



**BETTER  
TOGETHER**

# 2019

## ANNUAL REPORT

PROFESSIONAL DEVELOPMENT & INCLUSION

Ogletree  
Deakins

# CONTENTS

ANNUAL REPORT

Executive Summary | 3

Diversity and Inclusion: Profile, Programs, and Initiatives | 4

Across the Firm | 10

Professional Development: Profile, Programs, and Initiatives | 16

Professional Development and Inclusion Publications | 22

Conclusion | 23



# EXECUTIVE SUMMARY

The 2019 Report of the Professional Development and Inclusion (PDI) department highlights the accomplishments of the department and showcases the fact that these accomplishments were made possible by a hardworking, visionary team backed by the firm's leadership.

Our department supported the firm's Strategic Plan and Client Pledge by focusing on quality and culture this year. By ensuring that our attorneys had access to exceptional developmental and advancement opportunities, we fostered consistency of quality across our 54 offices and provided the firm with the best return on its investment.

The firm solidified its place as a leader in both the diversity and the professional development arenas. Having sponsored a myriad of national and local events, we favorably impacted the communities around us and saw our visibility in those communities increase. As Chief Diversity and Professional Development Officer, I participated in a number of local, regional, and national speaking engagements representing the firm.

Our diversity and inclusion efforts included, but were not limited to, supporting local offices with diversity training on cultural competency; hosting our fourth firmwide biennial retreat for diverse attorneys; developing a new Diversity Action Plan for the firm's entire staff; building out a new cloud-based firm platform to support the communication, budgeting, and networking of our firm's six Business Resources Groups; and providing professional support to our diverse lawyers.

We created a new internal diversity award,

The David Jones Diversity Champion Award, to honor our first African American shareholder who passed away last year. Additionally, we won diversity and inclusion awards/recognition for our efforts, including receiving a perfect score on the Human Rights Campaign's Corporate Equality Index for the third year in a row, being named a Gold Standard Firm by the Women in Law Empowerment Forum for the fourth time, and being named one of Lawyers of Color D&I leaders for our representation of black lawyers in the firm.

We also actively supported our shareholders in reaching out to their clients. We participated in multiple client meetings and discussions—many of them were with members of our new Diversity and Inclusion Practice Group, which supports our clients in designing, implementing, and enhancing their own diversity and inclusion efforts.

Our professional development efforts focused on driving the use of ODPro2.0, our digitized labor and employment benchmarks. Additionally, we worked diligently with practice group leaders and subject matter experts to complete and fine tune ODPro benchmarks for at least one other practice area, Cross-border Litigation.

We continued to drive use of the Success the OD Way (SODW) Associate Learning Guide, which, when used in conjunction with ODPro, provides supervising attorneys the opportunity to speak about specific behaviors they want to reinforce or course-correct with their associates. This allows attorneys—especially associates—to take greater ownership of their careers by proactively charting the course of their advancement

within the firm, thereby also increasing retention.

We updated our electronic compendium which summarizes all professional development opportunities available to our attorneys. The compendium lists the in-person, e-learning, and blended learning opportunities available to all of our attorneys as well as the specific skills attorneys will hone by electing to take any given course.

Our other professional development initiatives ranged from an advanced legal writing and editing seminar for junior associates, to two distinct client development programs for junior associates, and of counsel, to the continuation of two pilot business development programs, one for all new non-equity shareholders (TABS=Technology-aided Business Development) and the other for women non-equity shareholders (BAP= Business Accelerator Program). These formal programs were supplemented with coaching of our attorneys by the PDI senior leadership team.

Overall, 2019 was a standout year for the firm's Professional Development and Inclusion department. We ensured our attorneys had access to quality developmental opportunities across offices while helping to foster an inclusive culture reflecting the firm's core values of mutual respect and teamwork.

Warm regards,

Michelle P. Wimes  
Chief Diversity and Professional  
Development Officer  
[michelle.wimes@ogletree.com](mailto:michelle.wimes@ogletree.com)

# DIVERSITY AND INCLUSION

## 2019 The Year in Review

PROFILE, PROGRAMS, AND INITIATIVES

November

In November 2019, Stacy Bunck, office managing shareholder in the Kansas City office, and her client, the late Rafael Medina of McDonald's, received the 2019 Flex Success Award from the **Diversity and Flexibility Alliance (DFA)**.



In November 2019, Kerri Reisdorff, a shareholder in Kansas City and chair of our Women's Initiative, was selected by **WeKC** and **Ingrams Magazine** as a top Legal Rainmaker.



In October 2019, Ogletree received **Diversity & Flexibility Alliance's Tipping the Scale Award**. 51 firms were recognized for having 50% or more women in their 2019 new partner class.

Anne Larson (Shareholder, Chicago) received The Leadership Award from the **Coalition of Women's Initiative in Law** in October 2019.

Ogletree was one of 100 firms recognized as the **"2019 Top Law Firms for Women"** by Women's Media Inc., in October 2019.

October

July

In July 2019, for the third time in firm history, Ogletree Deakins was once again recognized as one of the **"Best Law Firms for Women"** by *Working Mother Media*. For the 12th year, Working Mother has recognized firms that utilize best practices in recruiting, retaining, promoting, and developing women lawyers.



In June 2019, for the fourth time, Ogletree was recognized as a WILEF (Women in Law Empowerment Forum) **Gold Standard Firm** for leadership roles achieved by equity women partners.

