

2016 DIVERSITY REPORT

*Propelling Diversity Forward
to Achieve Excellence*

BALCH
& BINGHAM LLP

ALABAMA

FLORIDA

GEORGIA

MISSISSIPPI

WASHINGTON, DC

BALCH & BINGHAM IS **COMMITTED** TO MAINTAINING A **DIVERSE** AND **INCLUSIVE** WORKPLACE FOR ALL. WE UNDERSTAND THAT ACHIEVING **GREATER DIVERSITY** IS ESSENTIAL TO DELIVERING **EXCELLENT** SERVICE TO OUR CLIENTS. WE ARE **DEDICATED** TO PROVIDING A WORK ENVIRONMENT WHERE PEOPLE OF **ALL** BACKGROUNDS, AGES, COLORS, GENDERS, RACES, NATIONAL ORIGINS, RELIGIONS, SEXUAL ORIENTATIONS OR DISABILITIES ARE **VALUED** FOR THEIR PERSPECTIVES, SKILLS AND TALENT.

- Diversity Committee Mission Statement

A LETTER FROM THE BALCH DIVERSITY CHAIR AND CO-CHAIR

We celebrated many great successes this past year. As 2017 approaches, we plan to continue our momentum forward. Partnering with our clients to promote and encourage diversity initiatives in their respected professions is a critical goal for the upcoming year. We are proud of our attorneys who are serving on industry-leading boards in 2017 that will help advance and address workplace diversity and inclusion best practices, and we encourage members of our firm to continue engaging with similar organizations.

As always, we welcome your feedback and look forward to working together to advance diversity initiatives in our communities and in the legal industry. Please feel free to reach out to us via email at dkauffman@balch.com or kpate@balch.com.

Sincerely,



Doug Kauffman
Doug Kauffman
Diversity Committee Chair



Kelly Pate
Kelly Pate
Diversity Committee Co-Chair

DIVERSITY COMMITTEE MEMBERS

Leslie Garrett Allen

Tashwanda Pinchback-Dixon

Kerra Hicks

Kelly Pate

Matthew Ames

Mike Edwards

Doug Kauffman

Riley Roby

Lisa Arrington

Tara Ellis

Peter LeJeune

Mary Forman Samuels

Kimberly Bell

Elizabeth Flachsbart

David Miceli

Barrie Wilson

Steven Burns

Max Galiana

Jenelle Evans McGraw

» 2016 YEAR IN REVIEW

We are proud of our work in 2016, which yielded many community partnerships, firm-hosted events and a steadfast commitment to building a more diverse legal community. Please find below our highlights.

WINTER 2016

- Balch and Southern Company Partner to Offer Joint Summer Clerkship Selected From the Diversity “Boot Camp” Initiative
- Balch Hosts Birmingham Civil Rights Activist and Renowned Author for Black History Month Luncheon
- Balch’s Doug Kauffman Serves as Keynote Speaker at Auburn University’s Diversity & Inclusion Best Practices Conference
- Alabama State Bar Young Lawyers Section Educates Alabama High School Students on Justice System
- Birmingham UNCF Honors the Future of Today’s Youth with Annual Masked Ball
- Balch Appoints Debra Lewis as Retention and Engagement Officer

SPRING 2016

- Balch Celebrates Women’s History Month
- Women’s Co-Mentoring Program Encourages Mentorship Among Balch Female Attorneys
- Momentum Conference Empowers Alabama Women to Lead
- Balch Celebrates The University of Alabama’s Black Law Student Association’s 15th Annual Banquet
- Balch Attorneys Named Members of Birmingham Bar Association’s New Diversity and Inclusivity Committee



Jennifer Buettner, Southern Nuclear; O. Tameka Wren, talent partner with BBVA Compass Bank; JEREMY RETHERFORD, partner in the firm’s Birmingham office; and BRANDI POWE, attorney in the firm’s Birmingham office, at the 15th Annual BLSA Banquet.

