

# Bricker & Eckler LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Cincinnati, Cleveland, Columbus, Dayton and Marietta

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** James F. Flynn, Esq., Managing Partner

**Diversity team leader(s):** Diana S. Brown, Esq., Chair, Diversity & Inclusion Committee

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	152	147
U.S. offices only	152	147

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	22	14
African-American/Black	3	3
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>25</b>	<b>17</b>

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	35	13
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	2	1
<b>Total</b>	<b>36</b>	<b>13</b>

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	13	13
African-American/Black	1	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>15</b>	<b>15</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	7	19
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>7</b>	<b>19</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	6	7
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>7</b>	<b>8</b>

## Strategic Plan and Diversity Leadership

### How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Bricker & Eckler's commitment to diversity and inclusion is communicated through our diversity and inclusion statement contained in our employee handbooks, through our website, within recruiting materials which include an annual report focused on diversity and inclusion efforts, through diversity-focused training conducted for attorneys and staff, by support of affinity groups, through the various external initiatives that Bricker is involved in, and within discussions at industry group chair and partner meetings. A quarterly internal publication, Bricker Dimensions, gives us an opportunity to spotlight the diversity of our workforce and our efforts to strengthen our diversity and inclusiveness. Additionally, a dialog series, Corner Office Conversations, connects our attorneys with dynamic "C-Suite" leaders from across our state who share with us their guiding principles on leadership and business development. Speakers are women and minority business leaders, and those in leadership positions of organizations whose purpose it is to strengthen diversity and inclusion in the profession. Lastly, the Firm's commitment to various external leadership development programs includes not only participation by the individuals selected, but also the attendance and active participation of Firm leaders.

### Who has primary responsibility for leading diversity initiatives at your firm?

Diversity Chair, Diana S. Brown, is appointed by and reports to Bricker's Managing Partner, James F. Flynn, and has primary responsibility for executing the Firm's Diversity & Inclusion Plan, including scheduling and setting agendas for the Diversity & Inclusion Committee, and coordinating with other attorneys and staff with responsibilities for implementing various aspects of the D & I Plan. The Chair reports annually to the Firm's Executive Committee.

### Does your law firm currently have a diversity committee?

Yes

### If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

### If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 8

Total hours spent on diversity: [No response]

Comments: Historically, time devoted by Committee members to the Firm's diversity and inclusion interests has not been logged. Of importance to us is that the complement of the Diversity & Inclusion Committee is representative of the firm at large and of the communities where the firm does business, and includes members from all levels of the Firm - staff, associates, and partners.

### Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

### Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

### If yes, is it formal or informal?

Both formal and informal.

### How often does the firm's management review the firm's diversity progress/results?

Quarterly

### How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Diversity & Inclusion Committee Chair reports directly to the Managing Partner regarding diversity and inclusion efforts. The Managing Partner is also a member of the D&I Committee. Statistics relative to attorney utilization, attrition, development, mentoring, and opportunities to work with key firm clients are reviewed quarterly with Practice Group Chairs to ensure accountability for enhancing the Firm's diversity and inclusion. In addition, support for the Firm's diversity and inclusion interests is included as part of the performance management process at every level of the Firm.

### Is your firm minority-owned or women-owned?

No



### Law Firm Diversity Initiatives

#### INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
	X		Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide mandatory diversity training for all attorneys and staff annually
X			Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X			Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
	X		Other (please specify): The Firm is planning to seek Mansfield Rule Certification.



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
	X		Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity
	X		Other (please specify): Ensure work-life balance initiatives support the diverse interests of our workforce.



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
	X		Ensure that EEO and non-discrimination policies specifically address gender identity
	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
	X		Other (please specify): The Firm is planning to seek Mansfield Rule Certification.



## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)
	X		Other (please specify): Ensure work-life balance initiatives support the diverse interests of our workforce.





### Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

**Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.**

Our Firm participates annually in the Supreme Court of Ohio's Law & Leadership Program for high school students. In addition, Bricker is also active in the Big Brothers/Big Sisters - Project Mentor, a Columbus City Schools Program. Finally, Bricker is a sponsor of Cristo Rey and a participant in the Nationwide Street Law Program and LCLD law student mentoring program.



### Recruitment - New Associates

#### Does your firm annually recruit at any of the following types of institutions?

*Ivy League law schools:* N/A

*Other private law schools:* Capital, George Washington, Georgetown

*Public state law schools:* Ohio State, Cincinnati

*Law schools of Historically Black Colleges and Universities (HBCUs):* Howard

*Diversity job fairs:* Cook County Bar Association Minority Student Job Fair, Lavender Law

#### Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

#### Do you have any programs specifically targeted at first-year students?

Yes, the Firm hosts a Columbus Bar Association Minority Clerk annually and also sponsors a law student each summer in the LCLD's 1L Scholars program.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>0</b>

#### OFFERS MADE\* (2019)

\* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

#### OFFERS ACCEPTED\* (2019)

\* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

#### NEITHER ACCEPTED NOR DECLINED (2019)

\* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	1	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	2	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>4</b>

#### LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

#### NEW PARTNERS PROMOTED\* (2019)

\* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	1	4
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>5</b>

#### NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>1</b>

### Recruitment - Lateral Associates and Partners

#### What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

#### Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

#### If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

#### If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	2	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

##### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

##### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

##### OF COUNSEL

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	1
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>1</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
<b>Total</b>	<b>2</b>	<b>1</b>

### Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

Comments:

The Firm permits alternative work arrangements that are consistent with the needs of the business and the individual attorney. These options include telecommuting and various part-time schedules available to attorneys.

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Bricker & Eckler LLP has a Part-Time Partner Track Associate policy that details the criteria under which an associate who desires to reduce their full-time commitment to the practice of law is able to do so while remaining on track for partnership.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

3



### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	42
Of counsel	3	12	15	26
Non-equity partner	3	6	9	30
Equity partner	1	2	3	49



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	7	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>8</b>	<b>3</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	3	3
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>4</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	4	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>2</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	2
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>3</b>

## Management Demographic Profile

### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	13	8
Number of such positions held by:			
Minorities	0	2	0
Women	1	2	1
LGBTQ attorneys	0	0	1
Individuals with Disabilities	0	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

#### U.S. OFFICE HEADS

How many offices does your firm have in the United States? 5

Minorities heading offices: N/A

Women heading offices: M. Shannon Martin, Dayton (9)

LGBTQ attorneys heading offices: N/A

Individuals with Disabilities heading offices: N/A

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Ali I. Haque, Insurance Litigation Practice Area (15)

Women heading practices: Laura G. Anthony, Education Law Practice Area (30); Jennifer Nelson Carney, Health Care Industry Group (42)

LGBTQ attorneys heading practices: N/A

Individuals with Disabilities heading practices: N/A

#### COMMITTEE LEADERS

Minorities heading committees: N/A

Women heading committees: Diana S. Brown, Diversity & Inclusion Committee (9)

LGBTQ attorneys heading committees: Diana S. Brown, Diversity & Inclusion Committee (9)

Individuals with Disabilities heading committees: N/A



### The Firm Says

At Bricker & Eckler, we recognize the value of diversity and inclusion, and we work to maintain it in our workplace and in the legal profession. We were the first Columbus-based majority law firm to elect an African-American man, Charles H. Walker, and woman, Joyce B. Link, to the partnership. Since that time, we have continued to strengthen our commitment. We firmly believe that diversity in backgrounds, experiences and perspectives enriches the quality of our work and allows us to evaluate our clients' problems more creatively and collaboratively.

