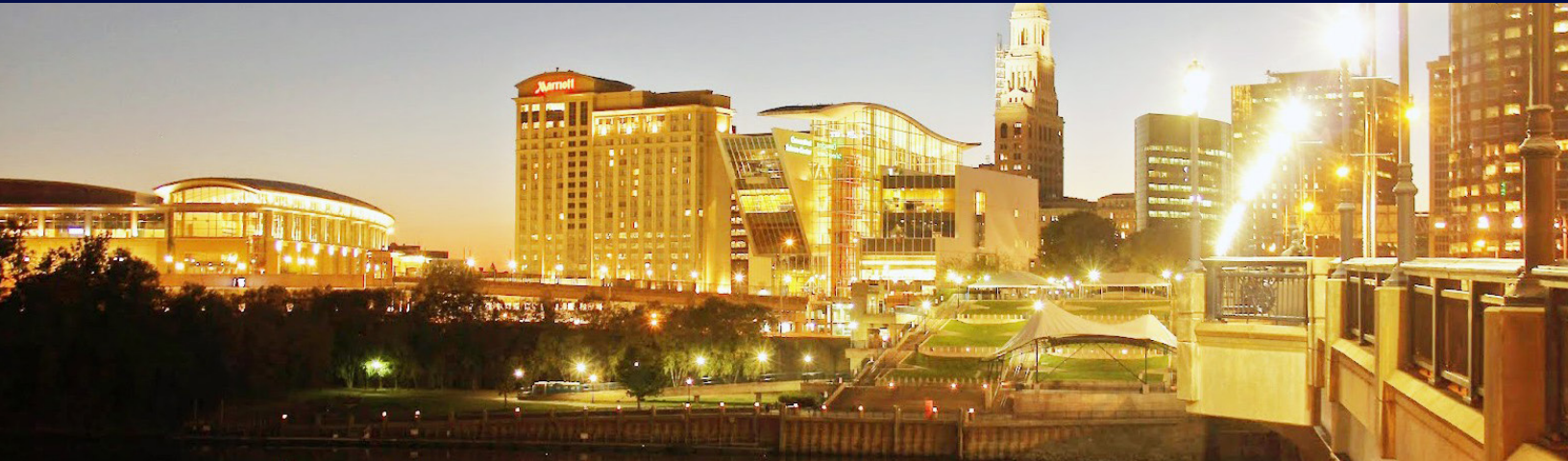


The Collaborative

LCD'S DIVERSITY NEWSLETTER

JANUARY 2018



PRESIDENT'S MESSAGE

A Busy and Productive Year for LCD in the Community

2017 has been an exciting year for the Lawyers Collaborative for Diversity. Under the leadership of our Executive Director Carolyn Golden Hebsgaard and the guidance of an energetic board of all-star lawyers from private practice, corporate law departments and government service, LCD has been actively engaged in driving the Connecticut legal profession towards the moral and business imperatives of becoming more diverse and inclusive. We continue to increase our numbers and pleased to welcome the law firm of Saxe, Doernberger & Vita as our newest member, as we hope to welcome more law firms and corporate law offices in 2018.

LCD had a very robust programming schedule in 2017, including the Judges of Color Reception, the Building Careers Symposium, our Mentor/Mentee Kickoff Event, and the newly resurrected Best Practices Symposiums. Thanks to the generous sponsorship of LCD members, our events are offered with no admission charge to all interested in diversity in the legal profession. While many LCD members provide additional financial support for the Edwin Archer Randolph Diversity Awards, special credit is due to the generous support of UTC and Eversource for making the 2017 event very special. We are currently kicking off our 2018 program in January. Additional information will be forthcoming.

LCD wishes all of its members, supporters, and friends a healthy and happy 2018 filled with professional accomplishments and successes. Our officers and board are excited about the upcoming year and hope the readers of *The Collaborative* are with us every step of the way to share in the journey to a more diverse and inclusive legal community for Connecticut.

Burt Cohen

Murtha Cullina LLP
President LCD



COMING EVENTS

FEBRUARY 8, 2018

**Best Practices Forum:
What Clients Want & How to
Get There**

Sponsored by Wiggin & Dana LLP

MAY 17, 2018

**Edwin Archer Randolph
Diversity Awards Celebration**

The HONORABLE GERALD L. HARMON Will Chair The 2018 Edwin Archer Randolph Diversity Award Celebration



"I am humbled and honored by the opportunity to serve as the Chairperson of the Edwin Archer Randolph Diversity Award Committee." I look forward to working with everyone to make this event one of the most memorable evenings this year. Please save the date of May 17, 2018, and start to think of individuals who would be possible nominees for this prestigious award which exemplifies achievement that transcends boundaries imposed by racism, sexism, bigotry, corporate cultures, and glass ceilings. Please consider people who have inspired you to be the best that you can be and to reach heights that seem impossible. Remember if we can overcome slavery we can overcome anything. In the words of Jay-Z, this is "light work compared to what our ancestors endured."

