

In This Issue

Features

Brand Yourself: Step 1—Establish a Powerful Mindset

By Anne E. Collier, MPP, JD, PCC, Principal, Arudia

From Women's Rights Advocate to Litigator to Mother to Painter—Transitions from Left Brain to Right Brain

By Elizabeth Langer

President's Column

By Jessica E. Adler, WBA President

WBA Foundation

WBA Foundation President's Letter

By Kirra L. Jarratt, WBAF President

Wine Tasting Raises Funds in Support of Founders Fellowship

By Mavis Gragg, Attorney, BuckleySandler LLP

WBA Foundation Donors

Committee & Forum Highlights

Success and the International Law Forum

By Nausheen Hassan, Staff Attorney, O'Melveny & Myers LLP, Co-chair, International Law Forum and Nora Whitehead, Associate, Haynes and Boone LLP, Co-chair, International Law Forum, with additional reporting by Julia Di Vito, CACI

An Evening at the Corcoran Gallery of Art

By Julia Di Vito, CACI

WBA Launches its First Peer Mentoring Program

By Nancy Combs, Co-chair, Career Development Committee, and Catherine

Pagano, Co-chair, Government Attorneys Committee

Rainmakers Reveal the Keys to Sustainable Business Development

By Nancy Combs, Co-chair, Career Development Committee

Member News

Hassan Elected CAMBA President

Kucinski Opens Firm

Farthing Joins Bose Public Affairs Group

Young Receives Good Scout Award

Judge Wald to Receive ABF Fellows Outstanding Service Award

Adler Participates in Dean's Diversity Council

Jarratt Named DC Bar Foundation Executive Director

In Memoriam: Suzanne V. Richards

Member Spotlight: Paulette Chapman

Compiled by Mavis Gragg, Attorney, BuckleySandler LLP

Upcoming Events

Raising the Bar Editorial Board

Beth Davidson

Step toe & Johnson LLP

bdavidson@step toe.com

Cynthia Hemphill

Trow & Rahal, P.C.

chemphill@trowlaw.com

Gail Alivia Pierce

Public Company Accounting

Oversight Board

pierceg@gmail.com

Tiffany Wynn

Crowell & Moring LLP

twynn@crowell.com

Staff Liaison: Carol

Montoya, CAE

carol@wbadc.org

Features

- Brand Yourself: Step 1—Establish a Powerful Mindset
- From Women's Rights Advocate to Litigator to Mother to Painter—Transitions from Left Brain to Right Brain

Brand Yourself: Step 1—Establish a Powerful Mindset

By Anne E. Collier, MPP, JD, PCC, Principal, Arudia

In fall 2013, Anne Collier presented a Brand Yourself workshop for the Women's Bar Association. The program walked participants through a five-step process to create their own personal brands. This article, the first in a series, takes a deep dive into Step 1: Establish a Powerful Mindset. Steps 2 through 5 will be featured in subsequent issues of Raising the Bar.

Ever since the changes to the legal economy in 2008, we know that distinguishing oneself from others is critical to getting a job, or work from colleagues and clients. This is true regardless of whether you are a partner, an associate, or law student. It's not enough to be smart and hardworking. You have to be known.

Establishing a powerful mindset is essential for many reasons, and projecting confidence is a necessary tool in every lawyer's tool belt. Part of what clients (and your colleagues) pay for is confidence. Well-placed confidence in the lawyer's strengths, thoroughness, and judgment. Clients and other lawyers need to know they can rely on you, and for that they know your carefully crafted and deliberate brand. Why? Because you do not want just any opportunity; you want the opportunities that showcase your strengths and expertise, propel you forward, and result in a successful and fulfilling career.

Many lawyers have difficulty selling themselves. They got A's in law school, they had no trouble passing the bar, and they work at prestigious firms. That should be enough, right? Wrong. You are competing with thousands of lawyers who did just that and do what you do. To distinguish yourself from others, you need a brand so that colleagues, clients, and the community understand the value of what you offer. To accomplish this you need a brand (which will be covered in Steps 2 through 5 of Brand Yourself), but first you need to establish a powerful mindset so that you will be able to create and deliver that brand successfully.

