



Ius Laboris USA Global HR Lawyers

FordHarrison

DIVERSITY

moving forward



Letter from the Diversity and Inclusion Partner

For many of us, summer provides a natural break from the grind of life, with children on vacation from school and many of us taking time off from work to travel or spend time with friends and family. The lazy days of summer provide time to relax, reflect and recharge. We take time to reflect on our values and goals, and to consider what lies ahead, perhaps just over the next horizon. We are dedicated to ensuring that we are always on the right path. At FordHarrison, we are dedicated to ensuring that we are always on the right path. To do so, we implement the Three E's: evaluate, educate and evolve.

Evaluating our values, goals and objectives is essential to engaging our workforce and ensuring that we are focused on the critical issues facing our people and our profession. We will continue educating the FordHarrison family, our clients and friends on the importance of diversity and inclusion and becoming more culturally competent and aware of the world around us. Developing educational programs to broaden our worldview is a key factor that distinguishes our diversity and inclusion programming.

We are steadfast in our intent to remain on the cutting edge of our profession and distinguish ourselves from others. We do so by providing excellent legal services and ensuring that we challenge ourselves and others to broach difficult conversations around race, gender and other distinguishing factors that have the potential to divide instead of unify.

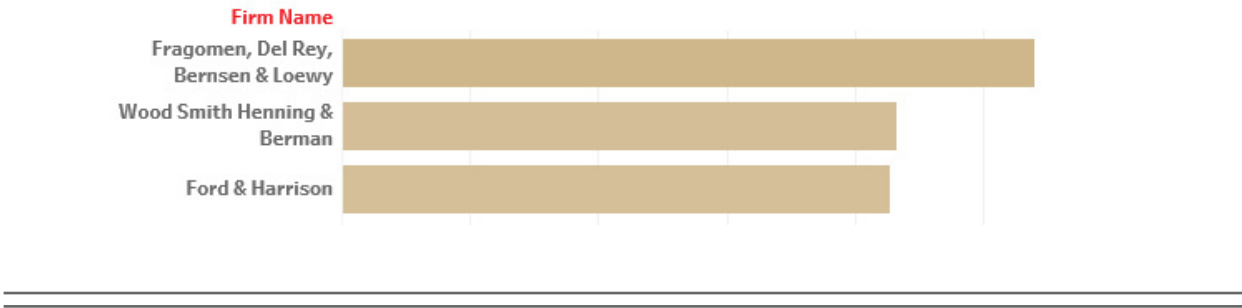
We believe that by honoring our varying cultural backgrounds and different life experiences, we can create a richer and more rewarding work environment and develop a unique understanding of the cultural climates of our clients' businesses, while having a significant, positive impact on our surrounding communities. Our involvement, accolades and accomplishments in this area are evident throughout this edition of Moving Forward. I hope you continue to join us on this amazing journey.



Dawn Siler-Nixon

National Law Journal's 2017 Women's Scorecard

FordHarrison is proud to be ranked **third** on the National Law Journal's (NLJ) 2017 Women's Scorecard, a part of the NLJ 500 firm head count report. A firm's Women in Law Score is determined by combining the percentage of female attorneys and partners, and FordHarrison was given a score of 85.6. Of FordHarrison's 2016 full-time equivalent attorneys, 48.8 percent of all attorneys, 36.8 percent of partners, and 62.8 percent of associates were female.



Community Involvement

Miles for Moffitt May 13, 2017

Todd Aidman, Shane Muñoz, Lavern Wilson and their families ran the 10k Miles for Moffitt benefitting the Moffitt Cancer Center. The annual race started in 2006 and has raised more than \$3.2 million so far in support of Moffitt's lifesaving cancer research.



Lavern Wilson (second from left) and Todd Aidman (far right) with members of Todd's family after the Miles for Moffitt race.

Hillsborough County Bar Association Judicial Pig Roast/Food Festival and 5K Pro Bono River Race March 11, 2017

The Tampa office participated in the Hillsborough County Bar Association Judicial Pig Roast/Food Festival as well as their 5K Pro Bono River Race. The firm's booth at the pig roast and food festival had a hula hoop theme, "We jump through hoops for your labor and employment needs." The booth also had cupcakes, fruit, and drinks. Multiple attorneys represented FordHarrison in the 5k Pro Bono River Race, some attorneys even placed in their age classes.



FordHarrison's Hula Hooping booth at the HCBA Judicial Pig Roast/Food Festival.

