



*Quae vide:*

# The Diversity Newsletter of Murtha Cullina LLP

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*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.*

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## WELCOME TO THE FIRST ISSUE OF QVAE VIDE, MURTHA CULLINA'S DIVERSITY NEWSLETTER

*Quae Vide* means “see all things” in Latin. In devoting a newsletter to diversity issues that are important to all of us engaged in the practice of law at Murtha Cullina, we are hoping to ensure that each of us “sees all things” in our place of work, our law practice, our communities, and, most of all, in each other.

The women and men who are part of our work family at Murtha Cullina come from different backgrounds, religious practices, ethnic heritages, racial compositions and sexual orientations. We are united in our commitment to our clients, our families, our communities. We are also united in our commitment to bringing out the best in each other by fostering a caring and supportive workplace.

It is our hope that through *Quae vide* we can share our hopes and aspirations for each other, while celebrating our differences through our common humanity. It is through our collective commitment to diversity, whether through our membership in affinity groups, participation and support of diversity events, or our ongoing review of our own practices to ensure that we do bring out the best in ourselves, that Murtha Cullina stands as an outstanding example of firm culture that allows us to *quae vide*.

In this first issue, we are proud to announce that our firm was one of the first Connecticut firms to pledge a commitment to support the “Best Practices for Gender Equity” in conjunction with the Connecticut Bar Association’s Women in the Law Futures Task Force. We have recently announced the election of Elizabeth J. Stewart, Esq., as our first woman managing partner. We have also actively supported innumerable diversity events and programs over the past 6 months. Finally, our firm has announced the establishment of our LGBT Practice Group, dedicated to meeting the legal needs of a growing legal community.

On behalf of the Diversity Committee of Murtha Cullina, we hope you join with us as we look to *quae vide*.

Burt Cohen

*Burt Cohen*

Diversity Committee Chairperson

## MURTHA CULLINA ADOPTS BROAD DIVERSITY MISSION STATEMENT

In June, the Executive Committee, in consultation with the Diversity Committee, adopted a new diversity mission statement to ensure the firm's commitment to diversity is reflected in the documents to which the partners adhere. The new mission statement effective in June, 2008, is as follows:

*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.*

## MURTHA CULLINA IS ONE OF FIRST LAW FIRMS TO SIGN A PLEDGE OF COMMITMENT TO THE BEST PRACTICES FOR GENDER EQUITY

On May 15, 2008, partners Francis Brady, Elizabeth Stewart and Burt Cohen and associate Genea Bell attended a symposium at Quinnipiac University School of Law presented by the CBA Women in Law Futures Task Force on the topic of "Why Women Walk from the Legal Profession." At the symposium, Murtha Cullina was recognized for being one of the initial firms pledging its commitment to the Best Practices for Gender Equity. The Best Practices program essentially consists of four parts: (1) a statement of best practices for the hiring, training, retention and advancement of women attorneys; (2) a pledge to make substantial progress in implementing the Best Practices; (3) a program to gauge the success of the pledge; and (4) a recognition program to law firms making substantial progress in implementing the Best Practices. The firm's Diversity Committee is currently at work on the plan to implement the Best Practices pledge.

## ELIZABETH STEWART TO SERVE AS NEXT EXECUTIVE COMMITTEE CHAIRPERSON

The partners of Murtha Cullina elected Attorney Elizabeth Stewart to serve as Chair of the Executive Committee for a three year term effective January 1, 2009. Elizabeth previously served with distinction as Chair of the firm's Litigation Department for nine years. Elizabeth is the first woman partner to serve as Executive Committee Chair.

## MURTHA CULLINA ATTORNEYS SUPPORT AFFINITY GROUPS AND DIVERSITY ACTIVITIES

Murtha Cullina attorneys have been actively involved in attending and supporting diversity related events during the first six months of 2008. A sample of some of those events follows.

### Reception for CT's Concurrent Women Presidents of Bar Associations

Sponsored by the Hartford County Bar Association's Diversity Committee - 1/30/08

Francis Brady	Irwin Hausman
Meredith Bums	Sarah Kowalczyk
Jennifer DelMonico	Sara Taylor

### LCD Annual Lunch Meeting - 3/10/08

Burt Cohen	Michael Harrington
Robert Guinta, Jr.	Cherie Phoenix
Jocelyn Griffin	

### Third Annual CBA Young Lawyers Section Diversity Award Dinner - Quinnipiack Club - New Haven 3/12/08

Cherie Phoenix	Jocelyn Griffin
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### George W. Crawford Black Bar Association - 4/24/08

Gaurika Anand (sum. assoc.)	Jocelyn Griffin
Genea Bell	Cherie Phoenix
Jasmine Campbell (sum. assoc.)	Sara Taylor
Burt Cohen	

**NAPABA 2008 Northeast Regional Conference -**  
5/2-3/08

Paul Hughes

Richard McGrath

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**Lawyers Collaborative for Diversity Award Dinner**  
(Edwin Archer Randolph) - 5/7/08

Genea Bell  
Francis Brady  
Burt Cohen  
Robert Giunta

Michael Harrington  
Robert Kaelin  
Cherie Phoenix

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**Southeast Asian Bar Association Committee -**  
6/11/08

Guarika Anand (sum. assoc.)  
Robert Giunta, Jr.  
Raj Mahale\*  
Midhat Syed

Sara Taylor  
Louis Todisco  
Keith Varian

\* Raj Mahale currently serves as co-chair of the Business Law Section of the North American South Asian Bar Association. In addition, Taruna Garg of our Boston office serves as an Executive Committee member of the South Asian Bar Association of Greater Boston.

