

RHODE ISLAND WOMEN'S BAR ASSOCIATION **OCTOBER 2020 NEWSLETTER**

UPCOMING EVENTS:

Thursday, October 8, 2020 from 6-7 (A Virtual Program)

“100 Years After the 19th Amendment: Their Legacy, and Our Future”

Roger Williams University School of Law School is hosting a traveling exhibit on the 19th Amendment curated by the ABA and Library of Congress. The event will focus on the 100th Anniversary of the Amendment, Rhode Island's role in the movement for women's right to vote, the history of the right to vote for women of color and their role in the suffragette movement. A great lineup of speakers will be presenting, including Rhode Island's Secretary of State, Nellie Gorbea; Professor Gloria Brown-Marshall, a civil rights attorney and historian and Sara Guillermo, Director of IGNITE, a national group which works to train young women to run for political office. **This event is CLE accredited (1 hour) and is co-sponsored by the RIWBA. [Register Today!](#)**



Thursday October 15, 2020, from 4-5:30 (Virtual)

A RIWBA Discussion with Chief Judge John J. McConnell, Jr. and Judge Mary S. McElroy of the United States District Court for the District of Rhode Island

Come learn about practice in Federal Court, provide feedback about your experiences in this jurisdiction, and ask your questions! RSVP to kkincaid@apslaw.com by October 14, 2020.

Tuesday, October 20, 2020 2:00pm

National Conference of Women's Bar Associations (NCWBA) presents *Still Broken: Sexual Harassment and Misconduct in the Legal Profession*.

These topics were the focus of a [survey](#) conducted by *Women Lawyers on Guard*. This survey and its disturbing results will be discussed. Register [here](#) for this free virtual event.

MEMBERSHIP HIGHLIGHTS:

Thank you to all the members that attended our kick-off "Family Feud" game night event on September 25th. We look forward to another exciting RIWBA year! It was great to see all of your faces and get in some friendly competition.

Congratulations to **Cheryl Allen-Ricciardi** who will be starting a new position as a Senior Litigation Manager at Thermo Fisher Scientific!

RIWBA Referral List: We are preparing an internal referral database. If you would like to be included, please email your name, contact information and up to 3 areas of practice to Aubrey Lombardo at alombardo@hcllawri.com.

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:

Ruth Bader Ginsburg, in Art and Words: A [slideshow](#) with amazing RBG pop art and famous quotes. (Washington Post)

Five Decades of Friendship with RBG: This [article](#) by NPR's Nina Totenberg includes touching anecdotes about Justice Ginsburg from a long-time friend. (NPR)

Women on Voting: This [compilation](#) features quotes on the importance of women voting in the 2020 election from 100 "famous" women. (Marie Claire)

How to Recreate "Vacation Anticipation" During Covid-19. Having a planned vacation or trip can ease anxiety and help you work through tough times by having a

concrete event to look forward to. Covid-19 has disrupted this, as most travel plans are canceled or on hold. This [article discusses](#) ways to create that same positive feelings and excitement by planning other smaller trips and activities. (LA Times)

Are You Planning A Major Career Change Post-Pandemic? If so, you would join the 61% of surveyed women who are doing the same. [Read about how women](#) have been disproportionately affected by Covid-19 and the resulting decisions to change career paths. (Forbes)

Rhode Island: Images of the Ocean State. Enjoy a break from pandemic stress to enjoy some beautiful [photos of the Ocean State](#) features in The Atlantic. These photos are part of a project called “Fifty,” which has been releasing photo collections for each state every Sunday in 2020. You can check out the photo collections for other states [by clicking here](#). (The Atlantic)

Race and Administrative Law: This [post](#) from the Yale Journal on Regulation discusses the need to examine racial inequality in administrative law processes, why practitioners and scholars have given little attention to this topic, and what they can do in the future. (Yale Journal on Regulation “Notice and Comment” blog)

Domestic Violence and Litigation: This ABA [article](#) discusses abusive litigation by domestic violence abusers against their victims (often, but not always, female victims). Civil litigators, especially, in family law, can make a difference by familiarizing themselves with the signs and remedies for these litigation tactics that domestic violence victims in Rhode Island face. (ABA)

Why the future of work might be Hybrid: Interesting [article](#) on the pros and cons of a remote and in-office hybrid work model, including the socioeconomic, personality and group dynamic concerns. (BBC)

You Need to Practice Being Your Future Self: As this [article](#) warns, “That’s a trick your busy self plays on you to keep you away from the scary stuff you’re not yet good at and that isn’t yet productive. Sometimes you need to be irresponsible with your current challenges in order to make real progress on your future self.” (Harvard Business News)

