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## Raising the Bar Editorial Board

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# At the Supreme Court, Number of Women Advocates Improving

By Tony Mauro, *Supreme Court Correspondent, The National Law Journal*

The dearth of women arguing before the Supreme Court is still a reality, but the numbers are improving, Supreme Court and appellate practitioners said Tuesday night.

"The pipeline is filling up with women," said U.S. Justice Department Assistant Attorney General Virginia Seitz—even as the court's docket of argued cases remains small and competition among attorneys to appear before the justices grows more intense. "It's a very small plate of meat with a lot of large dogs," Seitz said.

Solicitor General Donald Verrilli Jr. also pointed to a gradual increase in the number of women advocates, noting that in the final argument cycle of the last term, four cases were argued by women assistants to the solicitor general, "and each one was phenomenal. It was normal." The four were Elaine Goldenberg, Sarah Harrington, Ann O'Connell and Melissa Sherry. Verrilli said that of the 15 associates in his office, six are women and he has one vacancy.

Seitz and Verrilli spoke at an event sponsored by the Women's Bar Association of the District of Columbia at the DC offices of Morrison & Foerster. MoFo's Deanne Maynard, who has argued 13 cases at the high court, was also on the panel, as was Amy Howe of SCOTUSblog, who has appeared twice before the justices.

"If you want to be a Supreme Court practitioner you can set out and be one," Maynard said. "It's a meritocracy. I have not perceived in my career anybody holding me back because of gender."

DC practitioner Maria Mendoza, who has written about the low numbers of women and minority lawyers who argue at the high court, set the tone with a brief history. Women advocates were extremely rare before the mid-20th century, when Beatrice Rosenberg and Bessie Margolin argued numerous cases for the federal government. In November 1978, for the first time, women represented both sides in two cases in a row. Another milestone came in 1993 when a ladies' rest room was built near the lawyers' lounge at the court.

Citing a recent Associated Press survey, Mendoza said 17 per cent of the women who argued in the term just ended were women.

That same survey noted that only one African-American lawyer, a male, argued last term. Women of color arguing before the high court are extremely rare. Asked

about it, Verrilli said it was a matter of "significant concern" to him, but "I don't have a good answer." Seitz lightheartedly took some blame for the situation, having hired Leondra Kruger, who is African-American, away from the solicitor general's office recently to work for her in the Office of Legal Counsel.

Speaking to a mainly female audience, the panelists offered numerous suggestions on how to break into the exclusive club of Supreme Court advocates.

Verrilli urged women to develop specialties as he did early in his career. At Jenner & Block he specialized in telecom cases, also taking on pro bono habeas appeals, which gave him "an enormous amount of appellate experience."

Howe said the growing number of law school Supreme Court clinics offered "yet another opportunity" for women to succeed in appellate work. Seitz urged women to establish themselves in lower appellate courts as a good way to sharpen their advocacy skills before moving into Supreme Court advocacy. "I don't think the justices are listening as much as the circuit judges are," she joked.

Panelists were asked whether judges treat them differently than men. "They go after me as hard as they go after my male colleagues," Seitz said. Seitz, formerly a partner at Sidley & Austin, gained fame in 2003 for a crucial brief she wrote on behalf of former military officials in favor of affirmative action in the Supreme Court's *Grutter v. Bollinger* case. Yet during oral argument, justices referred to it as "the Carter Phillips brief," a nod to Sidley's veteran Supreme Court practitioner Carter Phillips, whose name was also on the brief. Asked if she felt disrespected at the time, Seitz said, "It never bothered me ... It was more of a compliment to Carter than an insult to me."

Verrilli said a Supreme Court clerkship is not a necessary prerequisite for Supreme Court advocates. "A significant number of lawyers in the SG's office did not clerk," he said. "It is not an ironclad barrier."

Howe cited Stanford Law School Professor Pamela Karlan's classic advice to women interested in appellate practice: "Clerk, work, and don't be a jerk."

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## Federal Judicial Nominations: August 2013 Update

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

Given the United States Senate is in its August recess, it is worth noting what the Senate has – and has not – done since the beginning of the year with regard to federal judicial nominations. The Senate left town after confirming Raymond Chen to the Federal Circuit, leaving 11 nominees waiting until at least September for a confirmation vote.

The federal courts continue to be plagued by high levels of judicial vacancies. Overall, there are 86 vacancies on the federal bench, 31 more than existed at the beginning of President Obama's administration. Thirty-five of those vacancies have been designated "judicial emergencies" by the Administrative Office of the U.S. Courts.

The U.S. Court of Appeals for the DC Circuit, with three vacancies, has more openings than any other circuit court in the country. Nominations to the DC Circuit, in particular, have been in the spotlight in recent months. In March, the Senate blocked the nomination of WBA member Caitlin Halligan to a seat on the DC Circuit for the second time, and she withdrew her nomination after waiting over two years for a confirmation vote. In May, the Senate confirmed former Principal Deputy Solicitor General Sri Srinivasan to the DC Circuit, leaving three vacancies on the 11-member court, one of which has been open since 2005. In June, President Obama nominated three outstanding individuals to fill the three open seats: Patricia A. Millett, Cornelia (Nina) Pillard, and U.S. District Court Judge Robert Wilkins. Ms. Millett and Ms. Pillard, both WBA members, had hearings before the Senate Judiciary Committee in July, and Ms. Millett was approved by the Senate Judiciary Committee on July 31. In September, the Senate Judiciary Committee is expected to hold a hearing on Judge Wilkins' nomination and vote on Ms. Pillard, with a Committee vote on Judge Wilkins expected in early October. Judiciary Committee Ranking Member Charles Grassley and some of his colleagues in the minority have repeatedly stated their view that the vacancies on the Circuit do not need to be filled, leading observers to believe that confirming these three exceptional nominees will be an uphill battle.

