

# DIVERSITY, EQUITY & INCLUSION REPORT

2021 in Review





# A MESSAGE FROM NOBLE F. ALLEN

Chair of the Diversity, Equity & Inclusion Committee

Dear Colleagues and Friends,

It has now been about a year since the inception of our inaugural DEI Report, so on behalf of Hinckley Allen's Diversity, Equity & Inclusion Committee, it is again my honor to provide this 2021 DEI Report that will include progress updates from some of our 2020 initiatives, as well as some new initiatives that the Committee adopted in 2021. Although COVID-19 (and now Omicron) has continued to wreak havoc on our daily lives, the DEI Committee nonetheless has remained steadfast in the pursuit of its mission statement: promoting and fostering a culture of diversity, equity and inclusion in all levels of the firm. While this task did not get any easier during the past two years, the DEI Committee as a whole felt that it was critical that we continue to do all we can, to focus on the types of initiatives and actions that will make a difference in ultimately making the firm more inclusive, by increasing the number of diverse attorneys and staff that this firm continues to recruit, hire, and retain.

In early 2021, the DEI Committee approved the formation of the DEI Task Force, which is comprised entirely of non-attorneys – specifically, the firm's office administrators and staff. In making this decision, the Committee determined that it should not be the sole entity tasked with the responsibility of advising the firm in matters pertaining to diversity. Quite frankly, in retrospect, our only regret was that we had not come up with this concept sooner. So it should not come as a surprise that when provided with such a platform, non-attorneys in our firm are just as committed and dedicated as lawyers (perhaps even more so) to ideas that will help promote diversity, equity, and inclusion within the firm. In its first full year in existence, the Task Force has already embarked on important initiatives such as inviting Hinckley Allen employees to DEI Awareness and Training sessions, in addition to the recent launching of a DEI Book Club for non-attorneys. We have very little doubt that the Task Force will continue to flourish and grow.

Also in 2021, the DEI Committee, in collaboration with the Task Force, formed a subcommittee called the Social Justice Project. One component of the Social Justice Project involves identifying and partnering with organizations in the various communities within our firm's footprint who are committed to social justice causes by offering financial contribution as well as non-financial support. As part of the financial commitment we intend to provide to these organizations, the firm has now established the Hinckley Allen Social Justice Fund within the Rhode Island Foundation, a long-standing community foundation. It is our hope that once we select and identify these organizations, employees within the firm (as well as others outside the firm) will willingly contribute to this fund each year so that the firm's commitment to these organizations will continue to be more impactful.

The DEI Committee will continue to remain committed to its mission. While we fully recognize that there is a lot more work that still needs to be done when it comes to diversity, equity and inclusion matters, we look forward to carrying out our 2022 initiatives with the type of purpose and commitment that will reflect well on the firm as a whole.

Sincerely,

A handwritten signature in blue ink, consisting of a stylized 'N' followed by a horizontal line and a diagonal stroke.

Noble F. Allen  
Chair – Diversity, Equity & Inclusion Committee

## PROGRAM OVERVIEW

Hinckley Allen's commitment to diversity starts at the top with its Diversity, Equity, and Inclusion (DEI) Committee. 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 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. Hinckley Allen continues to work to build a stronger, more inclusive, and self-sustaining workforce that reflects our values.

## THE DEI COMMITTEE'S MISSION

"Hinckley Allen's Diversity, Equity & Inclusion Committee's mission is to promote and foster a culture of diversity, equity and inclusion in all levels of the firm through firm-wide educational events, community involvement, and the recruitment, hiring, mentorship, retention, and promotion of diverse attorneys and staff."

## DEI 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 has primarily focused on the inclusion of non-attorney employees in educational events, community engagements, recruitment, and the acquisition, retention, and development of a diverse staff. 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.

