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WBA to Honor Judge Vanessa Ruiz as Woman Lawyer of the Year

The Honorable Vanessa Ruiz, Judge, DC Court of Appeals, will be honored as the WBA Woman Lawyer of the Year at the Annual Dinner on May 22, 2013. The Woman Lawyer of the Year Award recognizes a leader who has championed change in the profession by leading by example, advocating for justice, and promoting the advancement of women in the profession.

The theme for the 2013 Annual Dinner is "Change Leadership." The theme exemplifies the WBA's history of promoting positive change and empowering its members to adapt and be resilient in the face of challenges and opportunities.

Judge Ruiz has distinguished herself as an accomplished jurist, a mentor and role model for younger lawyers, and a force for good in our community.



Judge Vanessa Ruiz

Judge Ruiz was appointed to the DC Court of Appeals, the highest court of the District of Columbia, in 1994, by President Clinton after confirmation by the U.S. Senate. She is the first, and to date, only, Hispanic judge to serve on DC's high court and is the longest-serving female associate judge on the court. She took senior status in 2012. In her many years of public service on the bench, Judge Ruiz has authored hundreds of opinions on a myriad of important issues.

After graduating from Wellesley College and Georgetown University Law Center, Judge Ruiz practiced law at Fried Frank, Harris, Shriver & Jacobson in Washington, DC, where she worked on international commercial and intellectual property transactions and arbitration. Five years out of law school, she successfully briefed and argued an important civil rights case before the U.S. Supreme Court. She broadened her private practice, and became in-house Senior Counsel at Sears World Trade, Inc., an international trading company, that involved her in many aspects of international business organizations and transactions. Judge Ruiz was a founding member of Sloan, Lehner & Ruiz, a firm specializing in litigation and international matters, which later merged into the firm of Pepper, Hamilton & Scheetz, where she became a partner. After deciding to devote her career to public service, in 1991, Judge Ruiz joined the Office of Corporation Counsel for the District of Columbia (now Office of the DC Attorney General) as Deputy in charge of the Legal Counsel Division, rising to Principal Deputy in 1993, and Corporation Counsel in 1994. From there, she was appointed to the DC Court of Appeals.

Judge Ruiz has worked tirelessly to improve the legal profession, participating in a number of local, national, and international legal organizations. She is a member and leader of the National Association of Women Judges. In 2006, during Judge Ruiz's tenure as president, she worked to support judicial independence and increased diversity within the judiciary. She also led the organization's efforts to support and encourage the appointment of women and judges of color to federal, state, military, and administrative court vacancies across the United States.

Judge Ruiz has chaired the DC Courts' Advisory Committee on Judicial Conduct and is a member of the District of Columbia Access to Justice Commission, where she has promoted efforts to ensure justice for unrepresented litigants. She serves on the Board of Managerial

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Trustees of the International Association of Women Judges. Judge Ruiz served on the Standing Committee on Legal Aid and Indigent Defendants of the American Bar Association and chaired the ABA project that developed national standards for language access in the courts, which have been accepted as ABA policy. She has been an active member of the DC Bar's Pro Bono Program Committee, the Council for Court Excellence and the Hispanic Bar Association of the District of Columbia. Judge Ruiz is a member of the American Law Institute and is on the Board of Trustees of the Carnegie Endowment for International Peace.

Judge Ruiz has demonstrated throughout her career her commitment to equal justice and expanded access to legal services. One of Judge Ruiz's earliest successes was her pro bono representation before the U.S. Supreme Court of a group of African-American citizens and nonprofit housing organizations who challenged discriminatory housing practices and violations of the Fair Housing Act of 1968. *Havens v. Coleman* established the standing of testers and community housing groups under the Fair Housing Act. Judge Ruiz handled this case from the trial court through affirmance of the Fourth Circuit's opinion in the U.S. Supreme Court.

Judge Ruiz has shown a continuing commitment to mentorship and training of the lawyers who follow her. As shown by her leadership in U.S. and international bar groups, Judge Ruiz has served the legal profession in a number of capacities. She has been particularly active with Hispanic-related bar associations, appearing regularly at events for Hispanic law students. Judge Ruiz recognizes that talent abounds and actively recruits law clerks from many law schools, demonstrating her commitment to inclusiveness and providing opportunities for a broad group of students.

Judge Ruiz has received numerous awards. In 2001, she was named "Judge of the Year" by the Hispanic National Bar Association; in 2006, she received the Latina Leader in Law Award from the Congressional Hispanic Caucus Institute. In 2008, she was awarded the first Vaino Spencer Leadership Award by the National Association of Women Judges. Judge Ruiz received a Lifetime Achievement Award in 2002 and was recognized as a "Latina Leader" in 2009 by the Hispanic Bar Association of DC. In 2009, Judge Ruiz was honored with the Margaret Brent Women Lawyers of Achievement Award by the ABA Commission on Women in the Profession. In 2012, she received the Mexican American Legal Defense Fund's Lifetime Achievement Awards for Excellence in Legal Service.

Each year, the WBA recognizes excellence in the legal profession with the Woman Lawyer of the Year Award. Past recipients of the Woman Lawyer of the Year award include:

2012 — Katia Garrett; 2011 – Debra Lee & Sherri Blount; 2010 – Nancy Duff Campbell; 2009 — Elena Kagan; 2008 — Mary E. Kennard; 2007 — Kim M. Keenan; 2006 — Judith A. Miller; 2005 — The Honorable Noel Anketell Kramer

A full list of recipients since 1964 can be found at wbadc.org.

The 2013 WBA/WBA Foundation Annual Dinner and awards ceremony will take place at the National Building Museum at 7:00 p.m., Wednesday, May 22, 2013. For additional information about the WBA/WBA Foundation Annual Dinner, including tickets and sponsorship opportunities, visit wbadc.org or call 202-639-8880.

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National Equal Pay Day

National Equal Pay Day represents the date in the current year through which women must work to match what men earned in the previous year, reminding us that we must keep striving for an America where everyone gets an equal day's pay for an equal day's work. This year, that date was April 9. For more information, [click here](#).

Why Fair Pay is About More Than Fairness

By Hanna Bergqvist Jackson

Reprinted with permission. This article, dated February 1, 2013, originally appeared online in the [Brooklyn Law School's Practicum](#).

This year marks the fiftieth anniversary of the Equal Pay Act. At the time of the Act's ratification, Congress recognized that paying women a discriminatory salary burdened "commerce and the free flow of goods in commerce," and prevented the "maximum utilization of available labor resources."¹ Unfortunately, today the debate regarding equal pay focuses more on fairness than on the socioeconomic benefits that would be obtained by equal pay. People simply believe that it is unfair to pay women less for performing the same jobs as men simply because they are women. However, by using an argument premised on fairness, a much more powerful rationale is lost. Equal pay not only benefits the women receiving a higher salary and their children and spouses, it also benefits their employers, service providers, and merchandisers. In fact, it benefits the entire economy and society at large because the increased spending would stimulate the economy and reduce dependence on public assistance.² Therefore, the issue of pay discrimination is about much more than fairness.

In order to forcefully argue for equal pay, the focus of the debate should be shifted away from fairness and towards a more socioeconomic approach. By altering the framing of the debate in this way, measures like the proposed Paycheck Fairness Act will have an improved chance of ratification. In other words, if employers and decision makers are made aware that everyone should be concerned about pay discrimination and not just women, the slow progress towards equal pay may finally gain the strength it needs and deserves.

The Continued Wage Gap

The last fifty years have been revolutionary for women's rights and women's roles in society. In 1960, 96 percent of lawyers and 94 percent of doctors were white men. Today, white men only account for 61 percent of lawyers and 63 percent of doctors.³ When former Supreme Court Justice Sandra O'Connor graduated from Stanford Law School ranked as third in her class, the only private sector position she could get was one as a legal secretary.⁴ Today, women account for 45.4 percent of law firm associates (but only 19.5 percent of partners and 15 percent of equity partners).⁵ Women today are better educated than men, and they have been for more than two decades. Since the early 1980's, women have earned more bachelor's and master's degrees than men, and today women earn more doctoral degrees than men do.⁶ Women's participation in work outside the home is now equal to that of men and women's earnings are increasingly important to their families' survival and well-being.⁷

Yet, women still make significantly less than men when performing the same work. When the Equal Pay Act was passed in 1963, women earned only about fifty-nine cents of every dollar men made.⁸ Today, women make an average of seventy-seven cents of every dollar men make.⁹ This means that fifty years of legislation against pay discrimination has not brought women more than eighteen cents closer to equality.¹⁰ Some argue that women's entrance into traditionally male-dominated professions could be a reason for the wage gap, and that time

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will close the gap as women earn the same experience and seniority as their male colleagues. However, contrary data shows that men earn more than women—even in professions that have been female dominated for a long time, such as education and nursing. For example, female elementary and middle school teachers earn 85.7 percent of what their male colleagues earn, female social workers earn 89.6 percent, and secondary school teachers 91.4 percent of their male colleagues' salaries.¹¹ The pay gap persists even after factors such as choice of college major (men tend to major in fields such as engineering and computer science, which often lead to higher-paying jobs than typical female-dominated majors such as education and the social sciences) and numbers of hours worked have been accounted for.¹² The result is an otherwise unexplained pay gap that can only be the result of gender discrimination.¹³

Why Pay Discrimination Is Not Just a Women's Issue

The significant change in women's role in society over the last 50 years affects American society at large. With women today comprising half of the U.S. workforce, it would be naïve to think of the pay gap as only a women's issue. It is an issue that directly affects half of the U.S. workforce and indirectly a much larger part through those worker's dependents. For example, in the typical married American household today, the wife's salary accounts for over one third of the family's income. In 2008, 38.1 percent of all American working wives made as much or more than their husbands. In addition, because the industries that were most affected by the Great Recession were male dominated industries, women's earnings have had an increasingly important role for many families since 2009. In 2009, women were the only employed adult in one out of three families with children. Women's salaries are also increasingly important to unmarried women and their children. Today, over one quarter of working mothers are single moms and the sole earner of the family.²

The importance of women's salaries for the American society is further illustrated by the fact that women today make up 77.4 percent of workers in education and health services, which is the fastest growing sector of the U.S. economy. In fact, women comprise the majority share of all but three of the fifteen occupations with the largest projected employment growth between 2006 and 2016. Moreover, women-owned businesses grew at twice the pace as male-owned businesses in the years between 1997 and 2007.⁹

Lastly, even though women still earn less money than men, they are in charge of the majority of household spending. Women control nearly three quarters of household spending, which translates to over \$4 trillion annually.¹⁴

These numbers clearly show the crucial role of women's earnings for both their families' well-being and for the potential growth of the economy. With women accounting for half of the U.S. workforce, their salaries comprising one third of their family's income, and with women dominating the fastest growing sectors of the American economy, the importance of women's salaries cannot be stressed enough.¹⁵

Forbes contributor Lisa Gates, who discovered that she was being paid less than a male predecessor, points out that by being paid 32 percent less, she was also 32 percent less able to participate in and stimulate the economy by, for example, paying a housekeeper, buying a car, contribute to charity, or travelling to spend time with family.¹⁶ Economist Heidi Hartmann further illustrates the economic impact of unfair pay by estimating that the elimination of the gender wage gap would cause a stimulus effect that grows the U.S. economy by at least 3 to 4 percent. Hartmann compares these numbers with the \$800 billion economic stimulus package that Congress passed in 2009 which is estimated to have grown the GDP by less than 1.5 percent.¹⁷ Moreover, by reducing the number of working women earning unfairly low wages, their dependence on public assistance would also be reduced.¹⁸

The Paycheck Fairness Act

On January 23, the Paycheck Fairness Act, approved by the House of Representatives in 2009 but twice rejected by the Senate, was reintroduced in the House. The Paycheck Fairness Act was designed to improve the Equal Pay Act of 1963 by, for example, replacing the clause "any other factor other than sex" in the Equal Pay Act with "a bona fide factor other than sex, such as education, training, or experience."¹⁹ It would require the employer to show that the differing salary is truly caused by something other than sex, related to job performance, and consistent with business necessity. The bona fide factor requirement would make employers unable to defend any actions that may actually be "based on sex," such as a man's stronger salary negotiation skills or higher previous salary.²⁰ The Paycheck Fairness Act would also prevent employers from firing their employees for sharing salary information with their

colleagues, a rule that would be important because it would enable employees to find out about existing pay disparities.²¹ Moreover, this rule would allow compensatory and punitive damages for any breach.

Opponents to the Paycheck Fairness Act have voiced concerns that the bill would place an unfair burden on employers and that their increased liability could “have a chilling effect on wage growth and hiring at a time when business should be encouraged to increase both.”²² It has also been argued that the Paycheck Fairness Act would “mak[e] it difficult for employers to defeat frivolous lawsuits, foster larger class action cases, and creat[e] an unprecedented level of remedies regardless of the intent to discriminate.”²³

Reevaluating how women’s earnings are so important to both their immediate families and the economy, these arguments should be addressed and discussed. For example, when programs designed to raise workers’ wages in female-dominated job classes were implemented in twenty states in the late 1980’s, women in some states gained considerably in non-female-dominated jobs as well as in female-dominated jobs. Therefore, it appears that “the pay equity process stimulated wage increases for women in all jobs.”²⁴ Moreover, pay transparency will, among other things, improve employees’ work effort and productivity, and will enable employers to correct pay disparities before becoming entangled in expensive litigation.²⁵ By focusing on the economic stimulus that the bill is likely to bring rather than its fairness, its proponents would make a stronger argument for the bill’s necessity. Obtaining the necessary support for the bill requires meeting the antagonists’ arguments and convincing them of the bill’s socioeconomic benefits, rather than trying to convince them of the unfairness of pay discrimination, which no one is questioning.

Conclusion

The shift in legislative framing towards the socioeconomic benefits of equal pay and away from the unfairness of paying women less than men may be required to gain the support necessary to pass important laws such as the Paycheck Fairness Act. Therefore, it is of greatest importance to keep emphasizing that “[t]he gender wage gap comes at a cost to the economy as a whole.”²⁶ Women not only have a dominating purchasing power and thereby serve as critical financial decision makers for their households, they also play an increasingly important part in the American labor market. When women are being paid discriminated salaries, they bring home fewer dollars to their families and they have less dollars to spend, with a slower economic growth as a result. It is therefore necessary to stress that eliminating the gender pay gap has the potential to improve not only the conditions for women and their families, but also to strengthen the American economy.

Hanna Bergqvist Jackson is an LL.M. student at Brooklyn Law School. Originally from Sweden, she is a graduate of the University of Stockholm Law School. Hanna relocated to New York in 2008 and worked as a journalist before she decided to pursue her LL.M. Her focus lies in employment law, and, in particular, employment discrimination.

1 Equal Pay Act of 1963 (EPA), Pub. L. No. 88-38, 77 Stat. 56.

2 Paycheck Fairness Act, H.R. 1519, 112th Cong. (2011), available at www.gpo.gov (PDF).

3 Chrystia Freeland, *Equal Rights Makes Sense for U.S. Economy*, N.Y. TIMES (May 17, 2012), www.nytimes.com.

4 Chang-Tai Hsieh et al., *The Allocation of Talent and U.S. Economic Growth* (Nat’l Bureau of Econ. Research, Working Paper No. 18693, 2012), available at www.nber.org.

5 *A Current Glance at Women in the Law*, ABA (Sep. 2012), www.americanbar.org (PDF).

6 Deborah Thompson Eisenberg, *Money, Sex, and Sunshine: A Market-Based Approach to Pay Discrimination*, 43 ARIZ. ST. L.J. 951, 973 (2011).

7 Heather Boushey, *The New Breadwinners*, in THE SHRIVER REPORT: A WOMAN’S NATION CHANGES EVERYTHING, CTR. FOR AM. PROGRESS 30 (Heather Boushey & Ann O’Leary eds., Oct. 2009), www.americanprogress.org.

8 *How the Paycheck Fairness Act Will Strengthen the Equal Pay Act*, NAT’L WOMEN’S L. CTR. (May 2012), [www.nwlc.org's Broad Paycheck Fairness Factsheet](http://www.nwlc.org's%20Broad%20Paycheck%20Fairness%20Factsheet) (PDF)

9 *Id.*

10 More strikingly, between 2001 and 2011, the wage gap decreased less than one percent. *Unaffordable: the Wage Gap in Every State*, NAT’L WOMEN’S L. CTR. (Apr. 2012), www.nwlc.org (PDF).

11 Eisenberg, *supra* note 6, at 975.

12 Christianne Corbett & Catherine Hill, Am. Ass’n Of Univ. Women, *Graduating To A Pay Gap: The Earnings Of Women And Men One Year After College Graduation* (Oct. 2012), available at www.aauw.org/GraduatetoaPayGap.

13 Rep. Carolyn B. Maloney, Majority Staff of The Joint Econ. Comm., *Invest in Women, Invest In America: A Comprehensive Review Of Women In The U.S. Economy* (Dec. 2010) hereinafter **Invest in Women, Invest in America**, available at www.jec.senate.gov.

14 See generally *id.*

15 Men and women today are much more likely to graduate with debt compared to their parents and grandparents. This is especially troublesome for women, who will face a discriminated paycheck once they begin their post graduation employment. Even though they paid the same amount for their degree as their male peers, they will make less money and their student loan repayments will therefore make up a larger part of their earnings. These women will have less money to spend on themselves and their families. Therefore, women and their families struggling with unpaid debt also lack the ability to stimulate the economy. A large debt further discourages risk tolerance and the ability to start new businesses. John Tozzi, *Easing Student Loan Burdens for Entrepreneurs*, BloombergBusinessweek (Oct. 26, 2011), www.businessweek.com

16 Lisa Gates, *The Personal and Global Stimulus Effect of Ending the Wage Gap*, FORBES.COM (Oct. 30, 2012), www.forbes.com.

17 Laura Bassett, *Closing the Gender Wage Gap Would Create 'Huge' Economic Stimulus, Economists Say*, HUFFINGTON POST (Oct. 24, 2012), www.huffingtonpost.com.

18 Paycheck Fairness Act, H.R. 1519, 112th Cong. (2011), available at www.gpo.gov(PDF).

19 Equal Pay Act, 29 U.S.C. § 206(d) (2011); Paycheck Fairness Act, H.R. 1519, 112th Cong. (2011), available at www.gpo.gov(PDF).

