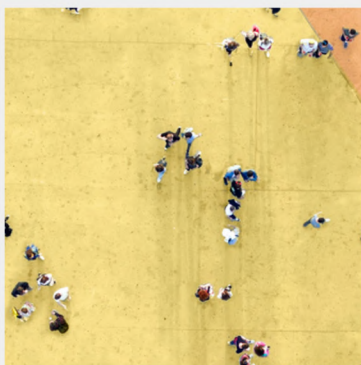


Diversity, Equity & Inclusion 2024 Annual Report



BILZIN SUMBERG
**DIVERSITY, EQUITY &
INCLUSION COMMITTEE**



Letter from the Chair of the Diversity, Equity & Inclusion Committee

As we reflect on 2024, it is my privilege to present Bilzin Sumberg's Diversity, Equity & Inclusion (DEI) 2024 Annual Report, which highlights the firm's collective efforts and continuing commitment to fostering a diverse and inclusive workplace and profession.

In 2024, we witnessed the power of collaboration and engagement, and institutionalized successful initiatives and best practices. From enhancing recruitment strategies that seek out and embrace diverse talent, to implementing inclusive programs that support learning and professional growth from every individual, our team's efforts reflect the values that define who we are as a firm and where we aspire to go. As part of the foregoing, we have eagerly embarked on obtaining Mansfield Certification, with a goal of achieving certification in 2025. Achieving Mansfield Certification represents the natural progression of many of the best practices that Bilzin Sumberg already embraces. By tracking and sharing our progress with the wider legal community, we are doing our part to heighten awareness and continue to move the legal industry forward.

This year's report provides both an overview of our actions and initiatives, as well as celebrates our accomplishments, including being recognized by industry leaders for the firm's commitment to DEI and promoting gender equity in its partnership. While we applaud our progress, we are acutely aware that there is more that can be done. So we will continue to learn, evolve, and create spaces where everyone is valued and empowered to contribute to their fullest potential, ensuring that our firm and local community as well as the legal profession as a whole benefits from having that richness of diverse perspectives.

I would like to express my gratitude to every member of the DEI Committee, our allies and partner organizations, and all those who have participated in and supported our array of local, national, and international initiatives. Your commitment fuels our work, and together we can build a future that reflects the diversity and inclusivity we strive to uphold.

Thank you for your continued support and engagement. I invite you to explore the pages of this Report, and I look forward to working together to achieve even greater success in the year ahead.

Sincerely,

Adrian K. Felix

Chair, Diversity, Equity & Inclusion Committee



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Diversity by the Numbers

BILZIN SUMBERG 2024 DIVERSITY STATISTICS

ATTORNEYS GENDER



PARTNERS GENDER



MALE FEMALE

NATIONWIDE LAW FIRM 2024 DIVERSITY STATISTICS*

ATTORNEYS GENDER



PARTNERS GENDER



MALE FEMALE

BILZIN SUMBERG 2024 DIVERSITY STATISTICS

ATTORNEYS RACE/ETHNICITY



PARTNERS RACE/ETHNICITY



WHITE PEOPLE OF COLOR

NATIONWIDE LAW FIRM 2024 DIVERSITY STATISTICS*

ATTORNEYS RACE/ETHNICITY



PARTNERS RACE/ETHNICITY



WHITE PEOPLE OF COLOR

*Taken from the National Association for Law Placement's 2024 Report on Diversity in U.S. law firms

53% Bilzin Sumberg ownership by traditionally underrepresented attorneys.*

*Includes women, traditionally underrepresented racial and ethnic groups, and LGBTQ+ attorneys.

