

DIVERSITY AND INCLUSION COMMITTEE
ANNUAL REPORT
FY 2023



February 2024

Doneene K. Damon
Marcos A. Ramos
Monica M. Ayres
Danielle Andrisani Nowaczyk

A MESSAGE FROM OUR CHIEF DIVERSITY DIRECTOR

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 was 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. For the past two years I have been honored to serve as the firm's first Chief Diversity Director.

Our firm is focused on broadening and deepening our DE&I strategy. The strategy includes (1) ensuring we cast a wide net to increase our opportunity to recruit qualified law students; (2) creating a professional development plan to improve retention and upward mobility within the firm; (3) creating a pipeline of diverse talent throughout our firm; and (4) working with the broader legal community to increase diversity in the Delaware bar. 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, we continue to 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 partnership in this important work.



Doneene K. Damon
CHIEF DIVERSITY DIRECTOR &
IMMEDIATE PAST PRESIDENT

A MESSAGE FROM OUR PRESIDENT

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. And as you will see, that work is based on our people, and the tremendous dedication and leadership our colleagues have demonstrated as they engage, volunteer, and inspire. We are so thankful for all of their efforts, and we are very proud to share them with you in this report.

Lisa A. Schmidt
FIRM PRESIDENT



A MESSAGE FROM OUR COMMITTEE CHAIRS

Thank you for taking a few moments to review our most recent report on Committee and firm activities related to diversity and inclusion at Richards Layton. As a committee, we support the firm as it supports others, both within and outside the firm. Our work is long-standing, multi-faceted and ever-evolving, as we engage to identify ways to positively impact our firm and community. Hopefully, this report will give you a good sense of the breadth of our firm's activities, and as importantly, the involvement in these activities of so many people here at the firm, for which we are deeply grateful. We would be happy to speak with you about our firm's activities, and until such time, we wish each of you the best.

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 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.



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 12-13, 2023. 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 talent, including diverse talent, and encourages 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 1L students 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 2023, the firm's LCLD 1L Scholars participated in the LCLD 1L Scholars Virtual Summit from May 23-25.

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 law students during their first year of law school and beyond.
- The firm's past and current LCLD mentors include **Paul Altman, Doneene Damon, Kevin Gross, Maya Jackson, Jonathan Kaplowitz, Philip Micha, Melissa Lennon, Vicky Liu, Katharine Lester Mowery, Danielle Andrisani Nowaczyk, Nicole Pedi, Marcos Ramos, Matthew Schwalm, Frank Sun, Cassandra Thompson, and Sara Wagner**, among others.



LCLD INVOLVEMENT

- On May 24, 2023, 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 **Doneene Damon**, Immediate Past President and Chief Diversity Director, and **Marcos Ramos**, Chair of the Diversity and Inclusion Committee.

LCLD Fellows and Pathfinders Programs

- **Nicole Pedi** was nominated by the firm and accepted into the **2023 Leadership Council on Legal Diversity (LCLD) Fellows Program**, and **Kinsey Lenehan** was nominated and accepted into the **2023 LCLD Pathfinders Program**. The LCLD developed these programs to recognize and serve as a platform for 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 Alumni

- Richards Layton's LCLD alumnus, **Frank Sun**, participated in the **LCLD's 12th Annual Alumni Leadership Symposium** in Seattle from June 8-10, 2023.



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 October 6, 2022, the Women's Initiative hosted *Lessons in Leadership by Esteemed Women in Government*, featuring **Congresswoman Lisa Blunt Rochester**, **Lieutenant Governor Dr. Bethany Hall-Long**, and **Attorney General Kathleen Jennings**. The webinar was moderated by **Danielle Andrisani Nowaczyk**, **Director of Attorney Development**.



- The Women's Initiative hosted *Lessons in Leadership by Esteemed Women on the Federal Bench* on June 1, 2023. **Amanda Steele**, **Director**, served as the event moderator.
- On December 5, 2022, the Women's Initiative hosted **Professor Amy Gajda**, **Tulane University Law School**, for the CLE presentation, *The Tangled History of the Right to Privacy*.

