



Diversity, Equity, & Inclusion Summit: The Collaborative Blueprint (CDC221019)

October 19, 2022 9 a.m. to 3:00 p.m.

Virtual

Agenda

- 9:00 a.m. - Opening and Welcoming Remarks**
9:10 a.m. Presenter: Ronald J. Houde, Jr., Ouellette Deganis Gallagher & Grippe LLC, Cheshire
- 9:10 a.m. - Signatory Data Collection Overview CDC221019-A**
9:50 a.m. Presenter: Hon. Cecil J. Thomas, Connecticut Superior Court, Norwich

About the program

Attendees will be reintroduced to the goals of the Connecticut Legal Community Diversity and Inclusion Pledge and Plan for the prior year, see results from the annual diversity data collection among the signatories, and receive an update on plans for the Pledge and Plan for the future.

- 9:50 a.m. - Break**
10:00 a.m.

- 10:00 a.m. Inclusive Coaching Workshop: Coaching for Inclusion and Not Conformity**
Presenter: Ritu Bhasin, Bhasin Consulting Inc., Cerritos, CA

About the program

Ritu Bhasin, an award-winning speaker and the founder and CEO of bhasin consulting inc. will present a workshop to help leaders in the legal profession ensure that they are providing coaching, mentorship, sponsorship, and advocacy in an inclusive way. In this session, attendees will learn about a methodology for coaching across cultural differences and the skills necessary to empower and elevate team members without pushing conformity. This workshop will be highly interactive.

You will learn:

- The critical impact of inclusive coaching on the career growth of legal professionals from equity-seeking communities
- The main barriers to inclusive coaching when providing support and feedback to legal professionals from equity-seeking communities
- A methodology for holding inclusive coaching conversations

- How to distinguish between offering behavioral adaptations and pushing conformity
- How you can interrupt biases when determining behaviors for career success vs. offering advice to conform to your preferred ways of behaving
- How to use language effectively to foster leaders in the context of cultural differences

The first 150 registered attendees will be eligible to receive a free copy of Ritu Bhasin's book: *The Authenticity Principle: Resist Conformity, Embrace Differences, and Transform How you Live, Work, and Lead*. To be eligible to receive a copy, kindly complete the [book survey](#).

12:00 p.m. - Lunch Break

12:30 p.m.

12:30 p.m. - Breakout Panels Track 1

1:30 p.m. [\(In Zoom, select the breakout room corresponding to the panel discussion in which you would like to participate.\)](#)

Breakout Panel Room 1: Inclusive Leadership, The Foundation of Diversity, Equity, and Inclusion within your Organization

Panelists:

Hon. Rupal Shah, Connecticut Superior Court, Middletown

Hon. Anne C. Dranginis, (Ret.), Pullman & Comley, Bridgeport

Margaret Castinado, Public Defender, Incoming President of the CBA, Hartford

Beck Fineman, Ryan Ryan Deluca LLP, Stamford

Marilyn J. Ford, Quinnipiac University School of Law, Neil H. Cogan Public Service Chair, Hamden

Eboni S. Nelson, University of Connecticut School of Law, Hartford

About the Program

Recently we have witnessed several firsts as attorneys of color rose to positions of power within the legal profession. Join this session to hear from lawyers who have broken barriers and represent a first within a particular Connecticut legal community leadership role. Explore the meaning of inclusive leadership, and practical tips on how to be an inclusive leader within the legal profession. Explore the concepts of diverse leadership together with inclusive and equitable leadership, and the interconnection and distinctions therein.

Breakout Panel Room 2: Promoting DEI in Corporate Legal Departments and when Retaining Outside Counsel

Panelists:

Peter Lee, Cigna Corporation, San Mateo, CA

Marin Lorensen, The Hartford, Hartford

Moderator: Moy N. Ogilvie, McCarter & English, LLP, Hartford

About the Program

This breakout session will be a moderated panel of representatives from a few CT-based companies to discuss their DEI initiatives. The panel will not only discuss DEI initiatives within their companies and/or legal departments, but also how their organizations assess and promote supplier diversity, including how their corporate legal departments think about assessing DEI when retaining outside counsel and other external expertise.

