

## LCD Celebrates 15 Years!

On May 23, 2019 the Lawyers Collaborative for Diversity celebrated its legacy of advancing diversity and inclusion among the legal profession during its 15th Anniversary Celebration during an evening reception hosted at the Pratt & Whitney Air Museum in East Hartford, CT. While the site has hosted the Edwin Archer Randolph Award ceremony in past years, this year's celebration was particularly poignant as the organization's 15-year history and the work of its legacy partners was highlighted. Member firms and corporate legal departments were in strong attendance enjoying a wonderful atmosphere of celebration, great music by The Artists Collective, delicious food and specialty drinks. Of particular note were the 15th Anniversary banners that dotted the venue depicting the great work and events hosted by member law firms and legal department over the years.



The evening's program began with welcoming remarks by our host, Candace Kronholm, VP & General Counsel of Pratt & Whitney, and Board Member, Ginny Kim, VP & Managing Attorney/Litigation Counsel for United Technologies Corporation also welcomed guests and introduced the LCD/UTC Diversity Scholars for 2019 (Yadilza Reyes & Nestor Rodrigues, both UCONN Law students). LCD's story, from its very beginnings to its current impact was shared through an impressive montage of memories captured in a video presentation. What was particularly inspiring were the eloquent and charismatic anecdotes of founding LCD members, jurists, lawyers and law students who each shared their LCD experience and impact on personal careers, and the Connecticut legal community since its inception. Flashdrives with the commemorating video were gifted to attendees.

The special evening was capped off with a surprise presentation of the Edwin Archer Randolph Award to LCD's Founding Executive Director, Carolyn Golden Hebsgaard. For the last 15 years Carolyn Hebsgaard has dedicated her efforts to diversifying the legal landscape in Connecticut. She has consistently been both the headwind and the tailwind for LCD, and her long lasting and supportive relationships not only in Connecticut, but the New England region and beyond, have been unselfishly leveraged for the purpose of advancing LCD's mission. Proclamations were presented, as well as special tribute messages from Ken Bunge, former UTC Managing Counsel and an LCD founder who shared,

*"I worked with Carolyn in the early days of the LCD initiative in Hartford. She had an enthusiasm and energy that were remarkable. These attributes were critical in achieving the level of support necessary to sustain the diversity objectives of the program."*

and The Honorable Dennis Archer, who stated,

*"Carolyn has been an anchor in troubled waters [LCD's] drum major when LCD might have been discouraged and she has exercised her abilities to capture and implement the vision of LCD leaders to make the gains LCD celebrates on its 15th Anniversary."*

With 15 years of diversity and inclusion work under LCD's belt, the organization is poised to continue to have a meaningful impact on Connecticut's legal landscape.

*Below are photographs from the special evening of recognition.*



## **LCD in partnership with Finn Dixon & Herling Host a Roundtable: “Best Practices and Challenges in Ensuring Diversity and Inclusion”**



On April 4, 2019, Finn Dixon & Herling hosted LCD’s inaugural roundtable for General Counsel (GC) at Bank Street in Stamford. The event focused on “Best Practices and Challenges in Ensuring Diversity and Inclusion.” Former LCD President Joaquina Borges King described it as “a unique opportunity” for GCs to form new connections and speak among themselves about how best to prioritize diversity and inclusion. The event drew a large crowd of over 60 lawyers allowing LCD members to further share their mission with lawyers in the Fairfield County area.

During the discussion, panelists and audience members emphasized the three key themes of culture and belonging, personal relationships, and the need to extend opportunities to attorneys with diverse backgrounds. Significant attention was given to pipeline programs for students. According to panelist Bill Aseltyne, these programs can be effective as early as elementary school. In fact, since 2007, lawyers from Yale-New Haven Hospital have taught fifth-grade students about the legal system and engaged them in the rigors of mock trials. Greg Butler described how Eversource’s Legal Department created a Diversity Scholar Program for summer associates which became a useful way to foster diversity and inclusion. Another recommendation made during the panel discussion was to follow a policy similar to the “Rooney Rule” in the NFL. That is, whenever a position opens within a legal department, those hiring must ensure that they interview a diverse list of candidates.