# DEI ADVISORY TASK FORCE & DEI COMMITTEE

## DEI Advisory Task Force

**Eneida Bennett**  
Paralegal

**Caroline Breslin (2021)**  
Paralegal

**Mercedes Bullo (2022)**  
Office Assistant

**Bevette Davis**  
Office Administrator

**Meg DeLeo**  
Office Administrator

**Madeline Diaz**  
Legal Administrative Assistant

**Francesca Federico**  
Administrative Assistant

**Lee Hudson**  
Business Development Manager

**Maria Mayhew**  
Legal Administrative Assistant

**Jean McCarthy**  
Legal Administrative Assistant

**Megan McCormack**  
Chief Human Resources Officer

**Madeline Molina**  
Legal Administrative Assistant

**Sonia Thomas**  
Legal Administrative Assistant

**Sarah Williamson**  
Human Resources Manager

## DEI Committee



**Noble F. Allen**  
Chair, Partner



**Jay Gonzalez**  
Partner



**Michelle R. Peirce**  
Partner



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



**Robert L. Harris**  
Chief Talent Officer



**Adam M. Ramos**  
Partner



**John P. Connelly**  
Partner



**Michael P. Kiskinis**  
Chief Operating Officer



**David J. Rubin**  
Managing Partner



**Scott E. Cooper**  
Partner / Chair  
Real Estate Practice Group



**Thomas S. Marrion**  
Partner



**Tara Singh**  
Associate



**Christine E. Dieter**  
Partner



**Laurie W. MacDonald**  
Director of Business  
Development



**Nancy R. Wilsker**  
Partner



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



**Megan A. McCormack**  
Chief Human Resources Officer



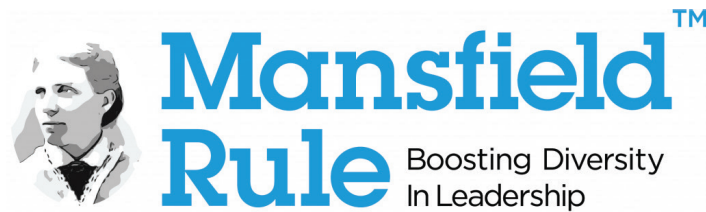
**Gina Fajardo**  
Chief Marketing Officer



**Diane Rojas Muller**  
Associate

## 2021 ACCOMPLISHMENTS AND GOALS

In 2021, the firm proudly accomplished many DEI initiatives and continued to make steady progress on others.



Hinckley Allen committed to becoming Mansfield Certified. This is a rigorous 18-month process that began in September 2021 and will be completed in March 2023. The Mansfield Rule originated in 2016 and was named for Arabella Mansfield, the first woman admitted to practice law in the United States.

The overall goal of the Midsize Mansfield Rule is to increase the representation of diverse lawyers in leadership by broadening the pool of women, LGBTQ+ lawyers, lawyers with disabilities, and/or racial/ethnic minority lawyers who are considered for entry-level and lateral attorney job openings, leadership opportunities, equity partner promotions, and opportunities to connect with clients.

Mansfield certification for midsize firms requires legal departments to consider at least 30% historically underrepresented lawyers for 60% or more of critical leadership roles and activities. As the firm works toward this certification, we are dedicated to tracking the progress made, expanding the definition of what makes a good leader, crafting a transparent hiring process, and working together as a community to achieve this goal.

“Hinckley Allen’s leadership is committed to advancing many diversity, equity, and inclusion efforts which are critical to bolstering our competitive advantage in the marketplace. Our partnership with Diversity Lab takes that commitment to the next level, and it ensures that we have the processes, systems and resources to continue to develop a diverse and talented team to best serve our clients.”



**David J. Rubin**  
Managing Partner

# 2021 ACCOMPLISHMENTS AND GOALS



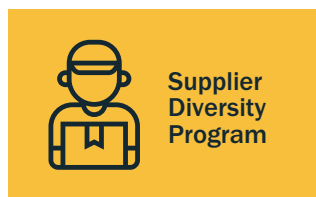
## One Thing Initiative

Hinckley Allen's "One Thing" Initiative is a firm-wide effort to encourage our lawyers and staff members to commit to at least one thing each year to promote diversity, equity, and inclusion. Our attorneys have shown support for a wide variety of organizations dedicated to diversity, equity, and inclusion: DEI panel participation; mentoring of students and young adults from diverse backgrounds; Women's Forum engagements; DEI book club; attending affinity events; presenting on DEI matters related to industry, and other diversity-related involvements. The firm then tracks each practice group to determine the percentage of members in that group who have participated. At the end of the year, the practice group with the most participation then gets to select a diversity-related organization to receive a contribution from the firm. For the 2021 year, the firm's Corporate & Business Practice Group registered the highest percentage and will have an opportunity to donate to the organization of its choice.



## Gender Pronouns in the Workplace

In June 2021, in recognition of Pride Month, and as part of its ongoing commitment to diversity, equity, and inclusion, Hinckley Allen announced that the Firm will support anyone wishing to display gender pronouns in their email signature blocks and/or during video conferences (e.g., Zoom, WebEx, etc.). This initiative, which not only had the practical benefit of making clear how people would like to be referred to, but also validates everyone's identity, encourages authenticity and contributes to an inclusive and supportive culture.



