

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



**UPCOMING EVENTS:**

**Webinar: Stepping Into Your Leadership - October 27th, 2 pm, Virtual.**

Presented by the National Women Law Students' Organization and Ms. JD: Are you looking to find leadership roles in law school and early in your career? Do you want to develop your leadership skills? Join Hayley Leviashvili, Lauren Jackson, and Kanysha Phillips on October 27th at 2:00 pm for a panel discussion on how you can build leadership skills and seek out leadership roles! This event is free, but registration is required through the link here: <https://lu.ma/leaders>

**Webinar: "Micro" Self-Care: Quick, Simple, Replenishing Practices You Can Use Throughout the Workday - October 19, 1-2 pm, Virtual.**

We can all agree that self-care seems like a good idea, but how to fit it in? Micro self-care and self-replenishing practices could be the trick. Offered by the Rhode Island Bar's Lawyers Helping Lawyers Committee, more information can be found [here](#).

**New England Bar Association Annual Meeting - October 30, Bristol, RI, In-Person.**

The Rhode Island Bar Association is hosting the New England Bar Association (NEBA) Annual Meeting this year at the Bristol Harbor Inn in Bristol, RI from October 28-30. NEBA is a leadership network group with members from across New England. RIBA has extended the invitation to attend the session scheduled for Saturday, October 30<sup>th</sup> at 9:00 am. The program, *Real Talk: Implicit Bias, Microaggressions, and Other Work Missteps*, features award-winning trial attorney Dana Tippin Cutler, and will provide an interactive presentation focusing on issues of implicit bias, microaggressions, and other attitudes or actions that impede goals of inclusion and diversity in the profession. Space is limited, so if you would like to attend, please [click here](#) to complete and submit the registration form to [ecute@ribar.com](mailto:ecute@ribar.com) by today, Thursday, October 14. Cost is \$25.00 to attend.

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### **UPCOMING EVENTS, CT'D:**

**An Uncomfortable Truth: Indigenous Communities and Law in New England.** Roger Williams University School of Law invites you to join its annual symposium, this year in collaboration with the RWU American Indian Law Student Association, to discuss how the Indigenous Peoples of New England were treated by the law and American legal institutions, and what Tribes are doing to exercise their inherent sovereignty and build thriving nations. More details, including how to register, are available [here](#).

### **DAIP Annual Luncheon - November 3rd, 12-1:30 pm, Virtual.**

Each year, Diversity and Inclusion Professionals (DAIP), a Rhode Island not-for-profit organization, hosts an Annual Luncheon to learn from an award-winning thought leader in the DEI space. This year's virtual event will honor the 2021 Award Winners, Nina Pande of Skills for Rhode Island's Future, and the Rhode Island Community Food Bank. Attendees will also engage with inspiring keynote speaker, Alexandria "Lexi" Butler, a tech and non-profit leader. For more information on the event, email: [information@daip.us](mailto:information@daip.us)

### **RISE Women's Leadership Conference – November 4<sup>th</sup>, In Person or Virtual.**

"The RISE Women's Leadership Conference brings discussion, thought leadership and connectedness across a diverse and broad range of phenomenal women. The experience creates a safe space for women and girls to engage in inspirational and courageous conversations surrounding the nuances of gender parity, social-economic, and workplace equality." More information available [here](#).

### **Redesigning The Legal Profession for a Better Future - January 19-21, 2022.**

Save the Date for The Institute for Well-Being in Law's (IWIL) first annual conference, "Redesigning The Legal Profession for a Better Future". IWIL is requesting proposals for sessions. You can find more information and submit a proposal [here](#).

### **MEMBERSHIP HIGHLIGHTS:**

**THANK YOU to everyone who came out for RIWBA's kick-off at Rooftop at the G!** We loved catching up with all of you, and it felt like a promising start to the year!

