

2..... ACC News  
3..... Welcome New & Renewing Members  
4..... ACC-Northeast Member Spotlight  
5..... CAREER Corner  
8..... Committee Member Volunteers  
9..... ACC-Northeast Chapter Committees:  
Get Involved  
10..... ACC-Northeast Book Review

11..... Webinars, Virtual Discussions  
& Social Event Recap  
14..... Pro Bono Spotlight  
16..... Best Advice  
17..... ACC-Northeast New Job Board  
18..... A Membership Moment: DEI Resources  
19..... Social Media Initiatives  
20..... ACC Northeast Board of Directors

# FOCUS

WHERE LEADERSHIP COMES INTO VIEW



## President's Letter

**Stephanie Lambert**

Recent events in our world have left many of us feeling overwhelmed

(likely an understatement). From the war in Ukraine to the caustic Supreme Court nominee process (yet again) to the likely overturning of *Roe v. Wade* and now more mass shootings, we can feel at a loss as to where to start, what to do. It's times like this when channeling our energy at home and at work can help us feel a sense of control. Focusing on work opportunities, in-house counsel may not realize they can lead their companies to influence debate on one or more of these issues.

More and more companies face the daunting task of determining whether a public position is warranted on a particular hot button issue. Some companies are being pressured by employees, customers, and shareholders to take a position on an issue important to them. Company leaders may believe they have no choice but to do so, but this is not always in the best interest of the company. In some cases, though, a public position makes sense. In weighing such a decision, it is best for a company to employ a methodical assessment process to build a record of consistency and transparency and to minimize financial risk to the company. Escalating tensions in social media can make this assessment nearly impossible, so the time to do it is before a company needs to act urgently.

In-house counsel would be wise to take a leading role in this process within their companies. By doing so, in-house counsel

also may find a sense of contribution to the challenges in our world. There are some organizations that get it right from the outset and others that do not for a myriad of reasons. We can all think of a few cautionary tales from well-publicized missteps by Target, Disney, and others. In some cases, the public knows an organization's political perspective and is not surprised when it takes a position consistent with a prior one. In today's political climate it is important to get it right, or the organization could experience an unanticipated public backlash. Any backlash also could have legal ramifications should the organization be a public company.

There are some companies that, by the very nature of the products they sell, naturally fall on one side of an issue or another. Decisions to support basic social issues such as homelessness or mental health may be easy to make. Decisions on other issues may not be so clear cut, requiring a deeper analysis. For instance, let's consider a fictional company selling camping and a variety of outdoor gear. It seems uncontroversial for it to take a policy position friendly to the environment given its customers and other stakeholders likely seek to maintain the environment they enjoy. However, in further example, an outdoor company could have a large population of hunters as customers, but on the issue of gun control, it should carefully consider its position given its diverse customer base and recent public focus on the availability of guns due to mass shootings. It would be difficult for the company to support gun

control or outright gun bans if it is in the business of selling guns, particularly if it derives a good portion of revenue from such sales. A neutral position may seem the best option, though silence can be seen as acquiescence and viewed negatively by both sides of the issue.

What should such a company do, especially if it is pushed to take a stronger position? This is where data can assist and provide a defensible basis for its position. A company seeking to minimize the potential financial risk should the issue backfire ought to look at revenue trends and product roadmaps. Historical data on customers can also prove insightful. Where has the company invested for future growth? Where might it divest if the political pressure is just too much? For political positions not directly related to the company's core mission or those that may materially impact the company, it is wise to review such data and gain consensus among executives and, in some cases, input from Board members before going public with a position. A company needs to be positioned to weather a worst-case scenario in taking a public position and live with any negative consequences.

On other issues, like the abortion debate, it seems a public position on this issue for a camping gear company is far afield of its core mission, though leaders may have strong opinions one way or the other. A position on abortion will likely alienate one set of stakeholders and not yield any benefit to the company or potentially have

*continued on page 2*

continued from page 1

a negative impact. If the fictional company were a women's medical device company instead, the opposite may be true. Such a company could view abortion as less of a moral or personal issue and more of a health issue for women. Moreover, customers of the health care company include hospitals and other health care providers, who likely share the view of abortion as a health issue for women (with some exceptions). Neutrality in the abortion debate may also be a viable option, particularly if it is a public company, but if its devices are used to perform abortions, then clearly the company may have a financial stake in the abortion outcome. If so, it may behoove the company to invest in political advocacy on this issue.

Companies today are wise to seek external input from outside counsel, trade groups, or government relations firms in conducting this assessment. These external sources can provide benchmarking information and access to government regulators should a company wish to consider where its prospective position may sit on the spectrum. Trade groups are attractive because they can provide protection in numbers via the company's industry. A company should also weigh when Board input is necessary on an issue where the stakes may be high for investors. At the end of the process, there may be valid reasons to keep a company position private or perhaps to influence from behind the scenes instead. All these strategic decisions

need oversight from a centralized function within the company. In-house counsel, in most cases, are well-suited for such a leadership role, which may also present a personal opportunity to get involved in productive conversations directly impacting a particular issue through your company.

#### **Communications Committee**

Communications Committee and Newsletter Editorial Board: Kelly Whetstone (editor-in-chief), Alex Bubier, Brian Ciaramicoli, Liz Cox, and Patrick Wu. Other contributors: Kathleen Patton and Janet Smart.

## **ACC News**

### **ACC In-house Counsel Certification Program: July 11-21, Virtual**

The [In-house Counsel Certification Program](#) covers the core competencies identified as critical to an in-house career. This virtual training is a combination of self-paced online modules and live virtual workshops. The workshops will be conducted over a two-week period, four days a week for three hours each day

### **ACC Executive Leadership Institute July 26-29, Chicago, IL**

Invest in your high-performers and put your succession plan in place. Nominate your rising stars to gain the professional development they need to one day lead your department at the [2022 Executive Leadership Institute](#). Seats are limited

### **DEI Maturity Model**

The DEI Maturity Model is designed for legal departments to benchmark their diversity, equity, and inclusion efforts across a wide range of functional areas. [Download the model.](#)

### **ACC Annual Meeting October 23-26, Las Vegas**

Program schedule for the world's largest gathering of in-house counsel is now available. [Register today!](#)

**For future ACC  
education &  
events, please  
check the  
website,  
[www.acc.com](http://www.acc.com)**

### **Your Safety is Our Top Priority!**

As we continue to plan for the upcoming conference season, our top priority remains the health and safety of our attendees, speakers, staff, and sponsors. We are carefully monitoring the status of vaccine and booster distribution, as well as any changes to federal and local guidance due to new strains of the COVID-19 virus. These will all be taken into consideration to make informed decisions about hosting live and hybrid events once we can ensure the well-being of all stakeholders.

**We will be sure to keep the ACC community informed as more information becomes available. Visit our [Duty of Care](#) page to see full details on the protocols we will follow to ensure you and the entire ACC community remain safe at our events.**

# Welcome New & Renewing Members

Please help us welcome the following members who joined within the last few months:

## **Seanna Balfé**

Chief Legal Officer and  
General Counsel  
Alert Innovation

## **Rishabh Bharadwaj**

General Counsel, India  
Thrasio, LLC

## **Connor Boyd**

Corporate Counsel  
Alanna Briffa  
Corporate Counsel  
Sitecore Schweiz AG

## **Jennifer Burdman**

Chief IP Counsel

## **Michael Callahan**

Assistant General  
Counsel  
Eversource Energy

## **Heather Carlisle**

Senior Counsel, Siting  
and Real Estate  
Tilson Technology  
Management

## **Steve Chisholm**

Corporate Counsel  
Sitecore Schweiz AG

## **Keith Connerly**

Vice President of Legal  
CallMiner, Inc.