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**Lawyers' Collaborative for Diversity Mentoring Luncheon -** 6/12/08

Burt Cohen

Janet Dziedzic

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**Why Women Walk Symposium - CBA -** 6/15/08

Genea Bell  
Francis Brady

Burt Cohen  
Elizabeth Stewart

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**Boston Lawyers' Guild Panel Discussion - Tools for Recruiting Attorneys of Color -** 6/17/08

Frank Capezzer

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**Lex Mundi Women's Initiative Meeting -** 6/26/08

Jennifer DelMonico

**MURTHA CULLINA**  
**DIVERSITY COMMITTEE**

The firm's Diversity Committee is comprised of attorneys from each of our offices. During the first half of 2008, the Committee has been actively involved in examining many fundamental quality of life issues that affect each of us at work, as part of the overall legal communities in which we practice and in the context of striving to ensure that the mission statement of diversity is not just a goal but a way of life. The Diversity Committee established four working subcommittees, each of which has at least two partner representatives, along with other attorneys: (1) the Face of Diversity subcommittee reviews the public relations aspect of diversity at Murtha Cullina; (2) a Women with Children subcommittee reviews and makes recommendations on the myriad of issues facing women attorneys as they struggle to balance their practices with family issues; (3) a Gender Orientation subcommittee, which is comprised of many of the same attorneys who were instrumental in the launch of the firm's LGBT Practice Group; and (4) an Associates Advancement and Retention subcommittee, which focuses on diversity oriented issues involving associate development. The Diversity Committee will be working on implementation of those recommendations throughout 2008.

**MURTHA CULLINA ASSOCIATE**  
**FOUNDER AND CREATOR**  
**OF THE STATE'S FIRST**  
**GLBT CHAMBER OF COMMERCE**

Dena Castricone, an associate in the New Haven office, is the founder and creator of The Connecticut Alliance for Business Opportunities ("CABO"). CABO is Connecticut's first and only Gay, Lesbian, Bisexual and Transgender (GLBT) Chamber of Commerce. The launch date was October 11, 2007 in New Haven, Connecticut. Murtha Cullina is proud to be serving as CABO's first partner and pioneer sponsor. The chamber is open to any businesses owned by gay, lesbian, bisexual or transgender people, as well as any businesses that support those businesses. "Other area chambers, nonprofits, and business advocates have been receptive to the new chamber's mission," Castricone said.

## MURTHA CULLINA LLP ESTABLISHES NEW PRACTICE GROUP

Murtha Cullina LLP announced the formation of the Lesbian, Gay, Bisexual, and Transgender (“LGBT”) Client Service Group. The Group was formed to serve the individual and business needs of the LGBT community and its supportive networks. The Group will offer a full range of legal services consistent with Murtha Cullina’s long-standing dedication to client service.

The Group is headed by co-chairs Dena M. Castricone and Sara A. Taylor. Ms. Castricone is the President of the Board and Founder of the Connecticut Alliance for Business Opportunities (“CABO”), Connecticut’s first and only Gay, Lesbian, Bisexual and Transgender (“GLBT”) Chamber of Commerce. Additional members of the Group are Joan P. Armstrong, Marcel J. Bernier, Elizabeth L. Gioia, Everett E. Newton, and Shelby L. Wilson, attorneys who practice across a wide range of legal areas. The Group also includes Janemarie W. Murphy, a member of the Firm’s Government Affairs Group, which offers a broad array of services from traditional legislative lobbying to more sophisticated consulting on public policy strategies.

“In order to provide top-notch client service, law firms have to be committed to serving all clients. With its support of the formation of this practice group, Murtha demonstrates its commitment to serving and supporting the LGBT community and its allies. I am proud to be part of a firm that understands the importance of serving this community,” said Dena M. Castricone, co-chair of the LGBT Client Service Group.

### SUPPORT FOR MCCA

Murtha Cullina has made a contribution to the Minority Corporate Counsel Association’s 10th anniversary fundraising campaign, in recognition of the retirement of Stacey Mobley and the appointment of Tom Sager as General Counsel of DuPont. Murtha Cullina serves as the New England member of the DuPont Primary Law Firm network. In addition, the firm has participated in the MCCA annual on-line survey.

## Members of the Diversity Committee

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