

NEWSLETTERS | REPORTS**2021 Diversity, Equity And Inclusion Annual Report**

March 11, 2022

By definition, a blueprint is a carefully crafted picture of what's to come, and the picture we painted five years ago was one of hope, healing, out-of-the-box investment, and uncomfortable accountability, relative to the firm, our teammates, our profession, and the 20 communities we have the privilege of serving across the country.

Hopefully, this 2021 annual report shows that the ground upon which our commitment to change is built is solid, and has powered real change and will continue to do so. More than anything, the hope is that from the substance of this annual report (and so many other efforts), you glean that our blueprint – our commitment to diversity, equity and inclusion – is authentic.

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RELATED PEOPLE**Dawn R. Rosemond**

Firm Diversity Partner
Fort Wayne

P 260-425-4650

F 260-424-8316

dawn.rosemond@btlaw.com

**Robert T. Grand**

Partner
Indianapolis

P 317-231-7222

F 317-231-7433

bob.grand@btlaw.com

**Kelly Atkinson**

Director of IT Project
Management Office
Columbus

P 614-628-1430

F 614-628-1433

kelly.atkinson@btlaw.com

**Connie A. Lahn**

Partner
Minneapolis

P 612-367-8706

F 612-333-6798

connie.lahn@btlaw.com



Allen R. Baum

Partner

Raleigh, Washington, D.C.

P 919-536-6207

F 919-536-6201

Allen.Baum@btlaw.com



Michael A. Carrillo

Partner

Chicago

P 312-214-4817

F 312-759-5646

mcarrillo@btlaw.com



Roscoe C. Howard, Jr.

Partner

Washington, D.C.

P 202-371-6378

F 202-289-1330

roscoe.howard@btlaw.com



Steven Merkel

Chief Operating Officer

Indianapolis

P 317-236-1313

F 317-231-7433

steven.merkel@btlaw.com



D. Randall Brown

Partner

Fort Wayne

P 260-425-4674

F 260-424-8316
randy.brown@btlaw.com



Robert J. Boller

Partner
New York

P 646-746-2020
F 646-746-2001
rboller@btlaw.com



Robert R. Stead

Partner
Grand Rapids, Southeast
Michigan

P 616-742-3995
F 616-742-3999
robert.stead@btlaw.com



Barbara F. Dunn

Partner
Chicago

P 312-214-4837
F 312-759-5646
barbara.dunn@btlaw.com



Erika K. Powers

Partner
Southeast Michigan, Chicago

P 734-489-8006
F 734-489-8002
erika.powers@btlaw.com



Lindsey D. G. Dates

Partner
Chicago

P 312-214-4855
F 312-759-5646
ldates@btlaw.com



Timothy J. Maher

Partner
South Bend

P 574-237-1232
F 574-237-1125
tim.maher@btlaw.com



John T.L. Koenig

Partner
Atlanta

P 404-264-4018
F 404-264-4033
john.koenig@btlaw.com



Angela B. Freeman, M.S.

Partner
Indianapolis

P 317-231-7479
F 317-231-7433
afreeman@btlaw.com



Deborah Pollack-Milgate

Partner
Indianapolis

P 317-231-7339
F 317-231-7433
dpollackmilgate@btlaw.com



Heather D. Harris

Partner

Indianapolis

P 317-231-6448

F 317-231-7433

heather.harris@btlaw.com



Donald E. Williams

Partner

Indianapolis

P 317-231-7759

F 317-231-7433

donald.williams@btlaw.com