Diversity, Equity & Inclusion at Bilzin Sumberg

Bilzin Sumberg developed a strategic plan to help guide its various activities and efforts to integrate and advance the principles of diversity, equity, and inclusion inside and outside the firm. Our mission is to create a culture of inclusivity and collaboration that celebrates, nurtures, and promotes diversity, and uses the strength, creativity and innovation of all of its people to solve our clients' and our communities' most challenging legal issues. In doing so, we aim to provide an environment where people of all backgrounds, especially those from traditionally underrepresented or marginalized groups, have an equal opportunity and are empowered to succeed and excel. The firm also recognizes that as a leader in the community and as a socially responsible partner, it is important for us to support and work with other leaders and organizations in order to achieve a broader, collective impact. With all of that in mind, Bilzin Sumberg's strategic DEI plan coalesces around four distinct, but interconnected, pillars:

Strategic Partnerships

To collaborate with clients and other organizations committed to advancing diversity and inclusion in the legal, professional, and business communities.

Recruiting & Diversity Pipeline

To sponsor and participate in recruiting events and other pipeline initiatives designed to enhance diversity within the legal profession.

Professional Development & Inclusive Workplace

To provide voluntary DEI programming and experiential opportunities for firm employees through our business and professional networks.

Commitment to Social Justice

To promote and participate in larger initiatives with the goal of promoting social justice in our local communities and around the country.

Strategic Partnerships

Developing partnerships with local and national organizations that share our values and goals functions as a multiplier in terms of the social impact we can achieve. Same as in years past, Bilzin Sumberg diligently sought out opportunities in 2024 to leverage and strengthen our existing partnerships, and develop new partnerships, with organizations seeking to advance the principles of DEI in the legal and business communities. Below is a summary of some of those initiatives:

Leadership Council on Legal Diversity (LCLD):

The firm joined LCLD in 2023, making a formal commitment to help create a new generation of diverse leaders in the legal profession. Throughout 2024, Bilzin Sumberg attorneys were active in various Council initiatives, participating in its monthly leadership webinars, the Annual Membership Meeting, and the Annual LCLD Alumni Leadership Symposium. In addition, Real Estate Partner Salomé Bascuñan was named a co-City Lead for LCLD’s Miami network, in which capacity she manages programming for local alumni.



DID YOU KNOW?

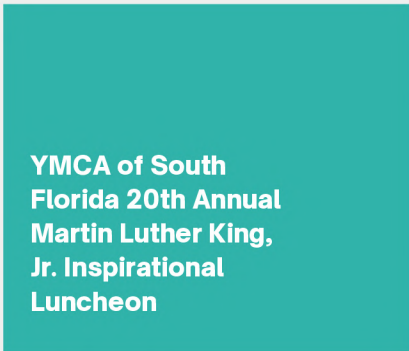
The Leadership Council on Legal Diversity is an organization of more than 400 corporate chief legal officers and law firm managing partners who have pledged themselves to creating a truly diverse U.S. legal profession. The LCLD’s programs are designed to inspire and nurture new and more diverse generations of attorneys that can ascend to positions of leadership in the legal profession. Participants in the Council’s programs have opportunities to interact with key legal and business leaders of large U.S. corporations, as well as managing partners from the country’s most prestigious law firms.

Bilizin Sumberg LCLD Fellows and Pathfinders: (top to bottom) Salomé Bascuñan, Hannah Lidicker, Kayla M. Hernandez, Patricia M. Patino

Strategic Partnerships

Black Professionals Network:

In 2021, Bilzin Sumberg proudly joined the Black Professionals Network (BPN), a non-profit social learning organization with the mission to advance careers, power up businesses, and build professional pathways for black professionals. Since then, the firm has actively encouraged membership in the Network among its attorneys and has supported the organization through event sponsorships and participation, including its 2024 Black Professionals Summit and its Black Real Estate Investment Council. In 2024, Adrian Felix, Partner and Chair of Bilzin Sumberg’s DEI Committee, was recognized as one of BPN’s Black Men in Excellence, which honors a select number of Black men for their outstanding contributions to the community, both professionally and through their legacy-building efforts.



