

KMK Law D&I Newsletter

Volume 2 | Issue 2



KMK Law Welcomes Kathleen Nalty

In both August and September, KMK Law was pleased to virtually host Kathleen Nalty, a nationally-recognized expert in strategies for creating cultures of inclusion to retain and advance diverse talent. Firm leadership, including, among others, the Board, Managing Partner, Practice Group Leaders and Directors, participated in Ms. Nalty's All-In Education Program held across two days. This Program focused on various training topics and exercises including the business case for diversity and inclusion, strategies for confronting unconscious bias, traits of inclusive leaders, and strategic planning around diversity and inclusion. Participation in the Program has led to meaningful progress towards revamping the firm's diversity action plan as part of the firm's overall strategic plan. KMK Law thanks Ms. Nalty for imparting her wisdom and advice upon the firm's leadership with respect to diversity and inclusion.

KMK Law Participates in Racial Equity Habit-Building Challenge

KMK Law is currently participating in an expanded version of the 21-Day Racial Equity Habit-Building Challenge organized by the Labor & Employment Section of the American Bar Association. The firm is conducting the Challenge across 21 weeks and holding monthly discussion groups open to all attorneys and staff. The Challenge's syllabus of materials has exposed participants to various new perspectives and laid the foundation for meaningful conversations about racial equity and justice, drawing upon a diverse array of personal and professional experiences.

KMK Law Diversity Fellowship Program Coming in 2021

KMK Law is proud to announce that it will be launching a Diversity Fellowship Program in 2021. This Program furthers KMK Law's mission of recruiting and retaining a skilled, high performing diverse workforce. Diverse law student fellows in the Program will receive a paid summer associate position and an additional grant, as well as other professional development opportunities and resources. Additional information about the inaugural Diversity Fellowship Program will be made available soon.



2020 Summer Associate Program

Due to the impact of the COVID-19 epidemic, KMK Law held an abbreviated four-week summer associate program at the firm. KMK Law was pleased to welcome a diverse class of summer associates, including two competitors from the 2020 Diversity Case Competition.

Diversity Case Competition for First Year Law Students Goes Virtual in 2021



KMK Law, in partnership with the University of Cincinnati College of Law, will be hosting the 2021 Law Student Diversity Virtual Case Competition, which will be held on January 15 & 16, 2021, via the virtual Zoom platform.

The Competition provides underrepresented racial and ethnic minority, first year law students the opportunity to learn practical lawyering skills in a high-pressure situation involving a real-life scenario. Students will once again be competing for cash prizes by displaying their analytical, problem solving and communication skills—all skills that are key to workplace success. The Competition will also expose students to practicing attorneys and Fortune 500 corporate counsel, who will serve as coaches and judges.

For more information on the Competition, including team registration or your interest in being a judge, please contact Julie Mulhern, Director of Legal Recruiting & Professional Development.



Three Women Attorneys Promoted to Partner

Among the five newly elected partners, KMK Law is proud to announce the promotion of the following three women attorneys:



Sophia R. Holley

Sophia, an attorney in the firm's Litigation Group, advocates for a wide variety of business clients, including large financial institutions and other business clients both inside and outside the Cincinnati area. Sophia has successful first-chair trial experience to both the jury and the bench, and has tried cases in both federal and state courts throughout the country. She has successfully represented clients in real estate litigation, obtaining favorable results for her clients in litigation surrounding real estate, eminent domain, zoning disputes, and real estate taxation. Sophia earned her J.D. from the University of Cincinnati College of Law in 2013, Order of the Coif, Law Review Executive Board. She earned her B.A. from the University of Kentucky in 2008, *magna cum laude*. Sophia is admitted to practice law in Ohio and Kentucky.



Darcy A. Watt

Darcy practices in the firm's Mass Tort Settlement Trust Group and Litigation Group. She regularly advises trustees of mass tort settlement trusts and qualified settlement funds on issues relating to all aspects of trust administration and claims processing including claims audits, Medicare compliance, and lien resolution. Darcy excels in handling disputes and has represented her clients in hundreds of private arbitration and mediation matters. Additionally, she has extensive litigation experience assisting clients with general business and commercial litigation matters. Darcy earned her J.D. from Northwestern University School of Law in 2011, *cum laude*. She earned her B.A. from the University of Southern California in 2005, *magna cum laude*. Darcy is licensed to practice law in Ohio and California.



Allison A. (Allie) Westfall

Allie is an attorney in the Business Representation & Transactions Group where she focuses her practice in the areas of securities, mergers and acquisitions, and business planning. Her practice includes representing corporate clients in a variety of business transactions, as well as advising publicly held clients on matters related to SEC reporting and compliance, the listing standards of the New York Stock Exchange and Nasdaq Stock Market, and corporate governance matters. Allie earned her J.D. from the University of Cincinnati College of Law in 2013, *cum laude*. She earned her B.A. from Ohio University in 2010, *magna cum laude*. Allie is licensed to practice law in Ohio.

