



October 2012 — VOLUME 2

R&C Hosts Guest Speakers from Boehringer Ingelheim in Recognition of LGBT Pride Month

Marla Persky, general counsel of Boehringer Ingelheim, and Chirag Patel, systems engineer at Boehringer Ingelheim, were guest speakers in recognition of LGBT Pride Month on June 26. They spoke to a group of Robinson & Cole attorneys and staff about Boehringer's LGBT employee resource group (PRIDE). Both are "straight allies" and shared their personal reasons for being such vocal advocates for diversity and inclusion. They addressed what Boehringer has done for the LGBT community (internally and externally) and what Boehringer has gained from this as employers.

Attorney Peter V. Lacouture Receives Rhode Island Bar Association Award

Peter V. Lacouture, Robinson & Cole environmental and utilities partner and diversity committee member, was recognized by the Rhode Island Bar Association (RIBA) as the 2012 recipient of the Ralph P. Semonoff Award for Professionalism. This award was named for Ralph P. Semonoff, late president of the RIBA, who left a legacy of the law as a high calling, of justice as a defensible right, and of public service as the beacon of a life's work. The award, which honors members of the Rhode Island Bar who have demonstrated the highest degree of professionalism in their career through ethical and personal conduct, commitment, and activities, was presented to Mr. Lacouture at the RIBA's annual meeting on June 14, 2012.

Message from Pamela K. Elkow Diversity Partner



I have been working on a particular project for a client for about five years. The project team has grown over the years to include lawyers, real estate professionals, geologists, engineers, planners, architects, landscape architects, and probably some other folks I've forgotten to include. We meet regularly and, while we tried an agenda once, it doesn't work with this team. We have day-long meetings to address one or two critical issues, but inevitably end up talking about other issues instead. And yet, this is probably one of the most successful projects I've ever worked on. We have met all deadlines and been under budget. The project leader attributes our success to our approach of taking in all perspectives in our somewhat free-form meetings, which approach has often resulted in solutions no one would have thought of on their own. This is my indirect way of explaining one of the benefits of diversity—a variety of perspectives that ends up in a better result than any of us would have come up with on our own. It may not always be easy, but the end product is better for it.

Diversity Event with Attorney Salomon Chiquiar-Rabinovich from the U.S. Department of Housing and Urban Development

In recognition of National Hispanic Heritage Month, the Diversity Committee hosted a firmwide diversity event on Monday, September 24. Attorney Salomon Chiquiar-Rabinovich, equal opportunity specialist at the U.S. Department of Housing and Urban Development (HUD), spoke at the Hartford office of Robinson & Cole. Attorney

Students from Boys and Girls Clubs of Hartford Continue Summer Intern Tradition

As in years past, Robinson & Cole hosted two members of the Boys & Girls Clubs of Hartford for the summer. DeVaughn Bell-Cooper and Jaleel Martin are recent high school graduates. DeVaughn graduated from the Metropolitan Learning Center Interdistrict Magnet School for Global and International Studies in Bloomfield, Connecticut, and Jaleel graduated from Weaver High School, in Hartford, Connecticut.

Lunchtime Discussion Series is Launched With “The Color Of Blood: Race, Memory and a Killing in the Suburbs”

For the firm’s July/August diversity event, the Diversity Committee, in partnership with the Human Resources, Office Administration, and Recruiting and Professional Development departments, started a lunchtime discussion series entitled “Concepts of Justice in Literature.” The article presented for reading and discussion was “**The Color of Blood: Race, Memory, and a Killing in the Suburbs,**” by Calvin Trillin. (from March 3, 2008 of *The New Yorker*). Adele Geffen led and moderated the conversation. Miss Geffen is an attorney who leads discussions about her program “Concepts of Justice in Literature” for attorneys in Massachusetts, Rhode Island, and New York.

R&C Co-Hosts Wine Tasting and Dinner with the Lawyers Collaborative for Diversity

Robinson & Cole hosted a wine tasting and dinner with the Lawyers Collaborative for Diversity for summer associates and interns of color on July 24 at Salute restaurant in Hartford. Marnie J. Rubin, director of legal recruiting and professional development, and Pamela K. Elkow, environmental and utilities partner and chair of the firm's Diversity Committee, attended the dinner.

Salomon has had a long and distinguished career in the areas of immigration, employment, and civil rights law. He provided an overview of HUD and the Fair Housing Act (including its history) as well as discussed recent trends in racial and ethnic discrimination in the housing and mortgage markets. Members of Robinson & Cole's Pro Bono Committee discussed relevant pro bono programs and opportunities. Virginia McGarrity, an associate in the firm's employee benefits and compensation group, organized the event.

National Hispanic Month began on September 15 and ended on October 15. These dates correspond to the independence days of several Latin American countries. National Hispanic Heritage month is a time to pay special honor to the rich diversity of the Hispanic American community and to educate individuals about the history, culture, and traditions of Hispanic Americans.

Law Students Welcomed During Robinson & Cole Summer Fellowship Program

Robinson & Cole welcomed the following four Summer Fellows to the firm as part of the 2012 Robinson & Cole Summer Fellowship program for law students:

Leticia Tavares - Leticia is a rising second-year law student at Roger Williams University School of Law in Rhode Island. She joined the firm in partnership with client National Grid as the National Grid/Robinson & Cole Summer Fellow and worked in the Providence office.

Misha Daha - Misha is a rising third-year law student at Washington & Lee University School of Law in Virginia. She worked in the firm's Boston office.

Christie Jean - Christie is a rising second-year law student at the University of Connecticut School of Law in Hartford, Connecticut. She worked in the firm's Hartford office.

Sandra Marin - Sandra is a rising second-year law student at the University of Connecticut School of Law in Hartford, Connecticut. She worked in the firm's Hartford office.

2012 DIVERSITY COMMITTEE MEMBERS

- Patrick M. Birney
- Antionette D. Bishop

- Britt-Marie K. Cole-Johnson
- Amanda S. Eckhoff
- Pamela K. Elkow, Chair
- John H. Kane
- Peter V. Lacouture
- John B. Lynch, Jr.
- Richard Martinez II
- Virginia McGarrity
- Kristopher K. Moore
- Keisha S. Palmer
- Nicolas F. Perry
- Marnie J. Rubin
- Edward J. Samorajczyk, Jr.
- Howard K. Shafer