SUMMER 2016

- Fusion Event Honors Birmingham's Best in Minority Business Awards
- Balch's Montgomery Office Honors the 55th Anniversary of the Freedom Rides
- Balch's Atlanta Office Treats Female Clients to a Showing of "Beautiful: The Carole King Musical" at the Fox Theatre
- Sixth Annual Susan B. Livingston Book Camp for Success Welcomes 36 Students



The Honorable Myron H. Thompson and clerks at the Freedom Rides event.

FALL 2016

- Balch Women Nominated to Momentum Birmingham's Leadership Class and Board of Directors
- Clark Cooper Appointed to ABA Section of Litigation's Diversity and Inclusion Committee
- Balch Attorneys Join Montgomery Area Chamber of Commerce for its Ninth Diversity Summit
- Balch Partners with the Human Rights Campaign to Support Inclusive Workplace Policies for the LGBTQ Community
- Balch Celebrates Diverse Attorneys at ABA Section of Litigation's Professional Success Summit in Atlanta
- Balch Joins Magic City Bar Association for its 2016 Scholarship Banquet



Balch attorneys from our Birmingham office attended the Magic City Bar Association 2016 Scholarship Banquet. Pictured are ALAN ROGERS, partner, and KIMBERLY BELL, attorney.

»» “THE BIRMINGHAM
BAR ASSOCIATION’S
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IS COMMITTED TO
WORKING ON CLEs,
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INCLUSIVITY WITHIN
THE BAR.”

- Kimberly Bell, attorney in the firm’s Birmingham office



» SERVING OUR COMMUNITY

BING EDWARDS NAMED TO BIRMINGHAM CIVIL RIGHTS INSTITUTE BOARD OF DIRECTORS

BING EDWARDS, partner in the firm's Birmingham office, was named to the Birmingham Civil Rights Institute (BCRI) Board of Directors. The BCRI is a cultural and educational research center that promotes a comprehensive understanding and appreciation for the significance of civil rights developments in Birmingham with an increasing emphasis on the international struggle for universal human rights. Each year, BCRI reaches more than 140,000 individuals through teacher education, group tours, outreach programs, award-winning after-school and public programs, exhibitions, and extensive archival collections. The board is involved in incorporating the institute into Birmingham's Civil Rights District as a national historic park.

BALCH ATTORNEYS NAMED MEMBERS OF BIRMINGHAM BAR ASSOCIATION'S NEW DIVERSITY AND INCLUSIVITY COMMITTEE

Two Balch attorneys, KIMBERLY BELL, attorney in the firm's Birmingham office, and DEBRA LEWIS, partner in the firm's Birmingham office, were appointed members of the Birmingham Bar Association's new Diversity and Inclusivity Committee. The committee is dedicated to exploring how the Bar can promote and encourage inclusion and diversity within the legal industry. The committee is also working on CLEs, community outreach, and brainstorming ways to encourage diversity and inclusivity within the Bar. Balch is enthusiastic to see the important initiatives enacted by the committee members and appreciates the Birmingham Bar Association's leadership in this area.

CLARK COOPER APPOINTED TO ABA SECTION OF LITIGATION'S DIVERSITY AND INCLUSION COMMITTEE

CLARK COOPER, partner in the firm's Birmingham office, was appointed to the American Bar Association Section of Litigation's Diversity and Inclusion Committee. The committee strives to represent the best in legal talent from all backgrounds and to develop and promote an all-around inclusive pool of leaders at all levels of the Litigation Section. Ensuring that traditionally underrepresented groups work at every level of the section is at the core of the committee's mission for a diverse and inclusive environment.

"It is my privilege to serve on the ABA's Diversity and Inclusion Committee," said Clark. "Diversity and inclusion benefits everyone as it attracts top talent from different backgrounds who can share their unique perspectives resulting in a superior work product for attorneys and clients."

