

Diversity, Equity & Inclusion

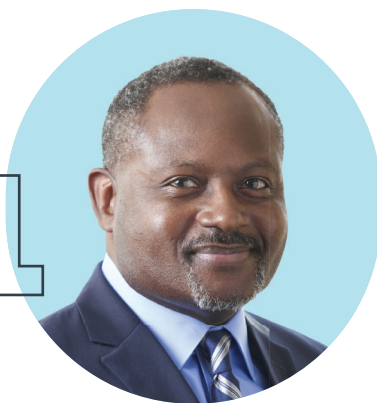
2023 Report



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A Message from Noble F. Allen

WE
WILL
NOT
RETREAT.



It would be impossible for me to write this 2023 Report without recognizing the two seismic and symbiotic events that have had far-reaching consequences for colleges, and also negatively impacted certain law firms: The first was the US Supreme Court's decision in *Students for Fair Admissions Inc. v. Presidents and Fellows of Harvard College et. al.* (the "SFA Decision"), which was decided in June 2023; and the second were the numerous lawsuits against law firms that immediately followed the SFA Decision, which have been orchestrated by DEI foes. Make no mistake: the intended purpose of these lawsuits is to cause a chilling effect and discourage law firms from pursuing and amplifying their DEI initiatives. These DEI foes claim that all they are doing is simply ensuring that the laws regarding discrimination are enforced without regard to race. In reality, their goal is to gut the various DEI initiatives being implemented by law firms. To steal a quote from James Baldwin, the late American writer and civil rights activist, "I cannot believe what you say because I see what you do."

Although we are disappointed with the Supreme Court's holding in the SFA Decision, we will accord the requisite deference to the court. We do however take some solace in Justice Ketanji Brown Jackson's scathing dissent in that decision when she observed that "with let-them-eat-cake obliviousness, today, the majority pulls the ripcord and announces 'colorblindness for all' by legal fiat. But deeming race irrelevant in law does not make it so in life."

We extend no such grace or deference to the various DEI foes whose overarching objective is to dismantle the DEI gains that many law firms seemed to have made post-George Floyd.

This firm is steadfast in its resolve and commitment to diversity. We will continue to offer 1L Diversity Scholarships to those who meet our criteria. We will not be lectured by bullies. We refuse to allow others to dictate the cadence of our DEI initiatives. They will not tell us what DEI initiatives we can or cannot implement; they will not tell us that attempting to recruit and hire diverse law students and laterals is against the law; and they surely will not have us believe that using the Civil Rights Act of 1866, whose primary purpose was designed to provide free slaves with basic rights to "make and enforce contracts, to sue, be parties, and give evidence, to inherit, purchase, lease, sell, hold and convey property, as enjoyed by white citizens," can now be used as a procedural ploy to sue law firms to prevent them from discriminating against straight, white men and infringing on their constitutional rights to compete for diversity scholarships and fellowships. Such an ends-justifies-the means legal tactic seems intellectually and morally bankrupt and makes a complete mockery of the true and intended purpose of the Civil Rights Act of 1866.

Speaking of Civil Rights, we would like to introduce you to one of our partners, Malcolm Farmer III. We call him "Mac." Mac genuinely advocated against true discrimination and ensured that certain laws did not discriminate against certain people based on their race. He left his comfortable law practice in Providence, Rhode Island and headed to Mississippi where he stayed and worked on civil rights matters from 1965 to 1967. John Lewis, the legendary Civil Rights Leader, said this about Mac: "Our country is a much better country, and we are a much better people because of the sacrifice and unbelievable courage – raw courage – on the part of Mac Farmer and others." Mac literally put his life on the line to fight against real discrimination and to defend those whose constitutional rights were genuinely abridged solely because of the color of their skin. He almost got killed doing so. Juxtaposing Mac's achievements to those who are suing law firms reveals an absurd contrast. Mac's objectives were just, principled, moral, and courageous. His righteous pursuit in defense of those who were truly discriminated against was not intellectually dishonest nor designed to score political points. Mac is truly an inspiration to us all. Because we have the benefit and good fortune of having someone with that type of moral compass and stature in our firm, who deeply believes in the firm's commitment to diversity and equity principles, we do not need to be lectured by bullies and opportunists about our Diversity Scholarship, or any of our DEI initiatives for that matter. We will not retreat. We will not stand down.

