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## Stars of the Bar: WBA Honors Those Who Make an Impact

At the 2018 Stars of the Bar fall kick-off event, the WBA honored grassroots organization leaders who are leading the way in the current fight against immigration policies and enforcement that separate families. We will recognize their work in advocating on behalf of immigrants and speaking out against recent policies that threaten the legal protections of immigrants.

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## WBA Releases Issue Statement on Family Unity

The WBA Board of Directors recently approved the following statement on Family Unity.

*article continued on page 6*

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## WBA Advocacy Efforts: Amicus Briefs

The WBA is often contacted with requests to sign on to amicus briefs in a variety of matters. The requests are sent to our Amicus Committee co-chairs, currently the very busy Mary Blatch, Kathleen Borschow, Ana Jara, and E. Brantley Webb. The committee reviews the draft briefs and other supporting documentation and drafts a memo for the Board of Directors to review.

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## Features

### Stars of the Bar: WBA Honors Those Who Make an Impact

(continued from page 1)

The event, attended by approximately 250 members and friends of the WBA, was hosted by Hogan Lovells in the atrium of the Columbia Square office building. The 2018 Stars of the Bar honorees were recognized, and attendees had an opportunity to network and learn about program and volunteer opportunities with the WBA and WBA Foundation.

In her remarks, WBA president Yolanda Hawkins-Bautista discussed the 2018-2019 bar year theme, Dare to Make an Impact, and the inspiration behind it. She said, "One of my objectives is to create an advocacy initiative that will provide exposure and resources on issues that affect women and children. This initiative was inspired by the Kalief Browder story.

He was wrongly accused of stealing a backpack and arrested at age 16. He remained in Riker's Island jail for three years, with two years in solitary confinement because his family could not post his \$900 bail. Kalief was never prosecuted for the alleged theft and after three years was released for lack of evidence. But the damage was already done. Kalief's time in jail caused him to have mental health issues and he ultimately committed suicide two years after his release from jail."

Ms. Hawkins-Bautista continued, "The Kalief Browder story demonstrates the necessity for attorneys and organizations to become involved and provide a voice for the voiceless. This is why we are taking the time today to salute and honor the organizations who are on the frontline doing the work necessary to provide the much-needed legal representation and social services to women and children who are attempting to flee life threatening environments."





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Membership Committee members Alison Barberi, Nina Ren & Kate Muetting



Health Law Forum co-chairs Shannon McGovern, Shannon Rohn & Renee-Lauren Ellis



Students from The Catholic University of America Columbus School of Law



Josephine Harriott, WBA past president Holly Loiseau & WBA Board member Sasha Hodge-Wren



Members of the WBA Foundation Board talked to attendees about the Foundation's grantees and upcoming events.





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*Government Attorneys Forum co-chairs  
Daniela Murch & Rachel Davakis*



*Aracely Muñoz & Erinn Martin*



*WBA Board member Roya Vasseghi, WBA past president Kerri Castellini, Alexandra Rhodes, Jennifer Mammen, WBA president Yolanda Hawkins-Bautista, WBA past president Susan Kovarovics*



*WBA president Yolanda Hawkins-Bautista and Paula Fitzgerald*

This year's Stars of the Bar honorees were:

- Paula Fitzgerald, Executive Director, Ayuda
- Michael Lukens, Pro Bono Director, Operations Director, CAIR Coalition
- Natalie Roisman, Member of the National Leadership Team, Lawyer Moms of America
- Wendy Young, President, Kids in Need of Defense (KIND)

**Paula Fitzgerald** is the executive director of Ayuda, an organization that provides legal, social, and language services to help vulnerable immigrants access justice and transform their lives. Ayuda helps immigrants from anywhere in the world navigate the immigration and justice systems and access the social safety net. Paula's immigration legal work focuses on humanitarian relief for individuals, children, and families, including VAWA self-petitions, U visas, T visas, and Special Immigrant Juvenile Status petitions. She also has extensive experience in family-based immigration matters, consular processing, waivers and NACARA cases.



*WBA president Yolanda Hawkins-Bautista and Michael Lukens*



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**Michael Lukens** joined CAIR Coalition in 2014. The CAIR Coalition is committed to keeping families together by working with and for immigrant men, women, and children facing detention and deportation. Their services include legal representation, educational outreach, impact and advocacy work, and the training of attorneys who defend immigrants in the immigration and criminal justice arenas.

Michael serves as the CAIR Coalition liaison to law firms and the broader non-profit community, as well as directly represents children in removal proceedings. He is responsible for the oversight of the screening, placement, and mentoring of pro bono cases with members of the private bar. Michael also oversees all aspects of CAIR Coalition's operations.



WBA president Yolanda Hawkins-Bautista & Natalie Roisman

In June 2018, **Natalie Roisman** joined with a small group of other attorneys who are mothers to help launch Lawyer Moms of America. These "lawyer moms," who initially knew each other only through online lawyer networking groups, were united by a refusal to tolerate the inhumane and illegal separation of migrant children from their parents in the purported name of U.S. border security. They grew from a handful on Facebook to more than 10,000 members in a little over a week, to nearly 18,000 members in less than two months.

Since June, Lawyer Moms of America has organized a nationwide campaign to deliver an open letter to Members of Congress in more than 325 district offices, partnered with and provided legal support to the Grannies Respond caravan to the border, supplied airline miles and facilitated pro bono legal assistance for separated migrant families, held family lemonade stand fundraisers in nearly 40 states through their "Kids Take a Stand" campaign, and raised more than \$50,000 to support Project Corazon's provision of legal services to migrant families. Lawyer Moms of America believes that activism works, constituent pressure works, and unconscionable practices will not stand on their watch.

Natalie is a partner at Wilkinson Barker Knauer and a longstanding member and leader of the WBA, where she currently co-chairs the Membership Committee.

**Wendy Young** has led KIND since 2009, and brings extensive immigration policy experience to the organization. KIND staff and pro bono attorney partners at law firms, corporations, and law schools nationwide represent unaccompanied immigrant



Wendy Young

and refugee children in their deportation proceedings. KIND ensures that no child appears in immigration court alone without high quality representation, advances laws, policies, and practices that support children's protection and uphold their right to due process and fundamental fairness, and encourages durable solutions to child migration that are grounded in the best interests of the child and ensure that no child is forced to migrate involuntarily.



WBA president Yolanda Hawkins-Bautista & Kate Mueting

The Mussey-Gillett Shining Star Award award was established to recognize women who go above and beyond through volunteer activities within the WBA. The award was presented at the event to **Kate Mueting**, partner, Sanford Heisler Sharp, LLP.

Kate has made exemplary contributions as co-chair of WBA's membership committee. In the past year, she has been tirelessly focused on working towards WBA's goal of 1,000 members.

The 2018 Stars of the Bar event planning was led by co-chairs Elizabeth Roman Jones and Meti Lakew.

#### Many Thanks to Our Stars of the Bar Sponsors

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## Features

### WBA Releases Issue Statement on Family Unity (continued from page 1)

The Administration's decision to criminally prosecute adults crossing the southern border led to the separation of more than 2,600 children from their parents or other adults in the spring of 2018.<sup>1</sup> Following intense political opposition to this policy, on June 20, 2018, the President signed an executive order stopping the separations, and a federal judge ordered the government to reunite all children under age 5 with their families within 14 days and reunite children age 5 and over with their families within 30 days.<sup>2</sup> Unfortunately, months later, progress is slow, and as of mid-October 2018, hundreds of children remain separated from their parents.<sup>3</sup>

Family Unity is at the core of the mission of the Women's Bar Association of the District of Columbia. Since 1917, the WBA has worked toward key goals, which include maintaining the honor and integrity of the legal profession, promoting the administration of justice, and advancing and protecting the interests of women lawyers.

Nothing could be more seminal to these goals than supporting family unity, which is a fundamental legal and human right. Family unity is the basis upon which society stands and upon which the legal system is built. It allows for an ordered society and healthy communities, and it also supports the health and education of future generations.

