

S&G diversity & inclusion newsletter

Spring 2008, Vol. 1, No. 1

Welcome to Volume 1, No. 1 of our Diversity and Inclusion Newsletter.

We will publish the Newsletter periodically to inform you about our initiatives and efforts to ensure that everyone at our firm feels welcomed, included and empowered to succeed.

OUR DIVERSITY POLICY

One of our core values and objectives is to foster a diverse and inclusive workplace and to develop the outreach initiatives needed to ensure that such values and objectives are shared by everyone at our firm. Diversity, to us, means recognizing, accepting and including differences, such as race, gender, and sexual orientation. Our Strategic Plan recognizes that our continued success depends upon our ability to recruit, hire, train, mentor and retain excellent and diverse attorneys and staff. Maintaining an inclusive organization enables us to provide the breadth of experience and perspective that best serves our ever more diverse clientele and community. And of course, our ongoing effort to increase our diversity and inclusiveness is simply the right thing to do.

OUR LONG-STANDING COMMITMENT TO DIVERSITY AND INCLUSIVENESS

We have a tradition of supporting diversity initiatives both within and outside of the Firm. Among the first large Connecticut law firms to have a woman partner, we have been a leader in addressing and advancing women's causes in the legal profession, and continue to have, we think, the highest percentage of female partners among large firms in Connecticut. We assisted in the formation of the Connecticut Lawyers Group on Minority Hiring and Retention (now called the Lawyers Collaborative for Diversity, or LCD) in the late 1980's and were an original signatory of the Statement of Sixteen Connecticut Law Firms Regarding the Hiring and Retention of Minority Lawyers in January 1991. The principles of that Statement helped guide us in developing our hiring, mentoring and retention programs and policies to attract and retain diverse legal and non-legal personnel.

In 1993, we established our Diversity Committee, comprised of partners, associates and staff. The Diversity Committee's original and ongoing mission includes three essential initiatives: (i) to act as a study group and to conduct programs to educate the Firm



SHIPMAN & GOODWIN LLP.
COUNSELORS AT LAW

concerning diversity issues and to suggest diversity policies to implement at the Firm; (ii) to sponsor Firm-wide outreach activities and events, as part of our effort to increase the number of diverse attorneys at the Firm; and (iii) to act as a resource on diversity matters for the Management, Hiring, and Associates Committees, as well as other groups in the Firm. For 15 years, the Diversity Committee has pursued these initiatives and the Firm's commitment to diversity and inclusiveness.

Together with other members of the LCD and diversity-based law school and bar organizations such as the South Asian Bar Association of Connecticut, the George W. Crawford Black Bar Association, the Connecticut Asian Pacific American Bar Association, the Black Law Students Association at the University of Connecticut Law School, the Connecticut Hispanic Lawyers Association, the Lambda Law Society at the University of Connecticut Law School, and the Connecticut Asian Pacific American Bar Association, we continue to work to make Connecticut an attractive environment for all lawyers and law students within which to thrive.

OUR DIVERSITY PARTNER and DIVERSITY LEADERSHIP GROUP

We appointed for the first time in 2007 a Diversity Partner, whose responsibility it is to oversee and coordinate our many diversity and inclusiveness resources for the development and implementation of our diversity and inclusiveness goals and objectives. We have also appointed a Diversity Leadership Group (DLG), whose membership includes our Managing Partner, the chairs of the Associates,

Diversity and Hiring Committees, our Director of Human Resources, the Management Committee member responsible for personnel issues, several at-large attorneys and our Diversity Partner. Our Diversity Partner meets periodically with one or more members of the DLG to consider, facilitate and streamline implementation of our diversity and inclusiveness initiatives and plans.

A THRIVING 'WOMEN AT THE HELM'SM



You may be aware of the numbers: 42% of our attorneys are women; further, 31% of our partners are women, which we believe is unmatched among Connecticut firms. But did you know that if you look at S&G as a whole, fully 68% of our workforce is comprised of women?