WOMEN'S INITIATIVE

Dignity Grows™ Service Project

On June 29, 2023, the Women's Initiative hosted a Dignity Grows™ service project. Dignity Grows™ aims to alleviate "period poverty" by providing monthly tote bags of emergency toiletries to those who can't afford them. **Michelle Silberglied, Chair of the Jewish Federation of Delaware's Dignity Grows™ chapter**, 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.



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

- Susan Hannigan Cohen, Alexandra (Ally) Ewing, Elizabeth (Liz) Freud, Huigi (Vicky) Liu, Katharine Lester Mowery, Sandy Xu, Melissa Lennon, and Danielle Andrisani Nowaczyk, among others, attended the DSBA's Women & the Law Section's annual retreat, which was held on March 30-31, 2023 in Dewey Beach.

Other Events

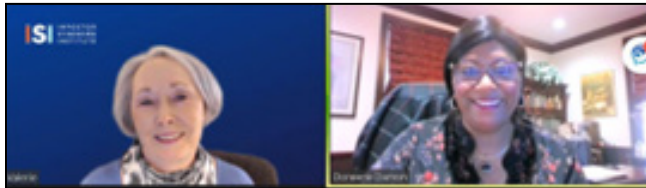
- Throughout FY 2023, the Women's Initiative hosted social events and lunch discussions on a regular basis to foster engagement and support among the firm's women attorneys.

& DIVERSITY & INCLUSION NETWORK

In 2022, the firm and its D&I Committee announced the launch of the Diversity and Inclusion Network. The Network provides 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 includes a broad range of programs focused on professional and business development, networking, mentoring, and educational opportunities.

United Way of Delaware Backpack Drive

The Network partnered with **United Way of Delaware** to provide 200 backpacks with school supplies to Wilmington's underserved children. **Maya Jackson** and **Kevin Kidwell**, among others, helped distribute the donations at the Wilmington Library prior to the start of the school year.



On November 11, 2022, **Dr. Valerie Young, Ed.D.**, presented the CLE, *Rethinking Impostor Syndrome™ Understanding and Addressing Impostor Syndrome in the Workplace*.

On January 19, 2023, the Network and the Initiative presented *Mentorship v. Sponsorship*, featuring **Roberta D. Liebenberg**, Partner, Fine, Kaplan & Black, R.P.C.; Principal, The Red Bee Group; Founder, DirectWomen, **Doneene Damon**, Immediate Past President and Chief Diversity Director, and **Mark Gentile**, Director.



Featured from left to right: *Danielle Andrisani Nowaczyk, Mark Gentile, Bobbi Liebenberg, Doneene Damon, and Lisa Schmidt*

AWARDS & LOCAL MEMBERSHIPS

Awards/Achievements

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



- **Mari Boyle** serves as vice chair of Legislative Affairs and Community Relations for the DSBA's Multicultural Judges & Lawyers Section.
- **Marcos Ramos** serves as a member of the DSBA's DE&I Committee's Judicial Clerkship program's subcommittee, which creates summer clerkship opportunities in Delaware for 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**.

Local Memberships

- The D&I Committee supports the firm's membership in a wide variety of local organizations, including the **DE&I Committee of the Delaware State Bar Association**, the **Multicultural Judges & Lawyers Section of the Delaware State Bar Association**, the **Delaware Barristers Association**, the **South Asian Bar Association of Delaware**, the **LGBTQ+ Section of the Delaware State Bar Association**, and the **Women & the Law Section of the Delaware State Bar Association**.

SPONSORSHIPS, CONFERENCES, & EVENT PARTICIPATION

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

- In FY 2023, the firm was 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.
- In FY 2023, the firm was a Bronze sponsor for the **Debbie Epstein Henry (DEH) Speaker Series**, which consists of engaging webinars throughout the year.
- The firm was a Gold sponsor for **DirectWomen's Sandra Day O'Connor Board Excellence Award Luncheon** on October 14 in New York City. DirectWomen works to increase the representation of women on corporate boards—a mission the firm supports through its sponsorship of this organization as well as **Mark Gentile's** service as treasurer of DirectWomen and a member of its board of directors. **Cathy Dearlove, Alexandra Ewing, Christine Dealy Haynes, Katharine Lester Mowery, Melissa Lennon, and Danielle Andrisani Nowaczyk** represented the firm at this event.



