



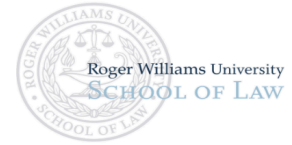
*Presented by*

THE  
UNIVERSITY  
OF RHODE ISLAND  
SCHMIDT CENTER FOR LABOR  
RELATIONS & HUMAN RESOURCES

**FRIDAY, APRIL 5, 2024**

Roger Williams University School of Law  
Appellate Courtroom

*In partnership with*



## SPEAKER BIOS

### **Shameem Awan** *CPCU, AIC, SHRM-CP, Sr. Assistant Vice President HR, Amica Mutual Insurance Company*

Shameem Awan is the Talent Management and DE&I Sr. Assistant Vice President in the Human Resources Department of Amica Insurance Company, Lincoln, RI.

Shameem has 27 years of experience in claims handling, supervision and management with Amica. She previously worked in the Claims Executive Department for 11 years and worked as an adjuster, assistant training instructor and held a variety of supervisory and managerial positions. Additionally, Shameem worked in Amica offices in Wellesley, MA, Seattle, WA, Indianapolis, IN, Atlanta, GA and Houston, TX. Shameem's current responsibilities in Human Resources include company wide oversight of Diversity, Equity & Inclusion, Talent Acquisition and Talent Management.

Shameem is a 1992 graduate of Deerfield Academy in Deerfield, MA and has a B.S. in Business Management with minors in Art History and Spanish from Providence College in Providence, RI. Professional insurance designations include CPCU, SHRM-CP, AIC, AIC-M, API, AINS, ACS and AIS. Shameem is a 14-year Rotarian, board Secretary with the Nonviolence Institute (RI), board member with Rhode Island for Community and Justice and is a member of the Providence College President's Council. Shameem is a 2015 graduate of Leadership Rhode Island (LRI), an LRI certified Strengths Coach and a 2023 graduate of the RI Foundation's Equity Leadership Initiative (ELI). She is a 2024 APCIA (Insurance Industry Association) Emerging Leader and the recipient of the Outstanding Diversity, Equity and Inclusion Leadership Award. Shameem was also named a Top 50 Woman Leader in RI by Women We Admire magazine.

### **Dr. Peg Boyd**, *Director, Schmidt Center for Labor Relations & Human Resources, University of Rhode Island*

Dr. Peg Ferguson Boyd is the Director of the Schmidt Center for Labor Relations and Human Resources and Graduate Programs Director. She holds an Assistant Teaching Professor appointment in the Management area at the University of Rhode Island College of Business Administration. Peg is currently the President of Springfield College Alumni Council and serves as a Trustee at Springfield College. She is active in the community as the Parent Representative on the CHARIHO district curriculum review board and a Cadette leader to Girl Scouts Troop 309. Peg was Assistant Dean of the College of Business from 2004-2019 where she overhauled advising, admissions, transfers, and internships. She developed a web-based curriculum bridging academic theory with career exploration. Peg was President of the New England Association of Cooperative Education and Field Experience, the 2014 URI Outstanding Woman of the Year, and chair of the Associate Dean's Think Tank of New England for 4 years. She is a Board member of the S.T.R.A.C Institute. She completed HERS Advancing Women Leaders in Higher Education and holds a Doctorate of Educational Leadership from Johnson & Wales University, a Master of Counseling and Psychology from Springfield College, and a Bachelor of Arts from Fordham University.

### **Carly Beauvais Iafrate**, *Attorney, Law Office of Carly Beauvais Iafrate, P.C.*

Carly Iafrate is a Rhode Island attorney specializing in labor and employment law. For the past 20 years, she has primarily represented public sector labor unions, associations of retired public employees and plaintiffs in employment discrimination matters. Carly has handled many cases on behalf of clients in arbitration before the Rhode Island Superior and Supreme Courts, as well as the U.S. District Court for the District of Rhode Island and the First Circuit Court of Appeals. She is also a member of the United States Supreme Court bar. Carly is an Adjunct Professor having taught Employment Discrimination and Labor Law at Roger Williams University School of Law. She also serves on the Supreme Court Board of Bar Examiners. Prior to starting her law practice, she served as law clerk to now-retired Chief Justice Frank J. Williams. She is a graduate of the University of Massachusetts – Amherst and Roger Williams School of Law.

**Gregory W. Bowman, Dean, Professor of Law, Roger William University School of Law**

Gregory W. Bowman has served as Dean of the Roger Williams University School of Law faculty since July 2020. Prior to joining the Roger Williams Law faculty, he was a member of the faculty at the West Virginia University College of Law, where he served as Associate Dean for Academic Affairs and as Dean. Bowman began his law teaching career at the Mississippi College School of Law, where he founded that school's International Law Center and study abroad program. Prior to his career in higher education, Bowman practiced international trade and corporate compliance law in Chicago and Washington, DC with the international law firm Baker McKenzie.

