

**CARLTON
FIELDS**

MOSAIC

DIVERSITY, EQUITY, AND INCLUSION AT CARLTON FIELDS



OVERVIEW

Diversity is a core value at Carlton Fields and integral to our strategy. We encourage inclusion in all aspects, from recruitment and hiring to leadership roles and succession planning.

Rooted in our founders' principles, we recognize that a climate of diversity encourages thoughtful communication, purposeful collaboration, varied perspectives, and innovative solutions and opportunities with and for our clients.

*We believe that people with diverse backgrounds **enrich our work environment, add value to the legal services we provide, and enhance the overall culture of the firm.***

Long before our clients expected it, and before diversity gained currency in the legal marketplace, we actively recruited, hired, and promoted people with different ethnic, religious, and racial backgrounds, orientations, and perspectives, and led the way in offering alternative work schedules and extending partner benefits to all employees.

The firm's commitment to DEI has led to numerous female and minority attorneys in key leadership roles, including board chair, CEO, and chief diversity officer. These leaders promote diversification throughout the firm and within team structures, including staffing client teams and key matters with diverse individuals.

For more information about our DEI initiatives, contact Chief Diversity Officer **Nancy Faggianelli** at 813.229.4321 or nfaggianelli@carltonfields.com.



To achieve these priorities, we employ many and varied strategies, including:

Biannual assessment of top 50 clients to assess team diversity.



LGBTQ+, Minority, and Women's Business Resource Groups to facilitate networking, mentoring, and development for these groups within the firm and the broader legal community.



A 360-degree review process, rating practice leaders on their diversity efforts — their effectiveness weighs into their compensation.



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WHO WE ARE

Carlton Fields & Nancy Faggianelli
DIVERSITY AND INCLUSION HONOREES
Daily Business Review's 2023 Florida Legal Awards

The Best Law Firms
FOR MINORITY ATTORNEYS
Law360's 2023 Diversity Snapshot
(firms with 251-600 attorneys)

15TH

The Best Law Firms
FOR MINORITY EQUITY PARTNERS
Law360's 2023 Diversity Snapshot
(firms with 251-600 attorneys)

6TH

BOARD OF DIRECTORS
Chaired by a Minority Male

More than
50%
diverse

100%

PERFECT SCORE
FOR 13 CONSECUTIVE YEARS
Human Rights Campaign Foundation's
Corporate Equality Index
"Best Places to Work for LGBTQ+ Equality"

TOP FIRM FOR DIVERSITY
FOR 18 CONSECUTIVE YEARS
Vault's "Best Law Firms for Diversity"

TOP
25

TOP
50

TOP FIRM FOR DIVERSITY
FOR 16 CONSECUTIVE YEARS
The American Lawyer's Diversity Scorecard

A TOP LAW FIRM IN THE NATION
FOR FEMALE ATTORNEYS
Law360's 2023 Women in Law Report
(firms with 251-600 attorneys)

BEYOND THE NUMBERS

It's nice to win awards. But it's even better to be part of a firm that measures DEI by who we are, beyond the numbers, and the representation and impact of diverse individuals in key leadership positions across our firm.

Diverse individuals hold **leadership roles** in the following areas:

KEY MANAGEMENT POSITIONS WITH DIVERSE LEADERSHIP

President and CEO
Chair of Board of Directors
Human Resources Director
Legal Talent Management Director
New Business Intake Director
Marketing and Business Development Director
Chief Financial Officer
Chief Diversity Officer

OFFICES WITH DIVERSE LEADERSHIP

Miami
New York
Orlando
Tampa
Washington, D.C.

INDUSTRY AND PRACTICE GROUPS WITH DIVERSE LEADERSHIP

Industry
Life, Annuity, and Retirement Solutions
Commercial Finance Development
Health Care
Title Insurance
Technology
Telecommunications

Practice
Appellate and Trial Support
Bankruptcy and Creditors' Rights
Business Litigation
Financial Services
Regulatory
Health Care
Life, Annuity, and Retirement Litigation
Real Property Litigation

CONSULTANCIES WITH DIVERSE LEADERSHIP

Three of the firm's industry-focused ancillary businesses are led or co-led by female or diverse attorneys and consultants, and another is co-led by a U.S. veteran.



