

HINCKLEY
ALLEN
CARES

Diversity, Equity & Inclusion

2022 in Review





A Message From Noble F. Allen

CHAIR OF THE DIVERSITY, EQUITY & INCLUSION COMMITTEE

Dear Colleagues and Friends:

“Be the Change you Want to See in this World”

It is really beside the point whether or not Gandhi uttered these exact words; however, we will nonetheless follow precedent and attribute this powerful quote to him. On behalf of Hinckley Allen’s Diversity, Equity & Inclusion Committee, it is again my honor and privilege to present to you our 2022 DEI Report.

“Hinckley Allen Cares” is not an empty slogan. The DEI Committee is but a small part of the integral whole, which starts at the very top with this firm’s extraordinary “leaning in” leadership that is resolute in its commitment to diversity, equity, and inclusion principles. In recognition of that, the DEI Committee is grateful to the firm’s Managing Partner (who is also a member of the DEI Committee), and the members of the firm’s Executive Committee for their unwavering support of the work that the DEI Committee continues to do on behalf of the firm. It is because of this support that the DEI Committee is able to pursue its various DEI initiatives.

As Chair, I am of course so indebted to, and extremely proud of, the entire membership of the DEI Committee and our staff-run DEI Task Force who have put in the work by engaging in vigorous debates to enable implementation of the types of initiatives that are not only impactful, but which also reflect favorably on the philosophy and culture of this firm - from strengthening our recruitment, hiring and retention policies, to implementing our inaugural social justice partnership grant program, to our continuing efforts to expose and educate those inside (as well as outside) our firm about DEI and social justice matters, to providing access to prominent and diverse speakers through our Lunch & Learn Series, as well as our monthly Heritage celebrations.

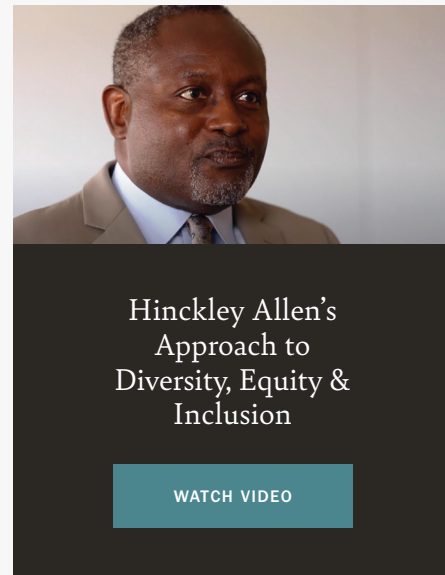
We hope that this 2022 DEI Report truly captures our collective enthusiasm and resolve to “keep putting in the work” to enable this entire firm to embrace and invite diversity and inclusiveness. We view the new initiatives that we rolled out in 2022 (and also the not-so-new ones that we continue to build on each passing year) as testament to our collective and holistic affirmation to Gandhi’s challenge to all of us to “be the change you want to see in this world.” So we not only gladly accept this challenge, but we will also continue to strive to do better.

On behalf of the DEI Committee, Happy New Year and Best Wishes to All!

Noble F. Allen

Noble F. Allen

Chair – Diversity, Equity & Inclusion Committee





The Firm's Commitment

Hinckley Allen's commitment to equal opportunity starts at the top with its Diversity, Equity & 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 remain embedded in the firm's culture.

We believe we have an obligation as a firm to work to address social injustice and inequalities in our respective communities, and to strive to offer opportunities to diverse and talented candidates who are far too often overlooked. Hinckley Allen continues to work to build a stronger, more inclusive, and self-sustaining workforce that reflects our values as a firm.

HINCKLEY ALLEN CARES

The HA Cares philosophy guides everything we do at Hinckley Allen and provides the foundation for a strong, consistent culture that is represented throughout the firm. At Hinckley Allen, we believe we are here to serve our clients, our communities, and each other.