## Supplier Diversity Program

At Hinckley Allen, a wide variety of goods and services are required to support our firm's mission of providing value and delivering results. Our Supplier Diversity Program gives us a platform to reinvest in our local communities by identifying and engaging with diverse companies in the areas where we work and live. Our goal is to increase the number of diverse vendors in our network.



## Associate Bonus Policy – Recognizing and Encouraging DEI Activities

Hinckley Allen recognizes that associates are often asked to undertake a variety of critical, though non-billable, projects throughout the year, such as diversity, equity and inclusion activities (e.g., diversity job fairs, training programs, workshops, etc.). To encourage such participation, the firm instituted a policy that would allow eligible associates to allocate up to 50 hours of non-billable matters towards their billable hour credit.

## 2021 ACCOMPLISHMENTS AND GOALS

### THE WOMEN'S FORUM

## Women's Forum

The Women's Forum, formerly led by Partners, Jennifer V. Doran, and Libbie Howley O'Keeffe, and now led by Partner Michelle R. Peirce, and Associate Meaghan L. Krupa, 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. In 2021, the Women's Forum hosted a meeting with Girls on the Run, as well as a holiday gathering.

"The Women's Forum is part of Hinckley Allen's overall effort to ensure that the firm, and its attorneys, reflect the overall composition of the larger community in which we practice."



**Michelle R. Peirce**

Partner

### DIVERSITY SCHOLARSHIP

## 1L and 2L Diversity Scholarships

Each year, we offer scholarships to diverse first-year and second-year law students who have been traditionally underrepresented in the legal profession. Scholarship recipients participate in the firm's salaried 10-week summer associate 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 and social justice-related issues, are eligible. At Hinckley Allen we are dedicated to promoting a culture of diversity, equity, and inclusion at all levels of the firm, and we seek to offer financial assistance to applicants that best echo the firm's goal of contributing to and supporting diversity.



## 2021 ACCOMPLISHMENTS AND GOALS



### Social Justice Fund at the Rhode Island Foundation

The most recent example of the firm's commitment to expanding diversity, equity, and inclusion in the workplace is the new Hinckley Allen Social Justice Fund at the Rhode Island Foundation. The fund will support work throughout the firm's New England footprint. Hinckley Allen has long ties to Rhode Island, where it was founded in 1906. The firm opened its first fund with the Rhode Island Foundation in 2003, so it was a natural fit for us to deepen this partnership and create this fund.

Partner and Chair of the DEI committee, Noble Allen, shares why this is a great addition to the firm's current initiatives.

"The DEI Committee is comprised of the firm's top leaders – including managing partner, practice group chairs, members of the executive committee, and the C-suite. This is a committee designed to get things done. We felt that we needed to do something impactful and certainly contribute to racial equity and social justice in our communities and our industry.

Achieving a diverse workforce takes focus and dedication. You need leadership at the top that appreciates and values the benefits that diverse attorneys and staff bring to the table. The leadership team at Hinckley Allen is invested in all our DEI efforts. We are not simply paying lip service – we are taking action every day. Our Social Justice Fund is just one component of our commitment to creating a diverse, equitable, and inclusive work environment. As a firm, we are leaning into this work at every level."

# RECRUITMENT AND TALENT DEVELOPMENT

## Summer Associate Program

The summer associate program provides extensive mentoring opportunities for our law-student interns and strives to provide them with access to meaningful work and equal opportunities in an inclusive environment. Diverse law students who are not diversity scholarship recipients are also eligible for this program. Our summer associate class of 2021 was exceptional for both their talent and their diversity. We continue to hone our recruitment approach to attract and retain the best and brightest diverse talent.

“Hinckley Allen’s summer associate program provided an opportunity to work on a diverse array of projects while guided and mentored by attorneys from various practice groups and offices. The commitment to diversity and inclusion, supportive firm culture, and various social and educational events truly made me feel a part of the Hinckley Allen team. This experience was invaluable.”



**Emily M. Covey**  
Associate



## Participation in External Recruitment Opportunities to Attract Diverse Talent

Attracting diverse talent has several advantages: it helps bridge gaps in culture, knowledge, ideas, background, life experiences, and perspectives leading to a more well-rounded team to help better serve our clients. Because we recognize the strength that lies in a diverse workforce, we participate in many external job fairs to help us attract potential diverse attorneys.

