



l-r: Yolanda Hawkins-Bautista, Kerri Castellini, Rep. Jackie Speier, Hon. Anna Blackburne-Rigsby, Monica Parham

TABLE OF CONTENTS

- 2 WBA “Marches On” at 2018 Annual Dinner
- 8 *In Memoriam: Dovey Johnson Roundtree & Noël Anketell Kramer*
- 9 *President’s Column*
- 11 *WBA Foundation News*
- 12 *Committee & Forum Highlights*
- 17 *Member News*
- 18 *Upcoming Events*

WBA “Marches On” at 2018 Annual Dinner

The Washington, DC legal community gathered for the WBA and WBA Foundation on May 17, 2018. The event was held at the National Building Museum and attended by over 550 people.

The dinner celebrated WBA president Kerri Castellini’s bar year theme of “**March On.**” The WBA celebrated its Centennial last year and has made great advances in the past century of advancing women lawyers. But our work—like the work in many other professions—is far from done. We need to “march on” together to achieve our vision of a world where law schools, law firms, corporate boardrooms, and top positions in government reflect the demographics of our society.

article continued on page 2

In Memoriam: Dovey Johnson Roundtree & Noël Anketell Kramer

The legal community lost two trailblazers in May, **Dovey Johnson Roundtree** and the **Honorable Noël Anketell Kramer**.

article continued on page 8

Features

WBA “Marches On” at 2018 Annual Dinner (continued from page 1)

Photos by March Van Bergh Photography

A world where every woman receives equal pay for the work she performs. A world where both men and women have the support they need to perform well in the workplace and at home with paid family leave. The WBA is committed to taking bold steps to ensure women have the economic empowerment and leadership mentoring they need to create a world where our work is complete, where organizations such as the WBA do not need to exist.



Congresswoman Jackie Speier

The evening program began with keynote remarks by **Congresswoman Jackie Speier**, who represents California's 14th Congressional District and has been a tireless advocate for women's rights, the public good, and the security of Americans. She recently introduced bipartisan, comprehensive legislation to prevent and respond to sexual harassment in Congress, The Member and Employee Training and Oversight On (ME TOO) Congress Act, H.R. 4396, will require more transparency, overhaul the complaint process, and provide better support for victims and whistleblowers. The bill also requires mandatory annual training for Members and staff, implements climate surveys to show the true scope of this problem, gives interns and

fellows the same protections as full-time staff, and ends forced mediation.

Congresswoman Speier spoke frankly about the sexual harassment she both witnessed and experienced during her career and reiterated her tireless commitment to fighting to eradicate harassment in all workplaces.



Honorable Anna Blackburne-Rigsby



Honorable Anna Blackburne-Rigsby and Kerri Castellini

...continued on next page ►

A proud sponsor of the Women's Bar Association.

Dentons. Now the world's largest global elite law firm.*

 **dentons.com**

© 2018 Dentons. Dentons is a global legal practice providing client services worldwide through its member firms and affiliates. Please see dentons.com for Legal Notices.
*Acritys Global Elite Law Firm Brand Index 2013-2015.

◀ *continued from previous page...*

The 2018 Woman Lawyer of the Year Award was presented to the **Honorable Anna Blackburne-Rigsby**. Chief Judge Blackburne-Rigsby became Chief Judge of the DC Court of Appeals in March 2017. As Chief Judge, she chairs the Joint Committee on Judicial Administration for the District of Columbia court system. Prior to being designated Chief Judge, she was nominated by President George W. Bush in August 2006 to serve as an Associate Judge of the District of Columbia Court of Appeals. Before that, Chief Judge Blackburne-Rigsby was nominated by President Bill Clinton to serve as an Associate Judge of the DC Superior Court from 2000-2006, and she previously served as a Magistrate Judge on the Superior Court of the District of Columbia from 1995-2000.

Chief Judge Blackburne-Rigsby has held offices in several judicial organizations. She is a past president of the National Association of Women Judges, former chair of the Washington Bar Association's Judicial Council, and serves on the Board of Managerial Trustees for the International Association of Women Judges. Through her work with these organizations, Chief Judge Blackburne-Rigsby has sought to promote the rule of law and equal access to justice.

Chief Judge Blackburne-Rigsby was previously honored by WBA as a Star of the Bar in 2007 and 2014. She is the winner of the Business and Professional Women's League's Sojourner Truth Award, the National Bar Association's Champion of Justice Award, the Greater Washington Area Women Lawyers Division's (GWAC) Charlotte E. Ray Award, and the National Association of Women Judges' Justice Vaino Spencer Leadership Award.

The program also featured state of the association remarks by Ms. Castellini and an overview of the WBA Foundation's achievements over the past year by WBA Foundation president Monica Parham.

During her remarks, Ms. Castellini discussed the WBA's notable accomplishments over the past year, including the debut of the WBA's documentary shorts series, which were produced through a partnership with the American University Film School and a grant from the WBA Foundation. Ms. Castellini noted the return to the WBA's roots in advocacy, with the release of a series of issue statements that reflect the WBA's current and historical position on topics that effect not only women lawyers, but challenges to diversity and inclusion in the workplace in general. (See sidebar on page 4 for more details).

Other accomplishments included signing on to five amicus briefs in support of rights for women and the promotion of diversity (wbadc.org/amicus); launching a Women in Politics Committee to expose and educate our members about running for political office; presenting a Good Guys Program ("Good" standing for Guys Overcoming Obstacles to Diversity); partnering with the International Bar Association to release its groundbreaking report, "Women

in Commercial Legal Practice"; expanding the WBA's social media presence with a Facebook Member Forum and Instagram account; and standing in solidarity with the victims of sexual harassment through the #OurVoices campaign.



Kerri Castellini presented Monica Parham with a plaque recognizing her two terms as WBA Foundation president.