Jane Kelly and Patty Shwartz were confirmed to seats on the Eighth and Third Circuits, respectively, in March and April. There is still only one active woman judge on the Tenth Circuit, although there are two female nominees pending for that court. The disparities are even more stark for women of color, with seven federal courts of appeals without a single active minority woman judge. In addition, a number of women have been nominated who, if confirmed, would become the first woman judge in their district, including Landya McCafferty (nominated to the District of New Hampshire), Pamela Reeves (nominated to the Eastern District of Tennessee), Susan Watters (nominated to the District of Montana), and Elizabeth Wolford (nominated to the Western District of New York). This still leaves, however, ten districts where there has never been a woman judge. And there is not a single Native American federal judge, either male or female, in the entire country.

Also of interest to the DC legal community, Ketanji Brown Jackson was confirmed to a seat on the district court for the District of Columbia in March. Following Chief Judge Lamberth's retirement, however, another vacancy on that court currently exists (and if Judge Wilkins is confirmed, there would be an additional vacancy).

So the federal courts continue to struggle through a longstanding vacancy crisis. If the Senate were to vote on all of the current judicial nominees, they would not only address the vacancies, but also increase the diversity of the federal judiciary. There are 24 women among the 45 current nominees, including Patricia Millett and Nina Pillard. But a minority in the Senate has made clear, especially with regard to the DC Circuit nominees, that it will continue to drag its feet on confirming federal judges.

Unfortunately, when federal courts are not working at full capacity, many people around the country are forced to wait for justice.

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For more information:

On women in the federal judiciary, see <http://www.nwlc.org/resource/women-federal-judiciary-still-long-way-go-1>.

On the diversity of the federal judiciary more generally, see <http://www.whitehouse.gov/infographics/judicial-nominees>.

On how to contact your Senators regarding DC Circuit Court nominees, see <https://secure2.convio.net/nwlc/site/Advocacy?cmd=display&page=UserAction&id=953>.

# Calm Your Fear of Public Speaking

By Theresa Hyatte, Co-President, MorganHyatte LLC

The fear of public speaking is widely recognized as common. In researching this article, I searched the Internet for statistics on public speaking and other common fears, such as death and skydiving. I was not surprised to see a large number of websites reporting that almost all of us have anxiety about public speaking. In contrast, I was surprised to see websites offering therapy and even medication as a means of resolving these issues. Although I recognize the benefit that these treatments may provide under stressful circumstances, my initial reaction was, "Therapy and drugs for public speaking? Isn't that a bit extreme?" Then I considered the risks we take any time we speak and open ourselves to criticism. And now that mobile phones can videotape a presentation and upload it onto YouTube before the audience has left the room, any speech can be immortalized instantaneously. Attempting to make a speech or presentation these days, without the right kind of preparation, is tantamount to jumping out of a plane without a parachute.

Notwithstanding the risk of embarrassment and anxiety, public speaking remains a critical skill for success. Most people do not have the opportunity to speak in public with a frequency that allows them to become comfortable. Therefore, my first recommendation to a client who suffers from stage fright is to stop fighting his/her nerves. It is a waste of time and concentration. Nor should you want to eliminate those feelings altogether. While uncomfortable at first, they provide an extra jolt of energy that makes for a compelling presentation – a key component of successful public speaking. Although I have found this to be generally good advice, it may be helpful to have a more practical tool as well.

As with any performance, preparation for a speech or presentation is crucial. Scott Morgan, my business partner, and I have dissected this process down to a handful of strategic steps that, when done well, can build enough confidence to counterbalance nervousness. In this article, I would like to focus on one of these steps – personal connection.

Personal connection means telling the audience why the topic is important to you personally, as a human being. When your personal connection to the subject

matter is strong and clear, it lends credibility and authenticity to everything you say. It may seem counterintuitive, but a speaker discussing a topic that has a meaning on a personal level is less likely to succumb to anxiety to the detriment of the presentation. The importance of the message carries the messenger through any

feelings of distress. Passion affects fear the same way a parachute slows a dead drop into a controlled fall.

I recognize that drafting a presentation to take into account your personal connection to the topic may be uncomfortable, especially as an attorney. I know from my own experience that we, as lawyers, have been trained to keep our personal and emotional lives separate from our profession – in fact, we have such obligations under the rules of professional conduct and ethics. However, there is a time and a place for everything, and good communication in the context of public speaking necessitates that you understand why your topic is meaningful to you before you can expect the audience to agree with you and pay attention.

Establishing personal connection requires you to do a little soul searching to figure out why a topic matters to you personally and not just professionally. Its value as a communication tool is well worth the effort because it deepens your understanding of the material and may also resonate with the audience. You might start by considering the following questions:

- Why did you devote yourself to this area of law?
- Is the case or regulation good news or bad news?
- Where are the hidden traps?
- What issue keeps you awake at night?
- What are the consequences if the issue is not handled well?

*“When I am anxious about an upcoming presentation, I simply accept that I am going to be nervous and try not to let my anxiety interfere with the goal at hand.”*



Using your personal experience to answer these questions can be tremendously helpful in building credibility and establishing rapport with your audience. While it may feel risky to insert such comments into your presentation, bear in mind that you should not literally say, “My personal connection to the topic is...” Nor do you need to divulge the backstory that prompts your strong reaction to the topic. Often a simple nod to the deeper relevance will suffice. Perhaps more profoundly, inserting personal connection allows an audience to participate on more than just an intellectual level.