Notwithstanding these temporary distractions, this Firm will continue to remain focused on its commitment to diversity. With the continuing efforts of the dedicated members of the Diversity Equity & Inclusion Committee and the DEI Task Force, and the unwavering support of this Firm, we will stay the course and continue to live up to the ideals that govern our Committee's mission statement, which is this: "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."

On behalf of Hinckley Allen's DEI Committee and DEI Task Force,
Happy New Year to all and Best Wishes for 2024.

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 actively making meaningful changes. These changes are designed to open up opportunities for us to attract and retain a more diverse group of attorneys and staff. Importantly, these changes are aimed at ensuring that diversity, equity, and inclusion remain integral aspects of our firm's culture.



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

Hinckley Allen Cares



The guiding principle of HA Cares is woven into the fabric of everything we do at Hinckley Allen, forming the foundation of the collaborative and supportive culture that resonates throughout our organization. At Hinckley Allen, we are driven by a deep-seated commitment to serving our clients, our communities, and one another.

HA Cares About Our Clients

As a client-driven, results-oriented firm, our unwavering focus is on delivering outstanding legal outcomes for our clients. We dedicate ourselves to our clients' business objectives, contributing to their overall success with a spirit of collaboration and camaraderie. Our skilled attorneys and dedicated staff forge meaningful connections with our clients and take a personal stake in their success.

HA Cares About Our Communities

We invest in our communities through a multitude of initiatives, including pro bono work, social justice initiatives, the GK Fund, diversity scholarships, and more. In a further demonstration of our unwavering commitment, we established the Social Justice Partnership. Beyond financial support, our attorneys and staff actively engage with our Social Justice Partners to advance the causes of racial equity and social justice.

HA Cares About Our People

We have intentionally nurtured a culture that fosters and empowers all of us to embody our values. Through our DEI Committee, DEI Advisory Taskforce, Women's Forum, wellness programs, and a steadfast dedication to work-life balance, we recognize that the most effective way to deliver exceptional service to our clients is by providing our associates, partners, and staff with a diverse and supportive work environment.

Hinckley Allen Cares

Social Justice Initiatives

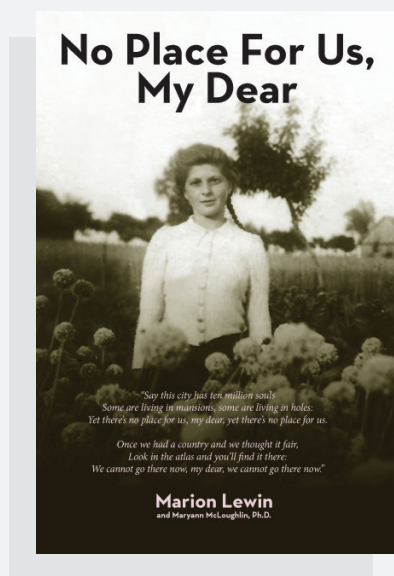
In 2023, the firm proudly accomplished many DEI initiatives and continued to make steady progress on others.

DEI 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.

Having actively participated in YW Boston's immersive program on racial equity, the group explored a self-paced curriculum that fostered engagement and empowerment. Through the United Against Racism Toolkit, we fostered collective self-reflection, meaningful conversations, and collaborative action plans to advance racial equity.

Additionally, the Task Force-sponsored DEI book club, open to staff and attorneys, further enriched our collective experience by stimulating insightful discussions within the group.



