

**Ulmer**

ATTORNEYS

**Diversity  
and Inclusion  
at Ulmer**

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**Our  
business  
begins  
with**

**You.**

A diverse and inclusive team enriches the work environment for everyone and is a catalyst for the type of creative solutions we deliver to our clients with each opportunity. Recruiting, advancing, and creating a supportive environment for people of all races, genders, ethnicity, sexual orientations, religions, and backgrounds is important to us.

# You, our clients



## **Our Managing Partner Scott Kadish**

“When we say, ‘our business begins with you,’ we mean it. You are incredibly important to us, and we believe our commitment to diversity and inclusion enhances our ability to serve you, our clients, and makes our firm a better place to work for our attorneys and staff.

Our clients rely on us to find solutions to complex issues. Celebrating our differences and cultivating a diverse workforce maximizes our ability to find those solutions. A diverse workforce leads to a diversity of approaches, ideas, opinions, and thoughts. Embracing different perspectives helps us see issues from every angle and enables our attorneys to engineer creative, impactful solutions tailored specifically to the needs of each client.

In addition to helping better serve our clients, diversity in the workplace makes for a better, more interesting professional environment. Exposure to new ideas or ways of thinking encourages growth.

A diverse workplace creates an environment where our attorneys and staff can truly reach their potential.

Diversity is a cornerstone value at Ulmer. I hope the people and information highlighted in this short piece provide you with a clear picture of our ongoing dedication to diversity and inclusion.”

“Exposure to new ideas or ways of thinking encourages growth. A diverse workplace creates an environment where our attorneys and staff can truly reach their potential.”

# You, our community

“We also believe that true diversity and inclusion should extend beyond the walls of our firm. That’s why we use diverse vendor programs and engage in community outreach through a network of diverse organizations.”

## **Our Diversity and Inclusion Committee**

Ulmer’s commitment to diversity and inclusion is spearheaded by the Diversity and Inclusion Committee, which is co-chaired by Timothy Downing and Inajo Davis Chappell. Tim has served on the national board of directors of the Human Rights Campaign and has been a member since 2003. Inajo was named one of the “Most Influential Black Lawyers in America” by *Savoy Magazine*, and was recognized as a “Woman Worth Watching” by *Profiles in Diversity Journal*.



