

# Diversity & Inclusion

## 2021 Annual Report



**CAROLINAS SOCIAL  
IMPACT INITIATIVE**

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**EMPOWERING THE  
NEXT GENERATION**

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## Dear clients and friends of the firm,

Thank you for reading our annual report on diversity, equity, and inclusion (DEI) at Parker Poe. 2021 was another challenging year because of the continuing COVID-19 pandemic and the stark reminders of systemic racism in our country. At Parker Poe, it was also a year of action, internally and externally, as we work for the change that we want to see.

Last year, we joined forces with nearly two dozen other law firms to create the Carolinas Social Impact Initiative, which has a bold goal of making a generational difference on social and economic mobility in the Carolinas. Our coalition includes national, regional, and local law firms. Some minority entrepreneurs and small businesses in Charlotte are already benefiting from the coalition's first program, which is providing pro bono business law services to help broaden economic opportunities.

We also made internal changes that will drive progress on many fronts that are critical to our success and family. These changes included establishing a new C-suite role to reflect our commitment at the very top to DEI, as well as making additional investments in talent, resources, and data management to bolster our efforts.

You will find more detail on those initiatives and much more in the ensuing pages, including how we are working to empower the next generation, how we are partnering with organizations in our communities who serve diverse populations, and how we are creating opportunities for attorneys and staff to reflect on and discuss what we are learning together.

This is marathon work, and we are excited about this leg of the race we are running. We look forward to partnering with you as well, working together to advance DEI in the legal profession and in our communities. Thank you for your support – we are grateful to our clients, colleagues, and those in our Parker Poe family who are advancing this mission.



A handwritten signature in blue ink that reads "Tom Griffin".

**Tom Griffin**  
Managing Partner



A handwritten signature in blue ink that reads "Shalanna L. Pirtle".

**Shalanna Pirtle**  
Chief Talent, Diversity &  
Inclusion Officer

# DIFFERENT BACKGROUNDS. CREATIVE IDEAS. BETTER LAW.

## Mission Statement

Parker Poe recognizes that promoting diversity, equity, and inclusion is not only the right thing to do – it is essential to the success of the firm, our lawyers, staff, and clients. Ensuring people from various backgrounds feel welcome and respected leads to creative ideas and new perspectives, thus enriching the practice of law. To that end, Parker Poe is building on initiatives to improve the diversity, equity, and inclusion of our employees, developing a pipeline for minority students interested in the legal profession, and collaborating with clients and local organizations who share our commitment to giving everyone a voice at the table.

“In any organization where you’re working with a diversity of clients, you need a diversity of representation in your ranks to be able to serve those clients the best you possibly can. When we bring a diverse team to the table, there is no doubt in my mind that our clients get the best Parker Poe has to offer.”



**Rebecca Joyner**

Partner & Member of Firm’s Board of Directors  
Raleigh, N.C.

“Law firms talk about their commitment to diversity, but there can be a disconnect between that and the faces you see. One of the reasons I chose Parker Poe is that the firm not only has that commitment, it actually has diverse attorneys who can provide us great legal services.”



**Rachel Ryan**

General Counsel  
Dogwood Health Trust

# TEAMING UP WITH LAW FIRMS TO SUPPORT INCLUSIVITY AND ECONOMIC MOBILITY IN THE CAROLINAS

“We formed the Carolinas Social Impact Initiative so that we as legal leaders can help drive progress on racial equity and economic mobility. We recognize that these are long-term challenges that require long-term solutions, and we are committing our time and resources to work for the change that we want to see.”



**Tom Griffin**  
Managing Partner  
Charlotte, N.C.

In the wake of George Floyd’s murder in May 2020, Tom Griffin gathered together 24 law firm leaders in Charlotte to discuss how they could harness their energy and resources to address racial disparities and social injustices. In 2021, that coalition created the Carolinas Social Impact Initiative, an effort to foster a more inclusive community and reduce systemic barriers to social and economic mobility in the Carolinas.

