

DIVERSITY AND INCLUSION COMMITTEE
ANNUAL REPORT
2021 - 2022

June 2022

Marcos A. Ramos
Monica M. Ayres
Danielle Andrisani Nowaczyk

A MESSAGE FROM OUR PRESIDENT

Diversity, equity, and inclusion are core commitments at Richards, Layton & Finger. These commitments have been there from the start: we were the first major Delaware law firm with a female partner, the first with an African American partner, the first with a South Asian partner, and one of the first with a Hispanic partner. I have been proud to serve as the firm's first woman president, but also to serve as the first African American to lead a major Delaware law firm. As I pass the baton to my successor, I am excited to step into my new role – Chief Diversity Director.

As Chief Diversity Director, I will continue to focus on broadening and deepening our DE&I strategy. The strategy includes (1) ensuring we cast a wide net to recruit qualified diverse law students; (2) creating a professional development plan to improve retention and upward mobility within the firm and the legal community, and (3) creating a pipeline of diverse talent throughout our firm. We will also continue to build on the success of our wellness platform. This initiative has been utilized at every level within the firm, providing an outlet for open dialogue and education with the goal of being our best selves. But within all of this, I will focus on the "I" in our DE&I strategy.

The "I" in our DE&I strategy will be our driver and the metric we measure. Inclusion is foundational to an effective DE&I strategy. At its core, inclusion is about removing barriers and giving equal access and opportunities to all. An inclusive workplace is one in which the working culture and environment recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee to achieve the organization's objectives and mission, and, in doing so, connects each employee to the organization. In essence, we will create a culture of belonging. Belonging is the feeling of security and support. We will work to create an environment focused on employee well-being through its positive effects on employee self-value and self-esteem, enhanced career achievements and progression, and social connectedness. We will work to create a true culture of belonging for everyone.

An effective DE&I strategy requires a collective effort from us all. It will require us to trust one another, to be empathetic with one another, to learn from one another, and to grow with one another. I am excited about what the future holds for us as a firm and the role Richards, Layton & Finger will play to advance diversity, equity, and inclusion. Thank you for partnering with me in this important work.

Doneene K. Damon
FIRM PRESIDENT



A MESSAGE FROM OUR COMMITTEE CHAIRS

We are very pleased to share with you this summary report of certain activities of the Diversity and Inclusion Committee. Our committee's charge is to assist the firm as it works to increase diversity among its employees and to promote inclusive policies and practices within the firm. This means that the committee works to help the firm identify its policies and goals and then realize them. But at the same time, the committee also works more broadly to support the firm and its people as they engage in activities related to diversity, equity, and inclusion in the legal profession and our communities.

This report discusses several facets of the firm's and the committee's work. This includes the firm's participation as a member in various organizations that relate to and support diversity, equity, and inclusion in the legal profession and our society. As one example, we highlight our firm's membership in the Leadership Council on Legal Diversity (LCLD) and the participation of our attorneys in LCLD programs and initiatives. Beyond memberships, we discuss the extraordinary work being done by our Women's Initiative, including the events it sponsored and some of those who helped make those events a success. We also were very excited this year to inaugurate our Diversity and Inclusion Network, which will provide another vehicle for our attorneys to connect with one another, enhance internal relationships and contribute to their professional development. We then discuss the firm's and committee's sponsorships, event participation, and seminar offerings, which together reflect the firm's effort to broadly engage and positively contribute. Finally, we conclude the report by highlighting certain of the many pro bono and community service projects handled by the firm and its employees that further the goals of diversity, equity, and inclusion in our lives, work, and community.

We hope that this report gives you a good sense of the concrete activities engaged in by the firm and the D&I Committee. We look forward to continuing to develop as a firm and a committee, and working with each of you to contribute to our mutual goals.



Marcos A. Ramos
COMMITTEE CHAIR



Monica M. Ayres
COMMITTEE VICE CHAIR

& OUR DIVERSITY INCLUSION COMMITTEE

Firm Mission

The firm's mission is to recruit the finest available talent and then focus on their development, so that each person can share the best of what they are for the benefit of our firm, our clients, and our community. Diversity and inclusion are core institutional commitments. They reflect our conviction that talent comes in every form and everyone benefits when we work in an inclusive manner as we continuously develop our firm into what it will be in the future.