Each year, we participate in job fairs such as the Boston Lawyers Group Job Fair, UCONN’s Cultural Diversity Initiative, the Northeast Black Law Students Association Job Fair, and the USLAW Diversity Job Fair, which all provide large pools of outstanding diverse candidates. Additionally, we also conduct on-campus interviews at multiple institutions in the Northeast, including Boston College, Boston University, Northeastern University, and the University of Connecticut, where we expect to attract candidates with wide-ranging backgrounds and experiences.



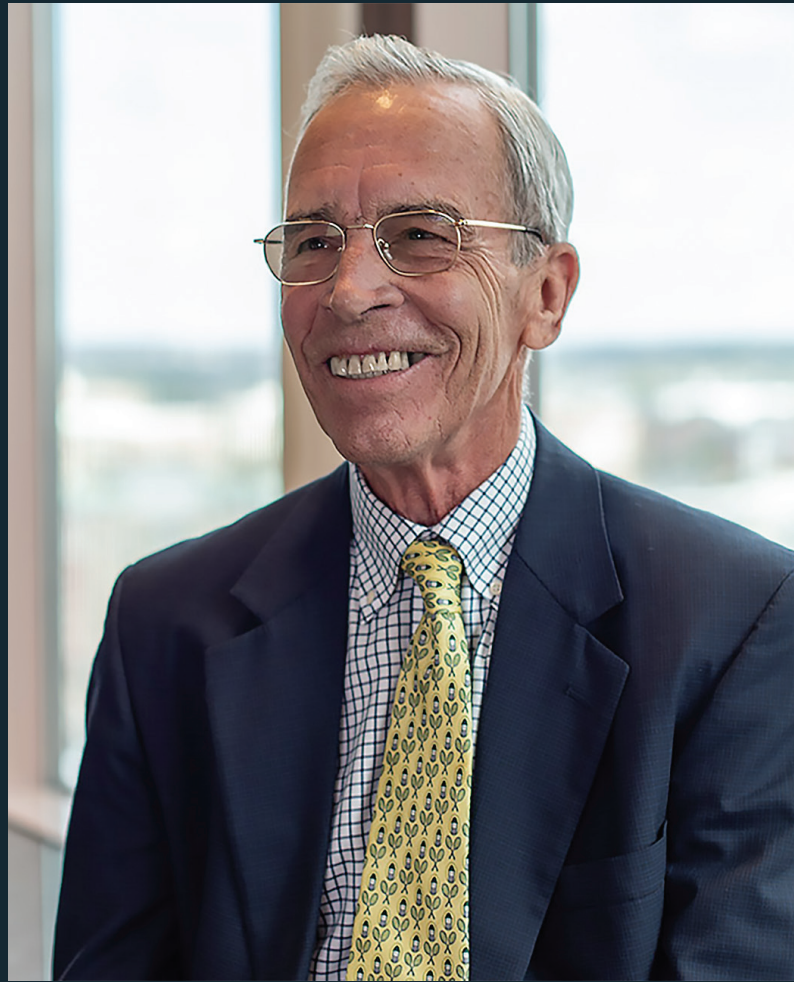
## Lawyers Collaborative for Diversity – Summer College Pipeline Program

Hinckley Allen proudly led the effort of coordinating the LCD’s Summer College Pipeline Program from its inception in 2017 through 2021. The mission of the LCD program is to recruit high achieving students of color from local colleges and universities who have an interest in a legal career but may not have been exposed to the legal world previously. The students selected for the program each summer are allowed to work at law firms, legal organizations, and public agencies in Connecticut as a way to introduce them to the legal field and also to provide them with opportunities, and to make lasting connections within the Connecticut legal community.

Each summer, the program accepts between 10 to 18 students. The students develop mentorship relationships that provide support through the rest of their undergraduate careers and beyond. The goal of the program is to create a pipeline of diverse attorneys within Connecticut so that law firms, corporations, and public agencies in Connecticut have a source they can utilize to recruit and hire diverse talent. Since its creation, several students from the Pipeline Program have now enrolled in law schools such as UPENN, Columbia, UCONN, Quinnipiac, and Fordham.