Also in June 2019, Ogletree ranked on **Vault's 2020 Practice, Quality of Life, Diversity, and Summer Associate Program** ranking lists. Nearly 20,000 associates representing over 500 law firms participated in Vault's Annual Associate Survey. Ogletree received the following rankings:



- o #3 - PRACTICE AREA: Best Law Firms for Labor & Employment Law - These firms were voted strongest in each practice area by associates working in that area at peer firms.
- o #25 - QUALITY OF LIFE: Best Law Firms for Racial Minorities - Law students, lawyers, and firm management place increasing value on a diverse working environment. Vault has devoted a special section to associates' rankings on diversity issues.
- o #29 - SUMMER ASSOCIATE PROGRAM: Best Summer Programs for Attorney Interactions - Junior lawyers look back on their experiences as summer associates to rate the summer program on attorney interactions, career development, and social experiences.

June

April

In April 2019, we were named one of **Lawyers of Color's D&I Leaders**. This designation was presented to law firms with a black attorney percentage of 3.8 percent or more based on data collected in the **Black Student's Guide to Law Schools & Firms**, the first ever comprehensive listing of black attorney percentages at nearly 400 law firms, including the nation's largest firms.



In March 2019, for the third year in a row, Ogletree Deakins earned a perfect score of 100 on the Human Rights Campaign (HRC) Corporate Equality Index (CEI). CEI is a benchmarking tool created by HRC that focuses on inclusive policies and practices that relate to LGBTQ employees.

March



## Diverse Attorney Shout-Outs



OGLETREE'S ATTORNEYS  
NAMED AS ACRITAS STARS

- In March 2019, 35 of Ogletree's attorneys were named as Acritas Stars—stand-out lawyers according to clients. Among the honorees were Elizabeth Ebanks (Shareholder, Richmond), Elizabeth Falcone (Shareholder, Portland), Diana Nehro (Shareholder, Boston), Brandon Shelton (Shareholder, Indianapolis), and Ellen Toth (Shareholder, Cleveland).
- Paul Lancaster Adams (Shareholder, Philadelphia) was named to *Human Resource Executive Magazine's* 2019 guide of the "Nation's Most Powerful Employment Attorneys" and to Lawyers of Color's Inaugural Nation's Best list presented by Major, Lindsay, and Africa.
- Norma Manjarrez (Associate, Chicago) was appointed as Latina Commissioner for the Hispanic National Bar Association.
- Ogletree Deakins attorneys recommended in The Legal 500 United States 2019 include Fito Agraz (Shareholder, Dallas), Melissa Bailey (Shareholder, DC), Greg Cheng (Shareholder, San Francisco), Danielle Ochs (Shareholder, San Francisco), and Nonnie Shivers (Shareholder, Phoenix).

2019 | TOP WOMEN  
IN LAW

- Lisa Burton (Shareholder, Boston) was named one of Massachusetts Lawyers Weekly's 2019 Top Women in Law.
- Vince Verde (Shareholder, Orange County) and Kathy Helms (Shareholder, Columbia) were both named 2020 "Best Lawyers of the Year" by Best Lawyers®.
- Newly-elected Fellows of the College of Labor and Employment Lawyers Class of 2019 include Maria Greco Danaher (Shareholder, Pittsburgh), and Danielle Ochs (Shareholder, San Francisco).
- Leslie Helmer (Shareholder, Los Angeles) was named LA Business Journal's 500 Most Influential.
- Stephen Quezada (Associate, Houston) was selected to be a Leadership Council on Legal Diversity (LCLD) Fellow and Roshni Kapoor (Of Counsel, San Francisco) was selected to be a LCLD Pathfinder.



JUSTICE ROBERT BENHAM  
AWARD FOR COMMUNITY  
SERVICE.

- Deepa N. Subramanian (Shareholder, Atlanta) was selected by the Georgia Chief Justice's Commission on Professionalism as a recipient of the 2019 Justice Robert Benham Award for Community Service.

# Diversity By the Numbers

**934**

Number of attorneys  
employed at  
Ogletree Deakins  
As of 12/31/19

**11%**

of Ogletree Deakins shareholders are minorities

**28%**

of Ogletree Deakins associates, counsel, and of counsel  
are minorities

**33%**

of Ogletree Deakins shareholders are women

**56%**

of Ogletree Deakins associates, counsel, and of counsel are  
women



Board of Directors – Women

**33%**



Office Managing Shareholders –  
Minorities

**9%**



Office Managing Shareholders –  
Women

**29%**



Practice Group Leaders –  
Minorities/Women

**36%**



Compensation Committee –  
Women

**40%**

**76%**

Percent of  
Ogletree Deakins  
attorneys  
promoted to  
shareholder in  
2019 that were  
minorities or  
women



Ogletree continues to exceed NALP national  
averages in the following categories:

- Female partners & associates
- Minority female partners & associates
- Minority partners & associates
- Minority male associates

# Sharing Best Practices

Members of the Professional Development and Inclusion (PDI) Department were invited to present and facilitate at local, regional, and national events. These opportunities allowed PDI to provide insights on diversity and inclusion topics and share the successful programs and initiatives at Ogletree. In addition, PDI accepted 25 speaking engagements with several organizations throughout the course of the year sharing diversity and inclusion best practices.

