

## Our Commitment to Inclusion & Diversity at Harris Beach

*Harris Beach strives to cultivate an inclusive workplace respecting the contributions of diverse individuals which empowers everyone and fosters innovative approaches that enhance the services we provide. Our mission is to excel as a leading multicultural law firm that reflects and builds upon the growing diversity of the communities and clients we serve.*



**HARRIS BEACH**  
ATTORNEYS AT LAW  
*Discover True Engagement®*

## OUR CORE VALUES

### INTEGRITY

*Honesty, sincerity, openness and fairness are the building blocks of integrity. By embracing these values and holding ourselves to the highest levels of personal and professional behavior in all our relationships, we have earned the trust and respect to become a firm our clients rely upon as a trusted ally.*

### RESPECT

*Our culture of understanding, compassion and respect for each other naturally carries through to our relationships with our clients. Harris Beach believes in the fundamental dignity of each individual and every employee is valued for contributing unique experiences and perspectives. The rich diversity of our workforce, which reflects the communities we serve, enhances our work environment and the legal solutions we provide our clients. We listen to others and are responsive when others need assistance.*

### TEAMWORK

*We value the unique skills of each individual at Harris Beach and strategically leverage our broad knowledge base to build dedicated, interdisciplinary, problem-solving teams that are greater than the sum of their parts. Bringing our best team thinking to bear for our clients allows us to understand and anticipate their challenges, and provide breakthrough solutions.*

### INGENUITY

*Applied ingenuity is the impetus of our success at Harris Beach. We value and reward creativity and innovation, and provide our professionals with an entrepreneurial yet collegial atmosphere where we take our work, but not necessarily ourselves, seriously. This environment gives rise to the free flow of ideas which we transform into forward thinking client solutions.*

### INCLUSION

*Harris Beach recognizes everyone has a right to be included. By respecting and embracing our differences, we create an environment that optimizes our talent and promotes fresh thinking and innovative solutions that exceed client expectations. Sharing experiences from our diverse backgrounds increases the quality of everyone's contributions, enhancing the services we provide.*



**“There’s transformative power that comes from considering many perspectives and great strength from collaboration. At Harris Beach, our commitment to diversity and true engagement leads not only to unique, but also better, solutions for our clients.”**

- Chris Jagel, CEO of Harris Beach PLLC

## UNDERSTANDING INCLUSION AND DIVERSITY

To truly comprehend the separate concepts and practices of inclusion and diversity, it is important to understand how they interrelate. Inclusion is a mechanism to create a culture in which all individuals are treated respectfully and fairly, have equal access to resources and opportunities, and are valued for their contributions to an organization's success. Diversity, narrowly defined, is a measure of the extent to which an organization employs people of diverse backgrounds, experiences, visions and views.

Our broader perspective of diversity goes beyond such visible aspects as race, ethnicity, gender, age and sexual orientation (compositional diversity) to encompass the diversity of thought and perspective each individual brings to the workplace (cognitive diversity). Embracing diversity and promoting inclusion in all its forms allows us to attract and retain top talent, better understand our clients, collaborate and perform at our highest levels, and deliver the innovative solutions and value necessary to succeed in a complex interconnected world.

**“An inclusive and diverse workplace works smarter and serves clients and customers better. An inclusive work environment is like a beautiful quilt with many unique panels that combine to make a strong picture of equality.”**

- H. Todd Bullard, partner, Council on Inclusion and Diversity co-chair



## WELCOMING AND BUILDING ON INCLUSION AND DIVERSITY

Building on a tradition of inclusion, acceptance and mutual respect, Harris Beach launched a major diversity initiative in 2005. The following year, the firm hired the nationally recognized diversity training and consulting firm Roosevelt Thomas and Associates which conducted interviews, focus groups and diversity training, and assisted Harris Beach in the formation of our first Diversity Council. As our program has progressed, we have engaged The FutureWork Institute, a network of consultants whose clients include international law firms and leading global organizations. The FutureWork Institute supports our view of inclusion and diversity as a deeply rooted change process which drives respect, collaboration and innovation.

Today, the Harris Beach Council on Inclusion and Diversity is comprised of attorneys and staff from various departments and offices, and from a broad range of ethnic and academic backgrounds, experiences, cultures and lifestyles. The Council on Inclusion and Diversity is dedicated to the retention and advancement of all individuals.

