REFLECTIONS ON INCLUSION AND DIVERSITY
OUR 2018 MILESTONES
Reflections from our CEO...

People are our most valuable asset at Harris Beach. Our varied backgrounds, positions, ethnicities, races, orientations, ages, locations and other characteristics and differentiators collectively make up who we are. These attributes also provide us with the broadest perspectives, which enable us to create the best solutions for our clients. Our differences make us stronger — as professionals and as people.

Our culture is the result of living by our firm values, especially those of respect, teamwork and inclusion. As we move forward as a firm, preserving and enhancing our great working environment and delivering results depend on these attributes. One particular focus is in the area of inclusion and diversity.

Harris Beach was a pioneer when we developed our diversity initiatives in 2005 and established our Council on Inclusion and Diversity (“CID”) in 2006. Since that time, we have continued to expand on our commitments. As part of our focus on diversity, we believe it is our responsibility to support and promote opportunities for historically underrepresented minority students in the practice of law, as well as other disciplines within the firm. Our programs and sponsorships have a meaningful impact on students and organizations that share our goals. It is truly rewarding, both personally and professionally, to witness our results first-hand.

One of the highlights for me in 2018 was getting the chance to meet and interact with both practicing attorneys and promising students. We were able to do this

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— James Harrington, president of the Black Law Students Association at University of Buffalo Law School

Christopher D. Jagel, CEO/Partner

HARRIS BEACH VALUES

| Integrity |
| Respect |
| Teamwork |
| Ingenuity |
| Inclusion |
through networking events with groups such as the Rochester Black Bar Association and also through events with the Black Law Students and Latin American Law Students associations at Syracuse University, University at Buffalo, St. John's University and Hofstra University, where we have made a four-year commitment to a diversity scholarship, starting in 2019.

I also had the honor of attending the 50th anniversary gala of the Council on Legal Education Opportunity, Inc. in Washington D.C.

Harris Beach is a partner with clients that support CLEO and the shared goal of increasing the number of lawyers from diverse backgrounds actively contributing to the practice of law. I was proud to be part of this historic occasion and to celebrate those who have made outstanding contributions over the last 50 years as champions of Education, Diversity and Greater Equality in the legal profession.

We have made a tremendous difference through a busy 2018. Throughout the year we supported the cause of legal diversity from one end of New York to the other, as well as nationwide. In this compendium you will see how and where this work took shape, as well as testimonials from people we touched. The work goes on, and we are very proud and happy to do it.

We recognize that Harris Beach and the legal profession still have a long way to go. I hope you will join HB in celebrating your accomplishments and ours, and in supporting this journey as we continue to expand our wonderful diversity at Harris Beach and in the practice of law.

Christopher D. Jagel, CEO/Partner
... And from the Chair of the Council on Inclusion and Diversity

I am proud to reflect upon the accomplishments of our Council on Inclusion and Diversity. These highlights touch upon many of the events designed to promote diversity and inclusion in the legal profession, but they do not encompass the total efforts that take place every day to make our firm a great place to work. These efforts are directly tied to the firm’s core values of integrity, respect, teamwork, ingenuity and inclusion, which ultimately enhance the services that we provide to our clients. I am proud to be a partner in a firm that wholeheartedly embraces diversity and promotes inclusion and honored to serve as the Chair of the Council. I am looking forward to another great year in 2019!

Wendy A. Kinsella
Raising Our Voice Nationally

The Council on Legal Education Opportunity (CLEO) was formed in the divisive days of 1968 with the goal of increasing the number of lawyers from diverse backgrounds. At that time, lawyers of color made up less than 1 percent of the profession. Progress has been made, but there’s work left to be done.

Harris Beach was proud to help CLEO celebrate its 50th anniversary in 2018 by serving as a regional partner in efforts to recognize CLEO’s success and envision the next half-century. In the early fall, a Harris Beach team, joined by friends from the Ronald Brown Prep Program at St. John’s University Law School and the Caribbean Attorney Network, attended the “Greater Equality” reception in New York. Later, CEO Chris Jagel and other Harris Beach partners and associates attended the official CLEO anniversary gala in Washington, D.C. The gala recognized many excellent efforts to champion Education, Diversity and Greater Equality (“EDGE”) in the legal profession. Client representatives were partners in organizing the celebration and also attended the event. Vernon E. Jordan, Jr., advisor to presidents, noted civil rights leader/activist, attorney, businessman and a board member to several Fortune 500 companies, was the inaugural recipient of the CLEO EDGE Heritage Award.