*Pictured: Some of our 2021-2022 Board and Beth Lamarre & Penny Ferrara from NAMI at the Kickoff!*

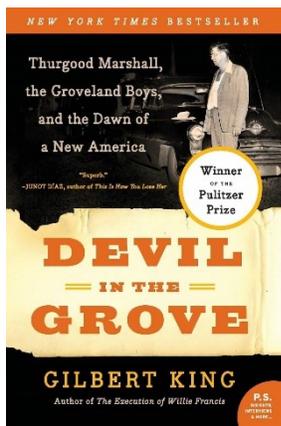


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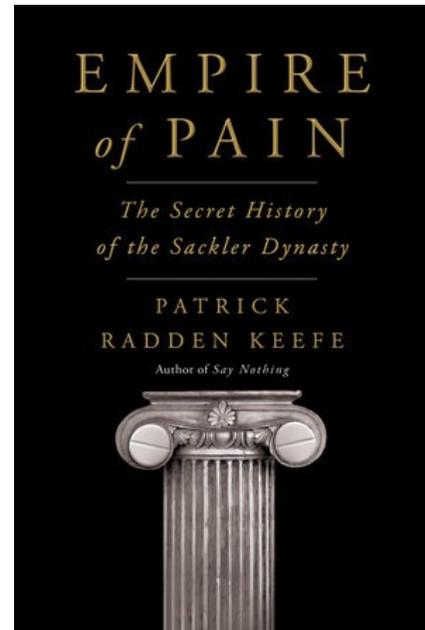
### **MEMBERSHIP HIGHLIGHTS, CT'D:**

We're also thrilled to announce the results of our matching pledge! Thanks to the generosity of our members, **RIWBA was able to donate a combined \$720.00 to NAMI Rhode Island** as part of our kick-off effort and matching pledge. We so appreciate our members' willingness to step up and support this organization! Are you interested in supporting NAMI more? Check out their upcoming [NAMI Walks event](#) on Sunday, October 24, and enjoy the fresh air with your family—for a good cause!

**Thank you to our members who joined us for our fall Book Club, "Concepts of Justice in Literature" with Adele Geffen Eil, Esq.** We discussed *Devil in the Grove: Thurgood Marshall, the Groveland Boys, and the Dawn of a New America*, and heard some fantastic insights on the text from our members.



Now we're looking forward to the next read: ***Empire of Pain: The Secret History of the Sackler Dynasty***, by Patrick Radden Keefe. Keep an eye out for an early December date for our winter Book Club session!



**Board Member, Leigh Furtado** co-authored the article, “*NFTs for Estate Planners: Not Just A Token Concern*,” published in the September/October edition of the ABA’s Probate and Property Magazine available [here](#). Way to go, Leigh!

***Dobbs v. Jackson Women’s Health Organization:*** The RWIBA Board voted to join over 30 other women’s legal organizations in signing an amicus brief in the *Dobbs* case opposing the attempt to overturn fifty years of jurisprudence supporting the constitutional right to abortion. The full text of the brief as filed can be found [here](#) and updates on the case can be found [here](#). The case is scheduled for a hearing before the U.S. Supreme Court on December 1st.

**Red Cave Law Firm Consulting.** A reminder that all members of the Rhode Island Bar Association have access to united virtual consulting services on law firm practice management techniques through Jared Correia. If you need help with billing, client relations, data management, financial management, marketing, office technology, time management, disaster prevention & recovery, or any other area related to managing your practice, visit the Bar’s LPM page [here](#), or just email Jared directly at [jared@redcavelegal.com](mailto:jared@redcavelegal.com).

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### **MEMBERSHIP HIGHLIGHTS, CT'D:**

**Have you renewed your membership for 2021-2022?** It can be done right on our [website](#), and thanks to the efforts of Treasurer Etie-Lee Schaub and Board Member Angela Yingling, you can now pay directly through the site!

**Want to brag on one of your fellow members? Including yourself?** Email Newsletter Committee member Jessica Rider at [jrider@riag.ri.gov](mailto:jrider@riag.ri.gov) so that we can include those accomplishments in a future edition!

