

September/October 2012 Issue

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Stars of the Bar Honors Women Leaders



2012 Stars of the Bar honorees with WBA President Laura Possessky (second from left): Claudette M. Christian, The Honorable Mary A. Gooden Terrell, Lisa Horowitz, Marjorie O'Connell, and Brigida Benitez.

The Stars of the Bar Fall Networking reception is the WBA's largest no-cost networking event and kicks off the WBA's program year. With 300 attendees, including attorneys, judges, law students, and leaders in the DC legal community, Stars of the Bar offered members and guests a professional and friendly environment to network with other attorneys, including WBA members and WBA leadership. This year, we honored women leaders who have championed change in the profession. These women champions have led by example, advocated for justice, and promoted the advancement of women in the profession. Reflecting the five points of a star, five women were recognized during a brief ceremony at the event. ...

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Committees and Forums

What Every Partner Wants You to Know
By Roya Vasseghi

The Tax and Business Law Forum presented a program in July called "What Every Partner Wants You to Know." The workshop included insights, suggestions and key "dos" and "don'ts" from successful partners at a cross-section of top law firms—all gathered through confidential in-depth interviews. Attendees learned how to communicate effectively to understand assignments and gain

Events

Thursday, November 1, 2012
Communications Policies of the Next Administration

Presented by: Communications Law Forum

Could hot topics in the communications industry change next year? Will you know any of the new Presidential appointees? Is it possible that the focus of your practice might change after the Inauguration? Please join the Communications Law Forum for this timely brown bag lunch. A former advisor to President Bush and a former advisor to President Obama will provide perspectives on possible communications policies of the next Presidential Administration.

Tuesday, November 13, 2012
Pursuing the Presidency - Running for an Elected Bar Position

Presented by: Career Development Committee & Government Attorneys Forum

Thinking of running for an elected Bar position? Three panelists will discuss their experiences in running for President-elect of the DC Bar. This informative session will provide you with insider knowledge, lessons learned, and insights into the process. These dedicated leaders may ignite your own passion to give back to your Bar and advance the profession.

Wednesday, November 14, 2012
Solo and Small Practice Monthly Luncheon

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This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Thursday, November 29, 2012
Careers in Employment Law

Spotlight: Gaby Longsworth

Compiled by Boi-Tia Stevens



Gaby L. Longsworth, Ph.D., is a Director at Sterne, Kessler, Goldstein & Fox P.L.L.C. She also chairs the Marketing Committee at Sterne Kessler. Dr. Longsworth is currently a Sustaining Member of the WBA, and originally joined the association in 2006. She served as a co-chair of the Working Parents Forum from July 2008 to July 2011. ...

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Member News

[Judge Josey-Herring Honored by Georgetown Law](#)

[Speights is a Woman Who Means Business](#)

[Murphy Moves to US ITC](#)

[Peralta Receives Hispanic National Bar Association Latina Lawyer of the Year Award](#)

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partners' trust, showcase their strengths and develop their niche, and build a professional network of support to manage their careers and establish a strong reputation over the long term. ...

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[How to Win Friends and Get Barack Obama to Appoint You](#)

By Roksana Slavinsky, Legal Editor, Bisnow Media

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Once you read this, get ready for your presidential appointment. If you're hankering for a job, the Women's Bar Association of DC hosts an event each presidential election cycle on how to snag the president's eye. We were on hand for one with five women who have been through the process, some multiple times. ...

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Federal Judicial Nominations: September Update

By Amy Matsui, Senior Counsel & Director of Women and the Courts, National Women's Law Center

Congress just left town, not to return until after the November elections. Unfortunately, a minority in the Senate turned down an opportunity to make some meaningful progress on judicial nominations before leaving for recess.

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President's Column

By Laura Possessky, WBA President

[Caribou, Asparagus, and the 17 Percent](#)

We've talked about the 1% and the 47%. But what about the 17%?

That is the percentage of women in both the Senate and the House of Representatives. While pollsters wax eloquent on the importance of women's votes, we talk much less frequently and robustly about the importance of women's leadership in government. The 2008 elections seemingly marked a foothold with Hillary Clinton running against Barack Obama for the Democratic Presidential nomination and Sarah Palin running with McCain on the Republican ballot. Yet, women are conspicuously absent from the Presidential campaign trail this year. ...

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WBA Foundation

By Kirra Jarratt, WBAF President

“Every child deserves a strong, supportive, and loving family.”

These are the words of Rebecca L. Zimmerman, a third year law student at Catholic University who used her Women's Bar Association Foundation Founders Fellowship to support her work at the Children's Law Center. Each summer, the WBAF awards a grant to an area law student to work with a local legal service provider on projects that benefit women and girls in our community. We began in 2007 with the American University Washington College of Law and have selected a different local law school each year. Last year, Margot Dankner from the Georgetown University Law Center worked at the Tahirih Justice Center to help women and girls fleeing gender-based violence, discrimination, and abuse access the legal status to which they are entitled under federal law. ...