Although best known for its Pre-Law Summer Institute “boot camp,” CLEO provides services to high school, pre-law and law school students which include mentoring, placement assistance, academic counseling and support, scholarships and bar prep orientation. CLEO has produced more than 10,000 alumni who have excelled as judges, corporate attorneys, law school deans and professors, practitioners, politicians and more.
Supporting the Next Generation

The past may be prologue, but it doesn't have to be. One of the focal points for Harris Beach in pursuit of a more inclusive profession involves opening opportunities for tomorrow's lawyers and helping students from a variety of backgrounds progress in their studies and careers.

We have forged significant partnerships with major law schools across the state, investing both our time and money in programs and relationships benefiting Black, Latin American and other underrepresented minority law students. We’re proud to support students on their journeys, as they are the future of our profession.

St. John’s University School of Law

>> Ronald H. Brown Law School Prep Program

For several years, Harris Beach has supported the Ronald H. Brown Law School Prep Program of St. John's University School of Law through scholarships and internship programs. The Ronald H. Brown Center for Civil Rights is St. John's oldest academic center, named after the first African-American Secretary of Commerce and first African-American Chair of the Democratic National Committee.

The program prepares college students for the challenges of law school and the law school application process. This includes internships with judges, governmental offices, private law firms and non-profit organizations. It also offers customized LSAT prep courses and classroom study.

Harris Beach assists motivated and accomplished college students from disadvantaged backgrounds through the program with financial support and internship opportunities. We also host several dinner receptions in our New York City office for the Prep Program participants, which allow the students to

After spending a summer in our New York City office, one Ron Brown bridge intern wrote:

As my semester is beginning to wind down and finals are quickly approaching, I miss my days at Harris Beach more and more. Although I am no longer there physically, I feel like Harris Beach is always with me. Thank you, again, for giving me the opportunity to work with the firm this summer. It was an experience that I will truly never forget.”

Other offices have provided internships and shadowing opportunities for Ron Brown students. Our Ithaca office hosted a Ron Brown program graduate who was attending Ithaca College School of Business, who was grateful for the experience:

I had a phenomenal day at the Ithaca office yesterday. It was great to be able to experience what a regular day of work looks like and the operations of the firm. I had the opportunity to shadow different attorneys in different areas, as well as sitting in their meetings with clients. I learned a lot about how to communicate with clients and how to effectively explain the documents they need to sign and their importance. Thank you for allowing me the opportunity to expand my skills and get exposure to this field. I know the skills I’ve learned as a result will help catapult my success and for that I am truly grateful.”

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network and ask questions of practicing lawyers and other professional staff about the practice of law. Our work with the Ron Brown program allows us to stay connected with the students to provide ongoing support during their journey through law school. We’re very proud to be able to extend our support across the Harris Beach network with upstate attorneys also participating in mentorship and advice.

Harris Beach is looking forward to continuing our relationship with the Ron Brown Program and its students into 2019.

>> BLSA/LALSA/APALSA RECEPTION

Our attorneys know that the best relationships are built face-to-face. In a world where personal contact is diminishing, our networking receptions are paying enormous dividends. The Harris Beach attorneys in our New York City office welcomed the St. John’s Black, Latin American and Asian Pacific Law Students’ Associations for a networking and roundtable discussion. At this discussion, the students learned about Harris Beach, different areas of law and the culture of the firm. During the breakout sessions, students were able to discuss any topics on their minds about life during and after law school. The students were very grateful for the opportunity to ask questions about different careers and paths in the practice of law.

>> St. John’s Moot Court

The Harris Beach-sponsored team from the St. John’s University School of Law made it to the final eight in the fall National Latina/o Law Student Association Annual Moot Court Competition. The team of Tina Kassangana and Precious Lewis, coached by Lisa Mendez, represented the St. John’s Law Latin American Law Student Association (LALSA) in the competition. The national NLLSA is a not-for-profit that serves as a conduit for Latina/o law student voices and is focused on advancing Latina/o academic success and commitment to community service.

In a thank you email to partner David Kochman, one second-year law student wrote:

“I just wanted to take the time to thank you for all of the advice you gave to me yesterday at the meet and greet dinner. We often feel pressure to automatically know what we want to do in life, leading us to live miserable lives. Sometimes we just need a reminder that it is OK to change our minds in order to find out where we best fit. Your story and your advice was that reminder for me.”