In her remarks, Ms. Parham recognized the WBA Foundation's 2018 grantees: Amara Legal Center, Bread for The City, DC KinCare Alliance, DC Volunteer Lawyers Project, Domestic Violence Legal Empowerment and Appeals Project (DV LEAP), First Shift Justice Project, The Human Trafficking Legal Center, Legal Aid Society of The District of Columbia, Legal Counsel for The Elderly, Tahirih Justice Center, and Tzedek DC. She noted the Foundation's impact on women and children in need by amassing contributions from WBA members and friends to support local nonprofits providing legal services and resources.

During the dinner, the WBA Foundation encouraged contributions via the DoMore24 campaign, which was running over the course of the evening.

...continued on next page ►

◀ continued from previous page...



Kerri Castellini receives her president's plaque from Yolanda Hawkins-Bautista.



Kerri Castellini presents the president's crystal gavel to Yolanda Hawkins-Bautista.



Yolanda Hawkins-Bautista issues her challenge to Dare to Make an Impact.

The evening concluded with remarks by incoming WBA President Yolanda Hawkins-Bautista, of Freddie Mac. She announced her theme for the 2018-2019 bar year: Dare to Make an Impact. You can learn more about Ms. Hawkins-Bautista's planned initiatives for her bar year in her President's Column on page 9.

WBA Issue Statements

To honor the WBA history and mission, the WBA is excited to release a series of issue statements on topics that the WBA leadership and members have been working on throughout our century of service to women.

The initial phase of this project includes the following eight topics: Equal Pay, a Diverse and Independent Judiciary, Suffrage for the District of Columbia, a Flexible Work-Life Equation, the Equal Rights Amendment, Domestic Violence, Sexual Harassment, and Health Care.

The issue statements reflect the WBA's history on following and tackling these important issues. However, these statements represent only an initial effort, and are not meant to be static and unchanging. Rather, the WBA intends these ever-evolving set of statements about the WBA's advocacy beliefs to inspire and guide our actions toward a better world. We seek input and look forward to hearing from our members about ideas on these and other future statements.

This is one of the continuing efforts of the WBA to actively support issues of special interest to women and frequently use its voice as one of the oldest and largest voluntary bar associations in metropolitan Washington, DC to advocate on behalf of them.

Read the issue statement in full at wbadc.org/issuestatements.

...continued on next page ►

◀ continued from previous page...



◀ continued from previous page...



The WBA 2017-2018 Board of Directors



Jill Dash & Angela Quigley-Whitehead



*Katherine O'Rourke, Marina Barannik,
Emily Baker & Alice Newhall*



*Gaffar Chowdhury, Matt Hardwick,
Patrick McGlone & Kevin Taylor*



*Maureen Thornton Syracuse, Monica
Parham, Ann Ford & Elizabeth Jones*

...continued on next page ▶

◀ continued from previous page...



Hon. Anna Blackburne-Rigsby, Kerri Castellini & Jessica Adler



Rebecca Prybell & Lauren Brown



Nancy Kuhn, Jennifer Duane, Jessica Swauger & Candace Smyth



Paulette Chapman & Cory Amron

Annual Dinner Sponsors

LEADERSHIP

Freddie Mac
Volta Talent Strategies
Williams & Connolly LLP

BENEFACTOR

Buckley Sandler LLP
Eversheds Sutherland (US) LLP
Mitchell Silberberg & Knupp LLP
Venable LLP
Womble Bond Dickinson (US) LLP

UNDERWRITER

Allen & Overy LLP
Arent Fox LLP
Arnold & Porter LLP
Bryan Cave Leighton Paisner, LLP
Cornerstone Research
Covington & Burling LLP
Crowell & Moring LLP
Dentons US LLP
DLA Piper LLP (US)
Feldesman Tucker Leifer Fidell LLP
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP
Groom Law Group, Chartered
Hogan Lovells US LLP
Hunton Andrews Kurth LLP
Jackson & Campbell, P.C.
K&L Gates LLP

KaiserDillon PLLC
Kalijarvi, Chuzi, Newman & Fitch, P.C.
King & Spalding LLP
Kirkland & Ellis LLP
Latham & Watkins LLP
Morgan, Lewis & Bockius LLP
Morrison Foerster LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Sanford Heisler Sharp, LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Sterne, Kessler, Goldstein & Fox, P.L.L.C.
Vedder Price, P.C.
Weil, Gotshal & Manges LLP
White & Case LLP
Wiley Rein LLP
Wilkinson Barker Knauer LLP
Willkie Farr & Gallagher LLP
Wilmer Hale LLP

SMALL FIRM/

SMALL OFFICE PATRON

Charlotte Kuenen, CFP®
Delaney McKinney, LLP
Gray Plant Mooty
Ifrah PLLC
Kirstein & Young PLLC
Outten & Golden LLP
Price Benowitz LLP
Sandline Discovery LLC

Savit & Szymkowicz, LLP
Tanenholz & Associates, PLLC
Trow & Rahal, P.C.
Washington Bar Association

ADVOCATE

Ain & Bank, P.C.
Gaffar Chowdhury - First Financial Group
iDiscovery Solutions
Kerri M. Castellini, Esq.
Lawyers Life Coach
Paulette Chapman
Planet Depos
Rees Broome, PC
Suzanne D. Reifman
The Law Office of Jessica E. Adler
The P&Tnrs at Compass

FRIENDS

AKS Consulting
Ann Bushmiller
Anna Rappaport
Anne Collier
Attorney Talent Strategy Group, LLC
Bridget Bailey Lipscomb
Consuela A. Pinto
Cory M. Amron
Deborah J. Israel
Duane Morris LLP
Elizabeth Medaglia
Ellen M. Jakovic

ESI Group, LLC
Hazel Ann Groman
Holland & Knight LLP
Hon. Diane M. Brenneman
Hon. Shelly A. Mulkey
Ilene Price
Jack Keeney
James Sandman
Janine Harris
Jennifer Duane
Kathleen V. Gunning
Lorelie S. Masters
Lucy L. Thomson
MAB Financial Planning
Marni E. Byrum
Martha JP McQuade
Maureen Thornton Syracuse
Mira Marshall
Monica G. Parham
Nancy A. Long
Nancy L. Combs
National Women's Law Center
Norma Hutcheson
Sitcov Director, Inc.
Susan M.C. Kovarovich
The Daily Washington Law Reporter
The McCormick Group, Inc.
Tracy-Gene G. Durkin
Veritex
Women Lawyers on Guard Action Network, Inc.