## **Gregory Crist**

Senior Counsel  
Retail Business  
Services, LLC

## **Melanie Dorn**

Staff Attorney  
Tilson Technology  
Management

## **Tim Durken**

Associate General  
Counsel  
ASICS America  
Corporation

## **Natasha Ernst**

Staff Attorney  
Tilson Technology  
Management

## **Dawn Euer**

General Counsel  
Capital Good Fund

## **Jenn Evans**

Sr - Advisor -  
ServiceNow Platform  
Governance  
Dell Technologies

## **Mitchell Feeny**

Senior Counsel  
Retail Business  
Services, LLC

## **Bess Franzosa**

Director, Employment  
& Benefits Law  
Retail Business  
Services, LLC

## **Anne Gaeta**

Vice President and  
Deputy General  
Counsel, Labor and  
Employment  
Fresenius Medical Care

## **Rebecca Gallup**

Director  
E Ink Corporation

## **Parisa Ghomi**

Associate Counsel  
Coverys

## **Tracey Gilliam**

Managing Director,  
Associate General Co  
JPMorgan Chase & Co.

## **Marnix Ginneken**

Executive Vice  
President and Chief  
Legal Officer  
Philips North America  
LLC

## **Gail Goolkasian**

VP Employment Labor  
and Benefit Law  
Retail Business  
Services, LLC

## **Max Heuer**

Lead Counsel, U.S.  
Corporate – SEC  
Compliance and  
Corporate Governance  
Takeda Pharmaceuticals  
U.S.A., Inc.

## **Anthony Jenkins**

Corporate Counsel  
Computacenter

## **Iya Kessler**

Sr. Manager, Corporate  
Counsel  
Thermo Fisher  
Scientific Inc.

## **Kimberly Kirk**

Managing Counsel  
TUV SUD America Inc.

## **Christine Lee**

Associate Director,  
Global Pipeline & US  
Commercial Law  
Alexion  
Pharmaceuticals, Inc.

## **Thompson Lozier**

Corporate Counsel  
Retail Business  
Services, LLC

## **Mary Mahoney**

Attorney

## **Katie Marble**

Director, Assistant  
General Counsel for  
Global Employment Law  
Pantheon Systems, Inc.

## **Brendan McNeill**

Contracts Manager  
Decibel Therapeutics,  
Inc.

## **Yoshihiro Nakagawa**

Global General  
Counsel  
Takeda Pharmaceutical  
Company Limited

## **Selina Ng**

Associate Legal  
Counsel  
The Boston Consulting  
Group UK LLP

## **Kevin Parrington**

Corporate Counsel  
Retail Business  
Services, LLC

## **Hetan Patel**

Attorney  
Laboratory  
Corporation of  
America

## **Alison Pearsall**

Senior Group Counsel  
Veolia North America,  
LLC

## **Thomas Pomella**

Director Counsel  
Retail Business  
Services, LLC

## **Elizabeth Rancourt-Smith**

Legal Operations  
Manager  
Tilson Technology  
Management

## **Patricia Rich**

Vice President and  
Deputy General  
Counsel, Litigation,  
Payor Relations and  
Regulatory  
Fresenius Medical Care  
AG & Co. KGaA

## **Kevin Ristau**

Associate General  
Counsel  
Globalization Partners

## **Jason Rogers**

Deputy General  
Counsel  
J.C. Cannistraro, LLC

## **Joshua Rouse**

Associate Counsel  
Thermo Fisher  
Scientific Inc.

## **Jeffrey Sachs**

Chief Legal &  
Compliance Officer  
Balt, Inc.

## **James Scacco**

Staff Attorney  
Staples, Inc.

## **Ben Schwarz**

Global Pipeline Counsel  
Alexion  
Pharmaceuticals, Inc.

## **Peilin Tan-Aquino**

IP Counsel  
Biogen

## **Patrick Taylor**

Chief Regulatory  
Counsel  
Unitil Corporation

## **Lindsey Valente**

Legal Specialist  
HubSpot, Inc.

## **Brittany Wayne**

Commercial Counsel  
LinkSquares, Inc.

## **Perry Wechsler**

VP M&A and Real  
Estate Law  
Retail Business  
Services, LLC

## **Bohao Zhou**

Corporate Counsel  
EMD Millipore  
Corporation

If you forgot to renew please email [membership@acc.com](mailto:membership@acc.com).

## ACC-Northeast Member Spotlight



### Megan Lucey

Corporate Counsel at Oxford Global Resources  
ACC NE Next Gen Committee Member

Please tell us a little bit about Oxford Global Resources and

your role there. What are your responsibilities and what does a typical day look like?

Oxford Global Resources is a consulting company that specializes in placing trained professionals in temporary positions to assist with clients' needs. They focus largely in IT, Engineering, Life Science, and Healthcare Technology consultant placements in North America and Europe. I am a new Corporate Counsel to the company and mainly assist the recruiting and accounts teams with drafting, reviewing, and negotiating contracts. Like most people, my day-to-day varies, but in the course of a day, I can do anything from reviewing master services agreements, consulting services agreements, consultant agreements, or working through employee exemption qualifications. Our clients cover a wide range of areas both geographically and specialty wise so each contract I review has special nuances that conform to the client's business needs so I'm always learning something new.

What was your career path? What drove you to become a lawyer? How did you get to where you are?

My 'career path' has been less of a path and more of a small trail. I am a 2020 law school grad and immediately went to working at an in-house position at a construction company. I initially wanted to go into family law but quickly changed my mind as I learned more about it during law school. From there, my contracts classes, specifically the construction contracts, were always the most interesting to me, hence why I jumped at the chance to work at a construction company! However, I learned that I liked contract work more than the risk management side of in-house work which is how I ended up at Oxford!

The past two years have been a challenge in many different ways. How has COVID-19 affected you both personally and professionally?

COVID has impacted me greatly, especially as a 2020 law school grad. I served as the president of my law school's Student Bar Association when COVID hit, so I took on the responsibility of hearing student concerns and then presenting and working with the deans to make sure the first semester of online law school learning went smoothly. I also took the first ever remote bar exam that was pushed back from July 2020 to October 2020. This proved to be a major stressor as it resulted in delayed bar results and potential job opportunities, as well as put a financial strain on myself (as well as many others). However, it turned into a true testament to what I can overcome when in a stressful/difficult situation. Additionally, as a native Californian living in Boston, COVID prevented me from seeing my friends and family in person, especially over the holidays. Luckily, video chat and FaceTime helped me stay in contact with everyone!

How did you hear about ACC-Northeast? What made you excited to get involved in the Next Gen Committee?

I heard about ACC-Northeast from my old boss. He's been a member for years and felt it was important for all members of his department to join as well. I have a habit of getting too involved in groups I join, so I jumped at the chance to get involved with the Next Gen Committee. The committee held great events that I enjoyed going to so it seemed like a good fit to get involved further.

As someone who is starting in a new role, do you have any tips for in-house counsel that are in a similar position?

I've only worked as in-house so it's hard for me to give specific tips because it seems like most attorneys start at a firm and transition to in-house. However,



from observing coworkers who were prior litigators, I've learned one important thing to embody as a new in-house counsel is the role is a lot less adversarial compared to litigation. It's not always about winning or having things be 'my way or the highway', but rather working together to achieve a common goal. At Oxford, it's all about being flexible and working with the client to get a contract in place rather than turning down a deal because the other party refused to accept your specific indemnification language.

Otherwise, the obvious tip is to utilize the ACC as much as possible! There are a lot of great resources on there that can help bring an attorney up to speed on the ins and outs of being in-house versus at a firm.

What are your interests and hobbies outside of work? What do you do to decompress and relax?

I'm very into traveling and exploring new places! My annual goal is to travel to one new place a year. Over the past year, I visited Montana and England for the first time so only time will tell where I go this year. On a daily basis, my favorite way to decompress and relax is through a good book. However, I've also taken up running as the Next Gen Committee/ACC is participating in the Lawyers Have Heart 5K! I'm not a runner at all, so the Couch to 5K app is helping a LOT.

*continued on page 5*

continued from page 4

### Do you have any predictions for 2022?

I've never been a yearly predictions or resolution person, so I don't have any predictions for 2022. So many big things

have happened over the past few years, both in the US and globally, so who knows what 2022 will bring. For me, 2021 was a big year of growth both profes-

sionally and personally, so I'm focused on building upon that and making 2022 better than 2021.