HA CARES ABOUT

Our Clients

As a client-driven, results-oriented firm, we are focused on obtaining excellent legal results for our clients. We help achieve our client's business goals – contributing to their overall success and we do this with a collaborative and collegial approach. Our skilled attorneys and staff form meaningful relationships with our clients and take personal interest in their success.

HA CARES ABOUT

Our Communities

We invest in our communities through our pro bono offerings, Social Justice Initiatives, the GK Fund, diversity scholarships and more. Deepening our commitment to our communities, the firm established the Social Justice Partnership. Beyond monetary support, our attorneys and staff will join with our Social Justice Partners to support their missions of furthering racial equity and social justice.

HA CARES ABOUT

Our People

Hinckley Allen has seen tremendous growth because we are a firm that people want to join. We have intentionally created a culture that supports and empowers all of us to live our values. Through our DEI Committee and DEI Advisory Taskforce, Women's Forum, wellness programming and emphasis on work-life balance, we know that the best way to provide excellent service to our clients is by providing our associates, partners, and staff with a diverse, supportive work environment with opportunities for all.



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.

Leadership Team

2022/2023 DEI Committee Members



Noble F. Allen
Chair, Partner



Megan A. McCormack
Chief Human Resources Officer



Christine K. Bush
Partner / Vice Chair
Litigation Practice Group



Diane Rojas Muller
Associate



John P. Connelly
Partner



Mark F. O'Leary
Chief Operating Officer



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



Michelle R. Peirce
Partner / Chair White Collar &
Government Enforcement Group



Christine E. Dieter
Partner



Adam M. Ramos
Partner



Jennifer V. Doran
Partner / Executive
Committee Member



Patrick A. Rogers
Managing Partner



Gina Fajardo
Chief Marketing Officer



David J. Rubin
Partner



Jay Gonzalez
Partner



Tara Singh
Associate



Robert L. Harris
Chief Practice Group
Management Officer



Jessica Y. Wang
Partner



Thomas S. Marrion
Partner / Chair Corporate &
Business Group



Nancy R. Wilsker
Partner



Laurie W. MacDonald
Director of Business Development

Leadership Team

DEI Advisory Task Force

The DEI Advisory Task Force’s purpose is to assist, advise, and support the DEI Committee in promoting and fostering a firm-wide culture of diversity, equity, and inclusion.

The Task Force is composed entirely of human resources, office administrators and staff personnel. The Task Force primarily focuses 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 serve on the Task Force for a one-year term and rotate on an annual basis. The members are chosen based on interest, diversity of location, job, department, and other factors to ensure a broad perspective and a cross-section of participants.

2022 Members

Eneida Bennett Paralegal	Francesca Federico Administrative Assistant	Jean McCarthy Legal Administrative Assistant
Mercedes Bullot Office Assistant	Melanie Hamilton Office Administrator	Megan McCormack Chief Human Resources Officer
Bevette Davis Office Administrator	Lee Hudson Business Development Manager	Madeline Molina Legal Administrative Assistant
Meg DeLeo Office Administrator	Maria Mayhew Legal Administrative Assistant	Sonia Thomas Legal Administrative Assistant

Leadership Team

DEI Advisory Task Force Education, Awareness, and Engagement



The DEI Task Force hosted a series of learning programs designed to educate attorneys and staff on how to create a more inclusive, welcoming workplace. The sessions covered topics like unconscious bias, microaggressions, and allyship.

Additionally, the Task Force launched a DEI book club open to staff and attorneys to stimulate discussions on diversity, equity, and inclusion. The Task Force also hosted monthly DEI lunch socials.

Leadership Team

Hinckley Allen Heritage Month Guest Speakers

To honor and celebrate the diversity of our workplace, Hinckley Allen hosted guest speakers during AAPI Heritage Month and Hispanic Heritage Month.



