

# Robinson & Cole LLP

## 2015 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Hartford, CT; Boston, MA; Stamford, CT; New York, NY; Miami, FL; Providence, RI; New London, CT; and Manhattan Beach, CA

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** John B. Lynch, Jr., Managing Partner

**Diversity team leader(s):** John H. Kane, Diversity Partner

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2014
Firmwide	198	201
U.S. offices only	198	201

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2014)

	Men	Women
White/Caucasian	16	26
African-American/Black	0	6
Hispanic/Latino	0	5
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>18</b>	<b>38</b>

#### SUMMER ASSOCIATES (2014)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	3
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>4</b>

We did not offer a formal summer associate program in 2014. The information above is for our Summer Fellowship (Intern) Program.

#### EQUITY PARTNERS (2014)

	Men	Women
White/Caucasian	59	10
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>59</b>	<b>10</b>

#### NON-EQUITY PARTNERS (2014)

	Men	Women
White/Caucasian	23	4
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>23</b>	<b>4</b>

#### OF COUNSEL (2014)

	Men	Women
White/Caucasian	20	19
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>20</b>	<b>21</b>

#### NEW HIRES (2014)

	Men	Women
White/Caucasian	11	7
African-American/Black	0	2
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>12</b>	<b>11</b>

### Strategic Plan and Diversity Leadership

**How does the firm's leadership communicate the importance of diversity to everyone at the firm?**

Periodic e-mails, quarterly events, and a quarterly newsletter.

**Who has primary responsibility for leading diversity initiatives at your firm?**

John H. Kane, Diversity Partner

**Does your law firm currently have a diversity committee?**

Yes

**If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?**

Yes

**If yes, how many attorneys are on the committee, and in 2014, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?**

*Total attorneys on committee: 12*

*Total hours spent on diversity: 75*

**Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?**

Yes

**Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?**

Yes

**If yes, is it formal or informal?**

Formal

**How often does the firm's management review the firm's diversity progress/results?**

Annually

**How is the firm's diversity committee and/or firm management held accountable for achieving results?**

Our Diversity Action Plan includes a section on accountability, which is overseen by our Diversity Partner. The Plan identifies those individuals or groups who are responsible for the initiatives identified in the Plan. In addition, all partners are asked to describe their efforts to promote diversity and inclusion in their practices in their business plans. This information is a factor in the firm's compensation deliberations and decision making.

**Is your firm minority-owned or women-owned?**

No



### Law Firm Diversity Initiatives

#### INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
	X		Conduct firmwide diversity training for all attorneys and staff
	X		Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

#### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of GLBT attorneys at the associate level
	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
	X		Ensure that EEO and non-discrimination policies specifically address gender identity

#### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities



### Pipeline Initiatives

**Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?**

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

**Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.**

Robinson+Cole is proud to partner with and support the work of the Boys and Girls Clubs of America by offering internship opportunities to high school-age youth in the area. As part of the internship program, the youths are coached on completing job applications and interview skills. The interns then work at the firm during the summer. The experience exposes young people to the corporate work environment and provides mentoring by attorneys and staff at the firm.

Attorneys and staff of Robinson+Cole participate in two annual mentoring days for high school and grade school children. The first is Ability Mentoring Day! sponsored by Connect-Ability. The firm hosts a group of high schools students with disabilities for the day and they particiapte in work shops, lunch, a tour, and other activities. Firm attorneys and staff also participate in Junior Achievement's mentoring program. Using the specially designed JA curriculum, R+C employees teach a grade school class about their community, finances, and other important topics.



### Recruitment - New Associates

#### Does your firm annually recruit at any of the following types of institutions?

*Ivy League schools:* The firm did not participate in Fall recruiting in 2014.

*Other private schools:* The firm did not participate in Fall recruiting in 2014.

*Public state schools:* The firm did not participate in Fall recruiting in 2014.

*Historically Black Colleges and Universities (HBCUs):* The firm did not participate in Fall recruiting in 2014.

*Diversity job fairs:* The firm did not participate in Fall recruiting in 2014.

#### Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

#### Do you have any programs specifically targeted at first-year students?

The firm offered a Summer Fellowship Program in 2014 to diverse first-year law students. We recruit students for this program through UConn Law School's Cultural Diversity Initiative on campus interview program.





### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2014)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

#### OFFERS MADE\* (2014)

\* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

#### OFFERS ACCEPTED\* (2014)

\* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	0	0
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>1</b>

#### NEITHER ACCEPTED NOR DECLINED (2014)

\* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2014)

	Men	Women
White/Caucasian	7	7
African-American/Black	0	2
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>8</b>	<b>11</b>

#### LATERAL OF COUNSEL HIRES (2014)

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

#### LATERAL PARTNER HIRES\* (2014)

\* Both equity and non-equity

	Men	Women
White/Caucasian	3	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>3</b>	<b>0</b>

#### NEW PARTNERS PROMOTED\* (2014)

\* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>0</b>

#### NEW EQUITY PARTNERS\* (2014)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

### Recruitment - Lateral Associates and Partners

#### What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Other (please specify)

#### Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

#### If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

#### If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

TR Grace



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2014

##### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>3</b>	<b>2</b>

##### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2014

##### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### OF COUNSEL

	Men	Women
White/Caucasian	1	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>2</b>

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

### Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

None

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

0



### Retention and Professional Development

PART-TIME ATTORNEYS (2014)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	2	2	56
Of counsel	2	7	9	41
Non-equity partner	2	0	2	27
Equity partner	0	1	1	69



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2014

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>1</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	4	3
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>4</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

n/a

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

n/a

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	7	3
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Individuals with disabilities	0	0
<b>Total</b>	<b>7</b>	<b>5</b>



### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2014)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	3	21	10
Number of such positions held by:			
Minorities	0	0	0
Women	0	5	2
GLBT attorneys	0	0	0
Individuals with disabilities	0	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

#### U.S. OFFICE HEADS

How many offices does your firm have in the United States? 10

Minorities heading offices: None currently.

Women heading offices: None currently.

GLBT attorneys heading offices: None currently.

Individuals with disabilities heading offices: None currently.

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None currently.

Women heading practices: Alice DeTora (15); Lisa Boyle (8); Linda McDowell (6); Rhonda Tobin (50)

GLBT attorneys heading practices: None currently.

Individuals with disabilities heading practices: None currently.

#### COMMITTEE LEADERS

Minorities heading committees: None currently.

Women heading committees: Joey Lee Miranda, Hiring Committee (10); Nuala Droney, Women's Committee (15)

GLBT attorneys heading committees: None currently.

Individuals with disabilities heading committees: None currently.



### The Firm Says

Robinson+Cole is committed to achieving an inclusive, highly diverse and flexible work environment that values and respects all employees. Our steadfast commitment to diversity is a core value and is reflected in the following endeavors and accomplishments:

- Our firm is an active participant in the Boston Lawyers Group (BLG) and the Lawyers Collaborative for Diversity (LCD), organizations formed to support the efforts of its members, specifically law firms, leading corporations and public entities, to identify, recruit, advance and retain attorneys of color. We regularly contribute firm resources to LCD, including hosting annual events and providing marketing support. We have even provided office space for the organizations' executive directors in our Hartford and Boston offices. A number of our attorneys have served on the annual Diversity Award Committees as well as actively participating in other LCD programs and events. John Kane, our Diversity Partner, currently serves on the LCD board of directors.
- We annually participate in the University of Connecticut School of Law's Cultural Diversity Initiative. Our attorneys are active in various bar association sections, including those focused on women and minorities. Robinson+Cole is a prominent sponsor of many activities held by diversity based bar associations, including the George W. Crawford Black Bar Association, the Connecticut Hispanic Bar Association, the Connecticut Asian Pacific American Bar Association and the South Asian Bar Association of Connecticut.
- In 2005 Robinson+Cole established a task force to critically evaluate the firm's diversity efforts and progress. The Diversity Task Force partnered with Verna Myers, a professional diversity consultant, who interviewed attorneys and staff to assess their day-to-day experiences at the firm and employee perceptions regarding equal opportunities for advancement of both genders and all races.
- As a result of these efforts, in February 2006 the partnership adopted a Diversity Action Plan. As part of the plan, John Kane serves as the firm's Diversity Partner, dedicated to implementing and overseeing the firm's diversity efforts. The plan includes provisions devoted to recruiting, retaining and promoting female attorneys and attorneys of color; improving our visibility, communications and education; and holding ourselves accountable for the success of our diversity efforts. The success of these efforts is and will continue to be measured by our ability to recruit, retain and promote women attorneys and attorneys of color.