EDI HIGHLGHTS

Inclusion Resource Groups

In 2023, we expanded our support systems for attorneys and staff from historically underrepresented backgrounds. Along with the Women's Initiative and IgbTE, the Asian-American, Pacific Islander, Native Hawaiian, Middle Eastern, and North African (AAPINHMENA) IRG, the Black Inclusion & Advancement Network (BIAN), and the Hispanic/Latinx IRG foster inclusion at our firm through a range of programming.



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

We renewed our commitment to the Leadership Council on Legal Diversity (LCLD), naming Chelsea Mikula to the 2023 Class of LCLD Fellows and Andrea Lowe and Lindsey Sacher to the 2023 LCLD Pathfinder Program.

Tucker Ellis LLP

Our year in equity, diversity, and inclusion

In 2023, we continued to make significant progress in our mission to advance equity diversity, and inclusion at our firm:

- For the third straight year, we achieved **Mansfield Certification Plus**, Diversity Lab's highest recognition for law firms boosting diversity in leadership.
- We joined Diversity Lab's **Disability Inclusion Commitments** and pledged to take steps to increase disability inclusion at our firm in 2024.
- Bloomberg Law retained Tucker Ellis to its **Diversity, Equity, and Inclusion Framework** for distinguished performance in EDI.

Bloomberg Law Diversity Equity Inclusion 2023 Member

-

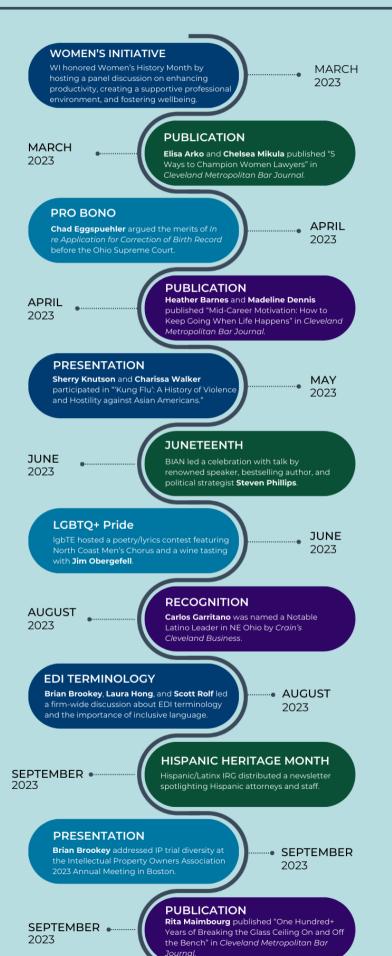
Mansfield Rule Certified Plus 2022-2023

FEMALE ATTORNEYS, ATTORNEYS OF COLOR, LGBTQ+ ATTORNEYS, AND ATTORNEYS WITH DISABILITIES ACCOUNT FOR:

71% OF THE 2024 PARTNERSHIF CLASS 60% OF ALL ATTORNEYS HIRED IN

60% of practice group leaders 40% OF PARTNERS-IN-CHARGE BY LOCATION 78% of summer associates

edi at tucker ellis



Tucker PIPELINE Ellis LLP PROGRAM

Described as the "gold standard" of EDI outreach programs, our award-winning **Pipeline Program** was back in full swing in 2023.



Kayla Blake served as our 2023 intern via the CMBA's Louis Stokes Scholars Program, a paid summer internship for college students interested in pursuing careers in law.

For the first time since 2020, we welcomed back student interns from the **St. Martin de Porres High School Work-Study Program**.



Sarena Holder led our involvement in the Cleveland Metropolitan Bar Association's **3Rs** program, which places attorneys in area schools to educate students on their legal rights, responsibilities, and realities, as well as provide career counseling.



Our Cleveland Early College High School team won the top prize at the 2023 Cleveland Mock Trial Competition, along with numerous individual awards.

We expanded our ranks in **Junior Achievement of Greater Cleveland** (JA), hosting JA board members and staff in our Cleveland office for an information session and happy hour in September and participating in JA's Economics for Success program at Berea-Midpark Middle School in December.

As part of our **Law School Program**, we hosted the eighth annual Norman S. Minor Bar Association Law Student Summit for Success in September. Tucker Ellis has proudly sponsored all of NSMBA's annual summits since the inaugural program in 2016.



Finally, to serve our Pipeline Program recruitment efforts, lgbTE co-chairs **Chad Eggspuehler** and **Andrea Glinka Przybysz** attended the 2023 Lavender Law Conference & Career Fair in Chicago



EDI ORGANIZATION SPONSORSHIPS

In 2023, we remained committed partners to numerous philanthropic organizations around the country that are dedicated to fostering equity, diversity, and inclusion. The photos below highlight just some our activities from the year.



Members of our L.A. Hallway attended a fundraising gala for **Harvest Home**, a support network for homeless pregnant women.



Our Cleveland Hallway continued to turn out in support of the **Legal Aid Society**



Chad Eggspuehler argued the merits of a transgender rights case before the Supreme Court of Ohio.



Tucker Ellis LLP

Our **IgbTE** cochairs attended the Lavender Law Conference & Career Fair.

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