Drawing inspiration from the work of the Charlotte-Mecklenburg Opportunity Task Force, Charlotte’s Leading on Opportunity Council, and other community leaders, the law firm coalition is focused on four areas: supporting minority-owned businesses and entrepreneurs; advancing educational opportunities; supporting family stability and social justice; and improving access to social capital and career opportunities.

“Tackling issues of race and equity is not easy but certainly necessary, especially after the events of last year and the continued impacts of the pandemic,” said Sherri Chisholm, executive director of Leading on Opportunity. “The members of the Carolinas Social Impact Initiative have been intentional about their work in the community, speaking directly with community members and leaders to determine the best approach for their unique skills and network. Leading on Opportunity is thankful to walk alongside the initiative on this journey and looks forward to the lasting impact it will make on Charlotte for years to come.”

The Carolinas Social Impact Initiative’s first program launched in 2021: the Charlotte Legal Initiative to Mobilize Businesses (CLIMB). Moore & Van Allen and Robinson Bradshaw spearheaded the coalition to provide pro bono business law services to low-income entrepreneurs and small businesses in the Charlotte area, with a focus on small businesses whose ownership consists primarily of people of color, women, members of the LGBTQ+ community, veterans, or people with disabilities. By providing access to legal services to low-income entrepreneurs who cannot otherwise afford legal services, CLIMB’s mission is to support the individuals and enterprises whose success is essential to increasing economic opportunities in historically under-resourced communities of Charlotte.

The Carolinas Social Impact Initiative plans to build on CLIMB and launch other efforts focused on inclusivity and economic mobility. The obstacles plaguing a full embrace of DEI in the legal industry are bigger than what one law firm or legal department can clear on their own. We look forward to more collaboration efforts such as CLIMB to report on in future years.

# ELEVATING DEI IN OUR INTERNAL STRUCTURE



**Shalanna Pirtle**  
Chief Talent, Diversity & Inclusion  
Officer - Partner, Charlotte, N.C.

“As our firm grows, I will be constantly thinking about what we need to have in place to support all of our folks and make sure we are considering DEI in every decision – that it flows seamlessly throughout the organization,” Shalanna says. “We are turning our long-term vision into a set of measurable goals to help us get there, and I will bring my passion and fire to every step in this journey.”

We are excited to announce the creation of our first C-suite role overseeing all aspects of talent management and DEI – reflecting our firm’s commitment to those matters at the highest levels.

After a lengthy process, which included interviewing candidates from around the country, we were thrilled to offer the position to our own partner Shalanna Pirtle, who graciously accepted.

The C-suite role is the next step in a process Parker Poe started more than 15 years ago, when we were one of the first firms in the Southeast to set up central oversight of diversity initiatives. Shalanna will take ownership of three functions: (1) DEI, (2) professional development, and (3) recruiting and retention.

Shalanna is creating comprehensive goals for the firm and providing strategic planning, vision, and leadership as she weaves DEI more tightly into the fabric of the firm on a long-term basis. She is overseeing the build-out of a robust professional development program with learning, skill development, career development, coaching, mentorship, feedback, and evaluation opportunities. She is also revamping the firm’s efforts to bring on new attorneys and staff and increase retention rates by building trust and a strong community.

# ELEVATING DEI IN OUR INTERNAL STRUCTURE



The skills that make Shalanna an excellent mediator and employment partner (she's an empathetic, problem-solving, strategic thinker) are what we need in this job," Managing Partner Tom Griffin says. "When you toss in her 15 years of service to Parker Poe, her dedication to diversity, equity, and inclusion, and her powerful voice for change and improvement – I believe this will make a true difference in our firm and will drive progress on many fronts that are critical to our success and family.

**- Tom Griffin**

Managing Partner, Charlotte, N.C.



Shalanna will have the support of the firm's resources and talent as she advances the firm's mission. Manager of DEI Crystal Jones and Manager of Attorney Recruitment Margaret Cart will both report directly to Shalanna, as will newly-hired talent management coordinator Tierra Wither- spoon and a manager of professional development the firm plans to hire.