Bowman received his Juris Doctorate from the Northwestern University Pritzker School of Law, his Master of Arts degree in Economics from the University of Exeter in England, and his Bachelor of Arts degree in Economics and International Studies from West Virginia University. He is a member of Phi Beta Kappa and the Mortar Board National Senior Honor Society.

Bowman is a member of the Law School Admission Council (LSAC) Board of Trustees, and he is a member of the Dean's Steering Committee, Dean's Section Executive Committee, and Membership Review Committee for the Association of American Law Schools (AALS). Bowman is a past president and past Board of Trustees member of the Southeastern Association of Law Schools (SEALS) and co-chairs that organization's International Committee.

In recognition of his contributions to the legal profession and education, Bowman is an American Bar Foundation Fellow, AALS Fellow, and West Virginia Bar Foundation Fellow. He also received the West Virginia University Foundation's Award for Outstanding Teaching in 2014, was named Professor of the Year at WVU Law in 2011, and received the West Virginia Law Review's Outstanding Faculty Contribution Award in 2011 and 2014.

**Maia S. Fisher, Regional Solicitor for Region I, U.S. Department of Labor**

Maia S. Fisher has served as the Regional Solicitor for Region I since September of 2018. She oversees civil trial litigation and legal advice and support for U.S. Department of Labor matters arising in Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

Previously, Ms. Fisher served almost a decade in the National Office Division of Black Lung and Longshore Legal Services. During her time as Associate Solicitor, Ms. Fisher led the Division's litigation, regulation, legislation, and legal advice practices. Prior to joining the Department of Labor, Ms. Fisher practiced law at Sullivan & Cromwell LLP. She also served as a law clerk to Judge Ralph K. Winter of the Second Circuit Court of Appeals and to Judge Donald M. Middlebrooks of the Southern District of Florida.

Ms. Fisher earned a Bachelor of Arts from Brown University and graduated cum laude from Harvard Law School.

**Gayle Goldin, Deputy Director for the Women's Bureau, U.S. Department of Labor**

Gayle Goldin serves as Deputy Director for the Women's Bureau. Gayle is a policy analyst, strategist and former Rhode Island state senator. Prior to joining the Women's Bureau, Gayle served as campaign advisor to Family Values @ Work, where she helped coalitions around the country pass paid leave legislation while also advocating for a national paid family and medical leave program. Gayle has also served as the strategic initiatives officer at Women's Fund of Rhode Island, where she developed a gender equity policy platform, ran the Women's Policy Institute and oversaw the grant making process.

In 2001, two things changed Gayle's life: she broke her back and became a mom. Questioning caregiving policies in the U.S., Gayle started organizing and then ran for office. In her first year as a state senator, Gayle successfully championed the passage of Temporary Caregiver Insurance, making Rhode Island the third state with paid leave and the first state to ensure everyone who used it has a right to return to work afterwards. During her legislative career, she also led efforts to increase access to affordable child care, improve health care, protect reproductive rights, raise the tipped minimum wage and address the gender and racial wage gap.

Gayle holds an undergraduate degree from McGill University and earned her master's degree from Tufts University.

**Emily Goldman, Supervisory Field Attorney, National Labor Relations Board, Region 1**

Ms. Goldman began her career at the National Labor Relations Board in 1999 in the Boston office, and was promoted to supervisory attorney in 2022. She holds a B.A. in Comparative Literature from Oberlin College and a J.D. from Northeastern University School of Law.

**Cynthia M. Hiatt, Commissioner, Rhode Island Commission for Human Rights**

With a career spanning decades, Cynthia Hiatt has been a Commissioner at the Rhode Island Commission for Human Rights since 2017. In this role, she adjudicates discrimination charges, conducts Predetermination Conferences, and contributes to policy decisions. Cynthia also engages in community outreach and advocates for civil rights legislation before the General Assembly.

Before her current position, Cynthia served as Legal Counsel to the Commission from 1979 to 2016, advised Commissioners at final administrative hearings, drafted legal documents, and represented the Commission in court. As a Court-Annexed Arbitrator since 1982, she contributes to the Rhode Island Superior Court's Arbitration Program.

Educated at Brown University and Northeastern University School of Law, Cynthia has been a member of the Rhode Island Bar since 1978. She has authored key publications, including a chapter in "Employment Law in Rhode Island" and "Notes on Discrimination Law."

Cynthia Hiatt has presented at the Rhode Island Bar Association Annual Meeting and various legal seminars. She actively contributes to legislation, receiving accolades such as the "Women Who Make a Difference Award" and the "Dedicated Service Award". Throughout her career, she has been a dedicated advocate for justice and equality, leaving an enduring impact on the legal community.

**Lynette Labinger, J.D., *Constitutional and Civil Rights Attorney, Roger Williams University School of Law***

Lynette Labinger, J.D., New York University School of Law, Civil Rights Attorney

Attorney Lynette Labinger has made a career out of fighting for social change. She has been celebrated as “one of the region’s most successful and dedicated social advocacy lawyers, playing a significant role in cases and court decisions that have affected everything from equality in women’s athletics to the rights of prison preachers, avant-garde artists and same-sex couples.”