Features

In Memoriam: Dovey Johnson Roundtree & Noël Anketell Kramer

(continued from page 1)



Dovey Johnson Roundtree, circa 1960

Dovey Johnson Roundtree was an attorney, civil rights activist, ordained minister, and children's advocate. She broke the color barrier when she was admitted as a WBA member in 1962. She passed away on May 21 at 104 years old.

Dovey was one of 36 women in the Army's first class of African-American women to be trained as officers in the newly created Women's Army Auxiliary Corps. After World War II, she was

one of Howard University Law School's first female students. Dovey secured a victory before the Interstate Commerce Commission in 1955, in what was the first bus desegregation case to be brought before the ICC. The decision resulted in the only explicit repudiation of the "separate but equal" doctrine in the field of interstate bus transportation by a court or federal administrative body.

In 1961, Dovey became one of the first women to receive full ministerial status in the African Methodist Episcopal Church.

In the early 1960s, Dovey was one of the few female litigators in the DC courts and, by all accounts, she was one of the best. Her friend (and future member of the federal bench), then-WBA president Hon. Joyce Hens Green, nominated Roundtree for admission to the WBA. Judge Green has described the Board of Directors meeting at which Roundtree's potential membership was discussed as "very clamorous." After much debate and a close vote, Dovey became the first African American member of the WBA.



Katie McCabe and Dovey Johnson Roundtree

In 1970, Dovey co-founded the Washington, DC law firm of Roundtree, Knox, Hunter and Parker.

Dovey was awarded the ABA's Margaret Brent Women Lawyers of Achievement Award in 2000 and the WBA's Janet Reno Torchbearer award in 2011. In 2013, an affordable senior living facility in the Southeast Washington DC community where she ministered was named "The Roundtree Residences" in her honor.

Dovey's story was told in "Justice Older Than the Law: The Life of Dovey Johnson Roundtree," the product of a 10-year collaboration between Katie McCabe and Dovey.



Judge Kramer at the 2011 Stars of the Bar event

The Honorable Noël Anketell Kramer served as a judge on the DC Superior Court from 1984 to 2005, serving as the Deputy Presiding Judge of the Criminal Division from 1999 to 2003. She was an Associate Judge of the DC Court of Appeals from 2005 to 2011. She passed away on May 31.

During her time as Deputy Presiding Judge of the Criminal Division, she headed a committee that formulated a plan that raised the standards for qualifying to represent indigent defendants in the Superior Court. This effort continues to have a lasting impact in helping to ensure quality representation for the many defendants who are assigned court-appointed attorneys and has served as a model for changing the standards for the appointment of attorneys in the Family Court, the Court of Appeals, and the U.S. District Court. For her work, Judge Kramer was awarded the Superior Court Medal of Excellence.

...continued on next page ►

◀ *continued from previous page...*

In 2002, Judge Kramer became the Presiding Judge of the Criminal Division of the Superior Court, a position she held until 2005. During her tenure as the Presiding Judge, she helped to establish and presided over the East of the River Community Court, which handled all misdemeanor cases arising from arrests in the area east of the Anacostia River except those involving domestic violence. The purpose of this court was to increase judicial understanding of the public safety and quality of life concerns of the residents in that area and to reduce recidivism by providing drug and mental health treatment, as well as training and employment assistance for eligible defendants. Judge Kramer believed strongly in the importance of visibility in the community as a foundation for this effort.

Judge Kramer was deeply involved in addressing issues pertaining to women lawyers. She served as president of the National Association of Women Judges, having served as

an officer for four years previously. As a trailblazing young attorney, she was the first woman to have a baby while at the U.S. Attorney's Office for the District of Columbia and return to work. In law school, she was the first president of the University of Michigan Women Law Students Association, now the largest student organization on the campus.

Judge Kramer was named WBA's Woman Lawyer of the Year in 2005 and was recognized as a Star of the Bar three times, in 2002, 2007, and 2011.

A strong contingent of WBA and WBA Foundation past presidents attended the services for Judge Kramer, including Ellen Jakovic, Paulette Chapman, Nancy Long, Deb Israel, Joanne Young, and Diane Brenneman.

President's Column

By Yolanda Hawkins-Bautista, WBA President; Associate General Counsel, Legal Division, Litigation



Yolanda Hawkins-Bautista

Welcome to the first 2018-2019 bar year edition of Raising The Bar! I am excited to serve as your President this year and look forward to participating in and attending the great programming that is put on by our brilliant co-chairs. In addition to our 29 committees and forums, I have 7 initiatives that I would like to focus on this bar year. They include the following:

1. Wellness Series: focusing on self-care such as fitness, nutrition, self-defense, family planning, and me-time (a WBA spa day!).

2. Women and Finance Series: providing information on financial planning from A to Z.

3. Women of Color Task Force: addressing the severely low number of minority women at the partnership level at major U.S. law firms by developing a program to provide women of color partners with origination credit and first chair opportunities.

4. More Than an Attorney Series: assisting attorneys who are interested in exploring opportunities outside of law.

5. Future Leaders Series: programming for our children, which consists of holding a speech competition and providing legal training through mock trials.

6. Advocacy Impact Initiative: providing a voice and resources on issues that impact women and/or children.

7. Travel CLE: allowing us to network with each other, while obtaining much needed CLEs.

If you are interested in serving as a co-chair for a committee, forum, or one of the seven initiatives, please contact the WBA office at admin@wbadc.org. Last bar year, we "Marched On" and achieved so much to put women on equal footing as men. But there is still work to be done. During my remarks at the WBA/WBA Foundation Annual Dinner on May 17, I started by challenging volunteers from the audience with multiple choice questions and highlighting some striking statistics. Below are the questions.