Dr. Monica Ruiz
Educator

Dr. Monica Ruiz is a seasoned professional with over 25 years of experience as an educator and administrator for students and faculty from kindergarten through post-graduate level. She is an innovative educator, noted speaker, facilitator, and trainer in the areas of language acquisition, global leadership, and cultural studies. She is also a published writer in several journals and magazines such as *Latinoature*, *DIVERSITY in ED*, and *Chasqui Revista de Literatura Latinoamericana*.



Anh Vu Sawyer

Executive Director of the Southeast Asian Coalition of Central Massachusetts (SEACMA)

In 1975, college student Anh Vu Sawyer, her parents and her three siblings were among the 120,000 Vietnamese who fled the country after the Fall of Saigon. In America, she went on to graduate from Calvin College with a degree in mathematics and economics and MBA from the Massachusetts Institute of Technology. Currently, Anh is the Executive Director of the Southeast Asian Coalition of Central Massachusetts (SEACMA) where she helps immigrants and refugees build lives in America while promoting and embracing the cultural heritage of different Southeast Asian cultures represented in the Greater Worcester community. Along with her work as a community leader and activist, Anh authored a memoir “*Song of Saigon*” and is a storyteller with The Moth.

Social Justice Initiatives

In 2022, the firm proudly accomplished many DEI initiatives and continued to make steady progress on others.



Social Justice Fund at the Rhode Island Foundation

Established in 2021, the Hinckley Allen Social Justice Fund at the Rhode Island Foundation expanded its reach in 2022.

The Social Justice Fund, which is currently funded by the Firm, including voluntary contributions by individual lawyers and staff, is an important component of the firm’s commitment to creating a diverse, equitable, and inclusive work environment. 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

Social Justice Initiatives

Social Justice Partnership Program

Hinckley Allen is proud to announce its first Social Justice Partnership Program partners: the Connecticut Violence Intervention Program and the Center for Law, Equity, and Race at Northeastern University Law School. The firm established its Social Justice Partnership Program as a way to offer meaningful support to non-profit organizations in our communities who have a mission and record of furthering social justice and racial equity. Hinckley Allen Social Justice Partnership Program partners receive a significant grant from the firm’s recently established Social Justice Fund and on-going help and support from members of the firm to support the organization in furthering its mission.

“Our intent is to maximize our impact by investing a greater level of financial and human capital in our communities with our Social Justice partners. We want to develop close relationships with them and leverage the resources, stakeholders, and experience of the firm to support their efforts,” said Noble F. Allen, partner and chair of the Diversity, Equity & Inclusion Committee.



“We are delighted to receive this news! These funds will be used to improve outcomes for young people in the greater New Haven juvenile justice system, and will also support our young women’s group who are the fastest rising population in our judicial and corrections systems. We look forward to our partnership with Hinckley Allen and appreciate their support towards this worthy cause.”

Leonard Jahad
Executive Director
Connecticut Violence Intervention Program



“We are so thankful for this generous grant and appreciate Hinckley Allen for demonstrating faith in the program and the Jail to Job pipeline. With this extraordinary support, I hope to help the Massachusetts Community Justice Centers provide people coming out of jail and prison with the resources they need to lead productive lives. This initial grant will help us build the infrastructure and architecture we need to do this. I am grateful to all of you for giving me the opportunity to do this important work.”

Professor Deborah A. Ramirez
Professor of Law, Co-Director of the Center for Law, Equity and Race, Northeastern University School of Law

Social Justice Initiatives

Lunch and Learn Series



The inaugural event of the Social Justice Initiative Lunch & Learn series was a conversation between former Boston Mayor Kim Janey and partner Jay Gonzalez.

The wide-ranging discussion focused on the state of racial equity and social justice in Boston and the role of the business community. When asked about the business community’s role in diversifying the workforce and achieving equity, Mayor Janey encouraged a bold approach. “Addressing the inequities in hiring goes beyond a moral imperative. It’s also better for your business and for your bottom line.” The positive impact of diversity in the workforce has been proven in many studies and Janey went on to say, “I want us to get to a place where we can appreciate the differences we have – differences in terms of race, language, ethnicity, nationality, gender, identity. We should recognize and celebrate those differences and see them as strengths, rather than as things that divide us.”