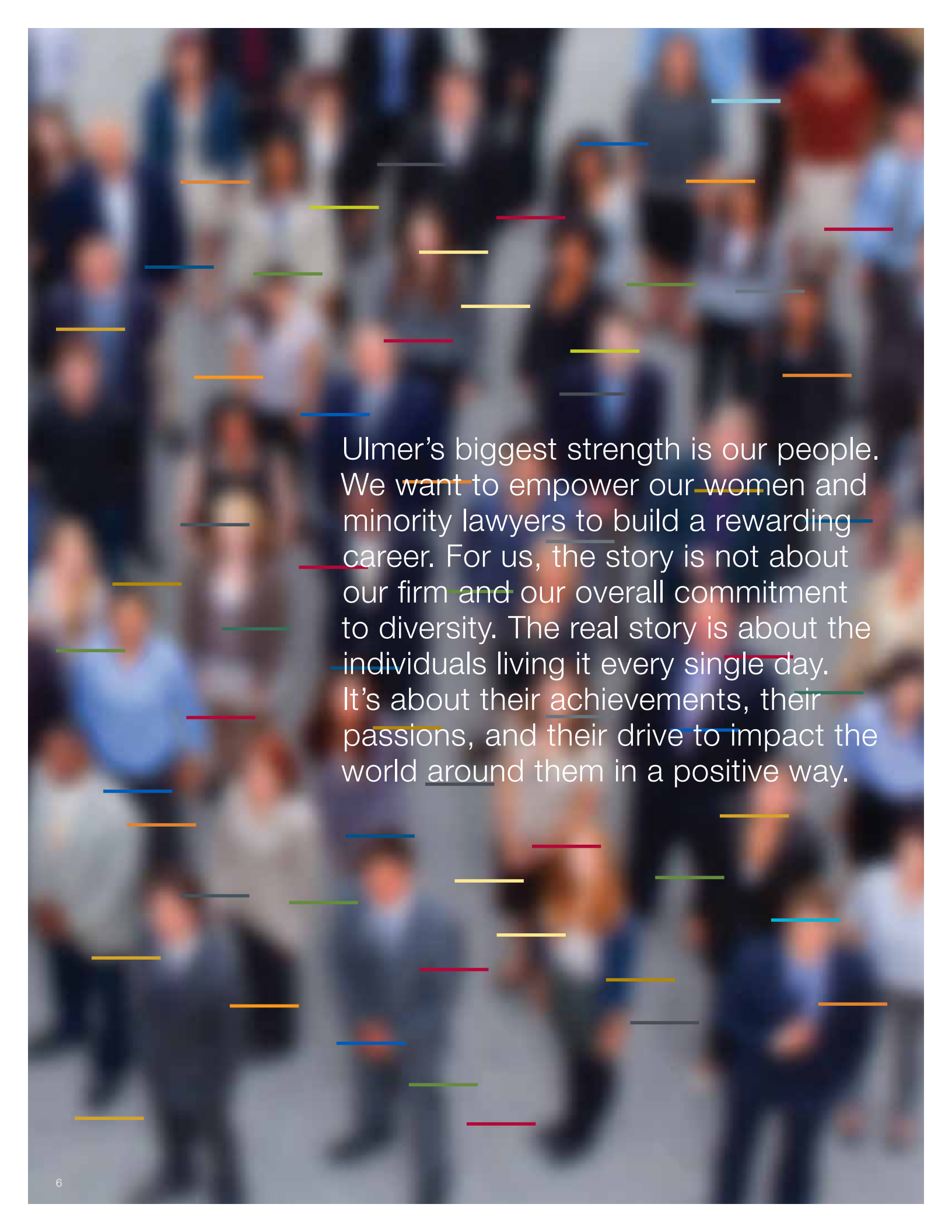
**TIMOTHY DOWNING PARTNER** **INAJO DAVIS CHAPPELL PARTNER**

“At Ulmer, diversity and inclusion are more than buzzwords. Through our Diversity and Inclusion Committee and with the support of attorneys and staff at every level of the firm, diversity and inclusion are tangible, measurable components of our daily life.

It starts with the recruitment, retention, and advancement of attorneys from diverse backgrounds. We think critically about the challenges unique to our diverse attorneys, and we take pride in addressing those challenges by providing resources, guidance, and opportunities for growth. Our Diversity and Inclusion Committee exists so that our diverse attorneys have a stable platform to pursue a career they love while being confidently and comfortably themselves.

We also believe true diversity and inclusion should extend beyond the walls of our firm. That’s why we use diverse vendor programs and engage in community outreach through a network of diverse organizations. We buy in at all levels of the firm, and it really shows in how our people engage with the community through volunteering, boards, and other activities.

This brochure is just a snapshot of our overall commitment to diversity and inclusion, but it is an important snapshot. We hope the stories we share here and the attorneys we highlight show what diversity means at Ulmer.”



Ulmer's biggest strength is our people. We want to empower our women and minority lawyers to build a rewarding career. For us, the story is not about our firm and our overall commitment to diversity. The real story is about the individuals living it every single day. It's about their achievements, their passions, and their drive to impact the world around them in a positive way.

# You, our people



## Yvette R. Simpson

Cincinnati — Yvette's story is one of giving back to the community. Throughout her career, Yvette has been a strong advocate for issues affecting women, children, and underserved communities. As a member of the Cincinnati City Council she has gone to bat for the disadvantaged in her community. Her work led to the establishment of the Youth Commission of Cincinnati, which is a consortium of individuals and organizations working together to improve the state of youth in Cincinnati. In 2017, Yvette took her passion for civic involvement to the next level by campaigning to be the next mayor of Cincinnati.



