



## Letter from Diversity & Inclusion Partner



Dawn Siler-Nixon

As we continue at Ford & Harrison to be on the cutting edge of our practice area, we are also setting the pace for diversity and inclusion. In today's tough, competitive business environment people want to feel valued for their contributions. That value sought is not always monetary. It may involve managing in a different manner to create an environment where all people can fully engage, participate and contribute in the workplace, thus utilizing their differences in order to meet business needs while creating an atmosphere of mutual respect and appreciation that supports effective collaboration. A combination of fresh thinking and expertise is the most powerful ammunition an organization can add to its arsenal. The more organizations focus on creating an inclusive culture, the better opportunity they have to demonstrate agility in overcoming today's economic barriers. It is our focus at Ford & Harrison to meet these challenges and continue to change our culture to create and expand upon our inclusive workplace environment. To achieve this balance we have developed a new Direction Statement and Strategic Objectives to not only help chart our course over the next three years, but to hold us accountable to the objectives we have established. As clearly projected in the **Ford & Harrison Direction Statement** - "Our goal is to build and sustain an inclusive workplace that mirrors the increasing diversity of our clients and the communities we serve and that will enable the firm to attract and retain top talent and cultivate long-term client relationships."

To achieve this goal, we have narrowed our focus to three key **Strategic Objectives**:

- I. Recruit, Retain, Advance** – Integrate recruitment, retention and advancement into our firm's overall objectives, through continuing to create partnerships within the community, develop an environment that is truly supportive of change and fosters good working relationships and create an achievable pathway to advancement within the firm;
- II. Create a Better Workplace** – Foster a culture and work environment that focuses on developing a tailored plan for internal and external mentoring and opportunities for cross cultural dialogue to eliminate subtle bias and stereotyping and open minds to alternative solutions;
- III. Create an Engaged Workforce** – Develop and implement a plan for utilizing the firm's "assets" – its members – to create a culture of inclusion through innovation, collaboration and risk taking for change.

We have developed and are in the process of implementing a three-year plan that includes specific metrics designed to ensure that we meet and exceed the goals established through these Strategic Objectives. We are excited to share with you through this publication some of the exciting projects, events and activities that flow from our focused efforts on diversity and inclusion. Ford & Harrison is Moving Forward!

# Ford & Harrison Proudly Supports Boys & Girls Clubs of Central Florida with its Annual Youth of the Year Fundraiser



Author: Kay Wolf,  
Orlando office

Ford & Harrison was excited to once again sponsor the Boys & Girls Clubs of Central Florida's (BGCCF) signature event – **"Celebrate The Children 2010."** On Friday, April 23, five of our lawyers joined three BGCCF club members at a table sponsored by Ford & Harrison to support and celebrate the Boys & Girls Club members and their bright futures ahead. We were presented with an amazing opportunity, along with other business leaders within the community, to mix and mingle with community leaders and emerging youth at a reception. We were then amazed during a dinner program that included club members performing and an inspirational speech from the BGCCF outstanding Youth of the Year. Through our support we were able to help support at-risk children throughout the Central Florida community.

The BGCCF serves kids ages 6 – 18 and has made an amazing difference in the lives of youth throughout the state and country and has successful collaborations with a wide variety of organizations and agencies serving Orange, Osceola, Brevard and Seminole counties. Through these partnerships, the BGCCF works to increase the overall impact and effectiveness of services to at-risk children and their families. Ford & Harrison has partnered with the BGCCF to invest in "our kids" through this and other local programs designed to keep the kids safe while preparing our youth for tomorrow. These youth are our future workforce and productive citizens and Ford & Harrison wants to continue to help bring about the "positive outcomes," including a higher graduation rate and lower crime rates, that we have seen in the past.

## Ford & Harrison Helps With the Haitian Relief Efforts



The devastating Haitian earthquake in January 2010, and the harsh aftershocks, effectively destroyed Haiti's capital city, Port-au-Prince, and several key buildings such as the Presidential Palace, the Haitian Parliament building, the UN mission headquarters and the National Cathedral. Most importantly, the earthquake resulted in many people being injured and thousands of lives being lost. Thousands of Haitians lost their homes and were in dire need of medical attention/supplies, food, water, clothing and shelter. Ford & Harrison, along with other local firms and lawyers, joined Doctors Without Borders to make a difference in the lives of individuals they had never met or even seen. Doctors Without Borders is an international medical humanitarian organization created by doctors and journalists in France in 1971. Today, Doctors Without Borders provides aid in nearly 60 countries to people whose survival is threatened by violence, neglect or catastrophe. In 1999, Doctors Without Borders received the Nobel Peace Prize for its efforts.