"We as a firm are not only elevating the issue of DEI at the executive level, we are also devoting more resources to it," Shalanna says. "Our growing Talent Management Team will enable us to more thoroughly tie together our DEI, professional development, and recruiting efforts. We will all be chipping in to do the work together."

Crystal, a longtime member of the firm's DEI Committee and legal professional assistant, stepped into the DEI manager role in 2021. She is responsible for supporting and implementing policies, programs, processes, and initiatives to meet the firm's strategic objectives related to DEI with attorneys and staff.

"I've been involved in Parker Poe's diversity efforts since 2006," Crystal says. "To see the growth that we've made – and to be able to play a larger role in that going forward – warms my heart. I'm excited about our future, including our increasing focus on DEI among staff as well as attorneys."



**Crystal Jones**

Manager of Diversity, Equity & Inclusion  
Charlotte, N.C.

Shalanna and Crystal completed a listening tour across Parker Poe's offices, where they heard from attorneys and staff about their experiences and brainstormed new ideas to drive progress on DEI. From there, they have refined an initial action plan to formalize the firm's long-term goals.

# EVOLVING OUR DATA PRACTICES

Collecting and analyzing data has long been an important part of our DEI initiatives, especially in terms of hiring and retention. In 2021, we kicked off an effort to broaden our data collection and analysis, as well as upgrade our software systems.

We are partnering with vendors to build new programs and databases that will allow us to be more nimble in analyzing DEI data across every level of the firm, from board elections and practice group leader appointments to lateral attorney recruiting and associate productivity. The initiative will also better incorporate staff data to provide a comprehensive view of DEI at the firm.

Bottom line, the insights from our data initiative will help us drive DEI efforts and increase accountability. The initiative is also an important step on our path toward Mansfield Rule Certification from Diversity Lab, which we are pursuing after detailed conversations with clients about how it can play a meaningful role in overall DEI strategy.



**It's important to me that the talent management function is a very data-driven function. Our new data initiatives will enable us to get a quicker, clearer view of where we are having success at getting women and diverse attorneys in the door and promoted, as well as where we are lagging behind. Then it's our job to answer the questions: Why and how should we adjust?**



**- Shalanna Pirtle**

Chief Talent, Diversity & Inclusion Officer,  
Charlotte, N.C.

# EMPOWERING THE NEXT GENERATION

## Johnson C. Smith University Endowment Scholarship

Brandi Barron's goal is to be the first person from her family to become a lawyer.

"It's one of those things though where you don't know what it looks like because you have never been there," she says. "You're looking from the outskirts." But now the college junior is getting a clearer view, and financial help along the way, from Parker Poe.

"This scholarship seemed like the perfect opportunity to build connections and hear firsthand what the life of a lawyer is really like – and the ins and outs of navigating the process," she says.

Brandi is the second recipient of Parker Poe's revamped scholarship at Johnson C. Smith University, a historically Black university in Charlotte, North Carolina. Parker Poe created the scholarship in 1993 and expanded its scope two years ago. It now covers tuition, fees, and room and board for one student per academic year.

"When your parents are helping take care of other family members, you don't want to become a burden," Brandi says. "Getting this scholarship was like taking a financial pressure off my shoulders."

The scholarship also includes mentoring by Parker Poe attorneys in hopes of encouraging talented minority students to pursue legal careers. Brandi says it has been invaluable to build "genuine connections with people who just want to see you excel."

"I've called and texted Ms. Pirtle a million times," she jokes. "I can just call her and I know she is going to answer the phone. Her leadership, her guidance – she's truly been a blessing."

"This scholarship is giving me the exposure I always wanted," Brandi summarizes.



# EMPOWERING THE NEXT GENERATION

## Law School Outreach

We continued building nurturing relationships with minority law students across the Southeast in 2021, although the pandemic forced us to get creative. Our outreach program included a mix of virtual and in-person trainings and meetings with law students at North Carolina Central University, Wake Forest University, the University of South Carolina, Duke University, and The University of North Carolina at Chapel Hill.