In his role as a member of the Diversity and Inclusion Committee, Clark will meet with the Litigation Section several times throughout the year at annual meetings across the nation. The Section hosted two new summits this year to focus on diversity and inclusion. The firm sponsored the Professional Success Summit in Atlanta on November 14 – 16, 2016, which offered attorneys two full days of CLE, networking, and skill-building exercises designed to help advance their careers to the next level. The second event is a LGBT Forum in San Francisco on May 2, 2017. The forum is a conference directed to LGBT litigators, allies, and issues. For more information about these events, please [click here](#).

» SERVING OUR COMMUNITY

BALCH WOMEN NOMINATED TO MOMENTUM BIRMINGHAM'S LEADERSHIP CLASS AND BOARD OF DIRECTORS

This year, two members of our firm became notably involved in Momentum Birmingham, a professional development program for women that identifies top-level candidates to address the unique challenges facing women in leadership positions. Our JENELLE EVANS MCGRAW, partner in the firm's Birmingham office, was appointed to Momentum's Board of Directors, and LISA ARRINGTON, human resources director at Balch, was accepted to Momentum's 2016 – 2017 leadership class.

Since 2002, the program has accepted approximately 25 women each year to participate in its nine-month curriculum, which is designed to provide tools and resources to inspire and educate women to serve in leadership roles; network these leaders to learn and work on problems together; enhance the image of executive women in business and community; and attract and retain the nation's brightest women to help solve business and community challenges.

The specialized curriculum was developed to meet the skills building, mentoring, and networking needs of its participants. Leadership class members must hold a minimum of 10 years of high-level professional or civic experience in her career and community, possess significant management experience, demonstrate leadership in high-level projects or initiatives, and demonstrate strong written and verbal communication skills.

BALCH HOSTS BIRMINGHAM CIVIL RIGHTS ACTIVIST AND RENOWNED AUTHOR FOR ITS BLACK HISTORY MONTH LUNCHEON

In February, Balch engaged in numerous activities to celebrate the accomplishments of African-American individuals who advocated for equal rights in our country, as well as the strides taken by black attorneys who supported and created diversity in the legal profession, in honor of Black History Month.

One of the activities included a Black History Month Luncheon, hosted by the firm in our Birmingham office on February 16, 2016. STEVEN BURNS, partner in the firm's Birmingham office, coordinated a special guest speaker for the event – Carolyn Maull McKinstry, author of "While the World Watched."

Carolyn is a lifelong member of the Sixteenth Street Baptist Church in Birmingham, a church with a predominantly black congregation that served as a meeting place for civil rights leaders. She was present on September 15, 1963, when the church was bombed and four of her young friends were killed. Carolyn was one of the thousands of students hosed by firemen during the 1963 civil rights marches and survived a second bomb explosion that destroyed much of her family's home in 1964. It was a special opportunity to hear Carolyn share her moving life story and her wise words regarding diversity, inclusivity, and reconciliation.



Steven Burns, partner in the firm's Birmingham office, and Carolyn Maull McKinstry, author of "While the World Watched."

»» “MY MOMENTUM YEAR WAS ONE OF THE MOST SATISFYING YEARS OF MY CAREER. EACH DAY, I APPLY THE LESSONS LEARNED AND RELATIONSHIPS BUILT IN THAT YEAR. I AM HONORED TO BE SELECTED TO SERVE ON THE BOARD AND TO CONTINUE TO CARRY ON MOMENTUM’S MISSION.”

- Jenelle Evans McGraw, partner in the firm’s Birmingham’s office



»» “IT WAS AN HONOR FOR OUR FIRM TO HELP PROVIDE SCHOLARSHIP FUNDS TO DESERVING LAW SCHOOL STUDENTS. I ENJOYED MEETING ONE OF THE SCHOLARSHIP RECIPIENTS FOLLOWING THE MAGIC CITY BAR ASSOCIATION SCHOLARSHIP BANQUET. WE WERE HAPPY TO BE A PART OF THIS WONDERFUL PROGRAM.”

