

HIGHLIGHTS OF CARDD'S 2018 INCLUSION & DIVERSITY INITIATIVES

January 15, 2019

Hodgson Russ celebrated diversity and encouraged an inclusive workplace through numerous initiatives and events. Some of this year's highlights:

- We heard about second chances and resilience from **The Arthur Duncan**, who spoke in January about his journey from convicted felon to attorney and author.
- Our attorneys and staff gave **presentations at diversity events** throughout the community. For example, Sujata Yalamanchili served on a Diversity Panel at UB Law School in February while Joe Brown, Jody Galvin, and others served on panels for the UB Law Scholars Program
- The Westside Bazaar visited our Buffalo Office twice, bringing us great food and goods from around the world.
- Through our longstanding partnership with Buffalo Prep, we awarded our sixth "**Hodgson Russ Diversity Scholarship**" to Keith Norward, a St. Joe's senior at the time, and now a freshman at DePaul University.
- In June, students in the **UB Law Scholars Program** visited our Buffalo Office to practice their networking skills and to build their mentoring network. UB Law Scholars participate in an intensive law school preparation program for college students which includes law school classes and living on campus at UB. Several of our attorneys were matched as mentors with the students. The firm also provided financial support for the program.
- The firm supported a "Tour of the Courts" college intern through the **Say Yes Internship and Career Pathways Program**.
- Joe Brown, Hodgson's Diversity Partner, served as **President of the Minority Bar Foundation** in 2018 (and has been reelected to that role in 2019). Joe spearheaded many events and initiatives in his role as MBF President, including the MBF's Annual Scholarship and Awards Dinner. The Firm was a Gold Level sponsor of the dinner.
- Hodgson Russ supported the **UB Students of Color Dinner and the Minority Bar Association Annual Brunch**, where Jody Galvin received the Leadership Award.
- Jody Galvin is receiving the Legal Service Award in January 2019 from the **National Federation for Just Communities**.
- Hodgson Russ provides financial and volunteer support for many events and organizations that represent diverse communities and their missions. Some

Attorneys

Jodyann Galvin

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highlights from this past year include the firm's financial and volunteer contributions to a Habitat for Humanity house; Adopt-a-Family donations in all of our offices; and the pro bono efforts by many of our attorneys, some of them involving extensive commitments.

We are working on many more diversity and inclusion initiatives for 2019, including a return visit from Dr. Arin Reeves.

If you have any ideas to contribute to the Firm's efforts, feel free to reach out to Rick Kennedy or Joe Brown.

