



We at Murtha Cullina value all people and recognize that diversity within Murtha Cullina strengthens our firm and enhances the services we provide to our clients. We appreciate that meeting our diversity goals better enables us to participate in the communities where we practice law, work and live, as well as enhancing our overall experience as a member of the larger legal community. To that end, we welcome all people, without regard to race, national origin, color, ethnicity, religion or religious practices, gender, citizenship, marital status, age, mental or physical ability or disability, veteran status, sexual orientation or gender identity or expression.

WELCOME TO THE SEVENTH ISSUE OF *QUAE VIDE*,
MURTHA CULLINA'S DIVERSITY NEWSLETTER

JULY 2011

75 YEARS AND COUNTING

This year, Murtha Cullina LLP celebrates its 75th anniversary. Its founders were members of the Roosevelt administration during the formative years of the New Deal. Known then as Hewes, Prettyman and Awalt, the firm opened offices in Washington, D.C. and Hartford, Connecticut. Within three years after Judge Prettyman was appointed to the federal bench in 1946, the firm became a Connecticut only practice. With 115 lawyers, Murtha Cullina presently has 6 offices in Massachusetts and Connecticut.

The world has transformed significantly since 1936, and so has the legal profession. Yet the fundamentals of client service and quality legal representation remain constant. Competition for clients and quality lawyers (or lawyers-to-be) is now fierce in large and mid-sized firms. New England, for some reason, presents additional challenges as these firms seek to recruit and retain diverse attorneys. In recognition of these challenges, Murtha Cullina and many other firms have joined together in both Massachusetts and Connecticut in collaborative efforts to develop programs that encourage attorneys of color and other diverse attorneys to choose those locales to reside and practice law. Murtha Cullina attorneys play an active role in both the Boston Lawyers Group and the Connecticut Lawyers Collaborative for Diversity, as well as affinity bar associations such as the George W. Crawford Black Bar Association and the South Asian Bar Association of Connecticut.

Commemorating a milestone makes for a great occasion to have a party and 75 years certainly presented such an opportunity. Attended by clients, friends, political leaders and former colleagues, the attorneys, paraprofessionals, government affairs specialists, administrative and support staff all commemorated the event in suitable fashion. One of my close friends - and now a client of the firm -

remarked to me after meeting several of the younger lawyers in our firm that he was "truly impressed by the level of diversity" represented by this next generation of attorneys. Our newer attorneys are diverse: they are predominantly women and a few are attorneys of color. They bring their own experiences and perspectives to the firm along with their strong character and high quality legal skills. In sum, the take-away from the event and my friend's observation is that the past — while worthy of reflection and pride — is not nearly as important as who we are today and will become tomorrow. Thanks to the next generation of attorneys at Murtha Cullina, the future is very promising.

Burt Cohen

Diversity Committee Chairperson



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**GENERATION NEXT:
DENA CASTRICONE IS FIRST CLASS
OF 40 UNDER 40**

Attorney Dena Castricone was recognized as being among the next generation of leaders in Connecticut. In its March 2011 edition, *Connecticut Magazine* selected its first class of “40 under 40” bright, young leaders in the Nutmeg State and selected Dena as one of the fabulous forty. In addition to being a hardworking attorney at Murtha Cullina, Dena was cited as “an effective community activist.” Dena founded the Connecticut Alliance for Business Opportunities (CABO), a statewide chamber of commerce that seeks out and fosters relationships among LGBT-owned and -friendly businesses. CABO recently was recognized by the National Gay and Lesbian Chamber of Commerce (NGLCC) for being the fastest growing affiliate in the country, a “testament to her success.” Based in the firm’s New Haven office, Dena’s practice focuses on commercial and business litigation.

MURTHA CULLINA ATTORNEYS GETTING INVOLVED

On January 25, **Derek T. Werner** attended “Charting Your Legal Future” sponsored by the Boston Lawyers Group (BLG).

On March 4, **Richard A. Marone, Connie Alexander, Elizabeth J. Stewart, Lissa J. Paris, and Jennifer Morgan DelMonico**, attended the Go Red for Women event in Hartford.

On March 10, **Cherie Gabrielle Phoenix, and Frank Capezzeria** attended the Massachusetts Black Lawyers Association Annual Gala.

On March 22, **Jamie Radke** attended the BLG Mentor Program Kick-Off Reception and is serving as a BLG mentor.

March 23 - 25, **Susan J. Baronoff, Jennifer Morgan DelMonico, and Genea O. Bell** attended the Eleventh Annual Conference on Women and the Practice of Law for DuPont.

On April 28, **Genea O. Bell, Francis J. Brady, Burt Cohen, Taruna Garg, Michael E. McDonough, Robert J. Munnely, Jr., Cherie Gabrielle Phoenix and Paul E. Knag** attended the George W. Crawford Black Bar Association Annual Dinner. As outgoing Secretary, Attorney Phoenix presented the scholarship awards to three worthy law students of color.

On May 12, **Francis J. Brady, Burt Cohen, Taruna Garg and Cherie Gabrielle Phoenix** attended the Edwin Archer Randolph Diversity Awards Celebration, sponsored by the Lawyers Collaborative for Diversity (LCD). Attorney Garg also served on the awards committee.

On June 8, **Diane C. Bellantoni** attended Women Legal 2011, an interactive forum with representatives from law firms and companies who discussed the importance of gender diversity. Specific topics covered included the business

imperative for the retention and succession of women in law firms and the importance and value of women’s affinity groups.

**MURTHA CULLINA ASSISTS
LAWYERS COLLABORATIVE FOR DIVERSITY**

On June 21, 2011, the Lawyers Collaborative for Diversity (LCD) presented a symposium in Berlin, Connecticut entitled *Building Careers: Developing the Next Generation of Legal Leaders*, which was an event for attorneys of color. The event was highlighted by a panel discussion and break-out groups with 10 General Counsel from various companies in the Northeast. Murtha attorney Cherie Phoenix, who serves as co-chair of the LCD Associates Committee, was instrumental in conceiving, organizing and moderating parts of the symposium. By all reports, the participating General Counsel panelists were very enthused about the event and the mission of LCD.

In addition to Cherie, Attorney Genea Bell, Summer Associate Afua Oforu and Burt Cohen, an LCD Board member, attended the symposium.



This newsletter is one of a series of publications by Murtha Cullina LLP and should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general information purposes only, and you are urged to consult your own lawyer concerning your own situation and any specific legal questions you may have.

MEMBERS OF THE DIVERSITY COMMITTEE	
<u>Burt Cohen</u>	<u>Cherie Gabrielle Phoenix</u>
<u>Diane C. Bellantoni</u>	<u>Elizabeth J. Stewart (ex officio)</u>
<u>Olga L. Gordon</u>	<u>Keith S. Varian</u>
<u>Ryan M. MacDonald</u>	<u>Edward B. Whittemore</u>
<u>Jane W. Murphy</u>	

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