Without family unity, women, men, children, and their families face not only injustice, but also tragic and lasting repercussions that affect their daily lives. For example, it is an accepted tenet of the medical profession that separation of children from their families causes trauma for the child and can cause permanent psychological and physical damage. The effect can be catastrophic. The American Academy of Pediatrics has stated that separating children from their parents contradicts everything that pediatricians stand for, that is, protecting and promoting the health of children.<sup>4</sup>

Maintaining the unity and health of the family unit is universally recognized as critical to the well-being of individuals and society at large. Worldwide, family unity is accepted as a basic right, and policies of separating children from their parents cause intense international concern and opposition.<sup>5</sup> In the U.S., all states, the District of Columbia, American Samoa, Guam, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands have statutes requiring that the child's best interests be considered whenever certain decisions are made regarding a child's custody, placement, or other critical life issues.<sup>6</sup>

Many organizations, including the American Bar Association, have voiced concerns and opposition to any government policy that forcibly separates minor children from their parents when families cross the southern border into the United States.

Policies that indiscriminately or needlessly may have the effect of destroying family unity are detrimental to the best interests of the child, inconsistent with state law, and inimical

to overall family and societal well-being. The WBA continues to emphasize the urgent need to restore to their parents any children previously separated in the past several months, to minimize any further psychological damage. The WBA strongly opposes any reinstatement of the family separation policy by any Administration. Overall, the WBA stands ready to support and assist efforts to enhance family unity and well-being.

The WBA has also released issue statements on Equal Pay, Diverse and Independent Judiciary, Suffrage for the District of Columbia, Flexible Work-Life Equation, Equal Rights Amendment, Domestic Violence, Sexual Harassment, and Health Care. All of WBA's issue statements can be viewed at [wbadc.org/issuestatements](http://wbadc.org/issuestatements).

<sup>1</sup> Shapiro, Leslie, and Sharma, Manas, "How Many Migrant Children are Still Separated from their Families," Washington Post, August 30, 2018, Link accessed September 13, 2018, [https://www.washingtonpost.com/graphics/2018/local/tracking-migrant-family-separation/?noredirect=on&utm\\_term=.8d8c1727d04f](https://www.washingtonpost.com/graphics/2018/local/tracking-migrant-family-separation/?noredirect=on&utm_term=.8d8c1727d04f).

<sup>2</sup> Gerstein, Josh. "Judge Orders Trump Administration to Reunite Migrant Families," Politico, June 27, 2018, Link accessed October 18, 2018, <https://www.politico.eu/article/trump-migrant-family-separation-judge-orders-administration-to-reunite/>.

<sup>3</sup> "ACLU: 245 separated migrant children still in U.S. custody," Washington Post, October 19, 2018, Link accessed October 19, 2018, [https://www.washingtonpost.com/local/immigration/nearly-250-migrant-children-still-separated-from-parents-aclu-report-says/2018/10/18/d3fc2fd0-d222-11e8-b2d2-f397227b43f0\\_story.html?noredirect=on&utm\\_term=.136a0e511513](https://www.washingtonpost.com/local/immigration/nearly-250-migrant-children-still-separated-from-parents-aclu-report-says/2018/10/18/d3fc2fd0-d222-11e8-b2d2-f397227b43f0_story.html?noredirect=on&utm_term=.136a0e511513).

<sup>4</sup> Miller, Devon, "AAP a leading voice against separating children, parents at border," AAP News, June 14, 2018, Link accessed June 24, 2018, <http://www.aapublications.org/news/2018/06/14/washington061418>.

<sup>5</sup> Brands, Hal, "Separating Families Was a Blunder on a Global Scale," Bloomberg.com, June 22, 2018, Link accessed June 24, 2018: <https://www.bloomberg.com/view/articles/2018-06-22/trump-s-separating-families-was-a-global-blunder>.

<sup>6</sup> "Determining the Best Interest of the Child," Department of Health and Human Services, Children's Bureau/ACYF/ACF/HHS, Link accessed June 24, 2018: [https://www.childwelfare.gov/pubPDFs/best\\_interest.pdf](https://www.childwelfare.gov/pubPDFs/best_interest.pdf).



## Features

### WBA Advocacy Efforts: Amicus Briefs (continued from page 1)



The WBA is often contacted with requests to sign on to amicus briefs in a variety of matters. The requests are sent to our Amicus Committee co-chairs, currently the very busy Mary Blatch, Kathleen Borschow, Ana Jara, and E. Brantley Webb. The committee reviews the draft briefs and other supporting documentation and drafts a memo for the Board of Directors to review. The memo includes a summary of the case, the argument, how or whether the brief reflects or advances WBA's mission, and a recommendation to sign on or not support the brief. The Board of Directors reviews the committee's memo, the draft brief, and any supporting materials, and votes on whether to commit as a signatory to the brief.

The WBA endeavors to endorse briefs that address a significant policy issue of likely interest to the WBA membership. Historically, the WBA has focused on cases in the U.S. Supreme Court, but recent sign-ons have included cases in the lower courts when it is believed the cases raise matters of substantial importance.

In practice, the cases most likely to capture WBA's endorsement will directly implicate the rights and interests of women. However, the WBA also considers endorsement in cases indirectly advancing and protecting the interests of women by promoting the administration of justice in a manner that might be extended to advance and protect the interests of women and women lawyers.

The Amicus Committee also considers whether the brief is well-written, accurately portrays the law, is logically coherent, and does not merely repeat the arguments made by the parties.

In recent months, the WBA has signed on the following briefs.

#### **Jane Doe 2 v. Trump**

In *Jane Doe 2, et al v. Donald J. Trump*, the Court of Appeals for the D.C. Circuit is considering the constitutionality of President Trump's ban on transgender individuals serving openly in the military.

On July 26, 2017, President Donald J. Trump issued a statement via Twitter announcing that "the United States Government will not accept or allow transgender individuals to serve in any capacity in the U.S. Military." A formal Presidential Memorandum followed on August 25, 2017.

Before the 2017 Presidential Memorandum, the U.S. Department of Defense had announced that openly transgender individuals would be allowed to enlist in the military, effective January 1, 2018, and had prohibited the discharge of service members based solely on their gender identities. The 2017 Presidential Memorandum reversed these policies. It indefinitely extended the prohibition against transgender individuals entering the military (a process formally referred to as "accession"), and required the military to authorize the discharge of transgender service members.


The President ordered Secretary of Defense James N. Mattis to submit a plan for implementing the policy directives of the 2017 Presidential Memorandum by February 2018. Current and aspiring transgender service members filed suit and sought preliminary injunctive relief, which the Court granted on October 30, 2017. On August 6, 2018, the Court denied the Government's Motion to Dismiss Plaintiffs' Second Amended Complaint and the Government's Motion to Dissolve the Preliminary Injunction.

The Court thus ruled that the case would proceed and that its preliminary injunction on the ban would continue to maintain the status quo ante. The government appealed to the D.C. Circuit.

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The amicus brief, filed on behalf of the plaintiffs, requests that the D.C. Circuit affirm the district court's order declining to dissolve the preliminary injunction. The amici argue that the military's ban on service by transgender men and women requires heightened scrutiny for its sex-based classification. Further, they assert that the policy and the rationales set forth in the Mattis Report would give legal effect to overbroad generalizations about men and women and sex stereotypes that have been thoroughly and repeatedly rejected in constitutional jurisprudence as a basis for government action.

In addition to the WBA, the amici curiae represented in this brief are: National Organization for Women Foundation; National Women's Law Center; California Women Lawyers, the Center for Reproductive Rights; Columbia Law School Sexuality & Gender Law Clinic; Connecticut Women's Education and Legal Fund; Equal Rights Advocates; Legal Voice; National Association of Women Lawyers; and the National Partnership for Women & Families. Oral argument in this case is scheduled for December 10, 2018.

WBA's statement of support notes, "The WBA believes that discrimination against transgender people constitutes unconstitutional discrimination on the basis of sex, and further, that reinforcing the notion that there are 'biological differences' between men and women leads to disparate treatment based on outdated stereotypes of women."

