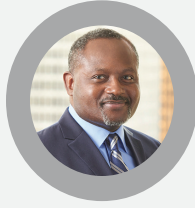




DIVERSITY, EQUITY & INCLUSION REPORT

Looking Back at 2020 and
Looking Forward to 2021 and Beyond



A MESSAGE FROM NOBLE F. ALLEN

CHAIR OF THE DIVERSITY, EQUITY & INCLUSION COMMITTEE

This past year was particularly difficult. The COVID-19 pandemic forced the shuttering of businesses, and normalized working from home as a surrogate for the need to remain connected and productive. Sadly, we also witnessed coronavirus-related discrimination against Asians and the horrendous and senseless police killing of George Floyd in May 2020. There were also many more incidents of racial violence against black, brown, and other marginalized people that caused universal outrage and civil unrest.

Being aware of injustice and discrimination is not enough; that alone will not dissipate the root cause. It will require all of us to play a role by speaking out against racial injustice and discrimination at work, in our communities, in our schools, at home, and among friends. We must resolve to fight racial and social injustice and stand together as one for that purpose because, as Abraham Lincoln alluded, “a house divided against itself cannot stand.”

At Hinckley Allen, we are working to create impactful changes that will not only enable us to pursue resources that provide us with opportunities to hire and retain more diverse attorneys and staff, but more importantly it will also ensure that diversity, equity, and inclusion become a part of the firm's culture. We are well aware that this is not an easy task to achieve, but we are also confident that the firm is well-equipped to address these challenges. We believe we have an obligation as a firm to work to address social injustice and inequalities and to strive to offer opportunities to diverse and talented candidates who would not otherwise be given such opportunities. One of our many Diversity, Equity & Inclusion (“DEI”) initiatives is our role in helping to build a pipeline program for diverse college students who aspire to become future leaders in the legal field. We hope that through initiatives like these, Hinckley Allen will continue to build a stronger, more inclusive and self-sustaining workforce that reflects our values.

Despite the many challenges of COVID-19, we found ways to engage in a number of DEI initiatives in 2020 and in early 2021. We launched a non-attorney driven DEI Advisory Task Force which will focus on assisting and supporting the DEI Committee in promoting and fostering a culture of diversity, equity and inclusion in the firm and also help us attract and retain a diverse workforce at the staff level. We are continually assessing, improving and working toward creating a stronger, more vibrant and collaborative workforce, one that truly values all individuals at every level throughout the firm. Even though some of our DEI initiatives and activities are at their beginning stages, we feel strongly that we should continue to share these initiatives not only within the Hinckley family but with our clients as well.

The purpose of this Report is to highlight the internal, professional and community-focused DEI initiatives, sponsorships, and programs that we have engaged in 2020 and fully intend to continue participating in, throughout 2021 and beyond.

Sincerely,

A handwritten signature in blue ink, consisting of a stylized 'N' followed by a checkmark-like flourish.

Noble Allen, Chair, Diversity, Equity & Inclusion Committee

AT THE FIRM

Diversity, Equity & Inclusion

Changing the Name to Reflect Our Broader Focus

Diversity and Inclusion are dynamic concepts that require us to reassess our mission and objectives from time to time in order to change and grow.

This year, we officially changed the Diversity & Inclusion Committee name to Diversity, Equity & Inclusion. We did so to highlight the firm's recognition that we must start viewing diversity and inclusion through an additional lens: "Equity," which involves a heightened awareness that certain barriers do exist in our society. We do not all have similar life experiences, or have access to the same resources or opportunities in life. So by adding 'Equity' to the equation, we hope to further enhance the goals of diversity and inclusion. If Diversity is being invited to the party, and Inclusion is being asked to dance, as Vernā Myers said, then Equity should make us ask ourselves: "Who is trying to get an invitation to the party, but cannot due to certain inequities?"

Diversity, Equity & Inclusion Advisory Task Force

In December 2020, the Diversity, Equity & Inclusion Committee approved the formation of a DEI Advisory Task Force whose purpose would be to assist, advise and support the DEI Committee in promoting and fostering a firmwide culture of diversity, equity and inclusion. The Task Force, which was subsequently formed in January 2021, is composed of human resources, office administrators and staff personnel. The Task Force will primarily focus on the inclusion of non-attorney employees in educational events, community engagements, recruitment, and the acquisition, retention and development of a diverse staff. The employee members will serve on the Task Force for a one-year term and will rotate on an annual basis. The members were chosen based on interest, diversity of location, job, department and other factors to ensure a broad perspective and a cross-section of participants.