## CAREER Corner

### Making Progress on Your Allyship Journey as In-House Counsel

By Kathleen Patton, General Counsel, Jobcase, Inc.

A few months ago, I left my previous employer where I had worked for several years to join a new company. Since I arrived at Jobcase, I've been learning about the values and mission of the company and trying to contribute outside of my job description. In a discussion with a colleague recently, I confessed that I was worried that I hadn't yet made any positive impact on the culture of the company. This conversation inspired me to consider actions I could take to contribute to our diversity, equity and inclusion (DEI) efforts and better align with some groups working on these initiatives.

In this article, I'll share some thoughts that resulted from my own self-assessment and provide you with concrete actions that you can take, starting today, to play a role in DEI outcomes as in-house counsel at your organization. I'll begin by defining allyship and then describe who can become an ally (spoiler alert: everyone, including you). Then I'll describe a number of actions, from easy to more challenging, that you can take to make progress on your journey of allyship.

#### The Allyship Journey

In April, I cheered enthusiastically on Boylston Street in Boston as my sister completed her first marathon. Carol learned that she won the right to participate in the marathon on her 50<sup>th</sup> birthday, only four months before the event. As soon as she recovered from COVID (which she also got on her 50th birthday!), she began the work to

train for the marathon. She read a lot about how to condition, began with a few practice runs, hired with a coach and ran progressively longer routes. She experienced some highs (completing her last training run) and lows (a hip injury and two-week recovery period), as well as some things that were a mixture of both (sprinting on Heartbreak Hill). And then on Marathon Monday, she ran the race from start to finish as she had trained to do.

The path to becoming an ally is also a marathon, rather than a sprint. As I'll explain, you won't be recognized as an ally when you start and you've got to take a number of steps, with ups and downs along the way, to reach your allyship milestones.

#### Identifying Allyship

In a [recent article published by the Center for Creative Leadership](#), the authors defined allyship as "the actions, behaviors, and practices that leaders take to support, amplify, and advocate with others, especially with individuals who don't belong to the same social identity groups as themselves." You'll note that the definition suggests that allyship requires multiple actions and behaviors. Allyship in the workplace is built on a foundation of many acts and practices that demonstrate support for and advocacy on behalf of a group of employees. The hallmarks of allyship are frequent and consistent behaviors that result in relationships anchored in trust and accountability.

#### Identifying an Ally

For purposes of this article, I define an ally as a person who has been recognized by a group of affected employees for repeatedly and consistently demonstrating allyship with that group. In a recent [blog post for the National Institutes of Health](#), Samantha-Rae Dickenson correctly points out, an ally "must also have some degree of power to effect change."

So, while you can't identify yourself as an ally, I am confident that you have the required power to become someone who is identified as an ally. Everyone who is reading this article enjoys some degree of privilege, whether based on our intelligence, education, tenure, experience or network. In addition, we likely all identify with social groups that have benefited from advantages over marginalized groups or we have managed to overcome some of the challenges experienced by others in our social groups.

Now that you know you can serve as an ally, you should think about the groups at your organization with whom you want to advocate. Consider what issues would motivate you show up repeatedly and consistently to benefit the affected set of individuals. For which groups do you want to leverage your power? Once you've determined for whom you'd like to advocate, engage in some of the actions in the list below to get started.

continued on page 6

continued from page 5

## Allyship in Action

The list below is intended to range from easy to more challenging so you can begin your allyship journey with simpler actions that you can take now and progress towards developing a more fulsome set of allyship skills. You should understand that the allyship journey, unlike a marathon, is not a linear one. You can jump in anywhere on this list to begin your journey and are likely to be engaging in several steps simultaneously. I've provided some examples below, many of which I've practiced on my own journey.

Keep in mind that if you are practicing allyship (like lawyers, allies always have to practice), you can expect to fall down along the way. When this happens, pick yourself up, learn from what you did (or didn't do) and continue on your journey. You can expect to get back on track if you keep working at enhancing your allyship skills.

- **Read** – Get familiar with your organization's cultural principles. Review the Careers pages on your company's website and intranet. Do a Google search on allyship in the workplace.
- **Contribute to the dialogue** – Begin by raising issues and concerns anonymously in company surveys. Submit or upvote questions for the next company meeting that show support for a particular group.
- **Practice** – You can begin offering support on issues that you feel comfortable with in one-on-one meetings or in small groups.
  - » The situation in Ukraine is concerning. I am sure it is upsetting for you.
  - » I was pleased to learn about the upcoming holiday. I hope you enjoy the celebrations with your family.
- **Attend events outside of your social group** – Find out about upcoming events that your company sponsors – support groups, lunch-and-learns, happy hours – and join in.
- **Familiarize yourself** - Understand your company's DEI objectives. Dive in on the results of employee surveys. Review your organization's environmental, social and governance reports.
- **Listen** - Engage in opportunities to hear from members of the group. If the members don't readily speak up, invite them participate in the conversation.
- **Learn** – Participate in trainings. Seek out online resources. Train yourself, rather than expecting members of the group to educate you.
- **Build a community** – Participate in your company's DEI Slack channel or intranet page. Sign up as a member or affiliate of an employee resource group (ERG). Join your organization's social justice/anti-racism book club – or start one if it doesn't exist (and reach out to me if you need a list of book recommendations).
- **Amplify** – Once you've heard concerns or issues from an affected group, reinforce what they have said – but be sure to give them credit.
- **Speak up** - Chime in with your own opinion on watercooler topics. Practice expressing your support. Try to use the group's preferred terminology so you become more comfortable with it.
- **Get advice** – Seek out an allyship advisor whom you admire and ask for tips. Try out a few advocacy exercises with them.
- **Accept feedback** – Seek out feedback on the impact you are having. If you receive feedback on your efforts, even if criticism, listen and adjust accordingly. Thank the person who provided you with the feedback.
- **Act** – Serve as a mentor to a junior colleague. Sponsor an employee in another department in their career development.
- **Raise issues** – Introduce concerns and ideas in a manner that will trigger discussion in your company.
  - » Have we considered a diverse panel of candidates for this role?
  - » Should we gather input from the ERG on how to celebrate this occasion?
  - » How are we accommodating guests with disabilities who plan to attend the event?
  - » I imagine this return-to-office idea would be particularly challenging for employees with certain health issues. How can we adapt it?
  - » Could we adjust the timing of the meeting so caregivers are better able to attend?
  - » What could we change to better attract and retain veterans?
  - » Become an upstander – Express opinions and ideas that demonstrate support for the group.
  - » I believe we are likely to hire more candidates from more diverse backgrounds if we change our interview process.
  - » Can we form a committee to study and address the disparities in promotion rates across genders?
  - » Let's spread the work of rolling out our company values so we don't place an extra burden on folks from underrepresented minorities.
  - » I recommend that we train the organization to acknowledge implicit biases.
  - » We should run a survey before establishing our new seating plans to make sure we accommodate folks with sensory challenges.
  - » I'd like us to consider the impact of this proposed policy on employees who identify as non-binary.

continued on page 7

continued from page 6

- **Develop other allies** – Identify others who can advocate with the affected group. Support them in their allyship journey.
- **Advocate** – Expend some of your own capital to benefit the group that you support. Tread carefully to ensure that you are advocating with the group, rather than for the group, meaning that you understand their issues and concerns, allow them to participate in the advocacy, and remain accountable to them for your actions and behaviors.
  - » We must allocate bigger budgets for our ERGs.
  - » It is time to revisit our referral process so we expand the diversity of our candidate pool.

- » I am revising this policy as it unfairly impacts caregivers.
- » I've connected with the LGBTQ+ ERG, and I am conveying their concern about the recent incident and their proposal for a remedy.
- **Learn, unlearn, relearn (or lather, rinse, repeat)** – Start the journey all over again. Engage in allyship with another group. Learn more about issues that affect the group you are supporting. Adjust based on the feedback and advice you have received. Unlike a marathon, this journey has no end.