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Finnegan proudly supports the Women's Bar Association's
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Stars of the Bar Honors Women Leaders



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Brigida Benitez, Steptoe & Johnson LLP
Claudette M. Christian, Hogan Lovells US LLP
Lisa Horowitz, McDermott, Will & Emery LLP
Marjorie O'Connell, O'Connell & Associates
The Honorable Mary A. Gooden Terrell, Superior Court of the
District of Columbia

Ms. Benitez is a partner in the Washington office of **Steptoe & Johnson LLP**, where she focuses on global dispute resolution, internal investigations, and compliance matters. She advises clients on U.S. and international anti-corruption laws and regulations, including the Foreign Corrupt Practices Act (FCPA) and regulation of Multilateral Development Banks. She

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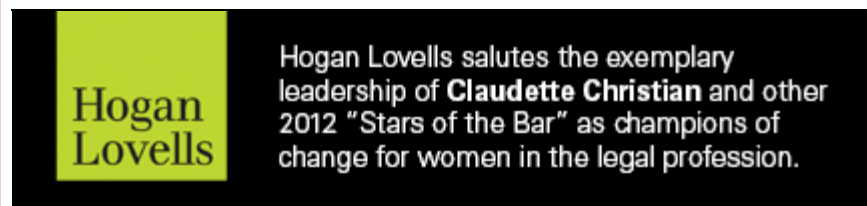
Ms. Benitez is also experienced in representing clients in complex commercial disputes and business controversies, including litigation and arbitration, and internal corporate investigations. She has been cited by *DC Super Lawyers* for her work in civil litigation defense, and *Hispanic Business* magazine has named her a “Woman of the Year” and one of the “100 Most Influential U.S. Hispanics.” Additionally, Ms. Benitez was a key member of the team representing the University of Michigan in a landmark victory for diversity in higher education before the U.S. Supreme Court.



Attendees can meet with WBA co-chairs to learn about leadership opportunities and upcoming events.

Prior to joining Steptoe, Ms. Benitez was Chief of the Office of Institutional Integrity of the Inter-American Development Bank (IDB), heading the office responsible for investigating all potential fraud and corruption in IDB-financed activities, and implementing programs designed to detect and prevent fraud, as well as engaging in compliance activities and outreach on integrity-related issues.

Ms. Benitez is also an adjunct professor at Georgetown University Law Center, where she teaches a course on international litigation and federal practice. She is a past Board member of the WBA, and past president of the Hispanic Bar Association of DC. She currently serves on the Board of Governors of the DC Bar and the Board of Directors of the Hispanic National Bar Foundation.



Ms. Christian is a partner in **Hogan Lovells'** Finance practice. She has more than 25 years of commercial and corporate transactional experience, much of it international in scope. She represents sponsors, project developers, lenders, and foreign governments across a broad range of commercial and financing issues, providing clients with experienced counsel and executive judgment. She regularly advises clients on a wide array of cross-border transactions, including mergers and acquisitions and the development and financing of major infrastructure projects.

In recent years she has worked primarily on matters in the energy (oil, gas, and renewables), telecommunications (mobile and fiber-optic), transportation (airports and toll roads), and aviation industries for clients with operations or interests in the United States, Latin America, Africa and Europe. Ms. Christian has worked extensively in Brazil since 1997 and is in the process of launching the firm's office in Rio de Janeiro. She will continue her cross-border

networking event. Items include jewelry, vacation getaways, sports and theatre tickets, unique services, and more! Proceeds from the event benefit the WBA Foundation Founders Fellowship. The Fellowship, established in 2006 and awarded annually, provides a stipend to an area law student to work with a local legal services provider on projects to benefit women and children in our community.

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transactional practice from her offices in Rio de Janeiro and Washington, DC.



Stars of the Bar kicks off the WBA program year with an evening of networking for area attorneys, judges, and law students.

Ms. Christian is active in firm management and pro bono activities. She serves as the firm's Chief Diversity Officer and regularly speaks on issues involving leadership, diversity and inclusion. In addition to having served as Hogan Lovells' Co-Chair of its global board from 2010 -2012, she has served as a member of the firm's Executive Committee and as Co-Head of the Latin America practice group. She is a member of the Board of Directors of the International Senior Lawyers Project, an international organization that provides legal counsel for significant commercial transactions in emerging countries on a pro bono basis, and of the Women in Law Empowerment Forum, an organization comprised primarily of law firm partners that is focused on advancing women in the legal profession.

Ms. Horowitz is Director of Professional Development at [McDermott Will & Emery LLP](#). She facilitated the design, development, and implementation of McDermott University, an integrated talent development system that includes firmwide and practice group core competencies, aligned training, mentoring, and career development planning. She is a frequent trainer and speaker on leadership development, career planning, and mentoring both at the firm and externally including at the ABA Women in Law Leadership Academies. She has also had experience facilitating strategic planning and teambuilding for a number of large organizations.

As a practicing attorney, she was a partner with the law firm of Finley, Kumble, Wagner, Heine, Underberg, Manley & Casey and most recently special counsel at Arnold & Porter.

Ms. Horowitz is a past president of the [National Association of Women Lawyers \(NAWL\)](#) and is on the NAWL board as well as the NAWL Foundation board. She also served on the steering committee of the Law Practice Management Section of the DC Bar. She is a member of the Professional Development Consortium, the American Bar Association, and the WBA.

Congratulations to the WBA's
2012 Stars of the Bar

Weil, Gotshal & Manges LLP

Weil



WBAF President Kirra Jarratt discusses the Foundation's efforts with an attendee.

Ms. O'Connell is the founder of the Washington, DC law firm of O'Connell & Associates, which is celebrating its 35th anniversary this year. She is an internationally recognized expert on divorce taxation. She was the founding President of the WBA Foundation and has been a longtime WBA member. Ms. O'Connell is a member of the American Bar Association's House of Delegates and has served on the Executive Committee of the Board of Directors of the Bar Association of the District of Columbia (BADC). She was Chair of the International Bar Association's Family Law Committee and served two terms each as President for the National Foundation for Women's Bar Associations and the BADC Foundation.