## Kansas City

**St. Teresa's Academy Interim Week**—“Practicing Law in the 21st Century: Overcoming the Challenges Faced by Women and Minorities” (Panelist)

**Educational Policy Fellowship Program**—“Equity and Inclusion in Educational Policies, Practices, and Programs” (Review Panelist)

**Sprint Women to Watch Series**—“Beyond Check the Box Diversity: Ideas for Creating True Belonging and Inclusion” (Keynote Speaker)

**The Women's Roundtable Hosted by Big Brothers Big Sisters of KC**—“Lifting Others as We Rise” (Panelist)

**Diversity, Equity, Inclusion & Belonging Conference**—“Advocacy in Action: Leveraging Your Influence and Privilege to Drive Change” (Panelist)

**Central Exchange's Courageous Conversations Series**—“Coming to the Table: Can Black and White Women Be Friends?” Part 1 (Keynote Speaker)

**Kansas City Metropolitan Bar Association, First Annual Well-Being Summit**—“Current Well-Being Initiatives in Kansas City” (Panelist)

**Central Exchange Courageous Conversations**—Diversity, Equity, and Inclusion in the Catholic Education Sector (Moderator)

**Delta Gems Career Today**—“So You Want to be a Lawyer: Steps to Accomplishing Your Goal” (Panelist)

## New Orleans

**Tulane Law School's Black Alumni Reunion**—“Overcoming: Navigating the Predominate Culture While Advancing Your Career as a Black Lawyer” (Moderator)

## San Diego

**NALP Annual Education Conference**—“Key Strategies for Implementing Mindfulness Programs and Measuring Impact” (Panelist)

## Atlanta

**Ogletree Deakins New Manager Leadership Training Series**—“A Day in the Life of an Attorney” (Moderator)

## Oklahoma City

**Ogletree Deakins Oklahoma City: Managing a Workforce 2020**—“Creating Inclusive Communities and Embracing Diversity in Divisive Times” (Keynote Speaker)

## New York City

**PLI Insider Video Series**—“Key Strategies for Using Mindfulness to Transform and Interrupt Bias”

## San Antonio

**United States Air Force, Twenty-Fifth Command Unit**—“Pathway to Purpose: Implementing Diversity and Inclusion Initiatives at the Organizational Level and Maintaining Your Sanity—Individual Strategies for Success” (Keynote Speaker)

## Indianapolis

**Ogletree Deakins Diverse Attorney Retreat**—“Allies in Action: It's Going to Take All of Us” (Moderator)

**Ogletree Deakins Annual Attorney Retreat**—“New Attorney Welcome Program: Success the ODWay” (Keynote speakers)

## Troy, MI

**Meritor's Annual Legal Meeting and Outside Counsel Diversity Summit**—“Best Practices in Diversity and Inclusion” (Panelist)

## Washington, D.C.

**Diversity & Flexibility Alliance (DFA) Annual Conference**—“Best Practices in Flexibility and Diversity and Inclusion Initiatives” (Moderator)

## Houston

**Thurgood Marshall School of Law**—“Don't Just Survive... THRIVE!” (Panelist)

**Ogletree Deakins Annual Attorney Retreat**—“An Open House: Insights from Our Top Coaches” (Moderator)

**Ogletree Deakins Annual Attorney Retreat**—“Where Art Thou and Whither Thou Goest? A Career Conversation”

**Meritor Panel Presentation**—“Best Practices in Women's Initiatives” (Panelist)

## Dayton, OH

**leaderSHIFT**—“The Politics of D&I” (Panelist)

## National

**NALP Member Webinar**—“Take Charge of Change, Before It Takes Charge of You” (Panelist)

# Ogletree Announces Inaugural Diversity Award

The David E. Jones Diversity Champion award was established in 2018 to honor our colleague David Jones who embodied our core values and made everyone feel valued and included while being committed to diversity in the legal profession. For the 2019 inaugural David E. Jones Diversity Champion Award winner, the Selection Committee—comprised of Matt Keen (Managing Shareholder, Raleigh), Gregory C. Cheng (Shareholder, San Francisco), Mark Diana (Shareholder, Morristown), Natalie Turner (Shareholder,

Atlanta), and Michelle Wimes (Chief Diversity and Professional Development Officer, Kansas City)—decided to recognize two deserving nominees: Danielle Ochs (Shareholder, San Francisco) for her many contributions to the firm and profession that promoted diversity and Sam Fulkerson (Shareholder, Oklahoma City) and the OKC office for their commitment to being a leader in diversity in their market. Each winner received \$2,500, which was awarded to the diversity-related civic, philanthropic, or bar association/



organization of their choice. Danielle's donation was given as a scholarship via the Charles Houston Bar Association and Sam's was donated to the University of Oklahoma College of Law for a special project honoring Ada Lois Sipuel Fisher, an African American woman who led the fight to integrate schools in Oklahoma.

## Where did PDI go in 2019?

### NATIONAL SPONSORSHIP EVENTS

#### Washington

23rd Annual Human Rights Campaign's (HRC) National Dinner

Women, Influence & Power in Law (WIPL) Conference

#### Los Angeles

Human Rights Campaign's (HRC) Los Angeles Annual Gala Dinner

#### San Francisco

Out & Equal Executive Forum

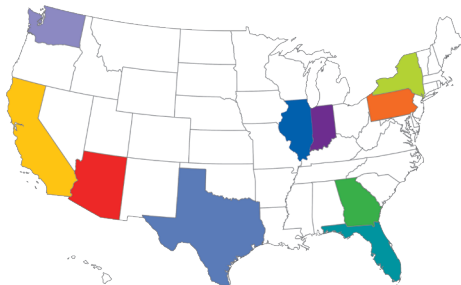
American Bar Association's (ABA) Commission on Women in the Profession – Margaret Brent Awards Luncheon

#### San Diego

National Employment Law Council's (NELC) 24th Annual Conference

#### Scottsdale

Association of Corporate Counsel (ACC) Foundation's Corporate Counsel Classic



#### Austin

National Asian Pacific American Bar Association's (NAPABA) Annual Convention

#### Chicago

Working Mother Best Law Firms for Women Gala, Awards Luncheon and Career Accelerator Summit