The examples below demonstrate the impact of personal connection by providing a neutral statement followed by a similar statement that includes a personal connection to the topic. These examples merely illustrate a few of the benefits of inserting your own experience into plain vanilla topics:

**Neutral Statement:** I spend extra time each week working on pro bono matters for nonprofit corporations. This work gives me the opportunity to learn a new area of the law while donating my services as recommended by both ABA Model Rule 6.1 and my state bar’s corresponding ethics rule.

**Statement with Personal Connection:** Pro bono work allows me to devote my time to nonprofit organizations that I think are providing important services for the benefit of our community, such as The Nonprofit Organization. Not only am I meeting my obligations under the rules of professional conduct, but I also get to spend valuable one-on-one time with a client.

**Neutral Statement:** I am a third year associate and I would like to welcome you to The Law Firm. Please find the Firm’s Manual in front of you and review it. The Manual has all of the policies and procedures that apply to you, including those covering clearance for trading in securities and other transactions. I have attached my card with my extension in case you have any questions.

**Statement with Personal Connection:** I know it can seem overwhelming to start your career in a new firm, but many of my colleagues and I have had this same experience and lived to tell about it. I remember when I attended this meeting three years ago. I was inundated with a lot of information, such as the enormous manual in front of you. I would like to go over what I would have found helpful to learn from the very beginning.

Personal connection is just one in a series of preparation steps, but it helps you tap into your passion for a particular topic. Knowing why a topic is of importance to you may give you greater confidence that your presentation will matter to the audience and earn their attention. As previously suggested, your passion may also serve as a parachute that will help you adjust to unpredictable nerves prior to speaking. When I am anxious about an upcoming presentation, I simply accept that I am going to be nervous and try not to let my anxiety interfere with the goal at hand. Instead, I focus on the things I can control. I work through a series of preparation steps, often referring back to my teaching materials, and I always make sure to include my personal connection to the topic. As Scott often says, “The goal is not to make the butterflies go away, but to make them fly in formation.”

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*Theresa Hyatte is Co-President of MorganHyatte LLC, in Washington, DC, which provides group training and individual coaching to corporate executives and attorneys in communication skills, including public speaking, media training, interpersonal communications, job interview skills and networking. Scott Morgan, Co-President of MorganHyatte LLC, assisted in the preparation of this article. Please e-mail the author at [theresa@morganhyatte.com](mailto:theresa@morganhyatte.com) with questions about this article. Copyright ©2013, MorganHyatte LLC, [www.morganhyatte.com](http://www.morganhyatte.com). All rights reserved. Quotation with attribution is permitted.*

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# Tips for Moving Abroad: Lessons from Three Years in Istanbul

By Anna Rappaport, *Excelleration, LLC*

*Anna Rappaport spoke at our July Career Development Committee program titled, "How I Created a New Life in and Ancient Land." These are her top pieces of advice for lawyers thinking of moving abroad.*

- (1) As an American lawyer, you have a lot to offer. We may be a dime a dozen in DC, but in other places you will have a very unique set of skills and experiences, which can be particularly useful in non-English speaking, non-western countries.
- (2) Visit your country of interest and meet with people. Sending resumes from 3,000 miles away is unlikely to yield results. On the other hand, calling someone and saying, "Hi, I'm an American lawyer. I'm moving to Portugal in October and will be visiting your city in two weeks" will likely get you a meeting. Of course, getting introduced first would make it easier, but even if this is done cold, you would be surprised at how frequently you will get positive results. If a lawyer from Costa Rica or Namibia or Italy called you and asked to meet with you for 20 minutes to get advice on transitioning to the US, wouldn't you try to make time for them?
- (3) Choose a place where you like the pace of life and the interactions with the people; a place that feels like it could be home. There are times when we should make decisions based on logic and times when our hearts should decide. Where to live is a heart decision. A couple years could turn into something permanent, so choose a place that feels right.
- (4) Use your extended network. Your most useful connections may come from a fellow WBA member whom you have never met, or someone you met five years ago and barely remember but somehow stayed connected with on Facebook. Saying, "Joan Smith suggested I speak with you," gets people's attention and, generally, will yield results, even if Joan is a third degree connection or someone you met on a train.
- (5) Teaching in a university could be a great way to get your foot in the door in a foreign legal community. Though, you may have to explain the American legal education system to people so that they will understand that you are qualified to teach, since in most countries they would expect professors to have a Ph.D. in law. Or, if you are really serious about staying somewhere long term, you could always get a Ph.D. Generally, with a J.D., all you have to do is pay for a year of school and write a thesis.
- (6) Finding your ideal, beautiful home in the perfect location may not happen immediately; but it should be fairly easy to find somewhere that is adequate for a few months while you get your bearings and decide where you want to live. There are tons of resources, including Craigslist; you just need to ask around to find out which ones are applicable to your area.
- (7) Connect with other foreigners. People who have lived for a few years in that country can be a huge resource. Even if they are busy and not looking for more friends, they often will be happy to direct you to groups, websites, and other resources where you can make foreign friends, find housing, furniture, jobs, etc. Sometimes foreigners know things that locals do not know. Even if you want to focus on making friends with locals and do not want to be in the "foreigner scene," it is still very useful to get connected to this community.
- (8) Sorting out the legalities could be easier than you think. Of course, the specific laws and policies for living and working in another country will vary significantly, but here are a few things to keep in mind:
  - (a) Laws are not always as clear or as rigidly enforced as we might expect coming from the United States;
  - (b) You may be able to go on a tourist visa for a few months while you sort out the legal side of things;
  - (c) Laws can change quickly in other countries, so be sure to get the most up-to-date information.
- (9) Put aside your tendency to try to predict all potential problems and figure it all out ahead of time. The challenges you anticipate will probably turn out to be non-issues and the real difficulties will come from issues that never occurred to you. Of course, you will do all you can to prepare, but don't make yourself crazy.
- (10) The more bold your action, the more people will feel inspired by it and want to help you. "I am moving to Paris in January," will yield more results than, "I'm thinking about moving to Paris, maybe, if I can find a job." There is nothing wrong with being careful and cautious. However, committing to something, even in the face of not knowing how you will accomplish it, has a very different energy and sets you apart from all the people who want something but don't ever really pursue it.