Ms. O'Connell currently serves on the Boards of the National Conference of Women's Bar Associations and the National Foundation for Women's Bar Associations. She has served as a Trustee of the BADC Foundation, and as a member of the Federal Taxation and Finance Committee of the National Tax Association–Tax Institute of America, the Council on Taxation of the Federal Bar Association, the International Academy of Matrimonial Lawyers, and the Taxation Task Force of the White House Conference on Small Business.

Ms. O'Connell has authored a federal tax loose-leaf service supplemented monthly, as well as numerous books and tax articles. She lectures regularly at national tax seminars.



WBA President Laura Possessky presented the accomplishments of each honoree to the audience.

Judge Terrell was nominated by President Clinton, confirmed by Congress, and sworn in as an associate judge for DC Superior Court in September 1997. She is a former assistant U.S. attorney. Judge Terrell is involved in international judicial training in the area of alternative dispute resolution and judicial assessment and reform. She has worked in Ghana, Malawi,

Mali, South Africa, Uganda, and Zambia. In 2006, the Honorable Jendayi Fraser, Assistant Secretary of State for African Affairs, appointed Judge Terrell to chair a panel for the African judiciary that would create viable models for judicial reform in Benin, Liberia, and Malawi. She is the founder of the African Judicial Network that promotes and supports best legal practices among the judiciaries throughout the continent.

Judge Terrell is an educator and youth advocate. She has spent over 20 years training teachers and administrators and developing educational programs for inner city youth to deter them from crime and keep them out of the criminal justice system. Her experiences and deep concern for our youth led her to create **The High Tea Society, Inc.**, a non-profit organization for inner city girls ages 9 to 18 years old who attend DC public schools and live in economically challenged communities. She is the founder of the Dix Street Academy, an alternative high school for youth who dropped out or were pushed out of the DC public school system.

Judge Terrell is a founding member of the National Congress of Black Women. She was also inducted into the DC Women's Hall of Fame in March 1998 and into the Washington Bar Association's Hall of Fame in June 2003. In April 2008, she was inducted into the Washington, DC Hall of Fame. She is Co-chair of the Embassy Relations Committee of the Rotary Club of Washington, DC and a member of the Board of Directors of the International Judicial Academy, Continentals Inc., and the Center for International Private Enterprise.

These women are clearly stars of our bar, worthy of recognition for all they have done to give back to the community and women in the profession.

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Not only courts of appeals nominees were affected, however. On September 10, the Senate voted on only one district court nominee — despite the fact that 18 district court nominees were ready for a floor vote. In fact, before the Senate left, **Senate Majority Leader Reid** asked for unanimous consent to vote on the remaining 17 pending district court nominees, noting that 12 were judicial emergencies and almost all had been voted out of the Senate Judiciary Committee without objection. Senate Minority Leader McConnell objected, even though the Senate could have voted on all the nominees at once, as it has frequently done in the past. The Senate confirmed two nominees, bringing September's grand total up to 3, before adjourning until November 13.

As a result, there are currently 76 vacancies on the federal bench, with several more opening up over the next three months. Thirty-one of those vacancies have been designated "judicial emergencies" by the Administrative Office of the U.S. Courts. The good news is that it would be easy for the Senate to vote on all the pending nominees at once during the post-election lame duck session, which would reduce the number of vacancies by one-fourth.

What's more, if the Senate were to vote on the pending judicial nominees, they would not only address the vacancy crisis, but also increase the diversity of the federal judiciary. One of the judges the Senate confirmed in September, **Stephanie Rose** to the Southern District of Iowa, was the first female judge in that district. And with her confirmation, the number of female federal judges confirmed during the Obama Administration equaled the number of female federal judges confirmed during both terms of the Bush Administration. The diversity of President Obama's nominees has made an appreciable difference on the federal courts: since 2008, for example, the percentage of active female district court judges has increased from 25% to 30%, and the percentage of active female court of appeals judges has increased from 27% to about 31%.

There are two more women among the 19 currently pending nominees (**Patty Shwartz**, nominated to the Third Circuit, and **Lorna Schofield**, nominated to the Southern District of New York), and other female nominees are waiting for hearings before the Senate Judiciary Committee. In addition, in September, President Obama re-nominated **Caitlin Halligan** to the

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DC Circuit Court of Appeals, and nominated two women to district court seats, **Jennifer Dorsey** to the District of Nevada and **Ketanji Brown Jackson** to a seat on the district court for the District of Columbia.

It's imperative for the Senate to vote on all the pending judicial nominees in the lame duck session, and move the other nominees expeditiously through the confirmation process. When the federal judiciary is not working at full capacity, people around the country are forced to wait for justice. And women and all Americans are waiting for the federal judiciary to more closely resemble the diverse population of our great nation.

For more information:

- On women in the federal judiciary, see www.nwlc.org/resource/women-federal-judiciary-still-long-way-go-1.
- On the diversity of the federal judiciary more generally, see www.whitehouse.gov/infographics/judicial-nominees.
- On how to make your voice heard in Washington, see www.nwlc.org/action/tell-your-senators-vote-all-judicial-nominees.