In March 2021, for example, our Columbia office sponsored and participated in the USC Black Law Students Association's (BLSA) virtual banquet and its continuing legal education symposium "A Tale of Two Pandemics," which explored the impact of COVID-19 and racism. It was one of many ways we supported law schools and their minority student populations last year.

"My experience with Parker Poe tells me they are actually taking the steps to prioritize diversity: not just saying it, not just talking the talk, but walking the walk. They are promoting their law firm to a diverse student base, and their attorneys make time to give one-on-one advice. I could also see the diversity in their offices and in who's being promoted."



**Alexandria Hill**  
Wake Forest University School of Law  
Student, THRIVE Participant

"Our relationships with USC – and BLSA in particular – are very important to the firm. Our Columbia attorneys contribute time and resources to the law school and its students, and we consider the school an important partner in recruiting diverse talent into the legal profession."



**Emily Luther**  
Partner  
Columbia, S.C.

In addition, we are thrilled to announce the return of THRIVE in 2022. This daylong program helps minority students navigate law school, make a successful transition into the practice of law after graduation, and thrive as they pursue the different paths a legal career may take. More than 750 students have attended since the program's inception 15 years ago. The program has traditionally been in the Carolinas, and will be expanded into Georgia in 2022.



# DIVERSITY SPOTLIGHT:

## A Conversation Among Parker Poe's Black Partners

Shalanna Pirtle looked around the room at her fellow Black partners at Parker Poe. They had come together (six in person, one by video) to reflect on the firm's progress with Black attorneys.

"It's exciting, and we're poised to grow from here with our pipeline and retention programs," said Shalanna, who had just shifted into a C-suite role to oversee diversity, equity, inclusion, and talent management. "I have heard so many times people say, 'You can't be what you can't see.' Having Black partners swings the door open for folks to say, 'OK, I can do that.'"

"It's definitely motivational," added Fabian Walters. "As a Black male, I have not seen this many Black male partners at any of my prior firms."

"It sends a signal to younger attorneys of color," said Alonzo Llorens, "that there is a path they can follow with guidance and nurturing from those that are in the partnership."

They also discussed what that nurturing has looked like for them.



Pictured left to right: Alonzo Llorens, LaToya Parker, Brian Parker, Anthony Fox, Shalanna Pirtle, and Fabian Walters.

# DIVERSITY SPOTLIGHT:

## A Conversation Among Parker Poe's Black Partners

"As I went through various stages of my career and family life," Shalanna said, "I have had support at Parker Poe for each one: the flexibility that I needed as a single mom, the ability to build a practice that suited me, the opportunity to lead our diversity and inclusion efforts in a fresh, creative way – I haven't had to fit into somebody else's box."

Brian Parker added, "I'm a person who likes to build things: innovative ideas, push the limit. Parker Poe has given me the freedom to do that."

"Through the twists and turns of life," said LaToya Parker, "I have felt very supported by the firm. When I have had situations arise, they have had my back."

Make no mistake though: The group was clear about the work that remains to make diversity, equity, and inclusion central to all decision-making.

"The challenge should be not about where our legal peers are," said Anthony Fox, "but what is to stop Parker Poe from challenging the norm and being better than what the peer market is?"

They each share a commitment to making that a reality.

"One of my favorite sayings is when you reach the top floor, it is your responsibility to send the elevator back down," said Brian Cromwell, who serves on Parker Poe's board of directors. "That's what we need to do: Make sure we keep pushing that elevator back down so the people who are following us know they have a path to success."

That is a tradition among the people in this room.

"Fox, have I called you like every other week?" LaToya said with a laugh. "That's an exaggeration, but I do gravitate towards getting his reactions or opinions. Then Shalanna, she and I have been in it together for almost 15 years. I call and bounce things off of her from time to time as well. It's just incredibly helpful to have their perspectives – I appreciate y'all."

The newest faces in the room, Alonzo Llorens and Fabian Walters, agreed about the importance of these relationships.

"These relationships are everything," Brian Parker summarized. "I have known Cromwell and Fox for a long time, and it has been great building a shared experience among the people in this room."