- Judge Gerald L. Harmon

LCD in partnership with Shipman & Goodwin LLP Focus On Mentoring Law Students

By Colby Fraschilla

On October 24, 2017, Shipman & Goodwin LLP hosted LCD's Annual Mentor/Mentee Program Kickoff Dinner in its Hartford office. The Mentor Program offers law students of color the opportunity to be paired with one or two practicing attorneys who will serve as a mentor and personal resource throughout the school year. Our 2017-18 event matched 27 students with lawyers from LCD member firms, government agencies, and corporations. The Kickoff Dinner marked the official start of this year's program and provided an opportunity for mentors and mentees to formally meet. The evening included a discussion on the power of mentoring by Carolyn Golden Hebsgaard and we were honored to have both Hon. Kevin Doyle, Connecticut Superior Court Judge, and Alfredo Fernandez, Shipman & Goodwin Associate and President of the Connecticut Hispanic Bar Association, speak about their own mentor/mentee relationships and the impact those relationships have had in their legal career.



*Mentor/Mentees gathered at Shipman & Goodwin
for LCD's Annual Kickoff Dinner*



One mentee called the program "life-changing."



LCD in partnership with Wiggin & Dana LLP 2017 Annual Judges of Color Reception

By David Ring

The Lawyers Collaborative for Diversity (LCD) held its annual reception honoring “Judges of Color” on November 14, 2017, at the Q-Club in New Haven. This marquis LCD event, hosted by Wiggin and Dana since its inception and co-sponsored by the Crawford Black Bar Association brought together fifteen Federal and State court judges, who generously shared their experiences and highlighted the importance of diversity in the legal workplace. Nearly 150 legal professionals and students attended the event and were able to engage the judges in an interesting and lively dialog.

Wiggin and Dana is grateful to the talented group of judges who joined us for this event, and for the opportunity to bring so many members of our legal community together to celebrate and promote diversity. Sarvesh Mahajan, the firm’s Diversity Manager, noted that the Judges of Color event “represents the best of what we’re trying to achieve at Wiggin and Dana, and at LCD. It brings us together as a community and, as importantly, allows us to share success stories and learn, how to improve all that we do.”



This marquis LCD event, co-sponsored by the Crawford Black Bar Association & Wiggin and Dana brought together fifteen Federal and State court judges, who generously shared their experiences & highlighted the importance of diversity in the legal workplace.

CRAWFORD

George W. Crawford Black Bar Association

The George W. Crawford Black Bar Association will host its Annual Dinner on Thursday, May 3, 2018, at 6:00 pm at the Connecticut Convention Center. Please follow the George W. Crawford Black Bar Association on social media or sign up for its newsletter on its website for further information to come.



LCD in partnership with Robinson & Cole LLP Best Practices Symposium

By James Ray

On October 19, 2017, the Lawyers Collaborative for Diversity and Robinson & Cole LLP co-hosted a Best Practices program titled “Client Perspectives on Law Firm Diversity Efforts.” The event attracted over 50 attendees, including leaders from LCD member organizations such as Managing Partners, Diversity Partners, Hiring Partners, and members of managing, diversity and recruiting committees. We were fortunate to be joined by panelists An-Ping Hsieh of Hubbell Incorporated, Wendy Hufford of Boehringer Ingelheim USA, Catherine LaMarr of the Connecticut Office of the Treasurer, and Jeanette Weldon of the Connecticut Health and Education Facilities Authority. Robinson & Cole partner and LCD board member Jim Ray moderated the panel discussion.

The program began with the panelists introducing themselves, talking about their journeys, and discussing the importance of diversity to themselves and their organizations. This quickly gave way to a spirited, free-flowing discussion of a number of diversity-related topics, beginning first with questions from the moderator, but quickly evolving into a discussion with an active audience. The panelists covered a wide range of diversity and inclusion topics, intended to give law firms insight into the importance that purveyors of legal services place on firms’ diversity efforts. While the panelists did not always agree on the importance of certain factors (such as statistics related to the number of diverse attorneys at a firm), they all emphasized that firms without a genuine commitment to promoting diversity and inclusion and creating opportunities for diverse lawyers do so at their own peril.