Diversity and Inclusion Committee's Focus

The Diversity and Inclusion Committee is committed to promoting a workplace that embraces diversity at all levels. The committee focuses on assisting the firm's efforts to increase diversity among its employees and to promote inclusive policies and practices within the firm. Consistent with our long-standing commitment to excellence, diversity is an essential component of our firm. The firm is committed to inclusion and the principle that the firm and our clients benefit from a workplace that promotes each individual's ability to learn, grow, and lead in their profession.

& OUR DIVERSITY INCLUSION COMMITTEE



Marcos A.
Ramos
*Committee
Chair*



Monica M.
Ayres
*Committee
Vice Chair*



Doneene K.
Damon
President



Lisa A.
Schmidt
*Executive Vice
President*



Paul M.
Altman
*Senior Vice
President*



Catherine G.
Dearlove



Anne C.
Foster



Paul N.
Heath



Jennifer C.
Jauffret



Beth Gansen
Knight



Claire M.
Love



Katharine
Lester Mowery



Matthew
Murphy



Stephanie
Norman



Mark V.
Purpura



Srinivas M.
Raju



John D.
Seraydarian



Sara T.
Toner-Wagner



William A.
Yemc



Melissa
Lennon
*Chief Legal Talent
Officer*



Paul D.
Webb
*Director of Marketing
& Business
Development*



Danielle A.
Nowaczyk
*Director of
Attorney
Development*



Gina
Edwards
*Human Resources
& Benefits
Manager*

OUR MEMBERSHIPS

Leadership Council on Legal Diversity (LCLD)

In 2020, the firm joined the **Leadership Council on Legal Diversity (LCLD)**, whose mission is to promote inclusivity in order to enhance the recruitment, retention, and advancement of attorneys of diverse backgrounds within the legal profession.

Minority Corporate Counsel Association (MCCA)

The firm is a long-standing member of the **Minority Corporate Counsel Association (MCCA)**, whose mission is to advance the hiring, retention, and promotion of diverse lawyers by providing research, best practices, professional development and training opportunities, and pipeline initiatives.



United States Law Firm Group (USLFG)

The firm is a member of the **United States Law Firm Group (USLFG)** and an active participant in its **Diversity & Inclusion** and **Women Lawyers Committees**. The USLFG, along with its committees, serves as a think tank on best practices for the member law firms throughout the United States.

Lex Mundi

The firm is proud to be the Delaware member firm of Lex Mundi, which is comprised of more than 150 member law firms spanning 100 countries across the globe. The firm is involved with **Lex Mundi's Diversity and Inclusion Initiative**, **Women's Initiative Network to Success (LM WINS)**, which focuses on promoting, supporting, and advancing women in Lex Mundi's member firms, and the **Lex Mundi Pro Bono Foundation**. Through the **Lex Mundi Pro Bono Foundation**, the firm's attorneys provide legal support to global organizations focused on societal changes that will improve lives and communities around the world.

LexMundi
Pro Bono Foundation

OUR MEMBERSHIPS

Vault

The firm is a Vault Gold Member and participates in its annual Diversity, Equity & Inclusion survey, which reinforces its mission of enhancing and expanding diversity programming and career resources for law students and attorneys seeking lateral career moves.



National Association for Law Placement (NALP)

NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. The firm regularly engages with NALP through its annual surveys, conferences, and trainings.



Local Memberships

The D&I Committee supports the firm's involvement in a wide variety of local organizations, including the DE&I Diversity Clerkship Subcommittee of the Delaware State Bar Association (DSBA), Multicultural Judges & Lawyers Section of the DSBA, Delaware Barristers Association, Delaware Hispanic Bar Association, South Asian Bar Association of Delaware, LGBTQ+ Section of the DSBA, and Women & the Law Section of the DSBA.