Women at the HelmSM, or WATH, is a group of women lawyers at the firm capitalizing on our strength in numbers by engaging in business development and community outreach initiatives. WATH recognizes that our numbers represent a great opportunity to contribute to the development of a thriving firm that is also an inclusive place to practice law.

Traditionally, WATH sponsors breakfast meetings during which successful women from outside the firm tell their stories to a gathering of our women attorneys, clients and prospective clients. WATH events and networking opportunities have become valuable business development tools for every practice group in the firm. Accordingly, we've expanded our scope to include additional events and initiatives.

During March, WATH sponsored a networking reception and private showing of the "Impressionists by the Sea" exhibition at the

Wadsworth Atheneum. At this well-attended and well-received event, our female clients, friends of the firm and prospective clients enjoyed the opportunity to meet and mingle with S&G attorneys among paintings by Monet, Cassatt, Renoir and other Impressionists.



WATH's PRIVATE SHOWING AT THE WADSWORTH ATHENEUM

April historically brings showers, but this year it promises to rain suits. WATH once again is working with the Hartford affiliate of Dress for Success® with its "S.O.S. – Send One Suit – Week" clothing drive. Dress for Success® is a non-profit organization whose mission is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life. Our strength in numbers promises generous donations to Dress for Success.®

AFFINITY GROUPS ESTABLISHED

Affinity groups are formed by people who share common ground and situations in one or more ways. Our women attorneys of color have organized "Shipman Women of Color" (SWC). The SWC has met several times and generated good ideas, suggestions, and energy, including plans for hosting a networking event at the firm for women lawyers of color in the greater legal

community. Also, Women at the Helm, which includes all women attorneys in the firm, has a steering

committee focused on mentoring and development of women attorneys. These efforts have fostered much discussion and thinking about firm policies and cultural

issues and work/life balance issues.

CELEBRATION OF DIVERSITY OPEN HOUSE



On Thursday evening, March 6, 2008 we hosted our second annual Celebration of Diversity Open House at the firm. It was a special night. Over 50 of our lawyers and 20 UCONN law students shared excellent food, potables and conversation, and then gave rapt attention to our speaker, the Hon.

Flemming L. Norcott, Jr., Justice of the Connecticut Supreme Court. Justice Norcott's willingness to share important events in his life, as well as his insights concerning diversity as leadership, opportunity and obligation, was obviously heartfelt

and inspiring to law students and lawyers alike. Justice Norcott made the evening a memorable and important one for all of us.

FIRM NOMINATES ROBERT R. SIMPSON FOR THE LCD'S EDWIN ARCHER RANDOLPH AWARD



The LCD's Edwin Archer Randolph Award is given annually to "recognize and celebrate the achievements of an individual or organization dedicated to the inclusion and advancement of

attorneys of color and/or women attorneys within Connecticut and surrounding legal communities."

Although the 2008 LCD Randolph Award will very deservedly go to U.S. District Court Judge Alvin W. Thompson, we would be remiss if we failed to note our nomination of our partner, Robert R. Simpson for the Award. The nomination material for Robert, our first African-American equity partner, contains six pages summarizing his efforts at our firm, with law students, in the legal community and the community at large, to consistently and successfully promote the Archer Award's objective. Robert's efforts, far too numerous to all be noted here, include the fact that he believes fervently in the power of professional networking for women attorneys and attorneys

of color, and to that end has worked consistently and tirelessly with the American Bar Association, National Bar Association, the Committee on Corporate Counsel, Chart Your Own Course, George W. Crawford Black Bar Association, the Connecticut Bar Association, Connecticut Trial Lawyers Association, and the Hartford County Bar Association to provide networking and growth opportunities for women attorneys and attorneys of color.

This summary cannot do justice to Robert and his efforts on behalf of attorneys of color, women attorneys and minority members of the community. Suffice to say that Robert Simpson has initiated and participated in a wide range of activities designed to help attorneys of color and women to succeed. His mix of professional expertise, genuine caring, consistent effort and ability to network with friends and colleagues manifests Robert's record of creating opportunities for minority attorneys and women to gain professional advancement and personal fulfillment.