## PRACTICES AND PROGRAMS

Harris Beach has a legacy of making positive contributions in the communities we serve. The following practices and programs foster inclusion, diversity and community collaboration.

### **Accessibility**

Harris Beach is committed to making all of its offices and facilities accessible to individuals with disabilities by meeting or exceeding the requirements of the Americans with Disabilities Act. We proactively consult with employees who have disabilities to determine whether structural and technological modifications are needed to improve their workplace environment.

### **Law School Prep Program**

We support the Ronald H. Brown Law School Prep Program of St. John's University School of Law through scholarships and internship programs. It is dedicated to helping college students who are part of ethnic, racial and socioeconomic groups, typically underrepresented in large law firms, learn about the legal profession and get into law school.

### **Legal Diversity Clerkship Program**

Harris Beach is a founding member of the Monroe County Bar Association's Legal Diversity Clerkship Program which provides paid summer work experience to law students of historically underrepresented groups within the legal profession. The firm has hired a number of program participants and actively supports the program's long-term goal of increasing inclusiveness and diversity in the legal profession in upstate New York.

### **Staff Recruiting**

Harris Beach has programs with community colleges and undergraduate colleges to identify students who upon graduation would be candidates for employment in support staff positions at the firm. The programs consist of in-class lectures on preparing for employment provided by Harris Beach. In turn, the colleges provide

recommendations for potential job candidates based upon students' overall academic and extracurricular achievements.

### **Equal Employment Opportunity Policy**

The firm's policy prohibiting unlawful discrimination applies to all aspects of employment, including hiring, placement, assignment of duties, training, promotion, compensation & benefits and termination.

It is the policy of Harris Beach PLLC that all employees enjoy a positive, respectful and productive work environment, free from behavior, actions or language constituting unlawful harassment. Accordingly, harassment of any kind based on an individual's race or color, sex, age, religion, national origin, marital status, disability, veteran status, genetic predisposition, carrier status, sexual orientation, citizenship status or any other legally protected status is strictly prohibited.

### **Work-Life Balance**

Harris Beach supports work-life balance in many ways including flexible work schedules, remote work connectivity and the ability for attorneys with part-time schedules to remain on the partnership track. Other firm benefits that promote a healthy work-life balance include maternity and paternity leave, retirement savings and financial planning support, fitness benefits, summer early out program and healthy living programs such as fitness and smoking cessation support and a firm-wide wellness initiative.

### **Diversity of Practice**

Harris Beach and our subsidiaries provide a full range of legal and professional services for clients across New York state, as well as nationally and internationally. The Harris Beach family includes more than 40 practice groups and industry teams and two non-legal

consulting subsidiaries, all of which work in a highly collaborative manner that effectively leverages specialized knowledge, experience and team synergies to serve the full range of our clients' needs.

### **Diversity Compliance**

Our attorneys help organizations maintain compliance with New York state procurement regulations related to diversity by partnering with Minority and Women-Owned Business Enterprises (MWBEs) when proposing or conducting business within the state. Harris Beach also assists clients with obtaining MWBE certification and, whenever appropriate, uses MWBE partners in the delivery of our legal services.

### **Continuing Inclusion and Diversity Education**

Harris Beach education and awareness programs include:

- Inclusion and diversity orientation for all new attorneys and staff
- Generational diversity seminars to foster constructive dialogue and effective communication and teamwork with all individuals across the generational continuum
- "Managing Conflict Toward Positive Growth" seminars to minimize team conflict and facilitate productive teamwork
- Understanding micro inequities and unconscious bias
- Training to raise awareness about working with attorneys and staff with disabilities
- DiSC® training to improve productivity, teamwork and communication among attorneys and staff with diverse personalities and behavioral styles




---

**“The firm’s acceptance and understanding of our different backgrounds, lifestyles and viewpoints effectuates and creates a dynamic environment where we learn from others and capture the advantages of our diversity for our clients’ benefit.”**

- Alex Neubert, paralegal

---

## LEADERSHIP AND AFFILIATIONS

Our attorneys have taken or currently hold leadership roles in associations promoting inclusion and diversity including the:

- American Bar Association
- Buffalo Niagara Partnership Diversity and Inclusion Council
- Capital District Women’s Bar Association
- Caribbean Attorney Network
- Defense Research Institute Diversity Committee
- Greater Rochester Association for Women Attorneys
- National Bar Association
- National Federation for Just Communities of Western New York
- New York City Metropolitan Black Bar Association
- New York State Bar Association
- Rochester Black Bar Association
- South Asian Bar Association of New York
- Women’s Bar Association of the State of New York

### Professional Organizations

Harris Beach supports our attorneys and staff management with their involvement in the inclusion and diversity initiatives of regional and national professional organizations.