*Anna Rappaport is an American lawyer and a business coach. She lived in Istanbul, Turkey from 2010 to 2013 and has recently returned to the U.S. She is offering free half-hour consultations about moving abroad to the first 10 WBA members who send an email to [anna@excellerationcoaching.com](mailto:anna@excellerationcoaching.com) with the subject line "WBA Free Consultation."*

## President's Column

By Jessica E. Adler, WBA President

This year, the Women's Bar Association of the District of Columbia is focusing on civility. Civility involves treating others with respect. The Golden Rule summarizes how to be civil in our dealings with others: "Do unto others as you would have them do unto you." Throughout the year, we will feature programming relating to this theme. In furtherance of this, our Career Development Committee is creating mentoring circles for a group mentoring experience and our Mentoring Committee is developing a mentoring program for one-on-one mentoring pairings. Many committees plan to host mentoring and networking programs this year. Our Community Projects Committee aids the community by organizing volunteer events and collecting donations and the Women's Bar Association Foundation continues to raise money for grants to support nonprofits that serve the legal and related needs of women and children.

We have an amazing leadership team this year. The board and co-chairs met in June for a retreat that included training, networking, and brainstorming programs for this year. Please keep an eye out for the WBA News & Events email, as we have many amazing upcoming programs.

On September 19, 2013, we will officially kick off our bar year with our annual Stars of the Bar networking reception. At this event, we will honor individuals who have shown a commitment to civility throughout their careers, including those



Jessica E. Adler

who have demonstrated this through volunteering with and donating to the WBA. We will also present the Mussey-Gillet Shining Star award to **Lynn Milne**, Communications Law Forum Co-Chair. This is a free networking event, so invite your friends and colleagues to come and learn more about the WBA!

There are many ways to get involved with the WBA. If you are interested in becoming a co-chair, you can find the leadership application [here](#). We are also seeking nominations for our Woman Lawyer of the Year. If you have a potential nominee, please complete the [nomination form](#). Feel free to contact me at [jadler@jessicaadlerlaw.com](mailto:jadler@jessicaadlerlaw.com) if you have any questions or ideas for the organization. I hope to see you soon at one of our many wonderful upcoming events!

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## WBA Foundation

- WBAF President's Letter
- WBAF Donors



## WBA Foundation President's Letter

By Kirra L. Jarratt, WBAF President

The WBA Foundation will award \$50,000 in grants this year to nonprofits that are furthering our mission by serving the legal and related needs of women in girls in the DC metropolitan community. For more than 30 years, the Foundation has leveraged your individual contributions to support community organizations, with grants in recent years ranging from \$5,000 to \$10,000.

### Spread the Word

Nonprofit organizations have until 5:00 p.m. on October 4, 2013 to submit Letters of Intent explaining how they would use grants funds. We only support projects that further our mission. We do not fund political campaigns or general operating costs. And we prefer to support younger organizations or newer programs where our support is direct and measurable. Full details of our funding criteria are outlined on the Foundation's web page at [www.wbadcfoundation.org](http://www.wbadcfoundation.org). Do you know a nonprofit organization that would benefit from Foundation funding? Encourage them to apply!

### Watch our Video

To learn more about our current grantees, watch our latest video. We are supporting organizations that are providing women and girls with legal assistance and related social services. This year's grantees assist with legal matters related to domestic violence, homelessness prevention, teen dating violence and prevention, resettlement after incarceration, and health care.

### Like Us on Facebook

We regularly update our [Facebook page](#) with updates about our grantees and the Foundation's activities. Stay tuned here and follow us on Twitter ([@WBAF](#)) to stay abreast of grants announcements and updates.



Kirra L. Jarratt

### Save the Date

As a part of our community grant efforts, we also award a \$7,500 Founders Fellowship to a local law student to work during the summer at a nonprofit that furthers the Foundation's mission. Join us on October 29 as we host our [Annual Wine Tasting and Silent Auction](#), the proceeds of which benefit the Founders Fellowship, which will be awarded to a law student at the Howard University School of Law.

## WBAF Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between June 1, 2013 and July 31, 2013. These gifts will be used to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan community. For a list of all fiscal year donors and recognition of giving levels, visit [www.wbadcfoundation.org](http://www.wbadcfoundation.org).

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## Member Spotlight: Maria Mendoza

*Compiled by Mavis Gragg, Attorney, BuckleySandler LLP*

Maria Mendoza is a staff attorney at DC Law Students in Court Program, a program that was founded in 1968 by a consortium of DC-based law schools to provide free civil and criminal legal representation. Ms. Mendoza litigates civil trials before the DC Superior Court, conducts and defends depositions, writes and argues pre-trial motions, answers complaints, and drafts and negotiates discovery requests. She also briefs and argues appeals before the DC Court of Appeals. She enjoys the position, citing it as “a great opportunity to get hands-on litigation experience at a young age and represent people who may otherwise not have access to legal representation and justice.”

Ms. Mendoza is an active WBA co-chair, serving on the Amicus Brief, Diversity, and Mentoring committees. While she wishes she could be involved with more committees, by her own admission, “I need to sleep!” She is also the Vice President-Internal Affairs and a past-Secretary of the Hispanic Bar Association of the District of Columbia.