...continued on next page ►

EVERSHEDS
SUTHERLAND



We are proud to sponsor the Women's Bar Association of the District of Columbia.

Eversheds Sutherland is committed to promoting diversity within the firm and in the legal profession. We believe that diverse skills, knowledge and viewpoints make us a stronger, more productive law firm, thus giving us all a better direction for the future.

For more information about our commitment to diversity and inclusion, please contact:

Vanessa A. Scott
202 383 0215
vanessascott@eversheds-sutherland.com

eversheds-sutherland.com

© Eversheds Sutherland (US) LLP 2017
US00018_092217

◀ *continued from previous page...*

Let's see if you are able to successfully answer them:

1. In 1993, women accounted for 12.27% of partners at major U.S. law firms. 25 years later, has this number increased to:

- A) 19.25%
- B) 22.70%
- C) 25%

2. In 1993, minority women accounted for 2.55% of partners at major U.S. law firms. 25 years later, has this number increased to:

- A) 2.90%
- B) 4.25%
- C) 7.32%

3. In 2006, African-American women accounted for 0.48% of partners at major U.S. law firms. 12 years later, has this number increased to:

- A) 1.25%
- B) 3.45%
- C) 0.66%

Answers: Question 1—B, 22.70%; Question 2—A (2.90%); Question 3—C (0.66%). (Source: NALP 2017 Report on Diversity in U.S. Law Firms, December 2017.)

As you can see, with overall women partners there has been some progress, but after 25 years, that progress has been extremely slow. However, the numbers for minority women partners, including African-American women, are dismal and depressing. The NALP 2017 Report on Diversity in U.S. Law Firms reported that "minority women continue to be the most dramatically underrepresented group at the partnership level." Looking at these statistics reminds me of the old saying:

"If there were ever a time to dare, to make a difference, to embark on something worth doing, it is now" (Author unknown). We have to do better. **It is time for high heels to be in high places.** And together we can change these numbers.

As I started to prepare for my term as president, I decided to look back and read the rich history of this organization. And what I found was that issues we faced a 100 plus years ago are still some of the same issues that we face today. Some may say if we are facing the same issues from yesteryear, why fight, why stand up? But what I also discovered was that our founders and many members of the

WBA, against all odds, changed laws and became the voices on issues that confronted women and girls in the legal profession. So why stand up and be heard? It's simple:

"Who dares nothing, need hope for nothing" (Friedrich Schiller).

Thus, my theme for this year is **DARE TO MAKE AN IMPACT.**

While we have made great advances over the past 101 years, our work is far from done, as proven by the above statistics. Now is not the time to be fatigued or discouraged. It is the time to continue to stand up and be heard and to **DARE TO MAKE AN IMPACT.**

We do this by providing a voice on legislation that impacts women and girls, by becoming more involved with the community, and offering our legal expertise to organizations who support our cause. We stand up and make an impact by bringing all the players to the table—both women and men—and focus on equal pay for women, equal opportunity, and a workplace free of harassment. Finally, we respond to the problem of 2.9% minority women partners by creating a task force made up of in-house attorneys and their outside firms and design a program that will provide women of color with origination credit and first chair opportunities.

"Who dares nothing, need hope for nothing."

Our founders could have become discouraged as the many doors closed in front of them:

- Instead, they dared and founded the WBA when the Bar Association of DC refused to open its membership to women.
- They dared and founded the Washington College of Law to provide women access to a legal education.
- The WBA dared and lobbied for equal pay for women, voting rights, and equal access to justice.
- Judge Joyce Hens Green and Dovey Johnson Roundtree dared and made the WBA inclusive.

So my challenge to everyone for the 2018-2019 Bar Year, **let's make an IMPACT.** I dare you.

Yolanda

2018–2019 WBA Board

OFFICERS

President

Yolanda Hawkins-Bautista
Freddie Mac

President-Elect

Jill Dash
*American Constitution
Society for Law & Policy*

Treasurer

Judith del Cuadro-Zimmerman
*Del Cuadro-Zimmerman
& Mount, PLLC*

Treasurer-Elect

Sasha Hodge-Wren
Miles & Stockbridge, P.C.

Secretary

Lauren Brown

BOARD OF DIRECTORS

Anne E. Collier
Arudia

Elaine Fitch
*Kalijarvi, Chuzy, Newman
& Fitch P.C.*

Cynthia B. Hemphill
Trow & Rahal, PC

Michelle Kallen
*Paul, Weiss, Rifkind,
Wharton & Garrison LLP*

Charlotte Kuenen, CFP®

Sadina Montani
Vedder Price, P.C.

Cathy Pagano

Rebecca Prybell

Anna Ratner
CFP Board

Candace Smyth
Tanenholz & Associates, PLLC

Roya Vasseghi
Rees Broome PC

Sherlyn Wiggs
Morgan, Lewis & Bockius LLP

IMMEDIATE PAST PRESIDENT

Kerri M. Castellini
Price Benowitz, LLP

WBA Foundation News

WBA Foundation President's Letter

By *Bridget Bailey Lipscomb*, WBA Foundation President

Making an Impact

Welcome to the first edition of Raising the Bar for the 2018-2019 bar year! I am honored to serve as president of the Women's Bar Association Foundation (WBAF) during this critical time in our history. We look forward to your participation in our upcoming impactful programs. But first, let's briefly reflect on some highlights from the past bar year.

On May 17, 2018, the WBAF proudly joined the Women's Bar Association (WBA) in hosting the Annual Dinner. The keynote remarks from **Congresswoman Jackie Speier** were timely and informative. Her real-world examples of how sexual harassment affects women's lives across all walks of life, including those who serve in Congress, were insightful and motivated us to expand our efforts to support women. What an honor to see the **Honorable Anna Blackburne-Rigsby** receive the Woman Lawyer of the Year Award. Her life of service is an inspirational to all. We can only imagine the obstacles, challenges, and sacrifices that were made for these remarkable women to rise to their current respective positions. I am grateful that they demonstrate what is possible.