# THE FARMER PENN FELLOWSHIPS

Malcolm Farmer III, a partner and a lifelong civil rights activist, has recently been honored by his alma mater, St. Mark's School in Southborough, Massachusetts. The newly established Farmer Penn Fellowships offer aspiring and new teachers the opportunity to receive a Master of Science in Education at the University of Pennsylvania's Graduate School of Education, while simultaneously completing an intensive teaching fellowship at St. Mark's School. Farmer's legacy as an advocate for children and Civil Rights began in 1965 when he went to Mississippi with the Lawyers Constitutional Defense Committee (LCDC), an organization created to provide legal assistance to the Civil Rights Movement. He represented civil rights organizations, as well as local Black citizens in Mississippi, Louisiana, and Alabama in an effort to obtain and protect their constitutional rights against state and local governments enforcing racial segregation and discrimination. The Farmer Penn Fellows at St. Mark's School will be for faculty of color as a part of an ongoing effort to continue increasing the number of diverse faculty in independent schools.



I give all credit to St. Mark's School for its successful effort to be selected in the highly competitive national process as one of the schools that will partner with the University of Pennsylvania GSE's highly regarded innovative Independent School Teaching Residency Program. I am extremely grateful to St. Mark's for providing me with the personally rewarding opportunity to support this important part of the school's strong and long standing commitments to community and equity and its Antiracism Action Plan."

Malcolm Farmer III

# NATIONAL AND REGIONAL SPEAKING ENGAGEMENTS AND PUBLICATIONS



## USLAW Network

### Don't Just Check the Box – Avoid DEI Fatigue by Fully Incorporating Initiatives into Company DNA

(USLAW Fall 2021 Client Conference)



“We’re beyond the point now where the cadence of your diversity initiatives and strategies cannot be based on tragedies. We cannot all of a sudden try to do more when there is a tragedy – it has to be a year-round commitment. In my firm we have a DEI committee composed of lawyers and top management. We also have a component that’s dedicated for staff. We have a task force and it’s incredible what those members of the task force offer to the rest of us because we don’t see things *vis a vis* diversity from their perspective. So they bring a wealth of knowledge and life experiences to the table. Clients are impressed when you have that in place, not only for lawyers but also when they see that you have something for staff, as well. You have to make it a self-sustaining thing, not a one shot deal.”

**Noble F. Allen**



## Toledo Group Panel Discussion on Firm DEI Initiatives – Noble F. Allen

Hinckley Allen is a charter member of The Toledo Group, a national network of independent law firms that seeks to share experiences and best practices in law firm administration, practice management, technology deployment and service delivery. Member firms are available to provide legal advice to clients in their respective jurisdictions around the country.



## Get Konnected, Fireside Chat with Jay Gonzalez

Partner Jay Gonzalez, a member of Hinckley Allen’s DEI Committee, joined an esteemed panel with GetKonnected! via a virtual fireside chat to celebrate National Hispanic Heritage Month with leading members of the Latino community of Greater Boston.



## Panelist – Connecticut Chapter of the Association of Legal Administrators Workshop “Promoting an Equality Culture” – Noble F. Allen



## Law360

### Without Leadership Buy-In Law Firm DEI Efforts Stand to Fail – Noble F. Allen

Partner and DEI Committee Chair Noble F. Allen discusses the importance and role of firm leadership in DEI initiatives and efforts.

# AFFILIATIONS AND SUPPORT OF AFFINITY GROUPS AND DIVERSITY ORGANIZATIONS

We actively engage in bar associations and committees that promote DEI related initiatives and speak out as conference panelists on DEI topics. The organizations that we work with have members who identify with the named affinity group(s). We have found success in broadening our hiring pipeline by posting positions and other resources in these groups. Further, we participate in networking events with these organizations where we can meet and connect with diverse legal professionals.



## 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 and the 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 the 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.



## Massachusetts Association of Hispanic Attorneys

The Massachusetts Association of Hispanic Attorneys promotes service and excellence in the Hispanic legal community and seeks to provide opportunities for professional growth to its members. Hinckley Allen sponsored their annual awards ceremony.



## 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.

# LEGAL PROFESSIONAL ASSOCIATIONS



## SABAGB/SABAC/SABA North America Foundation

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. In addition, we support the SABA North America Foundation.



## USLAW Diversity Council

USLAW NETWORK ("USLAW") is an international organization composed of more than 100 independent, full service law firms, including more than 6,000 attorneys across the U.S., Canada, Latin America and Asia, and with affiliations with TELFA in Europe. This affiliation allows Hinckley Allen to represent national and regional clients in commercial and business law, employment and labor law, litigation and other business-related areas of law in areas within and outside our geographic footprint. Noble F. Allen serves as the Chair of the Diversity Council, and Managing Partner, David J. Rubin participated in the group's DEI panel.