Within one evening, Ford & Harrison helped to raise thousands of dollars for relief efforts, including food, water and medical supplies. Ford & Harrison's efforts were based not only on our interest in helping others, but on our many personal connections, including family and friends who were in Haiti during the earthquake.

In addition to the fundraising efforts with Doctors Without Borders, Ford & Harrison circulated throughout its 18 offices information on trusted organizations that were confirmed to be providing specific relief on the ground to the Haitian people. Many in our firm individually supported the relief efforts and their donations were matched dollar for dollar through our firm's Matching Gift Program.



Author: Bill Radford,  
Miami office

# Ford & Harrison Helps Lead the Florida Diversity Council

Ford & Harrison sponsored and participated in the inaugural “Florida Diversity and Leadership Conference.” The theme for 2010 was “DiversityFIRST™.” Individuals and corporations around the state participated in this conference, which continued the statewide dialogue on diversity and inclusion. The breakout sessions provided the opportunity for open dialogue regarding diversity best practices and an opportunity to benchmark where the participants’ organizations stand on these important issues. The major focus of the National Diversity Council, which sponsored this event, is to encourage leaders to discuss issues, challenge attitudes, and promote organizational change that supports the ideal of “Diversity FIRST™.”



Author: Tracey Jaensch,  
Tampa office

The conference boasted over 20 nationally renowned speakers, including Ford & Harrison’s own Tracey Jaensch (Tampa Office Managing Partner), and 12 different breakout sessions. All presented very passionate and personal accounts of their experiences with diversity in America and as leaders. Their presence and presentations were inspiring to conference participants. The unique perspectives on diversity were transcended by the common thread of great respect for the human dignity of all. They also shared the stage for being recognized as trailblazers in some aspect of their lives and sincerely and passionately delivered messages of hope that Florida and this nation would truly embrace the words of our forefathers who penned the critical tenets of diversity in the opening statement of the Declaration of Independence, “We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.” It was a wonderful opportunity for Ford & Harrison to join others to celebrate Florida’s diversity and to further the dialogue surrounding diversity and inclusion.

Ford & Harrison is a sponsor of both the National Diversity Council and the Florida Diversity Council. During the conference, Tracey, who serves as a Florida Diversity Council board member (2010-11) and President (2010-11) was presented with the Glass Ceiling award for her numerous accomplishments as a lawyer, partner, mother and advocate.

# Ford & Harrison’s LA Office Sponsors the John M. Langston Bar Association Installation & Awards Gala



Author: Damon Brown, Los Angeles office

The John M. Langston Bar Association hosted its annual Installation & Awards Gala at L.A. Live, in the J.W. Marriott Los Angeles. With more than 600 guests in attendance, including a host of elected officials, judges, lawyers, and civic leaders, the Installation & Awards Gala has been lauded by all who attended as one of the most outstanding events of the year. Remarks were given by Los Angeles Mayor Antonio Villaraigosa; Speaker of the California State Assembly, Karen Bass; Governor Arnold Schwarzenegger’s Judicial Appointments Secretary, Sharon Majors-Lewis; National Bar Association President, Demetrius Shelton and Langston’s incoming president, Lawrence C. Hinkle II who is a partner in the Los Angeles office of Blank Rome LLP.

Founded in the 1920’s, the John M. Langston Bar Association is the oldest bar association in California serving the African American legal community. It was founded partly in response to the other bar association’s policy of excluding African Americans as members. It is named after John Mercer Langston who was an American abolitionist and U.S. Congressman from Virginia who was one of the first African Americans in the U.S. to be elected to public office. John Mercer Langston was the uncle of world-renowned poet, Langston Hughes.

The purpose of the Installation & Awards Gala is to recognize the accomplishments and achievements of stellar attorneys and law students, and those individuals and corporations that have a demonstrated commitment to service in underserved communities. To this end, Langston awarded over \$25,000 in scholarships to six deserving law students from all over the country, and honored the following individuals and corporations: George L. Mallory, Jr. -- Lawyer of the Year; Blair Underwood -- Community Service Award; and the Magic Johnson Foundation & Magic Johnson Enterprises -- Corporate Service Award. Finally, the newly-elected officers and board members were sworn-in and installed. Ford & Harrison was a proud Bronze-level sponsor of the event and was recognized from the podium by the mistress of ceremonies, as well as in signage throughout the ballroom and in the souvenir booklet. Attorneys and staff from the Los Angeles office who attended the event included Alice Wang, Karen Simpson, Karina Ramirez and Damon Brown, who was sworn in as Treasurer (2010-11) of the association.