15th Annual Corporate Counsel Women of Color (CCWC) Career Strategies Conference

#### Indianapolis

Association of Corporate Counsel (ACC) Foundation's Care and Feeding of In-House Counsel Dinner Discussion Series

#### Atlanta

South Asian Bar Association (SABA) of North America's Annual Conference

Association of Corporate Counsel (ACC) Foundation's Care and Feeding of In-House Counsel Dinner Discussion Series

#### Philadelphia

The Women, Diversity & Change Summit

LGBT Bar's 31st Annual Lavender Law Conference & Career Fair

#### Orlando

National Bar Association (NBA) Commercial Law Section's 32nd Annual Corporate Counsel Conference

19th Annual Charting Your Own Course (CYOC) Career Development Conference

Association of Corporate Counsel (ACC) Foundation's Good Lawyers to Great Lawyers Retreat

#### Jacksonville

National Association of Women Business Owners (NAWBO) Annual Conference

#### Miami

National Bar Association's (NBA) Labor and Employment Section's Annual Conference

#### New York

Association of Corporate Counsel (ACC) Foundation's Global Women in Law & Leadership Conference

National Association of Women Lawyers' (NAWL) Annual Meeting & Awards Luncheon

National Bar Association's (NBA) 94th Annual Convention & Exhibits

Hispanic National Bar Association's (HNBA) 44th Annual Convention

National Association of Women Lawyers' (NAWL) Fifteenth General Counsel Institute

#### London

Women, Influence & Power in Law (WIPL) UK Conference

### REGIONAL SPONSORSHIP EVENTS



#### Kansas City

Metropolitan Community College (MCC) Chancellor's Martin Luther King, Jr. Scholarship Luncheon

Project Equality's Annual Diversity and Inclusion Summit

University of Missouri – Kansas City (UMKC) Pride Breakfast

Starr Women's Hall of Fame Luncheon

Delta Sigma Theta Sorority Inc. Cotillion

GSK Links Scholarship Awards Reception

Mid-America Gay & Lesbian Chamber of Commerce (MAGLCC) Business Equality Awards Luncheon

Women's Foundation – We Work for Change Annual Event

Race, Place & Diversity Symposium

Jackson County Bar Association's (JCBA) Annual Kit Carson Roque Scholarship Banquet



# Strength in Numbers

It's an event that only happens every two years: Ogletree Deakins' Biennial Retreat for Diverse Attorneys. In 2019, over 150 diverse attorneys from across all 54 offices joined together for a two-day event to celebrate and learn from each other.

The welcome reception featured keynote speaker, Tony Byers, the former Chief Diversity Officer for Starbucks, who delivered a value driven message: work from a place of strength as you bring authenticity and passion to your roles. His engaging personal stories reminded us all that we have the power to leverage our uniqueness, to promote inclusion and innovation, and to create exceptional work.

This uplifting presentation, paired with an interactive thought wall and photo booth, self-identifying nametag flare, delicious food, and a signature mocktail, made this kick-off a night to remember. The following days were comprised of a series of sessions designed to create open conversation, foster growth and development, identify obstacles, and support our diverse attorneys. Each session was filled with internal and external experts who generously dedicated their time and knowledge to educate, encourage, and inspire their colleagues and peers, helping to make the retreat an outstanding success.

The final panel of the retreat was entitled, "Allies in Action: It's Going to Take All of Us", which explored the impact allyship has—and will continue to have—on the inclusion and empowerment of diverse attorneys. Moderated by Michelle Wimes (Chief Diversity and Professional Development Officer, Kansas City), the panel included an array of perspectives and stories from Judge Stephen Bough (U.S. District Court, Western



District of Missouri), Michael Clarkson (Shareholder, Boston), Elizabeth A. Falcone (Shareholder, Portland), and Kimya Johnson (Senior Counsel, Philadelphia). These candid, real life examples exemplified the effect allies have on those they support and offered ideas on how allyship fits within roles we already play (such as coach, mentor, and sponsor).

## 5 Key Take-Aways from the Business Development Panel, By Tracie Ransom

For the first time ever, the PDI team hosted a Business Development session at the firm's All Attorney Retreat and, based on the feedback, it was a resounding success. The session featured an all-star lineup of several of the firm's external PDI coaches (pictured above from left to right), Michelle Wimes (Chief Diversity and Professional Development Officer), Tracie Ransom, Joan Newman, Jill Dessalines, Brianna Leung, Ari Kaplan, and Jim McGrew (Chief Client Services Officer, Atlanta).

Five key take-aways from the session:

1. There isn't just one way to make rain. You can develop business in a way that is authentic to who you are and what you enjoy doing. It doesn't have to be "selling." One easy strategy for developing business is to spend time nurturing your relationships by planning client development activities around interests that you and your clients or prospects share. Cocktails, dinner, and a night out

at the symphony, anyone?

2. It's all about consistency. So often we don't think we have the time for even one more task, but devoting just 5-10 minutes a day or an hour a week to business development and relationship-building can make a difference! The key is to prioritize it – and be consistent. Doing so yields dividends over time.
3. Know your clients' business. No, really know it. When was the last time you asked for and reviewed your clients' strategic plans? Where are your clients headed? How can you help get them there – perhaps even in more ways than you historically have? These are questions to consider as you work to anticipate and meet client needs and exceed their expectations. In this way, you become more than their legal counsel, but also a trusted advisor and a strategic business partner.
4. Stay abreast of emerging trends. The practice of law is ever evolving; so too is the business landscape. Do you know what's coming around the curve in your clients' industries? How is technology impacting their business? Considering how you can help your client prepare for and navigate through the changes that lie ahead can provide you with a strategic competitive advantage in an industry with intensifying competition.
5. Make the most of the firm's resources. The firm offers many resources to help our attorneys with business and practice development strategy. Take advantage of them. The Client Services team stands ready, willing, and able to collaborate with you in your business development efforts.