20 *How the Paycheck Fairness Act Will Strengthen the Equal Pay Act*, *supra* note 8.

21 Eisenberg, *supra* note 6, at 989.

22 Elizabeth Dwoskin, *Why the Argument Against Fair-Pay Laws Is A Farce*, BUSINESSWEEK.COM (June 6, 2012), www.businessweek.com.

23 *Id.*

24 Heidi I. Hartmann & Stephanie Aaronson, *Pay Equity and Women's Wage Increases: Success In the States, A Model for the Nation*, 1 DUKE J. GENDER L. & POL'Y 69, 82 (1994).

25 Eisenberg, *supra* note 6, at 1008.

26 INVEST IN WOMEN, INVEST IN AMERICA, *supra* note 13.

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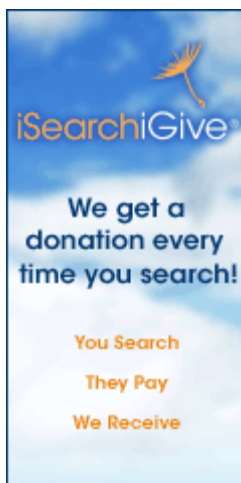
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WBA Foundation President's Letter



By Kirra L. Jarratt, WBAF President

The 2012-2013 bar year has been one of milestones, progress, and success for the WBA Foundation, and it's been my honor and pleasure to serve as president.

On April 17, the WBAF turned 32. Like many 32-year-olds, we are established in many ways, with a solid grants program and a key fundraising event, but we are also evolving as we mature, taking an introspective look at our mission, brand, and operations.

This year marked one year of operating under our new mission: *to leverage 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.* This mission guides how we select our grant recipients, as well

as how we differentiate ourselves from other organizations seeking the support of WBA members and other donors.

In furtherance of our mission, we hosted our two signature events. In February, we held our **10th Annual Wine Tasting and Silent Auction**, using electronic and online bidding software for the first time. We raised over \$18,000—a record amount—to support the **Founders Fellowship**, which will be awarded to a law student at the American University Washington College of Law who will spend the summer working with a local legal services provider on a project to benefit women and girls.

In April, we announced and recognized our 2013 grantees at the **4th Annual Grant Awards Ceremony**. After reviewing requests from more than 20 organizations, we ultimately awarded \$43,000 to six organizations—**Bread for the City**, **Break the Cycle**, **DC Law Students in Court**, **DC Volunteer Lawyers Project**, **DC Employment Justice Center**, and **Legal Counsel for the Elderly**—to support programs that use the law to help women and girls in our community. Our grants ranged from \$5,000 to \$10,000, and enable our individual donors

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to make a collective impact on these important programs.

Throughout the year, the Board was hard at work as we began implementation of our three-year strategic plan. As I mentioned in an earlier column, we have **five priorities** focused on branding, grants, development, infrastructure, and our relationship with the Women's Bar Association. Amongst our activities:

We worked with an outside consultant to undergo a communications audit to review all of the ways we communicate with grantees, donors, and the community. Based upon the advice we received, we made a number of changes to each of our communications vehicles, including the **website**, so that we can tell our story more effectively and encourage giving. We will continue to tailor our outreach efforts to communicate relevant, timely, and well-branded information to our donors, supporters, and the WBA community.

We evaluated our fundraising efforts and processes, explored opportunities for the Foundation to apply for grants from other organizations, reviewed our donor tracking mechanisms, and launched a year-end appeal that raised more than \$6,000.

For the first time, we applied to be a member organization of the United Way of the National Capital Area. I am proud to say we were accepted for the 2013-2014 campaign year and will begin participating in July. Our donor designation number is 8914.

We launched a **Facebook page** and began tweeting (**@WBAF**). Like us. Follow us. Stay in touch as we continue to mature and do more within our community.

We will kick off the upcoming bar year on June 6, with our participation in Do More 24, which brings together area nonprofits for a day of focused, online fundraising. Every donation the Foundation receives gives us a chance to win cash awards that will support our grantmaking efforts. Watch for additional information as the date draws near and help us reach our goal of \$4,000.

Thank you for your support during the past year. We are wholly focused on our mission of leveraging the support of our donors to meet the legal and related needs of women and girls in the DC metropolitan area. Join us.

Kirra L. Jarratt
2012-2013 WBAF President

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WBA Foundation Presents \$43,000 in Grants to DC-Area Nonprofits

The WBA Foundation presented \$43,000 in grants to six Washington, DC-area nonprofits at its 2013 Grant Awards reception on April 11. The Fourth Annual Grant Awards Reception was held at **Morgan, Lewis & Bockius LLP**.

Grantees are awarded funds to support a program or project that furthers the WBAF mission to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan area. This year's grantees are:

Bread for the City, which runs a legal clinic, health clinic, social services program and advocacy program. The WBAF's grant of \$10,000 will assist the operation of Bread for the City's Domestic Violence Community Legal Services Project, which serves low income women in their fight to obtain protection from domestic violence.

Break the Cycle, the leading, national nonprofit organization addressing teen dating violence. The WBAF's grant of \$10,000 will support the delivery and expansion of the legal services program. Break the Cycle provides representation in college campus administrative proceedings, as well as family, employment, and housing matters; accompanies survivors to

meet with police and/or prosecutors to report abuse; assists in criminal prosecution; and makes appropriate referrals to social services.

DC Employment Justice Center, which secures, protects and promotes workplace justice in the DC metropolitan area. The WBAF's grant of \$5,000 will support the Program on Women's Employment Rights (POWER), which helps women and their families achieve and maintain economic self-sufficiency through free direct legal assistance and representation, education, and outreach about women's employment rights.

DC Law Students in Court, which ensures justice for DC's low-income community through free, high-quality legal assistance while training third-year law students in lawyering and courtroom advocacy skills. The WBAF's grant of \$5,000 will support the Women Tenants Homelessness Prevention Project, which provides legal services for women facing eviction.

DC Volunteer Lawyers Project, whose mission is to address the critical shortage of legal assistance for DC's low-income community in family law cases. The WBAF's grant of \$5,000 will support the Domestic Violence Program in increasing the number of domestic violence survivors the volunteer attorneys can represent in protection order petitions and related custody, divorce, and child support matters. In 2013, DCVLP will increase its staff from one full-time supervising attorney to one full-time and two part-time supervisors allowing DCVLP to significantly increase the number of women served.

Legal Counsel for the Elderly, which serves and empowers thousands of low-income seniors in the areas of law involving basic human needs: income, housing, long-term care, personal autonomy, and consumer protection. The WBAF's grant of \$8,000 will support LCE's newly launched Health Justice for the Elderly Initiative, a medical-legal partnership with Unity Health Care.

The evening began with a networking reception that brought together our impressive grantees and their stakeholders, members of the Women's Bar Association, WBAF donors, and other members of the local community. There were nearly 100 people in attendance to support and recognize our 2013 grant recipients.

The event featured keynote remarks by Layli Miller-Muro, Founder and Executive Director of the **Tahirih Justice Center**. Ms. Miller-Muro spoke about her experiences advocating for women and girls who are victims of torture, rape, human trafficking, female genital mutilation, and domestic violence. The Tahirih Justice Center assists women and children fleeing abuse, providing pro bono legal services in immigration and family law matters, as well as holistic social case management services to ensure that they can access justice and become self-sufficient members of the community.

We are very proud of this year's grantees and the amazing work they do in our community, and we thank everyone who joined us to honor them!

Additional information about the WBA Foundation and the 2013 grantees can be found at wbacfoundation.org.

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WBA Foundation Celebrates its 10th Annual Wine Tasting and Auction to Support Founders Fellowship

By Kathy Gunning, WBAF Board Member; Co-chair, Wine Tasting & Silent Auction

The WBA Foundation hosted its 10th Annual Wine Tasting and Silent Auction on February 28, 2013, at the offices of **Hogan Lovells**, raising more than \$18,000 to support the Founders Fellow program. This year's theme was "Signature Wines of the World." More than 185 guests

sampled and compared wines from South America, California, Europe, and New Zealand, paired with exquisite cheeses and chocolates. The WBA Foundation also for the first time used electronic bidding software, BiddingforGood.com, which allowed guests to bid on silent auction items throughout the evening from their mobile devices and computer stations set up at the event. The event was a smashing success!



Kelly Fisher & Kasey Murray of Koonz, McKenney, Johnson, DePaolis & Lightfoot

Guests were welcomed with glasses of sparkling champagne and treated to a light buffet. WBA Foundation President **Kirra Jarratt** led the festivities with a welcoming toast and an explanation of the Founders Fellowship program. Event co-chairs **Kathy Gunning** and **Darshini Satchi** previewed and compared the featured wines and also explained the new electronic bidding software program. After the presentation, guests mingled among the five tasting stations, enjoying the wine, cheese, and chocolate and addressing any inquiries to presenters from **The Curious Grape** at the five tables. In support of the WBA Foundation's charitable activities, The Curious Grape donated 15% of its sales for the evening.



l-r: Lyle Brenneman, WBAF Past President the Honorable Diane M. Brenneman, WBA President-elect Jessica Adler, and James Purther

Throughout the evening, guests bid on a wide variety of auction items including getaways, tickets to sporting events and plays, gift certificates to local restaurants and hair salons, catered meals, various services, beautiful jewelry, and fabulous theme baskets designed and donated by WBA Foundation Board members. After guests submitted their last electronic bids at the end of the evening, Ms. Gunning and Ms. Satchi conducted a drawing for fun door prizes, including gift cards and wine-themed items donated by our supporters.



WBAF Vice President Amy Bess, WBAF President Kirra Jarratt, and WBAF Board member Carolyn Stennett used the new mobile bidding system.

Proceeds from the wine tasting and silent auction will benefit the WBA Foundation's Founders Fellowship, a program that supports an area law student to work with a local legal services provider on projects to benefit women and children in our community. This year's beneficiary will be a student at the American University Washington College of Law. The WBA Foundation was pleased to welcome a law school representative to the event. The WBA Foundation especially appreciates the many auction donors, as well as The Curious Grape and Hogan Lovells for their in-kind donations.

2013 Wine Tasting and Silent Auction Sponsors and Contributors

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Representatives from the Curious Grape presented a variety of pairings for attendees.



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Many thanks to our supporters! The following donors have made a gift to the WBA Foundation between February 1, 2013 and March 31, 2013. These gifts will support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan area. For a list of all fiscal year donors and recognition of giving levels, visit www.wbadcfoundation.org.

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Initiative 2.0: Creating a Path to Success in a Changing Economy

By Paula Potoczak, Law Office of Paula M. Potoczak, Co-chair, Initiative Committee; Co-Chair, Solo & Small Practice Forum

On **Thursday, May 9, 2013**, the WBA's Initiative Committee will present "Initiative 2.0: Creating a Path to Success in a Changing Economy." This is the latest ground-breaking installment of the nationally acclaimed, multi-part **WBA Initiative on Retention and Advancement of Women**. To be held at the George Washington University School of Law from 8:00 a.m. until 2:00 p.m., Initiative 2.0 focuses on the dramatic effect of the recession on female attorneys' careers and the disparate impact of the resulting legal industry transformations on women lawyers.

Through moderated panel discussions and small-group facilitated breakout sessions, prominent and influential leaders in the industry will address how these changes are affecting women lawyers at all professional levels. We will examine the impact on those working in law firms, in-house, government agencies, public interest, or as solo practitioners. No sector is immune from the changing legal landscape. We will consider:

- How is the legal profession transforming? What are the causes and trends?
- How effective are tools traditionally used to help women advance? Should new strategies be considered to counteract challenging economic conditions?
- What are the most significant problems resulting from the changing legal climate? What are some possible solutions?

Please join us for an interactive, thought-provoking discussion of these issues. [Click here](#) for more information and to register.

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Presented by: *Initiative Committee*

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[Everything You Ever Wanted to Know About Applying to and Attending Private School \(Or Not!\)](#)

Presented by: *Working Parents Committee*

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Presented by: *Membership Committee*

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Communications Law Forum Hosts its Annual Holiday Tea

By *Jennifer Duane, Department of Commerce-NTIA; Co-chair, Communications Law Forum*
Photographs by *Mark Van Bergh*

On Wednesday, December 19, 2012, the Communications Law Forum once again hosted its annual Holiday Tea at the historic Willard Intercontinental Hotel, which was festively decorated for the holiday season. This year's featured speaker was [Maureen Ohlhausen](#), who currently serves as a Commissioner on the Federal Trade Commission (FTC). Over 125 attendees filled the Willard's elegant Crystal Room to hear Ms. Ohlhausen's remarks, to meet and mingle with their peers in the communications industry and in the legal profession, and to enjoy delicious tea, scones, sandwiches and desserts. Background harp music provided a further touch of elegance.



After the networking reception phase, **Lynne Milne**, co-chair of the Communications Law Forum, began the event by welcoming the attendees and paying tribute to **Susan Kimmel**, a former Communications Law Forum co-chair, for instigating the Forum's popular afternoon teas and to **Kathleen Abernathy** as an inspiring and informative speaker at that first in a

series of annual teas 10 years ago. Ms. Milne also highlighted the activities that the Forum has held during the past year, including what has become a quadrennial event spotlighting the communications policies at the forefront of the next Presidential Administration. Held less than a week before the 2012 Presidential election, the program featured the former Administrator of the National Telecommunications & Information Administration under President Bush and the former Chief of Staff of the Office of Science and Technology Policy at the White House under President Obama, debating the very different communications priorities and perspectives of their respective parties.

Ms. Milne also described several spring programs, including a reprise of the successful mentoring program, called “**Third Annual Mentoring Supper**,” which was held in February as a joint program with the Young Lawyers Committee of the Federal Communications Bar Association. The Forum also continued to focus on prominent women judges during Women’s History Month, celebrating the many notable contributions these judges have made to the legal profession and the judiciary. This year, the Forum commemorated the many notable achievements of the **Honorable Patricia Wald** at a **March luncheon**. Judge Wald, the first woman appointed as a judge to a United States Court of Appeals, spoke at the 2008 Holiday Tea and received the WBA’s Women Lawyer of the Year award in 2002. Finally, the Forum’s spring program slate closes with its very popular “**A Consumer Electronics Show & Tell**” on May 7, 2013, which will feature representatives from the **Consumer Electronics Association®** (CEA), showcasing the latest cutting-edge products, devices, and services developed by CEA members. Ms. Milne then concluded by thanking the sponsors of the Holiday Tea – **Comcast Corporation, Google, Inc., T-Mobile USA, Inc.**, and the law firms of **Wilkinson Barker Knauer, LLP** and **Willkie, Farr and Gallagher LLP**.

With the afternoon high tea service underway, WBA President **Laura Possessky** greeted the audience and commented on the success of the Holiday Tea over the years. Co-chair **Laura Mow** gave a brief introduction of Ms. Ohlhausen and invited her to the podium to present her remarks.

Ms. Ohlhausen began by describing her career path and the various positions that she has held in both government and the private sector. Ms. Ohlhausen began her legal career as a law clerk to Judge Robert Yock of the U.S. Court of Federal Claims after graduating with distinction from

George Mason University School of Law in 1991. She then spent five years at the U.S. Court of Appeals for the DC Circuit, serving as a law clerk to Judge David B. Sentelle and as a staff attorney. She then served at the FTC for 11 years, first working in the General Counsel’s Office before taking a position as an attorney advisor to former FTC Commissioner Orson Swindle, where she advised him on competition and consumer protection matters. Next, she joined the FTC’s Office of Policy Planning, first as Deputy Director and then became Director. In this role, she addressed a variety of high-tech legal and policy issues, including barriers to electronic commerce and online merchants’ use of consumer data. She also led the FTC’s Internet Access Task Force. Ms. Ohlhausen left the FTC in 2008 to join the law firm of Wilkinson Barker Knauer, LLP as a partner, where she focused on FTC issues, including privacy, data protection, and cyber security. The U.S. Senate unanimously confirmed Ms.



l-r: CLF Co-chair Jennifer Duane, Career Development Committee Co-Chair Nancy Combs, WBA President Laura Possessky, WBA Immediate Past President Monica Parham, and CLF Co-chair Laura Mow



FTC Commissioner Maureen Ohlhausen

Ohlhausen as one of the FTC's five commissioners on March 29, 2012. On April 4, 2012, she was sworn in to a six-year term expiring in September 2018, marking her return to the agency where she spent the majority of her legal career.

Ms. Ohlhausen recounted some of the challenges she faced over the course of her career in managing a work/life balance. She described how she had to learn how to juggle the needs of her growing family — she and her husband have four children — with the demands of law school classes. This balancing act continued as she assumed high-profile legal positions with ever increasing responsibilities. As she aptly noted, “You can have it all, but maybe not all at the same time.”



The Holiday Tea is always a great time to reconnect with WBA friends.

Ms. Ohlhausen offered attendees valuable career advice and insights, covering the importance of mentoring to career advancement, and noting the significant impact that mentors played at various steps in her professional life. She discussed the need to develop a substantive proficiency in one's chosen legal field, but also spoke of the importance of tackling new legal areas and accepting challenging assignments as well as learning the boss's priorities and delivering on them. She concluded by entertaining a number of questions from the audience, touching on how she handled the rigors and delays in the Senate confirmation process and acknowledging the benefits that her position as FTC Commissioner has offered, including multiple opportunities for world travel.

The afternoon program concluded with co-chair **Jennifer Duane** presenting Ms. Ohlhausen with a beautifully-decorated teapot as a fitting token of appreciation for her participation in what has become the Communications Law Forum's signature event and a highlight of the holiday season for many members of the WBA. Preparations are already underway for an equally memorable Holiday Tea in 2013.

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Communications Law Forum Spotlights Judge Wald at Luncheon Marking Women's History Month

*By Jennifer Duane, Department of Commerce-NTIA; Co-chair, Communications Law Forum
Photographs by Mark Van Bergh*

In honor of Women's History Month, the Communications Law Forum hosted a luncheon on Thursday, March 14, 2013 to profile the illustrious career of the **Honorable Patricia M. Wald**. Held at the law offices of **Jenner & Block, LLP**, the program featured **Lorelie S. Masters**, a partner at the firm and a WBA past president and current member of the WBAF Board of Directors, interviewing Judge Wald about her many notable career highlights.