2017 1st and 2nd Quarter Sponsorships

- Sotera Charity Golf Tournament | June 2, 2017
 - Moffitt Cancer Center's Magnolia Ball | May 20, 2017
 - International Challenge Cup benefitting Mobile Meals | May 12, 2017
 - Temple Beth Shalom's 18th Annual Toast & Taste Event | May 6, 2017
 - 2017 Twilight in the Garden Event benefitting Hatcher Garden & Woodland Preserve | May 4, 2017
 - Swing Fore A Child's Place Golf Tournament | May 1, 2017
 - JASMYN Strides for Pride 5K Run/Walk | April 29, 2017
 - Emory School of Law Centennial Gala | April 29, 2017
 - 2017 National Employment Law Council Annual Conference | April 26-28, 2017
 - 2017 George Edgecomb Bar Association Annual Scholarship Banquet | April 24, 2017
 - Rutgers-Newark Law School's Minority Student Program Anniversary Dinner | April 9, 2017
 - 14th Annual Judicial Pig Roast/Food Festival and 5K Pro Bono River Run | March 11, 2017
 - Anti-Defamation League Jurisprudence Luncheon | March 1, 2017
 - University of Memphis Foundation's Unity in Diversity Scholarship Banquet | February 23, 2017
 - George Edgecomb Bar Association's Reception Honoring African American Judges | February 28, 2017
 - Hillsborough County Bar Association Diversity Networking Social | February 18, 2017
 - Atlanta Area Council Boy Scouts of America's Patron Breakfast | February 16, 2017
 - 2nd Annual Charity Pro-Am Golf & Croquet Tournament benefitting Senior Resource Association | February 13, 2017
 - Kozyak Minority Mentoring Foundation's 13th Annual Picnic | February 4, 2017
 - National Employment Law Council's The Practice of Labor and Employment Law Program/Reception | January 26, 2017
-

Diversity In The News, Legal Alerts, EntertainHR Blog Posts, Webinars, and Events

- "Does Transgender Military Ban Signal New Direction of Trump Administration on LGBTQ Rights?" Legal Alert | July 31, 2017
- "Eleventh Circuit Sets the Stage for U.S. Supreme Court Certification on Whether Sexual Orientation is Protected by Title VII," Legal Alert | July 11, 2017
- "New media rating seeks to bring common sense to gender stereotyping," EntertainHR Blog Post | July 10, 2017
- "Wonder Woman and the fight against unconscious bias," EntertainHR Blog Post | June 13, 2017
- "During Last Week of School Seventh Circuit Rules in Favor of Transgender Teen on Restroom Use," Legal Alert | June 12, 2017
- "Full Second Circuit to Revisit Its Position on Sexual Orientation as a Protected Class Under Title VII," Legal Alert | June 1, 2017
- "Federal Judge Rules that Transgender Employee's ADA Claim May Proceed," Legal Alert | May 25, 2017
- "Full Second Circuit Asked to Revisit Prior Precedent that Title VII Does Not Protect Sexual Orientation," Legal Alert | May 8, 2017
- "'Common Sense Reality': Seventh Circuit Holds That Sexual Orientation Discrimination Violates Title VII," Legal Alert | April 25, 2017
- "Second and Eleventh Circuits Rule They are Bound by Prior Precedent that Title VII Does Not Prohibit Sexual Orientation Discrimination, but Some Judges Suggest It Should," Legal Alert | April 3, 2017
- "Texas' Pending LGBT-Related Legislation: What it Means for Employers," Legal Alert | March 30, 2017
- "Thought Leadership - Katie O'Shea on Creating Diversity in the Workplace," Sage Advice Podcast | March 21, 2017
- "Will and Grace Reunited," EntertainHR Blog Post | March 20, 2017
- "California Businesses to Provide Neutral Restrooms So All Genders Can Do Their Business," Legal Alert | March 14, 2017
- "What's in a name? Bias in the workplace," EntertainHR Blog Post | March 13, 2017

Diversity In The News, Legal Alerts, EntertainHR Blog Posts, Webinars, and Events continued

- “Strengthening Diversity: A Business Imperative for Today’s Law Firms,” Legal Talk Network Podcast | February 2, 2017
- “Texas Court Enjoins Enforcement of Regulation that Would Forbid Discrimination in Healthcare on the Basis of Gender Identity and Termination of Pregnancy,” Legal Alert | January 18, 2017

Amy Turci Named Office Managing Partner of Jacksonville Office

Amy R. Turci has been named Office Managing Partner of FordHarrison’s Jacksonville office. Amy started with FordHarrison in 2006 and was named partner in February 2017.

“I am excited to be able to represent our firm as an Office Managing Partner and I look forward to what the future brings,” said Amy.

“Amy is committed to providing superior client service and we are confident she will succeed as she steps into this role,” said Lash Harrison, FordHarrison Managing Partner.