Inspiring Service, Lifting Up Young People, and Promoting DEI:

- **YMCA of South Florida 20th Annual Martin Luther King, Jr. Inspirational Luncheon:** Bilzin Sumberg sponsored the Inspirational Luncheon, which brings over 800 members of the business and civic community together to honor Dr. King’s legacy. Event proceeds support the “I Have a Dream” Youth Scholarship Fund.
- **United Way Miami Martin Luther King Day of Service:** Bilzin Sumberg sponsored the Martin Luther King Day of Service, joining other contributing organizations to clean and paint the inside of cabins and picnic tables and fill planters at the Children’s Home Society of Florida in Miami.

Strategic Partnerships

- **MDFAWL Annual Installation & Awards Reception:** Bilzin Sumberg sponsored the annual awards reception of the Miami-Dade Chapter of the Florida Association for Women Lawyers.
- **Wilkie D. Ferguson, Jr. Bar Association (WDFJBA) Annual Scholarship Gala:** Bilzin Sumberg sponsored the WDFJBA Annual Scholarship Gala, which every year raises thousands of dollars in scholarships for law students of color.
- **National Association for Urban Debate Leagues 2024 Annual Dinner:** Bilzin Sumberg sponsored the NAUDL’s largest fundraiser and networking event, which raises funds for the organization’s programs and its 20 debate league partners. For more details on the firm’s involvement with and support of local affiliated debate leagues, see Recruiting & Diversity Pipelines below.
- **Annual Tropical Nights Gala Fundraiser for UM-NSU Center for Autism & Related Disabilities:** The firm sponsored Tropical Nights, the signature annual fundraising event for the Center for Autism and Related Disabilities (CARD), a collaborative program of the University of Miami and Nova Southeastern University. The event benefits the programs, services and research initiatives of CARD while also celebrating South Florida’s autism and related disabilities community.
- **FIU Foundation’s Juneteenth Freedom Day Celebration:** Bilzin Sumberg employees gathered at the Earlene and Albert Dotson Pavilion, named in honor of the parents of firm CEO and Managing Partner Albert E. Dotson, Jr., to celebrate the Juneteenth holiday at an open community event organized by Florida International University and sponsored by the firm.
- Bilzin Sumberg sponsored the **SAVE Champions of Equality Gala**, which featured an inspiring lineup of speakers and honorees on timely topics for the LGBTQ+ community, and included a live auction to raise money for the SAVE Foundation, one of South Florida’s longest serving organizations dedicated to protecting people who are lesbian, gay, bisexual, transgender, and queer against discrimination.

**MDFAWL Annual
Installation & Awards
Reception**



Strategic Partnerships

Florida International University: Acknowledging its responsibility in cultivating the diversity of the legal profession's pipeline, Bilzin Sumberg continued its financial support of FIU's First-Generation Scholarship, which is awarded to first-generation college students whose parents or legal guardians have not earned a bachelor's degree, with the majority of recipients coming from communities traditionally underrepresented in the legal profession.

In addition, every year Bilzin Sumberg awards a scholarship to an FIU Honors College student in honor of the memory of the late Damion Dunn, a former attorney at the firm. The Bilzin Sumberg Scholarship in Memoriam of Damion Dunn ("Damion Dunn Scholarship") goes to an Honors College student of Caribbean descent who intends to pursue a career in law and has demonstrated leadership ability in extracurricular activities. In 2024, the Damion Dunn Scholarship was awarded (again) to Nia Virgo, a pre-law track junior pursuing a Bachelor of Arts in Global Studies and a Bachelor of Science in Criminal Justice.



"I am very grateful for this scholarship because it inspires me to continue pushing forward in my studies and future career as an attorney. It allows me to commit fully to my coursework and to my advocacy work while moving closer to my goal of making a meaningful impact in my community."

