

The Day Pitney Alliance

Recognizing the unique challenges, biases, and discrimination faced by LGBTQ+ individuals, Day Pitney formed the Day Pitney Alliance in 2010 to demonstrate the firm's commitment to LGBTQ+ dignity and equality. Membership is open to the entire Day Pitney community, regardless of sexual orientation, gender identity, or role within the firm. With support from all levels of the organization, from staff to executive leadership, the Day Pitney Alliance focuses both internally and externally to advance the acceptance of LGBTQ+ individuals in society.

Community Space

Serve as an affinity group for LGBTQ+ members of the Day Pitney community, allowing individuals to self-identify, affiliate, and raise common concerns to firm management and advocate for the interests of the LGBTQ+ community.

Recruitment and Retention

Promote the recruitment, retention, and professional development of LGBTQ+ attorneys and staff within Day Pitney, including coordinated mentoring and networking opportunities.

Philanthropic Outreach

Coordinate and make recommendations regarding the firm's philanthropic outreach, activities and event attendance, including in forming strategic partnerships with other organizations that support LGBTQ+ rights and opportunities, such as bar associations, affinity groups and civil rights organizations.

Advocacy

Advocate for LGBTQ+ causes through preparation or joining of amicus briefing and/or through letter-writing or testimony.

Pro Bono Representation

Work with the Pro Bono Committee to identify and facilitate pro bono representation for LGBTQ+ clients seeking redress for bias-based grievances. Recent projects include the New Jersey Name Change Clinic, which helps low-income transgender, gender non-conforming, and non-binary individuals legally affirm their gender identity.

Education

Assist and coordinate with firm personnel to raise internal awareness of LGBTQ+ history, identity, and issues, including hosting speakers or events, such as celebrating LGBTQ+ Pride month.

Below are some of the Day Pitney Alliance's many activities and initiatives over the years.

2024	<p><u>We Are Family – A Discussion of Knowing and Supporting LGBTQ+ Family Members</u></p> <p>Speakers: Gina Rosich, Ph.D., LMSW, and Nancy Ulrich, Ph.D., along with personal testimonies from Day Pitney colleagues focusing on their LGBTQ+ family experiences.</p>
2023	<p>Speakers: Nebraska State Senators Machaela Cavanaugh and John Cavanaugh, discussing their efforts in opposition of a recent Nebraska law prohibiting gender affirming care; and Kim Adamski, HIV Prevention Specialist for the Hartford Gay & Lesbian Health Collective.</p>
2022	<p>Speaker: Dan Tilley, Legal Director of ACLU of Florida, discussing Florida “Don’t Say Gay” Law, anti-trans legislation, and same-sex marriage.</p> <p>Sponsor: GLAD Spirit of Justice Award Dinner</p>
2021	<p>Speaker: Dan Barrett, Legal Director of ACLU of Connecticut, discussing involvement in Soule v. Connecticut Association of Schools and pending state legislation affecting the rights of transgender youth.</p> <p>Sponsor: GLAD Spirit of Justice Award Dinner</p>
2020	<p>Community Involvement: Joined the HRC Business Coalition for the Equality Act</p> <p>Film Screening: “Freedom to Marry,” a 2016 documentary telling the behind the scenes story behind the historic civil rights battle for marriage equality.</p> <p>Sponsor: GLAD Spirit of Justice Award Dinner</p>
2019	<p>Sponsor: BBA annual Beacon Awards for Diversity & Inclusion; GLAD Spirit of Justice Award Dinner</p> <p>Speaker: Michael Hermann, Andy Warhol Foundation</p>
2018	<p>Community Involvement: Leading supporter of Freedom for All Massachusetts Yes on 3 Campaign to uphold nondiscrimination laws for transgender people in Massachusetts</p> <p>Speakers: Jeanne LoCicero, Deputy Legal Director of the ACLU of New Jersey, and Rachel Wainer Apter, Counsel to the Attorney General of New Jersey, share their experiences working on the Masterpiece Cakeshop case</p> <p>Speaker: Ellie Krug: Activist, Author, and Lawyer</p>
2016	<p>Speaker: Anne Stanback, Director of Strategic Partnerships for the Equality Federation</p>
2015	<p>Speaker: Christine Duffy, Pro Bono Partnership, spoke on workplace issues faced by the transgender community</p>
2014	<p>Speaker: Beck Bailey, Deputy Director of Employee Engagement for the Human Rights Campaign Foundation, spoke on workplace inclusion</p>

DAY PITNEY LLP