With this in mind, let's explore the five facets of a powerful mindset:

- (1) Know what holds you back from confidently articulating who you are and what you offer;
- (2) Substitute an empowering statement for what holds you back;
- (3) Be aware of your strengths, skills, and expertise;
- (4) Notice when you are in the flow; and
- (5) Develop a strategy for generating confidence as needed.

The first facet is to identify what you tell yourself when you are "selling" you. Are you worried you are a braggart? That you are saying you are better than others? What if you don't live up to what you say you can do?

Don't worry! This fear, these negative thoughts, these self-defeating feelings invade the thinking of many lawyers. Notice that whatever it is that you tell yourself is likely to be some version of the same negative message. Identify and deal with it.

Deal with it how? This is Facet 2. Simply notice the message and replace it with the appropriate empowering message. The following examples may help.

Replace your fears with . . . the truth about you!

"I don't know enough"	"I am smart"
"I don't have enough experience"	"I am a problem solver"
"Someone else knows more"	"I can figure it out"
"I haven't done this before"	"I love challenges"

Facet 3 is to become aware of your strengths, skills, and expertise. We often think work that is easy or enjoyable for us is easy for everyone, and therefore not the product of a strength, and therefore not to be valued. Stop right there! The key to success and fulfillment is to leverage your strengths – to do the work you find interesting, fulfilling, fun, and – yes – (relatively) easy! Know that what you find easy, others might find difficult, boring, tedious, and draining. Adam Smith had it right when he shared his ideas on division of labor over 200 years ago.



Anne E. Collier

In developing a keen awareness of your strengths, think about your accomplishments and the challenges you've overcome. Identify the types of problems that you are an expert at solving. Remind yourself of the work for which your colleagues praise you. Write this down and look for common themes. Themes might include ability to see the big picture, master of the facts, and knowledge of a very specific and narrow area of the law.

Facet 4 is to notice when you are in the flow. By "flow," I mean those moments when you are so engrossed in work that you lose track of time. This is a sure-fire sign that you are doing work you love, that you excel at, and that will likely be part of your messaging pyramid – your brand. It's also important to remember that these moments of flow are signs that you are making a contribution and you are good at what you are doing.

Facet 5 is to develop a strategy for generating confidence as needed. This is so you rock in tough situations such as a tense meeting, a settlement negotiation, trying a case, or presenting to your practice group, clients, or other audience. So how do you generate confidence at will? You:

- (1) Create your Best Self,
- (2) Establish routines to be at your best, and
- (3) Dress your brand.

To create your Best Self, identify four words or phrases that calm you down or rev you up, depending on what you need. The first two words reflect who you are when you are at your best. These words might include "in-charge," "wise," "high-end," "powerful," "strategic," "smart," and "insightful." The second two words

are aspirational. They are what you need to be, and can be with a little focus. If for example, you need to calm down, your words might include "centered," "unflappable," or "collected." On the other hand, if you tend to be a bit of a wallflower, your aspirational words might include "unforgettable," "colorful," or "memorable."

Once you have your four words, say them to yourself whenever you are stressed, nervous, or have to be "on."

Establishing routines that support well-being is key to long-term health and success. Some people do yoga, run, meditate, workout, or read first thing in the morning. Consider this: do you think about whether you will brush your teeth? Probably not. Apply that same principle to an activity like yoga that gives you time to reflect. When it just happens, when you don't have to think about it, the routine supports you in being at your best. You work hard – you are a legal athlete – and you need training routines that will help you win.

Don't forget to dress your brand. The clothes you wear and how you wear them make a statement about who you are and where you are headed. You don't have to spend a lot or strive to be fashionable; just look put together. Dress according to how you want to be seen in five years, not how you see yourself today, and by no means how you saw yourself five years ago.

Establishing a powerful mindset is critical to creating and being able to deliver your brand. Without a powerful mindset your brand will be like that pair of shoes that you love,

Volunteers Needed

Maximize your WBA membership by getting involved in a committee or forum: expand your network, hone leadership skills, and give back to the legal profession.

We have the following volunteer opportunities. Contact jade@wbadc.org or call 202-639-8880 if you would like more information or are ready to sign up.