- Nia Virgo, recipient of the 2023 and 2024 Scholarships in Memoriam of Damion Dunn

Recruiting & Diversity Pipelines

Bilzin Sumberg is committed to supporting and engaging in initiatives that attract and develop talent from a wide range of backgrounds, with a focus on creating pathways into the legal profession for individuals from historically underrepresented communities. To that end, the firm actively partnered with diversity-focused organizations, HBCUs, and law school affinity groups in recruiting and networking events. 2024 also saw Bilzin Sumberg undertake its first Mansfield Certification process.

Developed by the Diversity Lab, Mansfield Certification focuses on broadening the talent pool for recruiting and facilitating transparent pathways to leadership for those historically underrepresented in the legal profession and executive positions. By participating in the certification process, Bilzin Sumberg committed to considering a broad pool of candidates for leadership and high-visibility positions. The firm works closely with Diversity Lab to track and report its progress.

Bilzin Sumberg also continued to work with the American Bar Association (ABA) to promote DEI in the legal profession through institutional channels. Specifically, the firm has been a long-term sponsor of the ABA Litigation Section's Judicial Intern Opportunity Program (JIOP), whose mission is to provide paid summer clerkship opportunities to students who are members of groups that are traditionally underrepresented in the profession, such as students with disabilities, from economically disadvantaged backgrounds, who identify as LGBTQ+, and women. **More than 3,400 students have interned with judges over the past 24 years through JIOP, including 171 students in 2024.**

DID YOU KNOW?

Adrian Felix, Partner and Chair of Bilzin Sumberg's DEI Committee, serves as the National Co-Chair of JIOP, while Litigation Attorney Patricia M. Patino serves on JIOP's Programming Committee.

In 2024, the Miami Region of JIOP raised over \$45,000 and secured 15 student intern placements with state and federal courts in Florida.

ABOUT THE MANSFIELD RULE

The Mansfield Rule for law firms measures whether law firms have affirmatively considered at least 30% women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, partner promotions, formal client pitch opportunities, and/or senior lateral positions. The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. Based on research regarding diverse candidate pools, the Mansfield Rule requires 30% underrepresented candidates in professional selection pools, with a strong focus on the leadership pipeline, transparency, knowledge sharing, and accountability through the Certification process. It is believed that 30% diversity is necessary to disrupt internal bias.

Recruiting & Diversity Pipelines

Just as importantly, Bilzin Sumberg seeks to foster interest in and encourage the pursuit of careers in the legal profession among high school students from diverse backgrounds. For 17 years, the firm has worked closely with the National Association for Law Placement (NALP) through the **Street Law Legal Diversity Pipeline Program**, which introduces students from underrepresented communities to the legal system and profession by connecting them to practitioners from local law firms.

Bilzin Sumberg employees participate in every aspect of the program, including leading classroom interactive lessons on substantive areas of the law, and hosting the students in the firm's office for a lunch-and-learn so they can experience firsthand the many professional roles that support a law firm and how the law impacts people in their daily lives.

Some of the additional student engagement, outreach, and recruitment events in which Bilzin Sumberg participated in 2024 include:

- Sponsorship of Miami-Dade Urban Debate League (MDUDL):** The MDUDL tournament brings together middle and high school students from urban Title 1 schools. The mission of MDUDL is to empower youth through competitive academic debate to become active learners, critical thinkers, and engaged global citizens who are honest and effective advocates for themselves and their communities. Bilzin Sumberg is a proud sponsor of the MDUDL, and its attorneys are actively involved in facilitating its tournaments. Corporate Attorney Alexandra Haller serves on MDUDL's Board of Directors.
- College Application Mentorship Program:** As in previous years, Bilzin Sumberg attorneys assisted local high school students in completing college applications, reviewing college essays, applying for scholarships, and other facets of the college application process in partnership with United Way of Miami and Overtown Youth Center, in order to strengthen students' college admissions applications. 2024 saw the expansion of the program to additional partners, notably Belafonte TACOLCY Center, which empowers youth to transcend the challenges of their daily lives by providing them with essential educational tools.
- Law School Affinity Groups:** Bilzin Sumberg partners with a number of student affinity groups at Florida law schools to organize panels of practicing attorneys to discuss different legal practice areas, and life as a summer associate and an attorney. In 2024, Bilzin Sumberg partnered with the University of Miami School of Law's Asian Pacific American Law Students Association (APALSA) to conduct mock interviews for new 1Ls and rising 2Ls. The firm also hosted a networking event for APALSA at its office, providing an opportunity for law students to meet and mingle with its attorneys.
- University of Miami OUTLaw:** Bilzin Sumberg hosted OUTLaw's Alumni Networking Event, which served as a valuable opportunity to facilitate mentorships between UM LGBTQ+ and ally law students and LGBTQ+ and ally judges and legal professionals from the local legal community. Bilzin Sumberg has been a long-time partner of OUTLaw, whose mission is to support the gay, lesbian, bisexual and transgender community at the University of Miami School of Law by educating the law school community concerning gay, lesbian, bisexual and transgender politics and culture.