The dialogue between Ms. Masters and Judge Wald touched on all facets of the judge's storied career, including several of the high profile cases on which she has worked. Judge Wald described how, after earning her law degree from Yale Law School in 1951, where she was

one of just a handful of female law students, she started her legal career as a clerk for **Judge Jerome Frank** of the U.S. Court of Appeals for the Second Circuit. In that role, she assisted Judge Frank as he considered and ruled on the appeal of the espionage conviction of **Ethel and Julius Rosenberg**. She later went to work at the Washington, DC office of Arnold & Porter LLP, but left the legal profession to raise her five children along with her husband, Robert, a Navy JAG lawyer. She returned to practice after a 10-year absence and concentrated in public interest law, working in a variety of positions at the **U.S. Department of Justice's Office of Criminal Justice**, the **DC Neighborhood Legal Services Program**, the **Center for Law and Social Policy**, and the **Mental Health Law Project**, among others.

In 1977, President Carter appointed Judge Wald as Assistant Attorney General for Legislative Affairs at the U.S. Department of Justice. In 1979, she became the first woman to serve on any of the U.S. Courts of Appeals. After 20 years at the U.S. Court of Appeals for the DC Circuit, where she served as Chief Judge from 1986 to 1991, Judge Wald retired, but she has continued to stay actively engaged in the legal profession. In 2000, she accepted an appointment by the United Nations to serve for two years as a judge for the International Criminal Tribunal for the former



WBA Past President Lorie Masters interviewed Judge Wald.

Yugoslavia, which she described as one of the most difficult and challenging venues she faced as a jurist. In 2004, President Bush appointed Judge Wald to serve as a member of the **Iraq Intelligence Commission**, an independent panel tasked with investigating U.S. intelligence on Iraq's weapons of mass destruction and the events leading to the U.S. invasion of that country in 2003. In addition to her role on the board of directors' of the **Open Society Justice Initiative**, she agreed to serve on **The Constitution Project**'s Guantanamo Task Force in 2010, and in August 2012, she embarked on a new opportunity when the U.S. Senate confirmed her as a member of the **Privacy and Civil Liberties Oversight Board**.

Judge Wald entertained the audience with her reminiscences about the many legal cases on which she worked, including her collaborations with Judge Bork and Justice Scalia when they served together on the DC Circuit Court of Appeals. She discussed the importance of work-life balance and noted that finding a supportive spouse or partner is critical to one's success. She also emphasized the importance of developing an expertise in one's legal field and related how she constantly searched for opportunities to educate herself on the specialized areas of law covered in the cases that came before her on the court. For example, she took a two-week, intensive course in utilities regulation to better understand the rate cases she was hearing. She concluded by describing how she handled the rigors of the Senate confirmation process surrounding her nomination to the Court of Appeals during the Carter Administration while noting the trend toward less bipartisan support for presidential nominees in today's political environment.

Judge Wald has received multiple honors acknowledging her extraordinary legal work and her leadership roles in professional associations, national commissions, and legal reform efforts in the United States and abroad. These honors include the WBA's **Woman Lawyer of the Year** award, the American Bar Association's **Margaret Brent Award** (established to extol women who have achieved excellence, influenced other women to pursue legal careers, and opened doors previously closed to women), the DC Bar's **Thurgood Marshall Award** (recognizes extraordinary efforts and legal advocacy in the areas of civil rights, individual liberties, and the public interest), and the **ABA Medal** (its top honor, presented to an individual who has rendered exceptionally distinguished service to the cause of American jurisprudence).

The Communications Law Forum wishes to thank Lorelie S. Masters and the law firm of Jenner & Block LLP for sponsoring this enjoyable and inspiring annual event.

Communications Law Forum Hosts a Third Evening of Mentoring For Communications Lawyers

*By Jennifer Duane, Department of Commerce-NTIA; Co-chair, Communications Law Forum
Photographs by Mark Van Bergh*

On Wednesday, February 27, 2013, the Communications Law Forum, in partnership with the Federal Communications Bar Association's (FCBA) Young Lawyers Committee, hosted its third annual evening of mentoring for communications lawyers. Held at the law offices of **Hogan Lovells US LLP**, the program featured many prominent practitioners in the field of communications law acting as mentors to a diverse group of young lawyers and law students with an interest in practicing in this area.



The program was structured as three series of mentoring sessions with attendees seated at tables for six, with each table including at least two mentors joined by several mentees to discuss their careers and professional development, all while enjoying a delicious dinner and dessert provided by the host firm. The mentors led the discussion, relating the career paths that brought them to their current positions and responsibilities, and describing the jobs they held along the way. Attendees were encouraged to ask questions of the mentors, including those about career development and opportunities for professional growth. After a set period, the mentors moved to another table to continue the dialogue with another group of mentees. This format allowed the mentees to meet and learn from multiple mentors and hear different perspectives about the varied career path progressions available to communications lawyers.

The program also included a panel discussion spotlighting a trio of mentor/mentees to set the stage for the evening. Introduced by FCBA Young Lawyers Committee Co-chair, **Justin Faulb**, the panelists, **Laura Phillips**, **Patrick McFadden**, and **Jennifer Oberhausen** of Drinker, Biddle & Reath, described how their mentor/mentee relationship evolved and how these connections benefited their careers and contributed to their law firm success. This discussion provided an informative and valuable look at mentoring in action and showcased the advantages that mentoring can provide to mentor and mentee alike.



The three co-chairs of the WBA's Communications Law Forum – **Lynne Milne** of the Federal Communications Commission (FCC), **Laura Mow** of The Law Office of Laura C. Mow, and **Jennifer Duane** of the National Telecommunications and Information Administration (NTIA) – and the co-chairs of the FCBA's Young Lawyers Committee – **Brendan Carr** of the FCC and **Justin Faulb** of Eckert, Seamans, Cherin & Mellott, acted as mentors for the evening's program. These co-chairs very much appreciate the other mentors who volunteered their time to provide welcome career advice to the mentees participating in this program, including **Laura Phillips**, **Patrick McFadden**, and **Jennifer Oberhausen**, **Michele Farquhar** and **Mark Brennan** of Hogan Lovells US LLP; **Joseph Di Scipio** of Fox Television Stations, **Kathleen Kirby** of Wiley Rein LLP; **Matthew DelNero** of Covington & Burling, **Luisa Lancetti** of T-Mobile USA, Inc.; **Jane Mago** of the National Association of Broadcasters (NAB); **Mary Beth Richards**, formerly of the FCC and Federal Trade Commission (FTC); **Krista Witanowski** of CTIA – The Wireless Association; **Lawrence Sarjeant** of Century Link; **Monica Desai** of Patton Boggs, LLP; **Natalie Roisman** and **Bryan Tramont** of Wilkinson Barker Knauer, LLP; **Nirali Patel** of Willkie, Farr and Gallagher LLP; **Christopher**

Wright of Wiltshire & Grannis LLP; **Anita Wallgren**, formerly of FCC and NTIA; **Nese Guendelsberger** of the FCC; and **Angela Kronenberg**, Legal Advisor to FCC Commissioner Mignon Clyburn.

The Communications Law Forum and the FCBA's Young Lawyers Committee thank the law firm of **Hogan Lovells US LLP** for graciously hosting this event for the third time. This mentoring program would not have been possible without the financial contributions of this program's other sponsors: **CenturyLink, Inc.**, **Consumer Electronics Association**, **Covington & Burling LLP**, **CTIA — The Wireless Association**, **DIRECTV, Inc.**, **Drinker Biddle & Reath LLP**, **Frontier Communications**, **National Association of Broadcasters**, **T-Mobile USA, Inc.**, **Wiley Rein LLP**, **Wilkinson Barker Knauer, LLP**, and **Willkie Farr & Gallagher LLP**.

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You 2.0: Stepping Out and Creating Your Own Path to Success

By *Nancy L. Combs, Co-chair, Career Development Committee*

In support of the next phase of the **WBA Initiative on Advancement and Retention of Women**, the Career Development Committee sponsored a workshop on February 19, 2013, entitled "You 2.0: Stepping Out and Creating Your Own Path to Success."

Laura Possessky, WBA President, opened the workshop by explaining the impetus for re-envisioning the WBA Initiative, namely the "new normal" resulting from the dramatic shifts in the legal market and the business of law since the economic recession of 2008. Responding to the challenges of operating in the new normal, a decision was reached to re-envision the WBA Initiative as a next generation of research that focuses on how women in the profession have found different and creative ways to advance their careers by taking ownership of their professional experiences. Thus the re-envisioned approach: "Initiative 2.0: Creating Our Own Path."

Recognizing that the new normal requires a new set of skills and abilities with which to respond, survive, and thrive, the Career Development Committee collaborated with **Ellen Ostrow**, founder of **Lawyers Life Coach, LLC**, to develop and facilitate a workshop that identifies the tools and techniques needed to create a path to success.

With attendees comprising WBA members, law school students, and academic advisors, the more than 30 participants employed a series of interactive exercises in developing strategies and tactics for clarifying their values, planning their paths, defining their brands, and taking control of their careers.

The workshop was highly rated, with participants praising the "opportunity to connect with other women in a supportive environment," and noting that "Ellen Ostrow presented a very helpful and truly inspiring program."

With the high-level of energy and enthusiasm demonstrated by workshop participants, this program was a successful launch for the revised WBA Initiative, underscoring the WBA as the go-to resource for members.

The Career Development Committee extends a special thanks to Ellen Ostrow for her support and commitment to the WBA. The committee also offers sincere appreciation to **Crowell & Moring LLP** for generously hosting our workshop and providing space and support.

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Navigating Government Career Opportunities – Tips & Tactics for Success

By *Roya Vasseghi, Law Clerk, Doumar Martin PLLC; Co-chair, Solo & Small Practice Forum*

The legal job market has become increasingly competitive, and obtaining a federal position is no exception. The Government Attorneys and Litigation Forums presented “Navigating Government Career Opportunities – Tips & Tactics for Success” to help attendees navigate the federal application process. The program took place at **Morgan, Lewis & Bockius LLP** on March 21, 2013.



The panel included **Nese Guendelsberger**, Division Chief of the Federal Communications Commission’s Spectrum & Competition Policy Division, Wireless Telecommunications Bureau; **Katrina**

l-r: Program panelists Christina Hsu, Katrina Carroll, Jeffrey Weinstock, Nese Guendelsberger, and Svetlana Gans

Carroll, Former Assistant Director of the U.S. Department of Treasury’s Office of Terrorist Financing and Financial Crimes; **Christina Hsu**, Counsel for FDIC; and **Jeffrey Weinstock**, President of **Rhodes & Weinstock**, a staffing firm in DC. **Svetlana Gans**, an attorney with the Federal Trade Commission’s Division of Marketing Practices, moderated the event.

The panel started with an overview of applying for a federal job and a breakdown of the USAJobs.gov application process. The panel offered a diverse range of opinions on the USAJobs process. Ms. Guendelsberger and Ms. Carroll offered insight into the process from a hiring official’s perspective. Ms. Hsu was able to address the process as someone who had recently successfully navigated the USAJobs process herself. The panelists walked attendees through each step of the online application process and highlighted which portions of the USAJobs application were the most crucial to advancing to the next level. For example, Ms. Guendelsberger, advised applicants to pay special attention to the agency-specific questions when applying for a federal positions. She also emphasized the importance of tying the applicant’s experience into each and every answer for those questions. Ms. Hsu and Ms. Carroll encouraged applicants to carefully examine the Knowledge, Skills, and Ability (“KSA”) portion of the USAJobs posting, and to note any experience with these requirements in the response to the job posting.

The panel answered a question that every federal job applicant has faced when it comes to applying for a position through USAJobs – what happens to your application once you submit for a federal job? A USAJobs application goes through a general human resources review first, to determine whether the applicant meets the qualifications listed in the USAJobs posting. If the applicant passes this initial review, the application may be forwarded to the selecting official, the actual attorney making the hiring decision. If there is a large number of qualified applicants, applications may be ranked according to the applicant’s score on the agency-specific questions. Ms. Guendelsberger, Ms. Hsu, and Ms. Carroll noted that there is no set response time on applications, and that every agency’s level of review is different.

The panel addressed the channels available for getting into a government agency. Networking was emphasized, but the panelists also advised the audience to broaden their search beyond the traditional counsel and attorney positions. Ms. Carroll noted that some non-attorney positions, such as investigator positions, also deal with legal issues and may be posted more frequently than Attorney Advisor positions.

The panel closed with advice on how to best prepare for a federal government interview, each panelist offering insight from their positions as well as their role in hiring. The panelists urged the audience to know the statutes that the agency, and specifically the position, deals with. Government interviews can often be substantive, and candidates should be prepared to discuss in-depth the areas of law that correspond with the position for which they are interviewing, as well as the general personality and more human resources-based questions generally asked in interviews.

Mr. Weinstock offered general interview preparation tips that are beneficial for candidates in both the private and public sectors. He advised applicants to ask questions and to show

enthusiasm for the position. He distributed a [helpful handout](#) with potential interview questions.

The audience had the opportunity to ask questions throughout the evening and a time was allotted for a question and answer session at the end of the presentation. The most popular topic was the USAJobs application process, which the panel did an excellent job of demystifying. From writing samples to the waiting game, this presentation covered it all. The program was beneficial for attorneys looking to obtain their first job, more seasoned attorneys looking to make the move into a federal position, and even those government attorneys looking to switch agencies or areas of expertise.

At the end of the presentation, the audience was given an opportunity to network with the panel members and fellow audience members.

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Presented by: Communications

Member Spotlight: Brigida Benitez

Compiled by Anika Gzifa

A partner at Steptoe & Johnson LLP, **Brigida Benitez** is frequently called upon by clients to represent them in high stakes dispute resolution, including international litigation, arbitration, and internal investigations. Her legal practice spans the globe and has even led her to cases before the United States Supreme Court.

Ms. Benitez began her legal career in 1993, as an associate at Ropes & Gray LLP in Boston. In 1994, she joined Wilmer, Cutler & Pickering (now WilmerHale). By January 2001, she was promoted to partner — the first Latina to make partner at WilmerHale. She was part of WilmerHale's team representing the University of Michigan in lawsuits that challenged the constitutionality of its admissions procedures. The case ultimately made it to the Supreme Court, where Ms. Benitez second-chaired the oral argument. The Supreme Court upheld the University's right to consider race and ethnicity in admissions procedures in order to achieve a diverse student body.



Brigida Benitez

Ms. Benitez left WilmerHale in 2010 to lead the anti-corruption agenda at the Inter-American Development Bank (IDB), where she headed the Office of Institutional Integrity. Ms. Benitez, who is fluent in Spanish, spearheaded compliance initiatives and oversaw investigations of fraud and corruption throughout Latin America and the Caribbean.

Ms. Benitez earned her undergraduate degree in journalism from the University of Florida, and her law degree from Boston College Law School, where she was editor-in-chief of the *Boston College Law Review*.

An avid runner, Ms. Benitez has completed marathons and other races on both coasts — Washington, DC and San Francisco — as well as internationally, such as in Lima, Peru. She makes time to mentor students as an adjunct professor at Georgetown University Law Center, where she teaches a course on international business litigation.

Why did you join the Women's Bar Association?

While I did not fully recognize it at the time, I joined the WBA out of a sense of "belonging." I joined the WBA many years ago, when I was still an associate. I was attracted to the WBA because I was impressed by WBA events — the quality of programs, the speakers, and the topics. I quickly found interesting and wonderful people who have helped shape my path in the legal profession. It is an amazing organization.

What committees/forums have you been involved in?

I was privileged to serve on the WBA board for three years, where I helped lead the association along with an impressive group of women. I had previously served as co-chair of the Litigation Forum, and I have been involved in the **Initiative on Advancement and Retention of Women in the Profession** since its inception. I also recently co-chaired the dinner for female law firm partners.

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

The WBA has been an important part of my professional development. I have been able to work on issues that are important to me, such as improving the retention of women lawyers in the profession. I am also fortunate that I have developed great friendships with some amazing and talented women I met through the WBA over the years.

Do you have a mentor or hero? What was his or her impact on your professional and/or personal life?

I have been fortunate to have had a number of mentors during my career, individuals who believed in me and gave me invaluable opportunities, including members of the WBA. I could not have accomplished what I have done alone. One great mentor was John Payton, a dear friend who sadly passed away last year. I worked with him for many years, including for six years on the University of Michigan cases. When I started at WilmerHale, John was randomly assigned as my mentor and we connected right away. I deeply admired and respected him. Mentoring takes many forms — formal and informal — and mentors can vary greatly, from supervisors to peers to individuals beyond your workplace. **Lisa Ewart** and **Stephanie Wood**, while younger than me, have helped guide me through difficult decisions. It is critical to seek out a diverse group of mentors to help guide you in your career.

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

The legal profession can be extremely rewarding and I have loved being a lawyer. Your career can take many paths and I encourage young lawyers to take control of their careers and seek out opportunities to work with people who can be good mentors and teachers and to work on the types of cases and issues that interest them. It is important to be proactive and shape your career. I also have found it very rewarding to engage in public service and to become involved with bar associations and community organizations, especially those organizations dedicated to issues about which I am passionate. I encourage young lawyers to get involved, which will give them opportunities to network, to get to know different people, and to learn about different aspects of the legal profession. This not only contributes to your professional development, but it leads to a rich and fulfilling experience overall.

What other organizations are you involved in?

I have been involved with a number of organizations over the years, many of which are focused on diversity in the legal profession and providing legal services to those in need. I am also active with organizations that are significant to my practice. I currently serve on the Board of Governors of the DC Bar, as well as on the Board of Directors of the **Hispanic National Bar Foundation** and **LatinoJustice PRLDEF**. I have served as President of the **Hispanic Bar Association of DC** and I am currently active with the **ABA International Business Law Committee in the Business Law Section**.

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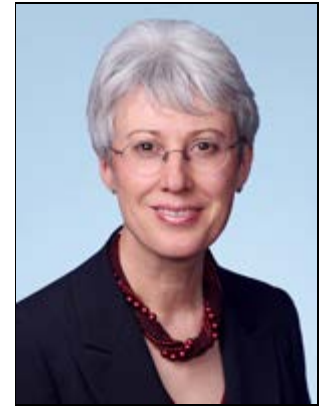
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Member Spotlight: Lorelie S. Masters

Compiled by Carol Montoya, CAE

Lorelie S. Masters is a partner at **Jenner & Block LLP**. A member of the firm's Insurance Litigation and Counseling Practice, she counsels clients in enforcing insurance coverage under general liability, directors and officers, fiduciary liability, first-party property, business-interruption, and other types of insurance. Ms. Masters is experienced in e-commerce and electronic-discovery issues, and has represented clients in state and federal trial and appellate courts and in arbitrations in the United States and abroad, winning significant trials and arbitrations that enforce insurance coverage for her policyholder clients. She also serves on the Diversity & Inclusion Committee.