- Brandi Powe, attorney in the firm's Birmingham office



» CAREER DEVELOPMENT

BALCH CELEBRATES THE UNIVERSITY OF ALABAMA'S BLACK LAW STUDENT ASSOCIATION'S 15TH ANNUAL BANQUET

Balch joined The University of Alabama's Black Law Student Association (BLSA) on March 24, 2016 for its 15th Annual BLSA Banquet at the Harbert Center in Birmingham. The event, which was hosted by members of the BLSA organization, awards scholarships to pre-law students and current BLSA members who excel in written essays. This year's keynote address was delivered by Kendra Brown, policy director for the Congressional Black Caucus in Washington, D.C. Additional speakers included Les Williams, chief revenue officer at Risk Cooperative in Washington, D.C., and Ed Lee, executive director of forensics at Emory University.

SUMMER ASSOCIATES REFLECT ON BOOT CAMP EXPERIENCES AND BEST PRACTICES THAT POSITIONED THEM FOR SUCCESS

Six Susan B. Livingston Boot Camp for Success alumni joined Balch as summer associates in our Montgomery and Birmingham offices this year. Whitney Jacobs, a boot camp alumna and former summer associate, sat down with us to share insights about her experience. Whitney attended Boot Camp prior to law school and credits the event to her success both as a law student and summer clerk. From legal writing tips to networking opportunities, Boot Camp provided a significant professional growth opportunity for this promising future attorney early on in her legal career.

MEET WHITNEY JACOBS



Whitney is from Columbus, Georgia, and is the first member of her extended family to graduate from college. After completing her undergraduate studies at the University of Georgia, she worked on Capitol Hill where she discovered her interest in environmental law. Whitney then completed a master's program in environmental science knowing she would eventually attend law school. She is currently a 3L at the University of Florida's Fredric G. Levin College of Law. Whitney attended Boot Camp during the summer of 2014 and returned as a panel participant in 2015. In addition, Whitney clerked for Balch in 2015 and 2016.

“

As a law student, lawyers always offer you advice, which can be overwhelming at times. Boot Camp was a very structured and guided approach to giving advice – it gave me great takeaways that have been helpful to me. They advised us to start projects early, to not procrastinate, to stay on top of things, and essentially, to treat law school like a job. That really stuck with me and had an impact on my grades during the first year of law school.”

BALCH JOINS MAGIC CITY BAR ASSOCIATION FOR ITS 2016 SCHOLARSHIP BANQUET

In November, Balch was proud to sponsor the Magic City Bar Association's Scholarship Banquet in Birmingham. At the banquet, scholarships totaling \$10,000 were awarded to deserving minority students attending law school throughout Alabama. Attorneys in attendance from the firm's Birmingham office were DOUG KAUFFMAN, partner and chair of the Diversity Committee; BRANDI POWE, attorney; ALAN ROGERS, partner; and KIMBERLY BELL, attorney. Kimberly served on both the Hospitality and Finance Committees for the banquet. The event also featured a keynote speaker, the Honorable Vanzetta Penn McPherson, U.S. Magistrate Judge (Ret.), Middle District, Alabama.

» PROMOTING EQUALITY & INCLUSION

DOUG KAUFFMAN SHARES INSIGHTS ON DIVERSITY INITIATIVES AT AUBURN UNIVERSITY ACADEMIC RETREAT AND ITS DIVERSITY & INCLUSION CONFERENCE

DOUG KAUFFMAN, Diversity Committee chair and partner in the firm's Birmingham office, joined Auburn University administrators at their Annual Academic Retreat on August 10, 2016, to share his insights on businesses making meaningful progress toward adapting communications styles while legally enacting diversity initiatives within their organizations. Earlier this year, Doug presented on a similar topic, "Challenging Paradigms, Igniting Innovation & Promoting Results," during his keynote address at Auburn University's 2016 Diversity & Inclusion Best Practices Conference.