Annual Dinner Planning Committee

The WBA and WBA Foundation Annual Dinner is going to be held on Wednesday, May 21, 2014 at the National Building Museum. Committee members work on promotions, honorary committee outreach, event logistics, and sponsorship solicitation.

WBA Historical Committee

WBA's historical archives are located at the American University Washington College of Law's library. We are looking for student volunteers to assist our committee with special projects as we delve into old photographs and documents.

Committee & Forum Co-Chairs

We are looking for leaders for the following committees and forums. If you are interested in being considered for co-chair position, please complete and return an [interest application](#). Co-chairs are asked to attend monthly meetings and are connected with a Board liaison for guidance and support.

- Amicus Committee
- Energy Law Forum
- Immigration Law Forum
- Membership Committee
- *Raising the Bar* Reporters

but are a little too high and hurt your feet when you wear them for more than 10 minutes. In other words, you can't deliver your brand without establishing a powerful mindset.

Anne Collier is Principal at Arudia, an executive coaching and training firm giving clients the tools to become strong leaders and effective communicators and to get what they want. The Brand Yourself workbook is available at Arudia.com.

From Women's Rights Advocate to Litigator to Mother to Painter—Transitions from Left Brain to Right Brain

By Elizabeth Langer

My path to women's rights advocate, litigator, mother, and painter was not straightforward. During my childhood, I loved drawing and had an active interest in medicine. Law was never in my scope. There were no lawyers in our family—my father was a psychoanalyst and my mother was a college professor—and my life was devoid of experiences that would foretell an interest in law.

After high school, I enrolled at Barnard College with no career plan. My senior year at Barnard, 1968, was an extraordinary year. During the spring, student protests upended the Columbia campus—protests over the university's involvement in military research for the war effort in Vietnam, as well as the university's plans to build a student gymnasium in Morningside Park, displacing many low-income black residents of Morningside Heights. Students for a Democratic Society was an active force on the campus, and the entire Columbia-Barnard community was involved in intense debate over the university's actions. From April 23 to May 22, 1968, 850 protesting students were arrested for criminal trespass. I was one of them.

Many students were injured during the Columbia protests after police cleared the campus. I spent a night at the Women's Detention Center in Lower Manhattan with six other Barnard students before being released on bail provided by a Barnard alumna. Most remarkable

about the experience was that students had closed down the university. Classes and exams were cancelled, and replaced by "teach-ins" about the war, racism, poverty, and the morality of protest. It was a transformative moment in history and a transformative moment in the lives of the students.

Oddly, the arrest turned out to have no adverse consequences in my life. Instead, perhaps it had positive consequences. I had taken a stand and crossed a line. Much to my surprise, years later when I applied for membership in the DC Bar, the Maryland Bar and more recently, the New York Bar, I passed muster with the Character and Fitness Committees. More surprisingly, years later (in 1976) I was hired by the U.S. Department of Justice under the Ford Administration and managed to secure "Secret" FBI clearance.

After graduation from Barnard, I headed to Chicago. Looking for work, I discovered that my degree in European History cum laude meant nothing in the real world. Each employment agency I visited required that I take a typing test for placement in a secretarial position. Those were the days of gender-based help wanted ads. In September 1969—after a year of drudge work in a quasi-secretarial position—I responded to a call for volunteers placed by the defense staff of the "Chicago Conspiracy Trial."

...(Continued on page 20)



Elizabeth Langer



Ode to H.M. (Collage) / 9 x 12



Elizabeth (Oil) / 15 x 12

President's Column

By Jessica E. Adler, WBA President

We are more than halfway through the bar year and it is flying by. I think this is largely due to our having such a busy and successful year. The WBA has had a packed calendar with a plethora of very well-attended events. The Communications Law Forum's annual Holiday Tea sold out over a month in advance. Our Evening Out at Ann Taylor drew well over 100 attendees. We had a successful Golf Classic, as well as many popular and interesting committee and forum events. We have very active, enthusiastic and engaged leadership. We also have reached close to 800 members for the first time in years!