Social Justice Initiatives

Lunch and Learn Series



Hinckley Allen’s Diversity, Equity & Inclusion Committee invited Professor Deborah Ramirez to share her personal story and the focus of her work addressing racial disparities in the criminal justice system.

This conversation was a part of the Social Justice Initiative Lunch & Learn series. Professor Ramirez, along with Professor Margaret Burnham, are co-directors of the Center for Law, Equity and Race, which was established by Northeastern University School of Law and is engaged in social justice work and addressing structural racism in the law. Professor Ramirez and her family are personally involved in a number of efforts to address racial disparities in the criminal justice system in honor of her late husband, Massachusetts Supreme Judicial Court Chief Justice Ralph Gants. Not long before he died, Chief Justice Gants commissioned Harvard Law School to produce this report on racial disparities in the Massachusetts criminal justice system, which was also a cause he was passionate about addressing.

Social Justice Initiatives

The Women’s Forum



“Sharing thoughts, opinions and strategies with a diverse group of women is not only inspiring- but it also allows me to have a greater impact professionally and as a member of my community.”

Lindsey Peterson Black
Construction & Public Contracts Associate

The Women’s Forum also works closely with our Diversity, Equity & Inclusion Committee to support local charitable and professional organizations. Led by Partners Michelle R. Peirce and Meaghan L. Krupa, the Women’s Forum 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 recruitment, development, retention, and advancement of our women lawyers. Events this year included:

- **Women’s History Month Luncheon** in Hartford coordinated by Alexa Millinger, Associate.
- **A CLE watch party on Women in the Highest Courts** hosted by Janelle Pelli in the Albany office, board member of the Board of the Adirondack Women’s Bar Association, and Capital District Women’s Bar Association.

Additionally, the Women’s Forum sponsors many organizations and events throughout the year including:

- **The Massachusetts Women’s Political Caucus Abigail Adams Celebration** – The Massachusetts Women’s Political Caucus is a nonpartisan organization committed to increasing the number of women elected to public office and appointed to public policy positions.
- **The Greater Boston Girls on the Run Sneaker Soiree** – which raised \$275,000 for GOTR’s after-school programming.
- **The Girls on the Run 5K Runs in Boston, New Hampshire, and Rhode Island** – Associate Rita Nerney is on the Girls on the Run Rhode Island Board.
- **The American Heart Association’s Lawyers Have Heart 5K Run** – The firm is a long-time sponsor of this event which is co-chaired by Laura Angelini and Alex Gordon Briggs. Laura is currently on the board.
- **Greater Boston Chamber of Commerce Pinnacle Awards** – The signature event of the Chamber’s Women’s Network, the firm has sponsored the Pinnacle Awards for 10+ years, celebrating the leadership of women in the business community through entrepreneurship, management, and lifetime achievement.

Social Justice Initiatives

Mansfield Rule



Hinckley Allen began the rigorous 18-month process to become Mansfield Rule certified in September 2021 and will complete this certification in March 2023. The Mansfield Rule originated in 2016 and was named for Arabella Mansfield, the first woman admitted to practice in the United States.

The overall goal of the Midsize Mansfield Rule is to broaden the pool of attorneys who are considered for entry-level and lateral attorney job openings, leadership opportunities, equity partner promotions, and opportunities to connect with clients to ensure it includes more women, LGBTQ+ individuals, and members of racial and ethnic minorities.

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, it is 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 has made significant progress toward diversifying our workforce and the Mansfield Rule certification helps us hold ourselves accountable. We are committed to this work and we want to make sure that women, persons of color, the LGBTQ+ community, and other historically underrepresented groups are getting a seat at the table.”



Patrick A. Rogers
Managing Partner

Social Justice Initiatives



One Thing Initiative

The “One Thing” Initiative is Hinckley Allen’s 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.

In 2022, Hinckley Allen attorneys and staff generated a total of

1,035
HOURS

towards this initiative.