**Bilzin Sumberg
hosts University of
Miami School of
Law's Asian
Pacific American
Law Students
Association
(APALSA)**

Professional Development & Inclusive Workplace

Bilzin Sumberg prides itself in its workplace culture, and actively invests in the growth and development of all of its team members through immersive learning opportunities and other year-round curated programming aimed at elevating the consciousness of all firm employees and embracing diverse perspectives.

2024 Featured Documentary Series:



- **Native American Heritage Month:** Bilzin Sumberg hosted a movie screening of *Untold Stories: The Unconquered Seminoles*, which chronicles the historical challenges faced by the Seminole People, an indigenous group primarily located in Florida and Oklahoma, and their contributions to America. The film explores their role in American history, focusing on the lesser-known aspects of their story, particularly their resistance to U.S. expansion and colonization.



- **LGBTQ Pride Month:** The firm hosted a movie screening of *Beyond Stonewall*, a groundbreaking documentary that explores the history and impact of the 1969 Stonewall riots in New York, a pivotal event in the LGBTQ+ rights movement in America. While the Stonewall riots marked a turning point in the fight for LGBTQ+ rights, the documentary examines the evolution of LGBTQ+ activism in the decades that followed.



- **Black History Month:** The firm hosted a movie screening of *Crossing Overtown*, which delves into the history and transformation of Overtown, a historically Black community in Miami known as the “Harlem of the South,” and its connection to the broader civil rights movement. Overtown was once a hub for Black entrepreneurship, music, and art until urban renewal projects in the 1960s, construction of highways, and economic policies displaced many Black residents, the destruction of Black-owned businesses, and ultimately a sharp decline in the area’s social and economic status.

Professional Development & Inclusive Workplace

NOVA Music Festival Survivor Din Tesler Shares His Story: Bilzin Sumberg hosted an informational lunch with Din Tesler, a survivor of the Hamas attack at the NOVA Music Festival on October 7, 2023. Mr. Tesler shared his moving story on overcoming significant challenges, offering insights on resilience, and sharing hope in the face of adversity.



NOVA Music Festival Survivor Din Tesler Shares His Story

Hampton House Tour: Exploring Miami’s Rich Black History

In honor of Black History Month, Bilzin Sumberg organized its second annual walking tour of the historic Hampton House motel for firm employees and their families, followed by lunch at Red Rooster.

Located in Miami-Dade County’s historically black Brownsville neighborhood, the one-time hotel is one of the few remaining Green Book sites from the Jim Crow era, and a valuable piece of Miami’s segregated history. The storied Hampton House served as a gathering spot during the Civil Rights Era of the 1950s, 60s and 70s, hosting influential figures from the arts, entertainment, athletics, and civil rights world, such as Sam Cooke, Sammy Davis, Jr., Frank Sinatra, Nat King Cole, Muhammad Ali, Jackie Wilson, Althea Gibson, Dr. Martin Luther King, Jr., Malcom X, and Jackie Robinson.