## Across the Firm

### Local Offices Support Law Students

Two of our offices, St. Louis and Indianapolis, awarded diversity scholarships to local law students.

In St. Louis, Jairo R. Villalobos was chosen as the office's inaugural recipient. In Indianapolis, both Jordan Oliver and Celia Meredith were selected to receive a \$2,500 scholarship.

During the scholarship year, all recipients are paired with a mentor from Ogletree Deakins and invited to attend a series of Lunch and Learns and seminars hosted by the firm. The recipients also have access to coaching and mock interviews by the firm's national recruiting team.

### Offices in Action

In early October, Michael D. Thomas (Of Counsel, Los Angeles) spent a weekend teaching mindfulness to a class of 70 underrepresented high school students of color at a YMCA Camp.

Michelle P. Wimes (Chief Diversity and Professional Development Officer), Tiaundra Foster (Associate, Indianapolis), and Brandon M. Shelton (Shareholder, Charlotte/Indianapolis) teamed up with Meritor, Inc., to create care packages benefiting Focus: HOPE, a local community outreach organization that uses intelligent and practical action to overcome racism, poverty, and injustice.

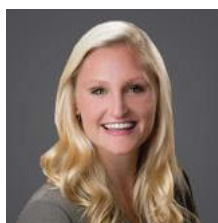


.....  
**\$2,500**  
SCHOLARSHIP  
MONEY  
AWARDED  
.....

## Meet the Members of Our Diversity and Inclusion Practice Group

The firm's D&I Practice Group was formalized in September 2018 and currently is comprised of 16 attorneys across the firm who each have an expertise that supports our clients in their diversity and inclusion efforts. With the addition of this group, Ogletree Deakins becomes one of a handful of law firms in the country with a dedicated group of attorneys focused on helping companies realize their diversity and inclusion goals.

Co-chaired by Kimya Johnson (Senior Counsel, Philadelphia) and Shafeeqa Giarratani (Office Managing Shareholder, Austin), the practice group assists employers with services such as metric analysis and strategy, program development and implementation, legal advice and risk reduction, training, and crisis mitigation.



Piper R. Byzet  
(Associate, Charleston)



Ashley Prickett Cuttino  
(Shareholder, Greenville)



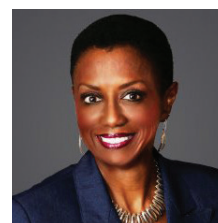
Dennis A. Davis  
(Director of Client  
Training, Torrance)



David J.B. Froiland  
(Office Managing  
Shareholder, Milwaukee)



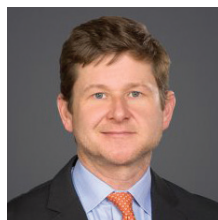
Shafeeqa W. Giarratani  
(Office Managing  
Shareholder, Austin)



Kattrina Grider  
(Of Counsel, Houston)



Kimya S.P. Johnson  
(Senior Counsel,  
Philadelphia)



T. Scott Kelly  
(Shareholder, Birmingham)



Suzanne L. Martin  
(Shareholder, Las Vegas)



Daniella McGuigan  
(Partner, London)



Leigh M. Nason  
(Shareholder, Columbia)



Minh P. Ngo  
(Of Counsel, Los Angeles)



Lauren C. Oldham  
(Associate, Oklahoma City)



Robert C. Perryman  
(Associate, Philadelphia)



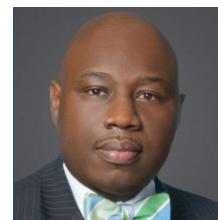
Sarah J. Platt  
(Shareholder, Milwaukee)



Bonnie Puckett  
(Shareholder, Atlanta)



Akya S. Rice  
(Associate, Charlotte)



Jimmy F. Robinson, Jr.  
(Office Managing  
Shareholder, Richmond)



Nonnie L. Shivers  
(Shareholder, Phoenix)



Corey E. Tanner  
(Associate, Austin)



Michael D. Thomas  
(Shareholder, Los Angeles)



Christine Bestor Townsend  
(Shareholder, Milwaukee,  
Chicago)



Luther Wright, Jr.  
(Of Counsel, Nashville)

## Pledge to Diversity and Inclusion an Action Plan (DAP)

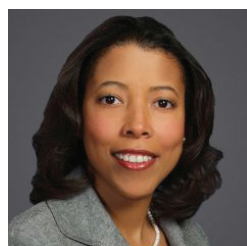
- To continue our commitment to diversity and inclusion, the PDI department rolled out Part 2 of the DAP in January 2019. The plan was updated to include mindfulness-related items that support Ogletree Deakins' commitment to well-being and the American Bar Association's Well-Being Pledge.
- In an effort to begin enveloping staff into the firm's diversity efforts, the DAP was refreshed specifically for staff and rolled out in the first quarter of 2019.
- The Staff DAP is the first step in developing a voluntary comprehensive staff diversity initiative. This diversity action plan is not an exhaustive list. Instead, it is a collection of suggestions, nudges and ideas to help "spark" interest. The suggested activities in the Staff DAP range from reading and noticing to practicing and watching. The intent of this initiative is to provide D&I as well as wellness-related action steps that each staff member can take to support the firm's diversity efforts. Additionally, the Staff DAP is intended to help increase individual overall engagement in diversity and inclusion in each staff member's local office and legal community.



