



JANUARY 2013 - VOLUME 3

OCTOBER ACTIVITIES HIGHLIGHT NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM)

NDEAM is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. This year's theme is "A Strong Workforce is an Inclusive Workforce: What Can YOU Do?"

As part of October's diversity events, Robinson & Cole participated in a mentoring program sponsored by Connect-Ability, an organization working to eliminate the barriers to employment for job seekers with disabilities. On October 17, the firm also hosted students from local high schools in its Hartford and Stamford offices. The students participated in a half-day program that included an office tour, presentations by attorneys and staff, and informational sessions focusing on interviewing skills and job search tips.

On October 25, Dr. Stephen Becker, chief executive officer and president of HARC (Hartford Association for Retarded Citizens), joined the Hartford office for a lunch presentation. Dr. Becker spoke about the organization and its mission as well as the on-going collaboration between HARC and Robinson & Cole. Rabbi Jim Rosen, a HARC parent, also contributed his perspectives on the value of work for HARC citizens. As part of the program, Dr. Becker shared a short film celebrating HARC's 60th anniversary. Broadcasts of the event and film were made available in the other offices.

TRUSTS AND ESTATES PARTNER RECEIVES RECOGNITION

Robinson & Cole's Women's Initiative introduced the Robinson & Cole Ladder Award at its retreat on October 16 to recognize a female attorney within the firm who has demonstrated exceptional leadership affecting women, particularly junior female attorneys. Trusts and estates partner Linda J. McDowell was selected for the award.

When told of her selection for the award, McDowell said, "I wouldn't have come to Robinson & Cole, or stayed, if I didn't think it was supportive of women succeeding in the law. I firmly believe it is important for the women attorneys of Robinson & Cole to support each other personally and professionally."

MULTI-CULTURAL DAY CELEBRATION HELD AT U.S. DISTRICT COURT

The U.S. District Court for the District of Connecticut hosted a Multi-Cultural Day Celebration at the federal building located in Hartford, Connecticut. The event took place on October 17 and included opening remarks from Chief Justice Alvin W. Thompson. Various panels and presentation addressed the Prudence Crandall case and its influence on the Connecticut court and education systems. Prudence Crandall opened the first academy in Connecticut for young women of color.

MESSAGE FROM PAMELA K. ELKOW DIVERSITY PARTNER

As I write this, it's just one week into 2013, and first off, I want to wish all of you a healthy and happy new year. A new year can be both exciting and intimidating, just like sitting down to write one of these columns. It's great to have a brief opportunity to let you all in on my thoughts about diversity and inclusion, and yet, I worry that that message can get lost in the day-to-day effort to keep up with all the information we receive. Which is actually a good way to describe being diversity partner in general; it's a great opportunity to work with a wide variety of colleagues on the issues of diversity and inclusion, to get to work as a team to make a welcoming and inclusive environment even better. And yet, I also worry at times that the efforts of all these committed folks are not fully appreciated. So, I'll ask in this note that each and every one of us at Robinson & Cole, no matter your position or role, commit in 2013 to do at least one thing to support the diversity and inclusion efforts at the firm. Attend a Diversity Committee event. Wish a colleague that celebrates holidays different than your own a happy [fill in the blank]. Have lunch with someone who doesn't look like you, but you'd like to get to know better. The start of a new year is a good opportunity to improve on last year. Let's keep up the momentum on diversity and inclusion, and each do something this year to make this an even better place to work.



ATTORNEY SCOTT E. SEBASTIAN CONTINUES LEADERSHIP ROLE WITH CONNECTICUT ASIAN PACIFIC AMERICAN BAR ASSOCIATION

The Connecticut Asian Pacific American Bar Association elected tax attorney Scott E. Sebastian to serve as secretary for the 2012 to 2013 year at its October 23 annual dinner at the Pond House Café in West Hartford. Attorney Sebastian served as the association's treasurer for the 2011 to 2012 term.

Robinson & Cole was a gold sponsor of the event and in addition to attorney Sebastian, other attending lawyers from the firm were Managing Partner John B. Lynch Jr., Eric D. Daniels, Theodore J. Tucci, James P. Ray, Joey Lee Miranda, and Jona Kim.

The Connecticut Asian Pacific American Bar Association is the Connecticut affiliate of the National Asian Pacific American Bar Association.

CONNECTICUT HISPANIC BAR ASSOCIATION HONORS VIRGINIA MCGARRITY

Employee benefits attorney Virginia McGarrity received the 2012 Recognition Award from the Connecticut Hispanic Bar Association (CHBA) at its annual awards dinner at the New Haven Lawn Club on November 15. Ms. McGarrity is past president of the CHBA. The award honors her leadership to the CHBA and commitment to the Hispanic legal community.