### **ARTICLES AND RESOURCES OF INTEREST:**

**Does Networking Make You Feel Dirty?** Well, we hate to be the ones to tell you this, but—you're doing it [wrong](#). (*Wall Street Journal*)



**They Left Google and Wall Street to Build a Crochet Startup.** If that lede doesn't intrigue you, we don't know what will. Meet the [Woobles](#) and the future of ed-tech. (*bizwomen*)

**When You Start a New Job, Pay Attention to These 5 Aspects of Company [Culture](#).** It's hard not to get bogged down in the minutiae of a new gig, but there's other things you should be investigating those first few days. (*Harvard Business Review*)

**Photos from Around the World.** Take a break and enjoy the [collection](#). (*The Atlantic*)

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**ARTICLES AND RESOURCES OF INTEREST, CT'D:**



**Small Business Resources.** Own your own firm? Partner in your practice? The SBA continues to offer some fantastic resources for small businesses, including a series of upcoming webinars. Check out the flyers at the end of the newsletter for more details!

- **“What Your Small Business Needs To Know About Health Care Benefits Under COBRA”** – Tuesday, October 19<sup>th</sup>, 12-1 pm – register [HERE](#)
- **“Retirement Plan Solutions For Your Small Business”** – Tuesday, November 2<sup>nd</sup>, 12-1 pm – register [HERE](#)
- **“Getting It Right’ – Know Your Fiduciary Responsibilities When Operating An Employee Retirement Plan”** – three-part series
  - *“Basic Fiduciary Responsibilities”* – Tuesday, November 9<sup>th</sup>, 12-1 pm – register [HERE](#)
  - *“Reporting & Disclosure Requirements”* -- Tuesday, November 16<sup>th</sup>, 12-1 pm – register [HERE](#)
  - *“Correction Programs, and Terminating Abandoned Plans”* -- Tuesday, November 23<sup>rd</sup>, 12-1:30 pm – register [HERE](#)

# RHODE ISLAND WOMEN'S BAR ASSOCIATION

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### EMPLOYMENT OPPORTUNITIES:

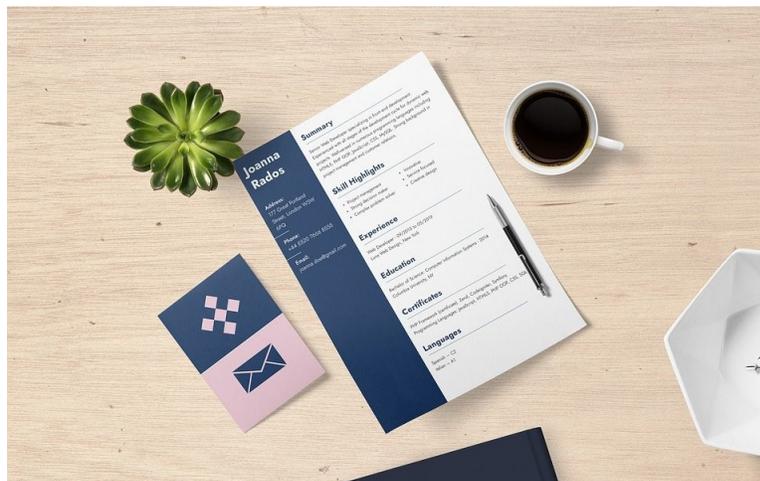
**Corporate Counsel.** Ocean State Job Lot is seeking an applicant for a Corporate Counsel position to lead and assist the General Counsel and other Corporate Counsel at Ocean State Job Lot in the provision of all legal work for the Company. Familiarity with corporate law and/or litigation is preferred, but not required. The Corporate Counsel will also work closely with the Company's outside counsel in all legal matters that are outsourced. More information is available on the posting [here](#).

**Litigation Asbestos Attorney.** Hinckley Allen is seeking a Litigation Associate to join its Providence office. The ideal candidate will have two (2) to four (4) years of experience in complex toxic tort, including asbestos, and/or products liability cases. This position would be responsible for managing a large volume of cases and representing asbestos defendants in state and federal courts throughout the country, coordinating with co-counsel in various jurisdictions.

Applicants should apply directly by email to Melanie Harrison, Legal Recruiting and Professional Development Manager ([mharrison@hinckleyallen.com](mailto:mharrison@hinckleyallen.com)). Please submit a cover letter and résumé.