### Workforce Diversity Network

The firm is a member of the Workforce Diversity Network, the nation’s leading network of professionals and organizations dedicated to professional development, understanding, promotion and management of inclusion and diversity as an essential part of organizational success.

“I am proud to be part of a firm that hires and advances employees with diverse talents and life situations, including those with disabilities, not solely because it is the right thing to do, but because the firm genuinely recognizes that an inclusive workplace promotes innovative thinking, fresh ideas and varied approaches to achieve client success.”

- Kareen Zeitounzian, associate





“It is extremely valuable to have a work environment where individuals can express their ideas, thoughts and recommendations, and be respected for offering their views. Whether the suggestions are enacted upon or not is immaterial, as the free flowing environment is what generates dialog and practical solutions. This type of environment is not stress free as individuals can earnestly agree to disagree, but adhering to our core values allows us to achieve extraordinary results and also manage the stresses generated in a positive and respectful manner.”

- Mario Domanti, Chief Human Resources Officer

## RECOGNITION

Harris Beach's inclusion and diversity recognition and awards include the:

- Puerto Rican Bar Association's *Law Firm Diversity Award*
- *HR Excellence Award* in the diversity excellence category from the Buffalo Niagara Human Resources Association
- *Employer Support Freedom Award* from the Secretary of Defense – the Department of Defense's highest award given to civilian employers
- Rochester Black Bar Association's Diversity Recognition Award for its committed participation, support and leadership in the Rochester Legal Diversity Clerkship Program
- *Family Friendly Employer Award* from the Greater Rochester Association for Women Attorneys and the Monroe County Bar Association

Firm attorneys have received the following inclusion and diversity recognition and awards:

- Harris Beach former CEO James A. Spitz Jr., the *Profiles in Diversity Journal CEO Leadership in Action Award™*, recognizing CEOs who fully support their organizations' inclusion and diversity initiatives
- Harris Beach Partner H. Todd Bullard received the State University of New York at Buffalo Law School *Students of Color Distinguished Alumni Award* and the Rochester Black Bar Association's *Trailblazer Award*

---

For more information, contact Council on Inclusion and Diversity co-chairs:

**H. TODD BULLARD**  
**tbullard@harrisbeach.com**  
**585.419.8696**  
**or 800.685.1429**

**KIMBERLY A. SWETLAND**  
**kswetland@harrisbeach.com**  
**212.313.5417**  
**or 800.685.1429**

**Harris Beach** and its subsidiaries provide a full range of legal and professional services for clients across New York state, as well as nationally and internationally. Harris Beach is among the country's top law firms as ranked by *The National Law Journal* and is among the *BTI Elite* law firms based on in-depth interviews of more than 600 corporate counsel at the world's largest and most influential companies. Our clients include Fortune 100 corporations, privately-held companies, emerging businesses, public sector entities, not-for-profit organizations and individuals. Principal industries we represent include education, energy, financial, food and beverage, health care, insurance, manufacturing, medical and life sciences, real estate developers, and state and local governments and authorities.

#### INDUSTRY TEAMS

Automotive and Vehicle Dealerships  
Cannabis  
Construction and Surety  
Educational Institutions Higher Ed  
Educational Institutions K-12  
EMS and Fire Protection Providers  
Energy  
Financial Institutions and Capital Markets  
Food and Beverage  
Health Care  
Industrial and Consumer Manufacturing  
Medical and Life Sciences  
Municipalities and Local Agencies  
Nanotechnology  
Photonics  
Racing and Gaming  
Real Estate Developers  
Science and Technology  
Telecommunications and Media  
Unmanned Aircraft Systems  
USA Collegiate Sports  
Veterinary Medicine

#### PRACTICES

Alternative Dispute Resolution  
Appellate  
Business and Commercial Litigation  
Collection Law  
Commercial Real Estate