LEADING BY EXAMPLE

GARY SASSO

Tampa

Gary was recognized as one of Tampa Bay's most influential leaders by the *Tampa Bay Business Journal* in its Power 100 guide. He was also recognized in *Florida Trend's* fourth annual Florida 500 list as one of "Florida's Most Influential Business Leaders."



VANESSA SINGH JOHANNES

Miami

Vanessa was named to the board of directors for the Miami-Dade Beacon Council and the Federal Bar Association, South Florida chapter. She is the co-managing shareholder of Carlton Fields' Miami office. She previously served in the 2022 LCLD Fellows program.



SAMANTHA SCHNECK

Washington, D.C.

Sam was named one of *GlobeSt. Real Estate Forum's* Women of Influence. She co-chairs the firm's multifamily finance practice — one of the first female minority-led groups in the commercial real estate industry.



JASON QUINTERO

Tampa

Jason was named to Thomson Reuters' 2023 "Stand-Out Lawyers" list and received the Millard Fuller Lifetime Achievement

Award from Habitat for Humanity of Hillsborough County for his transformative volunteer work. Jason is the Tampa office managing shareholder.



AMANDA JESTEADT

West Palm Beach

As vice chair of the Women's Foundation of Florida board of directors, Mandy leads the "Women on the Bench" programs to educate and empower women to seek judicial service. She also supports diverse law students in pursuing careers in tech and communication law via the Federal Communications Bar Association's Diversity Pipeline Committee. Recognized many times over for her commitment to promoting women in the legal profession, Mandy most recently received the Justice Barbara Pariente Award from the Florida Association for Women Lawyers, Palm Beach County chapter, for which she previously served as president.



JIN LIU

Tampa

Jin received the 2023 BusinessWoman of the Year award from the *Tampa Bay Business Journal* and was named chair of the Tampa Downtown Partnership. She is a fellow of the American College of Real Estate Lawyers, and has past roles with the Leadership Council on Legal Diversity. Jin chairs the firm's Development Industry Group.



ALANA ZORRILLA-GASTON

West Palm Beach

Alana was named to Thomson Reuters' 2023 "Stand-Out Lawyers" list. She previously served in the LCLD Fellows program.



ELEANOR YOST

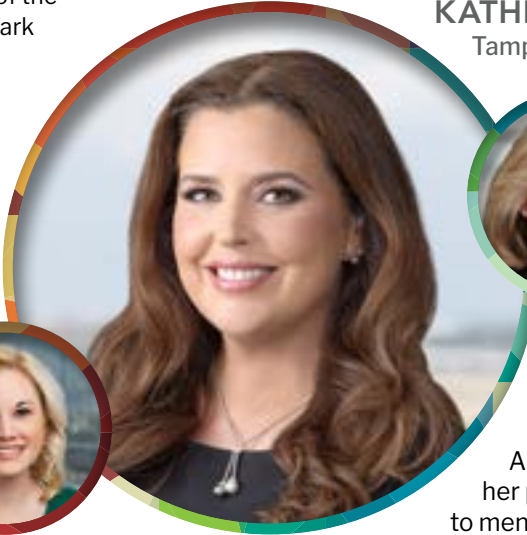
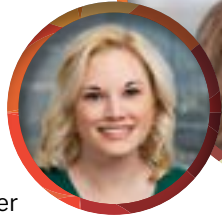
Tampa

Eleanor was recognized in the 13th edition of the *WTR 1000*, which identifies the top trademark professionals in key jurisdictions around the globe. One of the few women in an exceptionally male-dominated field, Eleanor stands out as a triple threat — she litigates patent cases in district court, argues appeals before the Federal Circuit, and practices before the Patent Trial and Appeal Board — and was named to the PTAB's inaugural "Top 50 Women in PTAB Trials" list.

CHRISTINA GAGNIER

Los Angeles

Christina is the returning board chair for the Chino Valley Chamber of Commerce. She previously served as president of the Chino Valley Unified School District Board of Education. Christina is an advisory board member for CISO MAG and is the president of Carlton Fields' wholly owned subsidiary, CTRL, a privacy and cybersecurity consultancy.