Our profession and the general community have recognized Bricker & Eckler's commitment to diversity and inclusion, and have honored us with recognition. In 2018, our recently retired managing partner Kurt Tunnell was honored with the Ohio Women's Bar Association's Diversity and Inclusion Champion Award. Bricker & Eckler is among the highest-ranked firms on The National Law Journal's Women in Law scorecard for 2018. In 2016, Nationwide Insurance, one of our clients with a strong commitment to diversity and inclusion, honored us with the Inclusion & Diversity Regional Champion, one of only three firms nationwide to receive the honor. One of our partners and our chief operating officer were honored by the Ohio Diversity & Leadership Conference with the "Multicultural Leadership Award" and the "Most Powerful & Influential Women" award.

We provide meaningful and increasingly complex client work opportunities to all our attorneys. Our Diversity & Inclusion Committee Chair, Managing Partner, and Industry Group Chairs monitor workloads to ensure that all attorneys have opportunities to work on substantive matters for key firm clients, and to have direct interaction with these clients. Attorneys are quickly trained in the Bricker Way that focuses on excellence, impeccable ethics, and integrity. We encourage and reward leadership through both informal mentoring and a formal leadership program for the next generation of attorneys.

Our commitment to diversity and inclusion extends to leadership in the community as well. Two of our minority partners have held leadership positions in the American Bar Association. Historically, Bricker attorneys have been leaders in the Asian Pacific American Bar Association of Central Ohio, the John Mercer Langston Bar Association (the Columbus affiliate of the National Bar Association), and other organizations focused on furthering the legal careers of those of diverse ethnicity. Several of our attorneys are participating in exploratory efforts to establish chapters of the Hispanic National Bar Association in Central Ohio, and of the Asian Pacific American Bar Association in Southern Ohio. The Firm is a member of the Greater Cincinnati Minority Counsel Program, a coalition of corporations, majority-owned law firms, minority-owned law firms and public sector organizations working together to provide minority attorneys equal opportunity to compete for corporate legal work and to generally ensure a fair and just legal community. Bricker is an active participant in the Leadership Council on Legal Diversity (LCLD) which is made up of more than 200 corporate chief legal officers and law firm managing partners, working to build a more open and diverse legal profession. A number of our attorneys are also leaders in organizations that empower women in our community and support women attorneys, such as the Ohio Women's Bar Association. The firm pays for membership of our attorneys in these professional organizations of minority and women attorneys, as well as for attendance at specific leadership institutes, programs and conferences sponsored by these groups.

Bricker is one of the original participating firms in the Managing Partners' Diversity Initiative (MPDI), a unique collaboration launched by 22 law firms, the Columbus Bar Association, John Mercer Langston Bar Association, and the deans of Capital University Law School and The Ohio State University Moritz College of Law. This entailed adoption of five-year action plans to develop strategies to attaining diversity and inclusion. Bricker's managing partner is now involved in a third phase of the MPDI that will consider, among other factors, encouraging innovation, fostering honest conversations, transitions and preparation for the rigors of the profession.

The firm's affinity groups provide support for and empower our minority and female attorneys. The Walker-Link Leadership Group promotes professional and networking opportunities and improves the quality of work life for African-American attorneys at Bricker. The group works together to impact change in the legal community and throughout central Ohio, and our Managing Partner meets regularly with this group. Our Women in Networking group connects our female attorneys, clients, and friends of the firm in mentoring and professional relationships, philanthropic events, and leadership opportunities in professional and civic organizations. We also offer inclusion-based activities within the firm, including our "Corner Office Conversations" series that allows our attorneys to hear from diverse leaders in the central Ohio community, and a recent Art Exhibit that celebrated diversity and inclusion among our attorneys and staff.

At Bricker, we work closely with Ohio's nine law schools to recruit and promote the development of attorneys from diverse backgrounds, and we sponsor events hosted by minority law student associations. We participate annually in Lavender Law to encourage recruitment of LGBT law students. We also work with local organizations to encourage high school and college students of diverse backgrounds to consider a career in law. Bricker's Charles H. Walker Minority Scholarship provides law students with a valuable employment experience as well as a scholarship award toward law school expenses. Our support of the Capital University David D. White Scholarship Endowment, the Law & Leadership Institute, and the National Black Law Students Association and other educational organizations benefits minority law students in pursuit of their legal education.