LCLD INVOLVEMENT

LCLD's Annual Meeting

The firm's leadership team attended the LCLD's annual meeting from October 18-19, 2021. The LCLD's annual meeting provides the firm with the opportunity to learn from other LCLD members and their respective diversity and inclusion practices, and to contribute to the profession's commitment to continually evolve and improve in these areas.

LCLD 1L Scholars

The D&I Committee supports the firm's commitment to pipeline programs that create more opportunities for diverse talent and encourage traditionally underrepresented individuals to consider and commit to a career in the legal profession. The firm's LCLD-related 1L Scholars Program is an excellent example of the firm's actualization of its commitment in this area. The firm implemented its 1L Scholars Program in 2020. Under that program, the firm hires several 1L students, including from diverse backgrounds, for our summer program and provides an opportunity for each 1L Scholar to return to the firm as a 2L participant in its summer program and to become a new attorney hire. In 2022, the firm's LCLD 1L Scholars participated in the LCLD 1L Scholars Virtual Summit from June 7-9.

LCLD Success in Law School Mentoring

- In 2020, the firm began participating in the LCLD's Success in Law School Mentoring Program, which matches attorneys at LCLD member organizations with 1L students of diverse backgrounds. The Mentoring Program provides guidance and support to diverse law students during their first year of law school and beyond.
- The firm's 2021-22 LCLD mentors were **Doneene Damon, Samuel Gray, Kevin Gross, Maya Jackson, Tianshu (Allie) Ji, Angela Lam, Caroline McDonough, Kate Mowery, Danielle Andrisani Nowaczyk, Nicole Pedi, Matthew Schwalm, and Cassandra Thompson.**



LCLD INVOLVEMENT

- On May 16, 2022, Richards Layton hosted an LCLD mentor-mentee discussion and networking event to introduce the firm's LCLD mentees to their colleagues and their mentors, including firm president **Doneene Damon**.



Featured in the picture from left to right are: Danielle Andrisani Nowaczyk, Melissa Lennon, Doneene Damon, Samuel Gray, Kate Mowery, Caroline McDonough, Cassandra Thompson, Maya Jackson, Jeremy Koepf, Danielle DiGrazia, Gabriella Villafan, Mittal Patel, Matthew Schwalm, Cisse Diawara, Nicole Pedi, and Lawrence Perry.

LCLD Fellows and Pathfinders Programs

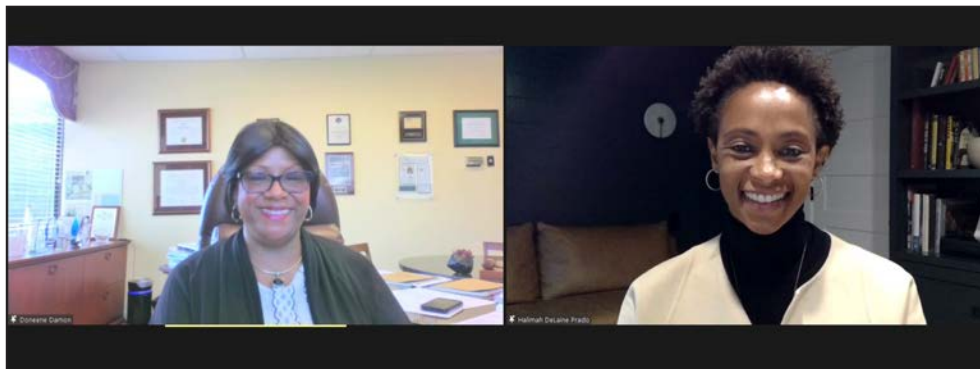
- **Laura Dietrich** was nominated by the firm and accepted into the **2022 Leadership Council on Legal Diversity (LCLD) Fellows Program**, and **Valerie Caras** and **Alexander Krischik** were nominated and accepted into the **2022 LCLD Pathfinders Program**. The LCLD developed these programs to recognize diverse attorneys and to serve as a platform for the attorneys' continued professional growth. The Fellows Program, designed for mid-career attorneys, and the Pathfinder Program, for early-career attorneys, offer tools and strategies focused on professional and personal development, relationship-building, and leadership training. **Marcos Ramos** serves as the firm's program facilitator and mentor for the attorneys who participate in these programs.