#### **Pennsylvania v. President of the United States (3rd Circuit) & Massachusetts v. Department of Health and Human Services**

WBA signed on to Morrison and Foerster's amicus briefs on behalf of the American Association of University Women and other organizations working on behalf of female employees and students across the country. Both *Commonwealth of Pennsylvania v. President of the United States of America, et al.* and *Massachusetts v. Department of Health and Human Services et al.* were filed in response to new exemptions (exemption rules) that significantly expand the number of employers and universities that could deny contraceptive coverage to women. The brief provided detail around and support for the proposition that a large number of women (hundreds of thousands, if not millions), would lose contraceptive coverage and be harmed by the Exemption Rules.

The Patient Protection and Affordable Care Act (ACA) requires employer-sponsored health insurance plans to cover all FDA-approved methods of contraception. Before the Exemption Rules were issued, the ACA exempted houses of worship with religious objections (and related entities) from offering contraceptive coverage. In addition, it created an accommodation for religiously-affiliated employers and universities, allowing them to opt out of providing contraceptive coverage, but requiring some other health insurer or third party to offer the coverage instead.

The Exemptions Rules expanded the prior exemptions to any non-governmental plan sponsor that objects to "establishing, maintaining, providing, offering, or arranging (as applicable) coverage, payments, or a plan that provides coverage or payments for some or all contraceptive services, based on its sincerely held religious beliefs" and to any nonprofit

organization or for-profit entity with no publicly traded ownership interests that objects to "establishing, maintaining, providing, offering, or arranging (as applicable) coverage or payments for some or all contraceptive services, or for a plan, issuer, or third party administrator that provides or arranges such coverage or payments, based on its sincerely held moral convictions." The Exemption Rules state that they "will not affect over 99.9 percent of the 165 million women in the U.S."

The Massachusetts Attorney General's office filed suit challenging the Exemptions Rules. Judge Nathaniel Gorton, U.S. District Judge for the District of Massachusetts denied the Attorney General's motion for summary judgment, holding that it had not sufficiently proven harm for standing purposes, specifically, that the Commonwealth had "not demonstrated that the health and well-being of its citizens will be adversely affected by the [Exemption Rules]." The Attorney General appealed the decision to the First Circuit.

In addition to the WBA, the amici curiae represented in these briefs include: American Association of University Women; Service Employees International Union; American Federation of State, County, and Municipal Employees; Girls Inc.; If/When/How: Lawyering for Reproductive Justice; California Women Lawyers; Women's Bar Association of the State of New York; Women's Bar Association of Massachusetts; Colorado Women's Bar Association; Women Lawyers' Association of Los Angeles; Hispanic Lawyers Association of Illinois; Georgia Association for Women Lawyers; and Women Lawyers On Guard Inc.

WBA's statement noted that "when women have the means to plan whether and how to have a family, they can better invest in their own careers, their communities, and their country."

#### **Tudor v. Southeastern Oklahoma State University**

*Tudor v. Southeastern Oklahoma State University* was filed in the U.S. Court of Appeals for the Tenth Circuit. WBA signed on to the National Women's Law Center's amicus brief in support of Plaintiff-Appellant, Dr. Rachel Tudor. Dr. Tudor underwent a gender transition from male to female while employed as a tenure track professor at Southeastern Oklahoma State University.

In November 2017, a unanimous jury found that Southeastern's reasons for denying Dr. Tudor's 2009-2010 tenure application and refusing to allow Dr. Tudor to re-apply for tenure in the 2010-2011 cycle were pretext for sex discrimination and retaliation. The jury gave an omnibus award of \$1,165,000. After trial, Dr. Tudor moved for reinstatement as an Associate Professor with tenure or, in the alternative, for front pay for her remaining work life expectancy in order to make her whole, since undisputed evidence showed she had no prospects of obtaining a tenured professorship elsewhere. The District Court denied Dr. Tudor's request for reinstatement and interrelated motions for reconsideration and to supplement and awarded Dr. Tudor front pay in the amount of \$60,040.77. The District Court also remitted the jury's award from \$1,165,000 to \$360,040.77.

NWLC's brief argued that reinstatement is the preferred remedy under Title VII; the district court incorrectly used

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animus arising from the litigation as a driving factor to bar reinstatement; the district court abused its discretion in determining that Dr. Tudor was only owed front pay for the 14 months between her firing from Southeastern and the commencement of a teaching job Dr. Tudor briefly held at a community college, and the Tenth Circuit should hold that it is inappropriate to rely heavily on the assumption that if an

employee has found an interim job in the past, particularly one that is a step down from her former job, she will be able to find a position in the future and is thus not entitled to front pay beyond those interim earnings.

WBA's statement declared: "We believe that the administration of justice includes women's right to be free from discrimination based on their sex."

## Seven Takeaways from the 2018 Women's Bar Leadership Summit

*By Kate Ahern, Board Member, National Conference of Women's Bar Associations; Director of the Business Start-up Clinic & Assistant Professor of Law, Roger Williams University School of Law*

*The National Conference of Women's Bar Associations held its Women's Bar Leadership Summit in Chicago in August.*

**Diversity Rules Toolkit.** I have to start with this one, because I'm so excited about it. I'm on the board of NCWBA, and this past year I worked with NCWBA to create the Diversity Rules Toolkit. You may remember that in 2016, the American Bar Association added an anti-discrimination rule to the Model Rules of Professional conduct that serve as a model for most state professional responsibility rules. The new anti-discrimination rule makes it misconduct for lawyers to discriminate in the course of practicing law. So, states are now able to more easily address discrimination and increase diversity by considering adoption of the model anti-discrimination rule. The problem is, addressing diversity and evaluating the model rule can be a significant undertaking for a state. So, I created this toolkit, with NCWBA's support, to assist states in exploring an anti-discrimination rule.

**Encouraging Other Women.** "Say to another woman 'You would be a great [insert leadership position], and I'll help you get there.' As women we tend to wait for the stars to align to be really sure we can do it, and encouraging another woman might make the difference" One of my favorite quotes from the Summit. If you know another woman that would be great at a particular job/role/leadership position, encourage her to go for it, and help her however you can.

**Fixing the System.** "Get leadership to agree to easy changes, e.g., commit to gender-balanced panels and decision-making committees. Get men to support the visibility of women in leadership, to systematic changes that create opportunities." Get

your firm or organization to say yes to easy-to-digest changes that will make things better for women.

**Say No.** "Don't be afraid to say no to things. If you were that good, opportunities will come around again. When you learn to say no, you're subliminally reinforcing your own sense of self." Oh, that saying yes too much issue again. Let's take all the reminders we can get!

**Being Yourself.** "It used to be the only way was for women to act like women-shaped men, but it's a big problem not to be your authentic self. It's time to recognize the important contributions women can make." Thank goodness, because it's totally exhausting not being yourself for so much of the week!

**Amazing Lawyers Helping.** "We are seeing lawyers like you step forward and give hope to those who thought that no one would fight for them, that no one would listen to them." Fatima Goss Graves from the National Women's Law Center (NWLC) spoke at the Summit awards luncheon. During the day we also learned how to get involved in NWLC's Times Up Legal Defense Fund and help women dealing with sexual misconduct.

**Involving Men.** "We need safe spaces for men to have those conversations with us, where they can ask hard questions." We also discussed the importance of involving men in the conversation, and NCWBA hosted a GOOD Guys panel the evening before the Summit to give men who promote diversity an opportunity to explain why they think that's an important effort.

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## In Memoriam: Gladys Fishel

WBA past president Gladys Fishel passed away earlier this year. She was 87.


Gladys became a lawyer in the mid-1960s. In a law review article she wrote in June 1966, the byline written by the legal journal said, "For a woman, she has taken the courageous step of entering private law practice in the District of Columbia and Virginia. Her thesis for improving the not quite equal status of American women may be controversial, but it is also challenging."