# Ford & Harrison and the Anti-Defamation League: A Genuine Partnership



Author: Bennet Alsher,  
Atlanta office

Ford and Harrison actively supports the Anti-Defamation League, its fight against all forms of bigotry and its efforts to build bridges of communication, understanding and respect among diverse groups. The ADL carries out its mission through a network of 30 Regional and Satellite Offices in the United States and abroad. In furtherance of its commitment, Ford & Harrison sponsored a table at the 13th Annual Jurisprudence Awards Luncheon held by the Southeast Region of the Anti-Defamation League on February 22, 2010 in Atlanta.

The luncheon honored three Atlanta attorneys who have devoted themselves to upholding the same principles that drive the mission of the ADL: to secure justice and fair treatment for all. Ralph Knowles, Martin Ellin and Lauren Sudeall Lucas received awards in front of a luncheon crowd of more than 300 members from the legal and business community, including Georgia Supreme Court justices, lawyers from the city's top law firms, Georgia's Attorney General, and federal and state court judges. Ford & Harrison lawyers John Allgood, Bennet Alsher, Chris Butler, Heath Edwards, Jeff Mokotoff, Chad Shultz, Henry Warnock and Rick Warren were in attendance.

The 2010 Lifetime Achievement Award was presented to Ralph Knowles. During his career, Mr. Knowles has represented plaintiffs in a number of cases that resulted in landmark decisions on behalf of prisoners, mental health patients and others. In accepting the Lifetime Achievement Award, Mr. Knowles said that he grew up "in an all-White world at church, at school and in the social life of the community. Race was not a part of my world. Black people were not in the history books," he said. His first exposure to racial prejudice came when he attended college. The shock of seeing bigotry in action forged his future as a defender of the rights of all people.

The Elbert P. Tuttle Award was given to Martin Ellin, Executive Director of the Atlanta Volunteer Lawyers Foundation. Mr. Ellin said that he saw a parallel between the work of the Atlanta Volunteer Lawyers' Foundation and ADL. "Equal access to justice is a cornerstone for both organizations," he said. "But that is an ideal, we have not achieved it." He added that the people of ADL and AVLF have made the conscious choice to live in hope that we can make a better world for all people.

The Stuart Eizenstat Young Lawyer Award was presented to Lauren Sudeall Lucas, a staff attorney for the Southern Center for Human Rights. In her role at the Center for Human Rights, Ms. Lucas represents indigent clients in state post-conviction and habeas proceedings. Ms. Lucas said that receiving the ADL Young Lawyer Award "is a reminder that our lives do not belong to us alone." She said she sees "small victories" in working with her clients every day. "We make a difference in our clients' lives even when we do not win in court," she said, citing the human connections that she makes with the people she represents.



L-R: Rick Warren, Bennet Alsher, Henry Warnock, Heath Edwards, John Allgood (Atlanta office)

## Ford & Harrison Awards

In 2006, Arnold Perl (Memphis) was inducted into the Airport Minority Advisory Council Hall of Fame for his work on behalf of minority inclusion as Chairman of the Memphis-Shelby County Airport Authority.

In 2006 and 2007, the Jacksonville office was a finalist for the "Best Places to Work" award by the *Jacksonville Business Journal*.

In 2008, 2009 and 2010, the firm was named a Diversity Leader by the Law Department of Sodexo Inc., an international client of the firm and a leading foodservice and facilities management company with an objective to integrate diversity and inclusion into all aspects of its business approach. Ford & Harrison is one of only four law firms worldwide to earn this annual distinction from Sodexo.

In 2010, the firm was selected as the winner of the *Tampa Bay Business Journal's* 2010 Diversity & Inclusion Award.

In 2010, Ford & Harrison was ranked by Law360 as one of the top 100 law firms with the highest concentration of women partners in the country.

In 2010, the firm was chosen as a finalist by *Inside Counsel* Magazine for their Economic Empowerment Award – one of only three selected based on the percentage of women on key committees such as the executive, compensation, and equity partnership committees.

In 2010, the firm was selected as a finalist for the EWomen's Networking Business of the Year award – one of only four selected based on their work in the community focused on women and women's issues.

In 2010, Tracey Jaensch (Tampa) was honored with the Glass Ceiling Award for exceptional individual efforts in leadership by the 2010 Florida Diversity and Leadership Conference.

In 2010, Dawn Siler-Nixon (Tampa) was recognized by the *Diversity Journal* for inclusion in the "Women Worth Watching" issue, which will be published in September.