The panelists were also very candid in identifying examples of things that are, or are not, well received when they are making outside counsel decisions. Firms were encouraged to put together diverse teams when pitching for legal services but warned that bringing diverse lawyers and not giving them a role in a client interview is a bad idea. Several panelists have been impressed with law firms who partner with clients to provide summer opportunities for diverse young law students (like the LCD/UTC Summer Scholars program.) They also liked hearing about law firms’ support of (and recognition by) affinity bar associations and similar organizations committed to diversity and inclusion.

All in all, it was an interactive and thought-provoking morning, and LCD and Robinson & Cole are grateful to have had An-Ping, Wendy, Catherine, and Jeanette join us.



Panelists: Jeanette Weldon, An-Ping Hsieh, Wendy Hufford, Catherine LaMarr and Moderator/Host Jim Ray

LCD in Partnership with Murtha Cullina LLP 7TH ANNUAL BUILDING CAREERS SYMPOSIUM

By Jackie Rowe

On October 19th Murtha Cullina sponsored and co-hosted with LCD's Attorney Advisory Committee the 7th Annual Building Careers Symposium at the Hartford Club. The program focused on the unique challenges that multicultural and diverse attorneys face in building their practices and reputations within the legal community. The exceptional panel included Hon. Maria Araujo Kahn from the Connecticut Appellate Court; Bill Aseltyn, Senior Vice President & General Counsel from Yale-New Haven Hospital; Cherie Phoenix-Sharpe, Deputy Corporation Counsel at the City of New Haven and Shawn Wooden, Partner with Day Pitney LLP. Ndidi Moses, Civil Rights Coordinator at the United States Attorney's Office moderated the panel. The group was extremely forthright in sharing their experiences from their legal careers and provided valuable insight to help diverse and multicultural attorneys succeed and overcome some of the challenges they face as minorities in the profession. The panel engendered a meaningful discussion among the attendees, which continued during the networking reception that followed.



Madiha Malik, Nisha Kapur & Bridget D'Angelo of Murtha Cullina LLP, Members of the LCD Attorney Advisory Committee



Hon. Maria Araujo Kahn, Cherie Phoenix-Sharpe, Shawn Wooden & Bill Aseltyn



***The South Asian Bar Association of
Connecticut***

The South Asian Bar Association of Connecticut (SABAC) held its annual members' meeting and election for the Board of Directors on December 6, 2018, at Utsav Restaurant in Wethersfield. Thank you to Judge Victor Bolden of the Connecticut District Court for his comments about the legal profession and his path to the bench. SABAC members elected the following Board of Directors for 2018:

Rashmi Chandra, Sheila Chormoy, Andy Corea, Najia Khalid, Suphi Philip, Namita Tripathi Shah, Radhika Tahilian and Cecil Thomas

Congratulations to the new Board.



LCD Members Collaborate to *Talk the Diversity Talk and Walk the Diversity Walk*

By Jessica Grossarth Kennedy, Member of Pullman and & Comley, LLC and Chair of the firm's Diversity Committee & Rebecca A. Matthews, Partner of Wiggin & Dana LLP and Executive Committee member

Passionate about diversity and inclusion, LCD members, Yale New Haven Health ("YNHH") Pullman & Comley, LLC ("P&C") and Wiggin and Dana LLP ("Wiggin"), share a common goal of diversifying. In 2011, YNHH launched a diversity 1L summer associate program with Wiggin's support. In 2015, YNHH expanded its program with P&C's support.

The program has resulted in recent success for YNHH, Wiggin, P&C and a few special students.

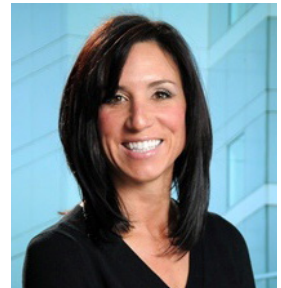
Diverse candidates are solicited to apply for positions in each program in the winter of their 1L year, and a candidate is selected by each firm shortly thereafter. Each program provides for the selected candidate to spend half of the summer program as a summer associate with the law firm followed by the second half of the summer program at the in-house legal department of YNHH. Selected candidates participate in the same activities and perform the same type of legal work as the participants in the firms' 2L Summer Associate Programs. Work includes researching and writing legal memoranda, motions and briefs, attending administrative and court proceedings, analyzing new legislation, working on articles and participating in closings and document review. During the time with YNHH, the summer associate shadows in-house lawyers at meetings with board members and executives, conducts research on healthcare-related topics, participates in due diligence and other transaction components, and manages projects such as template development. By the end of the summer, the candidate has been exposed to both private practice and in-house practice all in just a ten week period.