Don’t miss the SBA Article on Resource Partners and Free Counseling for Businesses Impacted by the Coronavirus, included in 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 OPPORTUNITIES:

Labor & Employment/ Litigation Associate: Partridge Snow and Hahn is hiring a driven associate with 1-4 years of labor and employment experience or a minimum of 2 years of litigation experience to join the Providence office. The position will include a challenging and engaging workload consisting of representing both employers in employment litigation and also advising employers as to all aspects of employment law compliance. More information on the position and the application can be found at: psh.com/careers

Are you hiring? Know someone looking for a top-notch applicant for an open position? Email Jenna Giguere at jenna.giguere@dbr.ri.gov 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 **JESSIE M. RENIERE**, Associate at Hinckley Allen. Read on to learn more about Jessie!

What was your first paying job? I had paying jobs working for my parents' small business in high school and then as a writing tutor in college, but I would say that my first real paying job was when I worked as a server at Sakonnet Golf Club. I was truly terrible at it – I was so clumsy and forgetful!



What is one of the kindest things someone has done for you? I was working on a big M&A deal and I was feeling exhausted and stressed, so I called my best friend from law school to talk. She not only gave me a pep talk but dropped off lunch and a huge

care package from Dave's Market to get me through the week. I am so thankful to have such a supportive friend.

Where is your favorite place in the world? My favorite place in the world is the Big Island of Hawaii, where my mom grew up and where my grandparents live. I try to visit at least once a year and I am looking forward to going back once it's safer to travel again. Another one of my favorite places is Rome, where I spent my junior year of college.

What is the last book you read? I just finished "The Likeness" by Tana French (crime fiction), and I also recently read "Dark Matter" by Blake Crouch (science fiction/thriller). I really enjoy reading for pleasure so I'm trying to find more time for it.

In fifty words or fewer, describe what you want other RIWBA members to know about your practice. I do transactional work in the Corporate and Business group at Hinckley Allen. Lately I have been doing a lot of mergers and acquisitions but I am fortunate, as a junior associate, to be able to work on a wide variety of matters with many partners and associates across our different offices.

NEXT MONTH'S ISSUE:

Have something you would like to see in the next newsletter? Let us know by October 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

IMPACTED BY THE CORONAVIRUS?

FREE COUNSELING AWAITS YOUR SMALL BUSINESS!

By: Lana M. Glovach, U.S. Small Business Administration (September 2020)

The [U.S. Small Business Administration's](#) (SBA) mission is to help small businesses start, grow, expand and, in the event of a disaster, recover. Because the coronavirus pandemic has significantly impacted many small businesses, we at the SBA take this opportunity to remind you that small business training and individualized counseling services are available to you (virtually, at the moment) from experts located here in Rhode Island.

The SBA and its Resource Partners -- independent local organizations that the SBA funds in part -- provide high-quality training (free or at low cost) and confidential, one-on-one counseling (free) tailored to the specific needs of small business owners. Trainings cover a wide variety of topics -- basics such as the steps to starting a business, business plan basics, and record-keeping and accounting, as well as specialized subjects like marketing and brand building, regulatory compliance, technology development, social media, and financing preparation and strategies. Who are the SBA's Resource Partners?

- The [Center for Women & Enterprise](#) (CWE) (401-277-0800) is the women's business center here in Rhode Island. To help women build their business skills and create a lifetime network of key resources and contacts, it provides counseling and training to new and existing women business owners on a full range of business topics.
- The [Rhode Island Small Business Development Center](#) (SBDC) (401-874-7232) at the University of Rhode Island provides a variety of counseling, workshop, and information services for growing companies and start-ups. Look at the SBDC as a one-stop resource center for assistance in business plan development, market analysis, sources of capital, technology transfer, inventory assistance, and other managerial and technical support services.
- The [Rhode Island SCORE](#) Chapter (401-266-0077) is a volunteer, non-profit organization. With more than 40 years of experience helping small businesses succeed, SCORE matches volunteer counselors with clients needing expert advice. SCORE has counselors in nearly every area of business management. Whether you are considering starting a business, have a business that is experiencing challenges, or are ready to expand, SCORE can help.
- The [Veterans Business Outreach Center](#) (VBOC) Program (844-404-2171) provides entrepreneurial development services such as business training, counseling, and referrals for eligible veterans owning or considering starting a small business. The VBOC of New England is located in Providence.

We invite you to take advantage of these resources by becoming a client of one or more of the organizations listed above and, if you'd like, request free, 1:1 confidential business counseling tailored to your small business's specific needs.

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 Glovach, SBA Economic Development Specialist, at lane.glovach@sba.gov or 401-528-4575, or visit www.sba.gov/ri.