**MIA MII FIRM RECOGNIZED FOR ITS COMMITMENT TO DIVERSITY**

The Young Lawyers Division of the Florida Bar honored the Law Offices of Kozyak Tropin & Throckmorton, PA, of Miami with its first Diversity Award. This newly established award recognizes a person or entity demonstrating the highest morality and respect for all persons, creating diversity, and promoting a diverse workplace.

The firm honored with this award employs 18 attorneys, nine of whom are women, including five partners. Two Cuban Americans and one African American are also partners in the firm. “Most of our staff were born in foreign countries,” says senior partner John Kozyak, JD ’75. “Every imaginable culture, race, and ethnic group is represented. We have an 80-year-old Jewish secretary and an 18-year-old Haitian-American clerk.”

The multicultural and diverse composition of the firm is no coincidence. The firm actively recruits minority employees. Similarly, when contracting for services and materials, the firm seeks minority- and women-owned businesses.

Kozyak’s interest in diversification started shortly after his 1975 arrival in Miami. While serving on the recruiting committee of the then-largest firm in Florida, Kozyak was shocked to learn that women attorneys and recruits were not granted admittance to most luncheon clubs. Despite growing up in St. Louis in the mid-1960s—when separate public restrooms, drinking fountains, and eating areas were commonplace—he says he developed an early disdain for prejudicial attitudes and bigots. He credits his parents with fostering his openness to other races and ethnic groups.

In December 1982, Kozyak joined Harley Tropin and Chuck Throckmorton to form the Law Offices of Kozyak Tropin & Throckmorton. Each of the founding partners previously had worked at large firms, and they were looking to create a different type of practice. Since its founding nearly 20 years ago, this firm has enjoyed success as a commercial litigation and bankruptcy practice while simultaneously cultivating the professional and personal development of women and minorities in the legal community.

The firm offers its employees flexible work schedules and other benefits not required by law but considered essential to creating a healthy balance between work and family. “We’ve named attorneys as partners while they were working part-time, when pregnant, and also while on maternity leave,” says Kozyak.

Such examples of support for women contributed to the firm’s September 2000 selection by the Florida Commission on the Status of Women as the “Best Florida Employer for Working Women” among companies and professional associations with fewer than 50 employees.

Kozyak is committed to continuing to make a difference wherever he can. He and his wife, Barbara, sponsor a partial law scholarship at Washington University. As a strong advocate of mentoring programs for minority law students, Kozyak is now mentoring three minority students and is responsible for matching up approximately 50 other students. In June 2001, Florida’s Black Lawyers Association recognized him for his work gathering more than 2,000 books to be distributed through the juvenile courts to children and young adults. And, as he has done for the past two decades, Kozyak continues to accept pro bono cases each year, primarily bankruptcy cases for people who have fallen into financial difficulties due to catastrophic medical conditions like AIDS or cancer.

“He just never says ‘no.’ Not only does he take cases on year after year, but he handles them all personally,” says Karen Ladis, executive director for Put Something Back, a joint pro bono project of the Eleventh Judicial Circuit and the Dade County Bar Association.
After serving in the U.S. Maritime Service and then the U.S. Merchant Marine in 1944–46, Satz received his AB degree in 1950 from Washington University.

We regret the error.

CORRECTION: In the fall 2001 issue of the Washington University School of Law Magazine, the biographical profile of Harold Satz, recipient of a 2001 Distinguished Law Alumni Award, inaccurately referred to his “U.S. Ameritime Service as a Merchant Marine.” The sentence should have read as follows: “After serving in the U.S. Maritime Service and then the U.S. Merchant Marine in 1944–46, Satz received his AB degree in 1950 from Washington University.” We regret the error.