Yessica Pinales, a third-year St. John’s student and immediate past National Chair of the National Latina/o Law Student Association, wrote in an email:

“On behalf of the St. John’s University School of Law and the Latin American Law Student Association, we want to extend a heartfelt thank you for sponsoring our team. Your generous contribution gave Tina and Precious the opportunity to participate in a National Competition that provided them with a unique experience.”
University at Buffalo
School of Law

Over the past year, the relationship between Harris Beach, the University at Buffalo School of Law, its BLSA and LALSA students and the law school’s administration has blossomed. We are looking forward to reaffirming our partnership with the UB School of Law and exploring other ways to support students on their journeys.

>> BLSA and LALSA Retreat
Our focus on inclusion and diversity also gave us a chance to be innovative. Students with BLSA and LALSA in September attended the first Harris Beach sponsored BLSA and LALSA retreat at the Beaver Hollow Conference Center. Our partners Bob Murray and Kevin Tompsett hosted the retreat to kick off the UB fall semester over Labor Day weekend. The weekend was filled with networking opportunities as Bob and Kevin enjoyed getting to know the law students and led a roundtable discussion of topics of interest to them, including different areas of the law, life during and after law school and the practice of law in a private firm. The students also participated in activities to build and strengthen relationships with their peers, who can provide support and guidance throughout the law school experience.

>> University at Buffalo Skill Development
Career skills are also a high priority in our inclusion and diversity program. Last year we invited BLSA and LALSA students to our Buffalo office for an interactive workshop on resume and cover letter writing. The program was led by Jamie Page, Senior Manager of Human Resources and Associate Programs and a member of the Council on Inclusion and Diversity.

This event was the result of repeated requests from the students to assist them with the hiring process. The students brought their resumes and cover letters and were very active in asking questions about how to show their strengths and make them stand out to potential employers.

Vice President James Harrington relayed the students’ appreciation for the retreat:
“On behalf of every member of the Black Law Students Association at UB Law, I would like to thank everyone at Harris Beach! The weather, amenities, food, staff, rooms and activities were all amazing. Bob and Kevin were great. They were engaging, informative and extremely candid and helpful—we did not want the weekend to end. Support like this is rare at the law school and it is extremely rare for students of color. Thank you immensely!”
employers. We’ll be looking for opportunities to repeat the experience in 2019. We’ve already committed to providing advice and training on etiquette in the legal profession.

>> **University at Buffalo Networking**

Our attorneys and professionals are also very giving of their time and expertise in an effort to support underrepresented students. For example, Harris Beach partners Melanie Marotto and Bob Murray and associate Adewoye Adegoke, a UB and BLSA alumnus, represented Harris Beach at the 2018 BLSA and LALSA Students of Color Brunch. Melanie, Bob and Ade welcomed the opportunity to meet and welcome BLSA’s and LALSA’s newest members while catching up with old friends.

Later in the fall, BLSA and LALSA students spent the evening at our Buffalo office for a speed mentoring and networking reception. The students met with both Harris Beach attorneys and other attorneys and advisors from western New York’s legal community, who provided short, intensified interactions. We were very grateful to those mentors from outside Harris Beach who provided advice and insights to broaden the student’s perspectives about possible career paths in the law.

>> **University at Buffalo Discover Law**

Harris Beach sees opportunities to inspire an interest and love for the law even for younger students not yet committed to law school. That was the driver behind our interaction with the UB School of Law Discover Law Program for undergraduate students. We welcomed a group of undergraduate students to our Buffalo office to discuss careers in the legal profession — but with a unique twist.

The students heard from Harris Beach staff about various professions that make the law firm work — such as accounting, business development, IT and paraprofessional work. In addition, attorneys discussed areas of the law that were of interest to the students, many of whom were considering law school. The Harris Beach teams also met with students in smaller group
sessions to discuss their interests and other topics. Before leaving, the students received a tour of the office and had the chance to ask any follow-up questions individually. The students came from colleges in New York, Pennsylvania and Maryland.

**Syracuse University College of Law**

Harris Beach makes every effort to stay in touch with students as they continue in their journey through law school, and that leads to new and exciting opportunities. One of the students we supported through the Ron Brown program, now attending Syracuse University College of Law, arranged for us to host a networking and roundtable discussion reception in the Syracuse office for SU's BLSA and LALSA students. At this event, the students explored different areas of the law, and discussed the employment process and other issues that were on their minds about life during and after law school with Harris Beach attorneys.

The Ron Brown student who helped set the program up found the event encouraging, saying that “those who we had an opportunity to hear from — whether through brief one-on-one conversations or through their presentations — were full of insight and certainly gave us something to think about as we go forward in law school and in our ultimate career. Events like tonight encourage us to continue our work because there are firms and people who support us. Thank you and thanks to all of those at Harris Beach who were generous enough to spend their Friday evening with our members.”