The members of the Task Force are as follows:

Megan McCormack
Chief Human Resources Officer

Sarah Williamson
Human Resources Manager

Meg DeLeo
Office Administrator

Eneida Bennett
Paralegal

Caroline Breslin
Paralegal

Madeline Diaz
Legal Secretary

Francesca Federico
Administrative Assistant

Lee Hudson
Business Development Manager

Maria Mayhew
Legal Secretary

Jean McCarthy
Legal Secretary

Madeline Molina
Legal Secretary

Sonia Thomas
Legal Secretary

Hinckley Allen's Annual 1L and 2L Diversity Scholarship

Each year, we offer scholarships to diverse first-year and second-year law students. Scholarship recipients participate in a salaried 10-week summer program. Second-year law students receive a \$10,000 award and first-year law students receive a \$5,000 award. Law students at an ABA-accredited U.S. law school with a strong record of academics, who have demonstrated leadership and a commitment to diversity are eligible.

Our Summer Associate Program

We provide extensive mentoring opportunities for our law-student interns and strive to provide them with access to meaningful work and equal opportunities in an inclusive environment. Hinckley Allen made its diversity, equity and inclusion recruitment objectives actionable when we achieved a 100% diverse Summer Associate Program class in 2020. We aspire to create a more expansive recruitment outreach program in order to attract and retain the best and brightest diverse talent.

Recruiting Diverse Talent From External Sources

Each year, we participate in the Boston Lawyers Group Job Fair, UCONN's Cultural Diversity Initiative, and the Northeast Black Law Students Association Job Fair, which all provide large pools of outstanding diverse candidates. We also conduct on-campus interviews at multiple institutions, including Boston College, Boston University, Northeastern University and the University of Connecticut, where we expect to attract candidates with wide-ranging backgrounds and experiences. More information about professional development can be found [here](#).

DEI
SPEAKERS'
SERIES

A Chat with Chief Justice Richard A. Robinson

As part of the DEI's Speakers' Series, we had the great honor of inviting Connecticut Supreme Court's Chief Justice Richard Robinson, the first Black jurist ever nominated for this role in Connecticut, to address our attorneys and senior staff via Zoom on October 7, 2020. He spoke about his experience as an attorney in Connecticut, his ascendancy to the highest court in the state, COVID-19's long-term implications for the court, and his perspective on the role of social justice and its impact on the judicial system.

“

I knew [becoming Chief Justice] was history-making. But what I didn't realize was the impact of it on other people. When I speak at charter schools with African-American children, they are stunned to see a black chief justice . . . We need to get to the point where [seeing blacks in leadership roles is] normal. It's a long road. But I'm an optimist.”

Richard A. Robinson
Connecticut Supreme Court Chief Justice



Collaboration with the Lawyers Collaborative for Diversity – College Summer Internship Pipeline Program

Hinckley Allen has been in charge of coordinating the LCD's Summer Internship Pipeline Program since its inception in 2017. Initially conceived as a resource to enable Connecticut's employers to recruit, hire and retain high-achieving, diverse talent, this college program has had far-reaching benefits for its participants, enabling them to learn about legal careers first-hand, and also providing them with the opportunity to build lasting relationships with mentors and leaders in the field of law.

"I liked that we were able to engage with legal professionals from an array of specialties. From law school admissions to in-counsel at major corporations, it was nice to receive advice from so many different professionals in different fields."

– 2020 LCD Participant

In past years, summer interns gained invaluable work experience at local law firms, non-profit and public entities, and in-house legal corporate departments. The interns participated in professional development workshops, went on tours of Connecticut-based legal corporations and law schools, and participated in a mock trial. The program strives to inspire college students to pursue a career in law and contribute to the pipeline of talented lawyers of color at law firms as well as in corporate departments and public entities in the State of Connecticut.

The year 2020 was like no other. LCD had to quickly convert its program into a completely virtual platform. Melanie Hamilton, an Administrative Assistant at Hinckley Allen, diligently supported and managed the program at every stage, helping to make the summer program particularly effective. The virtual program included two to three webinars per week hosted by law firms, law school and legal organizations throughout Connecticut. The college students learned about careers in the legal field and also had the opportunity to connect with Connecticut lawyers, law firms, corporations and various legal organizations. Each program participant was paired with an attorney-mentor from a local law firm.



The "One Thing" Campaign

Hinckley Allen's "One Thing" Initiative is a firmwide effort to encourage our lawyers and staff members to commit to at least one thing each year to promote diversity, equity and inclusion. We've seen support for a wide variety of organizations dedicated to diversity and inclusion: DEI panel participation; mentoring of students and young adults from diverse backgrounds; Women's Forum engagements; attending affinity events; and other diversity-related involvements. The goal of this initiative is to give us all, collectively, a lot to talk about and a lot to be proud of. It will help make us a better firm.



Juneteenth

As a firm, we marked Juneteenth, the commemoration of the end of slavery in the United States, for the first time, and established it as a firmwide holiday going forward. This reaffirms our support of and commitment to equal justice for all Americans. We also launched an internal portal to provide resources and a hub for the firm's resources to fight injustice.