Lorelie S. Masters

Ms. Masters speaks and writes extensively on topics related to her practice and is co-author of two widely recognized legal treatises: *Insurance Coverage Litigation*, updated annually, and *Liability Insurance in International Arbitrations: The Bermuda Form*.

She has been married for more than 25 years to **Jack W. Rose**. She has one son, Ian, and one stepson, David. Ms. Masters grew up riding horses, spending much time and responsibility for their care. She cites as one of her favorite memories, riding Irish-bred hunters for six to seven hours a day on her honeymoon in Ireland. She enjoys watching sports with her husband and son, needle-pointing, gardening, reading, and contemplating the importance of understanding our history.

Ms. Masters earned her undergraduate degree cum laude Georgetown University, and her law degree from University of Notre Dame Law School, where she was editor-in-chief of the *Journal of Legislation*.

Outside of work, Ms. Masters spends time on her passion of obtaining full voting representation in Congress and full democracy for DC residents. She is involved in **DC Appleseed**, an organization dedicated to solving problems affecting the daily lives of those who live and work in DC, and **DC Vote**, which is dedicated to securing full voting representation for DC in Congress. Ms. Masters believes, as the DC Delegate to Congress said after the Proposition 8 Arguments at the U.S. Supreme Court, there should be no second-class citizens in the United States!

Why did you join the Women's Bar Association?

I've been a member of the WBA since the early 1980s, at the same time that I became a member of the DC Bar. I joined the WBA to support issues of importance to women lawyers, and to increase professional satisfaction (theirs and mine). I believe strongly in the WBA's mission and am captivated and inspired by its long history of helping women lawyers succeed, from its founding in May 1917 to the present. The WBA continues to play a crucial role in helping ensure that women lawyers face as equal a playing field in the legal profession as possible, that they have tools needed to achieve their full potential, and that our profession can take advantage of the talents of all its members to the maximum extent possible.

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Through my years in the WBA, I have been impressed by the founders of the association, **Ellen Spencer Mussey** and **Emma Gillett**, who called together a “foundational meeting of a Women’s Bar Association for the District of Columbia” in May 1917. They struggled in the late 1800s to obtain legal training at a time when most law schools would not accept applications from women. To right that wrong, they founded a law school, **American University’s Washington College of Law**, which would accept and train women as lawyers. With this as background, I have worked with **Nancy Long** and others to focus on the WBA’s history. The WBA is one of the oldest women’s bar associations in the country. We have worked with American University to have the valuable WBA archive dating back to 1917, with many documents in the hands of our founders, and other records and photos digitized so that we can retain them and use them to celebrate the WBA Centennial in 2017 – and beyond.

What committees/forums have you been involved in?

After a hiatus, I became active in the WBA in the 1990s and chaired the Tax and Business Forum, when my son, Ian, was young. I became active again and joined the Board of the WBA Foundation in the 2000s and helped with the Annual Dinner. I chaired the very successful Annual Dinner Committee in 2006 with **Jennifer Maree**, when then-WBA President **Karen Lockwood** unveiled the first report of the **WBA Initiative on Advancement and Retention of Women**. In 2006, I was elected President-elect of the WBA and became President in 2007. As WBA President-Elect and President, I worked to organize the second phase of the Initiative, focusing on women lawyers of color, ably assisted by Diversity Committee Chair **Holly Loiseau**. We held the Diversity Summit in March 2008 at Howard University’s Law School, gathering findings and commentary that formed the basis of the WBA’s second Initiative report, **Creating Pathways to Success for All**. At the Annual Dinner in May 2008, we unveiled that report, and Holly and I jointly presented those findings. Like the WBA’s other Initiative reports, the **Creating Pathways to Success for All** report has received nationwide recognition and remains important for its analysis of the combined effects of race, ethnicity, and gender affecting women of color in the legal profession.

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

I have developed great leadership skills and great friendships. Being a leader of the WBA has helped me develop a public profile in the DC Bar and beyond, has greatly expanded my personal satisfaction in the practice of law, and thus allowed me to pursue issues of great personal interest and of importance to our profession.

Do you have a mentor/hero? Please describe her/his impact on your professional and/or personal life.

Two responses: First, my mother. She is one of the smartest, most genuine and self-effacing people I have known. She followed the norms of the day, sacrificing her own ambitions to raise six kids, but always chafed at the restrictions she felt limited her horizons. My work on diversity and inclusion is a way I can honor her and all she did, and wanted to contribute. Second, Nelson Mandela. His pursuit of the common good and selflessness are a continuing inspiration. He is a truly great man and icon for the ages.

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

Find a mentor and be a mentor. Pursue your passion; serve others. You always gain more than you give.

What is the best advice you have received?

I grew up in a time and in a place when girls were told, “You can be a secretary or paralegal, but not a lawyer” and “You can have a career but not a family.” My mother told me, often, “No, you can be, and do, whatever you want. Aim high!” Those words often have guided me. More recently, I recall **Paulette Brown**, a former Chair of the ABA Commission on Women’s Women of Color Research Initiative, saying “Be about something!” I hope that, when people think of me, they think of my passion for gender equity and diversity and inclusion– and the WBA.

In what other organizations are you involved?

I chaired the ABA’s Commission on Women’s Women of Color Research Initiative from 2009-2012. As a former member of the Commission, I continue to work to help publicize the Research Initiative’s most recent report, which I helped bring to fruition and write, *Visible Invisibility: Women of Color in Fortune 500 Legal Departments*, published in late February 2013. An executive summary of those findings is available on the Commission’s website at www.americanbar.org/groups/women.html. I currently serve on the ABA Commission on Women in the Profession and was appointed by 2012-2013 ABA President Laurel Bellows to the ABA Gender Equity Task Force.

I am a founding director of a new non-profit, **Human Trafficking Pro Bono Legal Center**, begun by my good friend and colleague, **Martina Vandenberg**.

I serve on the **ABA Section of Litigation Counsel**, its board of directors, and have been very active in the Section's leadership, chairing a variety of substantive bar and administrative committees.

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Women's Bar Association DC & WBA Foundation
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WBA Members Running for DC Bar and American Bar Association House of Delegates Positions

We are pleased to have a wonderful showing of WBA members running for leadership positions for the DC Bar and ABA House of Delegates.

DC Bar

Brigida Benitez— President-Elect
Lorelie S. Masters— President-Elect
Michelle W. Cohen— Secretary
Sara Kropf— Secretary
Morton J. Posner— Treasurer
Kirra L. Jarratt— Board of Governors
Susan M. Kovarovics—Board of Governors
Bridget Bailey Lipscomb—Board of Governors

ABA House of Delegates

Courtney L. Weiner

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Polydor Appointed to ESC Executive Board

In February 2013, **Cheryl Polydor** was appointed to the Executive Board of the DC Employment Support Center (ESC), a nonprofit organization that has provided guidance and support to hundreds of unemployed individuals since 1984. Ms. Polydor will be focusing on public relations and fundraising for ESC. An

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Cheryl Polydor

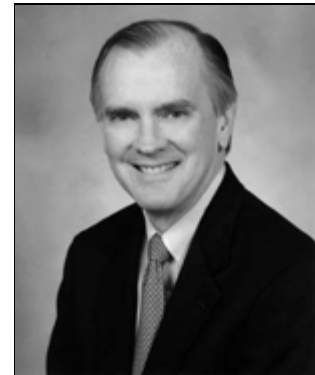
experienced lawyer/lobbyist with a focus on workers' and civil rights, Ms. Polydor represented the National Employment Lawyers Association in the successful national campaigns that promoted passage of the Lilly Ledbetter Fair Pay Act and the ADA Amendments Act. She has also performed advocacy work for Amnesty International and the ACLU. She has worked on Capitol Hill as well, first as Acting General Counsel and senior attorney with the US Congress Office of Compliance, and later, as visiting Labor and Employment Counsel with the HELP Committee office of Senator Edward Kennedy. Cheryl currently serves as Policy Director for El Camino Career Services in Wheaton, Maryland, working to launch a new nonprofit advancing professional opportunities for Latino immigrants in the United States.

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Sandman to Receive Justice Potter Stewart Award

WBAF Board member James Sandman has been announced as one of the recipients of the Justice Potter Stewart Award. He will be recognized at the **17th Annual Justice Potter Stewart Award Dinner** on May 9, 2013.

The award, established in 1997 by the Council for Court Excellence, is named to honor the memory and public service of the late Associate Justice of the U.S. Supreme Court. It recognizes individuals and organizations whose work on behalf of the administration of justice has made a significant contribution to the law, the legal system, the courts, or the administrative process in our nation's capital.



James Sandman

Mr. Sandman is President of the Legal Services Corporation (LSC), a nonprofit organization that functions as the largest funder of civic legal aid for low-income Americans.

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Chapman Named Trial Lawyer of the Year & Elected to DC Bar Foundation Board

WBA Past President **Paulette Chapman** will be honored as the Trial Lawyers Association of Metropolitan DC Trial Lawyer of the Year at their **Annual Awards Dinner** on May 11, 2013. The awards honor attorneys who have demonstrated

commitment to the protection of individual rights, the promotion of equal justice under the law, and the highest ideals of public service.

Ms. Chapman was also recently elected by the Board of Governors of the DC Bar to serve as a Director on the **DC Bar Foundation**. The DC Bar Foundation's mission is to fund, support, and improve legal representation of the poor, vulnerable, and otherwise disadvantaged in DC. It provides grants to a wide array of legal services groups that include the Legal Aid Society, Bread for the City Legal Clinic, DC Law Students in Court Program, and the Washington Legal Clinic for the Homeless. "It is an honor to serve on this board. I look forward to furthering the mission of providing grant money to the many excellent groups that protect those in our city most in need," said Ms. Chapman.

Ms. Chapman is a Partner at Koonz, McKenney, Johnson, DePaolis & Lightfoot, LLP, and represents plaintiffs in personal injury cases.

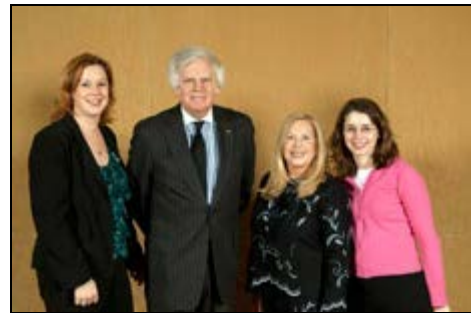


Paulette Chapman

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Adler & Montoya Participate in ABA Bar Leadership Institute

WBA President-elect Jessica E. Adler, and Executive Director Carol Montoya, CAE, joined over 300 other emerging leaders of lawyer organizations from across the country at the American Bar Association's Bar Leadership Institute (BLI), March 13-15, in Chicago. The BLI takes place annually and offers staff and incoming officers of local and state bars the opportunity to network with and learn from ABA officials, bar leader colleagues, executive staff, and other experts on the operation of such associations. Sessions included bar leadership, governance, and communications.



l-r: WBA Executive Director Carol Montoya, ABA President-Elect James R. Silkenat, ABA President Laurel G. Bellows, WNA President-elect Jessica E. Adler.

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Welcome New Members

Mandisa Berry
Aisha Bond
Christina Bortz
Gina Brewer
Yvonne Burnley
Jennifer Butler
Susan Cassidy
Margaret Cassidy
Chelsea Cerio
Erin Colleran
Emily Costin
Michele Craythorn
Danielle Diaz
Nkechi Ezekwe
Jessica Farrow
Taryn Fry
April Fuller
Danielle Garten
Courtney George
Melissa Gilmore
Catherine Gima
Christina Glover
Ellen Griswold
J. Rachael Hamlet

Tanikia Head
Ashley James
Carole Jordan
Leesa Klepper
Alexandra Klingenstein
Sarah Knapp
Laura Laemmle-Weidenfeld
Kathleen MacPherson
Laura Morris
Renuka Nagaraj
Maana Parcham
Marlon Paz
Megan Peloquin
Tara Plochocki
Kasia Preneta
Sarah Stanton
Iveta Steinhobel
Yaisa Strickland
Adriana Vieco
Mary Katherine Vigness
Alison Villarivera
Brandie Weddle
Kristin Wells
Heidi Whalen

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President's Column



By Laura Possessky, WBA President

Crossing the River: A Journey for Personal Change

“Stepping onto a brand-new path is difficult, but not more difficult than remaining in a situation, which is not nurturing to the whole woman.” — Maya Angelou

On the first seasonably warm day in March, I joined the stream of people arriving for the dedication ceremony of the Roundtree Residences on Alabama Avenue, SE, in Anacostia. The newly-minted affordable housing complex affords senior citizens the opportunity to remain in the community where they have spent a lifetime and where its namesake, Dovey Roundtree lived, worked, and ministered. During a tour of the premises, Toya Carmichael, a law clerk to Judge Yvonne Williams at the Superior Court, stood by a specially-commissioned portrait of Dovey

Roundtree and eloquently presented a narrative about her work as a civil rights activist, lawyer, military officer, ordained minister, and first African-American member of the Women's Bar Association.

Taking in the magnificence of the community's accomplishment in honor of a generous woman with several lifetimes of trailblazing firsts, I find the most remarkable thing about Dovey is her ongoing ability, at the age of 99, to inspire others to lead. In her daily actions, throughout her life, and leading by example, Dovey Roundtree has prompted others to change and to make change happen.

The dedication ceremony happened at the perfect time in my tenure. As this is my last letter before my term as WBA President ends, I have begun to reflect upon what has impressed me most during my leadership of the organization. Unequivocally, I am taken by the overwhelming leadership talent of our membership. Because of my presidential initiative on change leadership, I have had the opportunity to talk with many women about the challenges of their leadership experiences and the frustrations of others in not having the opportunities to demonstrate their abilities. I have witnessed successes and failures—and had plenty of my own.

As I prepare to pass the gavel at the Annual Dinner on May 22, I am confident that groundbreaking programs, like our [WBA Bootcamp](#), training women how to hit the ground running in their first professional experiences, and the ABA-developed [Gender Equity in Partner Compensation](#), will continue to keep the WBA at the forefront of organizations dedicated to the professional development of women attorneys. Our upcoming [Initiative 2.0: Creating a Path to Success in a Changing Economy](#) on May 9, will be a valuable opportunity to evaluate the impact of the recession on the legal industry and how these transformations affect women in the profession.

The WBA has made a commitment for nearly 100 years to supporting women in the law. The organization's longevity is not a happy accident, but a product of the dedicated leadership, vision, and support of thousands of women leaders. As circumstances change, the WBA must change too. Institutional change requires personal change in its leaders. As I reflect back on my year — a moment in the history of this magnificent organization — my experience has changed and challenged me in ways I never expected. I am a stronger leader and a better

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Committee*

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Planning for Women**

*Presented by: Membership
Committee*

person as a result. I thank all my Dovey Roundtrees for inspiring me to lead — and it has been my privilege to serve this talented and accomplished group of women.

Want to comment? Join me on [LinkedIn](#), [Facebook](#) or [Twitter](#) or email me at president@wbadc.org.

Laura Possessky
2012-2013 President

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The Honorable Vanessa Ruiz, Judge, DC Court of Appeals, will be honored as the WBA Woman Lawyer of the Year at the Annual Dinner on May 22, 2013. The Woman Lawyer of the Year Award recognizes a leader who has championed change in the profession by leading by example, advocating for justice, and promoting the advancement of women in the profession. ...

National Equal Pay Day

National Equal Pay Day represents the date in the current year through which women must work to match what men earned in the previous year, reminding us that we must keep striving for an America where everyone gets an equal day's pay for an equal day's work. This year, that date was April 9.

Why Fair Pay is About More Than Fairness

By Hanna Bergqvist Jackson; reprinted with permission. This article, dated February 1, 2013, originally appeared online in the [Brooklyn Law School's Practicum](#). ...

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Luncheon with Judge Wald

Communications Law Mentoring Supper

You 2.0: Stepping Out and Creating Your Own Path to Success

Navigating Government Career Opportunities – Tips & Tactics for Success

Member Spotlight: Brigida Benitez

Compiled by Anika Gzifa

A partner at Steptoe & Johnson LLP, **Brigida Benitez** is frequently called upon by clients to represent them in high stakes dispute resolution, including international litigation, arbitration, and internal investigations. Her legal practice spans the globe and has even led her to cases before the United States Supreme Court. ...

Member Spotlight: Lorelie S. Masters

Compiled by Carol Montoya, CAE

Lorelie S. Masters is a partner at Jenner & Block LLP. A member of the firm's Insurance Litigation and Counseling Practice, she counsels clients in enforcing insurance coverage under general liability, directors and officers, fiduciary liability, first-party property, business-interruption, and other types of insurance. Ms. Masters is experienced in e-commerce and electronic-discovery issues, and has represented clients in state and federal trial and appellate courts and in arbitrations in the United States and abroad, winning significant trials and arbitrations that enforce insurance coverage for her policyholder clients. She also serves on the Diversity & Inclusion Committee. ...

Member News

Members in the News:

WBA Members Running for DC Bar & ABA House of Delegates

Polydor Appointed to ESC Executive Board

Sandman to Receive Justice Potter Stewart Award

Chapman Named Trial Lawyer of the Year & Elected to DC Bar Foundation Board

Adler & Montoya Participate in ABA Bar Leadership Institute

Welcome New Members

Events

Wednesday, May 1, 2013

Beyond the Buzz — What is Legal Project Management?

Presented by: Insurance Law Forum

Have you been hearing the buzz about Legal Project Management? What is it and how will it potentially change the legal profession? This engaging session with a certified Project Management Professional will translate the project management jargon, illustrate the applications for the legal sector, and discuss how this could benefit your career

Thursday, May 2, 2013

Brown Bag Discussion: Diversity & Inclusion

Presented by: Diversity Committee

This discussion will focus on the role of diversity programming in the public and private sector given the impact the economic down turn has had on the legal profession. The program will discuss diversity and inclusion programs in general, including the definition of diversity and the populous most affected by these initiatives. Lastly, the program will discuss whether diversity and inclusion programs remain relevant and financially viable in the face of increasing economic uncertainty and examine effective ways of promoting diversity and inclusion that will not break the bank.