LCLD INVOLVEMENT

LCLD Fellows Virtual Leadership Lunch

Doneene Damon co-hosted an LCLD Fellows Virtual Leadership Lunch with Halimah DeLaine Prado, General Counsel of Google, on June 1, 2022.



LCLD Alumni

One of the firm's LCLD Alumni, **Frank Sun**, participated in the **LCLD Alumni Leadership Symposium** in Chicago from June 22-25, 2022.

Diversity & Inclusion Network

In 2022, the firm and its D&I Committee announced the launch of the Diversity and Inclusion Network. The Network is intended to provide associates with an opportunity to engage and collaborate with each other and firm leaders on diversity and inclusion issues that are important to them. It will include a broad range of programs focused on professional and business development, networking, mentoring, and educational opportunities.

WOMEN'S INITIATIVE

The Women's Initiative fosters the professional development of our attorneys and promotes a sense of community that strengthens their commitment to each other, the firm, and the legal profession. The initiative focuses on the retention and professional development of women and other lawyers within the firm, the support of the attorneys' professional and business skills, the development of meaningful mentoring opportunities, and the promotion of leadership potential within the firm.

Lessons in Leadership Series

In 2020, the Women's Initiative created a "Lessons in Leadership" webinar series featuring panel discussions with influential women leaders and moderated by a member of the Women's Initiative.

- On February 17, 2022, the Women's Initiative hosted *Lessons in Leadership by Esteemed Women in Business*, featuring **Mary Akhimien, Assistant General Counsel, Bank of America**; **Alisa Morkides, Owner and Founder, Brew HaHa!**; and **Abby Mrozinski, Head of Global Capital Markets, Wilmington Trust**. The webinar was introduced by **Doneene Damon** and moderated by **Christine Haynes**.



- The Women's Initiative hosted *Lessons in Leadership by Esteemed Women on the Delaware Bench* on July 13, 2021 and *Lessons in Leadership by Esteemed RLF Alumnae* on October 21, 2021.

Other Events

- On October 7, 2021, **Doneene Damon, Chair of the Forum of Executive Women's Leadership Breakfast**, provided the opening remarks for the virtual breakfast.



The Forum of Executive Women's 2021 Virtual Leadership Breakfast with opening remarks from Doneene Damon (October 7, 2021)

WOMEN'S INITIATIVE

- Danielle Andrisani Nowaczyk served as a member of the **Host Committee for the National Association of Women Lawyers' (NAWL) Mid-Year Meeting** on March 10-11, 2022.
- In honor of Women's History Month, the Women's Initiative hosted the firm's attorneys for the presentation, *Allyship in the Workplace*, featuring **Lynn Evans, Director of the Women's Leadership Initiative at the University of Delaware**.



- In honor of **Well-Being Week in Law**, the Women's Initiative hosted the CLE presentation, *How to Prioritize Financial Decisions*, moderated by **Sara Thompson**, featuring **Patti Brennan, CFP®, CFS®, President and CEO of Key Financial, Inc.**, discussing the current market and personal financial planning on May 4, 2022.



WOMEN'S INITIATIVE

Dignity Grows™ Service Project

On May 4, 2022, the Women's Initiative hosted a **Dignity Grows™** service project. Dignity Grows™ aims to alleviate "period poverty" by providing monthly tote bags of menstrual supplies to those who can't afford them. **Michelle Silberglied, Chair of the Jewish Federation of Delaware's Dignity Grows™ chapter**, and **Nicole Terranova, Event and Marketing Manager at the Jewish Federation of Delaware**, led the Women's Initiative in this effort. **Priscilla Rakestraw, Deputy Director of Development at the Ministry of Caring**, spoke of the impact the 100 emergency supply tote bags will have on the women and girls served by the Ministry of Caring, Inc.



