



The Defense Association of New York

DIVERSITY INITIATIVE

***CAREER EMPOWERMENT FOR DIVERSE ATTORNEYS:
Leadership, Mentorship and Rainmaking***

***March 29, 2016 – November 29, 2016
6:00 PM - 8:40 PM***

The DANY Diversity Initiative

The Defense Association of New York (DANY) is pleased to announce that it will offer its innovative, nationally recognized, award winning leadership training program for women and diverse attorneys in 2016. Founded in September 2014, the program was quickly recognized for its ground breaking approach to attorney training and honored by the New York Law Journal as one of the Outstanding Diversity Initiatives of 2015. The program also received national recognition from the Defense Research Institute, which honored the Defense Association of New York as the 2015 recipient of The State and Local Defense Organization Diversity Award at its annual meeting in October 2015. DANY has developed a program that teaches mid-level women and diverse attorneys how to effectively compete for leadership positions, negotiate work arrangements and successfully pursue professional opportunities. The DANY Diversity Initiative seeks to promote the retention and success of women and diverse attorneys through a program of direct instruction and mentoring.

PROGRAM OVERVIEW

The DANY Diversity Initiative will provide 25 diverse attorneys with direct training in leadership and professional development skills. Formal group instruction will be provided on a monthly basis, between March 2016 and June 2016. The format will include:

Myers–Briggs Testing and Debriefing – Prior to the formal commencement of the program participants will complete a Myers-Briggs assessment on line and participate in a conference call in which there will be a general debriefing of the results.

Professional Instruction: Participants will receive 10 hours of formal instruction in leadership and business development from seasoned business coaches.

Small Group Accountability Sessions: Participants will be assigned to small groups in July and August. These groups will be facilitated by Marianne Trost and will explore how the participants are utilizing the techniques they have learned to advance their professional goals. in a supportive group setting.

One on One Counseling: Participants will have one on one counseling sessions with each of our professional business coaches.

Mentoring: Participants will be paired with a volunteer mentor drawn from a panel of seasoned diverse litigators committed to fostering long term mentoring relationships.

Access to Decision Makers: After the formal direct training sessions are completed participants will attend three moderated panel discussions with governmental and insurance industry decision makers as well as members of the judiciary. Following these discussion, participants and sponsoring law firms and vendors will have the opportunity to interact directly with the speakers at a networking reception.

DANY DIVERSITY INITIATIVE PROGRAM CALENDAR

- March 29, 2015:** **Leadership Development and Branding-** Participants will improve personal leadership skills and performance through greater self-awareness and enhanced understanding of others. Participants will gain greater awareness of the importance of one's communication style. The need to develop a unique brand and strong service ethic will be stressed.
- April 26, 2016:** **Networking and Mentoring** - Participants will learn techniques for how to work a room and develop professional contacts. Characteristics of good mentors and mentees will be identified. The importance of transparency, authenticity, time commitment, process, feedback, and accountability will be discussed. Participants will be matched with an experienced mentor.
- May 31, 2016:** **Developing an Elevator Pitch and Cultivating Contacts-** Participants will discover their individual styles for developing business contacts and identify ways to put their unique advantages to good use. The participants will learn how to develop an elevator pitch and how to calendar and regularly follow up with contacts. Strategies for reconnecting with old or dormant contacts will be identified.
- June 28, 2016:** **Creating a Professional Development Plan** - Participants will create their own professional development plan for 2016-2017. Participants will learn how to effectively self-promote, state accomplishments, and ask for business and/or promotions. This session will also include tips on how to maximize internal relationships and utilize additional development methods such as speaking and writing.
- September 27, 2016:** **Insurance Industry Networking Session** - Representatives from major insurance companies and Fortune 500 companies will discuss the skills diverse attorneys need to acquire in order to successfully enter the insurance industry and/or compete for business as outside counsel.
- October 25, 2016:** **Government and Staff Counsel Panel Discussion** - This session will revolve around two panel discussion involving leading attorneys in government and staff counsel positions. Following the discussions, participants and sponsors will have the opportunity to interact directly with the decision makers at a networking event.
- November 29, 2016:** **Judicial Leadership Panel and Celebration** - This session will revolve around a panel discussion featuring leading members of the judiciary. Following the discussion, participants and sponsors will have the opportunity to interact directly with the judges at a celebratory networking event.