KMK Law Women's Initiative

The KMK Law Women's Initiative continues to support other local women's groups and initiatives and participate in forums to learn best practices for women leaders and engage in thoughtful discourse on how we can best achieve our ultimate goals of attracting, retaining, and advancing our female attorneys. The members have participated in the following:



Ohio Women's Bar Foundation Leadership Institute *Bethany P. Recht*

Congratulations to Bethany Recht on her selection to participate in the Ohio Women's Bar Foundation Leadership Institute Class of 2019-2020. The program was created by top women leaders in Ohio to assist women lawyers in developing their leadership skills. The mission of the Leadership Institute is to advance inclusiveness within the legal profession and supplement the professional skills of women lawyers by enhancing their leadership, business development, and communications skills for the benefit of the diverse communities in which they work, live, and serve.

ALFA International Webinar: Women's Work

KMK Law attorneys attended the ALFA International Webinar: Women's Work: The Impact of the Pandemic on September 9, 2020. Panelists discussed the increased complexities of daily life along with strategies for maintaining motivation during these challenging days.

FBA Gender Equity Seminar

Sophia R. Holley, Sarah Vonderbrink Geiger, Melissa S. (Mel) Matthews

KMK Law attorneys attended the Federal Bar Association's Gender Equity Seminar on October 8, 2020. The FBA has been recognized for taking a global leadership role in raising awareness and transforming the future of the legal profession through gender equality. KMK Law attorneys Sophia Holley, Sarah Vonderbrink Geiger, and Mel Matthews have been active members of the Gender Equity Committee since 2018.



October 2020 Wise Women *Margaret G. Kubicki*

KMK Law's Margaret Kubicki served as a Wise Woman at the October 16, 2020 One Hundred Wise Women virtual event co-sponsored by Deloitte Tax, LLP. The invitation-only program enables rising women professionals to learn from our community's most accomplished career women and is a model for the power of sharing and mentoring. Margaret was invited to lead a small group discussion surrounding women's careers during a pandemic. KMK Law is proud of Margaret's contributions to the Cincinnati community and grateful for her leadership.

Notre Dame Women's Legal Forum

Melanie Cheek, Tiffany M. Evans, John M. Milligan

The Notre Dame Women's Legal Forum invited KMK Law to participate in their October 21 virtual program. Tiffany Evans presented "Effective Negotiations Skills" followed by a mock demonstration which featured Melanie Cheek and John Milligan. The forum exists to increase awareness and understanding of legal issues affecting women and of issues affecting women lawyers.

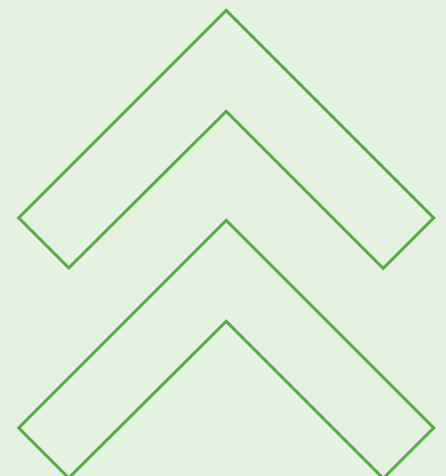


All About Women Corporate Participant

The KMK Law Women's Initiative is proud to participate at the November 11, 2020 All About Women Virtual Event. The forum was "designed to empower and inspire women of all ethnicities, ages, and occupations to be braver, dream bigger, and rise higher in their personal lives, careers, and communities."

KMK Offers New Benefit to Working Mothers

As part of its continued commitment to the health and wellness of working mothers in the legal profession, KMK Law recently rolled out a new benefit to support nursing mothers traveling on business. KMK Law has partnered with FedEx for a safe, hassle-free, cold shipping program. Traveling nursing mothers will be able to ship their breast milk back home quickly and without effort. The packaging can be ordered online and shipped to your destination. The cost will be covered by KMK Law. For more information about this great new benefit, please contact Lori Moser, Director of Human Resources.



Founders' Weekend of Service

#KMKCares

This year, KMK Law mourned the loss of one of its founding partners, William J. Keating, Sr. On August 8-9, 2020, KMK Law attorneys, staff and their families participated in a Weekend of Service to honor Bill and the other KMK Founders and the legacy of community service they built at the firm. KMK Law's commitment to diversity and inclusion necessarily includes partnering with local organizations to reach the underserved and underrepresented in our community. During this year's Founders' Weekend of Service, these organizations included, among others, Sleep in Heavenly Peace (sponsored by the KMK Law Women's Initiative Committee), Price Hill Will, Sweet Cheeks Diaper Bank and the FC Cincinnati Foundation. KMK Law also participated in the African American Chamber of Commerce's Back to School SMART START Campaign to support Cincinnati Preschool Promise preschoolers.



2020 Diversity Committee and Women's Initiative Committee

KMK recognizes the current members of the Diversity Committee and Women's Initiative Committee. Please reach out to any of these members with input or questions regarding KMK's diversity and inclusion initiatives.

Diversity Committee

Bethany Recht (Chairperson)

Jim Burke	Claire Parrish
Shannon Lawson	Dave Popp
Joe Lehnert	Adrienne Roach
Rob Lesan	Jason Stitt
Julie Muething	Allie Westfall
Julie Mulhern	

Women's Initiative Committee

Antoinette Schindel (Co-Chairperson)
Claire Parrish (Co-Chairperson)

Mike Cappel	Caroline Musekamp
Sarah Vonderbrink Geiger	Adrienne Roach
Sophia Holley	Nick Simon
Megan Hymore	Darcy Watt
Mary Ellen Malas	

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