Pledge to Diversity and Inclusion: Action Plan – Staff

## Meet Our Business Resource Groups

### African-American Business Resource Group



Elizabeth M. Ebanks  
(Shareholder, Richmond)



Rodney G. Moore  
(Shareholder, Atlanta)

The Ogletree Deakins Black Attorney Resource Group (ODBAR), co-chaired by Elizabeth M. Ebanks (Shareholder, Richmond) and Rodney G. Moore (Shareholder, Atlanta), works to bring greater visibility to the group and support their mentorship and sponsorship.

In its first ever targeted business development initiative, ODBAR rolled out a new program aimed at senior level associates and counsel called Raise the BAR. This year-long program provides group and one-on-one learning from external coach Jill Dessalines, Esq. The program had its initial launch at the 2019 attorney retreat, pictured below.

ODBAR continues to provide support and education for the entire firm. For example, for Black History Month, ODBAR created an opportunity for everyone in the entire firm to honor African-American history and contributions to this country. ODBAR asked participants to submit a brief video highlighting a historical African-American figure (well-known or unsung) who has contributed or impacted their chosen career path or who they otherwise admire. The submissions were combined and shared throughout the firm as a celebration of African-American history during the month of February. Pulitzer Prize winner Isabella Wilkerson; songstress and social activist, Janelle Monae; American poet, singer and civil rights activist, Maya Angelou; American professional baseball player, Jackie Robinson; American social reformer and abolitionist, Frederick Douglass; American attorney, politician and civil rights activist, Vel Phillips; and our 44th President, Barack Hussein Obama were a few of the historical African-American figures who were highlighted in the celebration.





### Hispanic/Latino Business Resource Group

Fito Agraz (Shareholder, Dallas) and Stephen Quezada (Associate, Houston), co-chairs of the firm's Hispanic/Latino business resource group, Ogletree Deakins Adelante (ODAdelante), worked to bring greater visibility to our Hispanic/Latino attorneys both within and outside the firm.

The PDI department sponsored the Hispanic National Bar Association's (HNBA) Annual Conference and a client dinner, hosted by co-chair Stephen J. Quezada. In addition to providing an opportunity for networking and education, Ogletree's recruiting team (with the assistance of Stephen), participated in the HNBA's first virtual Career Fair and connected with and interviewed candidates for opportunities at the firm.



Fito Agraz  
(Shareholder, Dallas)



Stephen Quezada  
(Associate, Houston)



The group also works to provide education for the entire firm. For example, for Hispanic Heritage month, ODAdelante featured an outstanding member attorney for his impressive track record of victories in union organizing campaigns and for demonstrating an impressive knowledge of labor law and campaign strategy that made him an asset to the firm. In addition to highlighting a member attorney, ODAdelante featured a spotlight about the case *Hernandez v. Texas*, 34 U.S. 475 (1954). This landmark ruling was an important decision, because it made clear that the Equal Protection Clause of the Fourteenth Amendment did not just apply to discrimination against African-Americans. Rather, it applies to discrimination based on race and national origin.

### Family Business Resource Group

The firm's family business resource group, Ogletree Deakins Family (ODFamily), is co-chaired by Kelly Hughes (Shareholder, Charlotte) and Trina Ricketts (Shareholder, Kansas City). The group serves as a resource to support attorneys during times of transition and stress.

The group has advocated for many resources that are now offered by the firm. Examples include:

- Enhanced paid parental leave of 16 weeks;
- On-ramping and transitional support upon return from paid parental leave, including an automatic 20% reduction in billable hour requirements for 16 weeks upon return with no change in compensation;
- Milk-Stork program, which supports nursing mothers who are traveling on firm business by covering the cost to ship pumped milk; and
- Back-up care services covering in-home care, aging parent, or other adult dependent care needs.



Kelly Hughes  
(Shareholder, Charlotte)



Trina Ricketts  
(Shareholder, Kansas City)



Gregory Cheng  
(Shareholder, San Francisco)



Caroline Tang  
(Shareholder, Austin)

### **Asian-American Business Resource Group**

The firm's Asian-American business resource group, Ogletree Deakins Asian-American Attorneys (ODA3), is led by Gregory Cheng (Shareholder, San Francisco) and Caroline Tang (Shareholder, Austin).

In addition to attending and participating in the National Asian Pacific American Bar Association's (NAPABA) Annual Conference and the South Asian Bar Association, Ogletree Deakins is a founding sponsor (member) of the National Filipino American Legal Association (NFALA) and highly active in local and regional associations.

During NAPABA's Annual Conference in Austin, TX, our ODA3 attorneys hosted a client dinner at local restaurant Loro. As this group's biggest event of the year, it was a huge success!



Natalie Turner  
(Shareholder, Atlanta)



Adam Pankratz  
(Shareholder, Seattle)

### **Lesbian, Gay, Bi-Sexual, and Transgender Business Resource Group**

The firm's LGBT business resource group, Ogletree Deakins Alliance (ODAlliance), is led by Natalie Turner (Shareholder, Atlanta) and Adam Pankratz (Shareholder, Seattle). Under their leadership, the group works to find ways to support and leverage group members' business development efforts.

In 2019, Ogletree sponsored the Human Rights Campaign's Dinner and Annual Gala. Our ODAlliance attorneys also went to the National LGBT Bar Association's Annual Conference and Lavender Law Career Fair. For the first time they hosted a reception at the conference as a way to connect with other attorneys and law school students.

