

INCLUSION AT TUCKER ELLIS

2024 YEAR IN REVIEW

OUR NEW INCLUSION COMMITTEE CO-CHAIRS

In March, Chad Eggspuehler and Charissa Walker (pictured right) became co-chairs of the firm's Inclusion Committee, continuing the firm's commitment to fostering an inclusive culture at Tucker Ellis where everyone can be their authentic selves.



We believe that inclusion at its core is a chance to bring together people of all backgrounds, promote understanding, and encourage conversations and actions that reflect just outcomes, equality of opportunity, and inclusivity.

– Chad Eggspuehler & Charissa Walker
Tucker Ellis Inclusion Committee Co-Chairs

In May, Jewish IRG chair Anna Gecht and member Scott Wilkov attended the Six Million Steps, Six Million Lives – Never Again Walk with their families in Beachwood, Ohio.



Inclusion Resource Group (IRG) Updates

In May, we launched the Jewish IRG, a dedicated platform for individuals who identify as Jewish and those interested in Jewish culture and religion. Anna Gecht serves as chair.

In November, Madeline Dennis and Melissa Kelly were named co-chairs of the Women's Initiative, and Ed Racek became chair of the Asian American, Pacific Islander, Native Hawaiian, Middle Eastern, and North African (AAPINH MENA) IRG.



A MANSFIELD CERTIFIED PLUS LAW FIRM

Tucker Ellis earned Diversity Lab's Mansfield Certification Plus for the 2023–2024 cycle, marking the fifth consecutive year the firm has achieved this higher level of certification for ensuring all talent has a fair and equal opportunity to advance into leadership. Diversity Lab also recognized Tucker Ellis among the Early Adopters of the Mansfield Rule.

RECOGNIZED FOR OUR COMMITMENT

In 2024, Tucker Ellis earned additional recognitions for our commitment to EDI:

- Bloomberg Law's Inclusion Framework
- the Diversity & Flexibility Alliance's "Tipping the Scales" honor for promoting women to partnership
- the Leadership Council on Legal Diversity's (LCLD) "Top Performer" honor



JANUARY

Chad Eggspuehler commented on a variety of U.S. Supreme Court decisions in "Looking Back at 'Bedrock Cases' of Marriage Rights," published in [Cleveland Jewish News](#).

Tucker Ellis hosted Cleveland State University College of Law's moot court team for practice sessions ahead of the National Black Law Students Association Thurgood Marshall Moot Court Competition.

LCLD: V. Sathienmars and DT Amajoyi (pictured right) were named to the Pathfinder Program, and Steven Lauridsen was named to the Fellows Program.



FEBRUARY

Manju Gupta and Jayne Juvan were named to *Crain's Cleveland Business's* [2024 Notable Women in Law](#) list.

Additionally, Manju Gupta participated in a Cleveland Metropolitan Bar Association panel discussion on the ongoing inequities in the legal profession.

Members of our Black Inclusion & Advancement Network (BIAN) IRG shared their reflections on [Black History Month](#).

Our AAPINHMENTA IRG celebrated the Lunar New Year with a special social media post.

BIAN presented "DEI in Corporate America in the Wake of the Supreme Court's Ruling in Students for Fair Admissions."

MARCH

The Women's Initiative celebrated [Women's History Month](#) with a thoughtful series of social media posts and a virtual panel discussion featuring the firm's female lawyers.

APRIL

AAPINHMENTA IRG honored [Arab American Heritage Month](#) with a newsletter recognizing the achievements of the Arab American community.

Maha Kabbash attended the National Arab American Bar Association's launch event.



MAY

Tucker Ellis, Chad Eggspuehler, and Ludgy LaRochelle were shortlisted for the [2024 Legal Media Group Diversity, Equity & Inclusion Americas Awards](#).

Our Jewish IRG celebrated [Jewish American Heritage Month](#) with a message about Yom Hashoah.

Our Hispanic/Latinx IRG marked Cinco de Mayo with vibrant celebrations across our firm.

Pictured left, IRG co-chair Amanda Villalobos leads our L.A. Hallway's celebration.

JUNE

Charissa Walker spoke at [DRI's 2024 Diversity for Success Seminar](#) in Nashville as a part of the program's Women of Color Roundtable: The Path to Promotion.

Organized by IgbTE, Tucker Ellis celebrated Pride Month with colorful luncheons and rainbow apparel contests in support of The Trevor Project. Pictured right, Sheri Rigas, Diana Gerstel, Maha Kabbash, and Cheska Tolentino of our Morristown office sport their pride colors.

In honor of Juneteenth, [BIAN](#) hosted a firm-wide panel conversation on the disparity of economic power between Black businesses and their majority counterparts.

(Panelists pictured right with BIAN co-chairs Sarena Holder and Ludgy LaRochelle).