Social Justice Initiatives



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.



Giving Back

GK Fund

GK Fund and Hinckley Allen have partnered together to provide legal services to the GK Fund grantees. The GK Fund currently operates a micro grant program, which selects a cohort of BIPOC, and women founded startups each quarter based on a set of key evaluation metrics. Each cohort receives \$10,000 in unrestricted funding, mentorship, marketing, and now legal services. In a poll conducted by GK Fund, BIPOC and women founders cited legal services as their top priority, particularly as the companies are approached by venture capital and angel investors. The partnership offers legal services to GK Fund's grantees with access to corporate attorneys specializing in areas such as: intellectual property, contracts, tax law, real estate, and mergers and acquisitions.

“Hinckley Allen is thrilled to be partnering with the GK Fund to support BIPOC, women and veteran owned businesses. We believe in the GK Fund’s mission and efforts to close the racial wealth gap, and we look forward to working with the exciting and impressive companies it is funding.”



Patrick A. Rogers
Managing Partner



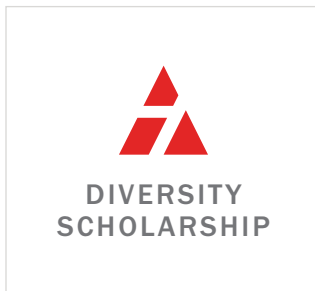
“This is a true commitment to racial and gender equity on behalf of Hinckley Allen. It sends a signal to investors that companies receiving GK Fund grants are not only vetted, talented and promising – but also well represented with world class legal counsel. Most law firms give pro bono work to the causes of social justice and criminal justice, but this is a first of a kind partnership to help BIPOC, women and veteran entrepreneurs. We are grateful for the leadership of the firm’s partner Jay Gonzalez who spearheaded this initiative for Hinckley Allen.”



Colette Phillips
President and Co-Founder of GK Fund

Recruitment & Development

Hinckley Allen is committed to the recruitment and hiring of women and diverse talent.



1L and 2L Diversity Scholarship

Every year, we offer scholarships to diverse first-year and second-year law students who have been traditionally underrepresented in the legal profession due to sexual orientation, ethnicity, or race. These scholarship recipients participate in the salaried 10-week summer associate program. In addition to their summer associate salary, 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. At Hinckley Allen we are dedicated to promoting a culture of diversity 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.



External Partnerships to attract Diverse Talent

To attract the diverse talent needed to bridge gaps in culture, knowledge, background, and perspectives, the firm participates in many external partnerships to attract, recruit, and hire diverse attorneys. We recognize that a diverse workforce provides a better work environment for all and better service to our clients.

Each year, we participate in several recruitment events in search of diverse talent. These include: the Boston Lawyers Group Job Fair, UCONN's Cultural Diversity Initiative, the Northeast Black Law Students Association Job Fair, and the USLAW Job Fair for Diverse Law Students. 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.

Recruitment and Development

Summer Associate Program

The Summer Associate Program offers participants the chance to experience the demands, challenges, and rewards of a position in the firm through hands-on experience, mentorship, and community events in an inclusive environment. We recruit summer associates who have been traditionally underrepresented due to sexual orientation, gender, or race. Our recruitment strategy is continually refined to attract exceptional interns from a variety of backgrounds. During their time at the firm, summer associates also enjoy many social opportunities such as group dinners, bowling, trivia, and more.

“My experience as a Summer Associate at Hinckley Allen was a great preview of what it is like to practice full time. I was able to explore different practice groups, working with a number of attorneys across offices and throughout the firm. It was a hands-on experience. I loved seeing the different roles attorneys played from advisor to advocate, and it made me really excited to join the firm full time.”



Diane Rojas Muller
Associate

“My summer with Hinckley Allen provided a glimpse into the everyday life of a team that collaborates to solve legal issues and promote diverse voices. I knew it was the perfect place to grow my legal and personal skill set.”