Featured from left to right: Cathy Dearlove, Melissa Lennon, Katherine Lester Mowery, Danielle Andrisani Nowaczyk, Alexandra Ewing, and Christine Dealy Haynes

- In FY 2023, **Katharine Lester Mowery** attended the **Women, Influence & Power in Law Conference**.
- **ChIPs** is a nonprofit organization with the mission of advancing and connecting women in intellectual property and technology law and policy. **Christine Dealy Haynes** and **Katharine Lester Mowery** represented the firm at the **ChIPs Global Summit** in San Francisco in October 2022.



Featured from left to right: Christine Dealy Haynes and Katharine Lester Mowery

SPONSORSHIPS, CONFERENCES, & EVENT PARTICIPATION



- The firm was a Bronze sponsor for the **New Castle County Chamber of Commerce’s Women’s Leadership Conference** on November 17, 2022. **Katharine Lester Mowery, Sara Wagner, Chandler Elliott-Fehle, Parker Havis, and Phil Micha**, among others, represented the firm at this event.

Featured from left to right: Rachel Weiss, Chandler Elliott-Fehle, and Katharine Lester Mowery

- The firm was a Platinum sponsor of the **Delaware State Bar Association’s 2023 Martin Luther King Breakfast and Day of Service** on January 16, 2023. Firm members **Mari Boyle, Doneene Damon, Marcos Ramos, Lisa Schmidt, Gina Edwards, Melissa Lennon, and Paul Webb** represented the firm at this event.



Featured from left to right: Marcos Ramos, Mari Boyle, Lisa Schmidt, Tara Elliott, Doneene Damon, Melissa Lennon, and Gina Edwards

Asian Pacific American Bar Association of Pennsylvania (APABA)

- The firm sponsored the **Asian Pacific American Bar Association of Pennsylvania** (which includes Delaware, South Jersey, and Pennsylvania) (APABA)’s **Lunar New Year Banquet** held on February 9, 2023. Firm members **Anastasia Bowes, Mari Boyle, Edmond Kim, Huigi (Vicky) Liu, Frank Sun, and Sandy Xu**, among others, attended this event.



SPONSORSHIPS, CONFERENCES, & EVENT PARTICIPATION

American Jewish Committee (AJC) Gala

- On February 22, 2023, Richards Layton was proud to sponsor the **American Jewish Committee (AJC) Gala** in support of **Roberta (Bobbi) Liebenberg**, who received the Judge Learned Hand Award for her tremendous contributions to the legal profession.



Featured from left to right: Alexandra Ewing, Danielle Andrisani Nowaczyk, Mark Gentile, Roberta (Bobbi) Liebenberg, and Doneene Damon, and Margaret Krivanec

Featured from left to right: Margaret Krivanec), Alexandra Ewing, Rachel Weiss, Melissa Lennon, Danielle Andrisani Nowaczyk, Doneene Damon, Zoe Matherne, and Mark Gentile



- The firm was a Vice President sponsor of the **Junior League of Wilmington's 2023 Women's Leadership Summit** on February 25, 2023.
- The firm sponsored the **Delaware Bar Foundation** in support of its mission to improve the administration of justice in Delaware by providing funding for legal services for those less fortunate, promoting study and research in the field of law, fostering knowledge of citizenship rights and responsibilities, and enhancing public respect for the rule of law.



JUNIOR LEAGUE OF
WILMINGTON, DE



**Delaware Bar
Foundation**

On January 11, 2023, in partnership with the **Delaware Bar Foundation**, the firm hosted the students in **Howard High School's Legal Administrative Assistance (LAA)**

SPONSORSHIPS, CONFERENCES, & EVENT PARTICIPATION

Program for breakfast and a panel presentation on the various career roles that exist within a law firm setting.