At my new company, I find myself on the early, easier steps of the journey. I plan to make some progress but know that I will stumble along the way as I progress to the more challenging ele-

ments. (I confess that I already have had some missteps.) I plan to accept responsibility for the impact of my behaviors and actions along the way.

I hope these tips assist you on your allyship progression. You should know that I'm treading along the same allyship path and would be happy to lend a hand.

Kathleen Patton wants to thank her fellow panelists, Jeff Levinson, Kevin Rasch and Rehka Chiruvolu for sharing their experiences and their sage advice on becoming an ally. All were part of the ACC NE Allyship Panel discussion hosted by Nixon Peabody on March 23, 2022. Kathleen would also like to encourage you to attend future ACC NE Women's Committee Coffee Chats, held the third Wednesday of each month at 3:00 PM. If interested please contact [julies-duffy@gmail.com](mailto:julies-duffy@gmail.com) to be added to that list

## Career Development Resources and Coaching

ACC offers a team of highly experienced career coaches that come from a variety of professional backgrounds with an expertise in helping lawyers attain their professional development goals. Each of our coaches has had significant experience providing one-on-one coaching services in the legal profession. [Find out more here.](#)

All in-house counsel members are eligible to receive a complimentary 30-minute session with one of our established coaches. Please feel free to reach out to the coach that best fits your needs.

ACC provides members with career-long access to jobs and wellness resources, online and in-person education, career coaching and networking and global job opportunities. As your career grows, ACC grows with you. You can visit [acc.com/career-development](http://acc.com/career-development) to learn more about the resources ACC offers including wellness training, career coaching, networking opportunities, education, and job seeking.

[Recent Job Listings](#)



## Committee Member Volunteers:

ACC-Northeast would like to acknowledge and thank all of our Committee members listed below. With their help, the Chapter is poised for a great year, we have increased our initiatives, added more programming, and will hold more networking events in the coming months. Cheers to all our dedicated Committee Members!

Danette Wineberg	Todd Keebaugh	Paul Nightingale
Brian Ciaramicoli	Ginny McCarthy	Paul Cushing
Alex Bubier	Sarah Lang	Jeff Levinson
Jamie Whitney	Helen Tsingos	Patrick Wu
Ed Maggio	Claudia Gilman	Kelly Whetstone
Sarah Kmiecik	Gwenn Roos	Liz Cox
Alan Tannenwald	Kathleen Turland	Lalitha Gunturi
Ben Brown	Jason Ellis	Sharon Lamawitz
Kat McCabe	Stephanie DeCristofaro	Alex Aferiat
Rebecca Liubakka	Danielle Lemack	Ruchi Shah
Cara Bradley	Courtney Thomas	Sean Devlin
Jennifer Hoopes	Megan Lucey	Meredith Ainbinder
Donna Killmon	Matt Fenselau	Kat McCabe
Janet Smart	Ian Hecker	Mitch Appelbaum
Lurleen Gannon	Gemma Dreher	James Coughlin
Melissa O'Berg	Karen Valentine	
Christopher Mirick	Kathleen Burke	

if you want to volunteer on a Committee please reach out....



# ACC-Northeast Chapter Committees: Get Involved

We would like to thank all our Chairpersons and volunteers for helping us with everything from programming to social media. This has been a very busy year and our appreciation goes out to every one of you! Please contact Julie Duffy to discuss your interest in getting more involved in any of the committees listed here.

**Communications:** This Committee focuses on information sharing within the ACC Northeast through the quarterly newsletter and social media channels. Its goals are to foster more interest in programs, create access to ACC Northeast Board members, and act as an informational resource for members. The quarterly newsletter is the one source for a review of the Chapter's past activities, upcoming programs, and specialized articles of interest to the membership. The Newsletter offers members an opportunity to learn about Chapter activities firsthand, plan relevant content for members, and publish short articles from time to time. ACC Northeast's social media channels are the most active at the ACC, offering members an opportunity to create timely content for channel followers.

**Diversity, Equity & Inclusion:** This Committee's mission is to create, nurture and sustain a culture that promotes and celebrates diversity and inclusion for ACC Northeast members and their corporate legal departments by participating in and supporting DEI programs, forums, and events.

Our DEI programming covers a wide range of diversity and inclusion topics, with a focus on supporting members to reach their full potential. The committee works to share best practices, thought leadership, and leadership development tools necessary to address the professional challenges faced by race/ethnic minorities; women; lesbian, gay, bisexual, and transgender persons; and people with disabilities.

**Membership:** This Committee is developing new ways to help integrate and welcome new members to ACC Northeast. The Committee will be launching new initiatives to reach out to potential new members and to also encourage current members to increase their involvement in ACC Northeast committees and activities.

**NextGen:** This Committee provides networking and camaraderie among the next generation of in-house attorneys in the greater Boston area. The target demographic for the NextGen Committee is lawyers who have practiced in an in-house setting for ten years or less, but events are open to all ACC Northeast members. This Committee allows lawyers new to in-house to connect with others setting out on the in-house journey at the same time.

**Practice & Career Management:** This Committee helps members support and develop skills necessary to advance their careers in their existing roles, move up the corporate ladder, and seek new professional opportunities.

Programs may address substantive topics and/or soft skills such as networking, executive presence, leadership, and communication.

**Pro Bono & Civic Engagement:** This Committee provides opportunities for ACC members to do pro bono publico and civic engagement work. Activities range from the annual Clinic-in-a-Box program to providing information to members on various individual opportunities to engage in public service activities. The Committee also helps legal departments establish their own pro bono initiatives for all legal professionals.

**Programs:** This Committee plans, coordinates and oversees all programs hosted by sponsors for ACC Northeast members throughout the year. Volunteers develop topics and work closely with each sponsor's attorneys and professional staff on crafting programs that are valuable and timely for in-house practitioners.

**Women's Initiative:** The mission of the Women's Initiative Committee is to promote the professional development and advancement of women in-house counsel at all levels of their careers. The Committee seeks to fulfill this mission by offering programs, events and other opportunities for members to: explore topics of particular relevance to women in-house counsel; to develop and/or enhance their "soft skills"; to participate in a mentoring program; and to expand their networks. Each year, the Committee hosts several events to support these goals.

## COMMITTEE MEMBERS/ VOLUNTEERS WANTED.

We are always looking for volunteers to help with our various committees and activities. Please let us know if you would be interested in volunteering a small amount of your time to help keep our chapter running strong. We will work with you to line you up with a project that interests you!

**Communications  
Committee**  
Kelly Whetstone  
Patrick Wu

**Diversity, Equity  
& Inclusion  
Committee**  
Robin Walker

**Membership  
Committee**  
James Coughlin

**Next Gen  
Committee**  
Brian Ciaramicoli  
James Coughlin

**Practice & Career  
Management  
Committee**  
Alex Aferiat  
Sharon Kamowitz

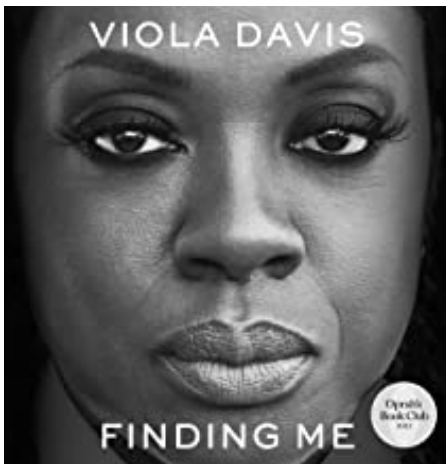
**Pro Bono/Civic  
Engagement  
Committee**  
Mitch Appelbaum  
James Coughlin

**Programs  
Committee**  
Larry Weiss  
Mitch Appelbaum

**Women's  
Initiative  
Committee**  
Marisa Murtagh  
Kathleen Patton

## ACC-Northeast Book Review

Review by Liz Cox, ACC-Northeast board member & Hasbro Managing Attorney



### Actress Viola Davis's Memoir -- *Finding Me*

Viola Davis has purpose. It's hard not to be in absolute awe of the Academy, Tony and Emmy award winning actress just by reading interviews with her about working with Shonda Rhimes to develop her recent character, Annalise Keating in the hit show, *How to Get Away with Murder*. When Davis was offered the role of the brilliant, ambitious, sexualized, possibly sociopathic law professor who has a both a husband and a boyfriend, the actress had one immediate demand in relation to the character. She wanted to

take off her wig and her makeup as part of the story during the first episode – it was her duty to honor Black women by showing herself in a moment that is not ring-fenced by the oppressor. She called it brutal and private; it said and showed that the whole of who Black women are is beautiful.