Anthony Fox has the longest history at Parker Poe. He was the first Black person to serve on its board of directors and was the first Chair of the firm's diversity committee. He turned directly to his fellow partners and said:

"This group provides a level of internal support for each of you to contact the other about how things are going, issues that you have within the firm or with work – and you should take advantage of that. All of us are available to each other to help navigate the waters that may sometimes be turbulent."

"That's one of the beauties of having a neighborhood like this," Anthony concluded.

# RECRUITING A DIVERSE TEAM

“Parker Poe has been very welcoming and provided a lot of support to help me hit the ground running. And the diverse attorneys here, they have made this Parker Poe culture even more welcoming, more inviting.”



**Fabian Walters**

Partner  
Washington, D.C.

Over the last six years, the firm has doubled down on its efforts to increase internal educational and training opportunities which, along with a heightened awareness and intentionality, led to an increase in recruiting at both the entry and lateral levels. These efforts have led to the following results:

- More than half of the attorneys Parker Poe hired were women or minorities.
- More than half of our summer associates have been minorities, with 2021 being our most diverse class to date.

While we are making progress, we recognize there is much work to do in our efforts to recruit minority, female, LGBTQ+, and other diverse attorneys and staff, all while continuing to build an inclusive environment in all of our offices for these attorneys. Our Recruiting Committee has been driving those efforts for years in partnership with our DEI Committee to ensure even more diverse candidate pools. And over the past two years, our Social Justice & Racial Equity Task Force (SJRE) has played a critical role, including revamping our interview process to ensure more consistency in how we interview and evaluate candidates.

“Diversity in every respect is a huge part of what we do as a Recruiting Committee – not just in terms of recruiting diverse candidates but also ensuring that our committee has diverse representation. We’re making really good strides toward becoming a more diverse and equitable workplace. That being said, we recognize it’s a long road and are committed to the work.”



**Carlos Manzano**

Associate  
Raleigh, N.C.

# EDUCATION. UNDERSTANDING. COMMUNICATION.

“I was genuinely impressed by the number of people who participated in voluntary workshops on diversity issues. It wasn’t just associates or staff – it was really people at every single level within the firm. That signaled to me this is something that people really thought was important and it mattered to take 30 minutes out of your billable day to show up and participate in these conversations.”



**Shayla Wright**  
Associate  
Atlanta, G.A.

Educational opportunities have been a consistent, key part of our diversity, equity, and inclusion program. In early 2021, we brought our board, management team, and practice group leaders together for “Leading in the New Reality: An Executive Workshop.” The workshop introduced strategic frameworks and tools to help guide the firm as we understand, address, and make progress on DEI.

Our Social Justice & Racial Equity Task Force also hosted a series to dive deeper into DEI topics. We screened a powerful presentation on race in our country by Baratunde Thurston, an Emmy-nominated host who gave the keynote presentation at a national legal conference. After the presentation, we broke into small groups to discuss his takeaways on privilege and power. We invited the entire firm to these 30-minute sessions, which included discussions on:

- Allyship and Building a Culture of Equity
- Economic Racism/Segregation
- Microaggressions in the Legal Profession
- Legal System Inequities and Policing

Additionally, we hosted the first of a two-part series on Racial and Financial Equity designed to help understand the impact of institutional racism on financial systems, disparities in wealth creation and access to capital for different demographic groups.

“Too often I feel that the issues we face as a country are so complicated and huge that one person can’t possibly make a difference, but events like the Baratunde Thurston program, where we share our concerns, ideas, and experiences, give me hope.”



**Charles Pursley**  
Retired of Counsel  
Atlanta, G.A.

# SERVING OUR COMMUNITIES



All in-person volunteer activities have been difficult to host for the past two years due to the pandemic. However, in 2021, we were able to host our fourth annual Firmwide Community Service Day on a more limited basis, focusing on projects that did not require in-person involvement. Our DEI Committee launched the event in 2018 to raise awareness about the mission of an array of organizations that serve diverse populations and to support the programs of each of those partnering organizations. To date, close to 500 Parker Poe attorneys, staff, and clients have taken part in this annual day of service.