Location: New York State Insurance Fund, 199 Church Street, New York, New York 10007. Formal instructional sessions will begin at 6:00 PM and conclude no later than 8:40 PM with one 10-minute break. A light supper and refreshments will be provided at all sessions.

FACULTY



Ann Jenrette-Thomas, Esq., CPCC, ACC, is an attorney, executive, leadership and diversity coach, organizational consultant, and facilitator. Ann has authored 3 books, including *The Happy Law Practice: Expert Strategies to Build Business While Maintaining Peace of Mind*. For over 18 years, Ann has worked with leaders and executives in an array of industries to strategically reach beyond their normal limits and concepts and exceed their personal and professional goals. Ann founded Esquire Coaching with the mission of empowering attorneys to achieve extraordinary personal and professional success. Through her unique business model and strategic approach, she helps her clients build a successful law practice or career while also creating the life they desire.



Paula T. Edgar, Esq. is the principal of PGE LLC, a consulting firm that specializes in professional coaching, social media and marketing strategy, and diversity and inclusion. Paula also speaks regularly on these topics by providing keynote speeches as well as professional development trainings. Paula is active with a number of organizations and social justice initiatives and she serves as the President-Elect of the Metropolitan Black Bar Association. Paula received her B.A. in Anthropology from the California State University (Fullerton) and her J.D. from CUNY School of Law. Connect with Paula at www.paulaedgar.com and via Twitter @paulaedgar and on LinkedIn: www.linkedin.com/in/paulaedgar.



Marianne Trost is a nationally recognized business development trainer, coach, and speaker. Her career spans 20 years of working exclusively with attorneys to guide, teach and inspire them to grow their own books of business and manage their careers strategically. Marianne is one of the founding faculty of the Ladder Down leadership, business development and mentoring program, for which the AADC received the 2013 DRI Diversity Award. She was also one of the first to create an in-house law firm training program that was ranked #1 by associates in *The American Lawyer*. Marianne's extensive experience in "the business of the practice of law" enables her to assist her clients in overcoming the specific challenges that women and diverse attorneys face when striving to achieve their business development and professional goals. She is a past co-chair of the National Association of Women Lawyers Survey Committee on the Retention and Promotion of Women in Law Firms.

FEE SCHEDULE

Individual: \$600.00. Participants must commit to attend all large and small group sessions and panel discussions.

Law Firm Sponsorship: \$1,500.00. Sponsorship guarantees acceptance of one qualified applicant from the firm, identification of sponsorship on all program materials and an invitation for one additional firm member to the moderated panel discussions and networking sessions with judges, corporate counsel, governmental attorneys and representatives from major insurance companies and Fortune 500 Companies on September 27, 2016, October 25, 2016 and November 29, 2016.

Registration Fees: Must be paid no later than February 15, 2016. Checks should be made payable to "The Defense Association of New York". Please include "DANY Diversity Initiative" in check memo.

DANY DIVERSITY INITIATIVE APPLICATION

Application Deadline: February 15, 2016

Name: _____

Firm: _____

Phone: (O): _____ **(C):** _____

Email: _____

Practice Areas: _____

Years in Practice: _____

Title at Firm: _____

Demographics: (Please self- identify, all responses will be kept confidential)

Female ___

Male ___

LGBTQ ___

African American ___

Asian ___

Hispanic ___

Native American ___

Pacific Islander ___

Caucasian ___

Other (please describe) _____

Maximum participation is essential to the success of the program. Are you committed to attending each session?