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This summer, Rebecca clerked at the Family Permanency Project of the Children's Law Center, providing legal assistance to third-party and kinship caregivers in adoption, custody, and guardianship cases. She worked with a grandmother who sought custody of her two school-aged grandchildren and a first-time foster mother who sought to adopt her three-year old foster child who had been removed from his home because of substantiated neglect and abuse by his parents. Rebecca described her summer as "inspiring."

"Working with these clients was an incredibly rewarding experience . . . because it demonstrated the positive things that can happen when community and family members partner with legal advocates for a common purpose."

We are proud of the work our Founders Fellows have done in the community. With your support, we can continue to provide fellowships of even greater amounts. Our goal this year is to award two \$7,500 scholarships. Help us reach our goal by making an online donation to the Foundation today at www.wbadcfoundation.org.

Kirra Jarratt
2012-2013 WBAF President

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Founder's Fellowship Recipient Clerks at the Family Permanency Project

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 2012 fellowship was given to Rebecca L. Zimmerman, a third year law student at The Catholic University of America, Columbus School of Law.

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A Personal Essay by Rebecca L. Zimmerman, Columbus School of Law, Catholic University of America

Every child deserves a strong, supportive, and loving family. Surrounded by this kind of family environment, a child has a greater chance of thriving and developing into a confident and productive adult. But for many children in the District of Columbia and across the United States, circumstances beyond their control leave them without a family to whom they can turn for the kind of help and support that most children take for granted. In extreme cases of substantiated abuse or neglect, children are removed from their homes—a jarring, confusing, and traumatic event. For children placed in the foster care system, reunification with their biological parents is the preferred goal, but when that goal is no longer viable, these children are left in limbo and their futures are uncertain. Because statistics consistently show that children who “age out” of the foster care system without permanent families are more likely to have negative life outcomes, alternatives to reunification, such as adoption and guardianship, are essential.¹

This summer, with the generous support of the Women’s Bar Association Foundation, I worked with the Children’s Law Center (CLC) in its Family Permanency Project (FPP) to help children in Washington, DC achieve permanency in stable, loving homes by providing free, high quality legal assistance to third-party and kinship caregivers in adoption, custody, and guardianship cases. Providing this support helps eliminate the financial and knowledge barrier for foster parents, kinship care providers, and third parties seeking to achieve permanency for children through the judicial process. Additionally, FPP works with caregivers, such as grandparents and other relatives, who care for children in an informal setting and want to solidify legal custody. To help prevent abuse and neglect and possible entry into the foster care system, FPP attorneys also serve as custody guardian *ad litem* for children in the midst of high-conflict custody disputes.

As a law clerk with CLC, it was inspiring to see first-hand the positive impact their services have on the lives of children and families in Washington, DC. Not only do CLC attorneys work to achieve stable family environments for children, but they also advocate for the total well-being of children by working to prevent abuse and neglect, ensuring access to healthcare and education, and advocating for policies and programs that improve the lives of at-risk children.² I was grateful to work with the energetic FPP attorneys on a number of cases where I was given substantive assignments that significantly contributed to the forward progress of each case. My experience as a law clerk also provided me with invaluable training and practical experience as part of my legal education. I worked on adoption, custody, and guardianship cases as well as custody guardian *ad litem* matters, with assignments ranging from interviewing clients and drafting initial petitions to preparing for hearings and trials by performing legal research and drafting opening and closing statements and witness examination questions. I also tracked down evidence, such as medical and school records, to use in trial, and I accompanied FPP attorneys to the DC Superior Court’s Family Self-Help Center to assist with intake.

Perhaps the most inspiring aspect of my time at CLC was the clients themselves. Unlike most of CLC’s juvenile clients, the FPP attorneys work with adults who seek to achieve permanency for children. Whether these clients are grandparents, foster parents, or other relatives, they all share a common devotion to securing an enduring family relationship for children that is safe and meant to last a lifetime. Despite many obstacles—often financial—these clients are willing to dedicate their time, homes, and unconditional love to children, many of whom have significant health, educational, or behavioral issues.

For example, one of FPP’s clients (“Ms. A”) was a grandmother who sought to obtain legal custody of her two school-aged grandchildren, including a granddaughter with special needs. Ms. A’s daughter was the children’s biological mother, but when her behavior spiraled out of control due to substance abuse, the children’s welfare was at risk. So Ms. A, like an increasing number of grandparents in the United States, stepped up and took on the parental role. After the children’s mother passed away, Ms. A continued to serve as the children’s sole caregiver,



Rebecca L. Zimmerman

doing her best, despite her limited means, to provide them with everything they needed to succeed in life. However, Ms. A had never obtained formal legal or physical custody of her grandchildren. The FPP attorneys and I were able to help Ms. A navigate the judicial process to ensure that both she and her grandchildren could enjoy the full legal rights of family membership. Ms. A's selflessness and dedication will undoubtedly leave a lasting, positive impact on her grandchildren. During my time at CLC, I met many other inspirational clients, such as a first-time foster mother seeking to adopt her three-year old foster child who had been removed from his home because of substantiated neglect and ongoing substance abuse by his parents. Working with these clients was an incredibly rewarding experience, not only because CLC was able to help them achieve the all-important goal of permanency, but also because it demonstrated the positive things that can happen when community and family members partner with legal advocates for a common purpose.