- The firm was 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. Delaware State Bar Association's annual Haile L. Alford Memorial Breakfast was held on May 18, 2023, and firm members **Doneene Damon, Katharine Lester Mowery, Josh Novak, Marcos Ramos, Yuan Tao, Puja Upadhyay, Melissa Lennon, Danielle Andrisani Nowaczyk, and Paul Webb** attended the event.
- The firm continued to sponsor the **DSBA's Multicultural Judges & Lawyers Section's Supplemental Bar Course** in FY 2023. The firm's sponsorship enabled the MJL to underwrite the participation of 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 provided diverse 2L students with paid summer clerkships with the Delaware bench 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** serves on the subcommittee for the Judicial Diversity Clerkship program.



- The firm was a Gold sponsor of the **Delaware Barristers Association's Louis L. Redding Benefit and Awards Gala** on June 16, 2023, which honors the life and legacy of the prominent Delawarean, lawyer, civil rights advocate, and the first African American attorney to be admitted to the Delaware bar.

From left to right: Marcos Ramos, Dorronda Bordley, Doneene Damon, Danielle Bell, Camille Awono, and Anastasia Bowes

SPONSORSHIPS, CONFERENCES, & EVENT PARTICIPATION

- In conjunction with Barbri, the firm provided **Barbri Law Preview Diversity Scholarships** for law students to participate in a pre-law school training program.
- The firm is a proud sponsor of the **2023 Southeastern Minority Job Fair, Mid-Atlantic Black Law Students Association Job Fair, Sunbelt Diversity Job Fair, and Delaware Diversity Job Fair.**
- On October 13, 2022, the firm sponsored **Villanova University Charles Widger School of Law's Black Law Students Association's 50th Anniversary Celebration.** Melissa Lennon, the firm's **Chief Legal Talent Officer**, gave the opening remarks. The firm was also an event sponsor for **Villanova Black Law Students Association's Fashion Show** on February 23, 2023.
- The firm sponsored **Rutgers Law - Camden's Muslim, Asian Pacific and South Asian (MAPS) Law Student Associations' Gala** on February 9, 2023.
- In 2023, RLF sponsored the **Mid-Atlantic Black Law Students Regional Convention, Penn Law Women's Association Carrie B. Kilgore Annual Reception** and the **DSBA's Women & the Law Section's 100th Anniversary of Women in the Law in Delaware.**
- The firm traditionally sponsors the **Delaware Hispanic Bar Association, Delaware South Asian Bar Association, Delaware State Bar Association's (DSBA) LGBTQ+ Section, Women & the Law Section, Multicultural Judges & Lawyers Section, DSBA's Dr. Martin Luther King, Jr. Annual Breakfast** and **Haile L. Alford Memorial Breakfast**, and the **Delaware Barristers Association's Louis L. Redding Benefits and Awards Gala**, among others.



From left to right: Naseeba Saeed, Puja Upadhyay, Ryan Brady, Anastasia Bowes, Melissa Lennon, Kevin Kidwell, Dorronda Bordley, and Tony Roustopoulos

SPONSORSHIPS, CONFERENCES, & EVENT PARTICIPATION

Event Participation

- The firm participated in **Columbia Law School's 1L Diversity Expo** on November 9, 2022.
- On October 21, 2022, **Marcos Ramos** and **Samantha Stern** participated in **Washington University in St. Louis's Virtual Diversity Expo** for 1L law students.
- The firm participated in **Notre Dame Law's Diversity Fellowship Reception** on October 25, 2022 to share the various career opportunities that exist in Delaware and at RLF.
- On November 3, 2022, **Claire Love** participated in **Howard Law's Practice Area Marketplace**, where she informed law students about the career paths available to them in various areas of the law.
- On January 31, 2023, **Doneene Damon** and **Marcos Ramos** gave a presentation to **Temple Law School students**, co-sponsored by the **Black Law Students Association**, on the benefits of practicing law in Delaware.
- On February 28, 2023, **Marcos Ramos** served as a guest panelist for the **Delaware State Bar Association's CLE, *Beyond the Mission Statement: A Look at DEI in Delaware Law Firms***.
- **Doneene Damon** served as a distinguished panelist for the presentation, ***Leaders in Gender Equality and the Law***, which was co-sponsored by **Temple University Beasley School of Law** and its **Women's Law Caucus**.
- The firm hosted a resume and cover letter workshop for underrepresented students at local law schools on March 15, 2023. Law students visited the firm, had one-on-one meetings with our attorneys, and got feedback on their resumes and cover letters in advance of recruiting season.
- **Doneene Damon** presented at **NAWL's Mid-Year Meeting** on March 17 on the topic of, ***Finding Your Voice as a Leader***.
- **Frank Sun** moderated a panel sponsored by the **Delaware Diversity Job Fair Committee** on March 21, 2023. Law students from schools nationwide were invited to watch this virtual panel, where they heard from attorneys at several of Delaware's leading law firms about the career opportunities available here.
- The firm participated in the 31st **Annual Delaware Diversity Job Fair (DDJF)** in July 2022 and the 32nd Annual DDJF on July 22, 2023. **Marcos Ramos, Melissa Lennon, and Samantha Stern** serve as members of the **DSBA's Delaware Diversity Job Fair Committee**.