# Ford & Harrison Hosts an “Evening with Harriet Tubman” to Celebrate Black History Month

Ford & Harrison and the Atlanta chapter of the National Association of African Americans in Human Resources (NAAAHR) hosted more than 75 business people in Atlanta, 45 in Tampa and 20 in Orlando, in addition to broadcasting via video to other Ford & Harrison offices throughout the country, as they gathered to celebrate Black History Month. The evening started with a reception which was immediately followed by **Dr. M. Francine Jennings in “Harriet Speaks.”**



Dr. M. Francine Jennings in action as Harriet Tubman

Dr. Jennings impersonated Harriet Tubman as she discussed details and events around slavery and the Underground Railroad. Immediately capturing the audience’s attention, she addressed her childhood, secret slave codes, favorite pastimes, and presented first person stories accompanied by props, artifacts, drama, music, movement and other activities. Dr. Jennings disarmed the audience with her non-traditional performance and engaged them by incorporating those in attendance at the event into her presentation. Attendees were able to join Harriet Tubman on the plantation where she lived and on her Underground Railroad trip to freedom.

Francine Jennings is a native of Richmond, Virginia and currently resides in th Atlanta area. She travels nationwide, speaking to student and adult audiences in public schools, colleges and universities, as well as the private sector. She brings common topics into vivid clarity through interactive arts-integration.

Through the event, Ford & Harrison was able to raise funds for NAAAHR’s scholarship to assist individuals with their undergraduate studies in human resources management or a related field.

After the event, Tampa Partner Tracey Jaensch’s son, Thomas Neubert (9), had this to say about Harriet Tubman (**reproduced as written by Thomas**):

Harriet Tubman was one of the most famous African Americans in the world. So here’s a short story about her. Harriet Tubman was born a slave in the year 1820. She lived in a small village in Maryland. Every day Harriet awoke before the sun was up and hurried to her master’s house. Her job was light the fire and clean the house and other things. She worked every single minute of the day. And what did she get in return? Nothing! She had enough. She was determined to escape and free others.

Time passed and Harriet grew older, she also became more determined. One afternoon while working in the fields, she herd other slaves talkin about some thing called the underground railroad. It was a road, a road that led to freedom. A few white folks were helping slaves get to the free states in the North. The slaves were led to freedom along roads and sometimes by water. Safe houses or stations were set up. There they could stop and rest along the way. Harriet promised herself that she would take this road too and so she did.

Her trip took almost fifteen days. At long last Harriet made it to Pennsylvania. Harriet still kept her promise to free other slaves. She would help them use the under ground railroad just as she did. In Pennsylvania Harriet worked hard. She cleaned houses, cooked, washed and sewed clothes. For the first time Harriet got paid for her work. Then Harriet heard about an important man. He knew alot about the under ground railroad. His name was William Still and Harriet wanted to meet him. William Still told Harriet about conductors. Harriet wanted to be a conductor, she led 300 slaves to safty. Harriet Tubman was a great woman. She died in the year 1920.



Thomas Neubert

# Ford & Harrison Contributes to the Success of the Third Annual Central Florida Diversity Picnic



Author: Lavern Wilson,  
Tampa office

On Saturday, February 27, hundreds of lawyers, judges, students and the community came together in the new Tampa Hillsborough County Bar Association facility for the Third Annual Central Florida Diversity Picnic. It was a huge success, despite the cold and rainy February Florida weather. The picnic came inside and it was an intimate and exciting time for all with calypso music, dancers from Africa and India, an indoor bounce room, magicians, delightful cuisine and more.

The goal of this event was to bring minority law students from throughout Florida to this area to learn first hand about the professional opportunities as well as the quality of life offered in the central part of Florida. Modeled after the very successful Minority Mentoring Picnic held in South Florida since 2003, this event facilitates the forming and development of relationships between lawyers and judges in this area with students in need of area mentors. An exciting by-product of this year's picnic was the rekindling and expanding of relationships between

lawyers in different firms and professions because of the close proximity of all of the activities.

Ford & Harrison, a Platinum sponsor, joined the HCBA Diversity Committee in putting on the event this year along with the Tampa Bay Hispanic Bar, the George Edgecomb Bar (African-American Bar), the Sarasota Bar's Diversity Committee and the Young Lawyers Division of the Florida Bar who, along with the Florida Bar Foundation, are contributing financial support of this event. Ford & Harrison lawyers, staff and families attended, including Tracey Jaensch, Dawn Siler-Nixon, Kelly Chanfrau, Lavern Wilson, Aisha Sanchez, Luis Santos, Meredith Scott and Brad Hall.

More than 30 organizations and firms sponsored this year's picnic which drew law students from around the country. Everyone who participated was enriched in numerous ways.



## Minority Summer Law Internship Program for High School Students Championed by Ford & Harrison



This summer, Rikki Martin, a minority high school student, interned with our Memphis Ford & Harrison lawyers and staff.

