

SOUTH FLORIDA LEADERS IN LAW

{ *Daily Business Review*
**Most Diverse Law Firm
in Florida** } { *U.S. News & World Report*
**Best Lawyers Rankings
Best Law Firms, 2023** } { *National Law Journal*
500 Ranking } { **2022
RING Certified** }

The Winning **PERSPECTIVE**

Trial expertise and diverse perspectives have allowed **Cole, Scott & Kissane** to become the largest all-Florida law firm.

If there's one thing that people should know about us, it's that we're a proven trial firm," says

Richard Cole, founding partner at Cole, Scott & Kissane (CSK). "Once we evaluate what we believe a claim is worth, we don't alter that evaluation. We go down to the courthouse and try the case."

In 1997, a group of skilled attorneys came together to create a new, full-service law firm in the Miami area. Known today as CSK, The Florida Law Firm quickly established itself as a force to be reckoned with in civil litigation, steadily building a reputation for tenacity, expertise, and client satisfaction. Now as one of the largest law firms in the state, CSK has more than 600 lawyers working at 13 locations across the state. Bringing cases to trial is one of the main reasons the firm has experienced constant growth and continued success, even trying more than 340 cases to verdict during the COVID-19 pandemic.

"That's certainly more than anyone else in Florida, and perhaps more than any firm in the country," Cole says. "Every day that the courthouses are open in Florida, there's probably a CSK lawyer arguing a case."



Richard Cole

Founded on Diversity

CSK has long understood the value of diversity, equity, and inclusion for its own team and the cases its attorneys accept. Cultural blind spots can be a major issue in a multiethnic place like Florida, as any given courtroom in the state may have a non-white plaintiff, defendant, or jury. The more diverse

CSK's talent pool, the better the outcomes tend to be for clients.

"Sincerely and candidly, we've emphasized diversity from the start," says Gene Kissane, partner. "It's part of all of our lives. My family includes two adopted adult children, and conversations about diversity and inclusion happened at our dinner table every night. It's part of the firm's DNA."

This inclusive approach goes beyond new hires and low-level positions, with 42% of CSK's executive committee identifying as a member of a racial or ethnic minority group. Another 17% of the executive committee identifies as LGBTQIA, and nearly half of the committee is female. The firm takes representation seriously and views diversity as a major asset.

"As a business, you don't cultivate that kind of diversity unless you believe that you get a better ultimate result," says Cole. "It's not just about paying lip service to DEI work, it's about actually being inclusive. We're a firm of honest, hardworking, and ethical people. We're trying to identify different talents in different people with different perspectives, and then use those to the advantage of our clients."

CSK | **Cole
Scott &
Kissane**