*Front to back and left to right:
Nicole Terranova, Michelle
Silberglied, Anastasia Bowes
Second row: Nathalie
Freeman, Doneene Damon,
Cayla Dupuis, Rachel Sharp,
Danielle Andrisani Nowaczyk,
Brigitte Fresco
Third Row: Amanda Steele,
Melissa Lennon, Maya
Jackson, Emily Mathews,
Caroline McDonough*

*Left to right: Priscilla
Rakestraw, Michelle
Silberglied, Danielle
Andrisani Nowaczyk*



WOMEN'S INITIATIVE

Delaware State Bar Association's Women & the Law Section Retreat

Doneene Damon was a featured panelist in the CLE presentation, *This Talk Isn't Cheap: Women of Color and White Women Attorneys Find Common Ground*, at the 2022 DSBA's Women & the Law Section's annual retreat. **Dorronda Bordley, Anastasia Bowes, Valerie Caras, Alexandra Ewing, Zoe Matherne, Kate Mowery, and Danielle Andrisani Nowaczyk** also attended the retreat, which was held on May 20-21, 2022 in Dewey Beach.



Kate Mowery, Dorronda Bordley, Anastasia Bowes, Alexandra (Ally) Ewing, and Zoe Matherne



University of Delaware's Women's Leadership Initiative

The firm nominated and sponsored **Marisa Terranova Fissel** to participate in the **University of Delaware's Women's Leadership Initiative's Certification Program**, which provides resources, mentorship, and a dynamic forum where participants can develop clarity, competence, and community to support their leadership goals.

Women, Influence & Power in Law Conference

In FY 2022, the firm served as a Gold sponsor for the **Women, Influence & Power in Law Conference**. Doneene Damon was honored with the "Managing Partner of the Year – Law Firm" Award. **Kate Mowery, Lisa Schmidt, Cathy Dearlove, Anne Foster, and Sara Toner-Wagner** joined her at the awards dinner on October 7, 2021 in Washington, D.C. **Kate Mowery** also attended the conference October 6-8, 2021.



Other Events

Throughout FY 2022, the Women's Initiative hosted virtual drop-in coffees, social events, and lunch discussions on a regular basis to foster engagement and support among the firm's women attorneys.

AWARDS & LOCAL MEMBERSHIPS

Awards/Achievements

- The firm was named a Top Performer and Compass Award winner by the Leadership Council on Legal Diversity (LCLD), recognizing law firms and corporations showing a strong commitment to building more diverse organizations and a more inclusive legal profession.



- This past year **Doneene Damon** was named among the *Philadelphia Business Journal's* Diversity Leaders in Business, the *News Journal's* Most Influential Delawareans, *Savoy* magazine's Most Influential Black Lawyers, and a Women, Influence & Power in Law Managing Partner of the Year.



AWARDS & LOCAL MEMBERSHIPS

- **Tianshu (Allie) Ji** and **Mikell Washington** received the Excellence Award at the Delaware State Bar Association's annual **Haile L. Alford Memorial Breakfast** at the DuPont Country Club. The Excellence Award recognizes new and upcoming members of the legal profession who have demonstrated (among other things) superior academic credentials, leadership qualities, and a commitment to community service. Firm members **Doneene Damon**, **Marcos Ramos**, **John Seraydarian**, **Daniel Cole**, **Gina Edwards**, **Melissa Lennon**, **Danielle Andrisani Nowaczyk**, and **Paul Webb** were also in attendance.



- **Marcos Ramos** serves as a member of the DSBA's newly formed **DE&I Committee's Judicial Diversity Clerkship** program's subcommittee, which creates summer clerkship opportunities in Delaware for diverse 1L and 2L students.
- At the invitation of **Chief Justice Collins Seitz** and **Justice Tamika Montgomery-Reeves**, **Doneene Damon** served as a member of the **Steering Committee** for the **Delaware Bench and Bar Diversity Project**.
- **Mark Purpura** was appointed to serve on the **Delaware Advisory Committee** to the **U.S. Commission on Civil Rights**.

