity Journal* Asian American Heritage Month feature. The magazine asked Geetha to name her greatest strength: "Definitely, listening and communication. The ability to listen helps me to really understand my clients' unique business challenges and to ask the right questions, so I can get the information I need to develop creative, practical strategies."



Jennifer Jones



Geetha Adinata

Lawyers of Color's Hot List

Jennifer Jones and Geetha Adinata were selected as early- to mid-career minority lawyers under 40 in Lawyers of Color's Hot List. Jennifer represented the Southeast region, while Geetha represented the Southern Region.

The honorees were chosen through a two-pronged process. The selection committee spent months reviewing nominations and researching bar publications and legal blogs in order to identify promising candidates.

Honorees were profiled in Lawyers Of Color's Hot List 2014 Issue (July 2014).

For more information on our Diversity Awards, visit <http://www.fordharrison.com/diversity.aspx>

Community Involvement

HCBA Diversity Picnic

FordHarrison was a Gold sponsor at the **Hillsborough County Bar Association Diversity Picnic – Diversity Networking Social** on February 22. HCBA President Susan Johnson-Velez and Diversity Committee Co-Chairs Amanda Buffinton and Ronnell Robinzine welcomed students to the social, which featured firms and voluntary bar associations from across the Tampa Bay area. The firm hosted a table and had the opportunity to network with law students, lawyers and judges (both State and Federal). It was a great opportunity to not only meet potential law students (we met our very own Luis Santos there years ago!) and lawyer candidates, but to gain referral sources, get to know the judiciary in a relaxed atmosphere and represent



Michelle Abidoye

California Women Lawyers Event

Michelle Abidoye chaired the **California Women Lawyers' annual conference** that was held on Friday, May 16. It was full day program with a breakfast networking reception, ten different panels with MCLE, a luncheon keynote speaker, and a cocktail reception.

The conference was hosted by FordHarrison and the Judicial Arbitration and Mediation Services, Inc. (JAMS). At the reception, Michelle presented an award to Judge Victoria Kolakowski from the Alameda Superior Court as a "Pioneer In The Law" in recognition for her being the first transgender judge in the United States.

MBA High School Summer Intern Program

The Memphis office participated in the MBA High School Summer Intern Program from June 3 – June 26 this year. Our intern was Jailyn Wilson, who attends Harding Academy and will be in the 11th grade. She worked with us for a few weeks, gaining valuable work and life experience.

2014 GCI Diversity Leadership Summit

The firm was a sponsor at MCCA's 2014 GCI Diversity Leadership Summit at the PGA National Resort & Spa General Counsel Invitational – Diversity Leadership Summit on April 24, 2014.

Sal Simao, Rey Velazquez and Lavern Wilson represented FordHarrison in Palm Beach Gardens, Florida.



Sal Simao



Rey Velazquez



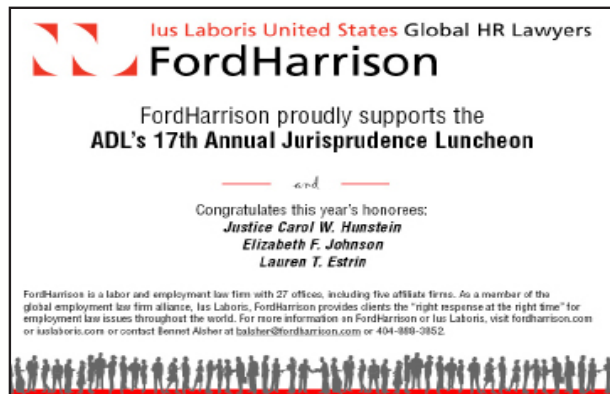
Lavern Wilson

Fundraisers

Anti-Defamation League

March 24, 2014 | Atlanta, GA

FordHarrison sponsored the ADL's 17th Annual Jurisprudence Luncheon. Bennet Alsher attended the event.



Kipp Donations

May 2014 | Memphis, TN

FordHarrison's Memphis office has supported the KIPP school in various ways, donating money and volunteering their time. The office has made an ongoing commitment to donate annually toward KIPP's Wall of Honor. This year the office raised \$1,290.

KIPP is a charter school with the simple slogan of "Work hard. Be nice." Students, many of whom come from disadvantaged backgrounds, attend KIPP for long hours and do focused work. Under ordinary circumstances, few of them would likely attend college. The approach is paying off: KIPP reports that its college matriculation rate has increased from 53% to 81% over the past three years! Also, the percentage of students heading to four-year universities is expected to rise 87%.

KIPP:

4th Annual Pulling for Wishes

April 25, 2014 | Indianapolis, Indiana

For the second consecutive year, FordHarrison put together a team for the 4th Annual Pulling for Wishes Event in Partnership with the Indiana Children's Wish Fund. This event, sponsored by client Republic Airways Holdings and held in their hangar at The Indianapolis Airport, tug-of-war between teams and a twin engine jet!

