

RHODE ISLAND WOMEN'S BAR ASSOCIATION **MAY 2021 NEWSLETTER**

UPCOMING EVENTS:

May 21, 2021, virtual

Northeastern University School of Law's Annual Women in the Law Conference.

This year's theme is "Reimagining Inclusive Workspaces," and will include discussions with Michele Coleman Mayes (Vice President, General Counsel and Secretary of the New York Public Library), the Honorable Victoria Roberts, Shirley Leung (columnist and associate editor at *The Boston Globe*), and Nina Totenberg, (NPR's Legal Affairs Correspondent). Registration information available [here](#).

May 27, 2021 and June 2, 2021, virtual

RIWBA Concepts of Justice in Literature.

Our selection for this round of our book club is Chanel Miller's Memoir, [*Know My Name*](#). This is a powerful story regarding Ms. Miller's sexual assault and how the criminal justice system fails to protect the most vulnerable victims of this trauma. This program has been approved for CLE credits. Please RSVP to kkincaid@apslaw.com by May 17, 2021 with the event date of your choice.

Vice President Kamala Harris shows off her picks from Books on the Square in Providence



Vice President Harris arrived in Rhode Island Wednesday for two events with commerce secretary and former governor Gina Raimondo. The first stop for Harris and Raimondo was the Books on the Square bookstore in Providence's Wayland Square, not far from Raimondo's home. "This is my neighborhood store," Raimondo told Harris as they walked in. "Best place ever." (Video by Dan McGowan/Globe Staff. Photo by Andrew Harnik/AP Photo)

VP Harris chose our last book club selection during her Providence visit today!

June 24, 2021, virtual

RIWBA Annual Meeting. Keep an eye on your inboxes for information on this year's annual meeting scheduled for June 24, 2021. Details to come!

MEMBERSHIP HIGHLIGHTS:

Congrats to **Cassandra Feeny** on her new position as Partner at Hamel Waxler Allen & Collins!

Amy E. Moses has started a new position as General Counsel at Utilidata. Congrats to Amy!

Want to brag on one of your fellow members? Including yourself? Email Jessica Rider at jrider@riag.ri.gov so that we can include those accomplishments in a future edition!

ARTICLES AND RESOURCES OF INTEREST:

National Association of Women Lawyers has a new podcast series, NAWLTalks: conversations to help you thrive in the legal profession. The first episode features President & CEO of Focus Forward Consulting, Shelia Murphy. Available on Google Podcasts and soon on Apple Podcasts.

Don't get a mentor. Get a champion. This article explores [7 pieces of bad career advice every woman should ignore](#), and one of them is to ditch the idea of finding your perfect "mentor" in favor of finding a "champion." We think there are some interesting insights here--definitely worth checking out! (*Harvard Business Review*)

April Blooms. Amazing [photography](#) from the month of April to clear your mind (*The Atlantic*)

Adding Women to the C-Suite Changes How Companies Think. Both more open to change and more risk averse, amongst other [characteristics](#). (*Harvard Business Review*)



A New Approach to Juvenile Justice and the Prevention of Dating Violence. 250 girls involved with the Rhode Island Family Court were part of a study over the course of a year to assess changes in dating violence, delinquency, and sexual risk taking after participating in the [Date SMART](#) program designed to help girls in the juvenile justice system reduce their risk behaviors. (*Boston Globe*)

The 7 Emails You Should Send Every Week. How to Advance your Career and Nurture Your [Network](#). (*Business Insider*)

Are We All Languishing? Adam Grant discusses how to find “[flow](#).” (*NY Times*)

Why It’s so Hard to Speak Up at Work. The importance of psychological [safety](#) to successful teams. (*NY Times*)

Understand Your Finances and Grow Your Business. See SBA Article at the end of this newsletter.

Have a valuable article or resource for our membership? Email Leigh Furtado at LFurtado@heklawllp.com to add it to next month’s edition!

EMPLOYMENT AND VOLUNTEER OPPORTUNITIES:

Labor & Employment Associate, Littler Mendelson P.C. is seeking an attorney with a minimum of 2-5 years of labor and employment law experience to join the Providence office. The candidate should possess excellent academic credentials and their experience should include significant litigation experience. The candidate must be licensed to practice law in Rhode Island. Littler is the largest global employment and labor law practice in the world exclusively devoted to representing management. With more than 1,500 attorneys in over 75 offices worldwide, Littler serves as the single source solution provider to the global employer community. Consistently recognized in the industry as a leading and innovative law practice, Littler has been litigating, mediating and negotiating some of the most influential employment law cases and labor contracts on record for 75 years. Applicants can view the position and apply [here](#).

Jane Addams Resource Corporation (<https://www.jane-addams.org/>) has been invited by several Rhode Island stakeholders to replicate their highly successful job training programs in Rhode Island. To that end, they have been working with an attorney in their home state of Illinois, but he is unfamiliar with RI laws, particularly around establishment of by-laws for a nonprofit. Jane Addams Resource Corporation is a woman-led organization working in a nontraditional field (manufacturing and

construction). For more information on this opportunity, please contact **Regan Brewer Johnson** at reganb@jane-addams.org.

Pawtucket Redevelopment Authority is currently in search of legal services and issued an RFP several weeks ago to elicit interest from legal professionals in Rhode Island. Here is the RFP posting:

<http://www.pawtucketri.com/sites/default/files/uploads/PRA21-002.pdf>

Are you hiring? Know someone looking for a top-notch applicant for an open position? Email Leigh Furtado at LFurtado@heklawllp.com to add an opportunity to our employment section!