What is the primary goal you hope to achieve through participation in the program? (100-word maximum):

What would you contribute to the group learning environment? (100-word maximum):

Have you ever participated in a formal mentoring relationship? If so, please describe. (100-word maximum):

Have you participated in formal leadership and/or business development training? If so, please describe. (100-word maximum):

Please submit completed application by February 15, 2016 to:

Connie McClenin, Executive Director
The Defense Association of New York, Inc.
2 Rector Street - New York, NY 10006
(212) 313-3657
cmcclenin@bmmfirm.com

LAW FIRM SPONSORSHIP FORM

Firm Name: _____

Sponsorship Fee: \$1,500.00

Name of Sponsorship Representative

Signature

Date

Please make all checks payable to: The Defense Association of New York, note "DANY Diversity Initiative" in the check memo. Payments must be sent by February 15, 2016 to:

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DIVERSITY COMMITTEE

Karen Campbell:



Karen Campbell is a vice chair of Lewis Brisbois' General Liability practice and the chair of the firm's Diversity & Inclusion Committee. Ms. Campbell is a trial attorney with over 25 years of experience. Her practice focuses on the defense of long-term care providers in skilled nursing home and assisted living facility matters, general liability litigation at both the primary and excess levels, defense of toxic tort claims, including lead-based paint exposure and mold, the representation of defendants in bodily injury claims, and related common law construction accident claims. Ms. Campbell also handles miscellaneous professional liability matters, including negligence, discrimination and errors in judgment claims, on behalf of social services agencies such as foster care agencies, outpatient mental health, addiction and counseling clinics, senior citizen and day care centers, and medical, beauty and personal care facilities.

A.G. Chancellor III:



A.G. Chancellor III is a Senior Litigation Attorney at Tromello, McDonnell & Kehoe, CNA Staff Counsel. He is the lead attorney on organizational liability claims involving condominiums and cooperatives and lead attorney concerning claims of discrimination filed with Federal and State Courts as well as with the State Division of Human Rights, EEOC, and the City Commission of Human Rights. His other areas of practice include general liability, commercial litigation, and accounting malpractice. He was a former Director of the Suffolk County Bar Association and is currently Communities Co-Chair of the NYSBA's Torts, Insurance and Compensation Law Section (TICL). A. G. was a member of the DANY Diversity Initiative Class of 2015.

Christopher Chin:



Chris Chin has specialized in insurance defense work throughout most of his career. He has been a trial attorney at Margaret G. Klein & Associates, staff counsel for Greater New York Insurance Company for the past 9 years. In this capacity he predominantly represents building owners in premises liability and labor law cases throughout the metropolitan area. Previously, he worked for various private law firms and defended utility companies, supermarkets, the NYC Housing Authority and automobile drivers and owners in personal injury lawsuits. He has taken jury verdicts in State and Federal Courts in different counties of NY City. His experience includes all aspects of the litigation from inception through trial including complex multi-party mediation, arbitration, trials and appeals.

Loretta J. Hottinger:



Loretta Hottinger has extensive experience in the personal injury defense field both with staff counsel and private panel firms for over three decades. In addition, Loretta has handled errors and omissions cases as well as Labor Law, premises liability, products liability and personal lines liability for homeowners and automobiles. Her experience includes trials, complex multi-party arbitration and appeals. Most recently Loretta was the Corporation Counsel for the City of Mount Vernon. She handles all aspects of litigation from inception to trial.

Camille Rubino:



Camille Rubino retired in 2009 from the international law firm of *Orrick, Herrington & Sutcliffe LLP* where she served as the Recruiting Manager for the Los Angeles and Orange County offices. *Her responsibilities at Orrick included supervising the recruitment and retention of law students, lateral hires and partners.* While at Orrick she was a member of the Mentoring and Diversity Committees where she developed and implemented cutting edge programs aimed at increasing the retention of women and diverse attorneys. Prior to joining Orrick, Ms. Rubino was a recruitment coordinator for the Los Angeles Office of Shearman & Sterling. She is a former member of the Los Angeles Legal Recruitment Association and the National Association for Law Placement.