**Corporate Trust Attorney.** Hinckley Allen has an immediate opening in the Corporate Practice Group for an attorney with at least three (3) years of experience. The position will be part of the Corporate Trust Team. Transactional experience representing corporate trustees and/or agents in project finance, loan agency, corporate and municipal debt, structured finance, and specialized products are strongly desired.

Applicants should apply directly by email to Melanie Harrison, Legal Recruiting and Professional Development Manager ([mharrison@hinckleyallen.com](mailto:mharrison@hinckleyallen.com)). Please submit cover letter and resume.



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**EMPLOYMENT OPPORTUNITIES, CT'D:**

**Real Estate Transactional Attorney.** Hinckley Allen is seeking a real estate transactional attorney to join a dynamic and sophisticated practice in our Boston, Providence or Hartford office. The ideal candidate will have at least five (5) years of experience handling acquisitions and dispositions, borrower-side financing and leasing of commercial real estate. Significant office, retail and/or industrial leasing experience is required. Admission to Massachusetts, Rhode Island or Connecticut bar is required.

Applicants should apply directly by email to Melanie Harrison, Legal Recruiting & Professional Development Manager ([mharrison@hinckleyallen.com](mailto:mharrison@hinckleyallen.com)). Please submit cover letter and resume.

**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 **Seta Accaoui**, an Associate at **CMBG3 Law LLC!**

**Any good work from home tips?**

I was remote part time pre-COVID so when I was house hunting I looked for space that had natural lighting coming from windows or a skylight to turn into my home office. I find that warm lighting in your workspace helps increase productivity, improves your work environment and brightens your mood.

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

Diversifying the legal profession is an ultimate goal of mine and while I cannot accomplish that goal on my own I will do what I can to make an impact so that others can follow. As the Diversity, Equity and Inclusion committee chair, my work will be focused on encouraging our firm and other law firms and companies to make diversity, equity and inclusion a priority so that one day we see statistics significantly change when it comes to underrepresented people in this profession.



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**MONTHLY MEMBER SPOTLIGHT, CT'D:**

**Where is your favorite place in the world?**

Lebanon. My immediate family moved here from Lebanon to escape the civil war in the late 1970s. Most of my relatives, including my grandmothers, still live in the northern part of Lebanon, which is why I take every opportunity to go visit and see them in safe conditions.

**If we peeked into your fridge, what would we see?**

A good amount of Tupperware filled with Middle Eastern home cooked meals from the incredible chefs in my family.

**What would you sing at karaoke night?**

I Wanna Dance With Somebody, Whitney Houston

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

I specialize in toxic torts, products liability and general litigation. I am known as the team's grinder and ensure that client service always comes first. I work relentlessly to investigate and learn every detail of my clients' cases, and treat my cases as if they are my own legal issues.

**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.

Want to join the newsletter committee? We would love to bring new perspectives on board (email [Leigh](mailto:leigh@riwba.org)). And as always, thanks for reading!

*Leigh Furtado, Jessica Rider, Stephanie Simon & Sam Vasques*  
**RIWBA Newsletter Committee**





U.S. Small Business  
Administration

**EVERYTHING YOUR SMALL BUSINESS NEEDS TO KNOW ABOUT HEALTH BENEFITS UNDER  
COBRA – WHAT YOUR OBLIGATIONS ARE AND HOW TO COMPLY WITH THEM**

If you have at least 20 employees and offer them a group health plan, do you know your obligations under the federal law known as COBRA (the Consolidated Omnibus Budget Reconciliation Act)?

Come join the U.S. Small Business Administration and the U.S. Department of Labor, Employee Benefits Security Administration, for a comprehensive overview of COBRA's major provisions, as well as practical tips and available resources for ensuring compliance. For example,

- What is COBRA's continuation coverage?
- Who is entitled to COBRA?
- Which health plans are subject to COBRA?
- How long does COBRA last? Can it be extended? Or terminated early?
- What are the benefits under COBRA?
- Who pays for COBRA?

And more! Plus, there'll be ample opportunity for Q&A.

**Tuesday, October 19, 2021  
12:00 pm – 1:00 pm**

The webinar is free of charge, although registration is required.