# SERVING OUR COMMUNITIES



We partnered on a mix of virtual and in-person opportunities in 2021, including:

- Funding scholarships in Atlanta for Ron Clark Academy, a nonprofit school that brings together students from various socioeconomic backgrounds and communities across the Atlanta region.
- Painting porches in Columbia for Homeless No More's shelters for homeless families.
- Collecting children's clothing, stuffed animals, and donations in Charleston for Lowcountry Orphan Relief.
- Collecting food, diapers, groceries, gift cards, and donations in Charlotte for Loaves and Fishes, A Roof Above, and A Child's Place.
- Volunteering at A Child's Haven in Greenville.
- Gardening in Raleigh at Inter-Faith Food Shuttle and delivering grocery bags to seniors. Also fundraised for Haven House, a youth shelter and services organization, for their new shelter location.



# INAUGURAL WOMEN'S ACHIEVEMENT AWARD

In 2021, Catharine Biggs Arrowood was the inaugural recipient of Parker Poe's Women's Achievement Award, which will be named after Catharine going forward.

**"I am very honored by this – I am rarely speechless, but I am," Catharine said after finding out about the award. "My hope is that this award will become an opportunity to celebrate outstanding women who have lived the idea of 'lawyer as public servant'. That is how I would define my role models, and that is the path I have tried to walk throughout my career."**



**Catharine Biggs Arrowood**

Retired of Counsel  
Raleigh, N.C.

Catharine, retired of counsel in the firm's Raleigh office, is a female pioneer in North Carolina's legal community. She began her career being told "girls can't try cases." She went on to become a bet-the-company litigator, the first female partner at Parker Poe, and one of the first female chairs of an executive committee at a major law firm in the Southeast. She also has served as president of the North Carolina Bar Association and the Wake County Bar Association.

In 2017, Catharine received the Amicus Curiae Award from the chief justice of the North Carolina Supreme Court. It recognized her "outstanding service" to the state judicial branch as co-chair of the N.C. Commission on the Administration of Law and Justice, which spent more than a year conducting a comprehensive review of North Carolina's court system.

Beyond her accomplishments as an influential business and legal leader, Catharine is greatly involved in the community and an avid supporter of the arts. She has served as chair of the North Carolina Symphony Society's board of trustees and is currently on the North Carolina Symphony Foundation's board of directors. She also serves on the board of the North Carolina Community Foundation.

Catharine was honored with Parker Poe's inaugural Women's Achievement Award during a virtual ceremony held during Women's History Month. The ceremony included the chance for Parker Poe attorneys and staff to ask Catharine a variety of questions about her career, including what advice she has for young lawyers today.



# HONORS & AWARDS

Raleigh Associate Tiffany Burba, Charlotte Counsel Michael Chen, Charlotte Special Counsel Sarah Crotts, Charleston Partner Jenni Dunlap, and Raleigh Associate Corri Hopkins took leadership roles within their state bars in 2021.



Charlotte Partner Sarah Hutchins was named among The Mecklenburg Times' "50 Most Influential Women" in the Charlotte area.



Atlanta Partners Ellen Smith and Christian Torgrimson were chosen for leadership positions within Commercial Real Estate Women (CREW) Atlanta. In addition, Ellen was named among Engineering Georgia magazine's Top 100 Influential Women in Georgia.



Atlanta Partner Elizabeth Story was named one of "Georgia's most promising lawyers under the age of 40" by the Daily Report.



Associate General Counsel Maya Engle and Charlotte Partner Morgan Rogers were named among the Charlotte Business Journal's 40 top business leaders under the age of 40.



Chief Marketing and Business Development Officer Kristen Bateman Leis was inducted as a member of Women Executives (WE), a diverse group of business, educational, and nonprofit leaders in Charlotte.