As the fall semester wrapped up, James Harrington, president of the Black Law Students Association at UB, expressed his thanks:

“Because of Harris Beach, we were able to take a short break from the stresses of law school, especially the 1L’s and fellowship with one another during a summer retreat. We were able to speak candidly, with practicing attorneys, about our fears of being Black students on the verge of entering a predominately Caucasian profession. We were shown how to ‘properly’ write a resume and cover letter at a workshop that was pivotal because most of us are not only first generation law students, we are first generation college graduates and writing the perfect resume is not something that was taught in the home. We were able to interact with attorneys from different practice areas which showed us the broad reach we will have once we are admitted to practice. Finally and most importantly, we were shown that we belong! Amazingly we were shown all of this in three short months.”
Harris Beach continues to expand its financial commitments to diversity. In 2018, Hofstra University announced the establishment of a Harris Beach Diversity Scholarship at the Maurice A. Deane School of Law. This award is for a second or third-year law student who enhances the diversity of the student body and has an interest in Long Island economic development. The scholarship will provide financial assistance to deserving law students and hopefully will lead to shadowing and externship opportunities at Harris Beach. In addition, the Harris Beach team supported the BLSA and LALSA organizations with a donation of their own time. Our downstate attorneys spent an afternoon with students at the Maurice A. Deane School of Law to discuss life after law school, getting started in their careers and other areas of opportunity in the law.

Donna Brower, Director of Development, expressed her gratitude to the firm:
“Your firm’s investment in the Harris Beach Diversity Scholarship will truly make a difference in easing the cost of legal education for the recipients. I am so grateful for your wonderful commitment to Hofstra Law.”

Daphne E. Telfeyan, Assistant Dean for Career Development and Employer Relations at the Deane School of Law, wrote in a follow-up:
“We thank you for putting this successful and meaningful program together. We appreciate the time and energy given by each of the participating attorneys. Their enthusiasm was contagious and the students responded in kind.”
Celebrating and Supporting Today’s Attorneys

The Harris Beach commitment to inclusion transcends the academic world and even our profession. We continuously look for ways to help advance attorneys currently in practice and express our values and beliefs in a more diverse world.

Black History Month

As part of Black History Month, Harris Beach supported “Celebrating the Contributions of African American Attorneys in Monroe County,” a program put on by the Volunteer Legal Services Project of Monroe County. This event was presented in celebration of Black History Month and in honor of the late Judge Roy Wheatley King. Partner H. Todd Bullard spoke about Judge King, who was a mentor to him.

Rochester Black Bar Association

Last year Harris Beach was honored to host the first annual Rochester Black Bar Association Meet and Greet Reception with a Roundtable Discussion and it was a huge success! The event, co-sponsored by Harris Beach, brought together law students, practicing attorneys and law school and law firm administrators from Rochester, Buffalo and Syracuse for an evening of networking and sharing their love for the legal profession.

The group reception brought the best minds together to explore different areas of the law as attorneys from the public and private sector discussed their paths to success and their passion for practicing in the Western and Upstate New York area. After dinner, we gathered in smaller breakout conversations to have a dialogue with students, answering their questions about life during and after law school and sharing other experiences and insights. This event was a wonderful opportunity to support
the mission of the RBBA, which is to create an environment of support for African American lawyers and to advance diversity and inclusion in the law.

**Onondaga County Bar Association**

One of the best times to build relationships with students is when they first arrive on campus as first year law students. Last year Harris Beach teamed with the Onondaga County Bar Association’s Diversity & Inclusion Committee in sponsoring the 4th annual “Welcome to Syracuse” Reception. This networking and CLE event was open to the Syracuse legal community and was held on June 14 at the Syracuse University College of Law.

**Caribbean Attorney Network**

Throughout 2018, Harris Beach continued to develop a relationship with the Caribbean Attorney Network (CAN) that was co-founded by a former HB associate, Kadion Henry. CAN is a professional organization building a networking community for Caribbean attorneys, legal professionals and law students who share opportunities with each other as well as give back to the Caribbean community in the United States and abroad. CAN and HB organized a speed mentoring and networking reception at our NYC office which provided younger attorney mentees with the chance to meet with successful and inspiring attorneys and advisors from New York’s legal community. The evening included a brief introduction to CAN, followed by an hour of speed mentoring, during which mentees had short interactions with several mentors. Networking followed, which provided an opportunity to meet and get the benefit of advice from private and public sector lawyers, legal administrators and leading in-house legal counsel. Attendees were able to find out more about careers in a variety of practices, as well as build connections within the Bar. Some of the topics for discussion included transitions in career paths, expanding areas of law, negotiating work/life balance and alternative careers that the mentees may not have considered.
Hispanic Heritage Awards