Ms. Mendoza is originally from New Mexico. She is a graduate of the University of Arizona, James E. Rogers College of Law, where she served on the Ninth Circuit Appellate Team and was a regional president for the Hispanic National Bar Association, Law Student Division. After law school, she pursued her dream of moving to DC, excited to be in a place where a lot of important decisions are made. From 2009-2010, Ms. Mendoza clerked for 2013 WBA Woman Lawyer of the Year, Judge Vanessa Ruiz of the DC Court of Appeals. She then joined a boutique firm as a litigator.

### WHY DID YOU JOIN THE WOMEN'S BAR ASSOCIATION?

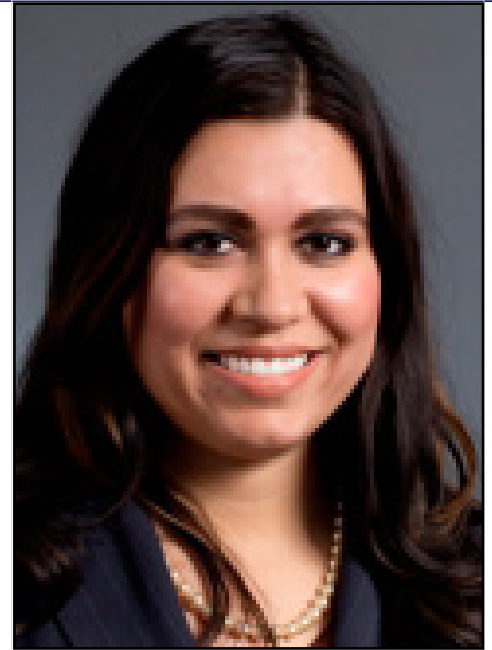
I heard of its wonderful reputation from people I respect and trust. I also saw all the wonderful programs the WBA organizes and thought “I need to be a part of this.”

### HOW DID YOU GET INVOLVED AND HOW DO YOU STAY INVOLVED?

I reached out to then-President-elect Jessica Adler to learn more about the WBA. She responded immediately and connected me to then-President Laura Possessky. I was really astonished at how generous they were with their advice and time. I continue to stay involved through the Diversity, Amicus, and Mentoring committees.

### WHAT BENEFITS DO YOU GET FROM BEING A PART OF THE WBA?

The WBA is a fabulous network! Everyone is very generous with their time and willing to give advice. They are also very committed to the advancement of the careers of women attorneys. The programming is also great because you can learn substantive and soft skills that you need to advance in your career. For example, there are workshops on networking and how to communicate effectively. I attended a terrific seminar called “You 2.0” by Ellen Ostrow, where we learned how to define our career goals and pursue them. This sounds like an obvious strategy to take, but it is not. A lot of times people will pursue opportunities that do not comport with their goals and I feel like that seminar gave me a lot of focus.



Maria Mendoza

### DO YOU HAVE A MENTOR/HERO?

My hero is certainly **Justice Sonia Sotomayor**. I remember the day she became a Justice of the Supreme Court and the pride I felt. On that day, I thought, “Hey, she made it and it really is possible to achieve your dreams.”

**Lyzka DeLaCruz** became one of my mentors through my involvement with the Hispanic Bar Association of the District of Columbia. Every time I have a sticky issue and I need guidance or when I need advice, she is there for me. **Lorelie Masters**, a past president of the WBA, is also my mentor. I admire her and I really want to grow up to be like her. I admire her commitment to public service, the advancement of women attorneys, and how she juggles the many, many hats she wears.

### WHAT WORDS OF ADVICE DO YOU HAVE FOR WOMEN NEW TO THE PROFESSION?

Get involved with associations like the WBA and use these associations as an opportunity to find a mentor, to develop your skills, and to really develop friendships that will carry you throughout your career.

### WHAT IS THE BEST ADVICE YOU HAVE RECEIVED?

The best advice I have ever received is to develop a plan for whatever you are pursuing, whether that is to be judge, equity partner, or anything else. Certainly, you need to be flexible because opportunities will come organically, but you need to have a plan that you believe in and that you are committed to following. Also, do not be afraid to pursue opportunities or courses of action if they seem scary at first. It is important to be willing to push yourself to new heights.

### IN WHAT OTHER ORGANIZATIONS ARE YOU INVOLVED?

I recently completed the [DC Bar Leadership Academy](#). That was a wonderful opportunity and I made great friendships with other talented lawyers who I greatly admire. I am the Vice President of Internal Affairs for the [Hispanic Bar Association of the District of Columbia](#). I am also involved in the American Bar Association and the Hispanic National Bar Association.

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## Committee & Forum Events

### Event Recaps

- [WBA Business Hour: Turkish Delight](#)
  - [Networking: Building Your Life One Contact at a Time](#)
  - [New Member Reception](#)
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## WBA Business Hour: Turkish Delight – Creating a New Life in an Ancient Land; An Interview with Anna Rappaport

*By Mavis Gragg, Attorney, BuckleySandler LLP*

On July 25, the **Career Development Committee** and **International Law Forum** hosted a WBA Business Hour featuring executive and leadership coach **Anna Rappaport** of Excelleration, LLC. Interviewed by the co-chair of the WBA's Career Development Committee, **Nancy Combs**, Ms. Rappaport spoke to the group about her experiences living and working in Istanbul, Turkey.

Although Ms. Rappaport previously lived in Japan and Thailand, she enjoyed a successful career as a litigator and eventually as an executive coach here in Washington, DC. In 2010, she and her friends created vision boards of what they wanted their lives to look like for the following year and Ms. Rappaport felt that she was not on track to create what she saw on her vision board. Then her father passed away. "I was having a really hard time getting my life back on track and finally I just decided I wanted a big change. Moving to another country was what sounded good to me," said the George Washington Law School graduate. A two and a half week vacation in Turkey gave her just the right amount of perspective to determine that she would uproot her life and her business to move to Istanbul.