ROBINSON & COLE SPONSORS ANNUAL SABAC DINNER

The South Asian Bar Association of Connecticut (SABAC) held its Sixth Annual Awards Dinner on October 11 at the Hilton Hartford. Robinson & Cole was a sponsor of the event, which featured keynote remarks from Rachana "Ruchi" Bhowmick, assistant to the President and deputy cabinet secretary in the White House. Ms. Bhowmick also received the 2012 SABAC Distinguished Legal Professional Award. Among those in attendance from the firm were Nicolas F. Perry, Kristopher I. Moore, Richard Martinez II, Jonathan H. Schaefer, Robert S. Melvin, Marnie J. Rubin, Scott E. Sebastian, and Keisha S. Palmer.

PwC DIVERSITY SPECIALISTS DELIVER WEBCAST

On December 14, PwC diversity specialists teamed up with R&C's Law Firm Services Group to conduct a free webcast spotlighting the following two topics as they relate to diversity and inclusion in the legal industry:

1) Millennials at Work: Reshaping the Workplace. Multiple generational value systems currently affect the attitudes, beliefs, and behaviors of employees. These value systems continue to define the culture of the twenty-first century workplace. Key strategies to better communicate, engage, and motivate millennials in maximizing the value and productivity of this critical portion of the workforce were discussed.

2) Key Finding from the 2012 CAIS. The results of PwC's fourth annual Cultural Awareness & Inclusion Scorecard (CAIS) results were published in July 2012. The CAIS provides the legal industry with comprehensive benchmarking information to assist with evaluating diversity and inclusion initiatives. Select key findings from the aggregate CAIS group results were addressed.

NARRAGANSET INDIAN TRIBAL HISTORIC PRESERVATION OFFICE DELIVERS PRESENTATION IN PROVIDENCE OFFICE

In recognition of Native American Heritage Month in November, the Diversity Committee hosted a presentation by Doug Harris, deputy tribal historic preservation officer, for the Narragansett Indian Tribe. Mr. Harris spoke to members of the firm about his office's mission to preserve tribal cultural resources. The Narragansett Indian Tribal Historic Preservation Office is charged with determining all matters on behalf of the tribe with respect to historic preservation, protection of Indian graves, religious freedom, and other relevant cultural matters.

Robinson & Cole was a platinum sponsor of the event, which included a keynote address by Connecticut Governor Dannel Malloy. Nearly 200 people from Connecticut and New York attended the dinner. Employee benefits attorney Bruce B. Barth, business transactions attorney and managing partner John B. Lynch Jr., and litigation attorney James A. Wade represented the firm along with client guests.

The CHBA, an organization of lawyers, law students, paralegals, professors, and members of the judiciary, encourages collaboration and development of Hispanic lawyers and assists private and public legal employers in achieving their diversity goals. The CHBA is a member of the Lawyers Collaborative for Diversity and has awarded thousands of dollars in academic scholarships to law students over the years, including six scholarships at the 2012 awards dinner.

R&C SUMMER INTERN JALEEL MARTIN CITED IN CONNECTICUT MAGAZINE ARTICLE

Jaleel Martin, a former Boys & Girls Clubs summer intern with the Hartford office of Robinson & Cole, was featured in the December issue of Connecticut Magazine. The article profiled educational opportunities for underachieving students as well as Jaleel's scholarship and post-graduate success at Oxford Academy in Westbrook, Connecticut.

Oxford Academy embraces a unique educational method initiated by the school's founder, Dr. Joseph M. Weidberg. Concerned about the inability of some students to profit from traditional classroom instruction, Dr. Weidberg looked to the great teachers of the past for inspiration. His model was Socrates, and the active, personal approach to asking and seeking answers of this historic philosopher became the model for Oxford Academy.

2012 DIVERSITY COMMITTEE MEMBERS

- Patrick M. Birney
- Antionette D. Bishop
- Britt-Marie K. Cole-Johnson
- Amanda S. Eckhoff
- Pamela K. Elkow, Chair
- John H. Kane
- Peter V. Lacouture
- John B. Lynch, Jr.
- Richard Martinez II
- Virginia McGarrity
- Kristopher K. Moore
- Keisha S. Palmer
- Nicolas F. Perry
- Marnie J. Rubin
- Edward J. Samorajczyk, Jr.
- Howard K. Shafer