Isabelle Oviedo
Associate

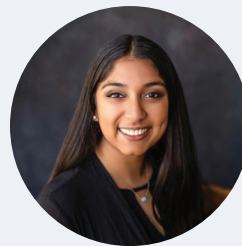
Meet our 2022 Summer Associates



MANVIR KAUR DHALI WAL



OLALEYE ONIKUYIDE



ISHA KUMAR

Recruitment and Development



Lawyers Collaborative for Diversity

Hinckley is a long-standing Board Member of The Lawyers Collaborative for Diversity (LCD), whose mission is to unite the resources, energy and commitment of Connecticut’s leading law firms, corporations, public sector entities, area law schools, bar associations and affinity groups to make Connecticut a more conducive and attractive place for attorneys of color to practice law and find satisfying professional opportunities.

Hinckley Allen has proudly led the effort of coordinating the LCD’s Summer Internship Pipeline Program, which will be entering its 6th year in 2023. Each year, the program recruits high achieving college students who have an interest in attending law school and pursuing a legal career. The program, which is open to students from diverse racial and ethnic backgrounds who have been historically underrepresented and underserved in the legal profession, provides students with exposure, guidance, and support towards a career in law. The students selected for the program each summer are given the opportunity to work at a law firm or legal organization in Connecticut and to make lasting connections within the Connecticut legal community. LCD students are given the unique experience to work alongside attorneys in law firms, corporations, and public sector entities prior to entering law school. By the end of the program, the students develop mentorship relationships that provide support to them through the rest of their undergraduate careers and beyond.

In 2022, Hinckley Allen was fortunate to hire Daniela Mays-Sanchez, a student from Barnard College of Columbia University, as its LCD summer intern. The following are Daniela’s comments regarding her experience:

“I found the LCD Internship Program to be a really great introduction to the legal profession. Over the 10-week program, I had the opportunity to learn about the vast possibilities that exist within the legal field and gained a better understanding of how to navigate working at a law firm. I am really grateful to have been matched with Hinckley Allen. Everyone that I had the good fortune of engaging with at the firm was incredibly supportive and open to addressing any questions or concerns that I had about attending law school and pursuing a career in law. Every task that I was assigned was as fun and enriching as it was challenging, and with every week that passed I found myself becoming more confident in my desire to become an attorney. Beyond the professional experiences and connections that I built this summer, I left the program with amazing personal connections with all of my mentors at Hinckley as well as with a number of other interns in the LCD Program.”



Daniela Mays-Sanchez
Intern

Advocating for DEI

In addition to sharing legal insights and professional expertise with industry groups, Hinckley Allen’s attorneys also actively engage in speaking engagements and publish articles pertaining to best practices relating to DEI efforts and present on the firm’s experience with implementing diversity initiatives.

National and Regional Speaking Engagements and Publications



Presentation:

Diversity, Equity, and Inclusion: Don’t Just Check the Box – Avoid DE&I Fatigue by Fully Incorporating Initiatives in to Company’s DNA

USLAW 2022 Spring Client Conference, Amelia Island, Florida
Noble F. Allen
Partner / Chair Diversity, Equity & Inclusion Committee
Session Co-Facilitator

Article:

Without Leadership Buy-In, Law Firm DEI Efforts stand to Fail

USLAW MAGAZINE (Summer 2022) re-published Law360 Article
by Noble F. Allen
Partner / Chair Diversity, Equity & Inclusion Committee



Presentation:

Business Development Strategies for Women in White Collar Law

Boston Bar Association
Michelle Peirce
Partner / Co-Chair White Collar & Government Enforcement Group

Legal Community

We actively engage with affinity groups and various bar associations and committees that are at the forefront in promoting DEI related initiatives. Our success in hiring diverse talent is dependent on our level of engagement with the affinity groups in our respective communities. We value the opportunity to attend the various social events sponsored by these affinity groups throughout the year.