Among the books the DEI Book Club read was **No Place for Us, My Dear** by Marion Lewin, mother of Partner Joel Lewin. In her book, Marion shares the inspirational stories of survival and resilience of two young Holocaust survivors from the same town in Poland who immigrated to the United States to create a beautiful and successful life together.

“

My mother shared a story that touched hearts and inspired minds. Her words continue to resonate, a testament to the love and courage that define her remarkable journey.”



Joel Lewin
Construction Partner

Additional books read by the DEI Book Club in 2023 were:



**The Nation Must Awake:
My Witness to the Tulsa
Race Massacre of 1921**
by Mary E. Jones Parrish



**The Girls Who Stepped
Out of Line: Untold
Stories of the Women
Who Changed the Course
of World War II**
by Mari K. Eder



**Girls Like Us: Fighting for
a World Where Girls Are
Not for Sale: A Memoir**
by Rachel Lloyd



All-American Muslim Girl
by Nadine Jolie Courtney



**So you want to talk about
race**
by Ijeoma Oluo



Hinckley Allen Heritage Month Guest Speakers

To honor and celebrate the diversity of our workplace, Hinckley Allen hosted a Firmwide Luncheon Social during Black History Month. The guest speaker at the event was Partner Malcolm Farmer III. According to the late Congressman John Lewis, Legendary Civil Rights Leader, “He helped usher in a non-violent revolution. A revolution of values and a revolution of ideas. Our country is a much better country, and we are a much better people because of the sacrifice and unbelievable courage - raw courage - on the part of Mac Farmer and others.” Mac took a leave of absence from Hinckley Allen after starting here as an associate in 1964 and was a Civil Rights Lawyer in Mississippi from 1965 to 1967.



Malcolm Farmer III, Partner

Susan L. Farmer Endowed Scholarship

The Susan L. Farmer Endowed Scholarship at Bryant University stands as a testament to the impactful legacy of Susan Farmer, the first woman elected to statewide office in Rhode Island. Established by Susan’s husband, Malcolm Farmer III, Partner and Chair of the Nonprofit Law Practice, after her passing in 2013, the scholarship continues to honor her commitment to education and principled leadership. This scholarship is awarded annually to a student of color who excels in sports and reflects the shared passions of the couple: promoting higher education access, a love for sports, and investing in their lifelong home of Providence. The 2022-2023 scholarship was awarded to Eli Infante '25, a politics and law major and football player, epitomizing the scholarship’s commitment to empowering deserving individuals.



Malcolm Farmer III (left) with Eli Infante '25. In 2022-2023, Eli received the Susan L. Farmer Endowed Scholarship, which Malcolm created in memory of his wife, a prominent Rhode Island public figure and 2004 Bryant University Honorary Degree recipient.

“

What motivates me is the character of the students. It’s been an honor to be in this position. Whatever generosity I have enacted has been rewarding beyond belief.”

– Malcolm Farmer III, Partner

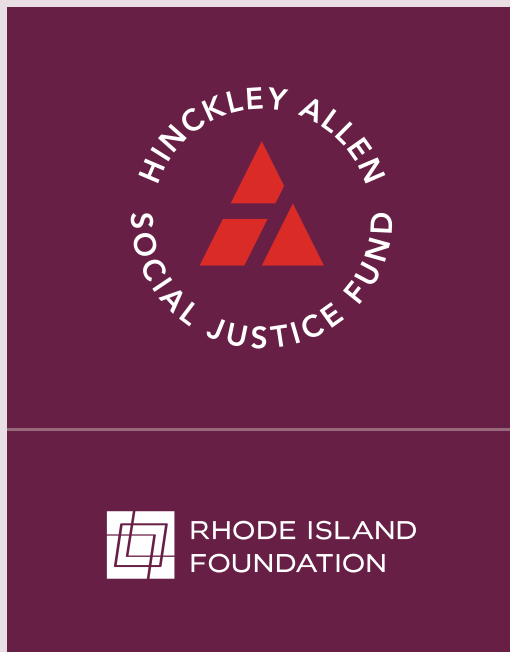
Malcolm has established meaningful connections with each scholarship recipient, and upon meeting Eli, he recognized their mutual dedication to social justice and the law. This discovery prompted Malcolm to initiate an internship program for Eli at Hinckley Allen during the summer of 2023. Eli collaborated with law student summer clerks, gaining invaluable insights in a comprehensive and immersive experience. Demonstrating a steadfast commitment to mentoring future scholarship recipients, Malcolm continues to foster Susan’s legacy by providing educational opportunities for deserving students.