Panel and audience members also emphasized that it is important to put in the time to train diverse attorneys on the ways of a firm or company to ensure their success. Moderator King recommended that GCs consider hosting webinars for attorneys of color on the history and background of their business, and encouraged leaders to schedule informal mentoring or network sessions over lunch or dinner. These efforts will eventually help to diminish the feeling of invisibility that too many attorneys of color continue to experience.

Finally, throughout the evening, speakers drew attention to the numerous benefits of having a diverse legal workforce. These benefits included a diversity of thought, increased productivity, and an advantage in local and global markets. Ultimately, in the words of Ms. King, the event was a “great success.” Finn Dixon & Herling has committed to hosting the event on a yearly basis. Going forward, the hope and expectation is that attendees will think carefully about how best to implement the concrete recommendations shared by other participants. Such efforts will help to bring about much-needed positive change in the realm of diversity and inclusion.



*Deirdre Daly, a partner at  
Finn Dixon & Herling, welcomed the audience  
and introduced the panel*



*Outgoing LCD President Joaquina  
King moderated a riveting panel  
discussion*



## 2019 UTC-LCD Diversity Scholars Program with Robinson & Cole and Wiggin and Dana



**“Motivated.”** That’s the word that comes to mind when describing **Yadilza (aka “Yadi”) Reyes** and **Nestor Rodriguez-Smyt**. Yadi and Nestor, each now in their 2L year at UCONN Law, were selected last spring from a highly competitive pool of over thirty 1L law students and 7 different law schools to be our 2019 Summer UTC-LCD Diversity Scholars.

As part of the program, Yadi spent 6 weeks as part of **Robinson & Cole’s** summer program, and 4 weeks in the **Otis Legal Department**. Nestor spent 6 weeks as part of **Wiggin and Dana’s** summer program, and 4 weeks split between the **UTC Research Center** and **UTC Corporate Legal Departments**. Both performed legal research and writing, contract drafting and review and other projects touching on a wide range of issues such as: state securities law, privacy law, M&A agreements, intellectual property and international trade controls.

Experiencing life in law firms versus in-house is just one benefit of the program. Yadi and Nestor also participated in the law firms and UTC Legal’s other summer legal intern events, including insider tours of the **CT Department of Consumer Protection (DCP)** and a fascinating day in the Waterbury Criminal Courthouse with **Superior Court Judge Kevin Doyle**. This being the 8th year of our program, it was fitting that visit to the DCP was hosted by none other than our original 2012 UTC-LCD Scholar, **Arunan Arulampalam**, now Deputy Commissioner at the DCP!

We wish Yadi and Nestor all the best in their 2L year and beyond, and look forward to seeing their future legal successes.

*The UTC-LCD Diversity Scholars Program seeks to increase the attractiveness of Connecticut for diverse attorneys by providing summer employment to exceptional first year law students in or from Connecticut who demonstrate leadership abilities and a personal commitment to furthering diversity and inclusion in the legal profession. The program provides paid work experience (split between law firms and UTC in-house) as well as innumerable mentoring and networking events.*

*If you know of an impressive 1L law student who meets the goals of the program, and who is either in or from CT, tell them about the program. Applications for the 2020 program will be released soon!*



Nestor Rodriguez



From left to right: Ginny Kim, Huzaifa Khan  
(LCD College Pipeline Intern), Yadilza Reyes and  
Nestor Rodriguez



Yadilza “Yadi” Reyes

# College Pipeline Summer Internship Program

Summer of 2019 marked the second year of LCD's innovative pipeline program for diverse undergraduate students. The Summer Intern program offers area college students the opportunity to work in the offices of our member law firms and corporate legal departments. This summer eleven talented and diverse college juniors enjoyed paid legal internships providing exposure to the legal profession.

Under the guidelines of LCD's Executive Director, Carolyn Hebsgaard, the Hinckley Allen firm and our sponsoring members, the students worked in legal departments, participated in skill training sessions, toured courthouses and worked through the summer on a mock trial assignment. The students were afforded invaluable real life exposure to the legal profession and distinguished themselves with their ability, poise and work product. The end of summer mock trial was truly impressive. Our interns presented a mock criminal trial before Superior Court Judge Kevin Doyle, who generously provided his time and guidance.

The mock trial was a great success and everyone at LCD hopes the talented interns gained a greater appreciation for, and interest in, a legal career.