An initiative by the Diversity Committee of the Memphis Bar Association, the Summer Law Intern Program was created in 2007 with the purpose of exposing high school students to the "real world" practice of law and encouraging them to consider law as a career. The students work at least 15 hours a week during a four-week period and receive a stipend, funded by the participating law firms, upon successful completion of the program. In addition, the students participate in group activities, such as meeting the judges and learning about undergraduate and graduate admissions.

This year more than 60 local high school students are participating in the Summer Law Intern Program, which was kicked off on Friday, June 4, 2010, with an orientation at the Memphis City Council Chambers at City Hall. Participants began their four-week internship with their assigned law office on Monday, June 7, 2010. Rikki worked closely with our attorneys and staff for her internship. "I hope we were able to show her the nuts and bolts of law practice and the effort that goes on behind the scenes by the attorneys, not just what is portrayed on TV," says Office Managing Partner Louis Britt. Ford & Harrison believes that focusing on youth at the high school level will continue to fill the pipeline of individuals who will be the lawyers, judges and leaders of tomorrow.

The MBA Summer Law Intern Program was honored with the 2009 American Bar Association Partnership Award. The ABA Partnership Awards Program salutes bar association projects that seek to increase the participation and advancement of lawyers of color in the organized bar and to attract students of color to the legal profession.



Author: Louis Britt,  
Memphis office

# Ford & Harrison Sponsors 26th Annual George Edgecomb Bar Association Scholarship Banquet in Tampa

Ford & Harrison was a Heritage Circle Sponsor for the George Edgecomb Bar Association's Annual Scholarship Banquet, held April 26 at the Hyatt Regency Hotel in downtown Tampa.

For the past 26 years, the George Edgecomb Bar Association ("GEBA") has dedicated itself to not only the advancement of minorities in the legal profession, but also to increasing the legal profession's involvement in both community affairs and public services. During its annual banquet, GEBA recognized dynamic high school students who have exhibited excellence in both the classroom and the community, through individual \$1,000 scholarships and two full four-year scholarships to the college or university of the student's choosing. All of the students recognized not only excelled academically, but had overcome multiple personal challenges which would have deterred most individuals from moving forward, much less excelling beyond all expectations. Nationally syndicated talk show radio host Warren Ballentine delivered the keynote address. He challenged the lawyers in attendance to make positive changes in themselves and the community they serve.

Ford & Harrison Attorneys Tracey Jaensch, Dawn Siler-Nixon, Kelly Chanfrau, Lavern Wilson, Aisha Sanchez and Luis Santos attended the event, along with numerous business leaders, judiciary, government officials and politicians. Kelly Chanfrau, Ford & Harrison Partner and the 2010 President of the Hillsborough County Women Lawyers Association, also addressed the standing room only house, congratulating the scholarship recipients and encouraging them in their future endeavors. Ford & Harrison has participated in and supported GEBA's efforts for more than 15 years.



L-R: Kelly Chanfrau, President of HAWL; Ken Turkel, Hillsborough County Bar Association President; Kamilah Perry, GEBA President

## Ford & Harrison Joins Clients in Remembrance of Mentors and Activists Arthur "Pappy" Kennedy and Martin Luther King Jr.



Author: Betty Joseph,  
Orlando office

On Monday January 18, the firm's Orlando office joined in the celebration of the life and accomplishments of Orlando's first African-American elected official, Pappy Kennedy, as well as Martin Luther King Jr., at the 19th Annual Arthur "Pappy" Kennedy Prayer Breakfast. It

was hosted by Ford & Harrison client, the YMCA, and held at the First Baptist Church of Orlando, also a client of the firm. Six Ford & Harrison lawyers (Partners – Kay Wolf, Al McKenna and Susan Sacco; Associates – Betty Joseph, Katie Terry and Peyton Keaton) attended along with clients from Shiloh Baptist Church.

Kennedy, elected to the Orlando City Commission in 1972, positively touched the lives of many Orlando youth through the promotion of education and hard work; the cornerstone principals of the YMCA. At the prayer breakfast, former Surgeon General Jocelyn Elders addressed more than 700 community and business leaders in the packed house. Elders, the first African-American to hold the position of Surgeon General, encouraged students and everyone in attendance to follow the things that Dr. King fought for and "go to school, go to work and go to vote." Things that Elders says could be done better in the years to come.

Ford & Harrison was the only company or law firm to sponsor the Arthur "Pappy" Kennedy Scholarship. The \$1,200 scholarship was presented to African-American high school senior, Deonna Gordon, who has exemplified dedication to her community and education. Gordon plans on being a probation officer in the juvenile court system (a position held by Ford & Harrison Partner Kay Wolf after college and an experience that spurred her desire to attend law school). Proceeds from the event will be used to support the Arthur "Pappy" Kennedy Memorial Scholarship Fund.