D&I SPONSORSHIPS

The firm and the committee support and sponsor many organizations and activities in our community. Some of these activities are highlighted below.

- In FY 2022, the firm served as a Bronze Sponsor for the **National Association of Women Lawyers (NAWL)**, whose mission is to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law.
- The firm served as an Event Sponsor for the **Forum of Executive Women's 2021 Virtual Leadership Breakfast** on October 7, 2021.
- In FY 2022, the firm served as a Bronze Sponsor for the **Debbie Epstein Henry (DEH) Speaker Series**, which consists of engaging webinars throughout the year. Featured presentations have included interviews with **Valerie Jarrett**, *Finding Your Voice*, on July 20, 2021; **Sherry Turkle**, *The Case for Empathy, Now*, on October 13, 2021; and **Susie Essman**, *Women & Comedy*, on March 30, 2022.
- The firm served as a Platinum Sponsor of the **Delaware State Bar Association's 2022 Martin Luther King Breakfast and Day of Service** on January 17, 2022.
- The firm served as a Partner Sponsor of the **Junior League of Wilmington's 2022 Women's Leadership Summit** on February 26, 2022.



The firm served as a Diamond Sponsor of the **Haile L. Alford Memorial Breakfast** honoring the life and legacy of Judge Haile L. Alford, the first African American woman appointed to serve on the Superior Court of Delaware and an avid proponent for increasing diversity within the Delaware bar.

- The firm served as an event sponsor for the **Delaware State Bar Association's Women & the Law Section's Annual Retreat** on May 20-21, 2022.
- The firm continued to sponsor the **DSBA's Multicultural Judges & Lawyers Section's Supplemental Bar Course** in FY 2022. The firm's sponsorship enabled the MJL to underwrite the participation of eleven diverse Delaware bar exam applicants.
- In 2021, the Delaware State Bar Association founded its **Diversity, Equity & Inclusion (DE&I) Committee**. The firm sponsored its inaugural **Judicial Diversity Clerkship Program**, which will provide diverse 2L students with paid summer clerkships with the Delaware bench in an effort to attract and retain diverse legal talent to the Delaware bar. In 2022, the program was expanded to include opportunities for diverse 1L students. **Marcos Ramos** also serves on the Subcommittee for the Judicial Diversity Clerkship program.



D&I

SPONSORSHIPS

- The firm served as a Gold Sponsor of the **Delaware Barristers Association's Louis L. Redding Benefit and Awards Gala** on June 17, 2022, which honors the life and legacy of a prominent Delawarean, lawyer, civil rights advocate, and the first African American attorney to be admitted to the Delaware bar. **Dorronda Bordley, Anastasia Bowes, Doneene Damon, Maya Jackson, Marcos Ramos, and Mikell Washington** represented the firm at the event.



- In conjunction with Barbri, the firm provided **Barbri Law Preview Diversity Scholarships** for diverse law students to participate in a pre-law school training program.
- Richards, Layton & Finger is a Gold Sponsor of **DirectWomen**, whose mission is to increase the representation of women on corporate boards.



- The firm was a Silver Sponsor of the **National Native American Law Students' Association's Annual Conference** in March 2022. NNALSA encourages Native Americans to pursue a legal career and to become strong advocates for tribal communities.
- The firm is a proud sponsor of the 2022 **Southeastern Minority Job Fair, Mid-Atlantic Black Law Students Association Job Fair, Sunbelt Diversity Job Fair, and Delaware Diversity Job Fair.**
- The firm traditionally sponsors the **Delaware Hispanic Bar Association, the Delaware South Asian Bar Association, Delaware State Bar Association's (DSBA) LGBTQ+ Section, Women & the Law Section, Multicultural Judges & Lawyers Section, the DSBA's annual Dr. Martin Luther King Day breakfast, and the Delaware Barristers Association's Louis L. Redding Benefits and Awards Gala, among others.**