SUCCESSFUL HIRING EFFORTS

Our Hiring Committee long ago committed itself to identifying and recruiting diverse lawyers, both for our summer and permanent programs. One result of that commitment, as noted above, is that presently 42% of our attorneys are women, as are 31% of our partners. Over 15% of our associates are persons of color and/or openly gay. Further, in the past five years, almost 30% of our summer program has consisted of law students of color.

We are also proud to report a very successful hiring season for 2008. Over 35% of our Summer Class consists of students of color and over 30% of our Fall 2008 Class are diverse

attorneys as well. Congratulations to our hardworking Hiring Committee and the many others who interviewed and otherwise supported the Committee throughout the season.

PROGRAMS AND EVENTS

We frequently attend, sponsor or host events, programs and conferences focused on diversity, inclusion and work/life balance. Such recent and upcoming events include:

<i>January 2008</i>	<i>February 2008</i>
23rd Annual Martin Luther King, Jr. Scholarship Breakfast UConn Law School Cultural Diversity Initiatives Interview Program In Celebration of Women Presidents of Six Connecticut Bar Associations, sponsored by the Hartford County Bar Association	Conference on Advancing, Retaining and Recognizing GLBT Lawyers, NYC National Bar Association Commercial Law Section: Corporate Counsel Conference, New Orleans "The Bluest Eye," The Hartford Stage Company
<i>March 2008</i>	<i>April 2008</i>
Celebration of Diversity Open House for area law students at the Firm, with Justice Flemming L. Norcott, Jr. Lawyers Collaborative for Diversity Annual Meeting NALP 2008 Diversity Summit, Philadelphia, March 27-29 "Trans Plantations," The Hartford Stage Company	YWCA "In the Company of Women" with Anna Devere Smith NCCJ Annual Banquet, Hartford Hilton Take a Child to Work Day, Hartford and Stamford Offices George W. Crawford Annual Dinner, Hartford Hilton Annual WATH Luncheon for all S&G women attorneys

LOOKING TO 2008

Our 2008 Diversity Plan focuses on integrating our diversity and inclusiveness efforts into our training, mentoring and retention programs, and into the fabric of our culture as much as possible. It sets forth new initiatives for 2008, while continuing to address ongoing initiatives from 2007. It states the business justification for our diversity and inclusiveness, and affirms that diversity and inclusiveness simply make our firm a better place to practice and to be. It asks each of our attorneys, departments and practice groups what they will do to foster diversity and inclusiveness at Shipman & Goodwin in 2008.

To receive our 2008 Diversity Plan, please contact Mary Mulligan, our Director of Legal Personnel, at mmulligan@goodwin.com.

OUR DIVERSITY COMMITTEE INCLUDES:

Leslie L. Davenport, Partner and Chair
Maria L. Drag, Director of Human Resources
Susan C. Freedman, Partner and Member of our Management Committee
Gabe J. Jiran, Partner
LaTanya Langley, Associate
Cristina M. Lopez, Associate
Eric J. Lubochinski, Associate
R. Michael Meo, Jr., Partner and Chair of Associate Committee
Mary Mulligan, Director of Legal Personnel
Lori Romano, Counsel
Kevin M. Roy, Associate
Gary S. Starr, Partner
Thomas F. Tresselt, Diversity Partner
Emily H. Wagner, Associate
John E. Wertam, Partner
Princess V. Wiggins, Associate

OUR DIVERSITY LEADERSHIP GROUP INCLUDES:

Leslie L. Davenport, Partner, Chair of Diversity Committee
Maria L. Drag, Director of Human Resources
Susan C. Freedman, Partner and Member of Management Committee
Stephen K. Gellman, Partner, Chair of Hiring Committee
LaTanya Langley, Associate
Alan E. Lieberman, Partner
R. Michael Meo, Jr., Partner and Chair of Associate Committee
Scott L. Murphy, Managing Partner
Robert R. Simpson, Partner
Thomas F. Tresselt, Diversity Partner