KATHLEEN MCLEROY

Tampa



Kathy was recognized in the BTI Client Service All-Stars 2023 report. In July 2023, she was appointed to the Florida Supreme Court Committee on Alternative Dispute Resolution Rules and Policy. Kathy was also re-appointed as co-chair of the Florida Bar's Pro Bono Legal Services Committee, which she's held since 2012. In 2022, Kathy received the ABA's Jean Allard Glass Cutter Award in recognition of her professional excellence and commitment to mentoring and serving as a role model for other women.

ROBERT SHANNON

Atlanta

Bobby received the Regents' Hall of Fame Alumni and Distinguished Friends Award from the University System of Georgia Foundation, recognizing his strong commitment to higher education in Georgia. A USG alum (Valdosta), Bobby was the first African American student to serve as comptroller for the Student Government Association, but his "firsts" didn't end there.

A U.S. Air Force major general, Bobby was the first African American in the Georgia Air National Guard to become a full colonel and brigadier general. With 35 years of military service, he was the highest-ranking African American in the Air Reserve Component. He's also a former president of the Gate City Bar Association, Georgia's oldest African American bar association, and chair of the Atlanta Business League, dedicated to Atlanta's Black business community.

In 2021, VSU dedicated the Shannon Center for Diversity, Equity, and Inclusion in honor of Bobby's many contributions to the university, including a scholarship to support the development of future leaders.



JIMMY PHAM

Orlando

Jimmy was appointed as treasurer of the Greater Orlando Asian American Bar Association.

KATHERINE HECKERT

Tampa

Katie is vice chair of the Florida Bar's Construction Law Certification Committee, overseeing the board certification exam for Florida construction lawyers.

RICHARD CHOI

Washington, D.C.

Richard was named to Thomson Reuters' 2023 "Stand-Out Lawyers" list. He is the co-chair of the Annual ALI CLE Conference on Life Insurance Company Products, uniting industry experts for strategic guidance on life insurance company product design, innovation, marketing, and distribution. Richard is the managing shareholder of the firm's Washington, D.C., office.

CRISTIN KEANE

Tampa

Cristin was named a fellow of the American College of Trust and Estate Counsel. She is one of only two female recipients of the Florida Bar's Gerald T. Hart Outstanding Tax Attorney Award since its inception in 1981, and was one of nine attorneys statewide inducted into *Florida Trend's* Legal Elite Hall of Fame.



ANN BLACK

Miami

Ann Black was recognized for delivering outstanding client service in the BTI Client Service All-Stars 2023 report and Thomson Reuters' 2023 "Stand-Out Lawyers" list. She was also named a top author for insurance by the 2023 *JD Supra* Readers' Choice Awards. Ann is the co-chair of the firm's Life, Annuity, and Retirement Solutions Industry Group.

LAUREN FENTON-VALDIVIA

Tampa

Lauren was selected to serve on the board of directors for the Pace Center for Girls Hillsborough, aiding girls' futures through education. She is also the firm's 2023 LCLD fellow.

JAN DODD

Los Angeles

Jan was named to the *Los Angeles Business Journal's* 2023 "Women of Influence: Attorneys" list.

ELLYN GAROFALO

Los Angeles

Ellyn was named to the *Los Angeles Business Journal's* 2023 "Women of Influence: Attorneys" list.



DONALD KIRK

Tampa

Donald was inducted as a fellow of the American College of Bankruptcy. Recently, Donald became the latest recipient of the ABA Business Law Section Chair's Award for his involvement in the business bankruptcy committee and his many successes as chair of the section's publications board. Donald chairs the firm's Bankruptcy and Creditors' Rights and Business Litigation practices.

FENTRICE DRISKELL

Tampa

In 2022, Fentrice made history as the first Black female minority leader in Florida's House of Representatives and received the Emily's List 2023 Gabrielle Giffords Rising Star Award for her dedicated leadership. She previously served as president of the George Edgecomb Bar Association and served on various committees, including the Florida Bar's Diversity and Inclusion Committee, and is an alum of the LCLD Fellow program. Fentrice's trailblazing began long before her legal career, at Harvard University, where she became the first Black woman to serve as student government president.