The Women's Forum

The Women's Forum, led by firm Executive Committee Members and Partners Jen Doran and Robin Main, serves as a platform to help the firm's women lawyers build professional and personal relationships. Group members share information and exchange views on today's issues impacting their lives. The forum's ultimate objective is to promote the recruiting, development, retention and advancement of our women lawyers. The group found creative ways to connect in 2020 with a session on how to set yourself up for "Virtual Success in a Pandemic," and a virtual gathering around the holiday season.

FOR THE LEGAL PROFESSION

We actively engage in bar associations and committees that engage in promoting DEI related initiatives, and also speak out as conference panelists on DEI topics.



Connecticut Bar Association Diversity, Equity & Inclusion Summit

Since 2015, Hinckley Allen has been a proud supporter, sponsor and participant in the Annual Connecticut Bar Association's Diversity, Equity & Inclusion Summit, which is an innovative and collaborative professional development experience designed to empower leaders in the legal profession to act towards making Connecticut a more diverse and inclusive bench and bar.



GLBTQ Legal Advocates & Defenders

Through strategic litigation, public policy advocacy and education, GLBTQ Legal Advocates & Defenders (GLAD) works in New England and nationally to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation. GLAD achieved scores of precedent-setting victories on behalf of LGBTQ people and those living with HIV, securing protections and opportunities in every area of daily life – family, school, employment, housing, public accommodations, health care, and beyond. Hinckley Allen has proudly supported GLAD events in previous years which has given us the opportunity to unite in resistance and look toward a future of true justice.



Hispanic National Bar Association & Connecticut Hispanic Bar Association

Associate Diane Rojas Muller, is a board member of the Connecticut Hispanic Bar Association (CHBA) and a Deputy Region 1 President of the Hispanic National Bar Association (HNBA). These professional organizations have a goal of promoting the interests and enhancing visibility of Hispanic legal professionals throughout the State of Connecticut and the New England region, respectively, and building the pipeline for the next generation of Latinx legal professionals. Diane also serves on the HNBA Region 1 Judicial Endorsement Committee.



Lawyers Collaborative For Diversity

Hinckley Allen is a proud Board Member of LCD, which was formed by concerned lawyers in Connecticut to answer the call for diversity. LCD's current challenge is to increase the recruitment, retention and promotion of lawyers of color and other diverse individuals, not only as good policy, but as good business practice.



South Asian Bar Association of Greater Boston (SABAGB) & South Asian Bar Association of Connecticut (SABAC)

Associate Tara Singh, is a member of the South Asian Bar Association of Greater Boston (SABAGB), which is a forum that seeks to promote the advancement and professional development of attorneys and law students of South Asian heritage. Tara also serves as a mentor in SABAGB's Mentorship Program, which pairs law students with local attorneys to assist with resume reviews, mock interviews and developing professional relationships in the legal community.

The South Asian Bar Association of Connecticut (SABAC) serves as a resource to the South Asian community, and South Asian lawyers and law students for growth, professional development, networking, and community outreach. Hinckley Allen has proudly supported SABAC and their longstanding commitment and efforts in advancing diversity and inclusion in the Connecticut legal community.



USLAW Network's Legal Leaders Retreat – 2021 & Beyond

In October 2020, Hinckley Allen's Managing Partner, David Rubin, participated as a USLAW DEI panelist on the topic "Navigating the Issues of Diversity and Inclusion in America and How It Impacts the Legal Industry." The DEI panel engaged in a lively and informative discussion addressing questions such as:

- Why is focusing on minorities not enough for a global company in today's environment?
- What are the unique DEI challenges and opportunities in-house legal departments and law firms face?

USLAW's virtual gathering brought together legal leaders from around the globe to take a look ahead, beyond COVID-19. Program highlights included strategies and ideas to address significant business, legal and economic issues for the future.

ORGANIZATIONS WE SUPPORT

We are pleased to support many organizations, including the following, that work to create greater diversity and opportunities within our communities, our profession and in legal education:



Children's Services of Roxbury

In January 2021, Hinckley Allen represented the CSR in its \$9 million purchase of its Dudley Street headquarters in Roxbury where CSR has been a tenant for many years. Hinckley Allen Partner, John Connelly and Associate, Leah Rubega helped make the acquisition a reality, and our firm will continue helping CSR by advising it in redesigning and constructing a truly transformative space. The acquisition of the property provided CSR with a permanent home and will support the large minority-run nonprofit in strengthening families and communities of color in Massachusetts.



Community Preparatory School

Community Preparatory School serves culturally and economically diverse students, providing an academically challenging and inclusive environment and empowering students to reach their full academic and leadership potential. Associate, Jessica Wang serves on the Board of Trustees and Hinckley Allen has proudly supported their programs and mission to prepare their students to thrive in the most competitive high schools and to become community leaders.