## Christine E. Watchorn

Columbus — In addition to being an active member of the firm's UB WILL – Women in Law and Leadership initiative, Christine is involved with The Women's Fund of Central Ohio, a public foundation committed to advocating for gender equality. A business litigator, Christine is also a member of P.E.O. International, a philanthropic educational organization that celebrates the advancement of women and provides access to education through scholarships, grants, awards, loans, and the stewardship of Cottey College.



## Thomas G. McIntosh

Cincinnati — Tom is an active volunteer in his community through his board participation with the University of Kentucky LGBTQ Alumni Group (PrideCats), which promotes fellowship among UK alumni who identify as part of an LGBTQ community as well as alumni who identify as friends of LGBTQ communities. A products liability litigator, Tom is also a committee member for the ProKids Run for Kids which supports ProKid's mission of providing more children in the child protection system with Court Appointed Special Advocates. He is president of the Cincinnati Alternative Volleyball Association, the city's LGBTQ volleyball league where people of all backgrounds and sexual orientations come together to compete.



## Henry A. Bailey, Jr.

Cleveland — A real estate attorney, Henry was appointed to the Board of Zoning Appeals for the City of Cleveland. In a letter announcing Henry's appointment, City of Cleveland Mayor Frank Jackson said, "the Board of Zoning Appeals is one of many Board and Commissions that directly affect the quality of life in our community." Mayor Jackson added that Henry's "leadership is critical to the growth of our community and is greatly appreciated." Henry also serves on the Diversity & Inclusion Committee of the Cleveland Metropolitan Bar Association. A graduate of Case Western Reserve University School of Law, he served as president of the Black Law Student's Association and was the recipient of the Martin Luther King, Jr. Award and the Diane Ethics Award.



## Patricia A. Shlonsky

Cleveland — Patty serves as Partner-In-Charge of Ulmer's Cleveland office. She's the first woman to hold such a position in Ulmer's 109-year existence. She also serves on the Management and Compensation Committees, and chairs the firm's Employee Benefits and Tax Practice Groups. Patty is highly active in the community as well. She is the vice president of the Cuyahoga County Public Library board of trustees and serves on the board of directors for the Center for Community Solutions, a nonprofit think tank addressing the needs of underserved communities. This year, Patty was honored by Crain's Cleveland Business as a "Women of Note" award recipient.



## Mary Forbes Lovett

Cleveland — Mary is a member of the firm's Management Committee and chairs the Real Estate Practice Group. She specializes in the development and financing of urban properties and was recognized by CREW, a business networking organization dedicated to advancing the achievements of women in commercial real estate, for her work related to the largest HUD-financed project in Ohio. Mary takes an active role in the community by utilizing her real estate experience to work with numerous economic and neighborhood housing organizations and serves as president of Heritage Ohio's board of advisors.



## Robin D. Miller

Cincinnati — Robin serves as vice chair of the firm's Business Litigation Department and co-chairs UB WILL – Women in Law and Leadership. Outside of the firm, Robin chairs the Cincinnati Chapter of the National Association of Women in Construction (NAWIC) and is instrumental in the group's largest fundraiser, the NAWIC Block Event. This program gives kids in grades one through six an opportunity to consider construction as a career path while providing fun, prizes, and a chance to compete regionally.



## Booker T. Coleman, Jr.

Chicago — Booker, a litigator representing business clients, is a member of The National Black Lawyers: Top 100 and has been involved in the ABA Young Lawyers Division, Choose Law program which encourages individuals of color to become attorneys. Through projects with the Choose Law program, students learn about the importance of the legal profession and how the law affects all aspects of their lives. Choose Law shares the wonderful and diverse opportunities available for individuals pursuing a legal career and lays out a clear path for students to follow.



# You, our people



## Dolores (Lola) Garcia Prignitz

Cleveland — Lola is the vice president of the Norman S. Minor Bar Association, northeast Ohio's black bar association, and serves on the Cleveland Metropolitan Bar Association's Diversity & Inclusion Committee. Outside of her practice, which concentrates on complex commercial litigation, Lola focuses on raising her children on Cleveland's near west side and building strong, family-based communities throughout the city. She previously served as a board member of Ohio City Inc., her neighborhood's community development corporation, and is active in the Near West Family Network, an organization focused on expanding education options and programs that support the long term success of the near west and downtown neighborhoods of Cleveland.