Bryant University

GK Fund

Hinckley Allen has continued to partner with the GK Fund to provide legal services to the GK Fund grantees. The GK Fund currently operates a micro grant program, which selects a quarterly cohort of BIPOC and women founded startups 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 provides GK Fund's grantees with access to corporate attorneys who provide services in areas such as intellectual property, contracts, tax law, real estate, and mergers and acquisitions.



Social Justice Fund at Rhode Island Foundation

Established in 2021, the Hinckley Allen Social Justice Fund at the Rhode Island Foundation expanded its reach in 2023.

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 through the firm's geographic footprint.

Hinckley Allen has long ties to Rhode Island, where it was founded in 1906. The firm opened its first fund with Rhode Island Foundation in 2003.

Social Justice Partnership Program

In 2022, the firm established its Social Justice Partnership Program to offer meaningful support to non-profit organizations in our communities that have a mission of furthering social justice and racial equity. Hinckley Allen Social Justice Partnership Program partners receive a grant from the firm’s Social Justice Fund and on-going support from members of the firm to support these organizations in furthering their missions.



Hinckley Allen announced its 2024 Social Justice Partnership Program Partner:

Rhode Islanders Sponsoring Education (RISE)

RISE provides scholarships and mentorships to children of incarcerated parents in order to help break the intergenerational cycle of poverty. RISE serves over 100 youths in Providence, RI. Its 11-year high school graduation rate is 100%.



Previous Partners

In 2023, Hinckley Allen selected two partners as grant recipients: the Connecticut Violence Intervention Program and the Center for Law, Equity, and Race at Northeastern University Law School.

The Women’s Forum

The Women’s Forum 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 is 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:

- A lunch event with Massachusetts Lieutenant Governor Kim Driscoll, where she shared about women in leadership and the importance of voices being part of the conversation at a local level.
- A lunch with Cyndi Gonzalez and Ryan Tollefson from Girls on the Run Greater Boston to learn more about the initiatives and successes of this great organization, as well as opportunities to get involved.

The Women’s Forum also sponsors many organizations throughout the year including:

- New England Women in Energy and the Environment
- The Women’s Bar Association of the State of New York’s Equal Opportunity in the Profession Committee
- Girls On the Run
- Wellspring
- Rosie’s Place
- Hartford YWCA
- Brook Street Women’s Shelter
- Amenity Aid

Additionally, our women attorneys received numerous awards and accolades throughout the year recognizing the contributions they have made to their communities, charitable organizations, and professional associations, in addition to their stellar legal achievements.
Here are a few highlights of those accomplishments:



Peggy Farrell was presented with the Cynthia B. Patterson Lifetime Service Award at the Women & Infants Hospital 2023 Gala Event in honor of her service to Women & Infants Hospital.



Nancy Wilsker was named Lawyer of the Year by Best Lawyers in America 2024.



Kate Mahan has been named President-Elect of the New Hampshire Bar Association.



Tara Singh has been elected to the Board of Directors for the South Asian Bar Association of Greater Boston.



Alex Gordon Briggs has been appointed Race Chair of the Lawyers Have Heart 5K Fundraiser Race.

HINCKLEY ALLEN WOMEN’S — FORUM — BY THE NUMBERS



26 Women attorneys participated in speaking engagements this year



42 Women attorneys were recognized with regional and national awards for exemplary work in the legal field



16 Women attorneys were elevated to leadership roles with professional organizations, charitable foundations, and the firm.