Corporate  
Cybersecurity Protection and Response  
Diversity Compliance  
E-Discovery (e-info<sup>SM</sup>)  
Employee Benefits  
Employment Litigation  
Environmental Law  
Financial Restructuring, Bankruptcy and Creditors' Rights  
Government Compliance and Investigations  
Health Law  
Immigration Law  
Insurance Coverage  
Intellectual Property Law  
International Trade Law  
Internet Law  
Labor and Employment Law  
Mass Torts and Industry-Wide Litigation  
New Markets Tax Credit  
Patent, Trademark and Copyright Law  
Product Liability and Comprehensive General Liability  
Public Finance and Economic Development  
Real Property Valuation Litigation  
Residential Real Estate  
Sports Law  
Tax Law  
White Collar Crime  
Wills, Trusts and Estates

#### CONSULTING SERVICES (NON-LEGAL)

##### HB Solutions LLC

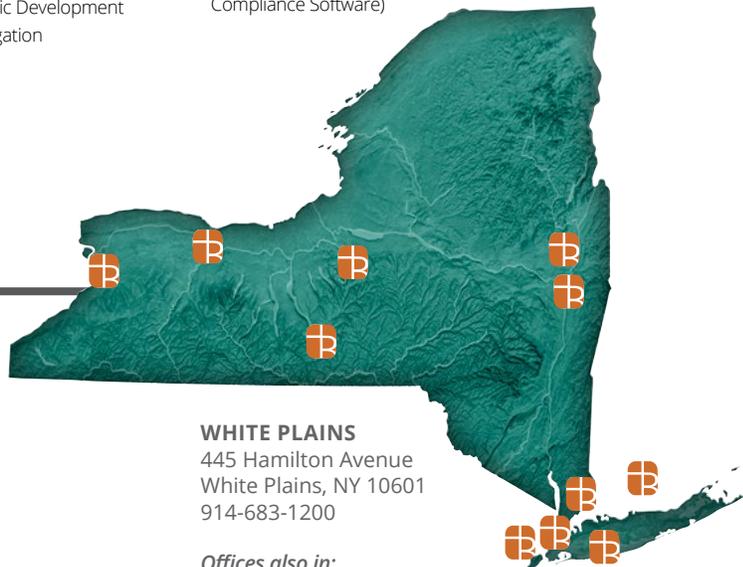
Collegiate Sports Compliance  
Data Privacy and Cybersecurity  
Economic Development and Public Affairs  
Educational Institution Assistance  
EMRG® (E-Discovery Management Resources Group)  
Energy  
Health and Human Services  
Human Resources  
Information Technology  
Marketing and Communication Services  
Municipal and Local Agency Assistance

##### HB Cornerstone LLC

Owner Representation  
Design Services  
Facilities Consulting  
Move Management

##### Caetra.io

CyMetric (Cybersecurity Regulation Compliance Software)



#### Offices throughout New York:

##### ALBANY

677 Broadway  
Albany, NY 12207  
518-427-9700

##### BUFFALO

726 Exchange Street  
Buffalo, NY 14210  
716-200-5050

##### ITHACA

119 East Seneca Street  
Ithaca, NY 14850  
607-273-6444

##### LONG ISLAND

333 Earle Ovington Boulevard  
Uniondale, NY 11553  
516-880-8484

##### NEW YORK CITY

100 Wall Street  
New York, NY 10005  
212-687-0100

##### ROCHESTER

99 Garnsey Road  
Pittsford, NY 14534  
585-419-8800

##### SARATOGA SPRINGS

513 Broadway  
Saratoga Springs, NY 12866  
518-587-0551

##### SYRACUSE

333 West Washington Street  
Syracuse, NY 13202  
315-423-7100

##### WHITE PLAINS

445 Hamilton Avenue  
White Plains, NY 10601  
914-683-1200

#### Offices also in:

##### NEW HAVEN, CT

195 Church Street  
New Haven, CT 06510  
203-784-3159

##### NEWARK, NJ

One Gateway Center  
Newark, NJ 07102  
973-848-1244



**HARRIS BEACH** PLLC

ATTORNEYS AT LAW

*Discover True Engagement®*



[harrisbeach.com](http://harrisbeach.com)

Prior results do not guarantee a similar outcome.  
Images used are stock photography.