## William Yu

Chicago — Bill is a trial lawyer whose practice focuses on complex litigation for corporate clients. He is the past president of the Asian American Bar Association of the Greater Chicago Area, and serves on the board of advisors for the Korean American Bar Association. Bill was a 2013 fellow of the Leadership Council on Legal Diversity, a network of legal and business executives working to build a more open and diverse legal profession. He is a recipient of the National Asian Pacific American Bar Association 40 Under 40 Award.



## Manju Gupta

Cleveland — Throughout Manju's career, she has consistently been chosen to lead professional groups such as co-chairing the Cleveland Metropolitan Bar Association's Women's Section, co-chairing Northeast Ohio's Chapter of International Women's Insolvency & Restructuring Confederation, and starting and chairing Ohio's Chapter of Turnaround Management Association, NextGen Committee. Her practice focuses on complex business litigation, with a particular focus on federal contracting counseling and dispute resolution.



## Anisha A. Mehta

Chicago — Anisha counsels clients on trademark and unfair competition matters. Outside of her practice, she chairs the Advertising Internet Committee of the Intellectual Property Law Association of Chicago. She is a committee member of Chicago Women in IP, a networking and mentoring group for professional Chicago women in all stages of practice. Anisha is also an active member of the Chicago Bar Association through the Young Lawyers Section Moot Court Committee and the IP Law Committee.



## George R. Hicks, Jr.

Cleveland — George is a litigator who represents clients in the consumer finance, commercial banking, and commercial business sectors. He is a retired U.S. Navy Captain, and previously worked as in-house counsel at FirstEnergy where he managed complex litigation and a range of electrical utility regulatory issues. George is actively involved with Hawken School's partnership with an urban charter school to provide a youth summer enrichment program for more than 30 students. In that capacity, George spearheads the funding and is engaged in program development support.



## Daniela Paez

Cleveland — Daniela is a litigator representing corporate clients in complex business and financial services matters. She serves on the board of directors for Stella Maris, Inc., an organization that provides quality chemical dependency treatment and mental health services to people throughout Northeast Ohio. As a recipient of the Klatsky Human Rights Fellowship, Daniela previously worked as an intern in the LGBT Rights Program at Human Rights Watch. While studying at Case Western Reserve University School of Law, she was co-president of the Lambda Law Students Association, an organization dedicated to maintaining a supportive environment for LGBT individuals within the law school and the Cleveland community.



## Andrea Stone

Cleveland — Looking back to volunteering as a big sister with Big Brothers Big Sisters of Greater Cleveland, Andrea's legal career has centered on her passion for children's success. Focusing her practice on school law, she frequently represents public school districts in the provision of educational programming and services for disabled students. Andrea is a member of the Norman S. Minor Bar Association, and both the National and Ohio School Board Associations.

## Immigration Spotlight

At a time when the conversation around immigration in this country is as heated and uncertain as ever, Ulmer expanded its Immigration Practice with the acquisition of David Wolfe Leopold & Associates, the internationally-recognized immigration law practice led by David W. Leopold.

David and his team are a tremendous asset to the firm's clients and their employees who must navigate the complex U.S. immigration processes. A nationally recognized immigration lawyer, reform advocate, writer, and public speaker, David has dedicated his career to helping individuals, families, and businesses from every corner of the globe navigate the complex, often incredibly harsh web of U.S. immigration laws so they can lead safe, prosperous lives.

*"We take our role as advocates for immigrants' rights very seriously, and are committed to working with businesses to develop a dynamic and diverse workforce that includes talented professionals from across the globe." – David Leopold*



PICTURED LEFT TO RIGHT: KELLY BECKER, MICHAEL EIDAM, DAVID LEOPOLD, BRIANA FREEMAN, ANDREA LOPEZ

# UB WILL

UB WILL provides a platform that our women lawyers and clients use to promote their successes and share their stories. UB WILL remains a critical component of Ulmer's broader diversity and inclusion initiatives.