For Pride Month, Natalie and Adam hosted a CLE Webinar called "50 Years Since the Stonewall Riots: The Birth of LGBT Pride Month and the Evolution of Sex Discrimination Laws in the Workplace." The event was shared internally for our offices to view as well as with our clients. It was an informative way to provide substantial legal information as well as shed light on the issues surrounding LGBT rights and the workplace.





Kerri Reisdorff  
(Shareholder, Kansas City)

### Women's Initiative

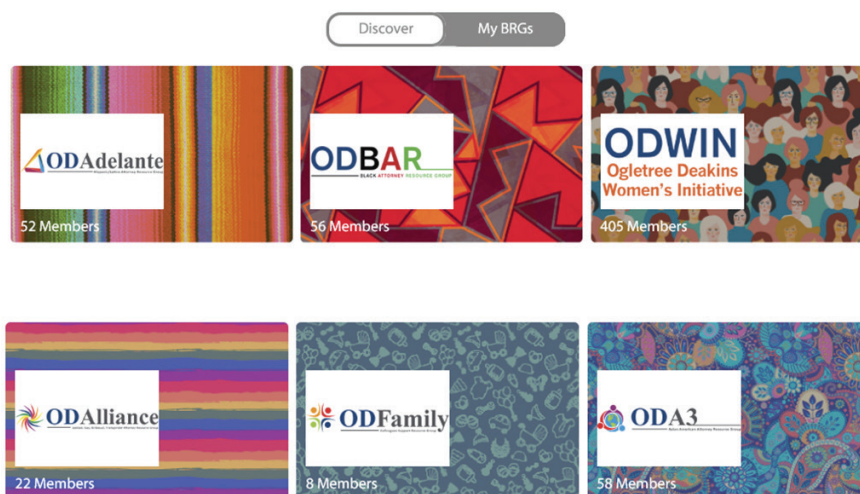
Chaired by Kerri Reisdorff (Shareholder, Kansas City), the firm's women's business resource group, ODWIN (Ogletree Deakins Women's Initiative), constantly seeks new avenues to focus its efforts more keenly on supporting women's business development and leadership opportunities within the firm. This relentless effort has led to Ogletree's progressive movement towards assisting our women attorneys in attaining the highest leadership levels in the firm.

To this end, the firm continues to participate in Women's Leadership Edge (WLE), a membership program which focuses on advancing women to the next level of their careers. Our attorneys receive practical evidence-based tools to effectively retain, support, and advance women from within the firm.

As a result of the firm's Women's Taskforce, established in 2017, a sponsorship program for up to ten non-equity women shareholders launched in May 2018. The goal was to support top-performing women non-equity shareholders' advancement opportunities. Nine active sponsees were partnered with sponsors who were top rainmakers. We are elated to report that seven (78%) were elected equity shareholders in January 2019.

### Business Resource Group Communication Portal

This year the PDI department rolled out their new business resource group portal, Telescope. This diversity and inclusion digital platform helps to manage, measure and grow the firm's BRG programs through intuitive web and mobile applications all in one place. It has a powerful dashboard and analytics for the PDI team. Its Inclusion Survey Platform enables the PDI team to easily capture real-time data on inclusion metrics with the surveys delivered directly into our attorney's inboxes.



# 2019 PROFESSIONAL DEVELOPMENT

PROFILE, PROGRAMS,  
AND INITIATIVES

At Ogletree Deakins, professional development (PD) is an ongoing process. It consists of expanding existing skills and acquiring new ones through formal and informal means so that our attorneys are equipped to serve our clients with excellence and add value to their businesses.

The PDI department encourages our attorneys — especially associates— to adopt an active stance and take responsibility for their own development, be it in the acquisition of traditional legal skills (writing, advocacy, legal research, the ability to persuade, etc.) or the honing of emerging skills such as legal project management, collaboration, and self-management.

In 2019, the PDI department expanded and enhanced its existing offerings in an effort to improve the efficiency, effectiveness, and reach of attorney-focused opportunities. From one-on-one coaching with leading industry consultants to blended and virtual courses, PDI continues to explore new and innovative ways to meet the developmental needs of our associates, of counsel, and shareholders.

# Firm-Wide Professional Development Programs and Initiatives: An Overview of Our Roadway to Success

**Lawcountability®:**  
a firm wide subscription allowing all attorneys access to weekly business development tips.

**One-on-One Coaching:**  
targeted development to help attorneys get where they want to go.

**Career Conversations:**  
strategic analysis by PDI's internal team, to help attorneys navigate next steps and improve performance.

**Substantive Training:**  
NITA deposition training and Legal Writing Workshops provide associates hands on application for continuous development.

**Targeted Business Development Programs:**  
annual cohort-based coaching from industry leading professionals, focusing on business development and professional upskilling.

**E-Learning Modules:**  
on-demand modules covering a range of professional, leadership, and self-management skills, as well as diversity, inclusion, and wellness opportunities.

**Continuing Legal Education (CLE):**  
firm-wide subscriptions to West LegalEdcenter and the American Bar Association.

**Business Resource Groups (BRG):**  
groups that serve as a resource to support the firm's commitment to diversity by creating and fostering an environment of inclusivity.

**Success the ODWay:**  
a learning guide that helps to identify and articulate the traits and behaviors of a successful Ogletree attorney.

**ODPro 2.0 Benchmarking:**  
a roadmap of substantive legal skills associates should improve or acquire throughout their careers at Ogletree.