**TO REGISTER, PLEASE CLICK [HERE](#) OR GO TO <http://ow.ly/SrGp50GestO>**

Approximately 30 minutes prior to the webinar's start, you will be sent the login information via the email address you used to register.

Please contact Lana Glovach at 401-528-4575 or [Lana.Glovach@sba.gov](mailto:Lana.Glovach@sba.gov) with any questions you may have about this webinar.

*The SBA's participation in or support of this event is not an endorsement of the views, opinions, products or services of any co-sponsor or other person or entity. All SBA programs or co-sponsored programs are extended to the public on a non-discriminatory basis. Reasonable arrangements for persons with disabilities will be made if requested at least 2 weeks in advance by calling the SBA's Lana Glovach at 401-528-4575 or emailing her at [Lana.Glovach@sba.gov](mailto:Lana.Glovach@sba.gov).*



## **RETIREMENT PLAN SOLUTIONS FOR YOUR SMALL BUSINESS**

Looking for an edge in attracting and retaining qualified employees? Are you otherwise interested in offering a retirement plan for yourself and your employees but aren't sure which plan fits your needs? We can help small employers in making this decision!

Come join the U.S. Small Business Administration and the U.S. Department of Labor, Employee Benefits Security Administration, for a comprehensive overview of retirement solutions for your small business, as well as practical tips and available resources. In this webinar you will learn the

- Reasons to offer a retirement savings plan
- Basics and types of available retirement plans
- Tax benefits and consequences of each type of plan
- Federal law governing these types of plans

And more! Plus, there'll be ample opportunity for Q&A.

**Tuesday, November 2, 2021**  
**12:00 pm – 1:00 pm**

The webinar is free of charge, although registration is required.  
**TO REGISTER, PLEASE CLICK [HERE](#) OR GO TO <http://ow.ly/1Fqo50GiHFa>**

Approximately 30 minutes prior to the webinar's start, you will be sent the login information via the email address you used to register.

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U.S. Small Business  
Administration

## **“GETTING IT RIGHT” – KNOW YOUR FIDUCIARY RESPONSIBILITIES WHEN OPERATING AN EMPLOYEE RETIREMENT PLAN**

Operating an employee retirement plan can be challenging, especially for small business employers that have limited time, resources, and access to professional help. To increase awareness and understanding about basic fiduciary responsibilities when operating such a plan, the U.S. Small Business Administration’s (“SBA”) Rhode Island District Office is excited to host the U.S. Department of Labor, Employee Benefits Security Administration (“EBSA”), and offer EBSA’s “Getting It Right – Know Your Fiduciary Responsibilities” webinars!

This three-part series will help employers and service providers understand how the Employee Retirement Income Security Act’s (“ERISA”) fiduciary responsibility provisions apply to employer-sponsored retirement plans, as well as provide information on how to avoid common problems in managing a plan. Specifically, “getting it right” means understanding your plan and your responsibilities, carefully selecting and monitoring service providers, making contributions on time, providing appropriate disclosures to plan participants, filing timely annual governmental reports, and avoiding prohibited transactions.

This series will be presented in three separate sessions; the webinars are free, although registration is required. Register for all or some of them, as your interest and time permit. Here are the session details:

1. *Basic Fiduciary Responsibilities*  
TUESDAY, NOVEMBER 9, 2021 | 12:00 PM – 1:00 PM Eastern time | [REGISTER HERE](#)
2. *Reporting & Disclosure Requirements*  
TUESDAY, NOVEMBER 16, 2021 | 12:00 PM – 1:00 PM Eastern time | [REGISTER HERE](#)
3. *Correction Programs, and Terminating Abandoned Plans*  
TUESDAY, NOVEMBER 23, 2021 | 12:00 PM – 1:30 PM Eastern time | [REGISTER HERE](#)

Approximately 30 minutes prior to the webinar’s start, you will be sent the login information via the email address you used to register.

Please contact Lana Glovach at 401-528-4575 or [Lana.Glovach@sba.gov](mailto:Lana.Glovach@sba.gov) with any questions.

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