Monday, May 6, 2013

WBA Business Hour (Free Teleconference): Keys to Leadership & Advancement

Presented by: Membership Committee

While we enjoy getting together in person, sometimes schedules get in the way & make leaving the office difficult. Therefore, we are offering our members a free monthly program via phone in which we will feature subject matter experts on an array of value add topics specific to the needs our WBA members. We will feature this programming the first Monday of each month at noon. This month's topic is Keys to Leadership & Advancement.

Tuesday, May 7, 2013

A Consumer Electronics Show & Tell

Presented by: Communications Law Forum

This Communications Law Forum program is just in time to get a head start on purchasing a Smartphone for a relative's birthday or even a 3-D television for yourself! Please join us for this Consumer Electronics Show and Tell. The 2,000 members of the Consumer Electronics Association® (CEA) bring you the devices and services that make your work more efficient, your home life more enjoyable, and your travel less stressful. CEA experts can demonstrate a device or service you have not seen previously or answer your questions about other consumer electronics you have seen, but not mastered yet.

Wednesday, May 8, 2013

Breakfast Briefing: When Using Criminal Background Checks is Discriminatory

Presented by: Employment Law Forum

Can using a criminal background check constitute discrimination? Find out what is and is not an appropriate use of criminal records in making employment decisions. As it is estimated that up to 90% of businesses perform a background check on at least some of their potential hires, this is an important issue for in-house counsel, human resources representatives, attorneys representing clients with criminal arrests or convictions and attorneys advising businesses regarding compliance with employment laws.

Thursday, May 9, 2013

Initiative 2.0: Creating a Path to Success in a Changing Economy

Presented by: Initiative Committee

Initiative 2.0 is a program focused on ways women can achieve success through many different avenues. The economic recession has had a disparate impact on women lawyers. The challenges women face are compounded by the rapid transformations in the legal profession arising from the industry's response to bearish economic conditions. Initiative 2.0 will be a morning program with three sessions: Transformation of the Legal Profession; Career Path Advancement; and Breakout Sessions.

Wednesday, May 22, 2013

WBA/WBA Foundation 2013 Annual Dinner

Join us in honoring our 2013 Woman Lawyer of the Year, The Honorable Vanessa Ruiz, Associate Judge, DC Court Of Appeals. The theme for the 2013 Annual Dinner is “Change Leadership.” The theme exemplifies the WBA’s history of promoting positive change and empowering its members to adapt and be resilient in the face of challenges and opportunities.

Thursday, May 30, 2013

Everything You Ever Wanted to Know About Applying to and Attending Private School (Or Not!)

Presented by: Working Parents Committee

Join us for an informative and candid discussion about the ins and outs of applying to and attending private school in the DC/MD/VA area. Expert panelists will address the topic from their perspectives as an independent school consultant, a director of financial aid for a well-known local private school, and a parent of three children who have attended both public and private schools in DC. Come with questions and enjoy a lively discussion.

Monday, June 3, 2013

WBA Business Hour (Free Teleconference): Financial Planning for Women

Presented by: Membership Committee

While we enjoy getting together in person, sometimes schedules get in the way & make leaving the office difficult. Therefore, we are offering our members a free monthly program via phone in which we will feature subject matter experts on an array of value add topics specific to the needs our WBA members. We will feature this programming the first Monday of each month at noon. This month’s topic is Financial Planning for Women.

WBA to Honor Judge Vanessa Ruiz as Woman Lawyer of the Year

The Honorable Vanessa Ruiz, Judge, DC Court of Appeals, will be honored as the WBA Woman Lawyer of the Year at the Annual Dinner on May 22, 2013. The Woman Lawyer of the Year Award recognizes a leader who has championed change in the profession by leading by example, advocating for justice, and promoting the advancement of women in the profession.

The theme for the 2013 Annual Dinner is “Change Leadership.” The theme exemplifies the WBA’s history of promoting positive change and empowering its members to adapt and be resilient in the face of challenges and opportunities.

Judge Ruiz has distinguished herself as an accomplished jurist, a mentor and role model for younger lawyers, and a force for good in our community.

Judge Ruiz was appointed to the DC Court of Appeals, the highest court of the District of Columbia, in 1994, by President Clinton after confirmation by the U.S. Senate. She is the first, and to date, only, Hispanic judge to serve on DC’s high court and is the longest-serving female associate judge on the court. She took senior status in 2012. In her many years of public service on the bench, Judge Ruiz has authored hundreds of opinions on a myriad of important issues.



Judge Vanessa Ruiz

After graduating from Wellesley College and Georgetown University Law Center, Judge Ruiz practiced law at Fried Frank, Harris, Shriver & Jacobson in Washington, DC, where she worked on international commercial and intellectual property transactions and arbitration. Five years out of law school, she successfully briefed and argued an important civil rights case before the U.S. Supreme Court. She broadened her private practice, and became in-house Senior Counsel at Sears World Trade, Inc., an international trading company, that involved her in many aspects of international business organizations and transactions. Judge Ruiz was a founding member of Sloan, Lehner & Ruiz, a firm specializing in litigation and international matters, which later merged into the firm of Pepper, Hamilton & Scheetz, where she became a partner. After deciding to devote her career to public service, in 1991, Judge Ruiz joined the Office of Corporation Counsel for the District of Columbia (now Office of the DC Attorney General) as Deputy in charge of the Legal Counsel Division, rising to Principal Deputy in 1993, and Corporation Counsel in 1994. From there, she was appointed to the DC Court of Appeals.

Judge Ruiz has worked tirelessly to improve the legal profession, participating in a number of local, national, and international legal organizations. She is a member and leader of the National Association of Women Judges. In 2006, during Judge Ruiz’s tenure as president, she worked to support judicial independence and increased diversity within the judiciary. She also led the organization’s efforts to support and encourage the appointment of women and judges of color to federal, state, military, and administrative court vacancies across the United States.

Judge Ruiz has chaired the DC Courts’ Advisory Committee on Judicial Conduct and is a member of the District of Columbia Access to Justice Commission, where she has promoted efforts to ensure justice for unrepresented litigants. She serves on the Board of Managerial Trustees of the International Association of Women Judges. Judge Ruiz served on the Standing Committee on Legal Aid and Indigent Defendants of the American Bar Association and chaired the ABA project that developed national standards for language access in the courts, which have been accepted as ABA policy. She has been an active member of the DC Bar’s Pro Bono Program Committee, the Council for Court Excellence and the Hispanic Bar Association of the District of Columbia. Judge Ruiz is

a member of the American Law Institute and is on the Board of Trustees of the Carnegie Endowment for International Peace.

Judge Ruiz has demonstrated throughout her career her commitment to equal justice and expanded access to legal services. One of Judge Ruiz's earliest successes was her pro bono representation before the U.S. Supreme Court of a group of African-American citizens and nonprofit housing organizations who challenged discriminatory housing practices and violations of the Fair Housing Act of 1968. *Havens v. Coleman* established the standing of testers and community housing groups under the Fair Housing Act. Judge Ruiz handled this case from the trial court through affirmance of the Fourth Circuit's opinion in the U.S. Supreme Court.

Judge Ruiz has shown a continuing commitment to mentorship and training of the lawyers who follow her. As shown by her leadership in U.S. and international bar groups, Judge Ruiz has served the legal profession in a number of capacities. She has been particularly active with Hispanic-related bar associations, appearing regularly at events for Hispanic law students. Judge Ruiz recognizes that talent abounds and actively recruits law clerks from many law schools, demonstrating her commitment to inclusiveness and providing opportunities for a broad group of students.

Judge Ruiz has received numerous awards. In 2001, she was named "Judge of the Year" by the Hispanic National Bar Association; in 2006, she received the Latina Leader in Law Award from the Congressional Hispanic Caucus Institute. In 2008, she was awarded the first Vaino Spencer Leadership Award by the National Association of Women Judges. Judge Ruiz received a Lifetime Achievement Award in 2002 and was recognized as a "Latina Leader" in 2009 by the Hispanic Bar Association of DC. In 2009, Judge Ruiz was honored with the Margaret Brent Women Lawyers of Achievement Award by the ABA Commission on Women in the Profession. In 2012, she received the Mexican American Legal Defense Fund's Lifetime Achievement Awards for Excellence in Legal Service.

Each year, the WBA recognizes excellence in the legal profession with the Woman Lawyer of the Year Award. Past recipients of the Woman Lawyer of the Year award include:

2012 — Katia Garrett; 2011 – Debra Lee & Sherri Blount; 2010 – Nancy Duff Campbell; 2009 — Elena Kagan;
2008 — Mary E. Kennard; 2007 — Kim M. Keenan; 2006 — Judith A. Miller; 2005 — The Honorable Noel
Anketell Kramer

A full list of recipients since 1964 can be found at wbadc.org.

The 2013 WBA/WBA Foundation Annual Dinner and awards ceremony will take place at the National Building Museum at 7:00 p.m., Wednesday, May 22, 2013. For additional information about the WBA/WBA Foundation Annual Dinner, including tickets and sponsorship opportunities, visit wbadc.org or call 202-639-8880.

National Equal Pay Day

National Equal Pay Day represents the date in the current year through which women must work to match what men earned in the previous year, reminding us that we must keep striving for an America where everyone gets an equal day's pay for an equal day's work. This year, that date was April 9. **For more information, see www.whitehouse.gov/the-press-office/2013/04/08/presidential-proclamation-equal-pay-day**

Why Fair Pay is About More Than Fairness

By Hanna Bergqvist Jackson

Reprinted with permission. This article, dated February 1, 2013, originally appeared online in the [Brooklyn Law School's Practicum](#).

This year marks the fiftieth anniversary of the Equal Pay Act. At the time of the Act's ratification, Congress recognized that paying women a discriminatory salary burdened "commerce and the free flow of goods in commerce," and prevented the "maximum utilization of available labor resources."¹ Unfortunately, today the debate regarding equal pay focuses more on fairness than on the socioeconomic benefits that would be obtained by equal pay. People simply believe that it is unfair to pay women less for performing the same jobs as men simply because they are women. However, by using an argument premised on fairness, a much more powerful rationale is lost. Equal pay not only benefits the women receiving a higher salary and their children and spouses, it also benefits their employers, service providers, and merchandisers. In fact, it benefits the entire economy and society at large because the increased spending would stimulate the economy and reduce dependence on public assistance². Therefore, the issue of pay discrimination is about much more than fairness.

In order to forcefully argue for equal pay, the focus of the debate should be shifted away from fairness and towards a more socioeconomic approach. By altering the framing of the debate in this way, measures like the proposed Paycheck Fairness Act will have an improved chance of ratification. In other words, if employers and decision makers are made aware that everyone should be concerned about pay discrimination and not just women, the slow progress towards equal pay may finally gain the strength it needs and deserves.

The Continued Wage Gap

The last fifty years have been revolutionary for women's rights and women's roles in society. In 1960, 96 percent of lawyers and 94 percent of doctors were white men. Today, white men only account for 61 percent of lawyers and 63 percent of doctors.³ When former Supreme Court Justice Sandra O'Connor graduated from Stanford Law School ranked as third in her class, the only private sector position she could get was one as a legal secretary.⁴ Today, women account for 45.4 percent of law firm associates (but only 19.5 percent of partners and 15 percent of equity partners).⁵ Women today are better educated than men, and they have been for more than two decades. Since the early 1980's, women have earned more bachelor's and master's degrees than men, and today women earn more doctoral degrees than men do.⁶ Women's participation in work outside the home is now equal to that of men and women's earnings are increasingly important to their families' survival and well-being.⁷

Yet, women still make significantly less than men when performing the same work. When the Equal Pay Act was passed in 1963, women earned only about fifty-nine cents of every dollar men made.⁸ Today, women make an average of seventy-seven cents of every dollar men make.⁹ This means that fifty years of legislation against pay discrimination has not brought women more than eighteen cents closer to equality.¹⁰ Some argue that women's entrance into traditionally male-dominated professions could be a reason for the wage gap, and that time will close the gap as women earn the same experience and seniority as their male colleagues. However, contrary data shows that men earn more than women—even in professions that have been female dominated for a long time, such as education and nursing. For example, female elementary and middle school teachers earn 85.7 percent of what their male colleagues earn, female social workers earn 89.6 percent, and secondary school teachers 91.4 percent of their male colleagues' salaries.¹¹ The pay gap persists even after factors such as choice of college major (men tend to major in fields such as engineering and computer science, which often lead to higher-paying jobs than typical female-dominated majors such as education and the social sciences) and numbers of hours worked have been accounted for.¹² The result is an otherwise unexplained pay gap that can only be the result of gender discrimination.¹³

Why Pay Discrimination Is Not Just a Women's Issue

The significant change in women's role in society over the last 50 years affects American society at large. With women today comprising half of the U.S. workforce, it would be naïve to think of the pay gap as only a women's issue. It is an issue that directly affects half of the U.S. workforce and indirectly a much larger part through those worker's dependents. For example, in the typical married American household today, the wife's salary accounts for over one third of the family's income. In 2008, 38.1 percent of all American working wives made as much or more than their husbands. In addition, because the industries that were most affected by the Great Recession were male dominated industries, women's earnings have had an increasingly important role for many families since 2009. In 2009, women were the only employed adult in one out of three families with children. Women's salaries are also increasingly important to unmarried women and their children. Today, over one quarter of working mothers are single moms and the sole earner of the family.²

The importance of women's salaries for the American society is further illustrated by the fact that women today make up 77.4 percent of workers in education and health services, which is the fastest growing sector of the U.S. economy. In fact, women comprise the majority share of all but three of the fifteen occupations with the largest projected employment growth between 2006 and 2016. Moreover, women-owned businesses grew at twice the pace as male-owned businesses in the years between 1997 and 2007.²

Lastly, even though women still earn less money than men, they are in charge of the majority of household spending. Women control nearly three quarters of household spending, which translates to over \$4 trillion annually.¹⁴

These numbers clearly show the crucial role of women's earnings for both their families' well-being and for the potential growth of the economy. With women accounting for half of the U.S. workforce, their salaries comprising one third of their family's income, and with women dominating the fastest growing sectors of the American economy, the importance of women's salaries cannot be stressed enough.¹⁵

Forbes contributor Lisa Gates, who discovered that she was being paid less than a male predecessor, points out that by being paid 32 percent less, she was also 32 percent less able to participate in and stimulate the economy by, for example, paying a housekeeper, buying a car, contribute to charity, or travelling to spend time with family.¹⁶ Economist Heidi Hartmann further illustrates the economic impact of unfair pay by estimating that the elimination of the gender wage gap would cause a stimulus effect that grows the U.S. economy by at least 3 to 4 percent. Hartmann compares these numbers with the \$800 billion economic stimulus package that Congress passed in 2009 which is estimated to have grown the GDP by less than 1.5 percent.¹⁷ Moreover, by reducing the number of working women earning unfairly low wages, their dependence on public assistance would also be reduced.¹⁸

The Paycheck Fairness Act

On January 23, the Paycheck Fairness Act, approved by the House of Representatives in 2009 but twice rejected by the Senate, was reintroduced in the House. The Paycheck Fairness Act was designed to improve the Equal Pay Act of 1963 by, for example, replacing the clause "any other factor other than sex" in the Equal Pay Act with "a bona fide factor other than sex, such as education, training, or experience."¹⁹ It would require the employer to show that the differing salary is truly caused by something other than sex, related to job performance, and consistent with business necessity. The bona fide factor requirement would make employers unable to defend any actions that may actually be "based on sex," such as a man's stronger salary negotiation skills or

higher previous salary. The Paycheck Fairness Act would also prevent employers from firing their employees for sharing salary information with their colleagues, a rule that would be important because it would enable employees to find out about existing pay disparities.²¹ Moreover, this rule would allow compensatory and punitive damages for any breach.

Opponents to the Paycheck Fairness Act have voiced concerns that the bill would place an unfair burden on employers and that their increased liability could “have a chilling effect on wage growth and hiring at a time when business should be encouraged to increase both.”²² It has also been argued that the Paycheck Fairness Act would “mak[e] it difficult for employers to defeat frivolous lawsuits, foster larger class action cases, and creat[e] an unprecedented level of remedies regardless of the intent to discriminate.”²³

Reevaluating how women’s earnings are so important to both their immediate families and the economy, these arguments should be addressed and discussed. For example, when programs designed to raise workers’ wages in female-dominated job classes were implemented in twenty states in the late 1980’s, women in some states gained considerably in non-female-dominated jobs as well as in female-dominated jobs. Therefore, it appears that “the pay equity process stimulated wage increases for women in all jobs.”²⁴ Moreover, pay transparency will, among other things, improve employees’ work effort and productivity, and will enable employers to correct pay disparities before becoming entangled in expensive litigation.²⁵ By focusing on the economic stimulus that the bill is likely to bring rather than its fairness, its proponents would make a stronger argument for the bill’s necessity. Obtaining the necessary support for the bill requires meeting the antagonists’ arguments and convincing them of the bill’s socioeconomic benefits, rather than trying to convince them of the unfairness of pay discrimination, which no one is questioning.

Conclusion

The shift in legislative framing towards the socioeconomic benefits of equal pay and away from the unfairness of paying women less than men may be required to gain the support necessary to pass important laws such as the Paycheck Fairness Act. Therefore, it is of greatest importance to keep emphasizing that “[t]he gender wage gap comes at a cost to the economy as a whole.”²⁶ Women not only have a dominating purchasing power and thereby serve as critical financial decision makers for their households, they also play an increasingly important part in the American labor market. When women are being paid discriminated salaries, they bring home fewer dollars to their families and they have less dollars to spend, with a slower economic growth as a result. It is therefore necessary to stress that eliminating the gender pay gap has the potential to improve not only the conditions for women and their families, but also to strengthen the American economy.

Hanna Bergqvist Jackson is an LL.M. student at Brooklyn Law School. Originally from Sweden, she is a graduate of the University of Stockholm Law School. Hanna relocated to New York in 2008 and worked as a journalist before she decided to pursue her LL.M. Her focus lies in employment law, and, in particular, employment discrimination.

1 Equal Pay Act of 1963 (EPA), Pub. L. No. 88-38, 77 Stat. 56.

2 Paycheck Fairness Act, H.R. 1519, 112th Cong. (2011), available at www.gpo.gov (PDF).

3 Chrystia Freeland, *Equal Rights Makes Sense for U.S. Economy*, N.Y. TIMES (May 17, 2012), www.nytimes.com.

4 Chang-Tai Hsieh et al., *The Allocation of Talent and U.S. Economic Growth* (Nat’l Bureau of Econ. Research, Working Paper No. 18693, 2012), available at www.nber.org.