After law school, Gladys worked for Michigan Congresswoman Martha Griffiths, who was called the "Mother of the ERA" for getting the Equal Rights Amendment discharged from Congress to the states. Gladys started her own law practice in 1967, specializing in family and criminal law, as well as wills and estates. She had an active practice for over four decades. A hallmark of her advocacy was her compassion and commitment for anyone who came in the door with a legal problem. She regularly represented the impoverished pro bono. Gladys served as WBA president in bar year 1974-75.

One of her other lifetime passions was George Washington University, where Gladys was awarded three degrees (B.A. '54, M.A. '56, and J.D. '65). The December 1993 issue of GW Magazine (law school alumni magazine) featured an article entitled, "All in the Family: The Generations of GW Law." It included a profile of Gladys and her daughter, Katie Horan, to whom Gladys gave birth during the week of her law school final exams. Katie recalled spending time at her mother's law office, watching her mother in the courtroom, and attending bar meetings. The article includes a memory from Gladys: "I was president of the Women's Bar when Katie had her 10th birthday and she had to have her birthday dinner with the women lawyers."

She had many interests including the peace process in the Middle East, where she went on several pilgrimages with the Episcopal Church. She was also a member of St. Patrick's Episcopal Church in Washington for over 70 years. She was also a past president of a Northern Virginia chapter of the Daughters of the American Revolution and Columbian Women of George Washington University, a nonprofit organization that provides tuition assistance to women attending the university.

Gladys is described by her family as a doting and sweet grandmother who always remained optimistic, supportive, and hopeful for her cherished grandkids. She was interred with her husband of 42 years, Edwin C. Fishel, at Arlington National Cemetery.



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## Why Laughter Belongs in Your Work Life

Did you know that people who use humor in the workplace are consistently evaluated as being more confident and competent? Here's a [brief podcast](#) featuring Roberta (Bobbi) Liebenberg explaining how humor and fun belong in your law firm and even the courtroom.

*(From National Conference of Women's Bar Associations' September 2018 newsletter)*



## President's Column

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



Yolanda Hawkins-Bautista

In July 2018, the WBA launched the #OurBodiesOurVoices campaign and we invited women and men to come out of the shadows and share their personal stories about deciding to terminate a pregnancy. We thought for sure that we would be overrun with stories, but the response was tempered. I received a number of phone calls and emails from women sharing their stories with me; the conversations were intense and gripping.

The most moving stories were from three mothers who terminated their pregnancies because of the health of their unborn babies, cases that included spina bifida and mal-developed brains and other abnormalities. The mothers retold heart-wrenching stories of their baby's low chance of survival outside the womb; they were sadly projected not to live for a significant period of time after birth. In fact, one brave mother was forced to terminate one of her twins in utero and still carry both babies until the other twin was born. Each of the stories were uniquely bleak, and all involved late-term pregnancies.

An unfortunate common story was that of 11 mothers who terminated their pregnancies because they were teenagers or in their early twenties (approximately ages 14 to 21), and simply were not financially or emotionally equipped to welcome babies into their young lives. One

courageous mother terminated her pregnancy because she was in an abusive relationship and could not bear to raise a child with her partner and subject the child to a hostile environment. All of the women shared with me that their decision to terminate was the best decision for them and their families at the time and positioned them to be in the careers that they are in today. Their stories are extremely compelling. However, when we invited them to submit a video sharing their experience, many were reluctant because the stigma associated with an abortion is still the other Scarlet Letter A.

In the end, we received 18 testimonials, including two videos and five anonymous participants. Even though we did not receive the amount of responses that we anticipated, the fact is, all of the women who boldly shared their stories were delighted that the WBA was taking a stance and advocating on behalf of a woman's right to control her own body. The sentiment began to reverberate as we received phone calls, text messages, and emails from many women who expressed that they are proud of the WBA and its #OurBodyOurVoices campaign.

So where do we go from here? The #OurBodyOurVoices campaign stemmed from the announcement of the nomination of Judge Brett Kavanaugh. After his appointment to the Supreme Court, the WBA held a forum entitled, "What's at Stake for Women in the Supreme Court Confirmation Process," where we convened a panel with representatives from the National Women's Law Center (NWLC), Center for Reproductive Rights (CRR), and Mexican American Legal Defense and Education Fund (MALDEF), and a former Deputy Attorney General of Maryland. The panel, moderated by WBA President-Elect Jill Dash, took a deep dive into the impact of Kavanaugh's appointment on the many issues that disproportionately affect women and minority populations, such as reproductive rights, voting rights, workplace rights, immigration, and access to justice, education, and healthcare. While the panel acknowledged the pitfalls that will likely occur trying to uphold these rights, they also shone a light on approaches to overcome potential obstacles at the Supreme Court level,

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including finding ways to make a difference at the local and state levels.

Although the WBA's call for a fair confirmation process was not successful, we will continue to stand up for the voiceless and advocate on behalf of women and girls around the Washington DC Metropolitan area and across the country. If we can help somebody – even one person – then it is not in vain! The WBA was founded by women who stood up to band

together before women even had the right to vote. Women are still fighting for a voice 101 years later, and we will continue to fight and drive progress for women's rights.

#OurBodiesOurVoices #OurVoices

*Yolanda*



Each year, the WBA and WBA Foundation past presidents gather for a dinner. This year, the group dined at McCormick & Schmick's in downtown DC. The evening was a great opportunity to network and reconnect with old friends.

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## WBA Foundation News

### WBA Foundation President's Letter

*By Bridget Bailey Lipscomb, WBA Foundation President*

#### Dare to Make an Impact Despite the Risk

Making an impact is not always easy and often comes with risk. You may have to subject yourself to public criticism. You might have to donate precious time, energy, or financial resources. You might have to publicly take unpopular positions. Making an impact may require vulnerability. It could require temporarily neglecting your family, your career, or your future. Making an impact may require humiliation or tirelessly working on projects with uncertain outcomes.

The mission of the Women's Bar Association Foundation is to make an impact by leveraging the generosity of lawyers and friends to support nonprofits that serve the legal and related needs of women and girls in the DC Metropolitan community.

Our grantees take significant risks to make an impact. They sometimes risk public criticism for supporting unpopular or controversial causes or clients. They often work tirelessly toward goals with uncertain outcomes. They sacrifice high-salaried positions to serve women and girls in need. They often risk contributions from potential donors because of positions taken. Yet, our grantees are passionate about the work and joyfully support women and girls in need.

Dr. Christine Blasey Ford made a huge impact when she told her story to Congress and the entire world about what happened to her when she was in high school. The sexual assault she described revealed pain, trauma, and humiliation. She expressed the fear, nervousness, the impact on her family, and risks she had to take to fulfill her civic duty. Dr. Blasey Ford made a monumental impact despite the risk, and many, especially survivors of sexual harassment and assault, have benefitted from her courageous act.

As many of you know, the WBA embarked on a #OurBodiesOurVoices campaign. Those behind the campaign took great risks to give women a platform to express experiences relating to their bodies. Due in part to the fact that stigma can still be attached to some physical and medical experiences women have undergone, some were reluctant to take the risk and share their experiences publicly. Thus, the risks and



*Bridget Bailey Lipscomb*

stigma angle will likely be explored by the WBA.

As shown above, when we make an impact, we improve things for the future. The Women's March attendees, participants of the #MeToo movement, and even individuals who publicly opposed these groups took risks. They risked public criticism for their stances; they risked employment retaliation for their public positions; they risked being ostracized by family and friends with different views. But, no one can deny that the country benefitted from the sacrifices of these citizens. The optics of these public protests likely contributed to the conversion from apathy to political engagement by many citizens with diverse opinions who were previously uninvolved.

The students who survived the mass shooting on February 14, 2018, at Marjory Stoneman Douglas High School in Parkland, Florida, who have spoken publicly about gun control, and those who publicly disagreed with the students' positions have taken risks. These overt stances could have negatively impacted future education opportunities and careers, to say the least. Yet, the bravery exhibited by these authentic voices has started important national discussions.

I recently tried to make an impact on a very public stage when I ran for President-Elect of the DC Bar for the second time.