# HONORS & AWARDS



Raleigh Associate Nana Asante-Smith was a winner of the Triangle Business Journal's Women in Business Awards. Nana was recognized in large part because of her efforts to make the Triangle a more equitable community.



Atlanta Associate Shayla Wright was named among Georgia Tech's 60 for 60, which recognized 60 Black alumni for their success as student-athletes and their outstanding achievements beyond the walls of the university.



Raleigh Associate Corri Hopkins was appointed to the North Carolina Bar Association's Sexual Orientation and Gender Identity (SOGI) Committee, which works to secure full equality for members of the LGBTQ+ community.



Charlotte Partner Brian Cromwell was elected chair of the board of trustees for Blumenthal Performing Arts. The nonprofit serves the Carolinas as a leading cultural, entertainment, and education provider.



Raleigh Associate Tiffany Burba was named among Raleigh Magazine's top 20 up-and-coming leaders who are in their 20s. Tiffany was selected for her legal, pro bono, and community impact.



Charlotte Partner Jami Farris was elected president of the board of directors for the National Association of Dealer Counsel (NADC) and elected to the board of McColl Center, a nationally acclaimed artist residency and contemporary art space in uptown Charlotte.



Charlotte Associate Alli Davidson was elected to the board of directors for the Humane Society of Charlotte.



Raleigh Associate Sloan Carpenter was elected to the board of the Friends of the North Carolina Museum of Natural Sciences.

# SJRE TASK FORCE MEMBERS



**Margaret Cart**  
Manager of Attorney  
Recruitment  
Charlotte, N.C.



**Jenni Dunlap**  
Partner  
Charleston, S.C.



**Amy Flanary-Smith**  
Partner  
Columbia, S.C.



**Eric Frick**  
Associate  
Charlotte, N.C.



**Tom Griffin**  
Managing Partner  
Board of Directors of the Firm  
Charlotte, N.C.



**Marie Johns**  
CEO, PPC-Leftwich  
Washington, D.C.



**Crystal Jones**  
Manager of Diversity,  
Equity & Inclusion  
Charlotte, N.C.



**Debbie Kleman**  
Partner  
Spartanburg, S.C.



**Kyle Musgrove**  
Partner  
Charlotte, N.C.



**Fern Paterson**  
Partner  
Charlotte, N.C.



**Shalanna Pirtle**  
Chief Talent, Diversity &  
Inclusion Officer - Partner  
Charlotte, N.C.



**Katherine Ross**  
Partner  
Raleigh, N.C.

# DEI COMMITTEE MEMBERS



**Kate Abdullah**  
Associate  
Columbia, S.C.



**Erika Byrd**  
Special Counsel  
Greenville, S.C.



**Margaret Cart**  
Manager of Attorney  
Recruitment  
Charlotte, N.C.



**Michael Chen**  
Counsel  
Charlotte, N.C.



**Anthony Fox**  
Partner  
Charlotte, N.C.



**Rick Glaser**  
Partner  
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**Crystal Jones**  
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**Elena Lopez**  
Office Administrator  
Atlanta, G.A.



**Dominic Lerario**  
Associate  
Charlotte, N.C.



**Craig Lynch**  
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Board of Directors of the Firm  
Charlotte, N.C.



**Carlos Manzano**  
Associate  
Raleigh, N.C.



**Angela Nelson**  
Business Development  
Manager  
Raleigh, N.C.



**Brian Parker**  
Partner  
Charlotte, N.C.



**Shalanna Pirtle**  
Chief Talent, Diversity &  
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Charlotte, N.C.

For more information on Parker Poe's diversity and inclusion efforts, please contact:

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For more than a century, Parker Poe has represented many of the Southeast's largest companies and local governments in transactions, regulatory issues, and complex litigation. Our attorneys have extensive experience representing clients in the education, energy, financial services, government, health care, life sciences, manufacturing, and real estate industries. Parker Poe has more than 250 attorneys serving clients from eight offices in Charlotte and Raleigh, North Carolina; Charleston, Columbia, Greenville, and Spartanburg, South Carolina; Atlanta, Georgia; and Washington, D.C.