

Diversity, Equity and Inclusion

Pullman & Comley views diversity as a core value of our firm that informs and influences our office culture, our professional and personal relationships, and strengthens our approach to problem solving. Our objective is to create and maintain diversity in our workplace. We seek to foster understanding, acceptance and inclusiveness for the breadth of diversity that exists in our firm and the communities in which we live, including racial, gender, sexual orientation, religious and economic diversity. We also respect and support our clients' activities that further a commitment to diversity in each of these areas.

- Longtime leadership role in the Lawyers Collaborative for Diversity (LCD), an association of law firms, government agencies, law schools and corporate members committed to increasing the recruitment, retention and advancement of lawyers of color, not only as good social policy, but also as an exemplary business practice. The firm was a founding member of the LCD, and Jessica Grossarth Kennedy is a member of LCD's Board of Directors in an LGBT liaison role. Lee Hoffman, chair of Pullman & Comley, is a former member of the LCD's Board of Directors.
- A proud sponsor of several affinity bar associations, with many of our attorneys taking leadership roles within the following organizations:

Connecticut Hispanic Bar Association
George W. Crawford Black Bar Association
Connecticut Asian Pacific American Bar Association
South Asian Bar Association
Connecticut Italian-American Bar Association

- Jessica Grossarth Kennedy, founding and past chair of the LGBT section of the Connecticut Bar Association, and Erick Russell, past chair, have taken an active role in the promotion and success of this section, which presents issues of particular concern to LGBT individuals in the legal profession and those who seek legal services.
- An annual "Celebrating Diversity" networking event which provides an opportunity for business owners to exchange ideas and develop relationships with other business owners, community leaders and non-profit representatives in the Greater Bridgeport Community.
- Providing diversity training to educate employees about their rights and responsibilities for creating an inclusive workplace culture.

In addition, as part of our commitment to employing outstanding lawyers, Pullman & Comley participates in the Cultural Diversity Initiative (CDI) sponsored by the UConn Law School Diversity Committee and the various affinity student organizations at UConn Law School. The focus of CDI is to offer diverse 1L students the opportunity to interview with participating law firms in hopes of gaining employment as a summer

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associate. For more information on the firm's participation in CDI, visit our Summer Program page.

Diversity & Inclusion Summit

Pullman & Comley is five years into a six year collective pledge that was signed at the Connecticut Bar Association (CBA) Inaugural Diversity & Inclusion Summit to reaffirm our ongoing commitment to advancing diversity and inclusion within our firm and within the Connecticut legal community as a whole.

As part of the pledge, signed by nearly two dozen legal leaders in the state, the firm has agreed to fully participate in the CBA's Diversity and Inclusion Plan, which provides benchmarking tools and implementation goals for the next few years and beyond. We are proud to be part of this evolutionary process that will have a positive impact on the just application of the law and strengthens the public's trust in the administration of justice.

Diversity, Equity and Inclusion Committee Members

You are invited to contact a DEI Committee member or email diversity@pullcom.com for more information. We look forward to hearing from you. The members of the DEI Committee are:

- Anne C. Dranginis
- Monte E. Frank
- Robert L. Holzberg
- Jessica Grossarth Kennedy
- Michael A. Kurs
- Jonathan B. Orleans
- Erick A. Russell
- Zachary D. Schurin
- James T. (Tim) Shearin
- Mark J. Sommaruga, Chair

Read our past INCLUSION INSIGHTS Newsletters:

- AUGUST 2021
- **DECEMBER 2020**
- **AUGUST 2019**

Diversity, Equity and Inclusion

- FEBRUARY 2019
- **SEPTEMBER 2018**
- JULY 2018
- **APRIL 2018**
- JANUARY 2018
- **OCTOBER 2017**
- **JULY 2017**
- **APRIL 2017**

Erick A. Russell, a partner in the Public Finance practice at Pullman & Comley, discusses diversity in the legal sector in the November 2020 issue of *Lawyer Monthly Magazine*. "It starts with providing more equity in communities of colour and levelling the playing field with respect to education and experiential opportunities."

[Read the full article here.](#)