During her inaugural speech, WBA president **Yolanda Hawkins-Bautista** introduced the theme "Dare to Make an Impact." I accept that dare and will incentivize the WBAF Board to accept it throughout this bar year. I invite you to nudge me if it ever appears that the WBAF is not living up to this awesome responsibility.

Please join me in thanking WBAF immediate past president **Monica Parham** for *making an impact*. Under her leadership for the last two years, among other significant accomplishments, the WBAF increased grant donations by 15%, increased the number of Founders Fellowship recipients, and completed a strategic plan. Monica made a positive impact at every Board meeting and every WBAF event. She stayed focused on our mission to meet the legal and related needs of women and girls in this area and was steadfast in ensuring that the Board escalate every effort to support



Bridget Bailey Lipscomb

this mission. I would be remiss if I did not mention WBA immediate past president **Kerri Castellini**. Kerri epitomizes strength and calm in the face of stress and anxiety, and we successfully "Marched On" under her sage guidance.

Based on the testimonials the WBAF receives, it is fair to say that the WBAF has made an impact on this community. For example, last year, one of our grantees, the Legal Counsel for the Elderly, utilized our grant to help 248 low-income Washington, DC seniors secure the District of Columbia's Schedule H Tax Credit of nearly \$400,000. That is impact.

But, how does the WBAF make an impact in this new bar year? Does it increase the number of funds given to grantees or fellowship recipients? Does it create new funding programs? Does it change its fundraising strategy? These questions will be thoroughly vetted by the WBAF this year. So, please provide your input at president@wbacfoundation.org and stay tuned.

But for now, I dare you to make an impact by going to www.wbacfoundation.org and making a donation to the WBAF today!

Bridget



2018–2019 WBA Foundation Board

OFFICERS

President

Bridget Bailey Lipscomb

Vice President

Rachel Hardwick
America's Health Insurance Plans

Treasurer

Suzanne D. Reifman
Northrop Grumman Corporation

Assistant Treasurer

Kirsten Wilkerson

Secretary

Gaffar Chowdhury
First Financial Group

BOARD OF DIRECTORS

Cheryl Aaron

Michael Best & Friedrich LLP

Chandra N. Branham

Advanced Medical Technology Association (ADVAMED)

Ann K. Ford

DLA Piper

Grace Parke Fremlin

K&L Gates

Mytrang Nguyen

Legal Services Corporation

Monica G. Parham

Gail Westover

Eversheds Sutherland (US) LLP

Katie White

The George Washington University Law School Career Center
KT White Law Careers LLC

Natalia Wilson

Ain & Bank, P.C.

WBA BOARD LIAISON

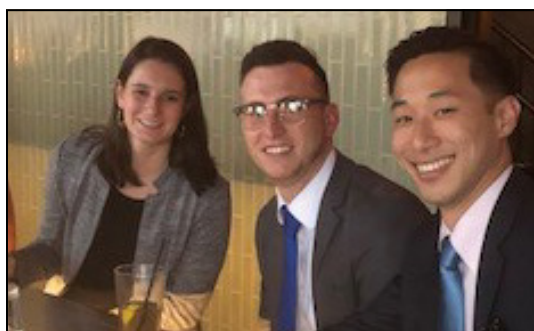
Jill Dash

American Constitution Society for Law & Policy

Committee & Forum Highlights

Solo & Small Practice Happy Hour

On May 31, WBA's Solo and Small Practice Forum co-hosted a happy hour with the Young Lawyers Section of the Bar Association of DC. Planet Depos sponsored the happy hour, which was held at Bar Deco.



WILLIAMS & CONNOLLY LLP®
women's initiative



Committed to the recruitment, retention, and advancement of women attorneys.

- Recognized by ABA Journal, Bloomberg Law and JD Journal for one of the best records for promoting women to partner in 2017.
- Partner Ana Reyes named 2017 WBA Woman Lawyer of the Year.

www.wc.com

LTF's View from the Top

By Laura Beckerman, Pro Bono Coordinating Counsel, Citizens for Responsibility and Ethics in Washington; Co-chair, Leadership task Force



l-r: Laura Beckerman, Natalie Ludaway, Caroline Fredrickson (photo by Daniela Murch)

On Tuesday, March 27, 2018, WBA's Leadership Task Force presented "View from the Top: A Conversation with Executives in Non-Profit and Government Sectors." This event featured **Natalie Ludaway**, Chief Deputy Attorney General of the DC Office of the Attorney General, and **Caroline Fredrickson**, President of the American Constitution Society for Law and Policy. **Laura Beckerman**, Counsel at Citizens for

Raising the Bar Editorial Board

Sonali Khadilkar
Khadilkar Law PLLC
sonali@khadilkarlaw.com

Anjali Patel
LRP Publications
apatel@lrp.com

Tiffany Wynn
Crowell & Moring LLP
twynn@crowell.com

Staff Liaison:
Carol Montoya, CAE
carol@wbadc.org

...continued on next page ►

◀ *continued from previous page...*

Responsibility and Ethics in Washington, moderated the event. Drinker Biddle LLP hosted the event, and it was co-sponsored by the Non-Profit Organizations Practice Forum, 20+ Years Expertise Committee, Diversity Committee, and Government Attorneys Forum.

Attendees from a wide variety of backgrounds attended the event and came prepared with insightful questions that led to candid discussions.

Asked to describe the scope of their roles, both speakers emphasized that leadership means handling all manner and variety of tasks, “from the mundane to the grandiose,” as Ms. Fredrickson remarked. As Ms. Ludaway observed, “My job is to do everything from the most exciting to the most mundane.”