Ms. Rappaport described the transition to living and working in Istanbul as pretty easy. Upon her arrival she was able to get temporary housing through Craigslist Turkey. She would later find nicer, more permanent housing through a real estate agent.

Ms. Rappaport said she was able to continue with her regular executive coaching business, since most of her client sessions were conducted over the phone. In order to develop new business in Istanbul, Ms. Rappaport employed many of the same strategies

she has used in the U.S. Through the use of Google, she developed a list of international law firms and companies working in Turkey and sent introductory emails to 30 of them. Ms. Rappaport's expectation was that some of the companies and individuals would hire her to edit English language documents. She said, "I thought 'we will start off with a little bit of editing and they will get to know me. Maybe coaching will come later.'" To her amazement, her initial effort resulted in coaching clients.

Ms. Rappaport also reached out to the alumni associations from both her undergraduate and graduate schools and joined organizations such as [International Women of Istanbul](#), [The Professional American Women of Istanbul](#), and [InterNations](#). Likewise, friends and colleagues helped her make connections with potential clients. Craigslist even proved to be helpful to her in an unexpected way. In her search for furniture on the popular site, Ms. Rappaport connected with a Canadian woman who introduced her to two Turkish attorneys, a wife and husband. The wife, a solo practitioner, hired Anna as her coach. As interviewer Ms. Combs pointed out, "good old fashioned networking" was key to Ms. Rappaport's success with business development in Turkey.

Successfully starting a new life and continuing her business in a new country was not without challenges for Ms. Rappaport, especially when it came to cultural differences. Although many expatriates are able to work and live in Turkey without speaking Turkish, Ms. Rappaport recommends learning the language so that you can enjoy a better social life.

New Turkish clients also meant that Ms. Rappaport had to make adjustments to how she worked with her clients. She explained that Turkey has a high context culture. It is not all about what is said. “In Turkey people really want to be able to look you in the eye so they can tell what your real intentions are,” Ms. Rappaport explained. Now she meets with many of her clients in person rather than on the phone.

Turkish culture also places more emphasis on flexibility and accommodating other people. According to Ms. Rappaport, it is not uncommon for someone to have unexpected visitors at work. “No matter how busy you are, you will take time to see that person,” she said.

Ms. Rappaport went on to explain that relationships are key in Turkey. She pointed out that many relationships and affiliations she has have helped her along the way, including teaching law at a university. Although she was reluctant at first to teach, Ms. Rappaport said that the university role became more “attractive” because it gave her access to a larger network.

Ms. Rappaport shared that she also knows that not having certain relationships or affiliations has been frustrating to some of her clients because “ten to twenty family-owned companies in Turkey own a huge percentage of the economy.” Thus, they get most of the business. Ms. Rappaport said she helps her clients deal with this fact by helping them develop relationships and draw attention to opportunities.

The conversation with Ms. Rappaport could not end without discussing the current circumstances in Turkey. She said she experienced some disruption in services, such as public transportation. She has not feared for her own safety despite tear gas coming into her apartment. However, she has feared for the safety of others including lawyers and doctors, many of whom are among the protestors. Nonetheless, Ms. Rappaport believes that people are really excited about the “prospect of true democracy.”

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## Tips on Living and Working in Turkey

- Ms. Rappaport utilized alumni connections when she was in Turkey.
- Talk to people. “Good old fashioned networking” can lead you to resources that can help you personally and professionally.
- There are American attorneys working at law firms in Turkey. Most do transactional law and were brought to Turkey by the firms that hired them.
- There is no Turkish “bar,” although the country will possibly establish one in the future. Instead an expatriate seeking to lawfully practice law in Turkey must have the same type of education as a Turkish lawyer. Ms. Rappaport noted that there are some Americans practicing Turkish law, although not officially. Otherwise, most American lawyers hold consultant-type roles in Turkish firms.
- Teaching is an alternative to practicing law. Ms. Rappaport noted that American lawyers are held in high esteem in Turkey. Plus, an affiliation with a university bolsters your reputation and can bring forth additional business, as it has for Ms. Rappaport.
- Ms. Rappaport says American lawyers in Turkey “have something to offer even if you are not clear on what it is.”
- Most people use real estate agents to help them find long-term housing. Most housing does not come with furniture or appliances. So, be prepared to buy your own.

**The Career Development Committee and International Law Forum** extend deep appreciation to [Navigant Consulting](#) for sponsoring this program.

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*For more tips on moving and living abroad, read Ms. Rappaport’s feature, “[Tips for Moving Abroad: Lessons from Three Years in Istanbul](#)” on page 6 in this newsletter.*



## Networking: Building Your Life One Contact at a Time

By Nancy L. Combs, Esq., CoChair, Career Development Committee

On a late-July evening, over 40 WBA members, law students, summer associates, and other legal professionals came together to learn about the number one tool for career advancement: networking. Presented by **Theresa Hyatte** and **Scott Morgan**, of [MorganHyatte, LLC](#), **Networking: Building Your Life One Contact at a Time**, was a high-energy, interactive, educational, and enjoyable workshop.

Many people think of networking as a business card collection exercise—she who has the most cards wins. But the savvy networker knows differently. For instance, it has been estimated that 70% of jobs are found through networking. And even if you are not actively looking for a job, networks can multiply your personal power by providing resources, advisors, ideas, opportunities, and information.

Recognizing that networking can feel awkward and uncomfortable, for even a seasoned professional, Ms. Hyatte and Mr. Morgan presented tools and techniques for overcoming nerves and jitters in making networking a natural part of your professional repertoire. Participants learned that foundational to effective networking is learning what to say, practicing it, and then mastering your presentation. In a series of round-robin exercises, participants developed their “elevator pitch,” then practiced ways to approach someone and engage them in conversation. But this was conversation with a purpose—to find a personal connection.