## Our platform for Ulmer's women lawyers and clients

Ulmer's Women in Law and Leadership (UB WILL) initiative is a driving force behind the firm's efforts to attract, retain, and advance women lawyers. UB WILL provides a platform that our women lawyers and clients use to promote their successes and share their stories. UB WILL remains a critical component of Ulmer's broader diversity and inclusion initiatives.

UB WILL hosts a variety of events throughout the year that bring women professionals together to network and celebrate achievements.

Recently, UB WILL hosted an event in Cleveland that featured LaDavia Drane, an Ulmer alumna, Cleveland native, and former Deputy Director of Congressional Affairs for the Hillary Clinton Campaign. Guests also heard from Connie Schultz, Pulitzer Prize winning journalist, nationally syndicated columnist, and professional in residence at Kent State University. In Cincinnati, UB WILL also hosted Judy Smith, President and CEO of Smith & Company, a full-service crisis management and communications firm in Washington D.C., and a former Bush Administration press aide. Her professional work served as the basis for the lead character in ABC's hit show "Scandal."

UB WILL also held an event headlined by Sarah Collins Rudolph, a survivor of a Ku Klux Klan bombing that took place in Birmingham, Alabama, on September 15, 1963. She was severely injured, lost permanent sight in her right eye, and suffered from post-traumatic stress. Her sister, Addie Mae Collins, and three other girls were killed that day. The horrific event and the aftermath that followed was a catalyst that drove civil rights forward in America.

In Columbus, UB WILL attorneys annually participate in the Keyholder event through The Women's Fund of Central Ohio, an organization that gives voice and visibility to the issues that impact women and girls everywhere. Recently, the Keyholder event featured Billie Jean King, a revolutionary tennis champion who broke down barriers on and off the court for women and girls in sports and beyond.



SARAH COLLINS RUDOLPH (CENTER)



# Our commitment to action

Joshua Gunter *The Plain Dealer*

## Putting diversity and inclusion into action

Here are a few ways we put our commitment into action.

- Sponsored the Diversity Center of Northeast Ohio's annual Walk, Rock & Run event. Funds raised during the event support the Diversity Center's School & Youth Programming initiatives.
- Hosted a CLE seminar aimed at educating participants on implicit bias and best practices for minimizing its influence.
- Annual sponsor of the Human Rights Campaign Gala and Silent Auction. More than 700 influential community members gather at this annual Gala to celebrate progress toward equality for the LGBTQ community.
- Sponsored the National Gay Games in Cleveland, Ohio. The Gay Games are an international sporting and cultural event held every four years. Launched in 1982, the Games invite participation from all athletes – regardless of sexual orientation, race, gender identity, sex, religion, nationality, ethnic origin, political beliefs, athletic or artistic ability, age, physical challenge, or health status. The Games offer a safe environment for LGBTQ competitors and are open to anyone 18 years or older. Typically, about 10% of participants are non-LGBTQ – often friends and family who participate to show their support.
- Black History Month — Each year Ulmer sponsors National Public Radio's coverage of Black History Month in February.
- The African American Cultural Gardens — Through sponsorship of The Association of African American Cultural Gardens, the firm supports their mission to promote education and encourage interest in African American culture and heritage by perpetuating a spirit of friendship among people of all nationalities.

The path to the legal profession for minority students can be uniquely challenging. Ulmer enthusiastically supports organizations and programs aimed at removing obstacles for minority students pursuing a career in law.

- Cincinnati Bar Association's Black Lawyers Association of Cincinnati (BLAC) Roundtable — Ulmer sponsors this organization of attorneys, judges, law firms, and law students whose mission is to further diversify the legal community of Cincinnati.
- Summer Work Experience in Law (SWEL) — Each summer, Ulmer's Cincinnati office hosts an African American intern to provide the student the opportunity to gain an appreciation of the rigors of a career in law and the preparation needed to be successful in such a career. SWEL targets primarily Greater Cincinnati African American high school seniors and college students.