STEPHANIE CHAU

Los Angeles



Stephanie was selected to participate in the National Asian Pacific American Bar Association's 2023–24 Leadership Advancement Program. She is also on the board of governors for the Southern California Chinese Lawyers Association, the pro bono advisory council for Asian Americans Advancing Justice Southern California, and the steering committee for Project by Project Los Angeles, a nonprofit organization promoting civic engagement and advocacy among Asian Americans.

CHRISTOPHER SMART

Tampa

Chris received the John Arthur Jones Annual Service Award from the Real Property, Probate, and Trust Law Section of the Florida Bar, the bar's largest and most active section. Chris is the current chair of the Title Insurance and Title Insurance Liaison Committee and the former longtime chair and continuing active member of the Title Issues and Standards Committee. He is the chair of the firm's Title Insurance Industry Group.

SARAY RAVELO

Tallahassee

As co-chair of the Hillsborough Association for Women Lawyers' Young Lawyers Division Committee, Saray helped execute several inclusion-focused initiatives, including a practice series for young lawyers and several projects with the Pace Center for Girls. She's also a member of the Florida Association for Women Lawyers' Journal Committee and the Florida Bar Young Lawyers Division board of governors.



AMY FURNESS

Miami

Amy was named chair of the Greater Miami Chamber of Commerce, where she focuses on collaboration and inclusion. Her role involves enhancing member engagement, partnering with education and innovation communities, and supporting small businesses. She was recognized in *South Florida Business Journal's* Power Leaders list.

PRO BONO WORK FURTHERING DIVERSITY

Carlton Fields has partnered with Equality Florida and other LGBTQ+ organizations over the years to expand LGBTQ+ rights, including aiding name changes, advocating for recognition of out-of-state adoptions by same-sex couples, supporting "conversion therapy" bans, and defending students against anti-gay bullying. In 2015, the firm made history by successfully challenging Florida's same-sex marriage ban, enabling the first same-sex marriage in the state.

The firm has also collaborated with the American Civil Liberties Union, the Lawyers' Committee for Civil Rights Under Law, and other national organizations in the areas of voting rights, civil rights, and education, including fighting discrimination against minority voters in rural Georgia, filing FOIA lawsuits demanding documents concerning the implementation of the 2017 travel ban, and advocating for education equality.

Read about our recent pro bono work in the [Carlton Fields Pro Bono Brochure](#).



NATALIE NAPIERALA

New York

Natalie is the co-chair of the firm's Pro Bono Committee and has spearheaded some of the firm's most notable pro bono partnerships, including leading clemency and compassionate release teams with the National Association of Criminal Defense Lawyers and supervising several high-impact projects for the Lawyers' Committee for Civil Rights Under Law and the Citizens Crime Commission of New York City. In 2022, Natalie accepted the Outstanding Pro Bono Service Award from the Citizens Crime Commission on behalf of Carlton Fields in recognition of the firm's service in the criminal justice field.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY



The Leadership Council on Legal Diversity comprises 400+ corporate chief legal officers and law firm managing partners, striving for a more diverse legal profession.

Gary Sasso served on the LCLD's board of directors and co-chaired the Fellows program with the chief legal officer and secretary of Procter & Gamble.

2023 FELLOW

LAUREN FENTON-VALDIVIA

Tampa



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

Annually, the firm nominates a mid- to senior-level associate as an LCLD Pathfinder and a junior shareholder as an LCLD Fellow. LCLD also maintains an active alumni program to enhance relationships and leadership skills.

2023 PATHFINDER

ALUNDAI BENJAMIN

Hartford



EMBRACING DIVERSITY

Carlton Fields' commitment to DEI predates recent trends. It goes back decades. The firm's namesake, Gov. Doyle Carlton, championed women's suffrage in the 1920s and was part of the first Civil Rights Commission. The firm was an early adopter, hiring female, Black, and Jewish partners, and providing LGBTQ+ benefits when such moves were unconventional. Since then, we've employed many and varied strategies to achieve our goal of robust DEI.



RECRUITING AND PROMOTION

We have enjoyed great success in promoting female and diverse attorneys to shareholder in great number. Over 10 years ago, we eliminated our strict “two-tier” system and now generally use only one class of stock that affords all shareholders equal voting rights, access to all activities and any leadership role in the firm, and participation in the same compensation process under the same performance-based, not class-based, criteria.



REPRESENTATION

Female and diverse lawyers are represented significantly in leadership roles and in offices and practice areas across our firm.