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Knowing that this would be a challenging campaign, I took a huge risk -- I exposed my vulnerabilities, put myself out there, and invested time and financial resources that I will never get back. I wanted to make an enormous impact and use the position to inspire, encourage people to support access to justice programs, and low bono programs. I did have an impact, even though the results were not in my favor. After the results were made public, I was informed by attorneys across this country that, among other things, my risk inspired them to support access to justice.

As previously mentioned, our grantees are taking significant risks. At this time in our history, the need for legal services providers is much greater than usual. We received 32 letters of intent for our grant process this year—the most we have ever received. This is a demonstration of the immediate need. Rest assured, our Grants Committee will conduct a methodical, in-depth review of every application to ensure that the WBAF grants will only be used to support the legal and related needs of women and girls in the DC metropolitan area.

To support our mission, on September 22, WBA Past President Paulette Chapman sacrificed her schedule, time, finances, and energy and opened her beautiful home for the ninth consecutive year for the WBAF's Chefs Dine In. Oh, what a night! The 12 chefs prepared award-winning dishes. We learned East Coast Swing from WBA and WBAF Past President Nancy Long's son, Gordon and crew, and West Coast Swing from an esteemed Senior Superior Court Judge. Thanks to Paulette for once again being willing to take the risk that this would be a successful event. Due to the generosity of the attendees, funds were raised that will assist the WBAF in continuing to make an impact.

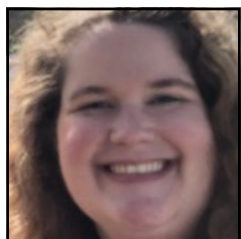
One way to make an impact with little risk is to support the WBAF. What kind of community would this be if everyone reading this letter woke up every day with a goal toward making a positive impact, even if it required taking a risk? You can certainly start by supporting the WBAF and making a year-end donation!

*Bridget*

## Founder's Fellows: Personal Reflections on a Summer Helping Women & Children

*The Women's Bar Association Foundation Founders Fellowship, established in 2006 and awarded annually, supports area law students to work with local legal services providers on projects to benefit women and girls in our community. The 2018 fellowship was given to The Catholic University of America Columbus School of Law, which selected two students to share the Fellowship: Rebecca DeVerter and Mariah Hosie. Below are the recipients' essays about their experiences as Founders Fellows in summer 2018.*

### Rebecca DeVerter



Even back in 2010, as an undergraduate student studying international affairs and development, I was shocked to learn about the disparity women and children, especially young girls, face worldwide. Upon learning this harrowing fact, I vowed to make it my life's mission to work towards the advancement and

empowerment of women and girls both domestically and abroad. My internship experience with the International Centre for Missing and Exploited Children (ICMEC) helped take me one step closer to that goal and helped to equip me with valuable skills that I will carry with me for the rest of my career.

ICMEC prides itself on making the world a safer place for children through research, advocacy, training, and collaboration. During my time at ICMEC, I was honored

to have the ability to see first-hand the dedication and hard work put forth by everyone in the office. Not only was I able to build on my independent research skills, but I also learned more about the value of team work and became more skilled at working in a group setting in order to fulfill a common goal. The skill sets provided by everyone in the office help to produce quality work that is used around the world in order to develop stronger legislation and policies to protect children from exploitation and abuse.

My internship responsibilities included doing research for ICMEC's annual publication, entitled Child Sexual Abuse Materials: Model Legislation and Global Review. Much of my research focused on the area of data retention, and how that affects law enforcement efforts to combat the production and proliferation of child pornography around the world. In addition to researching data retention, I was also charged with the task of researching how statistics pertaining to child pornography have changed since the last edition of the report



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of published. It was heartbreaking to see that throughout the years, young girls are still the most common victims of child pornography.

Besides conducting this research, I was also able to participate in communicating with embassies in order to ensure that ICMEC's research was accurate, which helped me to learn even more about global policies towards child pornography. Despite the fact that there is still much progress that needs to be made on a global level to properly combat, and hopefully to eventually eradicate, child pornography, it was enlightening to see just how much progress has been made throughout the years. One thing that remains true, however, is that young girls still remain one of the most vulnerable groups in the global community. Realizing this fact helped to affirm my passion for working towards the empowerment of females of all ages, and my work at ICMEC helped make me realize that progress is attainable.

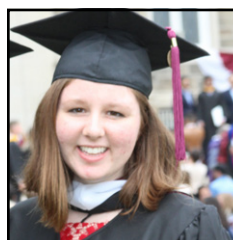
In addition to conducting research for the Child Sexual Abuse Materials report, I was also presented with many other opportunities to work towards the empowerment and protection of all children. National Missing Children's Day fell during the first week of my internship with ICMEC, and we were invited to a ceremony at the Department of Justice advocating for missing children. At this ceremony, the father of a young woman who had tragically gone missing and was murdered by someone she knew spoke to the crowd about his daughter's life as well as how girls in particular face many dangers and are very vulnerable members of our society. His empowering speech sought legal reform advocating for more protections for children in general, especially those who go missing and are typically written off as runaways. His passion for making the world safer for children, especially young girls, was incredible to experience, especially so early on in my internship. To this day, his speech is something that resonates with me, and was something that I carried throughout my entire internship experience.

As previously mentioned, one of the ways ICMEC spreads awareness for the rights of children is through educational programs. ICMEC provides education to law enforcement and medical personnel, teaching them how to detect and address child abuse and exploitation. ICMEC also provides educational programs to teachers around the world, teaching them how to see the signs of child abuse and how to address that within their communities. During my internship, I was able to learn about the various educational programs and resources that ICMEC provides.

Learning about the educational programs was an incredible experience for me, because it made me realize how complicated the issue of child abuse is, but also showed me the various resources that are available to assist children. By participating in this educational program, my fellow interns and I were inspired to discuss the differences between boys and girls and the various expectations and stereotypes placed upon these groups. We had tough conversations about what society expects of girls and how that affects girls as they grow up, and different ways to combat these negative effects.

In addition to learning about child pornography, missing children, and child abuse, I also learned about sex trafficking – particularly the sex trafficking of women. I was able to learn through different webinars the resources available to combat sex trafficking, but I also learned about how the laws can often be unfair towards the victims of sex trafficking, especially young girls and women. It was unbelievable for me to realize just how hard it is to prosecute crimes of sex trafficking, which only serves to perpetuate the suffering of the victims. Despite the fact that sex trafficking was not the sole focus of my internship experience, I grew increasingly passionate about making the justice system fairer to female victims of sex trafficking.

### Mariah Hosie



I will always look back fondly on my experience at ICMEC. Not only did I have the honor of meeting incredibly hard-working people who all shared a common goal with me, but I learned a great deal about child exploitation and how to make the world a safer place for children. I left my internship feeling

as though my work made a difference, but I know that there is still more that must be done in order to make the world a better place for young girls. I left ICMEC with a renewed vow to devote my life to the goal of empowering and advancing women not just in the United States, but throughout the world.

This past summer I interned at AEquitas, The Prosecutors' Resource on Violence Against Women. This experience solidified my desire to create a career focused on understanding and aiding those suffering from gender-based violence issues. This internship was a great experience and I was fortunate to have had the opportunity to work there thanks to AEquitas and the Women's Bar Association Foundation.

At AEquitas I spent my summer researching and writing on topics concerning gender-based violence in the legal realm. These topics included subject matter that I did not initially connect with such issues and thus I learned a great deal that I will be able to take with me throughout my future internships and ultimately my career.

While working at AEquitas I was assigned both Technical Assistance (TA) requests and long-term research projects. The TA requests I worked on covered a variety of topics such as no contact order violations, attempted rape laws in Idaho, Maryland strangulation laws, and child pornography federal laws. Each TA request was compelling and challenging.

As for the long-term projects, one project focused on corroborative evidence. For this project I had to research the laws in all 50 states plus the territories. The focus was specifically on whether corroborative evidence was required with a complainant's testimony in sexual assault cases. I was surprised and happy to learn that the majority of states do not require corroborative evidence, though it does help the case. It was interesting to research those States that do require such evidence, as most of them have a very limited scope in which corroborative evidence was required. For example, some states did not require corroborative evidence unless the story was

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physically impossible or so incredible that it defied reasonable belief.