Breakout Panel Room 3: Promoting Access to Justice While Advancing Racial Justice

Panelists:

Kelsey Bannon, Greater Hartford Legal Aid Inc., Hartford

John Doroghazi, Wiggin & Dana LLP, New Haven

Michelle Pallak Movahed, McCarter & English, Newark, NJ

NaTonia Trammell, Legal Aid of North Carolina Inc., Raleigh, NC

Moderator, Natalie Wagner, Connecticut Bar Foundation, Hartford

About the Program

The COVID-19 pandemic has aggravated a significant ongoing access to justice gap, in Connecticut and beyond. Recent examinations of the access to justice gap have also provided us with a deeper understanding of the disproportionate impact of the access to justice gap on people and communities of color. Both the private and nonprofit legal sectors, in Connecticut and beyond, have responded with new pro bono initiatives and impactful projects that seek to shrink the access to justice gap while also promoting racial justice. Learn more about these efforts, and how you can get involved, in this session.

1:30 p.m. - Break

1:45 p.m.

1:45 p.m. - Breakout Panels Track 2

2:45 p.m. (In Zoom, select the breakout room corresponding to the panel discussion in which you would like to participate.)

Breakout Room 1: Building and Positioning your Diversity, Equity, and Inclusion Team for Success

Panelists:

Alfredo G. Fernández, Shipman and Goodwin LLP, Hartford

Daryl McGraw, Office of the Chief Public Defender, Hartford
Tara Pollard, Day Pitney LLP, Hartford
Asker Saeed, Saeed Consulting Group, Glastonbury
Moderator: Jenn Shukla, Connecticut Bar Association, New Britain

About the Program

Explore different models for bolstering your DEI efforts by utilizing a dedicated DEI professional or DEI team. What models are available for large and small organizations? What models work? How do you tailor the performance goals for a DEI professional or team to your particular organization or mission? How can small firms or other resource-limited entities benefit from outside consultants or other resources to supplement internal efforts? What does a dedicated DEI Legal professional do? How do you position this role for meaningful success? How do you assess that success? Explore these questions with a panel of DEI professionals including Directors of Diversity, a Diversity Committee Chair, and a Diversity Consultant.

Breakout Room 2: Understanding and Addressing Discrimination, Harassment, and Sexual Harassment in the Legal Profession

Panelists:

Jonathan G. Martinis, The Burton Blatt Institute at Syracuse University, Washington, DC
Dr. Arin Reeves, Nextions LLC, Chicago, IL
Marcy T. Stovall, Pullman & Comley LLC, Bridgeport
Moderator: Daniel A. Schwartz, Shipman & Goodwin LLP, Hartford

About the Program

In recent years, several studies have illuminated the prevalence and impact of discrimination, harassment and sexual harassment within the legal profession. Other studies have shown how bias can impact diverse individuals and affect key functions within the legal profession in subtle but demonstrable ways. Several states, including Connecticut, have sought to respond to overt instances of discrimination and harassment in professional contexts by updating or revising existing rules of professional ethics. These rules against discrimination and harassment in professional contexts, often building or drawing from American Bar Association Model Rule of Professional Conduct 8.4(g), exist in more than half of the states, with several states recently enacting or considering similar rule changes. Join us to learn about various studies of the impact of discrimination, harassment and sexual harassment within the legal profession, and some of the measures taken by the profession, across the country, to address these concerns.

Breakout Room 3: Words Matter V. II

Panelists:

Margaret Castinado, Public Defender, Incoming President of the CBA, Hartford

Aigné Goldsby, Letizia Ambrose & Falls PC, New Haven

Carolyn A. Ikari, Connecticut Asian Pacific American Bar Association

Kimberly Jacobsen, State of Connecticut Commission on Human Rights,
Hartford

About the Program

Words matter. As Gautama Buddha said: “Whatever words we utter should be chosen with care for people will hear them and be influenced by them for good or ill.” Words can hurt, help, or heal. Many words have nuances and hidden meanings, known mostly within social, racial, and ethnic groups, and often unappreciated for better and worse by others. Some words can be used directly to discriminate. Some words are wrongly and hurtfully used without conscious intention but sometimes with implicit bias. Some words may be used to help and heal and demonstrate inclusiveness and a shared appreciation of what is common across a wide range of groups.

Learning Objectives:

- How words alone can hurt, help, and heal;
- How to increase your understanding of words that may be the parlance of others, but uncommon to you;
- How you can become more respectful of others by appreciating their use of words, their boundaries, and their expectations through candid conversations and a willingness to engage in a dialogue and learning process

**2:45 p.m. -
3:00 p.m.**

Closing Remarks

Presenter: Salihah R. Denman, The Law Offices of Salihah R. Denman PLLC,
Danbury