EVENT PARTICIPATION & SEMINARS

- The firm participated in **New York University's 1L Diversity Career Fair** on November 9, 2021 and **Columbia Law School's 1L Diversity Expo** on November 10, 2021.
- The firm sponsored the **Penn Law Women's Association Carrie B. Kilgore Annual Reception** in December 2021.
- **Frank Sun** participated in **Cornell's Professional Development Boot Camp** hosted by their **Black Law Students Association**, **Latino American Law Student Association**, and **Native American Law Students Association**.
- On January 18, 2022, **Doneene Damon** and **Marcos Ramos** gave a presentation to **Temple Law School** students, co-sponsored by the **Black Law Students Association** and the **Tax & Bankruptcy Law Society**, on the benefits of practicing law in Delaware.
- RLF hosted an event for the **Penn State Corporate Law Society**, co-sponsored by the **Black Law Students Association** and the **Latinx Law Student Association**, on January 18, 2022, where **Doneene Damon** and **Marcos Ramos** presented.
- On March 25, 2022, **Marcos Ramos** participated in **Penn State's Latinx Law Students Association's *Networking in the Time of Covid*** panel.



- On October 20, 2021, **Doneene Damon** and **Marcos Ramos** participated in **Howard Law's Practice Area Marketplace**, where they informed law students about the various career paths available to them in particular areas of the law.
- The firm participated in the **30th Annual Delaware Diversity Job Fair** on Saturday, July 31, 2021, and is co-hosting the **31st Annual Delaware Diversity Job Fair** in July of 2022.

EVENT PARTICIPATION & SEMINARS

- **Doneene Damon** kicked off the **Delaware State Chamber of Commerce's 2022 Chamber Leadership series** by serving as its keynote speaker on May 5, 2022 at the University & Whist Club. Joining her from the firm were **Daniel Cole, Richard Facciolo, John Ferko, R. Parker Havis, Mark Kurtz, Melissa Lennon, Danielle Andrisani Nowaczyk, Tony Roustopoulos, Lisa Schmidt, Paul Webb, and Bob Whetzel.**



- **Doneene Damon** served as a guest panelist at the **DSBA's Bench and Bar Conference's CLE, *We Can Work it Out***, on June 17, 2022, which discussed the Bench & Bar Diversity Committee's report and recommendations to the Delaware Supreme Court.

PRO BONO & COMMUNITY SERVICE

- The firm joined the **Alliance for Asian American Justice**, which primarily aims to assist Asian Americans who have been subjected to violence with their cooperation with law enforcement investigations or their pursuit of civil remedies. The firm has agreed to help the Alliance with its future Delaware needs.
- The firm is a pro bono partner for the **Second Chance Employment Collaborative** launched in 2021 by **JPMorgan Chase and Wilmington Alliance**, in partnership with **Delaware Volunteer Legal Services, Wilmington HOPE Commission, Delaware Center for Justice, and Project New Start**. Firm attorneys will assist the participants of the Second Chance Employment Collaborative with the expungement process and the filing of FDIC waivers in order to pursue employment in financial, healthcare, and IT sectors. **Dorronda Bordley** and **Caroline McDonough** served as pro bono attorneys for the **Second Chances Record and Expungement Fair** on April 28, 2022.
- In 2021, the firm's annual MLK Day of Service event was held virtually. Members of the firm served as digital volunteers for the **Smithsonian's National Museum of African American History & Culture's Digital Transcription Project**, which aims to transcribe 1.5 million handwritten pages found within the Freedmen's Bureau Records. Members of the firm were asked to donate coats and other cold weather items to the Ministry of Caring's "Operation Overcoat" fundraiser. The firm provided hot, nutritious, to-go lunches for 400 homeless and at-risk people who were served at **Emmanuel Dining Rooms East and West** on Martin Luther King Day. The firm held a virtual fundraiser and donated \$15,487 to **The WRK Group's three entities (REACH Riverside, The Warehouse, and Kingswood Community Center)**. On Friday, January 14, 2022, the firm hosted a virtual MLK Day presentation featuring **Logan Herring, CEO of The WRK Group**, to learn more about these organizations and to announce its donations to them.