# West LegalEdcenter

Additionally, the firm renewed its firm-wide subscription with the American Bar Association which allowed our attorneys to participate in the **ABA Free CLE Series** and earn up to 18 hours of free CLE annually.





## Blended Programming and Coaching


- The **Business Accelerator Program (BAP)**, for female non-equity shareholders, is a small cohort-based development program, designed to increase books of business by leveraging the unique strengths of participants into business development efforts. Led by consultant Jill Dessalines, the program contains a strengths assessment, a group launch, monthly group sessions, and an in-person wrap-up session at the 2019 Attorney Retreat.



- The **Client Development Program (CDP)**, led by consultant Brianna Leung, is a foundational course for associates looking to build client development skills. The 2019 cohort met three times over the course of four months in a virtual classroom where they discussed strategy, built business development plans, and networked across offices.
- The **2019 Client Development Plus (CDP+) Program** for of counsel on-track attorneys piloted a new format with immense success. In addition to the real-time business development support the course provides, CDP+ now also includes the Chally Predictive Assessment. This state-of-the-art assessment predicts on-the-job performance by identifying specific skills and behaviors that attorneys can leverage to improve their business development efforts. Led by consultant Brianna Leung, CDP+ is a blended learning approach complete with web-based sessions, small-group coaching, and in-person meetings.



Michelle Wimes (Chief Diversity and Professional Development Officer, Kansas City), Tracie Ransom, (Consultant, Ransom Strategies Group), Joan Newman (Consultant, Joan Newman & Associates), Jill Dessalines (Consultant, Strategic Advice for Successful Lawyers), Brianna Leung, (Consultant, GrowthPlay), Ari Kaplan (Consultant, Lawcountability®), Jim McGrew (Chief Client Services Officer, Atlanta)

-  The **Technology-Aided Business Success (TABS) Program**, for new non-equity shareholders is designed to enhance a lawyer's ability to maximize business development opportunities and grow books of business using technology as a means to an end. The program contains a strengths assessment, in-person sessions, and virtual sessions over the course of the year.

## Committed to Wellness

An August 2018 ABA study conducted in collaboration with the Hazelden Betty Ford Foundation found that lawyers struggle with alcohol, substance abuse, and mental health issues at levels substantially above both that of the general population and other highly-educated professionals. Ogletree has signed the American Bar Association's Well-Being Campaign Pledge, which calls on legal employers to recognize that substance use and mental health problems represent a significant challenge for the legal profession and to acknowledge that more can and should be done to improve the health and well-being of lawyers.

Ogletree has pledged to:

- support the ABA's campaign, and
- work to adopt and prioritize its seven-point framework for building a better future.

As part of this pledge, PDI rolled out four robust educational opportunities to attorneys and staff on topics related to well-being, mental health, and substance use disorders.

- Our Commitment to Well-Being;
- Thriving in the Legal Profession: Maximizing Well-Being, Optimizing Performance;
- Fostering a Psychologically Healthy Workplace: The Important Role that Managers Play; and
- Cultivating Resilience.

Attorney and staff well-being is important to Ogletree. We are committed to making it a priority and we ask that you make it a priority, too.





## Firmwide Committees and Ambassadors

### DIVERSITY AND INCLUSION STEERING COMMITTEE



Members as of December 2019

### DIVERSITY AND INCLUSION AMBASSADORS



Members as of December 2019

### PROFESSIONAL DEVELOPMENT STEERING COMMITTEE



Members as of December 2019

### PROFESSIONAL DEVELOPMENT AMBASSADORS



Members as of December 2019

# SHARING EXPERTISE

Members of the PDI Team provided insight and thought leadership through several different mediums in 2019.



## Written Articles:

- “Reflections of a Black Female Lawyer: Giving Back, Thriving and Raising Confident, Resilient Daughters in the Process” Michelle Wimes, 50 Black Women Over 50 Blog, (March 2019)
- “8 Ways to Enhance Workplace Inclusivity Through Physical Space and Design,” Michelle Wimes and Nonnie Shivers, ABA Journal (October 2019)
- “The Journey to Well-Being at Ogletree Deakins,” Rebecca Baumgartner, Symone Martin, Yahoo News (October 2019)
- “Let’s Get Uncomfortable, Shall We?: Tips for Navigating the Workplace Successfully in the Aftermath of #Metoo,” Michelle Wimes and Rebecca Baumgartner, Women’s Media Inc, (November 2019)

## Podcasts:

- Iconic Womanhood with Ekene, “The 4 biases that hold women back with Chief Diversity & Professional Development Officer Michelle Wimes”
- Cocktail Hour Podcast, “The Tie Between Professional Development and Diversity with Michelle Wimes”
- Ogletree Deakins Podcast “Jump Start Your Diversity and Inclusion Program” with Michelle Wimes and Kimya Johnson
- #MORETHAN: “Michelle Wimes on Inclusion: Beyond Our Good Intentions”
- Penji Master Class, Blind Entrepreneurship Podcast, “Diversity, Inclusion & Belonging: More Than Just a Trend” with Rebecca Baumgartner Women’s Media Inc, (November 2019)





# PROFESSIONAL DEVELOPMENT & INCLUSION PUBLICATIONS

Learn more about what we do in the professional development and diversity and inclusion arenas.



# CONCLUSION

We hope you enjoyed our 2019 Annual Report of the Professional Development and Inclusion Department of Ogletree Deakins. For more information about the firm's professional development and inclusion efforts, or for more copies of this report, please feel free to contact Michelle Wimes at [michelle.wimes@ogletree.com](mailto:michelle.wimes@ogletree.com).



Ogletree  
Deakins