

# OUR YEAR IN INCLUSION

## 2025 YEAR IN REVIEW



## TUCKER ELLIS ADVANCES INCLUSION AT 2025 LCLD EVENTS

We continued our engagement with the Leadership Council on Legal Diversity (LCLD) in 2025, with **Edward Racek** joining the Fellows Program and **Taylor Gill** and **Edet Nsemo** joining the Pathfinder Program, both focused on developing and inspiring legal talent and leadership. In March, our Fellow and Pathfinders represented the firm at the LCLD Spring Meetings in San Diego. In June, 2024 alumna **Nwadiuto “DT” Amajoyi** attended the LCLD Alumni Symposium in Minneapolis, and later in June, Charissa Walker attended an LCLD networking event in Charlotte with attorneys and in-house counsel from organizations including Wells Fargo, Trane Technologies, and Sysco. In December, **V. Sathienmars**, 2024 alum of LCLD’s Pathfinders Program, was selected as a 2025–2026 City Co-Lead for San Francisco.



The year culminated with the LCLD Fall Meeting in Chicago, where Edet, Taylor, and Ed continued building connections through learning and networking, and Tucker Ellis was [recognized](#) as an LCLD 2025 Top Performer and received the Compass Award in recognition of our commitment to fostering a more inclusive legal profession.



## CELEBRATING FIVE YEARS AS A MANSFIELD CERTIFIED PLUS LAW FIRM



In September, Tucker Ellis again achieved Diversity Lab’s Mansfield Certification Plus for 2024–2025, reflecting our commitment to fairness, transparency, and equal opportunity. We’re proud to have earned the highest level of Mansfield certification since our first year of participation in 2020.

“In a year that began with questions about the continuing vitality of diversity initiatives, Tucker Ellis continued to show that Inclusion remains an essential part of our ‘Different and Better’ culture. Diversity (still) Matters in 2025 and will light the path ahead in the years to come.

— **Charissa Walker & Chad Eggspuehler**,  
Tucker Ellis Inclusion Committee Co-Chairs



“I’m grateful Tucker Ellis stays true to people-first values—excellence, service, teamwork, and inclusion. Attorneys are more than bar numbers; our lives shape our advocacy. LCLD encouraged me to share my Marine Corps service in my firm biography, helping colleagues and clients understand the experiences that inform my work and the humanity and energy I strive to bring to the practice of law.”

— **Edet Nsemo**, Tucker Ellis Business Litigation Associate and 2025 LCLD Pathfinder Program Graduate

### FEBRUARY



For Black History Month, our **Black Inclusion & Advancement Network (BIAN)** hosted a presentation and Q&A on the **Intersectionality of Black Arts**, led by co-chairs **Sarena Holder** and **Ludgy LaRochelle**, featuring

guest presenters **Hermione Malone** (Cleveland International Film Festival) and **Jejuana C. Brown** (The Cleveland Orchestra).



Also in April, Tucker Ellis also hosted the **Susan G. Komen 2025 Sip, Savor & Strength in Pink** gala supporting the **Carol Smith Memorial Fund**.

In celebration of **Arab American Heritage Month**, the AAPINHMENA IRG [shared music highlights](#) and coordinated Arabic treats from **Shatila Bakery**.

Monica moderated a leadership-styles panel and DT planned/hosted a panel on intentional career moves; **Eric Holder** was a guest speaker.

**Ludgy LaRochelle** attended the Congressional Black Caucus Annual Legislative Conference in Washington, D.C., engaging on issues including economic justice, access to capital, health equity, AI governance, voting rights, and entrepreneurship, and returning with client-relevant insights; Senator **Cory Booker** was a guest speaker.



### MARCH

Tucker Ellis co-sponsored a table at the **CSU/LAW Black Law Students Association**



annual banquet celebrating graduating 3Ls, with firm attorneys **Bradley Dennis** and **Chad Eggspuehler** joining alumni and community leaders, including TE alumni **Jasmine Taylor** and **Drew Odom**.

Tucker Ellis also celebrated **Women's History Month** through a series of [social media spotlights](#) featuring the women of the firm.

**MAY** For Jewish American Heritage Month, our Jewish IRG circulated a [newsletter](#) celebrating notable Jewish American contributions across disciplines.

### JUNE

For **Pride Month**, colleagues gathered for a [cupcake decorating contest](#)



sponsored by **lgbTE**, with winning entries by **Chris Kansy** (first), **Prashanthi Manoharan** (second), and **Kristy Mertz** (third).

### OCTOBER

**Chad Eggspuehler** was honored with the **LeeAnn Massucci Legal Advocate of the Year Award** at the Equality Ohio Allies and Advocates annual gala.