43 Women attorneys contributed to publications



11 Sponsored Girls on the Run events and races in Rhode Island, New Hampshire, and Massachusetts



Mansfield Rule

Hinckley Allen became Mansfield Rule Certified in May 2023. The Mansfield Rule originated in 2016 and was named for Arabella Mansfield, the first woman admitted to practice in the United States. During the 18-month collaboration with Diversity Lab, Hinckley Allen tracked and measured diversity in leadership and hiring. This certification has become the gold standard by which law firms demonstrate their affirmative consideration of female attorneys, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and attorneys with disabilities for hiring opportunities, leadership and governance roles, equity partner promotions, and formal client pitch opportunities.

“The Mansfield Rule is critical to ensuring that law firms are making sustainable, significant progress toward a diverse legal workforce. At Hinckley Allen, we know that a culture of inclusivity is part of our commitment to delivering exemplary client service. We are proud to be a firm where diversity is celebrated and promoted,” said Patrick A. Rogers, Managing Partner.



1 THING

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 2023, Hinckley Allen attorneys and staff generated a total of:

1,670

hours towards this initiative.

This represented a 6% increase compared to 2022.

Lunch and Learn Series

Segun Idowu and Don Williams



Segun Idowu

City of Boston's Chief of Economic Opportunity and Inclusion

Hinckley Allen's Diversity, Equity & Inclusion Committee welcomed Segun Idowu, the City of Boston's Chief of Economic Opportunity and Inclusion, to join us in conversation for our Lunch & Learn series.

In his role in the Wu Administration, he is focused on making Boston a resilient, economically equitable, and vibrant city that centers people and creates opportunities to build generational wealth for all communities.

Among many other accomplishments, Boston Magazine has recognized Segun as one of the "100 Most Influential People in the City of Boston" in every issue since April 2020. In July 2020, the Boston Globe recognized him on the front page of their Sunday edition as a "Man of the Moment"

for his work in ramping up Black Economic Council of Massachusetts, Inc.'s (BECMA) efforts to advocate for, direct resources to, and create contracting opportunities for Black businesses impacted by the COVID-19 pandemic. The Globe also honored him as a "Bostonian of the Year" later that December.

In 2021, Lawyers for Civil Rights recognized Segun as their "Keeper of the Flame," and Eastern Bank recognized him as their "2021 COVID Warrior."

“

The Boston we know today is not what it used to be and the story there is that Boston is always moving forward. Many of the first black businesses were started here in Boston. I'm proud to be from Boston and proud of the work I've contributed to within city government and other organizations to improve the economic landscape for people of color in our city."

– Segun Idowu



Don Williams

Executive Director of the Connecticut Education Association

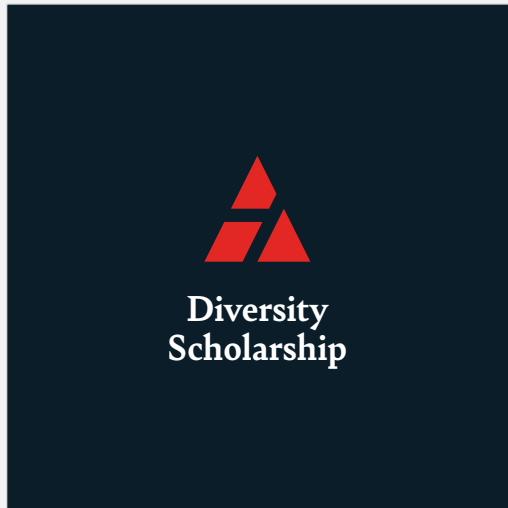
Donald E. Williams, Jr., Executive Director of the Connecticut Education Association and author of the book **Prudence Crandall's Legacy: The Fight for Equality in the 1830s**, joined us for our Lunch & Learn series to discuss Connecticut's state heroine, Prudence Crandall, and her role in the antislavery and American civil rights movements. Donald is an accomplished policymaker and education advocate with a distinguished career in public service, law, and journalism.