FordHarrison's team together with our client's attorneys finished first among the all the lawyer teams. All the teams collectively raised \$250,470.15. Employees at FordHarrison who donated to this cause were given two months of "business casual Fridays."



FordHarrison Participants: Katie Parvis (4th from left), Marc Esposito (6th from left), Lilia Bell (4th from right), Andy McClintock (2nd from right), Tom Kasson (far right)

Bar None - Dallas Bar Foundation

June 11 - 24 | Dallas, TX

Bar None is an annual Dallas Bar Foundation production to raise money for diversity scholarships, now in its 29th year. This was Dallas attorney Brian Landa's 7th year singing and dancing along with other Dallas-area lawyers, judges and legal professionals. The show started Wednesday, June 11, and ran through Saturday, June 14.



Internal Focuses on Diversity

Equal Justice Works Fellow

Kristen Tullos is the firm's 2013 - 2014 Equal Justice Works Fellow. She is helping eligible unemployed and underemployed homeowners in metro Atlanta to avoid foreclosure by accessing relief under HomeSafe Georgia and the National Mortgage Settlement. In the first six months, Kristen has provided full representation to 20 clients, successfully advocated for policy changes to expand access to the HomeSafe Georgia program, helped a client obtain a loan modification through the National Mortgage Settlement, and built collaboration with the agency administering HomeSafe Georgia and two major housing counseling agencies .

Please click on the link for more information about Kristen and her project: <http://equaljusticeworks.org/node/78530>.

Black History Month Spotlights

This February, in observation of Black History Month, FordHarrison employees were asked to send in recognitions of lesser known Black Americans who made impressive contributions to our country, overcoming obstacles and difficult circumstances. These selections were featured throughout the month. Below is a list of those Americans that were featured.

Septima Poinsette Clark - educator and civil rights activist, developed an adult literacy program; Bessie Coleman - first African-American woman to be licensed as a pilot in the U.S.; Edward Bouchet - first African-American to graduate from Yale University, and first African-American to earn a Ph.D. from any American university; Shirley Chisholm - the first African-American woman to be elected to Congress; and John Jordan "Buck" O'Neil - first baseman and manager in the Negro American League.

Cross Cultural Corner

In following with our Cross Cultural Competence (FH-C3) Theme for 2014-2015, we have developed a resource for lawyers who are interested in removing cultural blinders and avoiding cultural blunders. Lawyers throughout our Ius Laboris network, including those within FordHarrison, have joined together to provide a unique perspective on doing business within their culture. Throughout 2014, their questionnaires will be shared within the firm in what we like to call "Cross Cultural Corner."

Davide Gatti

Davide Gatti from Toffoletto De Luca Tamajo e Soci- the Italian member firm in the Ius Laboris alliance - is currently completing a secondment with FordHarrison. Davide went to Law School at the Università Luigi Bocconi in Milan. He graduated in March 2009 and joined Toffoletto De Luca Tamajo e Soci in June of the same year as a trainee lawyer. Davide is an associate who assists clients on various employment law matters including drafting employment contracts and director's service agreements, international secondments, individual dismissals, restructuring processes, collective redundancies and data protection issues.



Vernā Myers

In keeping with the firm's Cross Cultural Competence (FH-C3) Theme for 2014 - 2015, we invited Vernā Myers, a nationally recognized expert in diversity issues within law firms and other legal settings, to talk about cultural competence at FordHarrison's Mid-Year attorney meeting. Prior to the meeting, attorneys completed an assessment to determine their level of cultural competence. During the presentation Vernā revealed the group results and discussed how the participants' own and other's cultures influence behavior and interactions with others at work. She also shared the attitudes, approaches and skills that help increase cultural competency. In addition, Vernā presented to the firm's Management Group and provided a workshop for associates. Her presentations were very well received. The firm's representation of large, multi-national clients and its membership in Ius Laboris make it important for us to be sensitive to our own and others' cultural perspectives and continue to improve upon our cross cultural understanding.

New York Office



Standing - Left to Right: Cathy Ozone, Oxana Matveeva, Eric Su, Christopher Makas, Philip Davidoff, Michael Yim, Jeffrey Ashendorf, Linda Cavanna-Wilk and David Kim Sitting - Left to Right: Louisa Chan, Donna O'Daniel, Stephen Zweig, Andrea Orr and Roshni Chaudhari

SPIRIT OF INCLUSION AWARD

This award is given to a FordHarrison office, group or individual who has distinguished themselves through their outstanding commitment to promoting diversity, understanding, inclusion and awareness. The recipient has actively worked to reduce obstacles that prevent an open dialogue regarding diversity and inclusion, through their personal involvement, activities and actions, both within the firm and in their surrounding community. Through this award recipient's actions, bridges have been built that will advance the infrastructure of diversity and inclusion throughout FordHarrison.