Tucker Ellis hosted a discussion on supporting Cleveland State's Terry Gilbert Wrongful Conviction Clinic, featuring clinic leaders and community advocates; the event was planned by **Cate Mandry** and Pro Bono Partner-in-Charge **Justin Eddy**.



**Brandon Wojtasik** was honored by the Ohio State Bar Foundation with the District 12 and Northeast Regional Community Service Award for Newer Attorneys.

### APRIL

Tucker Ellis hosted the inaugural **Norman S. Minor Bar Association (NSMBA) Law Student Spring Summit**, coordinated by **Spencer Krebs**, supporting students navigating law school and the profession.

**Chad Eggspuehler** and co-counsel presented at the **William K. Thomas Inn of Court** on a multi-year pro bono effort seeking a birth certificate correction for a transgender Ohio client in the aftermath of the Ohio Supreme Court's split decision in *In re Adelaide*, with a panel including judges and amici counsel; shortly after, the Inn of Court earned **Platinum Status** for the 11th straight year and named Chad President-Elect (2026–2027).



### SEPTEMBER

Tucker Ellis welcomed students from Cleveland State, Case Western Reserve, and The University of Akron for the NSMBA Fall Summit, again coordinated by **Spencer Krebs**, featuring



practical panels on study strategies, stress management, and career exploration.

**DT Amajoyi** and **Monica Williams Monroe** spoke at the California Minority Counsel Program (CMCP) Annual Business Conference in San Francisco, where



### NOVEMBER

Tucker Ellis attorneys partnered with The Legal Aid Society of Cleveland for an Expungement Clinic, helping community members take steps toward clearing eligible records.



Tucker Ellis and co-counsel **Advocates for Trans Equality** filed a U.S. Supreme Court [amicus brief](#) in the Hecox and BPJ matters, addressing statewide bans of transgender athletes in school-sponsored sports, with **Chad Eggspuehler** coordinating research and writing alongside historian amici and firm cite-check support.

### DECEMBER

**V. Sathienmars**, LCLD San Francisco City Co-Lead, hosted an Alumni Karaoke Mixer in San Francisco to close out the year with LCLD community connection.

### PIPELINE PROGRAM

In 2025, our Pipeline Program continued expanding access to the legal profession by engaging students at multiple stages of their educational journeys through immersive programming, mentorship, and exposure to real-world legal careers

#### Junior Achievement

We also continued volunteering with Junior Achievement of Greater Cleveland to support learning experiences aimed at promoting economic opportunity and equity.



*Glenn Morrical and Bridget McCusker led a Junior Achievement exercise at Berea Midpark Middle School in February.*



*Sydney-Marie Flowers presents on her Louis Stokes Scholars experience with Tucker Ellis.*

#### Louis Stokes Scholars Program

The firm also hosted a 2025 Louis Stokes Scholars Program intern, **Sydney-Marie Flowers**, through the Cleveland Metropolitan Bar Association's paid summer internship program for college students interested in law.

#### Saint Martin de Porres High School Work-Study Program

We welcomed students back through the Saint Martin de Porres High School Work-Study Program, where job-sharing teams with rotating schedules built administrative skills working in the Cleveland Hallway's Records Department across the summer and fall semester.

#### Recruitment and Law School Engagement

In addition, Tucker Ellis remained active in inclusion-forward recruitment and law school engagement through efforts including participation in the LCLD 1L Scholars Program, hosting NSMBA Law Student Summits, and sponsoring law student events, mentorship, scholarship opportunities, and moot court coaching.



*Chad Eggspuehler, Jenn Mesko, Grayson Sieg, and Ethan Weber were among the TE attorneys who participated in moot court programs in 2025.*

#### 3Rs

Through the Cleveland Metropolitan Bar Association's 3Rs program, led by **Sarena Holder**, firm volunteers supported students by educating them on legal rights, responsibilities, and realities while also providing career counseling.

### SPONSORSHIPS

Each year, Tucker Ellis proudly partners with philanthropic organizations nationwide that are advancing inclusion and strengthening our communities. The photos below highlight a snapshot of our 2025 impact in action.



Denise French and Suzanne Romanin served up chili to benefit Harvest for Hunger during our 10th annual Chili Cook-Off in November.



In July, we welcomed Cleveland-area students for lunch and a candid panel conversation about careers in law through our partnership with Open Doors Academy.



Colleagues in our Chicago Hallway volunteered with Chicago FarmWorks for Tucker Ellis Day, our firmwide day of service.



Tucker Ellis was proud to sponsor Project Youth OC's Brewfest, which raised more than \$50,000 to support the organization.