Recognizing the accomplishments of pioneers in the legal profession is another way that HB supports diversity in the law. On October 30, Tom Garry, Jack Martins and CID Chair Wendy Kinsella attended the 2018 Hispanic Heritage Awards Gala, sponsored by the Latino Judges Association, Inc. in New York City. Approximately 250 people, the largest attendance for the event to date, honored attorneys and Judges of Hispanic heritage. Three prestigious awards were presented: The Honorable John Carroll Award for Judicial Excellence was presented to Hon. Joseph A. Zayas of state Supreme Court in Queens, and the Honorable Carmen Beauchamp Ciparick Lifetime Achievement Award was presented to the Hon. Dora Irizarry, Chief Judge for the United States District Court for the Eastern District of New York. Tom Garry and other members of the Franklin H. Williams Judicial Commission were thrilled that the Honorable Frank Torres Award for Commitment to Diversity was presented to Joyce Y. Hartsfield Esq., Executive Director of the Franklin H. Williams Judicial Commission. The event was a beautiful reflection on the past and a celebration of the many accomplishments and contributions made by Latino judges and attorneys to the legal profession and the communities they serve.

Long Island Pride Celebration

Harris Beach was a sponsor of the 28th annual Long Island Pride Celebration. HB representatives and clients attended some of the 30 events, which took place over three days. This annual Pride celebration is hosted by the LGBT Network, a non-profit organization that is a home and voice for LGBT people, their families and support systems of Long Island and Queens. The LGBT Network’s four community centers help LGBT people to be themselves, stay healthy and change the world. The LGBT Network has a 25-year history of pioneering advocacy and change to promote safe spaces where LGBT people live, learn, work, play and pray.
Awards and Recognition

HB and its attorneys have received numerous awards and recognition for diversity and inclusion initiatives and for participation and sponsorship of related programs.

Pamela B. Goldsmith, a partner and CID member, was honored by City and State with a Corporate Social Responsibility (CSR) Award for her outstanding performance in business with respect to diversity and inclusion. Pam was one of 20 honorees and companies that have made outstanding efforts in workplace diversity and inclusion, supplier diversity and procurement and recruitment and retention. Pamela is also the Co-vice Chair of LeGal’s Judiciary Subcommittee and a member of the Judicial Screening Panel for the LGBT Bar Association of Greater New York.

Audrey Patrone Peartree, a partner in the Rochester office and leader of the firm’s wills, trusts and estates practice, received the Hanna S. Cohn Mentoring Award from the Greater Rochester Association of Women Attorneys (GRAWA.) The award is given annually in honor of a woman who has mentored, inspired and nurtured other women.

Thomas J. Garry, managing partner of our Uniondale office, was named to Franklin H. Williams Commission, which educates and advises state leaders on racial and ethnic fairness in New York courts. Tom serves with judges, lawyers and court administrators all appointed by the Chief Judge of the State of New York.

Justina Rivera, senior associate, was elected to serve as Vice President of Membership for the Metropolitan Black Bar Association, a unified citywide association of African-American and other minority lawyers. Justina was also included in “Telling Our Stories: Lawyering Beyond the Shadows,” a museum exhibit showcasing the accomplishments of Black women at Fordham University.

More Awards and Recognitions on next page
Omar Nasar, a partner in our New York City office, is now the Diversity Liaison to the DRI’s Trial Tactics Committee. Omar was recommended by leaders on the DRI Diversity Committee. DRI is the leading organization of defense attorneys and in-house counsel throughout the country.

Victoria A. Graffeo, a partner in the Albany office, was honored in the Book of Lives & Legacies, a publication of the National Women’s Hall of Fame that recognizes exceptional women. The counsel at Fuller Road Management (SUNY POLY) nominated Vicki as the first upstate woman to sit on the Court of Appeals and the first female Supreme Court Justice in Albany County (and the Capital Region). Vicki previously was awarded the 2017 Women of Excellence Award for Distinguished Career by the Capital Region Chamber at the annual Women of Excellence Award Luncheon and also appeared on the cover of Women@Work magazine, a publication of the Times Union in the May, 2017 issue.

Harris Beach received a Certification of Appreciation for its support of the UB BLSA team at the National Black Law Student Associations’ Thurgood Marshall Mock Trial team.
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