As a third year in law school contemplating the future as a practicing attorney, my experience as a law clerk at CLC was the perfect opportunity to gain practical lawyering experience while also making a positive impact on the lives of children and families in Washington, DC. I am grateful to the attorneys and administrators at CLC for facilitating a well-rounded law clerk experience that included substantive legal work, opportunities to interact with clients, skills-based training, and guidance on pursuing public interest legal careers. In addition to my past clinical experiences working on behalf of domestic violence victims, my work at CLC, especially with clients like Ms. A, confirmed my desire to work on behalf of children and families as a practicing attorney, whether in a public interest setting or in a pro bono capacity. This experience would not have been possible without the generous support of the Women's Bar Association Foundation.

1 See generally Mark E. Courtney et al., *Midwest Evaluation of the Adult Functioning of Former Foster Youth*, Chapin Hall, available at chapinhall.org/research/report/midwest-evaluation-adult-functioning-former-foster-youth.

2 For more information about Children's Law Center, please visit CLC's website at www.childrenslawcenter.com

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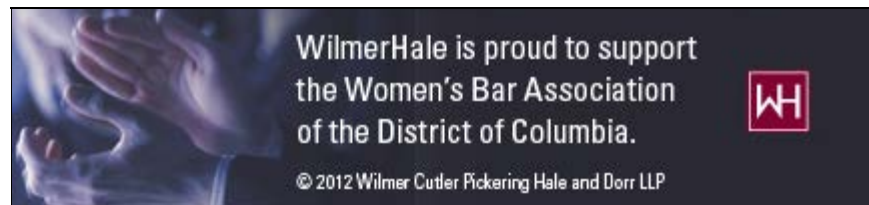
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What Every Partner Wants You to Know

By *Roya Vasseghi*

The Tax and Business Law Forum presented a program in July called "What Every Partner Wants You to Know." The workshop included insights, suggestions and key "dos" and "don'ts" from successful partners at a cross-section of top law firms — all gathered through confidential in-depth interviews. Attendees learned how to communicate effectively to understand assignments and gain partners' trust, showcase their strengths and develop their niche, and build a professional network of support to manage their careers and establish a strong reputation over the long term.

Anne Collier, Principal at Arudia, was the featured speaker. Ms. Collier spent the early part of her career as a tax attorney and is currently a catalyst for executives stepping into power, working with attorneys on a regular basis. This combination of experience as a practicing attorney and providing executive coaching to attorneys has given Ms. Collier a deeper insight and understanding into what it takes to succeed and have a fulfilling legal career. Ms. Collier was knowledgeable in her remarks about what every partner wants associates to know early in their careers.

In preparing for this workshop, Ms. Collier conducted confidential interviews of partners and associates of all levels at a number of firms to get down to the common issues, themes, and problems associates face in the workplace. She was then able to offer practical, real world solutions.

Ms. Collier explained the importance of communicating through what she identified as the four different types of relationships: the work facet, mentoring facet, reputation facet, and social facet. Her four-facet model is built on a foundation, which is the associate herself. Building a strong foundation depends on knowing oneself and proactively making the most of one's strengths to meet client and partner needs. She advised associates to look for opportunities to push themselves forward and develop niches. She also noted that associates should start thinking about long-term goals early and to develop a career plan and expect that plan to evolve and become more focused over time. Junior associates' plans will not be as detailed because they need to get a range of experience and will likely identify niches after a few years of practice. Associates should be looking for ways to turn their niches into a professional brand.

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A critical aspect of managing one's career is developing strong professional relationships. Professional relationships shape an associate's experience integrating into a firm, getting work, training, and receiving advice and guidance. Ms. Collier also noted that professional relationships can help the associate identify role models, get and give support, as well as manage stress. Ms. Collier stressed the importance of relationship building and effective communication.

Regarding the work facet, Ms. Collier pointed out that a main concern for every partner is how quickly she can put her associate in front of a client with confidence. Ms. Collier emphasized the importance of being proactive, being genuinely interested in what you do, and doing a good job. She also discussed the small things that sometimes get overlooked, like keeping your mobile phone on vibrate and checking with the appropriate partners before taking time off. As common sense as these things seem, it's easy to get comfortable, especially when you perceive your environment as more informal. Ms. Collier reminded associates not to mistake an informal work environment for a lack of professionalism. It's always about getting the work done. She stressed the importance of putting your best foot forward at all times — when working on a project, in meetings, and even in the elevator (for example, wearing flip flops into work and changing at your desk may not be the best way to appear professional). Ms. Collier also tackled how to respond when you have no idea where to start, offering her own advice and coaching experience, as well as answering specific questions from the participants. She incorporated her own self-coaching model as a tool to navigate through unfamiliar tasks. She even tackled how to ask questions when you're lost, differentiating between asking for help and asking for the answer as well as negotiating deadlines and the importance of not overextending yourself.

Ms. Collier next emphasized the importance of finding a mentor you can turn to when you need advice and how to find that mentor. She suggested newer associates should seek out opportunities to start mentor relationships, but that it's also important to be open to opportunities to build those relationships when they arise.

Ms. Collier also cautioned participants against going too "social" when working with more senior lawyers and clients. She suggests letting the partner set boundaries and take the lead on establishing the type of interaction. Moreover, the social facet requires social behavior that is workplace appropriate, not the kind of social behavior you exhibit with your best friend.

Ms. Collier closed with the reputation facet and the importance of keeping your reputation intact, noting that everything you do as an associate is part of your "PR." Networking is key to building your reputation as an associate. Ms. Collier suggested opportunities for internal networking, such as committees within the firm, business development initiatives, writing articles, and pro-bono work. She also touched on external networking opportunities, and their importance in building your reputation.