Both speakers also cautioned the women in attendance to push themselves beyond their perceived boundaries. “When presented with an opportunity, it’s good to think, but don’t over think,” said Ms. Ludaway, who became the managing partner of a law firm at the age of 35. She reflected that overthinking might have led her to turn down key career opportunities that, though challenging at the time, led to growth and career

advancement. Describing her leap into management, Ms. Fredrickson said: “You don’t have to know everything be an effective manager, what you have to know is how to find out.” She learned this first hand when serving as Chief of Staff to the newly-elected Senator Maria Cantwell. She helped Senator Cantwell set up an office from scratch and no longer had time to become an expert in all of the wide variety of issues before her office.

Learning how to delegate and trust others to increase their effectiveness was key to both speakers’ work as leaders of their organizations. Ms. Fredrickson spoke about the importance of flexibility and of letting others own the work that you delegate to them. In short: “Be willing to have things deviate from your vision if it gets the job done.” Ms. Ludaway focused on reciprocity: “You’re giving someone an opportunity when you delegate to them.”

After a lively discussion, we closed with words of wisdom about paying-it-forward: Ms. Fredrickson noted, “Having good mentors means you have to be a good mentor.” Ms. Ludaway said, “Everyone in this room has a contribution to make.”

Executive Presence and Personal Styling for Women Attorneys

By Leticia Corona and Pauline Schwartz, WBA Immigration Law Forum Co-Chairs

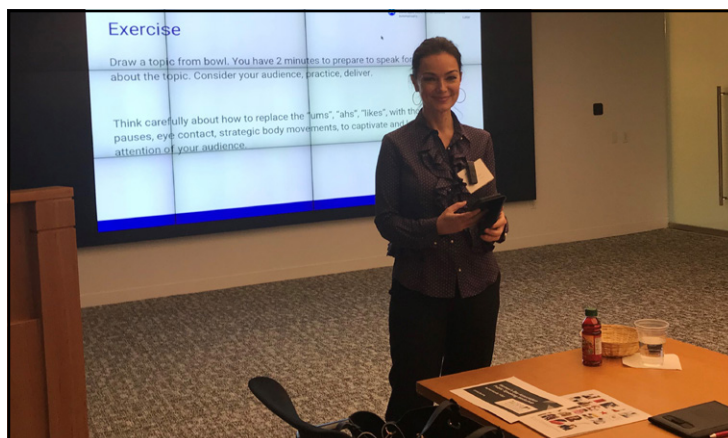


l-r: WBA Board member Cathy Pagano, Immigration Law Forum co-chair Pauline Schwartz, speaker Lená Burns, Immigration Law Forum co-chair Leticia Corona, and WBA Board member Cynthia Hemphill

On the evening of April 26, 2018, more than 25 WBA members attorneys and guests attended a new and unique event, “Executive Presence and Personal Styling for Women Attorneys.” The event, which was conceived and sponsored by the WBA’s Immigration Law Forum, was graciously hosted by the law firm White & Case. The goal of this event was to provide women legal professionals with a safe space to explore public speaking and personal image, under the guidance of an experienced professional.

Our stellar speaker was **Lená Burns**, an Emmy-award winning television journalist, media consultant, and personal stylist. Lená has over 20 years of experience in the media industry, with an extensive career in television news, including on-air

...continued on next page ▶



Lená Burns



Lená Burns addressing the attendees.

◀ *continued from previous page...*

experience in Los Angeles, Washington, DC, Philadelphia, and Dallas. In recent years, she founded a media consulting and personal styling business in Washington, DC. Lená advises top tier professionals in the private sector and government on how to speak effectively, and how to dress to maximize their professional image.

Immigration Law Forum co-chair Leticia Corona welcomed guests to the event, offered a brief history of the WBA, and encouraged everyone to attend upcoming WBA events. Co-chair Pauline Schwartz introduced Lená and turned over the microphone to her for the main event. Lená provided a handout to the guests, which was entitled, “Authentically YOU!” She began the session with a question: “What motivates you to do your job?” She then discussed how to find our authentic selves, and how to use that to connect with our audiences.

Attendees then broke up into small groups for a fun and informative public speaking exercise. Lená helped us to choose topics, and then we had time to prepare a short talk within our small groups. The guests then watched a representative from each group present their topics, and we discussed any challenges we encountered as we prepared to deliver the message. The small group exercise was an excellent ice breaker, as well as a very helpful way to hone our public speaking skills.

The second half of the workshop focused on professional attire for women in the workplace. Lená shared various clothing styles and body types, and she offered concrete examples of how to dress in the best way to flatter our individual shapes. Lená then called for a few brave volunteers, and she offered them impromptu styling tips in front of the group. She also fielded many questions about personal style and professional wardrobe choices - including the dreaded summer in DC pantyhose debate!

During the fun and informative workshop, guests enjoyed appetizers, sweet treats, and beverages provided by the WBA.



Diversity of People. Diversity of Thought.

At Freddie Mac, our inclusive culture encourages and values diversity of thought.

Different perspectives make us stronger and drive our success in making home possible for millions.

Visit us at FreddieMac.com to learn more.



Many of us lingered to mingle with each other, make new networking contacts, and seek more advice from Lená. The Immigration Law Forum received such positive feedback from this event, that we are considering offering it again in the future.

If you would like more information about media consulting or personal/wardrobe styling, you can contact Lená Burns at her website, lenaburns.com, or by email, dcdress@gmail.com.

WBA and IBA Present “Women in the Legal Profession: The Un-Shattered Glass Ceiling”

By Cathy Pagano, WBA Board member



Late last year, as WBA celebrated our 100th Anniversary, our colleagues at the International Bar Association (IBA) published a seminal report on women in commercial legal practice. This enlightening report, entitled “[Women in Commercial Legal Practice](#),” was written by Jane Ellis and Ashleigh Buckett. It verifies that around the world, persistent barriers continue

to stall women from reaching the top ranks of commercial practice in significant numbers. Decades after women entered the profession in significant numbers and after many diversity programs have been instituted, these problems persist.