He researched Prudence Crandall, a schoolteacher who bravely defied prevailing patterns of racial discrimination in the nineteenth century. Crandall's court cases impacted two critical U.S. Supreme Court decisions – one paved the way for the Civil War and the other helped end public school segregation in the U.S.

Hinckley Allen Cares

Diversity in the Workplace

We believe we have an obligation to address social injustice and inequalities in our workplace and community. At Hinckley Allen, we continue to build a stronger, more inclusive, diverse workforce that reflects our values.



1L Diversity Scholarships

We offer scholarships to first-year law students. Law students enrolled at an ABA-accredited U.S. law school who have strong record of academics, demonstrated leadership skills and a commitment to diversity and social justice-related issues, are eligible. At Hinckley Allen we are dedicated to promoting a culture of diversity and inclusion at all levels of the firm, and we offer financial assistance to applicants who best echo the firm's goal of contributing to and supporting diversity.

External Partnerships to Attract Diverse Talent

We recognize that a diverse workforce provides a better work environment for all and better service to our clients. 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.

Each year, we participate in several recruitment events in search of diverse talent. In 2023, these included: 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.



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, a visit to Fenway Park, trivia, and more.

2023 Summer Associates



Bidushi A. Adhikari



Maryam Ahmed



Matthew Lopez

“

I wanted to take the time to reflect on my time working at Hinckley Allen this summer. It was a pleasure getting to work with everyone as Hinckley truly fostered a workplace that was invaluable to my professional growth. Additionally, I was able to gain a deeper knowledge of the great work that they do. I want to thank all of the attorneys and staff at the firm that supported me and helped guide me during my time there. I am truly grateful for the opportunity and look forward to my 2L year at Suffolk University Law School.”

— Matthew Lopez



Lawyers Collaborative for Diversity

The Lawyers Collaborative for Diversity, LCD, began in 2003 as The Connecticut Lawyers Group, in response to the need to advance diversity in Connecticut's legal profession. As a long-standing Board Member of the group, Hinckley Allen has partnered closely to further its mission 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 entered 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 2023, Hinckley Allen was pleased to welcome back Daniela Mays-Sanchez, a student from Barnard College of Columbia University, for her second summer as a LCD summer intern. The following are Daniela's comments regarding her experience:

“

I am incredibly grateful to have had the opportunity to intern at Hinckley Allen through the LCD Internship Program for a second summer. Returning to Hinckley allowed me to reinforce the various skills and connections that I had developed in the previous summer. Everyone that I worked with and encountered – from legal administrative assistants to partners – was incredibly kind and encouraging, and made coming into work everyday a pleasure. Additionally, I was assigned more challenging, yet exciting and enriching assignments which ultimately solidified my interest in the law and my desire to become an attorney. I can say for certain that interning at Hinckley has truly been a highlight of my college experience. ”



Daniela Mays-Sanchez
Intern

Mentorship Matters



Lindsey Peterson Black, Associate

Hinckley Allen fosters a culture of collaboration that provides an exceptional client experience. A commitment to mentorship and associate development is a key component of sustaining this culture.

In the summer of 2022, Partner Seth M. Pasakarnis and Associate Lindsey Peterson Black tried a construction dispute in Massachusetts Superior Court, obtaining a favorable jury verdict and \$1M+ award. The result highlights the important role mentorship plays in associate development, and Hinckley Allen's ability to deliver high quality legal services.

Having worked closely for several years, Seth knew that Lindsey was ready to take a more prominent role at trial. Months before the trial was scheduled to begin, Seth asked Lindsey to be "first chair" trial counsel. Seth states: "I am a firm believer that you learn more from doing than watching. Having worked with Lindsey for several years, I was confident that she had the knowledge, skills, and drive to perform well as lead counsel...she just needed to get that opportunity. This particular case was the perfect opportunity."