BALCH PARTNERS WITH THE HUMAN RIGHTS CAMPAIGN TO SUPPORT INCLUSIVE WORKPLACE POLICIES FOR THE LGBTQ COMMUNITY

For the second year, Balch sponsored the LGBTQ Workplace Inclusion Conference on October 14, 2016 at the Harbert Center. The firm partnered with The Human Rights Campaign and other local corporate leaders such as Books-A-Million, Alabama Power, and BBVA Compass for this year's event. The conference included the latest discussions around the Corporate Equality Index, inclusive workplace policies for the LGBTQ community, and featured a panel discussion with Alabama Power.

Patrick T. Scarborough, manager of compliance and technical services at Southern Company Services Fleet Operations and Trading, is a member of The Human Rights Campaign's Board of Directors, where he serves as the first member from the state of Alabama.

"Spreading practical information and best practices regarding the LGBTQ community in the workplace is an invaluable step for businesses - and more importantly, is the right thing to do," said Patrick. "We greatly appreciate Balch's leadership and involvement in joining together as a part of the collective voice of the greater Birmingham business community to further explore this area and share experiences."

BALCH CELEBRATES INFLUENTIAL FEMALE ATTORNEYS DURING WOMEN'S HISTORY MONTH

In March, Balch celebrated Women's History Month by recognizing the significant contributions of female attorneys who paved the way for women in the legal industry. In honor of these profound women, KATY OTTENSMEYER, partner in the firm's Birmingham office, and JENELLE EVANS MCGRAW, partner in the firm's Birmingham office, discussed the contributions of Arabella Mansfield, the United States' first female attorney, Constance Baker Motley, the United States' first black female federal judge, and Sandra Day O'Connor, the first female supreme court justice, in an enlightening video about their historical impact. To learn more about these women and their contributions to the legal industry, you can view the video here.

KELLY PATE APPOINTED TO THE ALABAMA STATE BAR'S DIVERSITY COMMITTEE

KELLY PATE, co-chair of the firm's Diversity Committee and partner in the Montgomery office, was recently appointed to the Alabama State Bar's Diversity Committee. In this role, she will serve as the chair of the Diversity Development Subcommittee. The subcommittee's work will include outreach efforts with local minority bar associations to identify programing needs and mechanisms to provide increased opportunities for participation of Alabama's diverse lawyers in the Alabama State Bar. The Alabama State Bar is committed to advancing the principles of racial, ethnic, gender, age, and geographic diversity in the profession.

»» “AS CHAIR OF THE ALABAMA STATE BAR DIVERSITY COMMITTEE’S DEVELOPMENT SUBCOMMITTEE, I PLAN TO WORK TO IDENTIFY MODEL DIVERSITY PROGRAMS FOR ADAPTATION IN ALABAMA AND DEVELOP ADDITIONAL PROGRAMS TO ENCOURAGE MINORITY PARTICIPATION AT THE STATE LEVEL.”

- Kelly Pate, partner in the firm’s Montgomery office and co-chair of the Diversity Committee



» COMING IN 2017

BALCH ATTORNEYS SPEARHEAD HISPANIC INITIATIVE

Over the next year, MAX GALIANA, attorney in the firm's Atlanta office, and MATEO FORERO, attorney in the firm's Birmingham office, will lead an initiative to help support the success and advancement of members of the Hispanic legal community. Currently in the early stages of development, Max and Mateo plan to focus the initiative on community involvement and recruitment.

DIVERSITY SPEAKER SERIES

In 2017, Balch looks forward to hosting a series of diversity speakers throughout the year. The series will include compelling and thought-provoking discussions with speakers on a variety of subjects. The goal of the speaker series is to help build awareness and understanding by discussing a wide arrange of topics, ideas and perspectives. For more information regarding the series, please contact DOUG KAUFFMAN at dkauffman@balch.com.



*MATEO FORERO, attorney in the firm's Birmingham office, and
MAX GALIANA, attorney in the firm's Atlanta office*



Balch & Bingham looks forward to 2017 with
a continued dedication to our colleagues,
clients and communities.



BALCH

& BINGHAM LLP

No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers.

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