# Appeal for Youth

## *Steve Reba, Ford & Harrison's Equal Justice Works Fellow*

The mission of Equal Justice Works is to create a just society by mobilizing the next generation of lawyers committed to equal justice. It provides leadership to ensure a sustainable pipeline of talented and trained lawyers involved in public service. Equal Justice Works provides a continuum of programs that begin with incoming law school students and extend into later careers in the profession. For more than 20 years, Equal Justice Works has collaborated with the nation's leading law schools, law firms (including Ford & Harrison), corporate legal departments and nonprofit organizations to provide the training and skills that enable attorneys to provide effective representation to vulnerable populations. Steve Reba, the firm's 2009-2010 Fellow, is one of the products of Ford & Harrison's ongoing partnership with the Equal Justice Works Fellowship. He is working at the Barton Juvenile Defender Clinic of Emory University School of Law where he is heading up the Appeal for Youth project. More details on the project follow.



Author: Steve Reba

---

The inspiration for Appeal for Youth came from my work in Georgia's child welfare system. I watched children move uninterrupted from the welfare system to the juvenile justice system and on to the adult criminal justice system. Although we focused resources on the children at the front end, as they offended, the resources disappeared along with any chance of redirection. Once past the line of demarcation, the youth was considered a lost cause.

Appeal for Youth is about the fundamental belief that no youth is a lost cause—no matter how deeply entrenched in an institution, no matter how scarred, no matter how beaten down by injustice.

Acting on that core belief, the project provides holistic appellate representation to youthful offenders in Georgia's juvenile and criminal justice systems. The youthful offenders we serve generally fall into three categories: those criminally tried and convicted as adults who are now inmates in Georgia's prisons; those adjudicated delinquent who are serving time in Georgia's youth detention centers; and those expelled from Georgia's schools due to a delinquent offense.

The project's legal work takes many forms—direct appeals, habeas petitions, administrative appeals, and pardon and parole work. It serves as a mechanism to rectify apparent injustices in a broken system. In addition to the legal work, the project attempts to tackle underlying concerns in each youth's life by addressing school and job related issues for those youthful offenders who are not incarcerated, and education and re-entry related issues for those who are.

Being the only organization in Georgia working on these youthful offenders' legal issues, there has been no shortage of need.

- A 14-year-old from rural Georgia tried and convicted as an adult and sentenced to life in prison. When we found him, the 25-year-old was still waiting for the trial court to hear his timely-filed motion for new trial.
- A 15-year-old from metro Atlanta tried and convicted as an adult and sentenced to 20 years in prison. The police told the boy and his mother they could engage in a closed-door conversation in an interrogation room only to have the police videotape that conversation and show it to the jury.
- A 13-year-old expelled from school and offered no alternative education for months based on a delinquent offense he committed years before.
- An 11-year-old who spent weeks in one of metro Atlanta's harshest detention centers after mistakenly bringing a fishing multi-tool to school, which he forgot to remove from the jacket he wore on a fishing trip with his father the night before.
- A 16-year-old from rural Georgia who pled guilty to murder after his attorney told him he would be paroled in 7 years. When we found him, the 33-year-old inmate was still desperately trying to obtain the transcript of his plea hearing.

The list, which is a litany of hidden injustice brought to light, could go on — and on.

Thanks to Ford & Harrison, it will.



# Ford & Harrison Memphis Supports KIPP Diamond Academy and Creates “Ford & Harrison College Hall”



Author: Delaine Smith  
Memphis office

“No Excuses, No Shortcuts, High Expectations, Clearly Defined Goals, and a Commitment to Succeed” are KIPP’s governing principles and those embraced by Ford & Harrison. The Memphis office of Ford & Harrison joined with other Memphis businesses to assist the Memphis KIPP Diamond Academy to prepare its “new” building in North Memphis for the 2010-11 incoming class. Through a relationship formed in the Memphis Leadership Academy program, Ford & Harrison became aware of the school’s history, purpose and plans to renovate the neglected former Memphis City School building, in preparation for its high school expansion project. The Memphis office immediately provided its support. In addition to the elbow grease provided by the Memphis team on KIPP’s new facility, the office raised funds to provide college pennants to hang in the hallways as a constant reminder to the students of their goal to attend college. On Saturday, July 10, Ford & Harrison volunteers hung 80 pennants in preparation for the return of students Monday, July 12. One hallway, now designated the “Ford & Harrison College Hall,” displays the pennants of Ford & Harrison attorneys, staff and family members’ alma maters.

