

DIVERSITY

moving forward



FORDHARRISON^{LLP}

THE RIGHT RESPONSE AT THE RIGHT TIME

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Dawn Siler-Nixon

Letter from the Diversity and Inclusion Partner

We are continuing to move forward with our Diversity and Inclusion efforts at FordHarrison. This year we are focused on identifying and addressing our unconscious bias. The ability to quickly and automatically categorize people is a fundamental quality of the human mind. Categories give order to life, and every day we group other people into categories based on social and other characteristics. They also form the foundation of stereotypes, prejudice and, ultimately, discrimination. Once learned, stereotypes and prejudices resist change, even when evidence fails to support them or points to the contrary. People will embrace anecdotes that reinforce their biases, but disregard experience that contradicts them. We intend to create a fork in that road! Conscious attitudes and behaviors can change. We are committed at FordHarrison to becoming a part of a larger community in which everyone's skills contribute to an environment of shared problem solving for the benefit of our clients and the communities we serve.

These are exciting times at FordHarrison and we hope that you will continue on this journey with us!

Special thanks to our 2012-2013 Diversity Committee Members:

Louis Britt | Melodie Tilley | Ellen Ham | Meg Holman | John Monroe | Craig Thorstenson
Alice Trahant | Matt Rita | Liz Rodriguez | Sal Simao | Tamara Toussaint

Diversity and Leadership Conference



April 12, 2012

- FordHarrison sponsored the Florida Leadership and Diversity Conference. The conference themed "Creating New Opportunities in your Community," focused on how to use the changing demographics within the state of Florida to expand business opportunities. Tampa associate Aisha Sanchez participated in a panel titled "LGBT Roundtable."

Leadership Institute Women for Color

March 22, 2012 - The Leadership Institute Women for Color hosted legal professionals and students for the Seventh Annual Conference of the Leadership Institute for Women of Color Attorneys in Law & Business, Inc. The conference focused on advancing women of color to leadership positions in the legal industry by improving their professional development skills. Atlanta associate Isabella Lee participated in a panel discussion on "Careers in Law" for law students.



Central Florida Diversity Picnic

April 14, 2012 - The Hillsborough County Bar Association hosted the 5th Annual Central Florida Diversity Picnic at Stetson University Law Center. FordHarrison sponsored the event for the fifth year in a row, which aims to increase the pipeline of diverse students and lawyers by providing an opportunity for them to network with legal professionals within their community. In attendance were Tampa partner, Dawn Siler-Nixon, associates Ashwin Trehan, Aisha Sanchez and Dennis Creed along with students and faculty from local law schools, attorneys and judges.

Bennet Alsher and the Anti-Defamation League

FordHarrison partner Bennet Alsher believes people should treat each other justly and with respect. To these ends, he devotes much of his life outside his professional work as a volunteer for the Anti-Defamation League (ADL), one of the nation's leading institutional advocates of civil rights and human relations. He serves on the ADL's National Commission and on the Board of Directors of its Southeast Regional Office in Atlanta.



Bennet Alsher

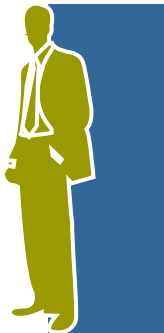
Bennet has been a member of the ADL for 20 years. As a board member, Bennet has been instrumental in involving the firm with the ADL and its community projects, including the firm's annual sponsorship of the ADL's Community Respect Dinner and Jurisprudence Lunch. In 2011, FordHarrison decided to deepen its relationship with the ADL and partner with it on its efforts to combat cyber-bullying. During LGBT history month, Holli Levinson, Education Project Director of the ADL's Southeast Chapter, presented a seminar to FordHarrison's Atlanta office, which was broadcast via video throughout the firm, on the effects of cyber-bullying on children. Bill Nigut, director of the ADL's Southeast Region, was the keynote speaker at FordHarrison's annual Partner's Meeting in November. Bill discussed the ADL's evolving mission to fight extremism and advocate for the civil rights of all people.



Founded in 1913 (just four years after the NAACP was organized), the ADL's original mission was "to stop the defamation of the Jewish people and to secure justice and fair treatment to all." Today, the ADL still fight[s] anti-Semitism and all forms of bigotry, defends democratic ideals and protects civil rights for all.

Through his ADL work, Bennet has become aware of the ongoing activities of hate groups such as the KKK and the American Nazi Party. "The ADL actually monitors these groups and often supplies information about them to federal, state, and local law enforcement agencies," he pointed out. "We are involved in civil rights at all levels, and in combating hate crimes and cyber bullying, for example." Bennet notes that ADL also spends a significant amount of its resources on training law enforcement personnel at all governmental levels.

Bennet offers an easy-to-remember summary of ADL's work: "P.I.E. - Protect, Investigate, Educate." In all this, he says, "we make the point that there is no place for hate."



Community of Respect Dinner

November 16, 2011 - FordHarrison sponsored the Anti-Defamation League's annual Community of Respect dinner. The dinner honored local executives who have personally dedicated themselves and their corporations to the ADL's Anti-bullying campaigns and to promoting economic development in Atlanta's business communities.