5 *A Current Glance at Women in the Law*, ABA (Sep. 2012), www.americanbar.org (PDF).

6 Deborah Thompson Eisenberg, *Money, Sex, and Sunshine: A Market-Based Approach to Pay Discrimination*, 43 ARIZ. ST. L.J. 951, 973 (2011).

7 Heather Boushey, *The New Breadwinners*, in THE SHRIVER REPORT: A WOMAN’S NATION CHANGES EVERYTHING, CTR. FOR AM. PROGRESS 30 (Heather Boushey & Ann O’Leary eds., Oct. 2009), www.americanprogress.org.

8 *How the Paycheck Fairness Act Will Strengthen the Equal Pay Act*, NAT’L WOMEN’S L. CTR. (May 2012), www.nwlc.org/s/Broad-Paycheck-Fairness-Factsheet (PDF)

9 *Id.*

10 More strikingly, between 2001 and 2011, the wage gap decreased less than one percent. *Unaffordable: the Wage Gap in Every State*, NAT’L WOMEN’S L. CTR. (Apr. 2012), www.nwlc.org (PDF).

11 Eisenberg, *supra* note 6, at 975.

12 Christianne Corbett & Catherine Hill, Am. Ass’n Of Univ. Women, *Graduating To A Pay Gap: The Earnings Of Women And Men One Year After College Graduation* (Oct. 2012), available at www.aauw.org/GraduatetoaPayGap.

13 Rep. Carolyn B. Maloney, Majority Staff of The Joint Econ. Comm., *Invest in Women, Invest In America: A Comprehensive Review Of Women In The U.S. Economy* (Dec. 2010) hereinafter *Invest in Women, Invest in America*, available at www.jec.senate.gov.

14 *See generally id.*

15 Men and women today are much more likely to graduate with debt compared to their parents and grandparents. This is especially troublesome for women, who will face a discriminated paycheck once they begin their post graduation employment. Even though they paid the same amount for their degree as their male peers, they will make less money and their student loan repayments will therefore make up a larger part of their earnings. These women will have less money to spend on themselves and their families. Therefore, women and their families struggling with unpaid debt also lack the ability to stimulate the economy. A large debt further discourages risk tolerance and the ability to start new businesses. John Tozzi, *Easing Student Loan Burdens for Entrepreneurs*, BloombergBusinessweek (Oct. 26, 2011), www.businessweek.com

16 Lisa Gates, *The Personal and Global Stimulus Effect of Ending the Wage Gap*, FORBES.COM (Oct. 30, 2012), www.forbes.com.

17 Laura Bassett, *Closing the Gender Wage Gap Would Create ‘Huge’ Economic Stimulus, Economists Say*, HUFFINGTON POST

(Oct. 24, 2012), www.huffingtonpost.com.

18 Paycheck Fairness Act, H.R. 1519, 112th Cong. (2011), available at www.gpo.gov(PDF).

19 Equal Pay Act, 29 U.S.C. § 206(d) (2011); Paycheck Fairness Act, H.R. 1519, 112th Cong. (2011), available at www.gpo.gov(PDF).

20 *How the Paycheck Fairness Act Will Strengthen the Equal Pay Act*, *supra* note 8.

21 Eisenberg, *supra* note 6, at 989.

22 Elizabeth Dwoskin, *Why the Argument Against Fair-Pay Laws Is A Farce*, BUSINESSWEEK.COM (June 6, 2012), www.businessweek.com.

23 *Id.*

24 Heidi I. Hartmann & Stephanie Aaronson, *Pay Equity and Women's Wage Increases: Success In the States, A Model for the Nation*, 1 DUKE J. GENDER L. & POL'Y 69, 82 (1994).

25 Eisenberg, *supra* note 6, at 1008.

26 INVEST IN WOMEN, INVEST IN AMERICA, *supra* note 13.

President's Column



By Laura Possessky, WBA President

Crossing the River: A Journey for Personal Change

“Stepping onto a brand-new path is difficult, but not more difficult than remaining in a situation, which is not nurturing to the whole woman.” — Maya Angelou

On the first seasonably warm day in March, I joined the stream of people arriving for the dedication ceremony of the Roundtree Residences on Alabama Avenue, SE, in Anacostia. The newly-minted affordable housing complex affords senior citizens the opportunity to remain in the community where they have spent a lifetime and where its namesake, Dovey Roundtree lived, worked, and ministered. During a tour of the premises, Toya Carmichael, a law clerk to Judge Yvonne Williams at the Superior Court, stood by a specially-commissioned portrait of Dovey Roundtree and eloquently presented a narrative about her work as a civil rights activist, lawyer, military officer, ordained minister, and first African-American member of the Women's Bar Association.

Taking in the magnificence of the community's accomplishment in honor of a generous woman with several lifetimes of trailblazing firsts, I find the most remarkable thing about Dovey is her ongoing ability, at the age of 99, to inspire others to lead. In her daily actions, throughout her life, and leading by example, Dovey Roundtree has prompted others to change and to make change happen.

The dedication ceremony happened at the perfect time in my tenure. As this is my last letter before my term as WBA President ends, I have begun to reflect upon what has impressed me most during my leadership of the organization. Unequivocally, I am taken by the overwhelming leadership talent of our membership. Because of my presidential initiative on change leadership, I have had the opportunity to talk with many women about the challenges of their leadership experiences and the frustrations of others in not having the opportunities to demonstrate their abilities. I have witnessed successes and failures—and had plenty of my own.

As I prepare to pass the gavel at the Annual Dinner on May 22, I am confident that ground-breaking programs, like our **WBA Bootcamp**, training women how to hit the ground running in their first professional experiences, and the ABA-developed **Gender Equity in Partner Compensation**, will continue to keep the WBA at the forefront of organizations dedicated to the professional development of women attorneys. Our upcoming **Initiative 2.0: Creating a Path to Success in a Changing Economy** on May 9, will be a valuable opportunity to evaluate the impact of the recession on the legal industry and how these transformations affect women in the profession.

The WBA has made a commitment for nearly 100 years to supporting women in the law. The organization's longevity is not a happy accident, but a product of the dedicated leadership, vision, and support of thousands of women leaders. As circumstances change, the WBA must change too. Institutional change requires personal change in its leaders. As I reflect back on my year — a moment in the history of this magnificent organization — my experience has changed and challenged me in ways I never expected. I am a stronger leader and a better person as a result. I thank all my Dovey Roundtrees for inspiring me to lead — and it has been my privilege to serve this talented and accomplished group of women.

Want to comment? Join me on [LinkedIn](#), [Facebook](#) or [Twitter](#) or email me at president@wbadc.org.

Laura Possessky
2012-2013 President



WBA Foundation:

- **WBAF President's Letter**
- **WBA Foundation Presents \$43,000 in Grants to DC-Area Nonprofits**
- **Wine Tasting & Silent Auction a Success**
- **WBAF Donors**

WBA Foundation President's Letter



By Kirra L. Jarratt, WBAF President

The 2012-2013 bar year has been one of milestones, progress, and success for the WBA Foundation, and it's been my honor and pleasure to serve as president.

On April 17, the WBAF turned 32. Like many 32-year-olds, we are established in many ways, with a solid grants program and a key fundraising event, but we are also evolving as we mature, taking an introspective look at our mission, brand, and operations.

This year marked one year of operating under our new mission: *to leverage 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.* This mission guides how we select our grant recipients, as well as how we differentiate ourselves from other organizations seeking the support of WBA members and other donors.

In furtherance of our mission, we hosted our two signature events. In February, we held our **10th Annual Wine Tasting and Silent Auction**, using electronic and online bidding software for the first time. We raised over \$18,000—a record amount—to support the **Founders Fellowship**, which will be awarded to a law student at the American University Washington College of Law who will spend the summer working with a local legal services provider on a project to benefit women and girls.

In April, we announced and recognized our 2013 grantees at the **4th Annual Grant Awards Ceremony**. After reviewing requests from more than 20 organizations, we ultimately awarded \$43,000 to six organizations—**Bread for the City**, **Break the Cycle**, **DC Law Students in Court**, **DC Volunteer Lawyers Project**, **DC Employment Justice Center**, and **Legal Counsel for the Elderly**—to support programs that use the law to help women and girls in our community. Our grants ranged from \$5,000 to \$10,000, and enable our individual donors to make a collective impact on these important programs.

Throughout the year, the Board was hard at work as we began implementation of our three-year strategic plan. As I mentioned in an earlier column, we have **five priorities** focused on branding, grants, development, infrastructure, and our relationship with the Women's Bar Association. Amongst our activities:

We worked with an outside consultant to undergo a communications audit to review all of the ways we communicate with grantees, donors, and the community. Based upon the advice we received, we made a number of changes to each of our communications vehicles, including the **website**, so that we can tell our story more effectively and encourage giving. We will continue to tailor our outreach efforts to communicate relevant, timely, and well-branded information to our donors, supporters, and the WBA community.

We evaluated our fundraising efforts and processes, explored opportunities for the Foundation to apply for grants from other organizations, reviewed our donor tracking mechanisms, and launched a year-end appeal that raised more than \$6,000.

For the first time, we applied to be a member organization of the United Way of the National Capital Area. I am proud to say we were accepted for the 2013-2014 campaign year and will begin participating in July. Our donor designation number is 8914.

We launched a [Facebook page](#) and began tweeting ([@WBAF](#)). Like us. Follow us. Stay in touch as we continue to mature and do more within our community.

We will kick off the upcoming bar year on June 6, with our participation in Do More 24, which brings together area nonprofits for a day of focused, online fundraising. Every donation the Foundation receives gives us a chance to win cash awards that will support our grantmaking efforts. Watch for additional information as the date draws near and help us reach our goal of \$4,000.

Thank you for your support during the past year. We are wholly focused on our mission of leveraging the support of our donors to meet the legal and related needs of women and girls in the DC metropolitan area. Join us.

Kirra L. Jarratt
2012-2013 WBAF President

WBA Foundation Presents \$43,000 in Grants to DC-Area Nonprofits

The WBA Foundation presented \$43,000 in grants to six Washington, DC-area nonprofits at its 2013 Grant Awards reception on April 11. The Fourth Annual Grant Awards Reception was held at **Morgan, Lewis & Bockius LLP**.

Grantees are awarded funds to support a program or project that furthers the WBAF mission to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan area. This year's grantees are:

Bread for the City, which runs a legal clinic, health clinic, social services program and advocacy program. The WBAF's grant of \$10,000 will assist the operation of Bread for the City's Domestic Violence Community Legal Services Project, which serves low income women in their fight to obtain protection from domestic violence.

Break the Cycle, the leading, national nonprofit organization addressing teen dating violence. The WBAF's grant of \$10,000 will support the delivery and expansion of the legal services program. Break the Cycle provides representation in college campus administrative proceedings, as well as family, employment, and housing matters; accompanies survivors to meet with police and/or prosecutors to report abuse; assists in criminal prosecution; and makes appropriate referrals to social services.

DC Employment Justice Center, which secures, protects and promotes workplace justice in the DC metropolitan area. The WBAF's grant of \$5,000 will support the Program on Women's Employment Rights (POWER), which helps women and their families achieve and maintain economic self-sufficiency through free direct legal assistance and representation, education, and outreach about women's employment rights.

DC Law Students in Court, which ensures justice for DC's low-income community through free, high-quality legal assistance while training third-year law students in lawyering and courtroom advocacy skills. The WBAF's grant of \$5,000 will support the Women Tenants Homelessness Prevention Project, which provides legal services for women facing eviction.

DC Volunteer Lawyers Project, whose mission is to address the critical shortage of legal assistance for DC's low-income community in family law cases. The WBAF's grant of \$5,000 will support the Domestic Violence Program in increasing the number of domestic violence survivors the volunteer attorneys can represent in protection order petitions and related custody, divorce, and child support matters. In 2013, DCVLP will increase its staff from one full-time supervising attorney to one full-time and two part-time supervisors allowing DCVLP to significantly increase the number of women served.

Legal Counsel for the Elderly, which serves and empowers thousands of low-income seniors in the areas of law involving basic human needs: income, housing, long-term care, personal autonomy, and consumer protection. The WBAF's grant of \$8,000 will support LCE's newly launched Health Justice for the Elderly Initiative, a medical-legal partnership with Unity Health Care.

The evening began with a networking reception that brought together our impressive grantees and their stakeholders, members of the Women's Bar Association, WBAF donors, and other members of the local community. There were nearly 100 people in attendance to support and recognize our 2013 grant recipients.

The event featured keynote remarks by Layli Miller-Muro, Founder and Executive Director of the **Tahirih Justice Center**. Ms. Miller-Muro spoke about her experiences advocating for women and girls who are victims of torture, rape, human trafficking, female genital mutilation, and domestic violence. The Tahirih Justice Center assists women and children fleeing abuse, providing pro bono legal services in immigration and family law matters, as well as holistic social case management services to ensure that they can access justice and become self-sufficient members of the community.

We are very proud of this year's grantees and the amazing work they do in our community, and we thank everyone who joined us to honor them!

Additional information about the WBA Foundation and the 2013 grantees can be found at wbacfoundation.org.

WBA Foundation Celebrates its 10 Annual Wine Tasting and Auction to Support Founders Fellowship

By Kathy Gunning, WBAF Board Member; Co-chair, Wine Tasting & Silent Auction

The WBA Foundation hosted its 10th Annual Wine Tasting and Silent Auction on February 28, 2013, at the offices of **Hogan Lovells**, raising more than \$18,000 to support the Founders Fellow program. This year's theme was "Signature Wines of the World." More than 185 guests sampled and compared wines from South America, California, Europe, and New Zealand, paired with exquisite cheeses and chocolates. The WBA Foundation also for the first time used electronic bidding software, BiddingforGood.com, which allowed guests to bid on silent auction items throughout the evening from their mobile devices and computer stations set up at the event. The event was a smashing success!

Guests were welcomed with glasses of sparkling champagne and treated to a light buffet. WBA Foundation President **Kirra Jarratt** led the festivities with a welcoming toast and an explanation of the Founders Fellowship program. Event co-chairs **Kathy Gunning** and **Darshini Satchi** previewed and compared the featured wines and also explained the new electronic bidding software program. After the presentation, guests mingled among the five tasting stations, enjoying the wine, cheese, and chocolate and addressing any inquiries to presenters from **The Curious Grape** at the five tables. In support of the WBA Foundation's charitable activities, The Curious Grape donated 15% of its sales for the evening.

Throughout the evening, guests bid on a wide variety of auction items including getaways, tickets to sporting events and plays, gift certificates to local restaurants and hair salons, catered meals, various services, beautiful jewelry, and fabulous theme baskets designed and donated by WBA Foundation Board members. After guests submitted their last electronic bids at the end of the evening, Ms. Gunning and Ms. Satchi conducted a drawing for fun door prizes, including gift cards and wine-themed items donated by our supporters.

Proceeds from the wine tasting and silent auction will benefit the WBA Foundation's Founders Fellowship, a program that supports an area law student to work with a local legal services provider on projects to benefit women and children in our community. This year's beneficiary will be a student at the American University Washington College of Law. The WBA Foundation was pleased to welcome a law school representative to the event. The WBA Foundation especially appreciates the many auction donors, as well as The Curious Grape and Hogan Lovells for their in-kind donations.

2013 Wine Tasting and Silent Auction Sponsors and Contributors

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l-r: Lyle Brenneman, WBAF Past President the Honorable Diane M. Brenneman, WBA President-elect Jessica Adler, and James Purther



WBAF Vice President Amy Bess, WBAF President Kirra Jarratt, and WBAF Board member Carolyn Stennett used the new mobile bidding system.



Representatives from the Curious Grape presented a variety of pairings for attendees.

Elizabeth Fitzpatrick
Wanda Forrest
Kathy Gunning
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Ellen M. Jakovic & David Lipson
Holly Loiseau
Mira Marshall
Jim Sandman
Carolyn Stennett
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Many thanks to our supporters! The following donors have made a gift to the WBA Foundation between February 1, 2013 and March 31, 2013. These gifts will support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan area. For a list of all fiscal year donors and recognition of giving levels, visit www.wbadcfoundation.org.

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Committee & Forum Highlights:

Upcoming Event

- **Initiative 2.0: Creating a Path to Success in a Changing Economy**

Event Recaps

- **Holiday Tea**
- **Luncheon with Judge Wald**
- **Communications Law Mentoring Supper**
- **You 2.0: Stepping Out and Creating Your Own Path to Success**
- **Navigating Government Career Opportunities – Tips & Tactics for Success**

Initiative 2.0: Creating a Path to Success in a Changing Economy

By Paula Potoczak, Law Office of Paula M. Potoczak, Co-chair, Initiative Committee; Co-Chair, Solo & Small Practice Forum

On **Thursday, May 9, 2013**, the WBA's Initiative Committee will present "Initiative 2.0: Creating a Path to Success in a Changing Economy." This is the latest ground-breaking installment of the nationally acclaimed, multi-part **WBA Initiative on Retention and Advancement of Women**. To be held at the George Washington University School of Law from 8:00 a.m. until 2:00 p.m., Initiative 2.0 focuses on the dramatic effect of the recession on female attorneys' careers and the disparate impact of the resulting legal industry transformations on women lawyers.

Through moderated panel discussions and small-group facilitated breakout sessions, prominent and influential leaders in the industry will address how these changes are affecting women lawyers at all professional levels. We will examine the impact on those working in law firms, in-house, government agencies, public interest, or as solo practitioners. No sector is immune from the changing legal landscape. We will consider:

- How is the legal profession transforming? What are the causes and trends?
- How effective are tools traditionally used to help women advance? Should new strategies be considered to counteract

challenging economic conditions?

- What are the most significant problems resulting from the changing legal climate? What are some possible solutions?

Please join us for an interactive, thought-provoking discussion of these issues. [Visit wbadc.org](http://www.wbadc.org) for more information and to register.

