



Tucker
Ellis | LLP

EDI HIGHLIGHTS

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 (AAPINHMENTA) IRG, the Black Inclusion & Advancement Network (BIAN), and the Hispanic/Latinx IRG foster inclusion at our firm through a range of programming.



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.

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.



Mansfield Rule
Certified *Plus* 2022-2023
Powered by
DIVERSITYLAB

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

71%

OF THE 2024
PARTNERSHIP
CLASS

60%

OF ALL
ATTORNEYS
HIRED IN
2023

60%

OF PRACTICE
GROUP
LEADERS

40%

OF
PARTNERS-IN-
CHARGE BY
LOCATION

78%

OF SUMMER
ASSOCIATES

EDI AT TUCKER ELLIS

TIMELINE

WOMEN'S INITIATIVE

WI honored Women's History Month by hosting a panel discussion on enhancing productivity, creating a supportive professional environment, and fostering wellbeing.

MARCH
2023

MARCH
2023

PUBLICATION

Elisa Arko and **Chelsea Mikula** published "5 Ways to Champion Women Lawyers" in *Cleveland Metropolitan Bar Journal*.

PRO BONO

Chad Eggspuehler argued the merits of *In re Application for Correction of Birth Record* before the Ohio Supreme Court.

APRIL
2023

APRIL
2023

PUBLICATION

Heather Barnes and **Madeline Dennis** published "Mid-Career Motivation: How to Keep Going When Life Happens" in *Cleveland Metropolitan Bar Journal*.

PRESENTATION

Sherry Knutson and **Charissa Walker** participated in "Kung Flu: A History of Violence and Hostility against Asian Americans."

MAY
2023

JUNE
2023

JUNETEENTH

BIAN led a celebration with talk by renowned speaker, bestselling author, and political strategist **Steven Phillips**.

LGBTQ+ Pride

IgbTE hosted a poetry/lyrics contest featuring North Coast Men's Chorus and a wine tasting with **Jim Obergefell**.

JUNE
2023

AUGUST
2023

RECOGNITION

Carlos Garritano was named a Notable Latino Leader in NE Ohio by *Crain's Cleveland Business*.

EDI TERMINOLOGY

Brian Brookey, **Laura Hong**, and **Scott Rolf** led a firm-wide discussion about EDI terminology and the importance of inclusive language.

AUGUST
2023

SEPTEMBER
2023

HISPANIC HERITAGE MONTH

Hispanic/Latinx IRG distributed a newsletter spotlighting Hispanic attorneys and staff.

PRESENTATION

Brian Brookey addressed IP trial diversity at the Intellectual Property Owners Association 2023 Annual Meeting in Boston.

SEPTEMBER
2023

SEPTEMBER
2023

PUBLICATION

Rita Maimbourg published "One Hundred+ Years of Breaking the Glass Ceiling On and Off the Bench" in *Cleveland Metropolitan Bar Journal*.

Tucker Ellis | LLP PIPELINE 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, IgbTE co-chairs **Chad Eggspuehler** and **Andrea Glinka Przybysz** attended the 2023 Lavender Law Conference & Career Fair in Chicago.

TIMELINE

PRESENTATION

BIAN and WI co-hosted a talk by **Dána Langford** of Cleveland's Village of Healing about health disparities for women, particularly Black women.

OCTOBER
2023

OCTOBER
2023

In-House Counsel Summit

Lisa Carteen, Chad Eggspuehler, and Andrea Przybysz addressed issues affecting the LGBTQ+ community at the 2023 IHCS.

PRESENTATION

Laura Hong co-lead a CWRU School of Law panel discussing intergenerational perspectives on gender and women in the workplace.

OCTOBER
2023

NOVEMBER
2023

IgbTE

IgbTE observed Transgender Day of Remembrance and Transgender Awareness Week with a firm-wide newsletter highlighting transgender individuals.

PRESENTATION

Scott Wilkov participated in the International Association of Defense Counsel's workshop on Allyship with Jewish Colleagues.

DECEMBER
2023

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.



Our **IgbTE** co-chairs attended the Lavender Law Conference & Career Fair.