Lindsey used the opportunity to apply her skills and expand her experience as a construction litigator: "During this case, Seth encouraged me to take on a lot of responsibility. I was able to hone new skills. I empaneled the jury, handled pre-trial motions and trial objections, examined and cross-examined witnesses, and presented opening and closing arguments. Seth supported me through all of it."

The Importance of Mentorship: Attorneys Lindsey Peterson Black & Seth Pasakarnis



Seth Pasakarnis, Partner

"Lindsey knew when to trust her skills and when to ask questions. As an associate, I got opportunities like this, which helped me develop my skills and confidence. I feel compelled to provide others with meaningful opportunities to grow. Mentorship is a critical component of associate retention. When associates get meaningful opportunities and support, they want to stay with the firm and grow," said Seth.

Mentorship is also a core part of practice growth. Seth states: "Bringing associates into cases as full team members helps us grow the client relationship. It builds trust with the client and allows the partner to be involved in different ways. It also develops trust for associates with other peers and partners so they can continue to grow their business".

In October 2023 (almost 1 year after the verdict), the Superior Court denied all post-trial motions, paving the way for an appeal to the Massachusetts Appeals Court. Seth is confident that Lindsey will do a fantastic job arguing her first case at the Appeals Court!

Hinckley Allen Cares

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.



Tara Singh, Associate

Northeastern University Law School Orientation

In September 2023, Tara Singh, a member of our DEI Committee, was a presenter at Northeastern Law School's orientation for FlexJD students on the topic of combating impostor syndrome and the importance of mental health.

Tara spoke about her personal journey navigating law school and private practice as a first-generation college and law student and offered advice about how to succeed while staying true to yourself in the process.

St. Johnsbury Academy Commencement Ceremony

Noble F. Allen, graduate of St. Johnsbury Academy Class of 1978 and member of the Board of Trustees, addressed the Class of 2023 at the Academy's 180th commencement ceremony in June 2023.

In his message to the graduates, Noble challenged them to lead by example, saying, "The world needs your generation of leadership now more than ever. I challenge you to be compassionate force multipliers. Abhor intolerance, bigotry, xenophobia, racism and hate in whatever form they manifest themselves. Be conduits of tolerance and continue to be open-minded. Dare to be 'change agents' for things that are principled and just while still chasing your dreams and aspirations."



Noble F. Allen, Partner

Hinckley Allen Cares

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.



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 Peggy Pappas, and Past-President of CREW CT, Partner Andrea Gomes.



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.



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

The Connecticut Hispanic Bar Association (CHBA) and the Hispanic National Bar Association (HNBA) are 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.



*The South Asian Bar Association
of Connecticut*

SABAGB / SABAC

Associate and DEI Committee Member, Tara Singh, has been elected to the Board of Directors for 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 the South Asian Bar Association of North America, which was held in Boston, SABANA and South Asian Bar Association Connecticut (SABAC).



USLAW Diversity Council and USLAW NETWORK Foundation

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. In 2023, Noble Allen was re-appointed as Chair of USLAW's Diversity Council. He is also a Board Member of the USLAW Foundation. Through the USLAW NETWORK Foundation, the Diversity Council launched its inaugural Law School Diversity Scholarship Program in 2022 and conducted its second annual Virtual Job Fair for diverse law students in August of 2023. Seven of the recipients of the 2023 USLAW Diversity Scholarships attended the USLAW Fall Conference in Dana Point, California in October 2023.

In 2023, the USLAW NETWORK launched the Foundation Partners Program, offering individuals, corporations, and foundations the chance to establish personalized scholarship funds that align with their own philanthropic goals. Through a multiyear commitment, donors have the flexibility to allocate funds to support any eligible scholarship recipient or specify criteria or preferences, such as awarding the scholarship to a deserving student from a designated university. Hinckley Allen joined as one of the first member firms.