PRO BONO & COMMUNITY SERVICE

- Additionally, the nearly \$9,000 remaining balance from the 2021 MLK Day of Service collection on behalf of **Eisenberg Elementary School's food pantry** continued to be used throughout FY 2022 to provide food and supplies to the school's students and families, many of whom are ethnically diverse and either homeless, living in poverty, or at risk.
- Through our ongoing partnership with **Big Brothers Big Sisters of Delaware**, members of the firm mentor students in kindergarten through 8th grade at **The Bancroft School**, a low-income school in close proximity to our firm.
- The firm has provided engagement opportunities and pro bono assistance to **TeenSHARP**, a local nonprofit organization that provides access to college to underrepresented students while developing and advancing successful student leaders. **Daniel Barrow, Beth Gansen Knight, Wes Peterson, and Nate Stuhlmiller** assisted **TeenSHARP** with the process of redomesticating in Delaware and rewriting its bylaws. Prior to the pandemic, the firm hosted students from TeenSHARP for a breakfast panel with the firm's leadership team and other diverse attorneys to discuss their varied paths to pursuing a legal career. In FY 2022, **Dorronda Bordley** joined TeenSHARP's board of directors.
- One of the firm's largest pro bono projects has been its ongoing work on behalf of **Central Baptist Community Development Corporation (CBCDC)**. Under the leadership of **Rob Krapf** and **Mark Kurtz**, the firm dedicated over 125 hours in the past year representing **CBCDC** in connection with its Eastside Rising initiative, an effort to revitalize Wilmington's Eastside community through housing improvement, workforce development, and economic empowerment. Over the years, our efforts included forming, dissolving, and cancelling legal entities; drafting memoranda of understanding involving workforce training programs, low-income housing rehabilitation, and promotion of home ownership; drafting real estate purchase and sale documents; and advising on corporate governance matters. This initiative has improved both the infrastructure and the quality of life in a significant section of our community. **Jake Crosetto, R. Parker Havis, Jennifer Jauffret, Rob Krapf, Mark Kurtz, Ellen Rosaio, and Susan Stewart**, among others, contributed their time to this project.

PRO BONO & COMMUNITY SERVICE

- **Doneene Damon** provided pro bono assistance and **Tara Hoffner** provided pro bono trademark assistance to **HBCU Week Foundation, Inc.**, whose mission is to encourage high-school aged youth to enroll into HBCU's, provide scholarship dollars for matriculation and sustain a pipeline for employment from undergraduate school to corporate America.
- The firm supports the **Ministry of Caring, Inc.** through various ongoing pro bono and community service efforts to provide safe housing, programming, and basic human needs to homeless, at-risk, and low-income members of our community. In FY 2022, **R. Parker Havis, Wendy Manthorpe, Phil Micha, Ellen Rosaio, Tony Roustopoulos,** and **Sara Toner-Wagner** contributed nearly 100 hours of pro bono assistance to the Ministry of Caring.
- Firm attorneys **Sara Thompson** and **Jennifer Veet Barrett** assisted with the formation of **Legion of Valor, Inc.**, a nonprofit intended to help veterans. Its mission is three-fold. First, it aims to facilitate a BMX organization to provide veterans with a team atmosphere similar to what they left behind in their times of service. Second, it will function as a volunteer organization that gives back to the USABMX community by, among other things, facilitating first responder training for team members to act as medical support at BMX races and providing Color guard services to large-scale USABMX races as a means by which to honor the nation. Third, the organization will provide veterans with bikes to encourage physical activity, with a specific focus on injured veterans who may no longer be able to work out traditionally due to such injuries or who are in need of custom bikes. The ultimate goal is to provide each veteran with a sense of purpose and comradery, which has been shown to help prevent veteran suicides. In so doing, the organization will, among other things, spread awareness about veteran suicide and help to provide services to veterans.
- **Dorronda Bordley**, under the supervision of **Mark Purpura**, assisted the **ACLU of Delaware** by researching individuals' Constitutional rights and their rights to access information under Delaware law. This research matter helped the ACLU of Delaware update the national "Know Your Rights" cards in accordance with Delaware law.

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