To share the results and recommendations of this report, the WBA and the IBA presented a program on April 10, which was co-sponsored by the South Asian Bar Association, to discuss the IBA’s report on the continuing challenges faced by women in commercial legal practice. The program featured a renowned panel: **Cristina Carvalho**, Managing Partner at Arent Fox; **Janelle Gordon**, Attorney-Advisor at U.S. Customs and Border Protection; **Michael Maya**, Director of IBA’s North American Office; and **Benjamin F. Wilson**, Chairman of Beveridge & Diamond, P.C. The panel was moderated by former WBA Board member **Nausheen Hassan**, Export/Sanctions Counsel at Varian Medical Systems.

...continued on next page ►

◀ *continued from previous page...*

Mr. Maya described the background and results of the report. He explained that many women become dissatisfied with the “hypercompetitive ideology” often found in firms and in the profession. Unfortunately, the legal profession continues to be challenged in addressing issues including discrimination, harassment and bullying, and there is a colossal loss of potential when women leave the profession. The panel spent much of the evening focusing on positive steps to address these challenges. For example, “sponsorship,” of women in the profession, which is “mentorship plus,” would be of great assistance.

The panel also discussed that law firms often do well at the entry level of an associate’s career, but after that, more needs to be done. Assistance on generating a book of business would be most helpful. In-house counsel can have a big role in changing the picture. Women in government face challenges as well, and implicit bias remains an issue. Listening, mentoring and sponsorship are key in government, too.

As background, at the beginning of 2017, IBA set out to find out if women continue to face challenges globally in commercial legal practice, and if so, why. The IBA sent out a survey to its members in commercial practice around the world. They received close to 6,000 responses and analyzed about 4,000. They also conducted reviews of other resources. The results are sobering, but the report also offers ideas for moving forward.

The report opines that “although formal entrance barriers have been dismantled, the famous ‘glass ceiling’ for women is still solid. ... Only a minor percentage of women make their way to full partnership status. ... In law firms, women are often the ‘reserve army,’ their fate dependent on the economic situation. They tend to do the less visible work in the back room; their male colleagues in the front of the office, with access to more client contacts and better possibilities for rainmaking. There is marked vertical and horizontal segregation. Women are less specialised, or specialised in the less remunerative fields. Women’s asset is their academic capital; their deficiency is their social capital, which does not fit the traditional law firm structure.”

The report also finds that women often still face “intersectional discrimination” combining several factors that lead to unequal treatment. Traditional gender roles persist and work–life–family balance issues “leave women less content with their work and inclined to leave the profession.”

Studies have identified four factors as responsible: “persistent gender stereotypes; discriminatory and biased mentoring processes and support networks; conservative workplace structures that are inhospitable to work-life concerns; and implicit, yet ingrained, instances of sexual harassment.” (IBA Report at page 11, citing 2010 paper by Eli Wald, “Glass Ceilings and Dead Ends: Professional Ideologies, Gender Stereotypes and the Future of Women Lawyers at Large Law Firms,” *Fordham Law Review*).

The IBA report also notes that women started entering the legal profession when expectations were quickly increasing. Expected annual billable hours have greatly increased from 1,800 in the 1980s to 2,200 in 2012. Compounding that issue is

the rise of technology that makes it quite difficult to leave work behind at the office.

The survey findings underscored that current work structures continue to impede the retention and progression of women. Minority attorneys also face these problems. The IBA report recommends that law firms closely examine their structures, expectations and future. The report offers some specific suggestions to address these issues, including the following:

- The report calls for law firm management to conduct a thorough review of firm structure, considering the firm’s culture, business practices (including billable hours), job allocation, pay scales and professional ideology. The report believes this is crucial in order to identify the structural barriers that stall the progress of women (and others).
- Research shows that millennials or Generation Y have different expectations and that technological developments are changing the market for legal services. Therefore, the opinions of millennials and of other employees should be considered in reviews of the work environment.
- Flexible working arrangements and other policies must be “owned” by senior management and audited regularly. If they are not working, senior management should conduct more detailed reviews to find out why.
- Senior firm management should appropriately support flexible work arrangements and regularly audit them. This would help ensure that those policies do not unintentionally erode the separation between work and personal life.
- The report recommends that law firms strengthen their mentorship programs, introduce formal sponsorship programs, and make such programs more transparent.
- Research shows that it is essential to engage with men who are in positions of authority within a law firm or any other organization, so change can be implemented effectively.
- Some survey findings suggest that significant percentages of both women and men – women almost 50% men 30% – have been subject to bullying and intimidating conduct during the course of their careers. This is simply unacceptable. The report encourages law associations and law firms to seriously consider these findings, and if found within their workplace, address them expeditiously.
- Since survey responses were low from the Middle East, Africa and Asia regions, others are encouraged to explore gender diversity in their regions in more detail, particularly the representation of women in partnerships and senior management, taking into consideration local cultural constraints and business practices.
- Since there were few survey responses from lawyers who have left legal practice, the report recommends additional study of this issue, and encourages law firms to reach out to lawyers who previously worked in their firms to better understand why lawyers chose to leave their firm and, potentially, the legal profession.

...continued on next page ▶

◀ *continued from previous page...*

The IBA Report also contains numerous charts reflecting the findings of the survey results, which merit close study and attention.

Overall, the report is a very enlightening review of the continuing problems that face women globally in commercial

practice, together with insightful and helpful recommendations moving forward. WBA appreciates all the work and leadership involved in completing this excellent work and thanks the IBA for preparing this seminal report and for their invaluable support on the April 10 program.



Join the WBA Today!

The WBA is committed to being the preeminent professional and personal resource for women at all points in their legal careers.