*Student Interns at the Federal Courthouse  
June 28, 2019*



## STUDENT INTERNS AND THEIR ASSIGNED FIRMS:



*Alexandra Prendergast  
Shipman & Goodwin*



*Andrew Halstead  
Eversource*



*Angie Soto  
Office of the Chief State's  
Attorney, Division of  
Criminal Justice*



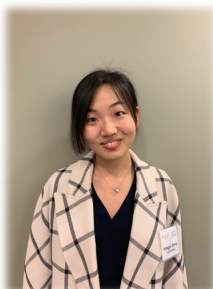
*Danielle Cross  
Saxe, Doernberger & Vita*



*Esosa Enagbare  
Robinson & Cole*



*Gabriella Silva  
Hinckley Allen*



*Hongjia Zhang  
Pullman & Comley*



*Huzaifa Khan  
United Technologies  
Corporation*



*Natasha Claudio  
McCarter & English*



*Sara Casimir  
Neubert, Pepe &  
Monteith/Updike Kelley  
& Spellacy*



*Shannon Guerra  
Finn Dixon & Herling*



***Networking at its finest!***  
***"Advancing Diversity in Connecticut's Legal Community"***



On April 30, 2019, Pullman & Comley and Lawyers Collaborative for Diversity joined together for an evening of networking, camaraderie and discussion of the importance of diversity in the legal profession at the annual Fairfield County LCD reception at Pullman & Comley's Bridgeport office. Judge Lynda Munro (Ret.) and Kelly O'Donnell, co-chairs of Pullman & Comley's Diversity committee hosted the event along with Carolyn Golden Hebsgaard of LCD.

After remarks from Carolyn on LCD's mission to increase the recruitment, retention, and promotion of lawyers of color and other diverse individuals in Connecticut, Antoine Campbell of Quinnipiac University and Maridelka Fermin of Southern Connecticut University discussed their personal experiences with LCD's Summer Internship program. The program selects high achieving student leaders from area colleges and universities who have expressed an interest in a legal career and places them in internships where they can gain invaluable work experience and hopefully be inspired to pursue a career in law. Antoine and Maridelka both spoke highly of the program.

The event attracted representatives from 14 firms across the state as well as in-house council and members from the Connecticut Criminal Justice Commission. Members of Pullman & Comley's Executive Committee and many of its lawyers also attended.

The Pullman & Comley Networking event has become a signature annual event that is designed to help advance our mission and create awareness for LCD throughout the state.



***LCD's Executive Director Carolyn Golden Hebsgaard addressing the attendees at the Networking Event***



***Carolyn Golden Hebsgaard introducing Antoine Campbell of Quinnipiac University.***

## PRESIDENT'S MESSAGE



It is a great personal honor for me to begin my term as president of LCD. The organization remains strong and committed to advancing diversity within Connecticut's legal community. This past May LCD members and friends across the Connecticut legal community came together at the Archer Awards to celebrate the 15th anniversary of LCD. The remarkable evening featured a program and video highlighting many of the people and organizations that have contributed so much to the diversity effort in Connecticut through their support of LCD. Fittingly, the 2019 Edwin Archer Randolph Award was presented to our visionary founding Executive Director, Carolyn Hebsgaard.

There can be little doubt that the Connecticut legal community has become more diverse and inclusive over the past 15 years and that we are stronger and better prepared for the future because of it. Connecticut enjoys the benefit of talented attorneys of color in senior, leadership positions across the state and local government (including our Attorney General and State Treasurer), in the corporate legal departments of most of our leading companies, in our educational institutions and in our leading law firms.

Despite the successes challenges clearly remain, and LCD's Board believes, the organization continues to be well positioned to play an important role. LCD holds a unique place in the diversity and inclusion legal landscape. As an organization with institutional members, LCD is able to gather important insight and share them among its members, as well as the broader legal community. LCD plays an important and complementary role to the State's many strong individual member organizations such as our vibrant affinity bar associations and the Connecticut Bar Association.

LCD members generously provide support to our mission through the time, energy and talent devoted by of their lawyers and by sponsoring important programming. We will continue to operate innovative "pipeline" programs for law school and college students helping to build a more diverse legal community in the future. These programs involve collaboration between law firms and corporate legal departments allowing students unique access and helping law firms and corporate legal departments to learn from one another. We will also continue to offer "best practices forums" and other events providing members access to judges and general counsel of color who share their experiences and advice.