This project was interesting for me; I enjoyed trying to figure out and understand the reasoning behind the states that required some form of corroborative evidence. I would hope that maybe one day it would change and corroborative evidence would not be required in such cases; today, we know that many times there is a probable possibility that the only evidence that will exist in a sexual assault case is the complainant's testimony but that does not mean the assault did not occur.

Another project I spent a great deal of time on was an Annotated Bibliography on Trauma Informed Response in Gender-Based Violence and Human Trafficking. I researched the basic concept of trauma and the definitions that exist for trauma and the terms that are often associated with it. I also had the opportunity to learn about the science behind trauma, specifically the neurobiology of trauma and how the hormones affect the brain and processing, which in turn generates a variety of different responses and a combination showing how and why there is no one textbook response of a victim of trauma. Though there is no guaranteed way a victim could respond to trauma, I researched some general ways a victim could respond to trauma such as the basic fight, flight, or freeze response. From there I started researching the aftermath of the traumatic event for victims, and then began specifically looking at trauma in gender-based violence and human trafficking victims.

With trauma and the responses researched for the annotated bibliography, I began to investigate what a "trauma-informed response" was and the definitions generally associated with it. I learned and understood the benefits to a trauma-informed approach, the core principles that make an organization trauma-informed, and how to make an organization trauma-informed. I expanded that research to look into specific areas such as colleges, healthcare, and the criminal justice system, and what they have done and can do to create, maintain, and further their trauma-informed approaches to aid not only the victims, but professionals who assist these victims in their jobs.



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This project was significant to me because I believe it can be a great resource for not only prosecutors, but also members of law enforcement and people in general. Understanding trauma and a trauma-informed approach can truly help with the healing process and prevent the possibility of re-traumatizing a victim. If everyone were to learn a trauma-informed approach, especially those directly working with victims of gender-based violence and human trafficking, there is a likelihood that the number of those reporting will increase, and once reported, there will be a greater chance that the victims will be able to access the support they may need.

## Committee & Forum Highlights

### Advanced Financial Planning

*By Alexandria Smith, George Mason Antonin Scalia Law School*

A phenomenal panel of experts addressed the importance of comprehensive financial planning at the "Advanced Financial Planning 102" program on October 21, 2018. The event was the second of a series of six programs on Women and Finance, and featured Emily Dupre, Regional Director, MFS Investment and Colin Calder, Financial Advisor, Morgan Stanley. WBA board member Charlotte Kuenen, CFP®, Financial Advisor, Morgan Stanley, moderated and presented.

The panelists covered topics and questions about financial planning, asset allocation, retirement planning, estate planning, and wealth transfer.

With or without the help of a financial advisor, it is imperative to have some type of financial plan in place where money is routinely saved and hopefully invested, panelists said. While individual goals and objectives differ, everyone should aim to have some sort of retirement plan in the works.

Once you have a financial plan, implementation is key. Over 90% of returns are attributable to how assets are allocated. Since assets within the same asset class move together in response to market forces, it's important to have a diverse portfolio to prevent any one event or trend from materially reducing your wealth.

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Panelists addressed common pitfalls around wealth transfer. Since mostly everyone will have to go through one, if not two, wealth transfers, it's important to avoid these mistakes:

- Not having a will or trust in place.
- Not sharing plans with your loved one and beneficiaries.

- Creating a plan and not updating it.
- Not being specific enough.
- Using the “we don’t talk about money in the house” excuse.

## The Immigration Crisis: Reuniting Families

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



On September 27, 2018, the WBA's Community Projects/ Legal Advocacy Committee and the Immigration Law Forum presented a timely and anticipated event, generously hosted by Morgan Lewis & Bockius, LLP. Over 25 immigration law advocates and guests braved the rain and heavy traffic that evening to hear an esteemed panel of advocates from pro bono organizations that serve the immigrant community, including Ayuda, CAIR Coalition, KIND, Tahirih Justice Center, and Lawyer Moms of America.

The panelists presented a thorough and engaging overview of the immigration crisis at the border, particularly as it relates to families and children. The attendees were also treated to a spirited presentation by the **Hon. Immigration Judge Lawrence O. Burman** (who appeared solely in his capacity as an officer of the National Association of Immigration Judges).

The event kicked off with a WBA welcome message and introductions from **Rosemarie Longo**, Co-Chair of the Community Projects/Legal Advocacy Committee. Ms. Longo shared the history of the WBA and its motivation to highlight the plight of refugee families and children as one of the foremost humanitarian issues today.

Our next speaker was **Michael Lukens**, Pro Bono and Operations Director of the Capital Area Immigrants' Rights (CAIR) Coalition. Mr. Lukens gave a concise and comprehensive explanation of the current immigration legal issues and the crisis of family separation and detention of asylum-seekers, which exploded in June 2018.

Next, we were addressed by **Astrid Lockwood**, a Senior Associate with the Federal Practice Group, who shared her experiences as a private sector attorney who has represented numerous children and families detained and separated after crossing the Southern border. She discussed both the challenges and victories that she has encountered while representing vulnerable migrants.

**Pauline Schwartz**, Immigration Law Forum Co-Chair, then introduced each of the pro bono organization panelists and moderated the discussion. The panelists included **Lindsay Miles-Hare**, Pro Bono Managing Attorney, Ayuda, Inc.; Michael Lukens; **Julia Bizer**, Staff Attorney, Capital Area Immigrants' Rights (CAIR) Coalition; **Andrea Mangones**, Managing Attorney, Kids in Need of Defense (KIND); **Natalie Roisman**, National Leadership Team, Lawyer Moms of America; and, **Kathryn Finley**, Managing Attorney, Greater DC Office, Tahirih Justice Center. Each of the panelists discussed their organization's role in the immigration border and family separation crisis. They shared success stories of dramatic family reunifications and securing safe legal status in the United States. Finally, the panelists gave examples of the many ways in which attorneys can provide pro bono representation and how other members of the community can donate their time and energy to this worthy cause.

Following the panel discussion, Judge Burman spoke to the group, sharing insights from the bench on the legal and organizational challenges facing the Immigration Court system today. He provided a unique perspective on the current difficult

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times for migrants who are facing the threat of deportation. Judge Burman graciously took questions from the audience, and he gave an encouraging response when one immigration lawyer asked how it was possible for immigrant advocates to maintain optimism during these troubled times. Judge Burman opined, “The pendulum always swings back,” meaning that we will see a shift from the many current anti-immigrant initiatives towards more liberal policies in the future.

October 24, 2018 began a Week of Service in which WBA members were encouraged to follow-up with these featured pro bono organizations to volunteer. The need is ongoing. Some of the organizations have opportunities that involve a very minimal time commitment. Volunteering may also provide attorneys with an excellent way to gain immigration law training and direct experience representing asylum-seekers, under the supervision of experienced attorneys. Below is a brief description and contact information for each organization:

Established in 1973, Ayuda provides legal, social, and language services to help vulnerable, low-income immigrants throughout Washington DC, Maryland and Virginia. Ayuda envisions a community where all immigrants overcome obstacles to succeed and thrive in the United States. [ayuda.com](http://ayuda.com)

KIND’s mission includes ensuring that immigrant children are represented by legal counsel in immigration court, and advancing laws, policies, and practices to ensure children’s

protection and their right to due process and fundamental fairness are upheld. [supportkind.org](http://supportkind.org)

CAIR Coalition endeavors to safeguard equal justice for immigrant men, women, and children at risk of detention and deportation in the DC metropolitan area through direct legal representation, education concerning individual rights, impact and advocacy work, and the training of attorneys defending immigrants in the immigration and criminal justice arenas. [caircoalition.org](http://caircoalition.org)

Tahirih Justice Center is a national non-profit that provides free legal and social services to immigrant women and girls in the wake of extreme violence including domestic violence and sexual assault, female genital mutilation, trafficking, honor crimes, and forced marriage. Tahirih’s holistic model combines these services with public policy advocacy, training and education. [tahirih.org](http://tahirih.org)

Lawyer Moms of America was founded in June 2018 by lawyer moms in response to the illegal separation of migrant children from their parents by the U.S. government. Its members advocate for the humane treatment of migrant families seeking asylum and other legal means of entering and living in the U.S. [lawyermomsofamerica.squarespace.com/about-us](http://lawyermomsofamerica.squarespace.com/about-us)

We are grateful to the panelists and to Judge Burman, who volunteered their time and energy to participate in this event. The WBA looks forward to presenting more immigration-related events in the future.