GLAD

Through strategic litigation, public policy advocacy and education, LGBTQ+ 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+ community 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, including the Justice for All Campaign, and GLAD Spirit of Justice Gala which has given us the opportunity to unite against hate and help support the causes of the LGBTQ+ community. Partner and DEI Committee Member, Christine Dieter, served as the Chair of the Federal Bar Association (FBA) LGBTQ+ Law Section.



HNBA/CHBA

Associate and DEI Committee Member, 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. The firm is also a proud sponsor of their annual awards dinner.

Legal Community



SABAGB/SABAC

Associate and DEI Committee Member, 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. Additionally, the firm sponsored gala events for both SABAGB and South Asian Bar Association Connecticut (SABAC).



USLAW Diversity Council

USLAW NETWORK (USLAW) is an international organization composed of more than 60 independent, full-service firms with a focus on civil litigation, including more than 6,000 attorneys across the U.S., Canada, Latin America and Asia, and with affiliations in Africa and with TELFA in Europe. This partnership allows us to better serve our clients in commercial and business law, employment and labor law, litigation and other business-related areas of law in areas outside our geographic footprint. Noble Allen was re-appointed as Chair of USLAW's Diversity Council. Through the USLAW NETWORK Foundation, the Diversity Council launched its inaugural Law School Diversity Scholarship Program in 2022, and also conducted its annual Virtual Job Fair for Diverse Law students in the late Summer of 2022. Nine of the recipients of the USLAW Diversity Scholarships attended the USLAW Fall Conference in Austin in September 2022.

Legal Community



Boston College Law School - Public Interest Law Foundation (PILF)

The PILF prioritizes financial need 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 the summer internships.



CREW- Commercial Real Estate Women Network

CREW CT is the Connecticut local chapter of the now-international organization, Commercial Real Estate Women Network. The CREW Network is the leading voice for diversity, equity, and inclusion (DEI) in commercial real estate. CREW seeks to advance women in the commercial real estate industry and is the only organization that dedicates 100% of its time, effort, and resources to this mission. Hinckley Allen is a CREW CT sponsor, and several of our colleagues are also members, including Partner Jorie Andrews, Associate Diane Rojas Muller and 2022 President of CREW CT, Associate Andrea Gomes.

We are honored to have the opportunity to participate in various DEI-related events sponsored by these groups:

Massachusetts

- Asian American Lawyers Association of Massachusetts (AALAM)
- Massachusetts Association of Hispanic Attorneys (MAHA) and Hispanic National Bar Association (HNBA)
- Massachusetts Black Lawyers Association (MBLA)
- Massachusetts Black Women Attorneys Association (MBWA)
- Massachusetts LGBTQ Bar Association
- South Asian Bar Association, Greater Boston (SABA GB)
- Boston Bar Association Beacon Awards Sponsorship

Connecticut

- Connecticut Bar Association Diversity and Inclusion Committee
- Connecticut Asian Pacific American Bar Association (CAPABA)
- South Asian Bar Association
- George Crawford Black Bar Association
- Connecticut Hispanic Bar Association

Rhode Island

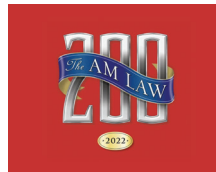
- Thurgood Marshall Lecture Series at the Roger Williams University School of Law
- Hispanic Bar Association
- Women’s Bar Association
- Rhode Island Black Business Association

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 - 2022



Best Places To Work In Connecticut
Best Companies Group
2010 - 2022



Best Places To Work In Rhode Island
Best Companies Group
2006 - 2022



Tipping the Scales Towards New Partner Gender Parity
Diversity & Flexibility Alliance
2022



Frequently Recommended Law Firm
BTI Consulting
2022



Superior Worksite Health Award
BCBS of Rhode Island & the Greater Providence Chamber of Commerce
2022



Lawyers of Color Award
Seta Accaoui
2022

About Hinckley Allen

If you'd like to get involved in any of the DEI programs, initiatives, or DEI volunteer opportunities, please contact Noble Allen or any other member of the Diversity, Equity & Inclusion Committee.