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Communications Law Forum Hosts its Annual Holiday Tea

*By Jennifer Duane, Department of Commerce-NTIA; Co-chair, Communications Law Forum
Photographs by Mark Van Bergh*

On Wednesday, December 19, 2012, the Communications Law Forum once again hosted its annual Holiday Tea at the historic Willard Intercontinental Hotel, which was festively decorated for the holiday season. This year’s featured speaker was **Maureen Ohlhausen**, who currently serves as a Commissioner on the Federal Trade Commission (FTC). Over 125 attendees filled the Willard’s elegant Crystal Room to hear Ms. Ohlhausen’s remarks, to meet and mingle with their peers in the communications industry and in the legal profession, and to enjoy delicious tea, scones, sandwiches and desserts. Background harp music provided a further touch of elegance.

After the networking reception phase, **Lynne Milne**, co-chair of the Communications Law Forum, began the event by welcoming the attendees and paying tribute to **Susan Kimmel**, a former Communications Law Forum co-chair, for instigating the Forum’s popular afternoon teas and to **Kathleen Abernathy** as an inspiring and informative speaker at that first in a series of annual teas 10 years ago. Ms. Milne also highlighted the activities that the Forum has held during



the past year, including what has become a quadrennial event spotlighting the communications policies at the forefront of the next Presidential Administration. Held less than a week before the 2012 Presidential election, the program featured the former Administrator of the National Telecommunications & Information Administration under President Bush and the former Chief of Staff of the Office of Science and Technology Policy at the White House under President Obama, debating the very different communications priorities and perspectives of their respective parties.

Ms. Milne also described several spring programs, including a reprise of the successful mentoring program, called “**Third Annual Mentoring Supper**,” which was held in February as a joint program with the Young Lawyers Committee of the Federal Communications Bar Association. The Forum also continued to focus on prominent women judges during Women’s History Month, celebrating the many notable contributions these judges have made to the legal profession and the judiciary. This year, the Forum commemorated the many notable achievements of the **Honorable Patricia Wald** at a **March luncheon**. Judge Wald, the first woman appointed as a judge to a United States Court of Appeals, spoke at the 2008 Holiday Tea and received the WBA’s Women Lawyer of the Year award in 2002. Finally, the Forum’s spring program slate closes with its very popular “**A Consumer Electronics Show & Tell**” on May 7, 2013, which will feature representatives from the **Consumer Electronics Association**® (CEA), showcasing the latest cutting-edge products, devices, and services developed by CEA members. Ms. Milne then concluded by thanking the sponsors of the Holiday Tea – **Comcast Corporation, Google, Inc., T-Mobile USA, Inc.**, and the law firms of **Wilkinson Barker Knauer, LLP** and **Willkie, Farr and Gallagher LLP**.



l-r: CLF Co-chair Jennifer Duane, Career Development Committee Co-Chair Nancy Combs, WBA President Laura Possesky, WBA Immediate Past President Monica Parham, and CLF Co-chair Laura Mow

With the afternoon high tea service underway, WBA President **Laura Possesky** greeted the audience and commented on the success of the Holiday Tea over the years. Co-chair **Laura Mow** gave a brief introduction of Ms. Ohlhausen and invited her to the podium to present her remarks.

Ms. Ohlhausen began by describing her career path and the various positions that she has held in both government and the private sector. Ms. Ohlhausen began her legal career as a law clerk to Judge Robert Yock of the U.S. Court of Federal Claims after graduating with distinction from George Mason University School of Law in 1991. She then spent five years at the U.S. Court of Appeals for the DC Circuit, serving as a law clerk to Judge David B. Sentelle and as a staff attorney. She then served at the FTC for 11 years, first working in the General Counsel’s Office before taking a position as an attorney advisor to former FTC Commissioner Orson Swindle, where she advised him on competition and consumer protection matters. Next, she joined the FTC’s Office of Policy Planning, first as Deputy Director and then became Director. In this role, she addressed a variety of high-tech legal and policy issues, including barriers to electronic commerce and online merchants’ use of consumer data. She also led the FTC’s Internet Access Task Force. Ms. Ohlhausen left the FTC in 2008 to join the law firm of Wilkinson Barker Knauer, LLP as a partner, where she focused on FTC issues, including privacy, data protection, and cyber security. The U.S. Senate unanimously confirmed Ms. Ohlhausen as one of the FTC’s five commissioners on March 29, 2012. On April 4, 2012, she was sworn in to a six-year term expiring in September 2018, marking her return to the agency where she spent the majority of her legal career.



FTC Commissioner Maureen Ohlhausen

Ms. Ohlhausen recounted some of the challenges she faced over the course of her career in managing a work/life balance. She described how she had to learn how to juggle the needs of her growing family — she and her husband have four children — with the demands of law school classes. This balancing act continued as she assumed high-profile legal positions with ever increasing responsibilities. As she aptly noted, “You can have it all, but maybe not all at the same time.”

Ms. Ohlhausen offered attendees valuable career advice and insights, covering the importance of mentoring to career advancement, and noting the significant impact that mentors played at various steps in her professional life. She discussed the need to develop a substantive proficiency in one’s chosen legal field, but also spoke of the importance of tackling new legal areas and accepting challenging assignments as well as learning the boss’s priorities and delivering on them. She concluded by



The Holiday Tea is always a great time to reconnect with WBA friends.

entertaining a number of questions from the audience, touching on how she handled the rigors and delays in the Senate confirmation process and acknowledging the benefits that her position as FTC Commissioner has offered, including multiple opportunities for world travel.

The afternoon program concluded with co-chair **Jennifer Duane** presenting Ms. Ohlhausen with a beautifully-decorated teapot as a fitting token of appreciation for her participation in what has become the Communications Law Forum's signature event and a highlight of the holiday season for many members of the WBA. Preparations are already underway for an equally memorable Holiday Tea in 2013.

Communications Law Forum Spotlights Judge Wald at Luncheon Marking Women's History Month

*By Jennifer Duane, Department of Commerce-NTIA; Co-chair, Communications Law Forum
Photographs by Mark Van Bergh*

In honor of Women's History Month, the Communications Law Forum hosted a luncheon on Thursday, March 14, 2013 to profile the illustrious career of the **Honorable Patricia M. Wald**. Held at the law offices of **Jenner & Block, LLP**, the program featured **Lorelie S. Masters**, a partner at the firm and a WBA past president and current member of the WBAF Board of Directors, interviewing Judge Wald about her many notable career highlights.



The dialogue between Ms. Masters and Judge Wald touched on all facets of the judge's storied career, including several of the high profile cases on which she has worked. Judge Wald described how, after earning her law degree from Yale Law School in 1951, where she was one of just a handful of female law students, she started her legal career as a clerk for **Judge Jerome Frank** of the U.S. Court of Appeals for the Second Circuit. In that role, she assisted Judge Frank as he considered and ruled on the appeal of the espionage conviction of **Ethel and Julius Rosenberg**. She later went to work at the Washington, DC office of Arnold & Porter LLP, but left the legal profession to raise her five children along with her husband, Robert, a Navy JAG lawyer. She returned to practice after a 10-year absence and concentrated in public interest law, working in a variety of positions at the **U.S. Department of Justice's Office of Criminal Justice**, the **DC Neighborhood Legal Services Program**, the **Center for Law and Social Policy**, and the **Mental Health Law Project**, among others.

In 1977, President Carter appointed Judge Wald as Assistant Attorney General for Legislative Affairs at the U.S. Department of Justice. In 1979, she became the first woman to serve on any of the U.S. Courts of Appeals. After 20 years at the U.S. Court of Appeals for the DC Circuit, where she served as Chief Judge from 1986 to 1991, Judge Wald retired, but she has continued to stay actively engaged in the legal profession. In 2000, she accepted an appointment by the United Nations to serve for two years as a judge for the International Criminal Tribunal for the former Yugoslavia, which she described as one of the most difficult and challenging venues she faced as a jurist. In 2004, President Bush appointed Judge Wald to serve as a member of the **Iraq Intelligence Commission**, an independent panel tasked with investigating U.S. intelligence on Iraq's weapons of mass destruction and the events leading to the U.S. invasion of that country in 2003. In addition to her role on the board of directors' of the **Open Society Justice Initiative**, she agreed to serve on **The Constitution Project's** Guantanamo Task Force in 2010, and in August 2012, she embarked on a new opportunity when the U.S. Senate confirmed her as a member of the **Privacy and Civil Liberties Oversight Board**.



WBA Past President Lorie Masters interviewed Judge Wald.

Judge Wald entertained the audience with her reminiscences about the many legal cases on which she worked, including her collaborations with Judge Bork and Justice Scalia when they served together on the DC Circuit Court of Appeals. She discussed the importance of work-life balance and noted that finding a supportive spouse or partner is critical to one's success. She also emphasized the importance of developing an expertise in one's legal field and related how she constantly searched for opportunities to educate herself on the specialized areas of law covered in the cases that came before her on the court. For example, she took a two-week, intensive course in utilities regulation to better understand the rate cases she was hearing. She concluded by describing how she handled the rigors of the Senate confirmation process surrounding her nomination to the Court of Appeals during the Carter Administration while noting the trend toward less bipartisan support for presidential nominees in today's political environment.

Judge Wald has received multiple honors acknowledging her extraordinary legal work and her leadership roles in professional

associations, national commissions, and legal reform efforts in the United States and abroad. These honors include the WBA's **Woman Lawyer of the Year** award, the American Bar Association's **Margaret Brent Award** (established to extol women who have achieved excellence, influenced other women to pursue legal careers, and opened doors previously closed to women), the DC Bar's **Thurgood Marshall Award** (recognizes extraordinary efforts and legal advocacy in the areas of civil rights, individual liberties, and the public interest), and the **ABA Medal** (its top honor, presented to an individual who has rendered exceptionally distinguished service to the cause of American jurisprudence).

The Communications Law Forum wishes to thank Lorelie S. Masters and the law firm of Jenner & Block LLP for sponsoring this enjoyable and inspiring annual event.

Communications Law Forum Hosts a Third Evening of Mentoring For Communications Lawyers

*By Jennifer Duane, Department of Commerce-NTIA; Co-chair, Communications Law Forum
Photographs by Mark Van Bergh*

On Wednesday, February 27, 2013, the Communications Law Forum, in partnership with the Federal Communications Bar Association's (FCBA) Young Lawyers Committee, hosted its third annual evening of mentoring for communications lawyers. Held at the law offices of **Hogan Lovells US LLP**, the program featured many prominent practitioners in the field of communications law acting as mentors to a diverse group of young lawyers and law students with an interest in practicing in this area.



The program was structured as three series of mentoring sessions with attendees seated at tables for six, with each table including at least two mentors joined by several mentees to discuss their careers and professional development, all while enjoying a delicious dinner and dessert provided by the host firm. The mentors led the discussion, relating the career paths that brought them to their current positions and responsibilities, and describing the jobs they held along the way. Attendees were encouraged to ask questions of the mentors, including those about career development and opportunities for professional growth. After a set period, the mentors moved to another table to continue the dialogue with another group of mentees. This format allowed the mentees to meet and learn from multiple mentors and hear different perspectives about the varied career path progressions available to communications lawyers.

The program also included a panel discussion spotlighting a trio of mentor/mentees to set the stage for the evening. Introduced by FCBA Young Lawyers Committee Co-chair, **Justin Faulb**, the panelists, **Laura Phillips**, **Patrick McFadden**, and **Jennifer Oberhausen** of Drinker, Biddle & Reath, described how their mentor/mentee relationship evolved and how these connections benefited their careers and contributed to their law firm success. This discussion provided an informative and valuable look at mentoring in action and showcased the advantages that mentoring can provide to mentor and mentee alike.



The three co-chairs of the WBA's Communications Law Forum – **Lynne Milne** of the Federal Communications Commission (FCC), **Laura Mow** of The Law Office of Laura C. Mow, and **Jennifer Duane** of the National Telecommunications and Information Administration (NTIA) – and the co-chairs of the FCBA's Young Lawyers Committee – **Brendan Carr** of the FCC and **Justin Faulb** of Eckert, Seamans, Cherin & Mellott, acted as mentors for the evening's program. These co-chairs very much appreciate the other mentors who volunteered their time to provide welcome career advice to the mentees participating in this program, including **Laura Phillips**, **Patrick McFadden**, and **Jennifer Oberhausen**, **Michele Farquhar** and **Mark Brennan** of Hogan Lovells US LLP; **Joseph Di Scipio** of Fox Television Stations, **Kathleen Kirby** of Wiley Rein LLP; **Matthew DelNero** of Covington & Burling, **Luisa Lancetti** of T-Mobile USA, Inc.; **Jane Mago** of the National Association of Broadcasters (NAB); **Mary Beth Richards**, formerly of the FCC and Federal Trade Commission (FTC); **Krista Witanowski** of CTIA – The Wireless Association; **Lawrence Sarjeant** of Century Link; **Monica Desai** of Patton Boggs, LLP; **Natalie Roisman** and **Bryan Tramont** of Wilkinson Barker Knauer, LLP; **Nirali Patel** of Willkie, Farr and Gallagher LLP; **Christopher Wright** of Wiltshire & Grannis LLP; **Anita Wallgren**, formerly of FCC and NTIA; **Nese Guendelsberger** of the FCC; and **Angela Kronenberg**, Legal Advisor to FCC Commissioner Mignon Clyburn.

The Communications Law Forum and the FCBA's Young Lawyers Committee thank the law firm of **Hogan Lovells US LLP** for graciously hosting this event for the third time. This mentoring program would not have been possible without the financial contributions of this program's other sponsors: **CenturyLink, Inc.**, **Consumer Electronics Association**, **Covington & Burling**

LLP, CTIA — The Wireless Association, DIRECTV, Inc., Drinker Biddle & Reath LLP, Frontier Communications, National Association of Broadcasters, T-Mobile USA, Inc., Wiley Rein LLP, Wilkinson Barker Knauer, LLP, and Willkie Farr & Gallagher LLP.

You 2.0: Stepping Out and Creating Your Own Path to Success

By Nancy L. Combs, Co-chair, Career Development Committee

In support of the next phase of the **WBA Initiative on Advancement and Retention of Women**, the Career Development Committee sponsored a workshop on February 19, 2013, entitled “You 2.0: Stepping Out and Creating Your Own Path to Success.”

Laura Possessky, WBA President, opened the workshop by explaining the impetus for re-envisioning the WBA Initiative, namely the “new normal” resulting from the dramatic shifts in the legal market and the business of law since the economic recession of 2008. Responding to the challenges of operating in the new normal, a decision was reached to re-envision the WBA Initiative as a next generation of research that focuses on how women in the profession have found different and creative ways to advance their careers by taking ownership of their professional experiences. Thus the re-envisioned approach: “Initiative 2.0: Creating Our Own Path.”

Recognizing that the new normal requires a new set of skills and abilities with which to respond, survive, and thrive, the Career Development Committee collaborated with **Ellen Ostrow**, founder of **Lawyers Life Coach, LLC**, to develop and facilitate a workshop that identifies the tools and techniques needed to create a path to success.

With attendees comprising WBA members, law school students, and academic advisors, the more than 30 participants employed a series of interactive exercises in developing strategies and tactics for clarifying their values, planning their paths, defining their brands, and taking control of their careers.

The workshop was highly rated, with participants praising the “opportunity to connect with other women in a supportive environment,” and noting that “Ellen Ostrow presented a very helpful and truly inspiring program.”

With the high-level of energy and enthusiasm demonstrated by workshop participants, this program was a successful launch for the revised WBA Initiative, underscoring the WBA as the go-to resource for members.

The Career Development Committee extends a special thanks to Ellen Ostrow for her support and commitment to the WBA. The committee also offers sincere appreciation to **Crowell & Moring LLP** for generously hosting our workshop and providing space and support.

Navigating Government Career Opportunities – Tips & Tactics for Success

By Roya Vasseghi, Law Clerk, Doumar Martin PLLC; Co-chair, Solo & Small Practice Forum

The legal job market has become increasingly competitive, and obtaining a federal position is no exception. The Government Attorneys and Litigation Forums presented “Navigating Government Career Opportunities – Tips & Tactics for Success” to help attendees navigate the federal application process. The program took place at **Morgan, Lewis & Bockius LLP** on March 21, 2013.

The panel included **Nese Guendelsberger**, Division Chief of the Federal Communications Commission’s Spectrum & Competition Policy Division, Wireless Telecommunications Bureau; **Katrina Carroll**, Former Assistant Director of the U.S. Department of Treasury’s Office of Terrorist Financing and Financial Crimes; **Christina Hsu**, Counsel for FDIC; and **Jeffrey Weinstock**, President of Rhodes & Weinstock, a staffing firm in DC. **Svetlana Gans**, an attorney with the Federal Trade Commission’s Division of Marketing Practices, moderated the event.

The panel started with an overview of applying for a federal job and a breakdown of the **USAJobs.gov** application process. The panel offered a diverse range of opinions on the USAJobs process. Ms. Guendelsberger and Ms. Carroll offered insight into the process from a



l-r: Program panelists Christina Hsu, Katrina Carroll, Jeffrey Weinstock, Nese Guendelsberger, and Svetlana Gans

hiring official's perspective. Ms. Hsu was able to address the process as someone who had recently successfully navigated the USAJobs process herself. The panelists walked attendees through each step of the online application process and highlighted which portions of the USAJobs application were the most crucial to advancing to the next level. For example, Ms. Guendelsberger, advised applicants to pay special attention to the agency-specific questions when applying for a federal positions. She also emphasized the importance of tying the applicant's experience into each and every answer for those questions. Ms. Hsu and Ms. Carroll encouraged applicants to carefully examine the Knowledge, Skills, and Ability ("KSA") portion of the USAJobs posting, and to note any experience with these requirements in the response to the job posting.

The panel answered a question that every federal job applicant has faced when it comes to applying for a position through USAJobs – what happens to your application once you submit for a federal job? A USAJobs application goes through a general human resources review first, to determine whether the applicant meets the qualifications listed in the USAJobs posting. If the applicant passes this initial review, the application may be forwarded to the selecting official, the actual attorney making the hiring decision. If there is a large number of qualified applicants, applications may be ranked according to the applicant's score on the agency-specific questions. Ms. Guendelsberger, Ms. Hsu, and Ms. Carroll noted that there is no set response time on applications, and that every agency's level of review is different.

The panel addressed the channels available for getting into a government agency. Networking was emphasized, but the panelists also advised the audience to broaden their search beyond the traditional counsel and attorney positions. Ms. Carroll noted that some non-attorney positions, such as investigator positions, also deal with legal issues and may be posted more frequently than Attorney Advisor positions.