## Member Spotlight: Rosemarie Longo

*Compiled by Anjali Patel*



*Rosemarie Longo*

Going beyond Hamlet’s “to be, or not to be,” the question for Rosemarie Longo is “to act, or not to act” and she answers by taking action and not waiting for a perfect time that may never come. As an impetus for consistent progress, she pursues her goals systematically. Born in the Bronx to immigrant parents who

worked hard so that she could become the first in the family to attend college and law school, Rosemarie’s career reflects her strong commitment to public service, advocacy, and expanding economic opportunity, or what she sums up as the “business of doing good.”

Leveraging her B.A. in Economics, she currently serves as a consulting attorney to large international law firms on Foreign Corrupt Practices Act issues, white collar crime, contractual disputes, and other civil matters. Upon first moving to Washington DC in 2012, she oversaw human rights business advocacy projects as the Executive Director of the Globalworks Foundation, a nonprofit organization dedicated to improving the lives of poor communities affected by globalization.

Before that, as Deputy Secretary of State Business & Licensing for the Department of State of New York, she managed a budget of over \$37 million, oversaw more than 200 staff members, and

led cross-functional teams to produce performance-based studies for anti-poverty funded programs. As Chief of Staff to then-Assembly member Adriano Espaillat, she developed a public-private partnership to assess energy efficiencies for small businesses, ran operations, and secured resources to address constituent issues, including access to affordable housing, quality health care, and small business development.

Rosemarie joined the WBA in February 2018. For the WBA, she most recently spearheaded a panel discussion for the event entitled, “The Immigration Crisis: Reuniting Families” and helped to plan the WBA “Week of Service” during the week of October 24.

Rosemarie is involved with other organizations as well. She is a Director of the Foundation for Urban Health & Well Being, and a member of Dining for Women and Hofstra Latino Law Students Alumni Association.

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Outside of her professional endeavors, Rosemarie is an avid biker, and enjoys working out and cooking on Sunday for friends. Reminding her of home, Sunday dinners comfort her as she begins the workweek.

### **Tell Us a Little About Yourself**

I was fortunate to grow up in Teaneck, New Jersey, a town known for being the first majority white community to voluntarily vote for school integration. Known also for its diversity, I was fortunate to learn to embrace and value our differences and recognize the value of education early. I was the first in my family to attend college and graduated with a B.A. in Economics from the University of Massachusetts at Amherst. I chose this major because I was intrigued by the influence of people's behavior on the economy. It is no surprise that it was this same intrigue that led me to the nonprofit sector and the business of doing good.

I have held several leadership positions in nonprofits, higher education, and New York state government. My focus and expertise has been conceptualizing, developing, monitoring, and evaluating programs and directing results in fast paced evolving environments.

My first entrée to the nonprofit sector was Urban Health Plan, Inc. (UHP) in the South Bronx, then the poorest congressional district challenged with extremely low health outcomes indicators. I knew then that there was a demand for services that UHP was committed to provide, but it too had its challenges with limited resources and infrastructure. I knew we had to provide services more efficiently to ensure we captured the growing demand. Capitalizing on the organization's cultural competencies, I developed an extensive offsite satellite health care program, bringing health services to the community through partnership development with local schools and homeless shelters, including setting up at storefront to increase access to health services. I simultaneously began to develop and establish UHP's Planning, Marketing and Development Program to include an extensive social marketing, public-private partnerships, and fund

development campaigns, including a Capital Campaign to build its flagship facility. My efforts resulted in raising over \$4 million and the growth of patient visits from 50,000 to 70,000 visits annually. Today, the organization boasts a budget of \$50 million and still uses many of the systems I developed. I now sit on the Board of its sister organization, the Foundation for Urban Health & Wellbeing.

I left UHP to become a lawyer in hopes to continue advocating for those underserved. This time my focus was on policy and government.

### **In what WBA committees/forums have you been involved?**

I hit the ground running with the Annual Dinner Committee, and immediately became a team lead for our fundraising efforts for the annual gala. I am now a co-chair for the Community Projects/Legal Advocacy Committee, a new iteration of the previous Community Projects Committee. Consistent with WBA President Yolanda Hawkins-Bautista's objectives, the Community Projects/Legal Advocacy Committee aims to give the disenfranchised a voice and provide access to legal advocacy through the WBA and its members.

### **Why did you join the Women's Bar Association?**

I was ready for a new challenge and experience. I joined the WBA because I wanted to hear and learn from the stories of other women. Life happens to everyone. Whether you're impacted professionally or personally, it's important to share your experiences so that others may learn. In sharing, you find out you are not alone and someone has been through it before. Women don't share the good, the bad, and the ugly of their professional trajectories mostly because they fear being judged. The WBA gives you a platform to share the good, the bad, and the ugly without being judged. The women you meet are amazing and are involved in the legal profession in many different ways.

### **How did you get involved? How do you stay involved?**

I got involved after a friend suggested I join. I mentioned that I am currently a co-chair. The great thing about the WBA is that you can participate in many different ways and still benefit from it, whether you have very little or a lot of time to spare. There are many networking events, panels, and activities. There are substantive forums and events simply in which the WBA's purpose is to assist and acknowledge work that serves women and children in some legal capacity.

### **What benefits do you get from being a part of the WBA?**

The benefit is, first and foremost, creating lasting relationships with amazing women. Additionally, being reminded that there will always be a woman whose voice has not been heard and remaining accountable through your actions daily to assure that she (in the collective sense) will be heard and respected in whatever capacity.

### **Tell Us About Your Mentor/Hero**

I have had a few amazing mentors and "sheroes" throughout my life. They range from public figures to people who are near and dear to me, like my Mom. In retrospect, they have had several things in common:

- The ability to exhibit grace under pressure, smarts, outspokenness,
- The ability to reinvent themselves, and
- The ability to be relevant and heard during times of adversity.

It is these qualities that have influenced my career choices and led me to make difficult decisions knowing that nothing is more important than being able to sleep nights knowing that someone is better off for the work I do on any given day.

I have also been fortunate to amass a group of friends and professional colleagues that I refer to as "Team Longo." I can always count on Team Longo to help me navigate my blind spots both professionally and personally to be a better person.

### **What words of advice do you have for women new to the profession?**

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The legal profession is very rewarding and can occur differently for everyone. There is no one-size-fits-all. The important thing to remember is to take the direction you feel best suits you. If it doesn't work, it doesn't mean that you have failed, it only means that you've narrowed the field to focus on the area or aspect of law that inspires you most. Additionally, don't underestimate the value of your legal education; it will always set you apart from others. Ultimately, however, your success will depend on how you comport yourself.

My advice to women new to the profession is to own up to being an attorney, speak like an attorney with confidence (even if you don't know what you're talking about) and people will listen. Most importantly, do it with grace!

**What is the best advice you have received?**

There are lessons to learn on any given day, under any circumstance, and the quicker you learn, the quicker you move forward. I became a lawyer later in life. It was a little daunting knowing

that not only was I the first to attend college but would be the first lawyer in the Longo family. It took me a little while to acknowledge that there is never a right time. One of my mentors told me that time will pass by whether you do something or don't, so why not take action no matter how long it takes. I applied that spring, put a successful career on hold, and was attending my first semester of law school as a full-time student by the fall.



# 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.

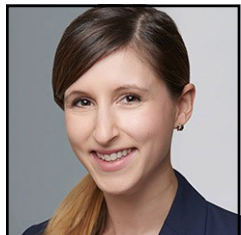
WBA offers many benefits and resources, just a few of which are:

- 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

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.