Claire F. Rush:



Claire Rush is a trial attorney and founding member of Rush & Sabbatino PLLC, who specializes in the defense of high exposure personal injury and wrongful death actions. She has received a Preeminent AV rating of 5.0 / 5.0 from Martindale-Hubbell and has been identified as one of the top personal injury defense attorneys in the Metro New York area by Super Lawyer Magazine, American Legal Media, and Martindale-Hubbell. Ms. Rush has been recognized by the Bar Register of Preeminent Women Lawyers, the New York Times and *AVENUE Magazine* as one of New York City's top women lawyers in the area of trial practice. Ms. Rush has successfully defended public and private entities against bus, truck, auto, railway, construction, premises, elevator, escalator, environmental, security, excessive use of force, false arrest, malicious prosecution and 42 U.S.C. §1983 actions for the last 30 years. She has tried more than 100 jury cases to verdict in New York State.

Francesca Sabbatino:



Francesca Sabbatino is a founding member of Rush & Sabbatino PLLC, a wholly women owned WBE certified law firm. She is a "Preeminent AV" rated litigator and trial attorney specializing in the defense of high exposure personal injury claims. Ms. Sabbatino has been identified as one of the top personal injury defense attorneys in the Metro New York area by Super Lawyer Magazine, ALM and Martindale-Hubbell. ALM also designated Ms. Sabbatino as a "top rated" lawyer in the areas of transportation and construction law. She was named as a 20103-2014 "Woman of the Year" by the National Association of Professional Women. She is on the Board of Directors of the NYWBA and serves as Chair of its Litigation Committee.

Mirna Martinez Santiago:



Mirna Santiago is "of counsel" to White, Fleischner & Fino. Mirna has over 19 years of experience working with or on behalf of insurance companies handling a range of matters from tort to professional liability to coverage to regulatory affairs. Mirna also lectures on an array of topics and has published on legal, as well as non-legal subjects. She is an active member of the New York State Bar Association ("NYSBA"). She is Chair of the NYSBA's Torts, Insurance and Compensation Law Section (TICL) and is a member of NYSBA's Committee on Diversity and Inclusion, Committee on Continuing Legal Education and Committee on Membership. Mirna has been featured in *Latina Magazine* and on NBC News speaking about the Afro-Latina experience. Mirna was a member of the DANY Diversity Initiative Class of 2015.

Lawton W. Squires:



Mr. Squires is a partner at Herzfeld & Rubin where he handles complex litigation matters from inception through trial to verdict in the State and Federal Courts. His practice encompasses commercial litigation, legal malpractice, products liability, labor law, construction accidents, general liability, attorney and judicial disciplinary proceedings, professional malpractice, medical malpractice and motor vehicle matters. In addition to representing clients in the New York State and Federal Courts, Mr. Squires represents clients before many of New York States' regional professional disciplinary agencies including: The Departmental Disciplinary Committee; the Grievance Committee; the Committee on Character and Fitness; the Commission on Judicial Conduct; the Office of Professional Discipline; and the Office of Professional Medical Conduct. Mr. Squires also serves as excess and monitoring counsel for numerous clients and several major insurance carriers.

Patricia Zincke:



Ms. Zincke is a senior trial attorney with the firm of Cartafalsa, Slattery, Turpin & Lenoff, staff counsel for Zurich North American Insurance. She has tried over 40 matters to verdict in the Civil and Supreme Courts and is widely acknowledged as one of the preeminent women trial attorneys in the tort field. Ms. Zincke specializes in defense of construction accident cases, premises liability, and automobile liability cases. She has lectured at the Practising Law Institute on municipal liability issues and before the New York County Bar Association on Anti-Subrogation. Ms. Zincke is a member of the DANY Board of Governors and serves as the association's Treasurer.