The panel closed with advice on how to best prepare for a federal government interview, each panelist offering insight from their positions as well as their role in hiring. The panelists urged the audience to know the statutes that the agency, and specifically the position, deals with. Government interviews can often be substantive, and candidates should be prepared to discuss in-depth the areas of law that correspond with the position for which they are interviewing, as well as the general personality and more human resources-based questions generally asked in interviews.

Mr. Weinstock offered general interview preparation tips that are beneficial for candidates in both the private and public sectors. He advised applicants to ask questions and to show enthusiasm for the position. He distributed a [**helpful handout**](#) with potential interview questions.

The audience had the opportunity to ask questions throughout the evening and a time was allotted for a question and answer session at the end of the presentation. The most popular topic was the USAJobs application process, which the panel did an excellent job of demystifying. From writing samples to the waiting game, this presentation covered it all. The program was beneficial for attorneys looking to obtain their first job, more seasoned attorneys looking to make the move into a federal position, and even those government attorneys looking to switch agencies or areas of expertise.

At the end of the presentation, the audience was given an opportunity to network with the panel members and fellow audience members.

Member Spotlight: Brigida Benitez

Compiled by Anika Gzifa

A partner at Steptoe & Johnson LLP, **Brigida Benitez** is frequently called upon by clients to represent them in high stakes dispute resolution, including international litigation, arbitration, and internal investigations. Her legal practice spans the globe and has even led her to cases before the United States Supreme Court.

Ms. Benitez began her legal career in 1993, as an associate at Ropes & Gray LLP in Boston. In 1994, she joined Wilmer, Cutler & Pickering (now WilmerHale). By January 2001, she was promoted to partner — the first Latina to make partner at WilmerHale. She was part of WilmerHale's team representing the University of Michigan in lawsuits that challenged the constitutionality of its admissions procedures. The case ultimately made it to the Supreme Court, where Ms. Benitez second-chaired the oral argument. The Supreme Court upheld the University's right to consider race and ethnicity in admissions procedures in order to achieve a diverse student body.

Ms. Benitez left WilmerHale in 2010 to lead the anti-corruption agenda at the Inter-American Development Bank (IDB), where she headed the Office of Institutional Integrity. Ms. Benitez, who is fluent in Spanish, spearheaded compliance initiatives and oversaw investigations of fraud and corruption throughout Latin America and the Caribbean.

Ms. Benitez earned her undergraduate degree in journalism from the University of Florida, and her law degree from Boston College Law School, where she was editor-in-chief of the



Brigida Benitez

An avid runner, Ms. Benitez has completed marathons and other races on both coasts — Washington, DC and San Francisco — as well as internationally, such as in Lima, Peru. She makes time to mentor students as an adjunct professor at Georgetown University Law Center, where she teaches a course on international business litigation.

Why did you join the Women’s Bar Association?

While I did not fully recognize it at the time, I joined the WBA out of a sense of “belonging.” I joined the WBA many years ago, when I was still an associate. I was attracted to the WBA because I was impressed by WBA events — the quality of programs, the speakers, and the topics. I quickly found interesting and wonderful people who have helped shape my path in the legal profession. It is an amazing organization.

What committees/forums have you been involved in?

I was privileged to serve on the WBA board for three years, where I helped lead the association along with an impressive group of women. I had previously served as co-chair of the Litigation Forum, and I have been involved in the **Initiative on Advancement and Retention of Women in the Profession** since its inception. I also recently co-chaired the dinner for female law firm partners.

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

The WBA has been an important part of my professional development. I have been able to work on issues that are important to me, such as improving the retention of women lawyers in the profession. I am also fortunate that I have developed great friendships with some amazing and talented women I met through the WBA over the years.

Do you have a mentor or hero? What was his or her impact on your professional and/or personal life?

I have been fortunate to have had a number of mentors during my career, individuals who believed in me and gave me invaluable opportunities, including members of the WBA. I could not have accomplished what I have done alone. One great mentor was John Payton, a dear friend who sadly passed away last year. I worked with him for many years, including for six years on the University of Michigan cases. When I started at WilmerHale, John was randomly assigned as my mentor and we connected right away. I deeply admired and respected him. Mentoring takes many forms — formal and informal — and mentors can vary greatly, from supervisors to peers to individuals beyond your workplace. **Lisa Ewart** and **Stephanie Wood**, while younger than me, have helped guide me through difficult decisions. It is critical to seek out a diverse group of mentors to help guide you in your career.

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

The legal profession can be extremely rewarding and I have loved being a lawyer. Your career can take many paths and I encourage young lawyers to take control of their careers and seek out opportunities to work with people who can be good mentors and teachers and to work on the types of cases and issues that interest them. It is important to be proactive and shape your career. I also have found it very rewarding to engage in public service and to become involved with bar associations and community organizations, especially those organizations dedicated to issues about which I am passionate. I encourage young lawyers to get involved, which will give them opportunities to network, to get to know different people, and to learn about different aspects of the legal profession. This not only contributes to your professional development, but it leads to a rich and fulfilling experience overall.

What other organizations are you involved in?

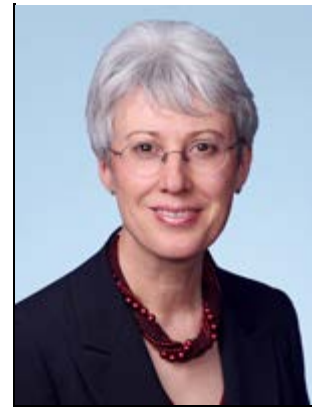
I have been involved with a number of organizations over the years, many of which are focused on diversity in the legal profession and providing legal services to those in need. I am also active with organizations that are significant to my practice. I currently serve on the Board of Governors of the DC Bar, as well as on the Board of Directors of the **Hispanic National Bar Foundation** and **LatinoJustice PRLDEF**. I have served as President of the **Hispanic Bar Association of DC** and I am currently active with the **ABA International Business Law Committee in the Business Law Section**.

Member Spotlight: Lorelie S. Masters

Compiled by Carol Montoya, CAE

Lorelie S. Masters is a partner at **Jenner & Block LLP**. A member of the firm’s Insurance Litigation and Counseling Practice, she counsels clients in enforcing insurance coverage under general liability, directors and officers, fiduciary liability, first-party property, business-interruption, and other types of insurance. Ms. Masters is experienced in e-commerce and electronic-discovery issues, and has represented clients in state and federal trial and appellate courts and in arbitrations in the United States and abroad, winning significant trials and arbitrations that enforce insurance coverage for her policyholder clients. She also serves on the Diversity & Inclusion Committee.

Ms. Masters speaks and writes extensively on topics related to her practice and is co-author of two widely recognized legal treatises: *Insurance Coverage Litigation*, updated annually, and *Liability Insurance in International Arbitrations: The Bermuda Form*.



Lorelie S. Masters

She has been married for more than 25 years to **Jack W. Rose**. She has one son, Ian, and one stepson, David. Ms. Masters grew up riding horses, spending much time and responsibility for their care. She cites as one of her favorite memories, riding Irish-bred hunters for six to seven hours a day on her honeymoon in Ireland. She enjoys watching sports with her husband and son, needle-pointing, gardening, reading, and contemplating the importance of understanding our history.

Ms. Masters earned her undergraduate degree cum laude Georgetown University, and her law degree from University of Notre Dame Law School, where she was editor-in-chief of the *Journal of Legislation*.

Outside of work, Ms. Masters spends time on her passion of obtaining full voting representation in Congress and full democracy for DC residents. She is involved in **DC Applesseed**, an organization dedicated to solving problems affecting the daily lives of those who live and work in DC, and **DC Vote**, which is dedicated to securing full voting representation for DC in Congress. Ms. Masters believes, as the DC Delegate to Congress said after the Proposition 8 Arguments at the U.S. Supreme Court, there should be no second-class citizens in the United States!

Why did you join the Women's Bar Association?

I've been a member of the WBA since the early 1980s, at the same time that I became a member of the DC Bar. I joined the WBA to support issues of importance to women lawyers, and to increase professional satisfaction (theirs and mine). I believe strongly in the WBA's mission and am captivated and inspired by its long history of helping women lawyers succeed, from its founding in May 1917 to the present. The WBA continues to play a crucial role in helping ensure that women lawyers face as equal a playing field in the legal profession as possible, that they have tools needed to achieve their full potential, and that our profession can take advantage of the talents of all its members to the maximum extent possible.

Through my years in the WBA, I have been impressed by the founders of the association, **Ellen Spencer Mussey** and **Emma Gillett**, who called together a "foundational meeting of a Women's Bar Association for the District of Columbia" in May 1917. They struggled in the late 1800s to obtain legal training at a time when most law schools would not accept applications from women. To right that wrong, they founded a law school, **American University's Washington College of Law**, which would accept and train women as lawyers. With this as background, I have worked with **Nancy Long** and others to focus on the WBA's history. The WBA is one of the oldest women's bar associations in the country. We have worked with American University to have the valuable WBA archive dating back to 1917, with many documents in the hands of our founders, and other records and photos digitized so that we can retain them and use them to celebrate the WBA Centennial in 2017 – and beyond.

What committees/forums have you been involved in?

After a hiatus, I became active in the WBA in the 1990s and chaired the Tax and Business Forum, when my son, Ian, was young. I became active again and joined the Board of the WBA Foundation in the 2000s and helped with the Annual Dinner. I chaired the very successful Annual Dinner Committee in 2006 with **Jennifer Maree**, when then-WBA President **Karen Lockwood** unveiled the first report of the **WBA Initiative on Advancement and Retention of Women**. In 2006, I was elected President-elect of the WBA and became President in 2007. As WBA President-Elect and President, I worked to organize the second phase of the Initiative, focusing on women lawyers of color, ably assisted by Diversity Committee Chair **Holly Loiseau**. We held the Diversity Summit in March 2008 at Howard University's Law School, gathering findings and commentary that formed the basis of the WBA's second Initiative report, **Creating Pathways to Success for All**. At the Annual Dinner in May 2008, we unveiled that report, and Holly and I jointly presented those findings. Like the WBA's other Initiative reports, the *Creating Pathways to Success for All* report has received nationwide recognition and remains important for its analysis of the combined effects of race, ethnicity, and gender affecting women of color in the legal profession.

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

I have developed great leadership skills and great friendships. Being a leader of the WBA has helped me develop a public profile in the DC Bar and beyond, has greatly expanded my personal satisfaction in the practice of law, and thus allowed me to pursue issues of great personal interest and of importance to our profession.

Do you have a mentor/hero? Please describe her/his impact on your professional and/or personal life.

Two responses: First, my mother. She is one of the smartest, most genuine and self-effacing people I have known. She followed the norms of the day, sacrificing her own ambitions to raise six kids, but always chafed at the restrictions she felt limited her horizons. My work on diversity and inclusion is a way I can honor her and all she did, and wanted to contribute. Second, Nelson Mandela.

His pursuit of the common good and selflessness are a continuing inspiration. He is a truly great man and icon for the ages.

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

Find a mentor and be a mentor. Pursue your passion; serve others. You always gain more than you give.

What is the best advice you have received?

I grew up in a time and in a place when girls were told, “You can be a secretary or paralegal, but not a lawyer” and “You can have a career but not a family.” My mother told me, often, “No, you can be, and do, whatever you want. Aim high!” Those words often have guided me. More recently, I recall **Paulette Brown**, a former Chair of the ABA Commission on Women’s Women of Color Research Initiative, saying “Be about something!” I hope that, when people think of me, they think of my passion for gender equity and diversity and inclusion– and the WBA.

In what other organizations are you involved?

I chaired the ABA’s Commission on Women’s Women of Color Research Initiative from 2009-2012. As a former member of the Commission, I continue to work to help publicize the Research Initiative’s most recent report, which I helped bring to fruition and write, *Visible Invisibility: Women of Color in Fortune 500 Legal Departments*, published in late February 2013. An executive summary of those findings is available on the Commission’s website at www.americanbar.org/groups/women.html. I currently serve on the ABA Commission on Women in the Profession and was appointed by 2012-2013 ABA President Laurel Bellows to the ABA Gender Equity Task Force.

I am a founding director of a new non-profit, **Human Trafficking Pro Bono Legal Center**, begun by my good friend and colleague, **Martina Vandenberg**.

I serve on the **ABA Section of Litigation Counsel**, its board of directors, and have been very active in the Section’s leadership, chairing a variety of substantive bar and administrative committees.

Member News

- **Members in the News:**
 - **WBA Members Running for DC Bar & ABA House of Delegates**
 - **Polydor Appointed to ESC Executive Board**
 - **Sandman to Receive Justice Potter Stewart Award**
 - **Chapman Named Trial Lawyer of the Year & Elected to DC Bar Foundation Board**
 - **Adler & Montoya Participate in ABA Bar Leadership Institute**
- **Welcome New Members**

WBA Members Running for DC Bar and American Bar Association House of Delegates Positions

We are pleased to have a wonderful showing of WBA members running for leadership positions for the DC Bar and ABA House of Delegates.

DC Bar

Brigida Benitez— President-Elect
Lorelie S. Masters— President-Elect
Michelle W. Cohen— Secretary
Sara Kropf— Secretary
Morton J. Posner— Treasurer
Kirra L. Jarratt— Board of Governors
Susan M. Kovarovics—Board of Governors
Bridget Bailey Lipscomb—Board of Governors

ABA House of Delegates

Courtney L. Weiner

Polydor Appointed to ESC Executive Board

In February 2013, **Cheryl Polydor** was appointed to the Executive Board of the DC Employment Support Center (ESC), a nonprofit organization that has provided guidance and support to hundreds of unemployed individuals since 1984. Ms. Polydor will be focusing on public relations and fundraising for ESC. An experienced lawyer/lobbyist with a focus on workers' and civil rights, Ms. Polydor represented the National Employment Lawyers Association in the successful national campaigns that promoted passage of the Lilly Ledbetter Fair Pay Act and the ADA Amendments Act. She has also performed advocacy work for Amnesty International and the ACLU. She has worked on Capitol Hill as well, first as Acting General Counsel and senior attorney with the US Congress Office of Compliance, and later, as visiting Labor and Employment Counsel with the HELP Committee office of Senator Edward Kennedy. Cheryl currently serves as Policy Director for El Camino Career Services in Wheaton, Maryland, working to launch a new nonprofit advancing professional opportunities for Latino immigrants in the United States.



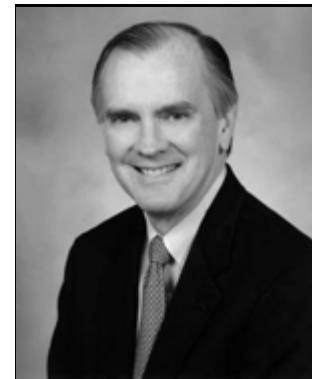
Cheryl Polydor

Sandman to Receive Justice Potter Stewart Award

WBAF Board member James Sandman has been announced as one of the recipients of the Justice Potter Stewart Award. He will be recognized at the **17th Annual Justice Potter Stewart Award Dinner** on May 9, 2013.

The award, established in 1997 by the Council for Court Excellence, is named to honor the memory and public service of the late Associate Justice of the U.S. Supreme Court. It recognizes individuals and organizations whose work on behalf of the administration of justice has made a significant contribution to the law, the legal system, the courts, or the administrative process in our nation's capital.

Mr. Sandman is President of the Legal Services Corporation (LSC), a nonprofit organization that functions as the largest funder of civic legal aid for low-income Americans.



James Sandman

Chapman Named Trial Lawyer of the Year & Elected to DC Bar Foundation Board

WBA Past President **Paulette Chapman** will be honored as the Trial Lawyers Association of Metropolitan DC Trial Lawyer of the Year at their **Annual Awards Dinner** on May 11, 2013. The awards honor attorneys who have demonstrated commitment to the protection of individual rights, the promotion of equal justice under the law, and the highest ideals of public service.

Ms. Chapman was also recently elected by the Board of Governors of the DC Bar to serve as a Director on the **DC Bar Foundation**. The DC Bar Foundation's mission is to fund, support, and improve legal representation of the poor, vulnerable, and otherwise disadvantaged in DC. It provides grants to a wide array of legal services groups that include the Legal Aid Society, Bread for the City Legal Clinic, DC Law Students in Court Program, and the Washington Legal Clinic for the Homeless. "It is an honor to serve on this board. I look forward to furthering the mission of providing grant money to the many excellent groups that protect those in our city most in need," said Ms. Chapman.



Paulette Chapman

Ms. Chapman is a Partner at Koonz, McKenney, Johnson, DePaolis & Lightfoot, LLP, and represents plaintiffs in personal injury cases.

Adler & Montoya Participate in ABA Bar Leadership Institute

WBA President-elect Jessica E. Adler, and Executive Director Carol Montoya, CAE, joined over 300 other emerging leaders of lawyer organizations from across the country at the American Bar Association's Bar Leadership Institute (BLI), March 13-15, in Chicago. The BLI takes place annually and offers staff and incoming officers of local and state bars the opportunity to network with and learn from ABA officials, bar leader colleagues, executive staff, and other experts on the operation of such associations. Sessions included bar leadership, governance, and communications.



l-r: WBA Executive Director Carol Montoya, ABA President-Elect James R. Silkenat, ABA President Laurel G. Bellows, WNA President-elect Jessica E. Adler.

Welcome New Members

Mandisa Berry
Aisha Bond
Christina Bortz
Gina Brewer
Yvonne Burnley
Jennifer Butler
Susan Cassidy
Margaret Cassidy
Chelsea Cerio
Erin Colleran
Emily Costin
Michele Craythorn
Danielle Diaz
Nkechi Ezekwe
Jessica Farrow
Taryn Fry
April Fuller
Danielle Garten
Courtney George
Melissa Gilmore
Catherine Gima
Christina Glover
Ellen Griswold
J. Rachael Hamlet

Tanikia Head
Ashley James
Carole Jordan
Leesa Klepper
Alexandra Klingenstein
Sarah Knapp
Laura Laemmle-Weidenfeld
Kathleen MacPherson
Laura Morris
Renuka Nagaraj
Maana Parcham
Marlon Paz
Megan Peloquin
Tara Plochocki
Kasia Preneta
Sarah Stanton
Iveta Steinhobel
Yaisa Strickland
Adriana Vieco
Mary Katherine Vigness
Alison Villarivera
Brandie Weddle
Kristin Wells
Heidi Whalen

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