PRO BONO & COMMUNITY SERVICE

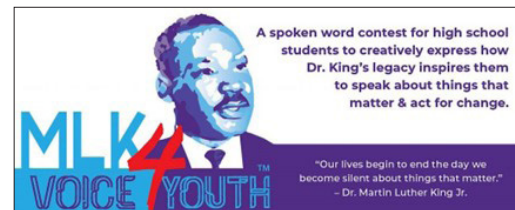
- The firm joined the **Alliance for Asian American Justice**, which primarily aims to assist Asian Americans who have been subjected to violence with their cooperation with law enforcement investigations or their pursuit of civil remedies. The firm has agreed to help the Alliance with its future Delaware needs.

- On September 14, the firm donated many large boxes and racks of beautiful suits and professional clothing to the **Kingswood Community Center's Annual Job & Resource Fair**, where the items will be distributed to underserved members of our community as they seek employment opportunities. Thanks to everyone at the firm who donated clothes to help others "dress for success," and to **Crystal Carter** for helping to organize this event.



From left to right: Crystal Weathers Carter, Danielle Andrisani Nowaczyk, Celeste Enzor, Community & Family Service Manager at Kingswood Community Center, and Sara Stevenson

- **Doneene Damon** served as a finalist judge for the **MLK Voice 4 Youth™** spoken word competition on Sunday, January 15 at The Grand Opera House. The annual contest, which is hosted by **Christ Church Christiana Hundred** and the **YWCA Delaware**, is open to all Delaware high school students, providing area youth a platform from which to voice how Dr. Martin Luther King's words and actions resonate with them today.



- The firm partnered with **United Way of Delaware** to sponsor the **Stubbs Early Education and Dual Generation Center's Reading Challenge**.

- On Saturday, March 18, **Morgan Harrison** and **Alex Steiger** served as scorekeepers volunteering with **Special Olympics of Delaware** at its annual State Basketball Tournament at the University of Delaware.



From left to right: Alex Steiger and Morgan Harrison

PRO BONO & COMMUNITY SERVICE

- 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 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 the financial, healthcare, and IT sectors. **Daniel Barrow** and **Griffin Schoenbaum** among others served as pro bono attorneys for the **Second Chances Record and Expungement Fair** on April 14, 2023.
- The firm partnered with **TeenSHARP**, a local nonprofit organization that provides access to college to underrepresented students while developing and advancing successful student leaders, by providing an innovative externship program for TeenSHARP alumni. The externship program introduces TeenSharp alumni to the business of a law firm, with a focus on the non-lawyer employment opportunities available within the law firm setting. The externs receive instruction from firm employees, engage in real-world projects, and receive a stipend from the firm for their participation in the externship program.
- At the outset of FY 2023, the firm launched a tutoring program with **Serviam Girls Academy**, a private, tuition-free middle school that provides a year-round education to low-income girls in grades 5-8 in our community. Its mission is to cultivate the potential of young women through a challenging, holistic education rooted in the Ursuline tradition. The firm hosted all of the students for a mock trial presentation where the girls were either assigned roles or served as jurors for a positive educational experience.



The firm's volunteer tutors include **Jessey Blau, Gabrielle Colson, Liz Freud, Morgan Harrison, Maya Jackson, Vicky Liu, Alison Mitchell, Grace Myers, Danielle Nowaczyk, Ashly Riches, Lisa Schmidt, Puja Upadhyah, and Sandy Xu**, among others.