## Boston College Law School – Public Interest Law Foundation (PILF)

The PILF prioritizes financial needs above all else when it comes to distributing funds. Hinckley Allen's donations, along with contributions from the Ingrid Michelson Hillinger Legacy Fund, made the PILF's Racial Justice Stipends possible. These stipends are awarded to students who are engaging in racial justice work for their summer internships.



## Roger Williams University School of Law – Thurgood Marshall Memorial Symposium

Our support of this event helps further the school's mission of promoting social justice and the rule of law through engaged teaching, learning, and scholarship.



## ADDITIONAL 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. We support these impactful organizations through sponsorship, fundraising, pro bono services, and board membership.



### 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.



“It’s extremely rewarding to support culturally and economically diverse students and empower them to reach their potential as community leaders.”

**Jessica Y. Wang, Associate**



### 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

The Greater Boston Chamber of Commerce is an independent, non-profit organization that is the convener, voice, and advocate for the region’s business community. Our membership with the GBCC allows us to connect more deeply with the Boston-area business community and forge collaborative relationships with business leaders. Associate Tara Singh completed the prestigious Boston Women’s Leadership Program this year.



### Big Sister Association of Boston

Big Sister Association of Boston strives to ignite girls’ passions and power to succeed through positive mentoring relationships with women and enrichment programs that support girls’ healthy development. Hinckley Allen was a proud sponsor of the Win Big on the Waterfront fundraiser. Partner Laurel Gilbert sits on the Young Professional Board.



### Girls on the Run

Girls on the Run is a nonprofit girl’s empowerment program that 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 to assist with providing financial assistance to girls who otherwise might not be able to participate in out-of-school time programs.

## ADDITIONAL ORGANIZATIONS WE SUPPORT



### Project Hope

Project Hope Boston is a multi-service agency in Roxbury, Massachusetts at the forefront of efforts in Boston to move families up and out of poverty. A diverse range of services are supported, including 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.



“Project Hope offers more than just critical services to support families in need and to address inequities in its community in Boston. It offers a shoulder to lean on, a supporter and a believer in the potential of every person who walks through its doors. That’s what I love about Project Hope – its ability to truly know the people it serves and instill them with the confidence in themselves and tools they need to overcome extraordinary challenges and find their path forward.”

**Jay Gonzalez, Partner**



### San Miguel School

San Miguel School is an all-boys 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.



### 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. Partner Michael J. 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.



“As a resident of Boston, I believe that the vitality of our community is dependent on a vibrant artistic culture. The Theater Offensive is dedicated to supporting the artistic vision of QTPOC+ youth and adults both in Boston and nationally. Serving on TTO’s Board of Directors allows me to support this essential mission and make a real, direct and meaningful impact in my city and beyond.”

**Michael J. Tentindo, Partner**



## ADDITIONAL ORGANIZATIONS WE SUPPORT



### 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, grantmaking 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.



### YW Boston

YW Boston helps individuals and organizations change policies, practices, attitudes, and behaviors to create more inclusive environments where women, people of color, and especially women of color, can succeed. Hinckley Allen sponsored the Elevating Lives event series which hosted discussions with thought leaders from across sectors focused on areas related to their mission of eliminating racism and empowering women.



### Women's Bar Association

The Women's Bar Association works to build a strong community of women lawyers who make a difference in the profession and society at large, and aims to achieve the full and equal participation of women in every aspect of society. Partner Michelle R. Peirce is a past president of the WBA and Hinckley Allen sponsored the 2021 Whoop It Up for Women fundraiser which featured comedian Fran Drescher.

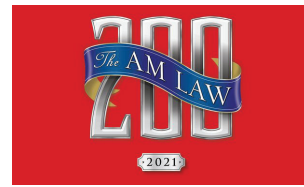
## AWARDS & RECOGNITION

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 - 2022



### The Am Law 200

The American Lawyer  
2015 - 2021



### Best Places to Work in Connecticut

Best Companies Group  
2010 - 2021



### Best Places To Work In Rhode Island

Best Companies Group  
2006 - 2021



Hinckley Allen was recognized on December 22, 2021 with a Superior Worksite Health Award from Blue Cross & Blue Shield of Rhode Island and the Greater Providence Chamber of Commerce for effective programs encouraging employee health and well-being in a meaningful way.