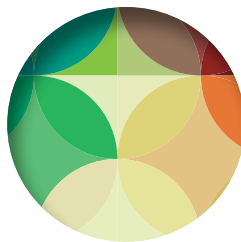
SENSITIVITY TO HIDDEN BARRIERS

We scrutinize all offices, practice groups, and industry groups on an ongoing basis to help ensure that all female and diverse lawyers are strategically placed and receiving access to important opportunities to build and sustain successful careers. We monitor this in real time, year in and year out.



STRUCTURE

Our CEO personally oversees the firm's DEI efforts and reports to our board on our progress and challenges. The firm's chief diversity officer and full-time talent director are responsible for overseeing and effectuating DEI. Our practice group leaders are all charged with embracing and implementing DEI and it is a standing agenda item for every managers meeting, which include our CEO, CDO, talent director, practice group and industry group leaders, and other firm managers.



METRICS

We monitor our DEI metrics on a regular basis, including the engagement of female and diverse lawyers in servicing our most significant clients and matters to help ensure that female and diverse lawyers are not simply staying busy but are getting equitable access to the firm's best professional opportunities.



TRAINING AND PROFESSIONAL DEVELOPMENT

We provide career track and business development training to our female and diverse attorneys at strategic stages of their careers in groups and in one-on-one coaching, employing in-house and outside professionals, and through a sponsorship program pairing diverse lawyers with highly successful senior shareholders in our firm to facilitate the development of important client relationships and access to strategic engagements.



SUCCESSION PLANNING

Our formal succession planning policy requires that all shareholders who manage significant client relationships involve female and diverse lawyers intentionally in these relationships and position them for leadership roles when actual succession occurs.



CULTURE OF DIVERSITY

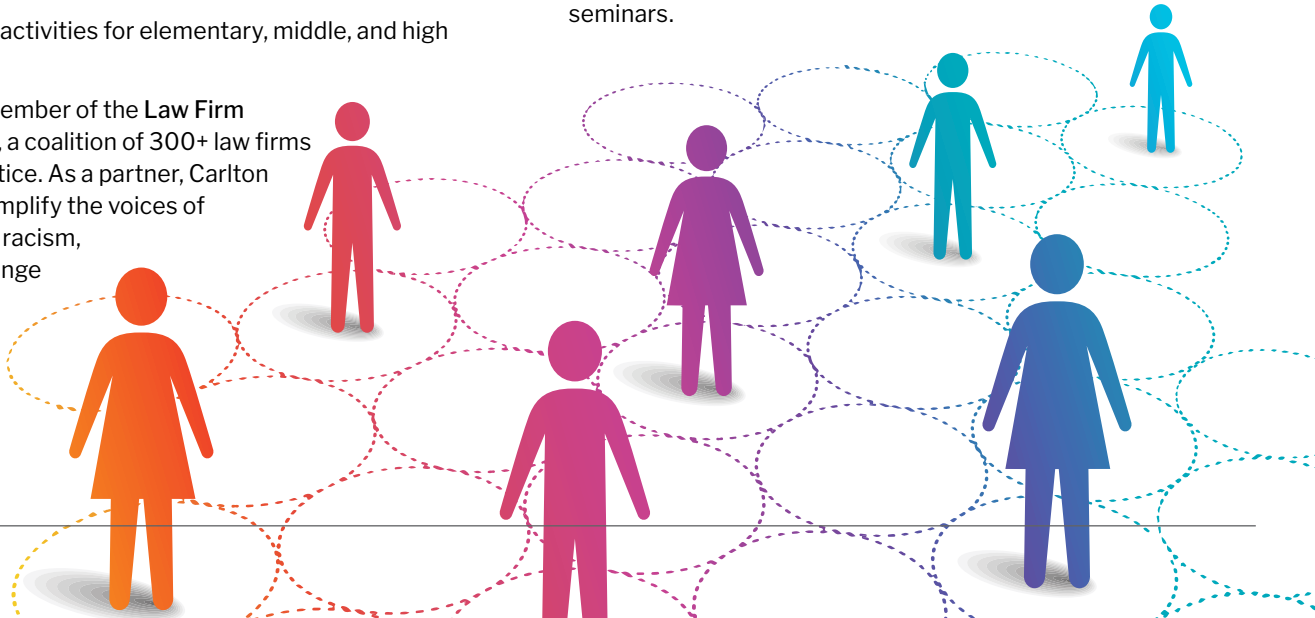
We have established a genuine culture of diversity. All law firms tout their collegiality. We do, too. But ours has a secret sauce: What you see is what you get.