JULY

Bradley Dennis was named to The National Black Lawyers' list of the [Top 40 Under 40 Black Lawyers in Ohio](#).



OCTOBER

Brian Brookey was featured in the IPO DEI Committee Member Spotlight of [IPOwners Quarterly](#) to acknowledge his diversity, equity, and inclusion contributions.

24 Tucker Ellis attorneys were inducted into the Time Well Spent Honor Society and/or the Community Commitment Honor Society of [The Legal Aid Society of Cleveland](#).

Tucker Ellis and Cheska Tolentino sponsored the Sonia & Celina Sotomayor Judicial Internship Program's 10th anniversary event in New York.

Our Hispanic/Latinx IRG concluded Hispanic Heritage Month with a virtual book club event on the novel *In the Time of Butterflies* by Julia Alvarez, moderated by Francesca LaMontagne.

SEPTEMBER

Tucker Ellis co-sponsored "Lovely One: A Conversation with Justice Ketanji Brown Jackson," hosted by the City Club of Cleveland at The Huntington Convention Center.

DT Amajoyi was sworn in as a board member for the Black Women Lawyers Association of Los Angeles (BWL).A).

Chad Eggspuehler was reappointed Commissioner of the Cuyahoga County Human Rights Commission for the 2024-2026 term.

For the ninth consecutive year, TE hosted the [Norman S. Minor Bar Association's Annual Law Student Summit for Success](#) (pictured right).



NOVEMBER

IgbTE commemorated [Transgender Day of Remembrance and Transgender Awareness Week](#) with a newsletter about issues impacting the trans community.

Chad Eggspuehler was quoted by [Equality Ohio](#) and [Public Media](#) on the Ohio Supreme Court's unresolved stance on transgender birth certificate corrections.

Tucker Ellis hosted its annual Talent Show (pictured right) to benefit The Legal Aid Society of Cleveland.

DECEMBER

DT Amajoyi earned a 2024 Atlas Award for her outstanding engagement in the LCLD Pathfinder Program.



PIPELINE PROGRAM

In 2024, our award-winning Pipeline Program continued its mission of inspiring and empowering area students, including students from underrepresented backgrounds, to explore the legal profession. Through hands-on learning, mentorship, and meaningful engagement, we remain committed to providing access to opportunities in the legal profession.

3Rs

Sarena Holder continued to lead our involvement in the Cleveland Metropolitan Bar Association's 3Rs program, which places attorneys in area schools to educate students on their legal rights, responsibilities, and realities, and provide career counseling.

MOCK TRIAL

Supported by Tucker Ellis and coached by Karen Ross, the John Hay Early College Mock Trial Team won second place in the 2024 Cleveland Mock Trial Competition in addition to the Overall Competition Best Witness Award and individual Trial Awards for both Best Attorney and Best Witness.

SAINT MARTIN DE PORRES HIGH SCHOOL WORK-STUDY PROGRAM

We welcomed back Saint Martin students to participate in our work-study program. Job-sharing teams composed of multiple students with rotating office schedules over the summer and fall semester learned administrative skills by working in our Cleveland Hallway's Records Department.

LOUIS STOKES SCHOLARS INTERNSHIP PROGRAM

Avery Brobbey (pictured left) served as Tucker Ellis's 2024 Louis Stokes Scholar. The Cleveland Metropolitan Bar Association's Louis Stokes Scholars Program provides paid summer internships to college students in the Cleveland area who are interested in pursuing careers in law.

LAW SCHOOL PROGRAMS

We continued our close engagement with area law schools, sponsoring law student events, providing mentorship and scholarship opportunities, and coaching moot court teams, among other initiatives aimed at strengthening inclusion in our own talent pipeline, as well as that of the legal profession overall.

RECRUITMENT

We remained active participants in the LCLD 1L Scholars Program, hosted the Norman S. Minor Bar Association's Annual Law Student Summit for Success, and continued other recruitment initiatives advancing excellence in the legal profession.

JUNIOR ACHIEVEMENT

We continued volunteering with Junior Achievement of Greater Cleveland to help further its mission to provide unbiased, enriching learning experiences that promote economic opportunity and equity for local students.

2024 Sponsorships

Every year, Tucker Ellis proudly partners with philanthropic organizations nationwide dedicated to promoting inclusion in our communities. The photos below showcase some of our 2024 efforts.



In her second term as LCLD Charlotte City Lead, Charissa Walker hosted networking events for fellow LCLD alumni.



For Tucker Ellis Day, colleagues volunteered at Cleveland's Red Oak Behavioral Health and other organizations.



In November, Tucker Ellis held its annual talent show to benefit The Legal Aid Society of Cleveland.



In September, Tucker Ellis co-sponsored an event featuring U.S. Supreme Court Justice Ketanji Brown Jackson.