The integration of USLAW NETWORK Foundation Partners will bring a wealth of additional resources, expertise, and networks to USLAW's scholarship program. This collaboration will empower and support gifted individuals who may face financial barriers in their educational pursuits.

"The Foundation Partners' support to fund scholarships for law students who excel in the classroom and their community strengthens our collaborative efforts to support DEI initiatives and the next generation of legal leaders," said Noble F. Allen, Chair of the USLAW NETWORK Diversity Council.

We are honored to have attorneys who are members of and participate in various DEI-related events sponsored by these groups:



Connecticut

- Connecticut Bar Association- Diversity, Equity, and Inclusion Pledge Signatory
- Connecticut Asian Pacific American Bar Association (CAPABA)
- South Asian Bar Association
- George Crawford Black Bar Association
- Connecticut Hispanic Bar Association
- New Haven County Bar Association
- Home Builders & Remodelers Association of Central Connecticut (HBRA)



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
- New England Women in Energy and the Environment (NEWIEE)
- Women of Renewable Industries and Sustainable Energy
- Women in Public Finance



Rhode Island

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



New York

- Adirondack Women's Bar Association

Hinckley Allen Cares Recognition

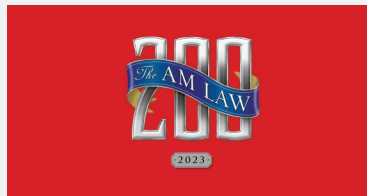
Regarded as among the best places to work, Hinckley Allen has received numerous recognitions that reflect our efforts to create and maintain a diverse, inclusive environment where all feel valued and respected – where all can thrive.



Our recognitions include:



Best Law Firms
US News & World Report
2014-2023



The Am Law 200
The American Lawyer
2015-2023



Best Places to Work in Connecticut
Best Companies Group
2010- 2023



Best Places to Work in Rhode Island
Best Companies Group
2006-2023



Chambers & Partners
2010-2023



Client Service All-Stars 2023
2023



Superior Worksite Health Award
BCBS of Rhode Island & the Greater Providence
Chamber of Commerce
2023

About Hinckley Allen

If you are interested in participating in any of the DEI programs, initiatives, volunteer opportunities, or other activities, please reach out to Noble F. Allen or any other member of the Diversity, Equity & Inclusion Committee.

DEI Committee

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 Committee



Noble F. Allen
Partner / Chair Diversity, Equity & Inclusion Committee



Megan A. McCormack
Chief Human Resources Officer



Christine K. Bush
Partner / Vice Chair Litigation Practice Group



Mark F. O'Leary
Chief Operating Officer



John P. Connelly
Partner / Vice Chair Construction & Public Contract Practice Group



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



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



Adam M. Ramos
Partner



Christine E. Dieter
Partner



Patrick A. Rogers
Managing Partner



Jennifer V. Doran
Partner / Executive Committee Member



David J. Rubin
Partner



Gina M. Fajardo
Chief Marketing Officer



Tara Singh
Associate



Robert L. Harris
Chief Practice Management Officer



Jessica Y. Wang
Partner



Thomas S. Marrion
Partner / Chair Corporate & Business Group



Nancy R. Wilsker
Partner

DEI Advisory Task Force

Task Force Members

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.

2023 Members



Eneida Bennett
Paralegal



Jean E. McCarthy
Legal Administrative Assistant



Mercedes V. Bullo
Client & Conference Service Coordinator



Megan A. McCormack
Chief Human Resources Officer



Ginnette Charles
Client & Conference Service Coordinator



Jennifer L. Radel
Office Administrator



Bevette E. Davis
Office Administrator



Jennifer O. Steward
HR Manager



Owen J. Doherty
Paralegal



Sonia Thomas
Legal Administrative Assistant



Maria M. Mayhew
Legal Administrative Assistant



Linwood N. Williams-Allen
Office Assistant