Viola Davis's purpose is to use her art to convey this message specifically to Black women. Her 2022 memoir wrestles with who she was at 8 years old. Her childhood in Central Falls, RI was barely survivable. Her family was the poorest of the poor – consistently hungry, living in a rat-infested condemned building. Life in a white town meant white boys gathered and lay in wait every day when she left school to chase her down, call her ugly and the N-word, and beat her whenever they could corner and catch her. Decades later, Will Smith asks Davis who she is. She's puzzled -- he already knows her. But then Smith says – I'm the 15 year old boy whose girlfriend broke up with him; who are you? Davis with life-changing epiphany opens up to him and herself with the story of that little girl – never feeling that she belonged or was worthy of a future, let alone that she was beautiful and desirable, talented and smart.

Her superpowers then were snarky comebacks and the speed to run and weave to get away from her tormentors most of the time. Davis harnesses this monumental realization to free herself to speak her truth; this becomes her new power. And it seems to culminate in her playing and shaping the role of Keating in *How to Get Away with Murder*. Davis was first seen by peers and critics, as a faulty casting decision. Instead Davis's acting is brilliant, strong, disciplined and authentic. She puts everything into her purpose of portraying a fascinating, powerful and complicated character who can at the same time as struggling with alcohol and self-hatred, be genius and self-sacrificingly true to her moral code, beliefs, and the people she loves.

Her book closes with her continuing to come to terms with the traumas that her 8 year old self suffered and with her winning an Emmy and working on her beloved project, *Fences*. But there's no melancholy -- we know that her story will continue with her role as Michelle Obama in *First Ladies* and other rumored upcoming projects that will hopefully fully channel her creative acting talent.

### ACC-Northeast Next Gen Committee participates in Lawyers Have Heart Road Race in Boston on June 2<sup>nd</sup>.

The ACC-Northeast NextGen Committee had a team that ran Lawyers Have Heart Race in Boston on June 2<sup>nd</sup>. The team name is Legal Pacemakers and James Coughlin is the Captain. The race had over 1300 participants and raised money for the American Heart Association. Congrats to All!



Names from left to right: Nicholas Brown, Nika Engberg, Christopher Garcia, Victoria Fernandez, James Meinert, James Coughlin, James White, Megan Lucey



## Webinars, Virtual Discussions & Social Event Recap

### **Corporate Counsel Institute: Acquisition of Technology Companies**

**Sponsored by Ropes & Gray  
February 8, 2022**

On February 8, 2022, ACC NE partnered with Ropes & Gray to present a virtual session on mergers and acquisitions processes and best practices with a focus on technology company acquisitions. Ropes & Gray partners Christopher D. Comeau, Bradford Flint, Stephanie Lapidus, and Regina Sam Penti outlined a technology company acquisition from start to finish on both the buy and the sell sides. Topics covered included varying international regulations, intellectual property rights, and antitrust considerations, as well as a discussion on recent industry trends.

### **An In-House Counsel's Playbook for Navigating a Cyberattack**

**Sponsored by Bowditch and Dewey  
February 16, 2022**

On February 16, 2022, ACC-Northeast partnered with Bowditch and Dewey to offer a program on how to respond to a cyberattack as an in-house attorney. The panelists, which included lawyers from Bowditch and professors from Boston College, covered the basics of cyber incident response planning, including defining concepts, identifying current legal requirements, and running through various scenarios. The panelists explained that the key components of a cyber incident plan should include identifying the purpose of the plan, setting forth the team as well as individual responsibilities, and defining what qualifies as a data breach. Just as important as creating the plan is testing the plan and training the team members by conducting tabletop exercises to develop "muscle memory." One of the final takeaways shared by the panelists was to ensure that you build relationships early, both within the team and with outside advisors.

### **Fireside Chat with Veta T. Richardson**

**March 10, 2022**

On March 10, 2022, Stephanie Lampert, the ACC-Northeast Chapter President, hosted a Fireside Chat with Veta T. Richardson – the President and Chief Executive Officer of the Association of Corporate Counsel. The Fireside Chat covered a range of topics from Veta's groundbreaking new book, *Take Six: Essential Habits to Own your Destiny, Overcome Challenges, and Unlock Opportunities*, to Veta's career journey. Veta and Stephanie covered some of the challenges Veta faced during her journey to write her book

and while pursuing her budding writing career. Veta also used personal experiences and stories to convey some impactful career and life lessons, including one that jumped out at me – a focus on gratitude when trying to break a bad habit. While the Fireside Chat was short and the range of topics broad, Veta's message was simple - follow your passions and joy. Be Open. Always remember – there is always someone that you can help and mentor.

### **So, You've Received a Patent Infringement Demand Letter, Now What?**

**Sponsored by Finnegan  
March 15, 2022**

In this incredibly informative webinar, Finnegan attorneys Cory Bell and Anthony Del Monaco, together with Benjamin Brown of Onto Innovation, identified key concepts in patent infringement litigation and practical considerations on how to respond to patent infringement demand letters. The presentation began by explaining the reasons why a patent owner would send a demand letter in the first place, and the significance of notice in patent infringement claims. Often, the primary reason for sending demand letters, and perhaps the most important one for in-house counsel to keep in mind, is that notice starts the clock on damages, and can also be used to establish willful infringement or knowledge of indirect infringement. The panelists reviewed the different mechanisms by which patent owners can establish notice and the standards for what constitutes notice under the relevant statutes, using real world examples and case law.

After discussing how to evaluate the demand letters, the presentation turned to how best to respond and identified key considerations, tactics, and strategies for the response. As the first step, the panelists stressed the importance of knowing your adversary – who are they and what are they after? The panelists reviewed possible strategies and the circumstances for which they be the most appropriate. Options include mounting a strong challenge by conducting prior art due diligence, seeking alternative forums, such as bringing a declaratory judgment action, or building a case for low damages recovery to discourage litigation.

The panelists also discussed whether, and when, to obtain opinions of counsel. The presentation noted that opinions of counsel, while not required, can serve as a powerful defense against willful infringement allegations, but stressed the importance of obtaining the opinion at the time the company first comes aware of the potential infringement. Lastly, the panelists discussed the utility and popularity of the AIA proceedings, such as IPRs, is resolving claims and prompting settlements.

*continued on page 12*

### **Clinic in Box®**

**Sponsored by Mintz, Corporate Pro Bono, and Lawyers Clearinghouse  
March 17, 2022**

The eleventh annual Clinic in a Box® program was held on March 17, 2022 for the second time, virtually. Clinic in a Box® is a half-day pro bono opportunity for ACC members to provide legal advice to small not-for-profit organizations. It is a collaboration among ACC, Mintz, Corporate Pro Bono, and Lawyers Clearinghouse. ACC members spend an hour and a half learning about an area of law of interest to the not-for-profit clients, and then another hour and a half in teams advising the clients in real time. This year's topics included corporate by-laws and COVID-19 policies. Over 35 ACC members participated. Richard Allen presented the training on corporate by-laws, and Mintz attorneys Geri Haight and Emma Follansbee presented on COVID-19 employment policies. After a brief break, ACC members were paired with their not-for-profit clients to assist them in dealing with their real-world issues.

---

### **Engaging Allies in the Advancement & Retention of Diverse In-House Professionals**

**Sponsored by Nixon Peabody  
March 23, 2022**

On March 23, 2022, ACC-Northeast Chapter's Women's Initiative and DE&I Committees partnered with Nixon Peabody for a virtual discussion. Rekha Chiruvolu, the Chief Diversity, Equity & Inclusion Officer, Nixon Peabody served as the moderator, and the panelists were Jeff Levinson, General Counsel & Secretary, NetScout Systems; Kathleen Patton, General Counsel, Jobcase; and Kevin Rasch, Chief Business Diversity Officer, Point32 Health.