LCD welcomes suggestions on how we can better advance our mission of increasing the recruitment, retention and promotion of lawyers of color and other diverse individuals in Connecticut. We also welcome new members from the many successful corporate legal departments and law firms across our region.



**John B. Lynch Jr.**  
President, 2019-2020



## UPCOMING EVENTS

### STUDENT AFFINITY GROUP LEADER WELCOME DINNER

September 25, 2019, 5:30pm-7:30pm, Hartford, CT  
Hosted by Brown Rudnick LLP

### MENTOR MENTEE KICKOFF DINNER

October 16, 2019, 5:30pm-7:30pm, Hartford, CT  
Hosted by Shipman & Goodwin LLP

### JUDGES OF COLOR RECEPTION

November **(Date TBD)** 5:30pm-7:30pm, New Haven, CT  
Hosted by Wiggin & Dana LLP

### BUILDING CAREERS SYMPOSIUM

November 21, 2019, 5:30pm-7:30pm, New Haven, CT  
Hosted by Murtha Cullina LLP

### GENERAL COUNSEL ROUNDTABLE DISCUSSION

April 23, 2020, 5:30pm-7:30pm, Stamford, CT  
Hosted by Finn Dixon & Herling LLP

To RSVP for upcoming events click [here](#) or contact LCD's Program Manager, Brittany James at [bnjlcd1@gmail.com](mailto:bnjlcd1@gmail.com)

## PAST EVENTS

### 15<sup>TH</sup> ANNIVERSARY CELEBRATION

Held May 23, 2019  
Click [here](#) for the recap

### COLLEGE PIPELINE PROGRAM

Orientation held May 30, 2019  
Mock Trial Held August 2, 2019  
Click [here](#) for the recap

## All things LCD!

You can find us at [www.LCD-NE.org](http://www.LCD-NE.org)

The LCD website is a tool for our members and a repository for information about the diversity agendas in the legal organizations we support in Connecticut and Western Massachusetts.

- Send us your diversity news, best practices, and successful D&I initiatives and accomplishments.
- Send us your events. The LCD website has an events calendar and we would like to promote D&I events and initiatives for the entire community.
- Send us your job postings.
- FOLLOW US on Facebook & LinkedIn.

# 2019 Lawyers Collaborative for Diversity

## MEMBERS

Association of Corporate Counsel  
Berchem Moses P.C.  
Boehringer Ingelheim USA Corporation  
Brown Rudnick LLP  
Carmody, Torrance, Sandak & Hennessey LLP  
Connecticut Commission on Human Rights and Opportunities  
City of New Haven  
Day Pitney LLP  
Eversource Energy  
Finn Dixon & Herling LLP  
Hinckley Allen  
Jackson Lewis P.C.  
Locke Lord LLP  
MassMutual Financial Group  
McCarter & English, LLP  
McElroy, Deutsch, Mulvaney & Carpenter LLP  
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Office of the Attorney General  
City of New Haven  
Pullman & Comley LLC  
Robinson & Cole LLP  
Saxe, Doernberger & Vita  
Shipman & Goodwin LLP  
United Technologies Corporation  
Updike, Kelly & Spellacy P.C.  
Wiggin and Dana LLP  
Yale New Haven Health Systems

## AFFILIATE ORGANIZATIONS

Connecticut Asian Pacific American Bar Association  
Connecticut Bar Association  
Connecticut Hispanic Bar Association  
Division of Criminal Justice  
George W. Crawford Black Bar Association  
Office of State Ethics  
South Asian Bar Association of Connecticut  
U.S. Attorney's Office for the District of Connecticut

## AFFILIATE LAW SCHOOLS

University of Connecticut School of Law  
Quinnipiac University School of Law  
Western New England School of Law  
Yale Law School

LAWYERS COLLABORATIVE FOR DIVERSITY | [WWW.LCD-NE.ORG](http://WWW.LCD-NE.ORG)

## KEY PERSONNEL

Carolyn Golden Hebsgaard  
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*Program Manager*  
[bnjlcd1@gmail.com](mailto:bnjlcd1@gmail.com)

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