While this program was titled "What Every Partner Wants You to Know," Ms. Collier's guidance easily extends to all workplaces, whether at a large firm, small firm, government agency, or a nonprofit. It wasn't only associates who benefited from this program — the audience ranged from law students to associates who had recently switched over into a new field of law.

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How to Win Friends and Get Barack Obama to Appoint You

By *Roksana Slavinsky, Legal Editor, Bisnow Media*

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Once you read this, get ready for your presidential appointment. If you're hankering for a job, the Women's Bar Association of DC hosts an event each presidential election cycle on how to snag the president's eye. We were on hand for one with five women who have been through the process, some multiple times.

"You have to be qualified to get lucky," says former assistant AG **Rachel Brand**. We snapped

networking event. Items include jewelry, vacation getaways, sports and theatre tickets, unique services, and more! Proceeds from the event benefit the WBA Foundation Founders Fellowship. The Fellowship, established in 2006 and awarded annually, provides a stipend to an area law student to work with a local legal services provider on projects to benefit women and children in our community.

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her at the City Club with moderator **Andrea Seabrook** of NPR and HUD GC **Helen Kanovsky**. Rachel is chief counsel for the Chamber of Commerce's legal arm, and was appointed to the bipartisan Privacy and Civil Liberties Oversight Board. Her first appointment, to the White House Counsel's office, came about after clerking for Justice Kennedy when she helped with the Florida recounts (she happened to work with the fellow eventually in charge of staffing the Bush 43 White House).

For mandatory bipartisan entities, Rachel tells us the Senate party leader essentially makes the choice when it's the opposite party from the president. So for now, Mitch McConnell is calling the shots (though the president lays down guidelines and gets the final say). **Kimberly Reed** is former Community Development Financial Institutions Fund director and senior advisor to two Treasury secretaries. Her first post came through a "call out of the blue."

Start with "the right skill set, right set of friends," and then hit "the right place at the right time," says **Honorable Ellen Sauerbrey**. The former assistant secretary of state for Bush 43 started out as a biology teacher. Networking during 16 years in the Maryland House of Delegates and nearly winning a run for MD governor (that pesky three-tenths of one percent) gave her the qualifications and contacts needed. She's with a smiling special representative for Global Intergovernmental Affairs at State **Reta Jo Lewis**.

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Member Spotlight: Gaby Longworth

Compiled by Boi-Tia Stevens

Gaby L. Longworth, Ph.D., is a Director at **Sterne, Kessler, Goldstein & Fox P.L.L.C.** She also chairs the Marketing Committee at Sterne Kessler. Dr. Longworth is currently a **Sustaining Member** of the WBA, and originally joined the association in 2006. She served as a co-chair of the Working Parents Forum from July 2008 to July 2011.



Gaby Longworth

Dr. Longworth's practice at Sterne Kessler is focused on representing international and domestic generic pharmaceutical companies in patent cases involving Abbreviated New Drug Applications (ANDAs) that include a Paragraph IV (pIV) certification to one or more Orange Book-listed patents. She has significant experience counseling generic clients on pIV filing strategies, including assessing the impact of data exclusivity, forfeiture issues (pre-MMA and post-MMA), label carve outs, and Patent Term Extensions (PTE). She also counsels clients in all areas of patent procurement, life cycle management, and due diligence requests.

Dr. Longworth was born and raised in Suriname, a small, former Dutch colony in South America. Being from South America, most people assume she speaks Spanish and are often surprised that she is actually fluent in Dutch, the official language of Suriname. When she was 19, she moved to the U.S. alone to attend college in Florida. Dr. Longworth had always loved science, and after college decided to pursue a Ph.D. in human genetics and molecular biology at the Johns Hopkins University. While she loved the lab and science, she questioned the life she would lead as a professor in a very competitive arena. Many of the female professors she encountered were either not married, had kids very late in life, or were married without kids.

Dr. Longworth wanted both and decided to venture into patent law. She started working at Sterne Kessler, was accepted to Georgetown Law after a few months, and became a student associate by working at the firm during the day and attending law school in the evening. After graduating from law school, she became an associate, then an income director, and a couple of years ago, an equity director. During her second year of law school, she gave birth to her son, Sidney; daughter Tiffany was born right after she finished law school.

"When I look back, I think about the choices I made at crucial points in my life. I realize that when you set your mind to something, you really can do it. If you want to have a fulfilling

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career, be married and have kids, then why ever not? It can be done. This is one of the reasons why I am so passionate about issues that adversely affect women, especially those that touch on working moms,” said Dr. Longworth.

Dr. Longworth lives in Maryland with her husband Stanley, whom she refers to as “incredibly supportive.” Sidney is now 11 and in sixth grade; Tiffany is 8 and in third grade. In her free time, she enjoys speedboating on the Chesapeake Bay, reading ([check out her reading list on LinkedIn](#)), biking, and traveling.

Why did you join the Women’s Bar Association?

A couple of women at my firm, Sterne Kessler, have been actively involved with the WBA for many, many years. For example, **Tracy Durkin** is a past president of both the WBA and the WBA Foundation, and my colleague **Tracy Muller** served as a WBA Treasurer and Board member. They provided the inspiration for me (and others at my firm) to get involved with the WBA.