Located in Overtown, Miami, once the heart of Miami’s thriving Black community during the Jim Crow era, Red Rooster showcases comfort food celebrating the roots of American southern cuisine and the diverse culinary traditions of the neighborhood. The restaurant was awarded the Bib Gourmand by Michelin in 2022.



305 Break: The Taste of Diversity

During Bilzin Sumberg’s recurring ‘305 Breaks’ for its employees, the firm took the opportunity to celebrate the rich diversity of our communities by featuring treats and snacks from various local minority, women, and LGBTQ-owned businesses as part of our celebrations of National Hispanic Heritage Month, Asian American and Pacific Islander Heritage Month, Caribbean American Heritage Month, Black History Month, Women’s History Month, and LGBTQ Pride month.

Country highlights: Chile, China, Dominican Republic, Jamaica, Mexico, Panama, and Thailand

Commitment to Social Justice

Bilzin Sumberg believes it is crucial that to truly be transformative our DEI efforts must also address the broader obstacles to social justice in our country. The firm has carefully studied how to lend its legal bench to community organizations and pro bono initiatives seeking to tackle social injustice in our country.



Bilzin Sumberg continued its multi-year partnership with the Law Firm Anti-Racism Alliance (“LFAA”) in 2024. Working alongside approximately 400 law firms and legal services organizations across the nation, Bilzin Sumberg lawyers have helped analyze, spotlight, and dismantle structural and systemic racism and barriers. This partnership provides all Bilzin Sumberg lawyers with access to LFAA’s Bulletin Board, a repository of immediate and long-term pro bono opportunities, across a range of sectors and industries, aimed at creating deeper and more lasting change in terms of combatting racial injustice.

Awards & Accolades

Bilzin Sumberg's ongoing efforts to foster diversity, equity, and inclusion within the firm, across the legal profession, and in the wider South Florida community garnered it notable awards and accolades in 2024.

Once again, the Diversity & Flexibility Alliance, an organization that partners with law firms, associations, and corporations to foster inclusive corporate cultures, recognized Bilzin Sumberg as one of only 82 major law firms that had at least half of their 2024 partner promotions go to women. The Alliance's Tipping the Scales award is included in their 2024 New Partner Report, a yearly compilation and examination of publicly released data from its members, including the nation's largest and top-grossing law firms. The recognition is the third time that Bilzin Sumberg has received the award since its inception in 2019.

2024 also saw Bilzin Sumberg named to Bloomberg Law's fourth annual Diversity, Equity, and Inclusion (DEI) Framework, making it one of only 57 U.S.-based firms that were included in the 2024 Framework. The Bloomberg Law DEI Framework is an industry-leading program conceived to recognize law firms' commitment to DEI through a rigorous, quantitative, and transparent methodology. The firm's recognition in the Framework took into account its accomplishment across six areas of diversity-related metrics and performance: recruitment and retention, leadership and talent pipeline, business strategy and innovation, firm demographics, diversity and inclusion in marketing, and disclosure.

Spurred by the diversity of its Public-Private Partnerships (P3) Team and its ability to leverage such diversity to serve P3 clients, the firm was awarded the prestigious P3 Award for Culture and Diversity. The P3



Awards, a prominent and highly competitive award series, recognizes and rewards the best in public-private partnerships across a range of specialties and industries.

The Miami-Dade Chapter of the Florida Association for Women Lawyers (MDFAWL) selected Bilzin Sumberg as a finalist for the Law Firm Champion of Women Award. The award recognizes law firms with at least one office in Miami-Dade County that have demonstrated outstanding commitment to advancing women in the legal profession, taking into account the hiring of women, implementing employment practices fostering women's representation in leadership roles, promoting women to equity partnership and firm leadership positions, and generally adopting policies aimed at retaining and promoting women.

