



## News

### Connie Montoya Discusses the Personal Significance of Pride Month in an ACA International Member Spotlight

June 30, 2022

As part of its Pride Month coverage, *ACA International* profiled Hinshaw partner Connie Montoya in a member spotlight. In the article, Montoya reflects on the personal significance of Pride Month, current challenges confronting the LGBTQIA+ community, and steps companies can take to create more inclusive working environments for their LGBTQIA+ employees.

Montoya said Pride Month is a time for the "[c]elebration of self, of relationships, of community," adding:

I believe that Pride Month serves as an inspiration and encouragement for those who are still struggling with their LGBTQIA+ identities, a reminder of how far we have come but how far we have to go, and a reminder for those who love and support us—as well as society at large—that we are here, we have long been here, and we are not going away.

Montoya emphasizes the importance of inclusivity in the workplace and notes that an inclusive work-environment will result in a happier and more productive workforce. She recommends that companies create and support LGBTQIA+ affinity or resource groups and also offer regular training on LGBTQIA+ employment issues for all employees. Montoya applauds Hinshaw's support for Pride Month initiatives, stating that she is "very fortunate that Hinshaw openly and actively supports its LGBTQIA+ attorneys in a multitude of ways, including hosting and sponsoring events for Pride."

Montoya is an active member of the firm's [LGBTQ Affinity Network](#), and also an instructor for the firm's [LGBTQ Corporate Equality & Harassment Prevention Training Program](#).

[Read the full ACA International spotlight](#)

"Member Spotlight: Connie Montoya Educates and Inspires" was published by *ACA International* on June 29, 2022.

#### Attorneys

Concepcion A. Montoya

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