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

I am passionate about working moms and decided to focus my efforts by serving as a co-chair of the Working Parents Forum. I loved being able to help organize programs to benefit working moms, and appreciated the opportunity to make a small but meaningful difference in their busy lives. Some of the projects my co-chairs and I organized included “The Insider’s Guide to Finding and Keeping the Perfect Nanny (Including How To Decipher Taxes and Payroll),” an Au Pair Fair featuring multiple agencies, “Easing the Transition to a Care Provider: Strategies to Help Child and Family,” and “A Guide to Family Planning: Egg Banking, IVF, Surrogacy and Donors,” to name a few.

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

I enjoy the camaraderie and all the awesome programs, such as the Holiday Tea and the Annual Dinner.

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

My advice is specifically for those at law firms: Make career decisions based on what you believe is best for you and stay true to yourself. Don’t worry about how others will view those choices. For example, do not put off having a family because you want to stay on partnership track, if doing so is making you unhappy. Your legal career is likely to last between 30 to 35 years, therefore if you chose to have children first, in the long run it will not really matter if you make partner four or five years later than planned. If, however, you do decide to delay having children, consider storing your eggs in order to avoid birth defects, infertility, and heartbreak years later. On the flip side, many female senior associates leave law firms after having children due to the demands of a law firm career on raising a family. If you plan on having children, look for a firm that offers flex schedules, part-time or balanced hours, or get an au pair, share a nanny, or have a family member or your spouse or partner to watch the kids, if the latter is willing to be a stay-at-home parent. The possibilities are endless! Don’t give up a rewarding law firm career because you assume being a mother and working at a law firm can’t be done.

What is the best advice you have received?

You can do whatever you set your mind to.

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Judge Josey-Herring Honored by Georgetown Law

DC Superior Court **Judge Anita Josey-Herring** will be honored for her outstanding legal practice with the Georgetown University Law Center's annual **Paul R. Dean Alumni award**.

Judge Josey-Herring became an associate judge in 1997 and has served in the civil, criminal and family divisions of the Court. Previously, she was a presiding judge of the family court division. Before joining the bench, she was a trial attorney and deputy director of the DC Public Defender Service. She was recognized, along with four others, during the law center's reunion weekend in October.

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Speights is a Woman Who Means Business

Grace E. Speights, a WBA Sustaining Member, and partner at Morgan Lewis in their Labor and Employment Practice, was named to the **Women Who Mean Business** list by the *Washington Business Journal*. She will be honored at an awards ceremony on November 15 for her contributions to the local business community.

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WBA Board member **Sonia Williams Murphy** recently joined the U.S. International Trade Commission as Attorney-Advisor to the Chairman, Irving A. Williamson. Ms. Murphy was formerly counsel at Crowell & Moring and a Senior Associate at Howrey, LLP.



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Peralta Receives Hispanic National Bar Association Latina Lawyer of the Year Award

Marianela Peralta, Assistant General Counsel, Employment Division, Walmart Stores, Inc., received the Hispanic National Bar Association (HNBA) **Latina Lawyer of the Year award** during the HNBA Annual Convention in Seattle, WA, in August. The award honors exceptional Latina attorneys who have made significant contributions to the legal profession and/or the Latino community. Recipients of the award are trailblazers and leaders who embody the highest standards of excellence, professional integrity, and commitment to civic engagement.

At the same meeting, the **Hispanic Bar Association of the District of Columbia** (HBA-DC) was recognized as the HNBA's Affiliate Organization of the Year.

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Orbacz Named Shenandoah University Trustee

Debra (Debbie) Orbacz was recently appointed to the Board of Trustees of Shenandoah University in Northern Virginia. She will begin her term as a University Trustee in January 2013. Ms. Orbacz is Founder and President of Orbacz Strategy Group, LLC, a business transformation, executive coaching, and management consulting firm supporting clients in the private and public sectors. She is a certified professional leadership coach in addition to having an executive background in corporate business. Her clients include small and large law firms with offices in DC as well as globally.

Ms. Orbacz is a Co-Chair for WBA's annual Partners Dinner. She recently presented framework for effective leadership and strategic planning at a WBA Committee and Forum Co-Chairs meeting. She serves on the Board of Directors of the Library of Congress Asian Division Friends Society and chairs the Strategic Alliances Committee for Women in Technology (WIT).



networking event. Items include jewelry, vacation getaways, sports and theatre tickets, unique services, and more! Proceeds from the event benefit the WBA Foundation Founders Fellowship. The Fellowship, established in 2006 and awarded annually, provides a stipend to an area law student to work with a local legal services provider on projects to benefit women and children in our community.

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Adler and Ravdin Present CLE Course for DC Bar

WBA President-Elect **Jessica Adler**, The Law Office of Jessica E. Adler, and WBA member **Linda Ravdin**, Pasternak & Fidis, presented a CLE course entitled “Drafting Marital Separation Agreements in the District of Columbia, Maryland, and Virginia: More Than the Basics.” The three-hour course was held in September and addressed key provisions in a marital separation agreement and the differences when drafting in the District of Columbia, Maryland, and Virginia. They also discussed practice tips and strategies for property, pensions, alimony, debts and liabilities, custody and visitation, marital home, parenting plan, child support, education, health insurance, life insurance, and taxes.