KIPP, the Knowledge is Power Program, is a national network of free, open-enrollment, college preparatory public schools dedicated to preparing students in underserved communities for success in college and in life. More than 80% of KIPP students are low income, and more than 90% are African-American or Hispanic/Latino. KIPP students attend classes from 7:30 a.m. until 5 p.m. weekdays, half days every other Saturday, and three weeks in the summer. Memphis KIPP Diamond Academy currently serves 450 middle school students (grades 5 through 8) in inner city Memphis. More than 80% of the KIPP Memphis kids go on to attend college. The school’s expansion will allow it to include a high school in 2011 and an elementary school in 2012, ultimately serving a total of 2,500 students.

KIPP Memphis recognized Ford & Harrison at its Grand Opening Celebration on July 30. The Firm will continue to partner with KIPP Memphis on projects and mentorship opportunities in the future.



Memphis KIPP Diamond Academy students



Memphis KIPP Diamond Academy college hall



Memphis KIPP Diamond Academy students



Memphis KIPP Diamond Academy students

# F&H Diversity Champions

*These organizations are Ford & Harrison's client leaders of diversity and inclusion. They have been highlighted as being leaders in this important area and have been chosen and recognized by their employees, peers, industry groups and organizations as being leaders of change and innovation in not only recognizing the need for diversity and inclusion, but taking significant steps towards its advancement in their industry and beyond. We are proud at Ford & Harrison to have partnered with these diversity elite who have made a long-lasting impact on our professions and the world as a whole.*



**Southside Medical Center** (“SMC”) has a rich tradition grounded in diversity, inclusion and community. Founded in 1967, SMC was created to bring highly-trained physicians and important services to Atlanta’s communities. It has grown and expanded into the largest community health center in Atlanta and the surrounding area and one of the ten largest in the nation. SMC provides a “medical home” for those who would not otherwise have access to quality, affordable healthcare, at its main campus and six satellite locations. It has been nationally recognized by the National Association of Community Health Centers for having one of the best primary health care delivery systems for the medically underserved in the country.

As part of SMC’s mission and vision, they have listed “valuing diversity” and “ensuring an interesting and inclusive environment” as core values. SMC’s leadership reflects the diversity of the community it serves, from its top management down to its front line employees and volunteers. For example, its Chief Executive Officer, Chief Medical Officer and Director of Human Resources are all African-American and its Chief Financial Officer is Latino. To learn more about SMC, go to [www.southsidemedical.net](http://www.southsidemedical.net).



**ING** is a global financial institution of Dutch origin offering banking, investments, life insurance and retirement services to over 85 million clients in more than 40 countries. With a diverse workforce of about 107,000 people, ING is dedicated to setting the standard in helping its clients manage their financial future.

ING’s diversity management philosophy and commitment to workforce diversity, diversity marketing, corporate citizenship and supplier diversity fosters an inclusive environment for employees who support a distinctive product and service experience for the financial services consumer. ING’s innovative focus on young people and silent heroes plays a crucial role in moving the communities it services forward, including programs like ING Chances for Children – a global community development program designed to improve the quality and access to education for children around the world; ING Unsung Heroes – a program that makes it easier for educators to engage students by recognizing and rewarding them for their innovation and hard work; ING-Girls, Inc., Investment Challenge – a partnership with Girls, Inc., to give girls practical, hands-on investing experience while allowing them to keep a portion of their gains in the form of college scholarships; and ALANA (African-American, Latina, Asian –American, and Native-American), a leadership development program for high-performing and high-potential multicultural women at ING. These are just a few of the innovative initiatives which have garnered ING multiple awards and accolades, including the 2010 Harlem Renaissance Award, a perfect score on the Corporate Equality Index, the Corporate Vision Award, and the prestigious Catalyst Award.

To learn more about ING and its efforts in diversity and corporate citizenship, visit [www.ing-usa.com](http://www.ing-usa.com).



**Grow Financial Federal Credit Union** was founded on a commitment of inclusion more than 50 years ago in 1955, first serving the military personnel and civilian employees of MacDill Air Force Base. Over the years, the Credit Union has expanded membership to include the employees of more than 1,000 local businesses, a membership which reflects the vibrant diversity of the Tampa Bay community. This commitment to diversity extends naturally to the workplace, where women and minorities are employed at every level of the company, from the teller line to executive offices; a commitment that has been repeatedly recognized by local and national organizations.