Awards & Accolades

Recognition of the firm was reinforced by commendations for individual attorneys. Tax & Private Wealth Partner Ryan Coyle was selected for the *Best LGBTQ+ Lawyers Under 40* award. Each year, the National LGBTQ+ Bar recognizes 40 LGBTQ+ legal professionals under the age of 40 who have distinguished themselves in their field and have demonstrated a profound commitment to LGBTQ+ equality. A tireless advocate for LGBTQ+ equity and inclusivity in the legal profession, Ryan currently serves as Co-Chair of the LGBTQ+ Law Committee of the International Bar Association.

In addition, the Chair of Bilzin Sumberg's DEI Committee, Adrian Felix, was honored as one of *South Florida Business Journal's 2024 Diverse Voices*, which celebrates individuals who embody the region's diversity through their unique life stories, having both witnessed and contributed to the evolving narrative of diversity, equity, and inclusion.

Adrian was also selected as a finalist for the *Chambers USA Diversity, Equity & Inclusion Outstanding Contribution* award. The highly competitive award recognizes a U.S. attorney who demonstrates an extraordinary degree of dedication to DEI efforts locally or globally.

Adrian was shortlisted for his leadership of numerous initiatives to advance and integrate DEI within and outside the firm. He currently serves as the National Co-Chair for the ABA Litigation Section's Judicial Intern Opportunity Program, as Chair of the Addressing Community subgroup for the Law Firm Anti-Racism Alliance's Banking Working Group, and is also leading Bilzin Sumberg's partnership with the Southern Poverty Law Center (SPLC) in support of the organization's ongoing efforts to use the court system and other forms of advocacy to expose and combat hate, racism, and unfair laws throughout the U.S.

Ryan J. Coyle accepts the LGBTQ+ Lawyers Under 40 Award from the International Bar Association



Bilzin Sumberg P3 Team accepts Culture & Diversity P3 Award

"Bilzin Sumberg's commitment to diversity, equity, and inclusion (DEI) is demonstrated through both its diverse leadership and the extensive range of DEI initiatives it supports. The firm's growth in 2023, particularly within its P3 practice, is notable, as is its proactive approach to embedding DEI in its hiring practices and community engagement. The firm's efforts to reflect and support the diversity of the South Florida community are commendable."

- P3 Awards Judges Panel

THE LGBTQ+ BAR



Thank You to Our DEI Committee Members

All the accomplishments outlined in this report would not have been possible without the exceptional commitment and resolve of the members of Bilzin Sumberg’s Diversity, Equity & Inclusion Committee. Achieving DEI in our places of work and the places we call home can be challenging but also deeply rewarding. The committee members never let their dedication to our DEI efforts slip. From everyone at Bilzin Sumberg, we thank you for making our firm and our community richer, more embracing, and more forward-looking.

2024 Members of the Diversity, Equity & Inclusion Committee



Adrian K. Felix
Chair

Michelle R. Weber
Chief Operating
Officer

Jackie Gallego
Chief Human
Resources Officer

Diana Mendez
Chair, Strategic
Partnerships

Enza Boderone
Strategic
Partnerships

Jennifer E. Fine
Strategic
Partnerships

Ryan Cole
Strategic
Partnerships



Brittany Sainvilus
Strategic
Partnerships

Salomé Bascuñan
Chair, Recruiting &
Diversity Pipeline

Marshall R. Pasternack
Recruiting &
Diversity Pipeline

Patricia Patino
Recruiting &
Diversity Pipeline

Andres Rivero
Recruiting &
Diversity Pipeline

Ellina Berdichevsky
Chair, Professional
Development &
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Sara Barli Herald
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Ernesto Alarcon
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**Stephanie
Berríos**
Professional
Development &
Inclusive
Workplace

Melissa Cejas
Professional
Development &
Inclusive
Workplace

**Brittany
Chung**
Chair,
Commitment
to Social
Justice

**Alexandra
Haller**
Commitment
to Social
Justice

**David
Jessup, Jr.**
Commitment
to Social
Justice

Diversity, Equity & Inclusion 2024 Annual Report



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