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Welcome New Members

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Morgan Branch
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Julia Claire Colarusso
Christen Connell
Meghan Connell
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Claire Wack
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Events

Thursday, November 1, 2012

[Communications Policies of the Next Administration](#)

Presented by: Communications
Law Forum

Could hot topics in the communications industry change next year? Will you know any of the new Presidential appointees? Is it possible that the focus of your practice might change after the Inauguration? Please join the Communications Law Forum for this timely brown bag lunch. A former advisor to President Bush and a former advisor to President Obama will provide perspectives on possible communications policies of the next Presidential Administration.

Tuesday, November 13, 2012

[Pursuing the Presidency - Running for an Elected Bar Position](#)

Presented by: Career
Development Committee &

President's Column



By Laura Possessky, WBA President

Caribou, Asparagus, and the 17 Percent

We've talked about the 1% and the 47%. But what about the 17%?

That is the percentage of women in both the Senate and the House of Representatives. While pollsters wax eloquent on the importance of women's votes, we talk much less frequently and robustly about the importance of women's leadership in government. The 2008 elections seemingly marked a foothold with Hillary Clinton running against Barack Obama for the Democratic Presidential nomination and Sarah Palin running with McCain on the Republican ballot. Yet, women are conspicuously absent from the Presidential campaign trail this year.

The ascendance of women in public service leadership is a relatively recent phenomenon. The first woman elected to the House of Representatives was [Jeannette Rankin](#) (R-MT) in 1917 – coincidentally the same year the Women's Bar Association was founded and, perhaps less coincidentally, two years *before* women secured the right to vote under the 19th Amendment. Then, only 20 years ago, the press declared the 1992 election as the "Year of the Woman." The number of women elected to serve in the U.S. Senate more than doubled from 2 to a resounding 5 and women elected to office in the House rose from 33 to 48 (both breaking the 10% mark for the first time). The public's fascination with this marked increase in women's leadership led [Barbara Mikulski](#) (D-MD) to bemoan, "calling 1992 the Year of the Woman makes it sound like the Year of the Caribou or the Year of the Asparagus. We're not a fad, a fancy, or a year."

For most, women in public leadership is still a novelty. While we have flexed our muscles to demonstrate our importance as an electorate, we disappointingly lag behind in our representation among our country's leaders. This fact has not gone unnoticed. A recent *Washington Post* article, [Where Are the Women?](#), highlighted the disparities in congressional seats, shedding some light on the factors and causes behind the glacial pace of women attaining political office. Programs have also been developed in an effort to close the gap. For example, this summer the [Seven Sisters schools](#), in collaboration with the [State Department](#) launched the [Women in Public Service Institute](#) to focus on the development of women political leaders.

Despite the odds, women have risen to prominent leadership roles. We are fortunate that many of these women are also willing to mentor and provide insight on the path to public service leadership. On September 19, the WBA held its signature Presidential Appointments Panel program. Attendees heard the perspectives and experiences of [Rachel Brand](#), [Helen Kanovsky](#), [Reta Jo Lewis](#), [Kimberly Reed](#), and [the Honorable Ellen Sauerbrey](#) through a discussion moderated by [Andrea Seabrook](#), former NPR radio host ([All Things Considered](#)) and founder of Decode DC. The event, held at the [City Club of Washington](#) and filmed by [Merrill LAD](#), provided attendees with insights on the benefits and challenges of pursuing a Presidential appointment.

Government Attorneys Forum
Thinking of running for an elected Bar position? Three panelists will discuss their experiences in running for President-elect of the DC Bar. This informative session will provide you with insider knowledge, lessons learned, and insights into the process. These dedicated leaders may ignite your own passion to give back to your Bar and advance the profession.

Wednesday, November 14, 2012
Solo and Small Practice Monthly Luncheon

Presented by: Solo and Small Practice Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Thursday, November 29, 2012
Careers in Employment Law

Presented by: Employment Law Forum

A panel of experienced employment lawyers will discuss their different career paths and share their thoughts regarding their experiences in employment law. Topics of conversation will include how to find an employment law position and the distinctions between practicing at a law firm versus in-house or government, particularly in terms of work-life balance.

Wednesday, December 19, 2012
Holiday Tea

Presented by: Communications Law Forum

Register early as this event will sell out! Our annual Holiday Tea promises to be a festive, delicious and congenial experience – the perfect way to celebrate the holiday season with your friends! Featuring remarks by Maureen Ohlhausen, a Commissioner of the Federal Trade Commission.

SAVE THE DATE

Thursday, February 28, 2013
WBA Foundation Wine Tasting & Silent Auction

Presented by: WBA Foundation
Featuring an amazing array of fabulous wines, with pairings. Silent auction items and door prizes further enhance the

WBA members will have many other opportunities to hear from women leaders in public service this year. Our Communications Law Forum will again host the **Annual Holiday Tea** on December 19 at the fabulous **Willard Intercontinental Hotel** with keynote speaker **Maureen Ohlhausen**, Commissioner of the Federal Trade Commission. In November, the Career Development Committee will present a panel, Pursuing the Presidency: Running for a Bar Association Elected Position, featuring past women candidates for DC Bar President-Elect, to offer another perspective on how women can step into public service leadership roles to improve our profession and the administration of justice.

It is my hope that WBA members who are considering careers in public service and who wish to advance professionally will benefit from our programs. In a political climate rife with strident partisanship, where common ground is unthinkable and “**compromise**” is a dirty word—to the point that it jeopardizes a functioning government—our country would benefit from and, in fact, needs the talented and strong female leaders prepared to step into the breach.

Want to weigh in? Contribute your thoughts to our LinkedIn group, Twitter feed and Facebook page.

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