Beyond recruiting, retaining, and advancing women and minority lawyers, Ulmer is committed to establishing and supporting charities, events, and sponsorships that serve as a platform for diverse people and ideas.

- Midwest Region Minority Recruitment Conference in Chicago, Illinois — Ulmer supports this organization which is coordinated by the Black Law Students Association and includes students and schools from across the Midwest.



ULMER SUPPORTS THE **THE AFRICAN AMERICAN CULTURAL GARDENS**

- Minority Clerkship Program (MCP) — An active participant in the clerkship program, Ulmer welcomes law students each year. Coordinated by the Cleveland Metropolitan Bar Association, the MCP is a competitive program placing 1L law students in firms, companies, and the public sector.
- Midwest Region Academic Retreat — Ulmer has supported this retreat which is coordinated by the National Black Law Students Association. This event offers academic and career information to minority students attending law schools located across multiple states.
- Tri-State Diversity Recruiting Program — Ulmer has participated in and financially supported this two-day recruiting event for minority law students from Indiana, Kentucky, and Ohio.
- The firm is involved with the Cleveland Metropolitan Bar Association's Diversity & Inclusion Initiative, which actively promotes diversity and inclusion within the legal profession, justice system, and in the community. Through its involvement in this initiative, the firm participates in the CMBA's Diversity & Inclusion Career Fair, which connects Cleveland's diverse pool of professionals directly with employers.

# We are doing even more

A commitment to diversity is more than just looking in the mirror. We want our efforts to radiate into the communities and economies where we live and work.

## Going further...

From a vendor diversity program to commissioning works of art from diverse artists and creators, we continue to put initiatives into practice that support diversity in the communities where we live and work. A commitment to diversity is more than just looking in the mirror. We want our efforts to radiate into the communities and economies where we live and work.

- Artwork — The firm commissioned an original piece by celebrated Cleveland artist Hector M. Vega. Born in Gurabo, Puerto Rico, and influenced by his heritage, Vega's artistic expressions are visually stimulating works that embody life and energy. Vega is also known for his art contributions to auctions which benefit numerous local nonprofit organizations.

- Vendor Diversity — To continue our initiatives outside of the firm, Ulmer requires all current and new vendors and suppliers to complete a diversity questionnaire, identifying minority-owned, women-owned, veteran-owned, and or qualified small businesses. This directive provides the firm with more insight into the companies we do business with and helps the firm make educated choices about choosing vendors that align with our overall diversity and inclusion initiatives.

Ulmer also participates in targeted programs that work to attract diverse talent including Ohio Business Competes, a business-led organization committed to achieving workplace nondiscrimination policies at the state level in order to attract the best and brightest talent to grow Ohio's economy, support for the Cleveland Metropolitan Bar Association's first-of-its-kind role in the sector, which will hire a legal inclusion director whose job will focus on recruiting diverse attorneys to Northeast Ohio, and work with the Greater Cincinnati Minority Counsel Program which is comprised of business members and encourages the hiring of minority attorneys for corporate legal work.

## **Our commitment to you**

The professionals at Ulmer understand that every single client brings an important relationship to our firm. We are committed to understanding your legal and business goals and are dedicated to achieving them as efficiently, skillfully, and effectively as possible. Our commitment is to deliver exceptional value, avoid surprises, and help you find the solutions and results that make sense for you. We will do all of this with the highest degree of professionalism and ethics. We will bring a can-do attitude to our relationship with you, and our eye will be on practical, meaningful results and a service level that meets or exceeds your expectations.

Ulmer provides comprehensive legal services to an international client base from our locations in Cleveland, Columbus, Cincinnati, Chicago, and Boca Raton. Our attorneys represent companies of all sizes across a wide spectrum of industries, including publicly traded and privately held companies, financial institutions, pharmaceutical companies, hedge funds, private equity funds, international joint ventures and affiliations, investor groups, emerging businesses, public bodies, and nonprofit organizations. Since the firm's founding in 1908, Ulmer has had just four managing partners, which speaks to the consistency of our mission: solving our clients' issues with pragmatic counsel of the highest quality.



Our business begins with you.<sup>SM</sup>