Congratulations to the New York office of FordHarrison for winning the seventh FH Spirit of Inclusion Award! Over the past year, the attorneys and staff in the New York office have demonstrated the firm's ongoing commitment to diversity and inclusion. Below are just a few of the many diversity activities in which our office members are involved:

- Linda Cavanna-Wilk, Of Counsel, is a member of the Board of Directors of the Tri-State Diversity Council. She also served on the planning board for and moderator of the Council's Women's Leadership Conference. Linda serves on the membership committee for the Council and was a presenter at the 2013 National Leadership Conference in Pittsburgh. Additionally, Linda is a member of the American Association of Access, Equality and Diversity and was a presenter at the organization's national conference in Nashville in June 2014. Linda is also active in the community, serving as a member of the Board of Directors for Children's Hope Chest, a non-profit organization based in Westchester, NY. The mission of the organization is to teach children volunteerism and service through helping disadvantaged children in NYC and Westchester.

- David Kim, Counsel, is a member of the National Association of Asian American Professionals, New York Chapter.

- Eric Su, Partner, is involved in the Minority Corporate Counsel Association and the National Employment Law Council (NELC). The NELC facilitates the enrichment of the minority bar in the practice of representing management in labor and employment issues.

- Michael Yim, Partner, is involved in the International Association of Korean Lawyers, serving as the Regional Governor of New York and the Chair of the Sponsorship Subcommittee for the 2014 Conference. Michael is also a member of the Board of Directors of the Korean American Family Service Center (KAFSC) and a Co-chair of the organization's 2014 Gala Benefit Committee. KAFSC is a non-profit whose primary mission is to eradicate domestic violence. Its target constituency is immigrant communities in Queens.

- Stephen Zweig, Office Managing Partner, is a member of the NYC Financial Women's Association, for which he gives talks on How to Negotiate for Yourself at Work. Stephen also gives these presentations to other women's groups. Additionally, Stephen serves as pro-bono counsel for Eye-to-Eye, a charity that provides mentoring for children with ADD and learning disabilities.



Keti Mehta, Chief HR Officer at USI NorthEast and Linda Cavanna-Wilk at the Women's Leadership Conference



FH Diversity Champion: Tech Data Makes Giant Steps towards diversity and inclusion



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 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.

Tech Data is one the largest distributors of IT products in the world. With over 40 years in IT distribution, they have been named one of *Fortune's* "World's Most Admired Companies" and one of *Forbe's* "Most Trustworthy Companies." In addition to these remarkable honors, Tech Data has a strong focus on diversity and inclusion. "To differentiate our business in the marketplace, we are focused on a strategy of execution, diversification, and innovation," says Company leaders. Below is a list of some of Tech Data's diversity and inclusion efforts to better service its employees, clients and the communities it serves:

Board seats are held Tech Data employees with the following Diversity and Inclusion Organizations

- Pinellas County Urban League
- InRoads
- Florida Diversity Council
- Dress for Success
- UNCF
- Equality Florida
- Academy Prep
- UNCF Annual 5k Run / College Scholarship Fundraiser
- Pinellas County Urban League Golf Tournament and Gala team sponsor
- InRoads Golf Tournament Team Sponsor
- Special Olympics Recognition
- Support of Academy Prep of St. Pete / Hillsborough
- Support of PACE Hillsborough
- Jewish National Fund
- Equality Florida Gala Sponsor
- Tampa Bay Workforce Solutions Workshop Executive Participation



Talent Acquisition and Retention

- FAMU Job Fair
- Ongoing relationship and commitment to InRoads internship program
- WorkNet Pinellas Job Fairs
- Lucas Group and Alliance International Job Fairs (Veteran Recruitment)
- Leveraged variety of diversity sites /fairs to source candidates: iHaspano.com; ALPFA.org, MiGente.com, BlackPlanet.com, AsianAvenue.com

Diversity and Inclusion

- Creation/hiring/onboarding of a dedicated Diversity and Inclusion Manager position
- Ninth consecutive year with a score of 100 on the Corporate Equality Index
- Celebration of Diversity and Inclusion events on US Campuses
- Launched Tech Data's first Employee Resource Groups: LTD (Ladies of Tech Data) and TDXplore (Multi-Cultural Focus)
- Sponsored ChannelLink's Women in the Channel Luncheon
- Hosted Equality Florida (community partnership event)
- Imbedded Supplier Diversity program
- Facilitated minority and women-owned business alliance with channel partners
- Various individual diversity awards for leadership
- Active Diversity and Inclusion Council
- Florida Diversity Council LGBT Allies Summit Sponsorship
- Florida Diversity Council Women's Conference Sponsorship

We are proud to spotlight Tech Data for its dedication to diversity and inclusion, and are honored to work with a client that is taking significant steps towards the advancement of diversity and inclusion both in the industry, and in the workplace.