Andres Jimenez-Franck of the UCONN School of Law was offered the joint position by P&C and YNHH for the 2017 summer. Andres impressed his summer employers with his legal acumen, maturity and work ethic earning himself a second summer with P&C in 2018 and full-time employment with P&C in 2019 upon his graduation. Andres accepted both positions. Congratulations to Andres!

Jermaine Brookshire, Jr., a New Haven native and student at the Washington University School of Law in St. Louis, participated in the program with Wiggin for the 2017 summer. Jermaine impressed those with whom he worked by taking on complex assignments and creatively considering how to best present the results of his research. Jermaine earned an offer to return to Wiggin during his 2L summer, which he has accepted. In addition, LaMarte Williams, the YNHH-Wiggin Diversity Scholar in the summer of 2016, returned to Wiggin for his 2L summer and will be coming back upon his graduation from the University of Notre Dame Law School as a full-time associate. Congratulations to Jermaine and LaMarte!

For YNHH, working with both Wiggin and P&C has created a more supportive and collegial atmosphere at YNHH, as the candidates have one another during their time there.

With desire, planning, deliberate action and follow through, diversifying one candidate at a time is not only possible, but can also be your reality.



Jessica Grossarth Kennedy
Pullman & Comley, LLC



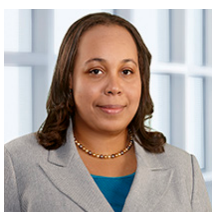
Rebecca Matthews
Wiggin & Dana LLP



LCD Congratulations Member Attorneys on Their Recent Moves & Promotions

LCD is very pleased to recognize the achievements of three attorneys on their recent moves and promotions. LCD Board members Proloy Das, a past president of CAPABA, and Andy Corea, past president of SABAC, became partners of Murtha Cullina LLP. Keisha S. Palmer, a longtime LCD and Crawford activist and board member, was promoted to partner at Robinson+Cole. LCD applauds the success of these outstanding attorneys.

We would love to acknowledge the success of others. Please let us know if there are others that should be included in our next issue.



Edwin Archer Randolph Diversity Awards

It's that time of year and the Nominations Sub-Committee for the 2018 Edwin Archer Randolph Diversity Award is soliciting nominations! We hope you will help us by submitting the names of possible qualified candidates for our consideration! To make this easier, the Sub-Committee will perform the due diligence to ensure the candidate meets the requisite criteria (stated below), and all we ask is that you help us by submitting names(s) of potential nominees for consideration. We will also accept any material you submit as we evaluate the nominees.

The criteria for nomination is as follows:

- Created opportunities for growth and/or advancement;
- Set an example for others on how opportunities and possibilities can be created within the legal community;
- Through personal actions or an organization's agenda, demonstrated a commitment to diversity within the legal community;
- Worked to establish a culture that values the different perspectives brought to the profession by lawyers of color and/or women lawyers;
- Actions created recognizable and/or measurable achievements/progress (i.e., recruiting, retaining, and promoting).

Click here to access nomination form. Nominations for the Award should be submitted no later than Friday, Feb. 23, 2018 to office@lcdiversity.com.

Connecticut Law Tribune Recognizes LCD Board Members



LCD Board members Kevin Kane, Chief State's Attorney, and Burt Cohen, current President of LCD and chair of Murtha Cullina's Diversity & Inclusion Committee, were recognized by the Connecticut Law Tribune in its 2017 Professional Excellence Awards Ceremony as Distinguished Leaders of the Law. LCD is proud two of its long-serving board members have been recognized for their accomplishments and dedication to the cause of increasing diversity in the Connecticut legal community.

2018 Lawyers Collaborative for Diversity



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United Technologies Corporation
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Wiggin and Dana LLP
Yale New Haven Health Systems

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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

**Murtha Cullina's Hartford office has served as LCD's host office since October 2014.*

KEY PERSONNEL

Carolyn Golden Hebsgaard
Executive Director
cghebsgaard@comcast.net
Jackie Rowe
Program Manager
jrowe@murthalaw.com

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