The second half of the bar year is shaping up to be equally exciting. Our focus on civility will continue to be showcased throughout this year's programming. Our mentoring pairs will commence in the New Year, along with programs to support mentoring, civility, volunteerism, promotion of women in the profession, networking, and more. We hope that new members will join us for our New Member Reception on January 29, 2014, where they will have the opportunity to mingle with WBA leaders. Our largest event of the year, the Annual Dinner, will be held on May 21. I hope everyone can join us for this fun-filled evening at the National Building Museum. Please continue to check wbadc.org and our News and Events and register for some of our exciting upcoming programs.

There are many ways to get involved with the WBA. If you are interested in becoming a co-chair, you can [download a leadership application from our website](#). Please [let me know if you are interested in volunteering](#) for the Annual Dinner planning committee. Please follow us on [Facebook](#) and Twitter ([@WBADC](#)). Feel free to contact me at 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!



WBA Board of Directors

Officers

President
Jessica Adler
*The Law Office of
Jessica E. Adler*

President-Elect
Suzanne Reifman
*Vinson &
Elkins, LLP*

Treasurer
Josephine Harriott
*Howard University,
Office of the
General Counsel*

Treasurer-Elect
Cheryl I. Aaron
*Sutherland Asbill
& Brennan LLP*

Secretary
Shawnte Mitchell
*Emergent
BioSolutions Inc.*

Board Members

Kerri Castellini
*Feeney &
Kuwamura, P.A.*

Jill Dash
*American
Constitution Society
for Law & Policy*

Elaine Fitch
*Kalijarvi Chuzy
Newman &
Fitch PC*

Tonya Gaskins
*Morgan, Lewis
& Bockius LLP*

**Yolanda Hawkins-
Bautista**
Freddie Mac

**Bridget Bailey
Lipscomb**
*U.S. Department
of Justice*

**Celeste M.
Murphy**

Sonia Murphy
*U.S. International
Trade Commission*

Kathryn O'Neal

Elizabeth Scully
*Baker Hostetler
LLP*

Immediate Past President

Laura Possessky
Gura & Possessky, PLLC



Thank you to the WBA and WBAF Past Presidents who joined us at Lincoln Restaurant for the Past President's Dinner in November. We appreciate your continued support of both organizations!

WBA Foundation

- WBAF President's Letter
- Wine Tasting Raises Funds in Support of Founders Fellowship
- WBAF Donors



WBA Foundation President's Letter

By Kirra L. Jarratt, WBAF President

When her daughter's father choked Ms. W, she thought he would kill her. But she let him continue to live with her because he had nowhere else to go. He harassed her with constant threatening emails and text messages. She was very afraid and felt she could not be safe.

Fortunately, an attorney from a WBA Foundation grantee organization represented Ms. W and negotiated a consent order that required her abuser to stay away from her and granted her custody of their daughter and child support. The order also required her abuser to attend alcohol counseling before having any unsupervised visitations with his daughter.

Thousands of women like Ms. W in the DC community turn to the legal system each year for protection from domestic violence for themselves and their children. The WBA Foundation's funding provided a lawyer by her side and made all the difference. Without the WBA Foundation's help, Ms. W's story could have ended tragically.

The WBA Foundation is the only organization in the DC metropolitan area with the specific mission of supporting nonprofits focused on the legal and related needs of women and girls in our community. For more than 30 years, we have leveraged

the generosity of lawyers and friends like you to provide essential financial support to nonprofits serving vulnerable women and girls in our community.

Every year we invest substantial resources, time, and experience to find and evaluate potential grantees in order to provide funding for the most effective organizations and innovative approaches—specific projects where dollars have the maximum impact. In 2013, the WBA Foundation awarded grants to six local organizations whose programs meet our mission.

Yet every year, the WBA Foundation receives many more grant requests than the total number of grants we are able to award. In 2013, we received 20 applications for six awards. This year we received 33 applications. **The need is great.**

As we enter the holiday season and plan celebrations with family and friends, let's remember the women and girls in our community who are struggling to make ends meet with low-wage jobs, dealing with substandard housing conditions, trying to avoid homelessness, or fighting to keep themselves and their families safe from domestic violence and need the help of a lawyer to assert their rights.