WBA offers many benefits and resources, just a few of which are:

- Discounted event registrations, including to our tailored programming, such as the Leadership Task Force, Solo & Small Practice Forum, and 20+ Years Expertise group
- Access to monthly Business Hour programs, held via teleconference, free and members only!
- Access to the online Job Bank, which lists career opportunities within private firms, corporations, the government, and non-profits
- Access to the *Raising the Bar* newsletter archive
- Participation in our mentoring program
- Listing in and access to the online Member Directory
- Access to numerous leadership and networking opportunities

Visit www.wbadc.org for information on membership categories and rates.

If you are already a member, share this opportunity with the women in your network. Together, we will make the WBA stronger as we stand up for and promote women in the profession.

WBA Member News

Parham Appointed to FCC Taskforce



Monica G. Parham

Monica G. Parham has been appointed to the Federal Communications Commission (FCC) Advisory Committee on Diversity and Digital Empowerment (ACDDE).

ACDDE provides advice and recommendations to the FCC regarding how to empower disadvantaged communities and accelerate the entry of small businesses, including those owned by women and minorities into the media, digital news and information, and audio and video programming industries. The committee will also provide recommendations to the Commission on how to ensure that

disadvantaged communities are not denied the wide range of opportunities made possible by next-generation networks. Monica is immediate past president of the WBA Foundation and a past president of the WBA.

Pinto Joins FortneyScott



Consuela A. Pinto

Consuela A. Pinto has joined FortneyScott as a shareholder.

Consuela has extensive experience and expertise in the employment field as the result of practicing in both the private and government sectors for more than 20 years. At FortneyScott, she advises clients on the full range of equal employment opportunity laws with a particular focus on compliance with workplace laws and regulations, federal government investigations, pattern and practice systemic claims, and compliance with federal contractors' affirmative action and non-discrimination obligations.

Most recently, Consuela was a senior attorney at the U.S. Department of Labor in the National Office of the Solicitor where she was the Deputy Associate Solicitor in the Civil Rights and Labor Management Division. She is also a past president of the WBA.

Murphy Joins DOJ



Sonia W. Murphy

WBA past president Sonia W. Murphy has joined the U.S. Department of Justice, Civil Division, as a Trial Attorney. Sonia most recently worked as Counsel at White & Case, LLP. Sonia has federal government experience, having previously served as an Attorney-Advisor with the U.S. International Trade Commission. Sonia looks forward to remaining active with the WBA and to working with the government attorneys forum to continue providing substantive programming that is attractive to government attorneys and also working to recruit new members.

WBA Members Elected to DC Bar Positions

Congratulations to the WBA members who were successful candidates in the recent DC Bar election

President-Elect: Susan M. Hoffman, Crowell & Moring LLP

Secretary: Paul S. Lee, Dechert LLP

Board of Governors: A.J. S. Dhaliwal, Buckley Sandler LLP

ABA House of Delegates:

John ("Jack") C. Keeney Jr., Association of Zoos and Aquariums

Laura A. Possessky, Corporation for Public Broadcasting

Lucy L. Thomson, Livingston PLLC

Welcome New Members

The following persons joined the WBA in April and May 2018.

Joanna Scleidorovich
Mary Blatch
Barbara D. Linney
Christine Waldmann Carmody
Mytrang Nguyen
Michelle Cassorla
Roseann Romano
Lyn Andrews
Marc Pasekoff
Robert DePriest
Ethel Hong Badawi
Kathleen Abernathy
Katherine O'Rourke
Serafina Concannon
Diane Kilcoyne
Donnequa Elaine Grantham
Kathryn Elizabeth Hill
Gillian Rebecca Giannetti
Amy H. Granger
Kristen DeWire
Carol L. Lewis
Setareh Ebrahimian
Julie M. Kearney
Adriana Suringa Luedke
Hannah Greenough
Paul S. Lee
Meghan Clark-Kevan
Bree Murphy
Janell Mallard
Karissa Johnson
Marie L. VanDam
Olga Symeonoglou
Sarah Martin
Michelle M. Spatz
Anna Murray
Rebecca K. Clough
Pegah Eftekhari
Mary Connaught O'Connor
Farah Faroul
Courtney Forrest
Camille Glover
Caroline De Luca
Elizabeth Lan Davis
Cheri Bennett
Taylor Ehrlich
Bayliss Fiddiman
Albina Gasanbekova
Dima Budron
Cassandra J. Simmons
Bridgette Dussman
Maya Desai
Sarah Surwit
Kyra Anne Taylor
Elizabeth Ward Fletcher
Alison Gaske
Jane Miller Brown

For information regarding WBA Member Benefits and getting involved with a Committee or Forum, see [Membership & Benefits and Committees & Forums](#).



Upcoming Events

Tuesday, July 10, 2018

[Using #OurVoices in the #MeToo World: Addressing Sexual Harassment in the Workplace](#)

The WBA is engaged in a campaign called #OurVoices that pledges the WBA's support for every person who has experienced sexual harassment in the workplace. This program is the second in a series and will address the significant impact that sexual harassment has not only on the harassed employee but also on the organization itself, as well as the steps organizations are taking to address and prevent sexual harassment in the workplace.

Wednesday, July 18, 2018

[WeToo In the Legal Workplace](#)

WBA is a sponsor of the National Association of Women Judges 13th Annual Meeting with the Congressional Caucus for Women's Issues. The meeting will explore how to ensure women can thrive in healthy working environments free of sexual harassment and intimidation.

Thursday, September 20, 2018

[Stars of the Bar](#)

The Stars of the Bar Fall Networking Reception kicks off the WBA's program year. It is typically attended by more than 300 women and men, including firm, nonprofit, and government attorneys, judges, law students, and leaders in the DC legal community. Stars of the Bar offers a professional and friendly environment to network with other attorneys, including WBA members and WBA and WBA Foundation leadership, and find out more about our programs and services.

This event is free to attend and open to the public, however registration is highly encouraged.

Save the Dates:

October 25, 2018:

WBA Foundation Wine Tasting & Silent Auction

January 11, 2019:

Casino Night

May 22, 2019:

WBA/WBAF Annual Dinner