## Member News

### Kallen Appointed Deputy Solicitor General



*Michelle Kallen*

WBA Board member **Michelle Kallen** has been appointed Deputy Solicitor General of the Commonwealth of Virginia. Her practice focuses on matters before the U.S. Supreme Court, the Virginia Supreme Court, the U.S. Court of Appeals for the Fourth Circuit, and other high-profile matters implicating the Commonwealth of Virginia. She will represent Virginia in the multi-state challenge to the Department of Homeland Security's family separation

### Thomson Elected to ALI



*Lucy Thomson*

**Lucy L. Thomson**, a WBA past president and Partner at Livingston PLLC, has been elected to the American Law Institute (ALI). The Institute's elected membership of lawyers, judges, and law professor, which is limited to 3,000, bring their expertise to ALI's work of clarifying the law through Restatements, Principles, and Model Codes. Members are selected from confidential nominations submitted by ALI members.

### Masters Completes ALI Term



*Lorelie Masters*

WBA past president **Lorelie Masters**, a partner at Hunton Andrews Kurth, recently completed an 8-year term as Advisor to the American Law Institute Restatement of the Law, Liability Insurance. The first Restatement on insurance covers the law of contracts in the liability insurance context, liability insurance coverage, and the management of insured liabilities.

### Bailey Lipscomb Appointed to The Links Committee



*Bridget Bailey Lipscomb*

**Bridget Bailey Lipscomb** has been appointed to the National Legal Affairs Committee of The Links, Incorporated and The Links Foundation, Incorporated. The Links, Incorporated consists of over 15,000 professional women of color in 288 chapters. It is one of the nation's oldest and largest volunteer service organizations of women who are committed to enriching, sustaining and ensuring the culture and economic survival of African Americans and other persons of African ancestry. Bridget is the president of the WBA Foundation and Assistant Director, Environmental Torts at the U.S. Department of Justice.

### Welcome New Members

The following persons joined the WBA in August and September 2018.

Lela Ames  
Yvette Banker  
Christina Brown  
Sarah Buescher  
Nancy Carver  
Michael Chandeck  
Kathleen Curameng  
Uchechi Durunna  
Mariko Gaines  
Chelsea Glassmann  
Rebekah Green  
Jan Hamilton  
Lalita Hamilton  
Da'aga Hill Bowman  
Erica Hornbuckle  
Betsy Hutson  
Cassandra Izaguirre  
Carol Khalil  
Katie Kohn  
Shauna Kramer  
Alexandra Langton  
Grace Lee  
Madeline Meckes  
Allison Mintz  
Meghan Monahan  
Hannah Nallo  
Colleen Nevin  
Jennifer Oberhausen  
Manisha Panda  
Jason Park  
Brooke Pinto  
Erika Pringle  
Stacie Reimer  
Alex Rhodes  
Molly Rosen  
Kelsie Rutherford  
Brigid Sawyer  
Karen Selby  
Urooj Shuaib  
Cybill Sison  
Alexandria Smith  
Niki Stenchever  
Kelly Toledano  
Libbey Van Pelt  
Tiffany Watson

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

## The 4Ds of Time Management

See if incorporating the "4 Ds" in your life might help buy you back some precious minutes. From Dave Allen's book, [Getting Things Done](#), as a task comes across your screen or desk make an instantaneous decision to: 1) Do it; 2) Delegate it; 3) Defer it; or 4) Delete it. Encourage yourself to follow the general

rule that if it can be done in less than five minutes, then do it. Don't let it take more time by deferring it and using up mind space on worrying about when it will get done.

(From *National Conference of Women's Bar Associations' September 2018 newsletter*)



## Upcoming Events

Tuesday, January 15, 2019

[2019 Market Outlook](#)

***Presented by Women and Finance Committee***

Topics to be covered include: What does the economy, business cycle, Fed interest rate policy, and geopolitics tell us about the investment outlook for 2019?; How to position your portfolio for "late business cycle" conditions; 2019 outlooks from multiple sources.

Tuesday, January 22, 2019

[WBA Leadership Information Session](#)

***Presented by Nominating Committee***

Have you wanted to become more involved in the WBA but didn't know how? Learn about leadership opportunities in this dynamic organization! Join members of the Nominating Committee for an information session that will outline available leadership positions and responsibilities and answer questions about getting involved with the WBA.

This event is free for all. A light dinner (pizza) will be provided.

Tuesday, January 29, 2019

[WBA Leadership Information Session](#)

***Presented by Nominating Committee***

Have you wanted to become more involved in the WBA but didn't know how? Learn about leadership opportunities in this dynamic organization! Join members of the Nominating Committee for an information session that will outline available leadership positions and responsibilities and answer questions about getting involved with the WBA.

This event is free for all. A light lunch (pizza) will be provided.

Wednesday, March 6, 2019

[10th Annual WBAF Grant Awards Ceremony](#)

***Presented by WBA Foundation***

The WBA Foundation's 2019 grant recipients are at the forefront of efforts to reach and serve some of the most vulnerable members of our community, individuals who are facing challenges ranging from homelessness to domestic violence and workplace discrimination. It is our privilege to recognize and honor them through our grant-making process.

Saturday, March 9, 2019

[Mentoring & Mimosas](#)

***Presented by Mentoring Committee***

Meet your mentee or mentor for brunch and get to know other members as well! That this is an informal event, and everyone who attends is responsible for the full price of their meal and gratuity. All are welcome to attend.

Tuesday, April 16, 2019

[Real Estate Investing](#)

***Presented by Women and Finance Committee***

Topics to be covered include: Options and pros/cons of Real Estate Investing; REITs; Private equity options; Personal real estate investing

**Save the Date:**

**May 22, 2019:**

WBA/WBAF Annual Dinner

## Kick Off 2019 with Casino Night Fun!



Casino Night 2019, themed A Venetian Masquerade Evening, is a black-tie silent auction fundraiser to support the Women's Bar Association's important work as it moves into its second century.

Guests will try their luck at the gaming tables and bid on fabulous items in our silent auction, including upscale prize items such as electronics, vacation getaways, gift certificates to the hottest DC restaurants, and more. A luxe and luscious catering spread, hand-mixed adult beverages, and a DJ will top off the event, providing a chance to mingle and dance while fundraising for a great cause.

The Casino Night Committee has been hard at work planning and collecting great prizes and auction items. This is our second Casino Night; the first was a hit, enjoyed by lawyers and non-lawyers alike. It also sold out, so secure your tickets ASAP!

Follow us on Twitter (@WBADC) and look for #WBACasinoNight2019 and #WBAVenetianMasquerade for news of upcoming sponsors, auction items, and ticket availability.

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Tickets are \$120 per person and \$220 per couple. Sponsorships are available at the Grand Canal (\$1,500),

Piazza San Marco (\$800), and Rialto Bridge (\$500) levels. Sponsorships include tickets to the event, extra prize tickets per guest, and recognition at the event and on all event publicity and signage.



Opportunities to donate auction items are available. Last year's auction items and prize baskets featured high-end gadgets, top-rated dining experiences, and visits to fabulous vacation homes.



So put on your ball gown and don your mask! We look forward to celebrating and raising money with you at "A Venetian Masquerade Evening" Casino Night and Silent Auction!

*Please note, masks and Venetian costumes are NOT required to attend.*

A big thank you goes out to our current sponsors:

#### **Grand Canal**

Epiq  
Freddie Mac  
iDS  
Jackson & Campbell, P.C.  
Vedder Price

#### **Piazza San Marco**

Afram Jewelers  
Kalijarvi, Chuzi, Newman & Fitch

#### **Rialto Bridge**

Ankura  
Bryan Cave Leighton Paisner LLP  
Eversheds Sutherland (US)  
Littler Mendelson, PC  
Morgan, Lewis & Bockius LLP  
Nordstrom - Tyson's Corner Center  
Pangea3  
Paulette Chapman  
Rees Broome, PC  
Sadina Montani  
Schulman Bhattacharya, LLC

#### **Event Host**

Mayer Brown