PIPELINE INITIATIVES

Carlton Fields recognizes that the success and longevity of our DEI efforts relies on investing in the pipeline of future diverse talent. The firm is a participant and supporter of several pipeline initiatives aimed to promote and build a diverse legal profession.

- **ABA Judicial Intern Opportunity Program** – offers valuable hands-on experience to underrepresented law students.
- **Donald J. Weidner Summer for Undergraduates Program at Florida State University College of Law** – offers a monthlong legal study immersion for undergraduates, equipping them with skills for their academic and law school journey.
- **Local Law Week** activities for elementary, middle, and high school students.
- **Teen Court** diversion programs for first-time youthful offenders involved primarily in misdemeanors.
- **Council on Legal Education Opportunity Inc. (CLEO) Pre-Law Summer Institute** – aims to expand law school opportunities for minority and low-income students and prepare them for law school success through intensive workshops and pre-law seminars.

Carlton Fields is a member of the **Law Firm Antiracism Alliance**, a coalition of 300+ law firms advancing equal justice. As a partner, Carlton Fields commits to amplify the voices of those oppressed by racism, encourage legal change for communities of color, and promote racial equity in law and government.



FURTHERING DIVERSITY IN OUR COMMUNITIES

Carlton Fields sponsors and participates in a variety of programming and events to promote DEI in our communities, including:

- ACC Tampa Bay Women's In-House Counsel Group Socials
- Corporate Counsel Women of Color's 18th Annual Career Strategies Conference
- Equality Florida All Together Now Conference
- Federal Communications Bar Association's Women's Summit Series
- Florida Association for Women Lawyers 39th Annual Justice Barbara Pariente Judicial Reception
- George Edgecomb Bar Association Scholarship Gala
- George W. Crawford Black Bar Association Annual Dinner
- Grateful Americans Charity Second Annual Georgia Veterans Golf Tournament
- Hillsborough County Bar Association Diversity Luncheon
- Lavender Law Conference and Career Fair
- Lawyers Collaborative for Diversity Edwin Archer Randolph Diversity Awards
- Leadership Tampa DEI Session
- NJ LEEP Gala
- Pace Center for Girls Hillsborough Spirits of Pace Fundraiser
- Pace Center for Girls Journey to Success Luncheon
- South Asian Bar Association's Annual Conference
- Southern California Chinese Lawyers Association 47th Anniversary Installation & Awards Banquet
- Tampa Bay Business Journal BusinessWoman of the Year Awards
- Tampa Bay Chamber of Commerce's 17th Annual Women of Influence Luncheon
- Tampa Museum of Art Pride & Passion
- Trevor Project Pride Month Fundraiser
- United Way Miami Women United Bingo & Bubbles
- United Way Miami Women United Breakfast
- Urban League of Greater Hartford Annual Black History Month Celebration
- Wilkie D. Ferguson Jr. Bar Association 42nd Annual Gala
- Women's Foundation of Florida Raise the Bar

CELEBRATING INCLUSION



Carlton Fields hosts an annual firmwide diversity event, celebrating the unique cultures and perspectives of our attorneys and staff.

In February 2023, Carlton Fields' Minority Business Resource Group hosted an attorney retreat for our minority attorneys. The full-day event featured discussions with diverse panelists and firm leaders on topics like understanding generational differences, in-house counsel insights, associate success, and business development. The retreat facilitated professional growth, networking, and open communication among colleagues across offices and practices.



CARLTON FIELDS

WWW.CARLTONFIELDS.COM/DIVERSITY

ATLANTA • HARTFORD • LOS ANGELES • MIAMI
NEW JERSEY • NEW YORK • ORLANDO • TALLAHASSEE
TAMPA • WASHINGTON, D.C. • WEST PALM BEACH

CARLTON FIELDS PRACTICES LAW IN CALIFORNIA THROUGH CARLTON FIELDS, LLP.

OCTOBER 2023