Kirra L. Jarratt

You can make your gift on-line today. Just go to www.wbadcfoundation.org. Your gift matters. **Help us increase the number of grants we are able to award. Make a real difference to the women and girls in our community who, like Ms. W, need the legal system to work for them.**

PROUD MEMBER OF



**United Way
— of the National Capital Area —**

DESIGNATION #8914

Wine Tasting Raises Funds in Support of Founders Fellowship



l-r: Suzanne Reifman, WBA President-Elect; Kirra Jarratt, WBAF President; Brigida Benitez, DC Bar President-Elect; and Darshini Satchi, WBAF Board Member and event co-chair

By Mavis Gragg, Attorney, BuckleySandler LLP

On October 29, the WBA Foundation (WBAF) hosted its 11th annual wine tasting and silent auction. The event, with the theme, “Flavors of Fall,” offered supporters a chance to sample an exceptional lineup of wines from New Zealand, Europe, South America, and the United States. The event took place in the offices of **Hogan Lovells US LLP** in downtown DC.

At the onset of the event, about 100 guests gathered in the reception area, where anticipation about the

goodies awaiting them inside wafted through the air. Guests had the opportunity to socialize with fellow WBA Foundation supporters and WBA members and friends while eating delicious hors d'oeuvres. Throughout the evening, attendees were able to take a trip around the world, sampling wines with the expert guidance of staff from the **Curious Grape**, a Virginia-based, woman-owned wine shop and restaurant. The tasting experience was optimized with pairings of various cheeses, olives, and—perhaps most importantly!—chocolates.

In addition to the fantastic selection of wines, guests had the opportunity to get a head start on holiday shopping or to simply indulge by participating the silent auction. The diverse offerings included entertainment and dining options at area theaters and restaurants, works of art, leather goods, professional services, and gift baskets (designed by WBA Foundation Board members) overflowing with goodies.

Amidst all the excitement of wine tasting and bidding, WBA



Representatives from the Curious Grape discussed the characteristics of the wines available for sampling

WBA Foundation Board

President

Kirra L. Jarratt

American Bar Association

Vice President

Amy Bess

Vedder Price P.C.

Treasurer

Linda M. Jackson

Littler Mendelson, P.C.

Secretary

Lorelie S. Masters

Jenner & Block LLP

Assistant Treasurer

Kelly V. Brinkley

United Way of the National Capital Area

Board Members

Kathleen Gunning

Government Counsel

Nancy A. Long

American Association of University Professors

Liz Medaglia

Government Counsel

James Sandman

Legal Services Corporation

Sudarshini Satchi

Carolyn P. Stennett

National Head Start Association

Andrea Tecce

Navigant

Gaffar Chowdhury

First Financial Group

Maureen Thornton Syracuse

United Way National Capital Area, Emerging Leader

WBA Board Liaison (ex-officio)

Suzanne Reifman

Vinson & Elkins, LLP



WBA Foundation President Kirra Jarratt



Gift baskets designed by WBA Foundation Board members were popular auction items.

Foundation supporters were able to celebrate the accomplishments of the foundation. **Jessica Alatorre**, the recipient of the [2013 WBA Foundation's Founders Fellowship](#), shared her experience working at the Tahirih Justice Center, an organization that provides assistance to immigrant women and girls who have been affected by violence. Each

year the WBA Foundation's Founders Fellowship provides an area law student a stipend to work with a local legal services provider on projects to benefit women and girls in the DC Metropolitan community.

Kudos to event co-chairs **Kathy Gunning** and **Darshini Satchi** on another fabulous event!.

Thank You to our Wine Tasting Sponsors!

CHAMPAGNE LEVEL

Invotex

WINE LEVEL

Connie Bertram

The Honorable Diane

M. Breneman

Jennifer Duane

Kathy Gunning

Ellen Jakovic

Nancy Long

SPARKLING WATER LEVEL

Marjorie Burnett

Anne Bushmiller

Paulette Chapman

Alida M. Dagostino

Tracy-Gene G. Durkin

Hazel Groman

Kirra L. Jarratt

Mira Marshall

Kendra Martello

Lynne Milne

Mytrang Nguyen

Monica Parham

Ilene Price

Diana Savit

Carolyn Stennett

Sarah Surwit

WBA Foundation Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between October 1, 2013 and November 30, 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.