Finding a personal connection reduces the tension inherent in approaching someone. Further, finding a connection allows your personality to shine through, reducing the artificiality of the situation while increasing



your comfort level. It was stressed that finding a connection — school, kids, home town, favorite TV show — was not license for someone to be your new best friend. Nor was it entrée to boldly ask for something, i.e., a job. Rather, a personal connection begins the process of transforming a stranger into an ally.

The next step is to build upon the connection by investing in your ally. Something as simple as forwarding a current news article to an ally demonstrates that you are interested in her success and welfare. Following someone on Twitter, having the occasional coffee, e”Calm Your Fear of Public Speaking” on page 13 extending an invitation to an upcoming WBA event: all are ways to increase the strength of your relationship. Investing in and building upon a genuine personal connection is the way to create a vibrant and strong personal network. A network underpinned by genuine connections is the secret to building your life one contact at a time.

The **Career Development Committee** extends deep appreciation to [Wiley Rein, LLP](#) for hosting this event.

See also Ms. Hyatte’s feature, “[Calm Your Fear of Public Speaking](#)” on page 4 in this newsletter.

## New Member Reception

By Alison Cohen, Senior Policy and Regulatory Specialist, Association of American Medical Colleges, CoChair, Membership Committee; and Stephanie Spear, Manager, Building Codes Policy, The American Institute of Architects (AIA), CoChair, Young Lawyers Committee

On June 13, the **WBA Membership Committee** and **Young Lawyers Committee** held a reception to welcome new members and provide an opportunity to network and learn more about the WBA. Over 60 new members came to the event to sip wine, enjoy appetizers, and mingle with each other, WBA leaders, and other members who were present. It was a wonderful evening and clear that all who attended enjoyed the event and forged new connections within the WBA community. Thank you to everyone who came to the event for your energy and for welcoming the new members.



Special thanks to [Navigant Consulting](#), for providing the event space, and to [Uber](#) car service, for providing door prizes to the attendees.

## Members in the News

- [Judge Wald Awarded Medal of Freedom](#)
- [Monica Parham Elected to NCWBA Board](#)
- [Welcome New Members](#)

### Judge Wald Awarded Medal of Freedom

The Honorable Patricia McGowan Wald, 1984 WBA Woman Lawyer of the Year, will be awarded the [Presidential Medal of Freedom](#) by President Barack Obama. The ceremony will take place later this year at the White House.

After graduating as one of only 11 women in her Yale University Law School class, Judge Wald became the first woman appointed to the U.S. Circuit Court of Appeals for the District of Columbia, and served as Chief Judge from 1986 to 1991. She has been a long-time WBA member and supporter, appearing twice before us this year, in a [Women's History Month](#) event and to introduce our [2013 WBA Woman Lawyer of the Year](#), Judge Vanessa Ruiz.

In the announcement of medal recipients, Judge Wald is described as “one of the most respected appellate judges of her generation.”

The Presidential Medal of Freedom is the Nation's highest civilian honor presented to individuals who have made “an especially meritorious contribution to the security or national interests of the United States, world peace, cultural or other significant public or private endeavors.”

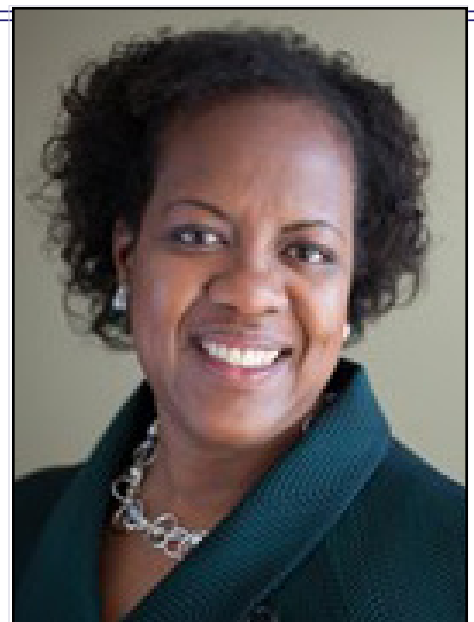
Judge Wald will receive the award along with 15 other recipients, including Ben Bradlee, President Bill Clinton, Loretta Lynn, Sally Ride, Gloria Steinem, and Oprah Winfrey.



*The Honorable Patricia  
McGowan Wald*

### Monica Parham Elected to NCWBA Board

WBA past president **Monica Parham** was elected to the Board of Directors of the [National Conference of Women's Bar Associations](#) (NCWBA) at its recent annual meeting. Ms. Parham is Diversity Counsel at Crowell & Moring, with full-time responsibility for coordinating the firm's implementation of its diversity initiatives. NCWBA is an organization of women's bar associations, for women's bar associations, representing approximately 35,000 women lawyers nationwide. It provides a national forum for exchanging ideas and information vital to organizational growth and success in today's profession.



*Monica Parham*

## Welcome New Members

The following persons joined the WBA in June and July 2013.