Jurisprudence Luncheon

February 27, 2012 - FordHarrison supported the Anti-Defamation League's annual Jurisprudence Awards. The luncheon honored attorneys who have "demonstrated in their professional lives a commitment to goals established in the ADL mission, to secure justice and fair treatment for all." This year, FordHarrison client Teresa Wynn Roseborough, was the recipient of the Elbert P. Tuttle Jurisprudence award.



Tracey Jaensch and the Florida Diversity Council

Tracey Jaensch, chair and board member of the Florida Diversity Council, has long proven her commitment to inclusion as a way of life. Tracey has chaired the Florida Diversity Council for the past three years. She and two others helped found the Florida branch of the National Diversity Council, which began in Texas. The mission of the National Diversity Council is to “enhance appreciation and understanding of the value of diversity and inclusion” through various efforts and activities across the country with its state councils.

Tracey Jaensch

The Florida Diversity Council has been extremely active in its diversity efforts and events throughout Florida.

The firm has been involved with the Council by having several attorneys participate in panel discussions at the Leadership and Diversity Symposium, sponsoring the Women in Leadership Symposium and encouraging female attorneys to serve as mentors during the Young Women’s Leadership Forum. Most recently, the Florida Diversity Council had its first annual Florida Healthcare Diversity Summit at the Moffitt Cancer Center.

Tracey’s belief in the centrality of education and motivation is largely the product of her upbringing in New Jersey. Her father was a German immigrant determined to do well in his adopted country; he volunteered for two tours of duty in Vietnam and then attended college and law school on the GI Bill. Her mother grew up in New York and became a high school principal. Inspired by their parents’ model, Tracey and her two younger siblings all went to law school and have pursued successful legal careers.

“I see education as the key to many things -- success in career, happiness in life, and a healthy perspective on the importance of diversity in places where we live and work.”

This is where diversity plays a role. “To me, the ideal of a meritocracy is that people succeed on the basis of their personal efforts, and usually with a solid educational background. And personal merit has nothing to do with color or gender or socio-economic background or any of the other ways we try to define or limit people.”



Young Women’s Leadership Symposium

February 25, 2012 - The Tampa office of FordHarrison participated in the Young Women’s Leadership Symposium. The program placed female high school students in small groups with female executives to focus on personal brand management and career and college planning. Several female associates and partners participated as event day coaches.

Florida Healthcare Diversity Summit

May 18, 2012 - Tracey Jaensch developed, organized and moderated the first annual Florida Healthcare Diversity Summit at Moffitt Cancer Center. The event drew more than 150 participants from the Florida healthcare industry. The summit focused on bridging the access and disparities divide as it relates to healthcare in diverse communities. Some of the panel discussions were: Healthcare Equality for the LGBT Community, Providing Language Access in a Patient Care Setting, The Community Perspective: Challenges Accessing Care, Cultural Competence in Clinical Care and Understanding Diversity and Inclusion, A Turning Point in the Delivery of Health Care.



MONTY & RAMIREZ

In 1998, Jacob M. Monty founded Houston-based Monty & Ramirez LLP. Today it is the largest Hispanic-owned law firm in the Southwest. Jacob is the managing partner of the firm; his bilingual attorneys represent employers in labor and employment matters, including immigration issues facing businesses of all sizes. The firm was a natural fit with Ford & Harrison, which is why last August the two firms proudly announced their "of counsel" affiliation.



In many ways, the practice at Monty & Ramirez directly reflects individual firm members' diversity outreach efforts. Lawyers often speak and write on subjects related to business immigration and minority-owned enterprises. In addition, virtually all firm members devote significant time and energy to community advancement. Monty & Ramirez partner Daniel Ramirez, for example, is the President-Elect of the Hispanic Bar Association of Houston. Daniel is active in pro bono efforts to recruit Spanish-speaking lawyers to volunteer their time to provide free legal advice to the Spanish-speaking community in Houston.

The firm is involved in the following programs and activities:

- Jacob is a Regent of the University of Houston System
- Partner Sarah D. Monty participates in community organizations including Neighborhood Center Inc., Head Start, and Catholic Charities USA and is a frequent guest on the radio station, Radio Amistad.
- Attorneys of the firm provide free English classes to individuals seeking to become U.S. Citizens
- Partner Daniel Ramirez is the President-Elect of the Hispanic Bar Association of Houston
- Attorneys serve as mentors for the Hispanic Law Students Association
- Monty & Ramirez was a sponsor for the MABA Golf Tournament and the Lone Star College System Gold Tournament
- Attorneys worked with African-American fraternity Alpha Phi Alpha to prevent the deportation of a Latino college student
- The firm collaborates with the Jewish Institute for National Security Affairs to build and establish links with the Jewish and Latino communities
- The firm was a co-sponsor along with FordHarrison of the Hispanic National Bar Association's Mid-Year Corporate Counsel Conference



Hispanic National Bar Association

March 29, 2012 - FordHarrison collaborated with of counsel affiliate Monty & Ramirez to sponsor the Hispanic National Bar Association's Third Annual Mid-Year Corporate Counsel Conference in Jersey City, New Jersey. The conference provided FordHarrison partners Elizabeth Rodriguez (Miami), Sal Simao (Short Hills) and Dawn Siler-Nixon (Tampa) and associate Robert Orozco (Los Angeles) the opportunity connect with clients and experience the corporate power of the Hispanic community.