This important conversation began with a definition of allyship – the status or role of a person who advocates and actively works for the inclusion of a marginalized or politicized group in all areas of society, not as a member of that group but in solidarity with its struggle and point of view and under its leadership. The panelists compared and contrasted allyship with mentorship and sponsorship roles and how each of these can serve to improve equitable access to opportunities in both in house and law firms. Each panelist candidly discussed the challenges they have faced both successfully and not so successfully in their own allyship efforts. All agreed that allyship such as in the form of increased access to career enhancing work, plays a major role in the retention and advancement of underrepresented attorneys. Participants were provided with insights, best practices, and innovative approaches to advance equity and inclusion and become better allies in the workplace.

---

### **Sexual Harassment Claims and Complications with Relationships at Work**

**Sponsored by Verrill  
March 24, 2022**

On March 24, 2022, long-time ACC NE sponsor Verrill hosted an in-depth presentation on issues in-house counsel and HR representatives may encounter regarding sexual harassment and romantic relationships among employees. Beth Smith and Liz Johnston, attorneys in Verrill's Labor and Employment Practice, discussed how to define the issues encountered, assess the risks, and implement best practices and procedures. Additionally, Smith and Johnson analyzed hypothetical examples and answered questions from the audience.

### **Returning to the Workplace in 2022 Sponsored by Nutter McClennen & Fish LLP**

**April 7, 2022**

Attorney David Rubin of Nutter, McClennen & Fish, LLP hosted an extremely informative webinar on what employers should expect to see as we return to the in-person workforce. Discussion covered the policies necessary for a sustainable hybrid workplace, attracting and retaining talent in the new landscape, future vaccine and masking requirements, implications of FMLA and other federal requirements within a hybrid workforce, worker confidentiality issues, and anticipated employment disputes specific to the return to office.

Paramount among many pieces of advice for facilitating an environment that is both productive and sustainable in the new landscape includes finding ways to share detailed expectations for how many days/hours employees should work on-site, providing flexibility wherever possible, and ensuring home setups are secure. Rubin and the panelists described ways to mitigate the risk of litigation related to remote work, including the need for employers to utilize systems for keeping detailed performance records and for tracking employees' overtime work in remote settings. They also shared best practices on ways employers can encourage feelings of safety in the office, including employing mask and vaccine requirements in the workplace and adapting these rules consistently with state and local mandates.

All subtopics of this discussion highlighted the overarching need for workplaces to adapt to changes as they arise. Even two years into this pandemic, science and governmental mandates are still changing on a regular basis, and the workplace should reflect any and all changes. Another factor that colors much of the conversation is the need for standardized procedure and uniform enforcement of federal requirements and private policies to promote a stable environment as employees return to office. The panelists fleshed out these principles by providing examples of how to achieve these goals in the new environment.

continued from page 12

## **The Hybrid Workforce: Navigating Legal Risk & Opportunities**

**Sponsored by Shook Hardy & Bacon**

**April 27, 2022**

On April 27, 2022 the ACC Northeast Chapter and Shook Hardy & Bacon presented a webinar titled “The Hybrid Workforce: Navigating Legal Risk & Opportunities.” Shook attorneys William Martucci and Alan Wong moderated the panel, and they were joined by fellow Shook attorney Ivelisse Saint-Claire, as well as Carolyn Rincon from Marsh McLennan, Sonu Ray from Foot Locker, Kristen Page from American Century Investments, and Meg Inomata from Waste Management. The discussion brought together the perspective of in-house attorneys from various industries and geographic locations to provide a diverse view on the future of hybrid work arrangements, and specifically covered some of the employment law issues surrounding the choices that face employers.



**All Webinar Recordings are on ACC-Northeast Website**

Materials and/or recordings are uploaded one week after each event/webinar. For your convenience, they will be posted under “Resources” at the following link:

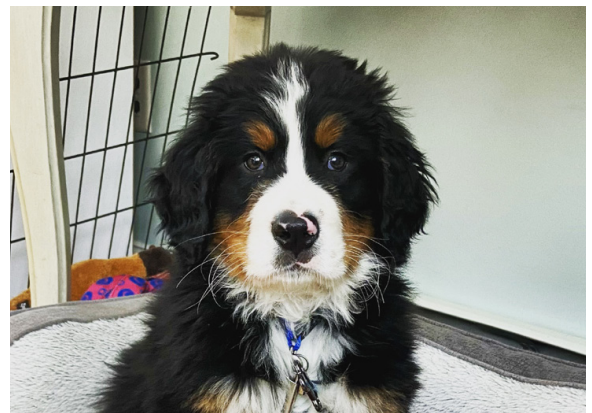
[www.acc.com/chapters-networks/chapters/northeast/resources](http://www.acc.com/chapters-networks/chapters/northeast/resources)



## **Share Your Pets Pics for Friday Furry Fun!**

🐾 Email the name and picture of your furry friend to [northeast-administrator@accglobal.com](mailto:northeast-administrator@accglobal.com)

🐾 We will share every Friday!



# Volunteer Lawyers Project of the Boston Bar Association



## History of VLP

For over forty years, the Volunteer Lawyers Project has strived to give equal access to representation for the people of Greater Boston in civil legal aid matters. VLP stands up for those who are from lower-income households and need legal aid assistance. Our efforts are propelled by a strong team of volunteers, including attorneys, paralegals, and law students from all segments of the legal community. These vital volunteers work together with our dedicated staff. VLP originally started as a pilot project with the Boston Bar Association to help close the gap between legal aid eligible clients and legal aid resources by working with the private bar. VLP's model is a Pro Bono Project. To learn more, visit <https://vlpnet.org/>

## VLP Legal Units

- **Housing:** Tenant/Landlord Including: Eviction, affirmative conditions, home ownership preservation, post-foreclosure eviction
- **Family:** Divorce Paternity, Child Support, Custody, Abuse Prevention Orders
- **Probate:** Guardianship, Wills, Health Care Proxies, Powers of Attorney
- **Consumer:** Debt Collection Defense; Affirmative Debt Collection Claims; Credit Reporting Issues
- **Bankruptcy:** Chapter 7 Bankruptcies
- **Employment:** Unemployment, Wage and Hour

## What we offer to our volunteers

- Mentorship and Support
- MCLE Vouchers (Reducing the cost of trainings to \$35)
- Meeting Space
- Free Trainings
- Luncheons and Events
- Malpractice Insurance
- Interpreters
- Opportunities to Volunteer Virtually and In-Person

To learn more about volunteering with VLP visit our Volunteer Now page: <https://vlpnet.org/join-us/>

**WE NEED YOU!** Pro Bono & Civic Engagement Committee are looking for volunteers!

Helping the communities in which we work and live, ACC-Northeast's Pro Bono Committee coordinates events and acts as a liaison between pro bono organizations and ACC members wishing to learn about pro bono opportunities in our community.

Email Julie Duffy, ACC-Northeast Executive Director for more information and get involved [northeast-administrator@accglobal.com](mailto:northeast-administrator@accglobal.com)

Get Involved! Make an Impact! Support our Community!

Follow us on social media at:

@ACCNortheast

ACC-Northeast



# PRO BONO SPOTLIGHT



KIDS IN NEED OF DEFENSE



## KIDS IN NEED OF DEFENSE



James Coughlin  
ACCNE Board Member

GET INVOLVED!  
MAKE AN IMPACT!  
SUPPORT OUR COMMUNITY!



Jessica Mols  
Kids in Need of Defense (KIND)



# PRO BONO SPOTLIGHT



## DISCOVERING JUSTICE



Mitchel Appelbaum  
ACCNE Board Member

GET INVOLVED!  
MAKE AN IMPACT!  
SUPPORT OUR COMMUNITY!



Matt Wilson  
Discovering Justice



# PRO BONO SPOTLIGHT



## ARTS & BUSINESS COUNCIL GREATER BOSTON



Mitchel Appelbaum  
ACCNE Board Member

GET INVOLVED!  
MAKE AN IMPACT!  
SUPPORT OUR COMMUNITY!