Amy Turci

FordHarrison Recognized as a “Best Law Firm For Female Attorneys” by Law360

FordHarrison ranked second on Law360’s list for “The Best Law Firms For Female Attorneys” in the 150-299 attorney category. To be considered for inclusion on the list, firms “had to report above-average representation of female attorneys” in the following categories: total female attorneys, female non-partners, total female partners, and female equity partners.

“With an aggregate workforce that is over 40 percent female, the firms on this list are outpacing their peers in breaking down the old boys’ club and moving the industry toward a more inclusive status quo,” Cristina Violante, Law360.

Leadership Council on Legal Diversity (LCLD) Kristin Gray, Spartanburg Counsel and LCLD Fellow

This year I had the honor of being selected as the Firm’s 2017 LCLD Fellow. The Fellows Program goal is “to produce a generation of attorneys with strong leadership and relationship skills who are committed to fostering diversity within their individual institutions and the profession at large.” The year-long program includes three in-person conferences, learning experiences hosted by member companies, leadership luncheons, and regular follow-up from our speakers and trainers. My first in-person conference took place in San Diego in March 2017. I was incredibly impressed by the supportive, collaborative environment that I walked into from the very first day. The conference was packed with inspiring speakers, helpful skills/leadership training, and plenty of opportunities to network with in-house counsel and counsel from other member firms.



Kristin Gray

I just returned from the McDonald’s Learning Experience at the company headquarters in Oak Brook, Illinois. A few highlights from the experience included general counsel presentations on current hot-button issues for McDonald’s and the future direction of the company, a tour of Hamburger University, and a reception hosted by McDonald’s legal department. It provided wonderful insight into McDonald’s business, where its leadership wants the company to be heading, and the importance of diversity in this vision for the future. The next in-person conferences will be in Washington, D.C. in October 2017 and New Orleans in March 2018. I have been very pleased with the LCLD experience thus far, and I would highly encourage my esteemed colleagues to apply for this opportunity in the future.

Boys and Girls Clubs of the Suncoast Board of Directors

Tracey Jaensch, Regional Managing Partner of FordHarrison's seven Florida offices, was appointed to the Boys & Girls Clubs of the Suncoast Board of Directors. Boys & Girls Clubs of the Suncoast works to save and change the lives of children and teens, especially those who need them most, by providing them with a safe, positive and engaging environment and programs that prepare and inspire them to achieve Great Futures. "It is an honor to be appointed to the board of such an important organization," said Tracey. "The work they do has a lasting impact on our community and I am thankful to be a part of their work."



Tracey Jaensch

National Diversity Council's Top 15 Business Women in Dallas

Vista Lyons was named to the National Diversity Council's 2016 Top 15 Business Women in Dallas. "I am grateful to have been selected to receive this recognition," said Vista. "To be included in a group with these accomplished women truly feels like an honor." Each woman was selected on the following criteria: being a top leader in her organization and profession, demonstrating a high level of integrity and ethical behavior, being an inspiring role model and active mentor to women within the industry, holding a proven track record of achievements in her area of expertise and contributing to business development, and having an established commitment to corporate citizenship.



Vista Lyons

NILG 2017 National Conference | August 1, 2017 - August 4, 2017

Nancy Holt and Cindy Cieslak presented their program Sexual Orientation and Gender Identity & Expression in the Workplace: Understanding the Law and Creating Meaningful Policies and Practices at the National Industry Liaison Group (NILG) conference on August 3, 2017 in San Antonio, TX. This year's conference theme was SALSA, Strategy, Access, & Leadership in San Antonio. "The NILG is a non-profit organization with the main purpose of improving communications between the US Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and Industry Liaison Groups (ILGs); and enhancing the quality and overall effectiveness of Industry Liaison Groups."

Florida Christian Attorney's Reception in Honor of Laura Mall

On June 22, 2017, at the Florida Bar Convention, the Florida Christian Attorneys awarded the first Laura Mall Justice Award, in honor and memory of former FordHarrison attorney, Laura Mall. The Florida Christian Attorneys will make this award annually to the Florida attorney who exemplifies the values of Micah 6:8 ("He has shown you, O man, what is good; And what does the Lord require of you But to do justly, To love mercy, And to walk humbly with your God?"). The inaugural recipient was Benjamin H. Hill, III, former President of the Florida Bar. During the reception speakers shared moving stories about Laura Mall which exemplified her generous nature, tireless work ethic, and leadership in the Palm Beach County Chapter of the Christian Legal Society.

"Laura delighted in the law and its intricacies and worked, always, to find the right side of every issue. She loved to win, but never at the cost of her Christian principles," said Christine Hanley, friend of Laura and Office Managing Partner of the firm's West Palm Beach office.