Crossroads Rhode Island

Crossroads Rhode Island is the leading provider of housing and services to those experiencing homelessness in Rhode Island. Hinckley Allen proudly supports the efforts of Crossroads Rhode Island and their Women Helping Women event, which brings together hundreds of women to celebrate and raise funds for women in need of programs and services including, safe housing, education services and employment programs.



Greater Boston Chamber of Commerce Women's Leadership Program

"It's incredibly empowering to have women from different professions and industries together to share common experiences."



Libbie Howley O'Keeffe
Associate



Big Brothers, Big Sisters of America

"I've been a mentor to a teenage girl for the past five years and it has been so rewarding to watch her grow up and be able to help her through challenges along the way."



Alexa Millinger
Associate



Girls on the Run

Girls on the Run is a nonprofit girl's empowerment program which helps girls gain the confidence needed to navigate the world, and inspires women to push toward their goals and achieve their full potential. We have proudly sponsored their Sneaker Soiree in an effort to assist with providing financial assistance to girls who otherwise might not be able to participate in out-of-school time programs.



Project Hope

Project Hope Boston is a multi-service agency in Roxbury at the forefront of efforts in Boston to move families up and out of poverty. Its family supports include a homeless shelter, housing services, adult education and workforce development programs. The firm is committed to raising funds for the organization, including sponsorship of their annual Rise & Shine breakfast, pro bono services and through board membership involvement of our Partner, Jay Gonzalez.



San Miguel School

San Miguel School is an all boy school that provides a caring, safe and structured environment for boys, grades five through eight. The school provides students and families with faith, service and community to learn, to serve and to grow to reach their fullest potential. Hinckley Allen participates in the Annual Gala to raise awareness and support their efforts in helping students grow into young men with a positive vision for the future that leads them to effect positive change in their lives and in their communities.



Sophia Academy

Founded in 2001, Sophia Academy is the only independent all-girls middle school in Rhode Island focusing on the intellectual and emotional growth of students from low-income families. Hinckley Allen proudly supports the fundraising efforts of the school, and their mission to engage students from low-income families on a joyful quest for self-discovery and opportunity through a middle school education grounded in social justice.



The Theater Offensive

The Theater Offensive is a social change organization, focused on Queer and Trans People of Color (QTPOC) and their allies, that uses theater and the creative process as a cultural organizing tool. Our Partner, Michael Tentindo serves on the Board and Hinckley Allen has proudly supported their True Colors event as they work to transcend artistic boundaries, celebrate cultural abundance, and dismantle oppression.



The Women's Fund of Rhode Island

Through research, advocacy and strategic partnerships, the Women's Fund of Rhode Island invests in women and girls through research, advocacy, grant-making and strategic partnerships designed to achieve gender equity through systemic change. Hinckley Allen has taken an active role in helping the Fund accomplish its mission.

Pro Bono Representations

In 2020, Hinckley Allen took on a number of pro bono representations to help the underserved and vulnerable.

AWARDS & RECOGNITIONS

Regarded as among the best places to work, Hinckley Allen has received numerous recognitions that reflect our efforts to create and maintain a diverse, inclusive environment where all feel valued and respected – where all can thrive. Our recognitions include:



Best Law Firms

US News & World Report
2014 - 2021



The Am Law 200

The American Lawyer
2015 - 2020



Best Places to Work in Connecticut

Best Companies Group
2010 - 2021



Best Places To Work In Rhode Island

Best Companies Group
2006 - 2020

If you'd like to get involved in any of the DEI programs, initiatives, pro bono representations or other DEI volunteer opportunities, please contact Noble Allen or any other member of the [Diversity, Equity & Inclusion Committee](#).

Our Diversity, Equity & Inclusion Committee



Noble F. Allen
Chair, Partner



Christine K. Bush
Partner / Vice-Chair
Litigation Practice Group



John P. Connelly
Partner



Scott E. Cooper
Partner / Chair
Real Estate Practice Group



Christine E. Dieter
Associate



Jennifer V. Doran
Partner / Firm's Executive
Committee Member



Gina Fajardo
Chief Marketing Officer



Jay Gonzalez
Partner



Robert L. Harris
Chief Talent Officer



Michael P. Kiskinis
Chief Operating Officer



Thomas S. Marrion
Partner / Firm's Executive
Committee Member



Laurie W. MacDonald
Director of Business Development



Megan A. McCormack
Chief Human Resources Officer



Michelle R. Peirce
Partner



Adam M. Ramos
Partner



David J. Rubin
Managing Partner



Tara Singh
Associate



Wendy K. Venoit
Partner



Nancy R. Wilsker
Partner