In 2010 alone, Grow Financial has received the Most Supportive to Women in Business Award from the eWomen Network and the Glass Ceiling Award from the National Diversity Council. Senior Vice President of Human Resources and Professional Development, Kimberly Woollard, also serves on the Board of Directors for the Florida Diversity Council, and was on the panel for the National Association of African-American Human Resource Professionals symposium on “The Power of Women.” Grow Financial has been a quiet leader in diversity since its inception and is now being recognized for the outstanding efforts of its employees in promoting diversity throughout its organization and in the communities it serves. To learn more, visit [www.growfinancial.org](http://www.growfinancial.org).

We salute Southside Medical Center, ING and Grow Financial Federal Credit Union and are proud to name them “Diversity Champions.”

We recognize that a number of clients have diversity and inclusion as a major objective of their organization and are receiving awards for their efforts. We want to hear about them! If your company has been honored for diversity initiative and results or if you want to share what your company is doing, please contact our Diversity and Inclusion Partner, Dawn Siler-Nixon, at 813-261-7834 or [dsiler-nixon@fordharrison.com](mailto:dsiler-nixon@fordharrison.com).

# F&H Spirit of Inclusion Award

*This award is given to a Ford & Harrison office, group or individual who has distinguished themselves through their outstanding commitment to promoting diversity, understanding, inclusion and awareness. The recipient has actively worked to reduce obstacles that prevent an open dialogue regarding diversity and inclusion, through their personal involvement, activities and actions, both within the firm and in their surrounding community. Through this award recipient's actions, bridges have been built that will advance the infrastructure of diversity and inclusion throughout Ford & Harrison.*

The Memphis office of Ford & Harrison is the second F&H Spirit of Inclusion Award winner! From a senior partner's induction into the Hall of Fame of the Airport Advisory Minority Council, and another's installment in the College of Labor and Employment Lawyers, to pro bono work donated not only by the attorneys, but also by the Solutions Group consultants, to mentoring and volunteering at soup kitchens, the Memphis office is constantly seeking ways to broaden its horizons and lend a helping hand to the city's worthy causes and organizations.

The Memphis office has long been supporter of diversity and inclusion. It annually participates and/or supports the NAACP Freedom Fund Gala (to ensure the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination) and the National Bar Association Scholarship Fund (funds scholarships to deserving minority students of the Cecil C. Humphreys School of Law), just to name a few.

Recently, the Memphis office joined with other Memphis businesses to assist the KIPP Diamond Academy in giving a face lift to its "new" building in North Memphis. KIPP, the Knowledge is Power Program, is a national network of free, open-enrollment, college preparatory public schools dedicated to preparing students in underserved communities for success in college and in life. Through a relationship formed in the Memphis Leadership Academy program, Ford & Harrison became aware of the school's intent to renovate the neglected former Memphis City School building. The Memphis office raised funds to provide college pennants to hang in the hallways as a constant reminder to the students of their goal to attend college. One hallway, now designated the "Ford & Harrison College Hall," displays the pennants of Ford & Harrison attorneys, staff and family members' alma maters. Ford & Harrison was recognized for its hard work and contributions at KIPP's Grand Opening Celebration.

The Memphis office also participated in the ABA-recognized Memphis Bar Association High School Summer Law Intern Program ("SLIP") for the third year. The Program was created to expose high school students to the "real world" of law practice to encourage them to consider law as a career.

The entire Memphis family is active in organizations and activities that demonstrate a wide variety of interests and causes close to their hearts:

*Organizations:* LeBonheur Children's Medical Center; DeNeuville Learning Center; KIPP Diamond Academy; National Civil Rights Museum; Boys and Girls Club of America; Memphis Food Bank; Memphis Inter-Faith Association; Memphis Soup Kitchen; Memphis & Shelby County Humane Society

*Activities:* Boys and Girls Club Southeastern Youth of the Year Mentor Program; Feed the Need program for Memphis Food Bank; Equality and Justice Conference for Racial Reconciliation series; Lawyers' Capital Campaign Committee for National Civil Rights Museum; Yale University alumni recruiting and fundraising resulting in sending large number of minority students to Yale; committee member, LeBonheur Children's Medical Center Voices for Memphis Children program; fundraising and team participation in Humane Society's annual Trot for Spot program; ongoing support to Memphis Urban League, NAACP, Ben Jones Chapter of National Bar Association, and Association of Women Attorneys



Back Row L-R: Louis Britt, Jennifer Stone, Kathy Ice, Pam Mosley, Wendy Boals, Emily Pera, Asia Diggs, Marie Duncan, Dylan King, Tim Bland, Linda Goodrich, Keith Warren, Marcy Ingram, Delaine Smith, Joy Cranford, Denise Armstrong  
Front Row L-R: Stacy Waldo, Belinda Kerusch, Lois Tyler, Jonnie Huckelberry, Pat Rudstrom, Tom Walsh

Congratulations to all the members of the Memphis office for this well-deserved award!