Luke Blackadar  
Arts & Business Council  
Greater Boston

# BEST ADVICE

Board Members were asked to tell us what was the best career advice they ever received, here are their thoughts:

The General Counsel told our team of lawyers that she would “rather we make a bad decision than make no decision at all.” I understood this to mean a couple of things. One is that inertia does not help the business move forward. Second, is that lawyers are empowered to take risks and make mistakes. This is easier said than done, but nonetheless a powerful message that mistakes are bound to happen if you are doing your job as a lawyer.

## Stephanie Lambert

Chief Compliance Officer, NetScout Systems, Inc.

Recognize and appreciate the strengths of your business colleagues even if you do not see eye-to-eye or have different working styles. Take the time to learn from them.

## Sharon S. Kamowitz

President  
Sharon Kamowitz Privacy & Compliance Consulting

The best advice I ever received was early in my in-house career when the business President I worked with told me that everyone on his leadership team should seek to understand the business and to make decisions for their function as if they were in his role, accountable and responsible for the ultimate success of the business. Obviously, Legal is a unique role with unique responsibilities but thinking with that lens pushed me to more deeply understand the businesses I have worked at, to build stronger relationships with colleagues and to inform risk management.

## Larry Weiss

SVP and Chief Legal Officer  
Emulate

The best advice received is to raise your hand and be vocal. Opportunities will not just fall into your lap. Don't assume that senior management knows your desired career path. Tell people what you want in your career. Step out of your comfort zone - actively seek those stretch assignments and try to solve the issues no one else can. It can be scary working on something outside of your expertise or tackling a large problem, but these are the opportunities where you will develop and advance your career.

## Ruchi Sisodia Shah

Director, Senior Counsel  
Boston Scientific

Prior to going in-house, I was an associate in a law firm for several years. As an associate, my job was to research and articulate the law to clients. When I went in-house, the best piece of advice I received was that the business and its strategies were my number one priority. My job was now to determine how to fit business strategies within legal or regulatory frameworks. The board and executive team doesn't want an articulation of the law; they want their business strategies to be compliant. This slight change of mindset has served me well throughout my years in-house.

## Kelly Whetstone

Deputy General Counsel  
ACA Group

I once had a leader who told me that I (and he) would know I was ready to lead a team when I consistently exhibited the ability to influence others, without any power or authority over their actions.

## James Coughlin

Senior Managing Legal Counsel  
Dell Technologies

“You'll never regret taking the high road.” Quoting her mentor Christine Hughes and former Board Member

## Meredith Ainbinder

Vice President & General Counsel  
Emerson College

“Without credibility, your brilliant advice sounds like muffled Morse Code. If you're wondering, that's the sound of you banging your head against the wall. Build credibility by listening to your internal clients to understand the drivers of the business and the realities of the many conflicting pressure points your internal clients face. The virtuous cycle of your influence on the business begins to spin when you start listening.”

## Sean Fitzmichael Devlin

General Counsel  
Feeney Utility Services Group

“Best advice I ever received was to never be afraid to step outside of your comfort zone and seek out new opportunities in your role.”

## Alex Aferiat

Legal Counsel  
The Boston Consulting Group

You are in charge of your career. While you will need the help and advice of your managers, peers, mentors and others, ultimately you will need to be the driver.

## Lalitha Gunturi

General Counsel  
Aras Corporation

## Anonymous:

“stay close to the revenues of the business”  
“never make the same mistake twice”



## ACC-Northeast New Job Board

On January 10, 2022 we added a new section on our website, entitled [Northeast Chapter Job Board](#). This is a free service for ACC Northeast member companies where in-house attorney job listings can be posted and viewed by all chapter members. Our goal with this page is to help connect chapter members and companies, to help both find jobs or to recruit/hire. Each job posting will appear on the website for two months, and also be emailed to each chapter member via the Northeast Community Forum.

Postings may not explicitly or implicitly discriminate on the basis of race, color, religion, national origin, sex, age,

marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, disability, source of income, or place of residence or business, or any other factor prohibited by applicable law.

Job postings coordinated by legal recruiters cannot be listed on this page and instead must be promoted through the ACC In-house Jobline (<https://jobline.acc.com/>). Also, if you are interested in reaching a broader demographic, we suggest you contact ACC headquarters for those opportunities.

To post a job opening on this page\*, to report a posting that contains dis-

criminatory language, or if you have a successful outcome (finding a job or finding a new employee) by using this service, please contact us at [joanne.ray@accglobal.com](mailto:joanne.ray@accglobal.com)

\*Please be sure that the following information is provided for each posting:

- JOB TITLE
- COMPANY NAME
- LOCATION
- JOB DESCRIPTION
- "APPLY AT" LINK OR CONTACT NAME AND EMAIL

## Committee Corner

### Past Presidents Committee

This quarter's Committee Corner features the recently created Past Presidents Committee. The Committee is made up entirely of past presidents of ACC-Northeast. Leveraging the experience of these dedicated and experienced individuals, the Committee is intended as a resource for Board members on topics for which their experience may be relevant. Their current priority is helping the Chapter define and explore the value proposition for General Counsel and Chief Legal Officer members in the Chapter and to find ways to encourage their involvement and address their needs. The Committee has met several times to productively discuss this topic and are working on recommendations to the Board. Be on the lookout for new programming and developments in the Chapter focused on this important group of ACC-Northeast members.

**SAVE THE DATE  
FOR THE  
2022 ANNUAL  
MEETING  
IN LAS VEGAS!  
OCTOBER  
23<sup>RD</sup> TO 26<sup>TH</sup>.**

Hope to see  
you there!

## Share the Value of Membership



### You know the value of ACC membership.

It saves you time and money, provides world-class professional development, and connects you with more than 40,000 in-house counsel around the world.

Invite your in-house friends and colleagues to become members of ACC by sharing how ACC made a difference in your career.

**If interested, all membership information can be found at**

**[www.acc.com/membership/benefits-membership](http://www.acc.com/membership/benefits-membership).**

# A Membership Moment: DEI Resources

The ACC-Northeast Membership Plan contains strategies on how to better serve our diverse members. One of the areas includes helping member legal departments focus on diversity, equity and inclusion in their own strategic plans. This is the first in a series of articles focused in this area.

Diversity, equity, and inclusion is likely on the radar of most legal departments in our chapter, but efforts to address DEI may not yet be optimized for greatest impact and results. The Association of Corporate Counsel and ACC Foundation recognized this and jointly developed a global maturity model to help benchmark legal departments' efforts in DEI. The DEI Maturity Model is a tool that helps take subjectivity out of the process and enable a more objective approach to these efforts. Regardless of the state of your department's DEI efforts, all in house counsel need to review the DEI Maturity Model and benchmark maturity of their department against the wide range of functional efforts identified by the advisory committee of DEI leaders convened by the ACC.

Maturity models are used in many industries because they are effective for benchmarking and strategic planning in a particular area of interest. If you are new to these models, a maturity model illustrates certain factors along a continuum that can identify the maturity of the current state of a certain area. It recognizes the success of efforts to date and identifies opportunities for the future. A strategic plan or roadmap can then be developed utilizing the factors identified in the

maturity model. Achievement can then be measured and identified over time.

The DEI Maturity Model is equally effective and provides practical, accessible approaches to efforts to address DEI. It examines many aspects from strategic planning to recruitment to incentives and consequences. Each of these aspects can be evaluated and activities mapped out in work streams with completion milestones. Each of the work streams need not exist in a vacuum--consider how the ACC and Northeast Chapter can help you mature your DEI efforts. The ACC has resources in its online resource library for diversity and inclusion, legal operations, and labor and employment that can assist you. For professional development, identifying participation in the ACC—such as speaking engagements and mentorship programs can be tracked as part of professional development efforts. Resources in the legal operations network can be utilized to measure outside counsel DEI performance. The ACC has the tools available to help assist you and your legal department mature your DEI efforts. Let us know how we can help.