- In FY 2023, the firm participated in the inaugural **Yes, We Tech! High School Internship Program** in partnership with **Rodel, Delaware, Tech Council of Delaware, Code Differently, and the Metropolitan Wilmington Urban League**. The program was designed to provide workplace readiness and career experiences to Delaware high school students through on-the-job training and classroom-based learning. Through this program, Richards Layton hosted two high school students on-site and afforded them an opportunity to rotate through various professional sectors within the firm and develop invaluable mentoring relationships with the firm's attorneys and staff members. Thanks to Directors **Doneene Damon, Paul Heath, Marcos Ramos, and Lisa Schmidt**, and staff members **Ashley Brown, Gina Edwards, Robert Guerrero, Mark Kozlowski, Danielle Andrisani Nowaczyk, and Paul Webb**, who organized and facilitated the firm's participation in this program .



Robert Guerrero gave the opening remarks at the Yes, We Tech! graduation ceremony on August 4, 2023.

PRO BONO & COMMUNITY SERVICE

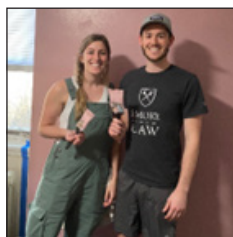
- On December 13, Renna Van Oot, Chief Executive Officer, and Vlad Cerbov, Community Relations Manager, of Jewish Family Services (JFS) gave a presentation on the role JFS plays in resettling refugee families to Delaware, their gratitude for the gift cards the firm donated to the effort, and the ways in which we can help. Russell Silberglied, Chair of the Pro Bono and Community Service Committee, provided the introductory remarks.



Featured in the photo from left to right are Russ, Renna, Vlad, and Alyssa Pietrobono, JFS board member.

MLK Day of Service

- On January 16, the firm held its annual MLK Day of Service. Our on-site volunteers prepared 100 "Court Care Bags" for Child, Inc. to give to children and adults attending hearings in family court to help ease the stress of those court appearances. Off-site volunteers painted and updated three rooms at Child, Inc.'s Governor Terry Children's Center. Our lawyers, staff, and their families and friends revamped the rooms to make the space feel fresh and welcoming, and some of our volunteers even brought items to donate to the Children's Center. Members of the firm also served as digital volunteers for the Smithsonian's National Museum of African American History & Culture's Digital Transcription Project, helping to transcribe 1.5 million handwritten pages in the Freedmen's Bureau Records. Additionally, the firm donated a catered lunch provided by Cosmos Restaurant to the Ministry of Caring's Emmanuel Dining Rooms East and West in honor of Dr. Martin Luther King, Jr.'s life and legacy. A special thank you to Christie Williams for her efforts in organizing and overseeing the off-site volunteer project, and to everyone else who donated their time and talents towards making our 2023 MLK Day of Service a success.



WELL- BEING

Richards Layton has been a proud signatory of the ABA Well-Being Pledge since 2021. The ABA Well-Being Pledge & Campaign is designed to support well-being in the legal profession and address the profession's troubling rates of alcohol and other substance-use disorders, as well as mental health issues. The campaign's goals are to raise awareness, facilitate a reduction in the incidence of problematic substance use and mental health distress, and improve well-being in the law. From education to policies to culture, the seven-point pledge identified in the Campaign reflects the core areas on which legal employers should focus and the concrete steps they should take as they seek to achieve those goals.

Every October, the firm commemorates World Mental Health Day and the importance of prioritizing one's mental health and well-being.

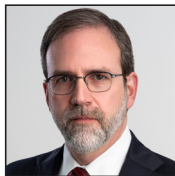
Richards, Layton & Finger is proud to participate in the Annual Well-Being Week in Law to highlight the importance of each facet of one's life that contributes to an individual's health and wellness and to recognize the need for the legal profession to emphasize wellness and well-being.



& OUR DIVERSITY INCLUSION COMMITTEE



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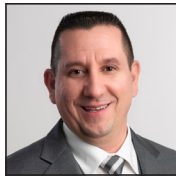
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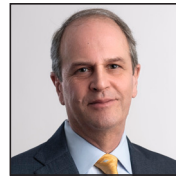
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