MONTHLY MEMBER SPOTLIGHT:

The Monthly Member Spotlight is your cheat sheet to the incredible women who are your fellow RIWBA members. Keep an eye on your inbox, because you might be next!

This month, we are delighted to spotlight CHRISTINA HOEFSMIT, Senior Legal Counsel at Rhode Island Department of Environmental Management. Read on to learn more about Christina!

Any good work from home tips?

If you have cats, lock yourself in a room if you are in a video conference. I have two cats and my youngest one loves the laptop. He likes to come into my office and assume the role of “co-counsel” making guest appearances on my video calls. He also seems to think my laptop keyboard makes a nice bed while I’m typing.



What is one goal you’d still like to accomplish in your lifetime?

Traveling, there are still so many places I would love to see. Although I’m not a cold weather person I really want to make it to Antarctica, preferably before it melts away.

What is the last book you read?

The last book I read was actually a re-read. It was the second book in the Discovery of Witches trilogy called Shadow of Night. The trilogy has been made into a TV series with the first two books adapted. I have only seen the first season so of course I had to re-read the books to figure out all the changes between the books and the TV series.

What was your first paying job?

My first job was at a camera store. I can't even remember the name anymore but I was able to learn a lot about cameras and photography.

In fifty words or fewer, describe what you want other RIWBA members to know about your practice

I've been with the Department of Environmental Management for the last six years and every day is a different experience. DEM spans a wide breadth of areas from wetlands, commercial fishing, parks and boating and as Senior Legal Counsel I handle it all. DEM's jurisdiction takes me into State, Federal, and Traffic Tribunal where I work to protect the interest of the State and the Environment.

NEXT MONTH'S ISSUE:

Have something you would like to see in the next newsletter? Let us know by May 31st to include it in the latest edition. And as always, thanks for reading!

Leigh Furtado, Jenna Giguere, Jessica Rider, Stephanie Simon & Sam Vasques

RIWBA Newsletter Committee

UNDERSTAND YOUR FINANCES AND GROW YOUR BUSINESS

Contributed by Lana M. Glovach, U.S. Small Business Administration ([SBA](#)) in RI
Authored by [Mark Madrid](#) on April 16, 2021 on www.sba.gov at <http://ow.ly/3XAM50EsgZb>

Take advantage of SBA tools to meet your small business's financial goals.

Understanding your finances is key to small business success. With small businesses across America still recovering from the impacts of the pandemic, financial literacy is more important now than ever.

[Financial Literacy Month](#) was first established in 2004 to encourage Americans to learn about finance best practices and to boost their financial well-being. It can also serve as a reminder to take stock of your overall financial outlook and set finance-related goals – whether that's to obtain a loan, increase your revenue, or learn more about business taxes. Chances are, there's an SBA resource that can help you take the next steps toward achieving your goal.

To highlight three immediate educational resources to tap into, please consider the following:

A local business advisor –

SBA [resource partners](#) can also help you get a clearer picture of your finances. One topic many small business owners work with resource partners on is preparing to apply for a small business loan. Resource partners can help you review your business plan, organize tax return documents and bank statements, and complete other important tasks before your loan application is sent to your lender.

Free online classes –

For training on any small business topic, the SBA's [Learning Center](#) and new [Ascent](#) platform provide readily available expert insights. An essential course for early-stage businesses is the [Financing Your Business](#) course. This course outlines various funding options, including loans, grants, venture capital, and crowdfunding, and concludes with a downloadable worksheet to help you assess your own financial needs.

Financial advice for every area of life –

SBA is a proud member of the [Financial Literacy and Education Commission](#), and fully supports the well-being of all individuals and small business employers. While special projects like [Money Smart for Small Business \(MSSB\)](#) (a joint curriculum of SBA and FDIC) provides an introduction to topics related to starting and managing a business, the FLEC-sponsored website [MyMoney.gov](#) is full of financial literacy resources for students, retirees, and more.

SBA-Guaranteed Loans and Lender Match

[SBA-guaranteed loans](#) are often an ideal funding option for small business owners who are creditworthy but don't qualify for conventional financing. SBA works with participating lenders to reduce their risk, increasing the likelihood your loan will be approved with the terms that work best for you.

If you decide SBA-guaranteed loans are a good fit for your business, SBA makes it easy for you to connect with lenders via our Lender Match tool. [Lender Match](#) is SBA's free online referral program that connects small businesses with more than 800 participating SBA-approved lenders.

To get started, just answer a few questions about your business. Then, you'll receive an email with contact information from lenders who have expressed interest in your loan. From there, you'll be able to compare rates, terms, fees, and more. Visit [this page](#) to get started.

Community Navigators being launched soon!

In the immediate future, we are expanding our reach through an even more expansive network of business coaches, called "Community Navigators." Navigators will accelerate information, education, training, and mentoring for small businesses in rural, underserved, and tribal communities. Please stay up-to-date by visiting sba.gov/navigators.

Whatever your financial goals for your business, SBA is here to help you get to your next step with personalized guidance and tested tools and resources. Learn more at sba.gov.

As Benjamin Franklin observed, "if you fail to plan, you are planning to fail." Let the SBA help your small business plan for success! Assistance is available in languages other than English, including Spanish, and all SBA programs and services are extended to the public on a non-discriminatory basis. To learn more about the SBA's programs and services, please contact Lana M. Glovach, SBA Economic Development Specialist, at lane.glovach@sba.gov or 401-528-4575, or visit www.sba.gov/ri.