**ACC DEI Resources:** goal is to better link/feature DEI resources on the key DEI-focused pages, such as the DEI Maturity Model page.

In the meantime, you may be interested in checking out these informative resources from the ACC library:

## Samples and Checklists:

- [Diversity Scorecards | Association of Corporate Counsel \(ACC\)](#)

- [Sample Law Firm RFP Scorecard - 2020 ACC Value Champion Fir Tree | Association of Corporate Counsel \(ACC\)](#)
- [Diversity, Equity and Inclusion Checklist for In-house Leaders | Association of Corporate Counsel \(ACC\)](#)

## ACC Articles:

- [Leading Practices in Law Department Diversity and Inclusion Initiatives: Company Best Practices | Association of Corporate Counsel \(ACC\)](#)
- [Strategies for leveraging diversity and inclusion to develop meaningful law firm relationships | ACC Docket](#)
- [Small Matters: A Different Approach to DEI | ACC Docket](#)
- [Creating Legal Chemistry: Making Diversity Part of Your In-House Legal Strategy | ACC Docket](#)
- [We're in This Together: How Your Outside Counsel Can Support Your DEI Efforts | ACC Docket](#)

## Online Education:

- [How to Partner with your Law Firms to Achieve Diversity, Equity, and Inclusion \(DEI\) Outcomes \(April 21, 2022\)](#)
- [Measuring, Reporting, and Improving Outside Counsel Diversity \(on demand program\)](#)

## LET US KNOW...

- What ideas do you have for program topics?
- How can we help you make the most of your ACC membership?
- Would you like to be more involved or serve on a Committee?
- Do you know someone interested in joining?
- Do you have some news you would like to share with your in-house colleagues?
- What types of networking event would you attend?
- Are you new to the area?

Email your comments to  
juliesduffy@gmail.com

# SOCIAL MEDIA INITIATIVES

ACC-Northeast has been committed to bringing members together while we have been forced to stay apart due to the pandemic. We are rolling out a new video feature titled, *"Meet the Members"* where members share a few minutes about who they are and what tips and tricks they have learned to keep them sane during the pandemic. We would love to hear your voice and thoughts to share with ACC-Northeast members. We only require a short 15 minute video interview over Zoom. Contact Julie Duffy with questions or for more information.

Another video/audio series we premiered is *"Ask the Experts"*, which is a Q&A format with industry experts speaking to relevant and specific topics for the membership during these unusual times.

Our goal is to continually share valuable content, to keep you engaged and up-to-date via our website, our webinars and the social media channels. If you missed any of the videos/audios, you can find them on our [YouTube channel](#).

If you have other ideas, or want to provide feedback, please email us here: [northeast-administrator@accglobal.com](mailto:northeast-administrator@accglobal.com)

**ASK THE EXPERTS**  
**DAMON HART, CHIEF LEGAL OFFICER AT LIBERTY MUTUAL**  
**WITH STEPHANIE LAMBERT,**  
**PART 2**  
**NEW CLO ROLE AND TRANSITION**

ACC Association of Corporate Counsel  
NORTHEAST

We hope our online activities will help you feel a sense of connection and community. Please make sure to follow us:



LinkedIn: <https://www.linkedin.com/company/acc-northeast/>



Twitter: <https://twitter.com/ACCNortheast>

## Around the In-House

### A Bi-monthly Podcast brought to you by the P & CM Committee- NOW on iTunes

This podcast series features corporate counsel at various stages of their careers from a variety of industries and backgrounds, discussing practice and career matters, along with tips for success. Topics may include team building and time management, efficiency and technology tips, career development, along with a few surprises. Alex Aferiat, Senior Legal Counsel at BCG and Ruchi Shah, Senior Counsel at Boston Scientific are the hosts of this series. Season 2's most recent interview was with Stephanie Lambert, Compliance Officer of NetScout and ACC Northeast Chapter President. If you missed any of the previous interviews you can listen to them on:

Apple iTunes

Google Podcasts

Spotify

If you would like to participate or have ideas for topics, please contact Sharon Kamowitz at [sharon@kamowitz.com](mailto:sharon@kamowitz.com).

ACC Association of Corporate Counsel  
NORTHEAST

**AROUND THE IN-HOUSE  
PODCAST SEASON 2**

Ruchi Sisodia Shah  
Senior Counsel,  
Boston Scientific  
Co-host

Alex Aferiat  
Managing Legal  
Counsel,  
BCG  
Host

Stephanie Lambert  
Chief Compliance  
Officer, NETSCOUT

# ACC Northeast Chapter Congratulates All of Our Members for Their Achievement

Please check the Website for  
Summer & Fall Programming.

[www.acc.com/chapters-networks/chapters/northeast/events](http://www.acc.com/chapters-networks/chapters/northeast/events)

MASSACHUSETTS  
**Lawyers Weekly**

**2022 In-House  
Leaders**

Leaders in the Law  
May 4, 2022  
5:30 p.m. - 8 p.m.  
State Room  
60 State Street, Boston

**AUGUST 17<sup>th</sup>**

**FAMILY EVENT**  
Join us in Worcester  
at Polar Park  
to see the  
**WooSox Game.**

**MEMBERSHIP  
CAMPAIGN RUNNING  
THRU SEPT 30<sup>TH</sup>:  
MEMBER GET A MEMBER**

[www.acc.com/membership/recruit-a-member](http://www.acc.com/membership/recruit-a-member)

**Follow us on  
social media at:**

**@ACCNortheast**

**ACC-Northeast**

*Wishing  
Everyone a  
Wonderful  
Summer!*

## We would like to acknowledge and thank our 2022 sponsors



### ACC Northeast Board of Directors

#### President

##### Stephanie Lambert

Assistant Vice President & Chief Compliance Officer  
NETSCOUT Systems, Inc.  
stephanie.lambert@netscout.com

#### Immediate Past President

##### Gemma Dreher

Vice President and Senior Counsel  
TD Bank  
gemma.dreher@td.com

#### Treasurer

##### Leonard Ho

Chief Legal Officer  
Wheels  
Len.ho@wheels

#### Secretary

##### Alex Aferiat

Legal Counsel  
Boston Consulting Group  
aferiat.alex@bcg.com

#### Board of Directors

##### Meredith Ainbinder

General Counsel  
Emerson College  
Meredith\_ainbinder@emerson.edu

##### Mitch Appelbaum

Sr Vice President & Credit Counsel  
State Street  
mappelbaum@statestreet.com

##### James Coughlin

Senior Managing Legal Counsel  
Dell Technologies  
james.coughlin@dell.com

##### Liz Cox

Managing Attorney  
Hasbro  
Elizabeth.cox@hasbro.com

##### Sean Fitzmichael Devlin

General Counsel &  
Corporate Secretary  
Feeney Utility Service Group

##### Lalitha Gunturi

General Counsel  
Aras

##### Ian Hecker

Executive Vice President & General Counsel, Middlesex Savings Bank  
ianhecker@middlesexbank.com

##### Sharon Kamowitz

President  
Sharon Kamowitz Privacy & Compliance Consulting  
sharon@kamowitz.com

##### Marisa Murtagh

VP and Counsel  
Global Treasury  
State Street  
mmurtagh@statestreet.com

##### Kathleen Patton

General Counsel  
JobCase  
kpatton@jobcase.com

##### Ruchi Sisodia Shah

Senior Counsel  
Boston Scientific

##### Karen Higgins Valentine

CLO & General Counsel  
Constellation Pharmaceuticals  
Karen.valentine@constellationpharma.com

##### Robin A. Walker

Chief Legal Officer  
Goldfinch Bio  
rwalker@goldfinchbio.com

##### Larry Weiss

SVP and Chief Legal Officer  
Emulate, Inc.  
Larry.weiss@emulatebio.com

##### Kelly Whetstone

Deputy General Counsel  
ACA Group  
kelly.whetstone@acaglobal.com

##### Patrick Wu

Senior Corporate Counsel – Compliance  
NETSCOUT  
Patrick.Wu@netscout.com

#### Executive Director

##### Julie Duffy

juliesduffy@gmail.com