

Cultivating Diversity Update

At Shipman & Goodwin, we strive to achieve a workplace that is reflective of the clients we serve and the communities in which we live and work.

S&G LAUNCHES “IN COMMUNITY” SERIES

In Fall 2010, we launched the first segment of a four part “In Community” Series that focuses on a variety of issues facing our workforce and community. The first session, *Working With the Deaf and Hard of Hearing Population: A Case Study Under the ADA*, featured speakers from the American School for the Deaf and included an informative discussion of cross-cultural communication between the hearing and Deaf communities, sub-cultures within the Deaf community, and identified potential areas of miscommunication and misunderstanding of the Deaf and hard of hearing communities. The Spring 2011 segment, *Race and Cultural Identity in the Working Environment*, focused on racial and cultural diversity in the workplace including cultural stereotypes, biases, comfort zones, and best practices for businesses and organizations.

S&G CREATES HIGH SCHOOL INTERNSHIP

S&G created a semester long internship opportunity for a high school student from Hartford’s Capital Preparatory Magnet School. A Capital Prep senior spends two mornings per week at the firm and rotates through eight practice “modules”. Each module introduces the student to a specific area of law and provides the student with broad exposure to the types of experiences/situations that a practicing lawyer faces daily. Each module contains a written component, an oral report or argument, a field trip or client meeting, and an opportunity to interact with practitioners in a particular area of law. Not only is the student learning about what it is like to be an attorney and to work in a law firm, but also the student is developing written and oral communication skills. Over time, we plan to replicate this program in our other offices.

S&G WOMEN

- 43% of our attorneys are women.
- 28% of our equity partners are women.
- 26% of our associates are women of color.
- One woman serves on our Management Committee.
- Three women serve on the Partner Compensation Committee.
- Law360, a publication of Portfolio Media, ranked S&G 6th in the nation with the highest concentration of female partners in a survey it conducted in Fall 2009.

DIVERSITY TEAM

Scott Murphy, *Managing Partner*

Andreana Bellach

Leander Dolphin

Maria Drag

Susan Freedman

Stephen Gellman

Maurice Headley

Gabriel Jiran, *Diversity Committee Chair*

Eric Lubochinski

Sandy Olearcek

Tara Plochocki

Lori Romano

Kevin Roy

Robert Simpson

Megan Tenney

Lyn Walker, *Diversity Partner*

Latonia Williams

HARTFORD

STAMFORD

WASHINGTON, DC

GREENWICH

LAKEVILLE



S&G JOINS LCLD

In 2010, the firm joined the Legal Council on Legal Diversity, a partnership between corporate chief legal officers and managing partners dedicated to advancing diversity and inclusion in the legal profession. Our Managing Partner, Scott Murphy, is pleased to be involved in this organization, to work with LCLD's Pipeline Committee and to learn best practices from the participating organizations.

S&G HOSTS EVENT FOR AREA LAW STUDENTS

For the third year in a row, the firm held "An Evening With" event for diverse law students from Quinnipiac, UConn, Yale, and WNEC. Two of our attorneys, Robert Simpson and Leander Dolphin, engaged the audience with a discussion of their paths to becoming lawyers and the value of the mentor relationship at every stage of their careers.

SOME EVENTS S&G SUPPORTED IN 2010

- 25th Annual Martin Luther King, Jr. Scholarship Breakfast
- Northeast Black Law Students Association ("NEBLSA") Job Fair, New Jersey
- Gold Sponsor, NEBLSA Regional Convention, Syracuse, New York
- Firmwide Black History Month Celebration
- YWCA of the Hartford Region's *In the Company of Women* luncheon
- *Transgender Lives: The Intersection of Health and Law Conference*, University of Connecticut Health Center
- George W. Crawford Black Bar Association Annual Dinner
- Lawyers Collaborative for Diversity's 6th Annual Edwin Archer Randolph Diversity Award Celebration
- The Amistad Center for Art & Culture's Juneteenth Celebration Gala
- National LGBT Bar Association Career Fair, Miami
- Connecticut Asian Pacific American Bar Association 10th Annual Dinner & Silent Auction
- Corporate Counsel Women of Color Sixth Annual Career Strategies Conference, New York
- South Asian Bar Association of Connecticut Fourth Annual Awards Banquet
- Lambda Legal Connecticut Cares 2010
- Connecticut Hispanic Bar Association Seventeenth Annual Awards Celebration
- Firmwide Hispanic Heritage Month Celebration
- Girl Scouts of Connecticut 2010 Women of Merit and Breakfast Badge Awards

RECRUITING

We continue to be successful in recruiting a diverse group of students for our summer and fall classes. Five students will join us this summer, and of the five, three are diverse as to race or gender. The Fall 2011 class will have seven members, three of whom are diverse with respect to race or ethnicity.

LCD STUDENT MENTOR PROGRAM CELEBRATES 6TH YEAR

For the past six years, S&G has partnered with the Lawyers Collaborative for Diversity, Inc. on its Student Mentor Program. This event, which has become a LCD signature, matches law students of color with lawyers from LCD member firms, corporations, public agencies, and the government sector. We annually host this event and help with its planning and execution. We were proud to welcome approximately 50 law students and their mentors to this year's program. The evening's featured speaker was an attorney whom one of our partners mentored throughout law school.

AFFINITY BAR ASSOCIATION LEADERSHIP

Our attorneys are actively involved in national and regional affinity bar associations. For example, Robert Simpson is the Treasurer of the National Bar Association's Commercial Law Section, and Tejal Patel is the Treasurer of the South Asian Bar Association of Connecticut. Two of our associates are on the 2011-2012 Executive Board of the George W. Crawford Black Bar Association - Clarisse Thomas is Secretary and Latonia Williams is on the Board of Directors.

S&G HOSTS NASABA EXECUTIVE ASSISTANT

We are supporting the North American South Asian Bar Association by hosting its Executive Assistant, Femi Omotunde. Femi recently relocated to Connecticut from Atlanta, and Shipman & Goodwin is providing her with office space, secretarial and other administrative support.

