CURRENT FOCUS AND ACTION ITEMS

Provide Resources to our Attorneys and Staff:

- Provide educational forums to increase knowledge of historical and current aspects of racism, sexism, sexual orientation and other similar topics
- Provide educational forums on topics that are inclusive of the experiences of other diverse groups including Latino/Latina/Latinx/Hispanic, Indigenous, Asian, LGBTQ+ and women
- Create space on the firm’s intranet to facilitate internal resource sharing (e.g., books, movies, podcasts)

Sustain Momentum Through Internal Actions:

- Re-double the Firm’s ongoing efforts and resources to attract, hire, develop, retain and promote to leadership roles diverse talent at all levels of the Firm
- Increase and develop diverse talent and leadership opportunities for client teams
- Ensure more diverse representation on the D&I Committee
- Continue internal listening sessions and discussions
- Develop detailed, ongoing training programs, including verifiable metrics for self-evaluation and auditing
- Through attorney evaluations, recognize contributions for meaningful internal/community involvement
- Continue to identify and prioritize actions that focus on each person’s highest and best use of their skills, where they have passion and where they can make a sustainable impact for the Firm
- Provide consistent and ongoing communications and updates

External Action Consistent with Our Mission Statement:

- Continue to provide external programming in collaboration with and for the benefit of the legal industry
- Continue to participate in Greater Cleveland Partnership’s “CommitCLE” to support local diverse businesses through intentional engagement with minority vendors and suppliers
- Continue to support gender equity programs and organizations, such as Gender Equity in the Legal Industry (GELI) and the Leadership Council on Legal Diversity (LCLD)
- Continue to look for opportunities to provide leadership in the legal industry including: (i) coordinate additional community conversations and follow through associated with hosting diversity summits, (ii) continue to serve as the Cleveland City Lead for the LCLD Mentoring Program, continue to encourage attorneys in other Calfee markets to serve as mentors to their cities’ LCLD Mentoring Programs, continue to support diverse Calfee attorney participants in LCLD’s Fellows and Pathfinders Programs and support the mission and activities of the LCLD; and (iii) maintain focused mentoring/training programs, such as our long running work study program with St. Martin de Porres.
2019-2020 DIVERSITY AND INCLUSION ACTIONS COMPLETED

- In collaboration with Calfee’s Hiring Committee, worked to ensure a diverse slate of candidates is considered in every hiring decision
- Developed and implemented a program to increase the firm’s discretionary spending with minority/diverse vendors and suppliers
- Presented education program, “LGBT 101”
- Organized and hosted the inaugural 2020 Northeast Ohio Summit on Diversity in the Legal Profession event with LCLD in collaboration with local law schools, corporate legal departments and law firms
- Commissioned the nonprofit organization, Shooting Without Bullets to curate an art exhibit created by the organization’s Black youth artists; the exhibit, “BLACK YOUTH [Avant-garde]” was displayed in Calfee’s Cleveland office lobby in February 2020 during Black History Month
- Hosted a Black History Month educational program for all Calfee attorneys and staff members featuring Amanda D. King, J.D., founder of the nonprofit Shooting Without Bullets and co-producer of the documentary, “UNDEREXPOSED;” the program included a viewing of the documentary and a panel discussion with several of the featured Black youth artists

ONGOING PROGRAMS/SPONSORSHIPS

- Asian Pacific American Law Student Association (APALSA) Midwestern Chapter
- Calfee Diversity Mentorship
- City of Cleveland Hispanic Heritage Month
- Cleveland Metropolitan Bar Association 3Rs Program
- Cleveland Metropolitan Bar Association’s Diversity and Inclusion Seminar
- College Now Greater Cleveland
- Columbus Bar Association Minority Clerkship Program
- Columbus Women’s Commission
- Commission on Economic Inclusion (via the Greater Cleveland Partnership)
- Delta Sigma Theta
- The Diversity Center of Northeast Ohio
- Gender Equity in the Legal Industry
- Greater Cleveland Chinese Chamber of Commerce
- Hispanic National Bar Association
- Leadership Council on Legal Diversity (LCLD)
- Legal Aid Society of Cleveland
- The Links, Incorporated
- Norman S. Minor Bar Association
- Ohio Business Competes
- Oyler School A.P. Hampton Mentoring Program
- Pro Bono Partnership of Ohio
- St. Martin de Porres Work Study Program
- Shaw High School Mock Trials
- United Way Women’s Leadership Council
- Women for Economic Leadership Development

CALFEE DIVERSITY & INCLUSION COMMITTEE’S MISSION STATEMENT

Our philosophy is to treat every person with dignity and respect. Our goal is to balance the execution of our business strategy with genuine concern for the people that are Calfee. At Calfee, we create a welcoming atmosphere for everyone who works here. We value what each person brings to the table and believe diversity of backgrounds, experiences and thought leads to creative solutions for our clients.