SPRIT OF INCLUSION SPOTLIGHT

Chicago Office

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.



Front Row L-R: Dale Bunting, Becky Kalas, Dolores Wiel, Kimberly Ross, Pamela Lyczak, and David Maram. Back Row L-R: Larry Hall and Craig Thorstenson.

Congratulations to the Chicago office of FordHarrison for being selected for the ninth FH Spirit of Inclusion Spotlight! From office-wide efforts to individual activities, the attorneys and staff in the Chicago office demonstrate the firm's ongoing commitment to diversity and inclusion.

Two major organizations that receive support from our Chicago office are the **Black Women Lawyers Association of Greater Chicago (BWL)** and the **Diverse Attorney Pipeline Program (DAPP)**. FordHarrison has been an active sponsor of BWL for several years. For the last two years, the firm has provided office space and clerical support to DAPP, an organization which aims to diversify the legal profession by expanding opportunities for women of color law students to secure summer positions at law firms and corporations following their first year of law school.

In addition to these office-wide activities, our Chicago attorneys and staff support and participate in many community, faith-based, and charitable organizations. **Office managing partner Craig Thorstenson** is an active supporter of the **Heartland Alliance** which provides support to people in poverty (particularly LGBT and HIV-positive individuals) for housing, healthcare, jobs and food. Craig is also involved in **LAMBDA Legal**, a legal organization seeking to achieve equal rights for LGBT and HIV-positive individuals, and **Fortunate Pooches and Lab Rescue** which is a no kill animal shelter that rescues and rehomes dogs from other shelters who are about to be put down.

Chicago partner **Kimberly Ross** served on the Board of Directors of **Temple Shalom of Chicago** for 18 years. Kimberly regularly participates in community service activities through Temple Shalom's Sisterhood and its Temple Shalom's Social Action committee, including working at its Monday Meal soup kitchen, and participating in its annual Mitzvah Day, blood drives, and clothing drives. Kimberly is also a member of the **American Jewish Committee**.

Additionally, Kimberly serves on the steering committee planning **Defense Research Institute's (DRI's)** annual Employment and Labor Law Seminar which for the past two years has included a community service component. The most recent community service project took place at the Second Harvest Food Bank in Nashville.

FH Diversity Champion



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.

CDW is one of the largest technology solutions providers in the world, employing more than 8,800 people and servicing business, government, education, and healthcare organizations in the U.S., the U.K. and Canada.

CDW believes that inclusion drives business. In much the same way as a successful technology system is built from thousands of components, a successful and productive workforce is comprised of trained and capable individuals from a vast array of backgrounds. The company's diversity and inclusion initiative promotes a cohesive and inclusive network among its workforce as well as with the company's customers and suppliers.

By embracing diversity at all levels of the organization, CDW works to mirror the diversity of the marketplace and better understand each of its customer's unique problems in order to provide innovative tailored solutions.

The Company's commitment to diversity and inclusion is evidenced by its support of internal affinity groups like African Heritage, Hispanic Heritage, Women's Opportunity Network, Pan Asian Council, and Military & Allies Resource Council. Also, through a robust supplier diversity program, CDW has a direct impact on the success of small, minority-owned, women-owned, veteran-owned, disabled-owned and other disadvantaged businesses. The Company has built hundreds of partnerships with qualified small, diverse businesses to aid CDW as well as its customers in achieving diverse procurement goals. Some recent highlights for CDW's diversity supplier program include:

- In 2016, overall diverse spend by CDW exceeded \$1.5 billion, or approximately 12 percent of total spend.
- CDW spent more than \$700 million with Minority-owned Business Enterprise and Women-owned Business Enterprise partners in 2016, equaling 5 percent of the Company's total spend.
- The Company has 600 partnerships with minority-, women-owned and other small, disadvantaged businesses as of December 2016.

CDW's commitment to serving the community is not limited to the support of affinity groups, diverse suppliers, and professional organizations. The company and its employees also routinely contribute time and funding to charitable organizations at both the national and local level. The Company provides philanthropic support to several organizations including The Greater Chicago Food Depository, Operation Homefront, Junior Achievement, YWCA TechGYRLS, the Center for Enriched Living, Children's Miracle Network Hospitals, Big Brothers Big Sisters, and I.C. Stars. CDW's employees also participate in community service efforts with Habitat for Humanity, the American Cancer Society, Chicago Cares, Big Brothers Big Sisters, Junior Achievement, and the American Red Cross.

We are proud to spotlight CDW 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.

Learn more about CDW at <http://www.aboutcdw.com>.