While visiting relatives in the Soviet Union in 1970, Labinger said, she “really came to recognize the importance of the First Amendment here in the United States [and] got very interested in what the law could do in terms of social advocacy. That’s where I still am today.”

Having received her A.B. at Mount Holyoke College and her J.D. at New York University School of Law, Labinger was first drawn to the Ocean State by a clerkship with the Honorable Raymond J. Pettine of the U.S. District Court for the District of Rhode Island, known for his groundbreaking decisions in the field of constitutional and civil rights. She went on to work at a law firm headed by Milton Stanzler, one of the founders of the Rhode Island affiliate of the American Civil Liberties Union (ACLU). Labinger continued to champion constitutional and civil rights litigation throughout her years of private practice, including a 35-year association with her partner John M. Roney. Since 2018, she has limited her practice to cases sponsored by the ACLU of Rhode Island.

From 2004 to 2019, Labinger served as an Associate and later as Chief Judge of the Housing Court of the City of Providence. A Fellow of the American College of Trial Lawyers, she has received numerous honors for her civil rights advocacy, including recognition in 2019 by the Roger Williams University Law Review as a “Gender Equity Champion.”

**Jessica Schechter Jewell, *Counsel, Nixon Peabody***

Jessica Schechter Jewell focuses her practice on labor and employment litigation in federal and state courts and before administrative agencies. Specifically, she helps employers located in Connecticut, Rhode Island, Massachusetts, and Washington DC. Jessica regularly defends against employment discrimination, harassment, retaliation and whistleblower claims and routinely obtains “no probable cause” determinations and summary judgment in her clients’ favor.

Jessica also assists clients with a variety of employment-related matters, including properly handling investigations into employment discrimination and harassment claims, wage-hour issues, employee termination and various labor issues.

She ensures that she’s up to date on the current laws as well as recent trends so that her clients know what to expect today, tomorrow and in the future.

**Dr. Isaac Tesfay, *Director of Diversity, Equity and Inclusion, Care New England***

For over two decades, Dr. Isaac Tesfay has served as a diversity practitioner in multiple industries and sectors, as well as a change management and organizational development consultant. In these roles, he has designed and implemented inaugural diversity strategic plans, re-imagined talent acquisition and retention practices, and overhauled learning and development programs. Currently, he is the Director of Diversity, Equity, and Inclusion at Care New England. Prior to this role, he worked at Tufts Medicine, the Massachusetts Trial Court, and several higher education institutions in Massachusetts. He is also the founder of IDT Strategies and Consulting, a DEI consulting firm committed to inclusive human and organizational change. He holds a doctorate from UMass Boston, a Masters in Business Administration from Clark University, and his Bachelors from the College of the Holy Cross.

**Michael J. Yelnosky, *Professor of Law, Roger Williams University School of Law***

Michael J. Yelnosky became a member of the founding faculty at Roger Williams University School of Law in 1993. He served as Associate Dean for Academic Affairs from 2004 to 2008, as Distinguished Service Professor from 2011 to 2013, and as the fifth dean of the law school from 2014 to 2020. He has dedicated his professional career to the establishment and growth of Rhode Island’s only law school.

Yelnosky was born in Philadelphia. He received his law degree with honors from the University of Pennsylvania and his bachelor’s degree from the University of Vermont. Before he began teaching he served as a law clerk to the Honorable Edmund V. Ludwig in the United States District Court for the Eastern District of Pennsylvania and worked for a short time in private law practice.

As dean, Yelnosky’s stated goal was to help make RWU Law “aggressively relevant.” He helped expand experiential education and public interest law opportunities; he focused on increasing the diversity of the student body, faculty, and staff; he presided over an unprecedented effort to make attendance at the law school more affordable, as well as the expansion of the law school’s footprint in Providence; he helped design and then roll out a master’s program to educate non-lawyers about legal issues; and he led efforts to more fully engage the community in meaningful ways. That engagement took the form of focusing attention on local and national legal issues of great relevance, such as mass incarceration as well as celebrating some of the Rhode Island lawyers and judges who have paved the way for RWU Law’s graduates, such as the “First Women” project.

Yelnosky has regularly taught Civil Procedure, Employment Law, Labor Law, and Employment Discrimination. Much of his scholarship explores alternatives or adjuncts to traditional enforcement of employment discrimination laws. Another focus of his scholarship is judicial selection. He has written several articles and hosted a major symposium about Rhode Island’s merit selection system, and the major findings of his research into the role of the ABA in the federal judicial selection process were summarized in a Washington Post op-ed he wrote in 2013. He is regularly quoted in the local and national media on these and other topics.

He and his wife Laurie Barron are the parents of 21-year-old twins. He has completed nine marathons, including Boston (3), Philadelphia (2), and New York (1).