Jillian Wilson Ambrose  
Julia Alanen  
Amanda Norris Ames  
Prudence Beidler Carr  
Julienne Bramesco  
Shana Broussard  
Christine Casaceli  
Laura Chmar  
Margaret H. Claybour  
Alyse Constantinide  
Cameron Dupuis  
Kaitlin Fallon  
Laurie S. Fulton  
Mavis Gragg  
Nancy Wiegers Greenwald  
Cynthia D. Greer  
Amy Griggs  
Natalie Hayes

Christina Hughes  
Jahan S. Karamali  
Sonali Khadilkar  
Elena Komsky  
Lianne Labossiere  
Quinnie Lin  
Jennifer Lunn  
Naema Mallick  
Ashley Marshall  
Manar Morales  
Lauren Nussbaum  
Gabriela Prado  
Ashley Marie Romanias  
Tiana Russell  
Heather A. Sales  
Elizabeth A. Schuster  
Celina Stewart  
Nicole Stinson

Amy Elizabeth Weiss  
Melanie Westover  
Jennifer Williams  
Karen Boyd Williams  
Andrea Wooding  
Manasi Venkatesh  
Nakia L. Waggoner  
Anna Watterson  
Randi Weaver  
Denise Wengert  
Mary Kate Whalen  
Katherine M. White  
Carol Wong  
Elizabeth Wydra  
Christina Zahara Noh  
Alexis A. Zayas  
Tracy Zorpette

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

## Upcoming Events

Wednesday, September 11, 2013

### **Solo & Small Practice Monthly Luncheon**

*Presented by: Solo & Small Practice Law Forum*

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

Thursday, September 12, 2013

### **The Well-Spoken Woman: Tips and Techniques from Speech Coach and Author Chris Jahnke**

*Presented by: Environmental Law Forum, Career Development Committee & Litigation Forum*

Speech coach Christine K. Jahnke will discuss how to express your ideas with confidence, be polished and prepared, and earn the respect of any audience. Learn how to improve your presentation and public speaking skills.

Thursday, September 19, 2013

### **Stars of the Bar Reception**

The Stars of the Bar Fall Networking reception is the WBA's largest no-cost networking event and kicks off the WBA's program year. Join us as we honor women leaders who have served as role models in the legal profession. We will also be honoring Lynne Milne with the Mussey-Gillett Shining Star Award, as she has given above and beyond through her volunteer activities within the WBA.

Wednesday, September 25, 2013

### **Personal Branding: How to Stand Out from the Rest of the Crowd**

*Presented by: Career Development Committee*

When considering your next career move or leadership challenge, you need to know your brand. This is because your brand is the authentic articulation of who you are and why someone should hire or promote you. Professional Certified Coach Anne Collier will tell you how to develop and learn how to communicate your brand so that you stand out in the crowd. You will discover how to link your personal set of brand attributes (business expertise, competences and personality) to your own vision, mission and values, in order to differentiate yourself from others.



Thursday, September 26, 2013

### **The Law Library of Congress Presents: How to Conduct Free Online Legal Research**

*Presented by: Lawyers at Home Committee, Government Attorneys Forum, and Young Lawyers Committee*  
Experts from the Law Library of Congress will show you how to use resources such as THOMAS, Federal Digital System, Google Scholar, and more to answer questions from international law to civil procedure. After the presentation, you are invited to tour the Law Library of Congress.

Wednesday, October 2, 2013 (Kick-Off Meeting)

Weeks of Monday, October 7 through Monday, November 11

### **Peer-to-Peer Mentoring Circles**

*Presented by: Career Development & Mentoring Committees*  
Facing a career challenge? Needing a confidential sounding board? Friends and relatives are great for encouragement, but when you want to take it up a notch, a circle of trusted peer advisors is just what the savvy professional needs. Sign up for this 8-week program, where participants will explore personal branding, relationship building for business development, and effective communication skills.

Wednesday, October 9, 2013

### **Solo & Small Practice Monthly Luncheon**

*Presented by: Solo & Small Practice Law Forum*  
This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Thursday, October 10, 2013

### **Practical Strategies for Presenting Your Case Before the International Trade Commission**

*Presented by: Intellectual Property Law Forum*  
Our panel will discuss practical strategies for presenting a case before the International Trade Commission and provide an analysis of the Apple v. Samsung case.

Wednesday, October 16, 2013

### **Plaintiff & Defense Attorney Happy Hour**

*Presented by: Employment Law Forum, Litigation Forum, & Solo & Small Practice Forum*  
Mix & mingle with fellow litigators, both on the plaintiff & defense side, at the Science Club. Get to know each other in a friendly atmosphere over cocktails, instead of as opposing counsel.

Thursday, October 17, 2013

### **Happy Hour with the Insurance Law Forum**

*Presented by: Insurance Law Forum*  
Mix & mingle with fellow attorneys interested in learning more about insurance law and what the Forum has planned for this fall and winter! The WBA's Insurance Law Forum co-chairs will be on hand at Ristorante iRicchi to discuss their goals and priorities and want your input.

Friday, October 25, 2013

### **WBA Golf Classic**

The Golf Classic is back! This year's event will be held at the beautiful Country Club at Woodmore. We bring together attorneys, legal professionals, business partners, and vendors from the DC area for a day of recreation and networking.

Tuesday, October 29, 2013

### **WBAF 11th Annual Wine Tasting and Silent Auction**

*Presented by: Women's Bar Association Foundation*  
This year's event will benefit the WBA Foundation's Founders Fellowship at Howard University School of Law. The theme is Flavors of Fall and the tasting will feature weighty whites, rich reds, and pairings that emphasize the wines' fall notes – spice, smoke, and rich fruit.

Wednesday, November 13, 2013

### **Solo & Small Practice Monthly Luncheon**

*Presented by: Solo & Small Practice Law Forum*  
This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Wednesday, December 11, 2013

### **Solo & Small Practice Monthly Luncheon**

*Presented by: Solo & Small Practice Law Forum*  
This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Tuesday, December 17, 2013

### **Holiday Tea**

*Presented by: Communications Law Forum*  
The annual afternoon high tea promises to be a festive, delicious and congenial experience – the perfect way to celebrate the holiday season with your friends! Our Honored Guest is Jessica Rosenworcel, a Commissioner of the Federal Communications Commission.