



At Jackson Kelly, we value our attorneys' diverse backgrounds, knowledge, and skills, and we believe diversity makes us stronger as a firm. We aim to inspire a culture in which various viewpoints are heard, encouraged, and valued. By each bringing our diverse experiences to work, we strengthen the quality of the service that we provide to our clients, the legal profession, and our communities.

That is why at Jackson Kelly, diversity is not just a buzzword. It is simply the way we do business.

- We have a Diversity Committee that is dedicated to recruiting, retaining and promoting diverse attorneys, including women, people of color and LGBTQ+ attorneys as they rise to membership and other senior positions within the Firm.
- We are an engaged member of the Leadership Council on Legal Diversity, which is an organization of more than 300 corporate legal departments and law firms working to build a more open and diverse legal profession.
- We sponsor and support programs that provide opportunities for diverse law students such as paid summer clerkships, scholarship funds, mentoring programs, and educational programs.
- We also support organizations in the legal profession and in our communities that promote and encourage diversity and inclusion and assist diverse populations with accessing financial assistance, legal assistance, healthcare, education, and employment, among other necessities.

We recently launched an initiative to offer pro bono consultations and services to Black businesses impacted by COVID-19, the recent protests, or racial discrimination. During these uncertain times, we want to help the businesses in our communities survive and thrive. To learn more, visit our **Pro Bono** page.

## Diversity Awards:

- Mansfield Certified from September 2021 to March 2023 — to track, measure, and achieve diversity in leadership
- **Named a 2022 and 2023 Compass Award Winner** by the Leadership Council on Legal Diversity (LCLD).
- Designated as **2021 Top Performer** by the **Leadership Council on Legal Diversity (LCLD)**, recognizing the highest level of engagement with LCLD over the course of the year.
- Ranked by *The American Lawyer* on **The 2021 Diversity Scorecard Ranking** as a Top Firm for Diversity.
- Awarded "Gold Standard Certification" by Women in Law Empowerment Forum (WILEF), a designation for law firms that have integrated women in top leadership positions.
- Recognized for high percentage of female Equity Members and commitment to gender equality in Law360's "The 25 Best Law Firms For Female Partners".

**Robert Tweel took the pledge in support of the Firm's membership on the Leadership Council on Legal Diversity to make certain we have a more open and inclusive working environment, continuing the path marked out by his predecessor Ellen Cappellanti. The Firm's, and Robert's, pledge states as follows:**

### **Personal Commitment**

- I will lead our Firm by example, ensuring we demand and cultivate a diverse, equitable and inclusive community and workplace.
- I will engage with community leaders at least twice yearly to hear concerns and ideas related to diversity, equity and inclusion.
- I will regularly engage with our Diversity Committee and ensure that members of the Committee are committed to diversity, equity and inclusion. I will ensure the committee has the resources necessary to carry out its mission.
- I will ensure diversity, equity and inclusion are regular topics of discussion at Executive Committee meetings, partner meetings and firm-wide meetings.
- I will regularly engage with our Recruiting Committee and ensure we seek out qualified diverse candidates for hire.
- I will regularly engage with diverse hires throughout the first two years of employment to hear their concerns, to make them feel welcome and included, and to seek ideas for improving their work life.
- I will ensure leadership opportunities are provided to all diverse lawyers at the firm and give special consideration to characteristics that will promote diversity, equity and inclusion when considering promotions.
- I will be willing to listen and self-reflect when realizing we are not doing enough to promote diversity, equity and inclusion.

### **Organizational Commitment**

- We will continue to have a Diversity Committee that is dedicated to recruiting, retaining and promoting diverse lawyers, including women, people of color and LGBTQ+ lawyers as they rise to membership and other senior positions within the firm.
- We will ensure firm leadership promotes diversity, equity and inclusion and ensure firm leaders represent our diverse lawyers.
- We will establish a mentoring program for all newly hired lawyers.
- We will conduct exit interviews of all diverse lawyers who leave our firm to determine what more we can do to ensure diverse lawyers thrive and are promoted within the firm.
- We will answer the call of clients who ask us to ensure their legal teams are diverse and inclusive.
- We will continue to be an engaged member of the Leadership Council on Legal Diversity, including nominating a Fellow and Pathfinder annually.
- We will continue to sponsor and support programs that provide opportunities for diverse law students such as paid summer clerkships and mentoring programs.
- We will support organizations in the legal profession and in our communities that promote and encourage diversity, equity and inclusion and assist diverse populations.
- We will continue offering pro bono consultations and services to racial minority-owned businesses impacted by COVID-19, protests, or racial discrimination.
- We will achieve Mid-Sized Mansfield certification.
- We will implement unconscious bias training for all lawyers and staff.



**Mansfield<sup>TM</sup>**  
**Rule** Boosting Diversity  
In Leadership



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