\$500 - \$999

Navigant Consulting

\$100 - \$499

Deborah T. Ashford
Bernard B. Fulton III
Sherri Evans Harris
Vivian Huelgo
Kim Kendrick

The Honorable Gladys
Kessler
Bridget Bailey
Lipscomb
Tiffany Moore

Narda M. Newby
Nakeasha Sanders-
Small
Joi Sheffield
Carolyn P. Stennett

Up to \$99

Jim Alegro
LaKeitha Anderson
Nicole M. Austin-Hillery
Melanie Bates
Leila Carter Brown
Gaffar Chowdhury
Rhonda C. Holmes

Hugh Keith
Leslie J. Keyes
Carol Jones
Lorna E. Maloney
Lexer I. Quamie
Eric Rice
Rita M. Sampson

Diana Savit
Halima Sow
Marcel P. Stennett
Annamaria Steward
Jay Stewart
Josh & Bess Winston

Committee & Forum Highlights

- Success and the International Law Forum
- An Evening at the Corcoran Gallery of Art
- WBA Launches its First Peer Mentoring Program
- Rainmakers Reveal the Keys to Sustainable Business Development

Success and the International Law Forum

By Nausheen Hassan, Staff Attorney, O'Melveny & Myers LLP, Co-Chair, International Law Forum and Nora Whitehead, Associate, Haynes and Boone LLP, Co-Chair, International Law Forum, with additional reporting by Julia Di Vito, CACI

Success was a running theme for the **International Law Forum's** two events in November 2013. The first was an excellent panel discussion on November 6 entitled "How to Get a Job in International Law," co-sponsored with the [Washington Foreign Law Society](#). The second was a delightful event on November 14 co-sponsored with the WBA Board's Development and Fundraising Committee: "An Evening Out at Ann Taylor."

For the career panel, our very own **Kathryn O'Neal** (WBA board member and former co-chair for the International Law Forum) served as moderator and also lent invaluable assistance in securing speakers for the program. The distinguished array of panelists included **Mary D. Rodriguez**, Office of International Affairs in the Criminal Division of the U.S. Department of Justice; **Marilyn Tucker**, Georgetown University Law Center's Career Services Office; **Paulina Rudnicka**, ABA Rule of Law Initiative; and **Polly Snyder**, Clifford Chance LLP.

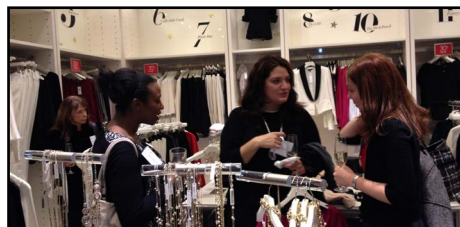
The panelists emphasized that there is no single approach to forging a career in international law, and that one should look for a variety of opportunities that may become available. Occasionally, these opportunities involve a "zigzag" in one's career path. In other words, establishing an international law career may involve a taking a step backward or sideways in one's overall career trajectory before making progress on this goal. The panelists encouraged the audience not to shy away from this type of development. For those without any current international law



How to Get a Job in International Law panelists, l-r: Mary Rodriguez, Polly Snyder, Paulina Rudnicka and Marilyn Tucker

experience, the panelists advised attendees to consider volunteer opportunities, CLE courses, internships, and bar associations that focus on the desired area of interest. To finish the program, we held a drawing for a free copy of *Careers in International Law*, courtesy of the American Society of International Law. The lucky winner was **Adam Mauntah** of Canada's Department of Justice – he was visiting from Ottawa.

This event was very popular, with over 80 attendees. After the panel concluded, everyone mingled and sampled appetizers while the speakers graciously spent time chatting with attendees individually, with long lines forming for each panelist as well as the moderator. Everyone from students and recent



graduates to current international law practitioners gave feedback that they found the program to be very insightful. We also signed up some attendees as new WBA members... a true mark of success!

On November 14, the International Law Forum hosted "An Evening Out at Ann Taylor," a shopping, networking, and fundraising event at Ann Taylor near Metro Center. The night – which included champagne, sweet treats, and a fashion show was a terrific success, raising over \$2,500 for the WBA.

The event featured a "Courtroom to Cocktails" modeling demonstration where WBA members modeled a variety of Ann Taylor looks, and demonstrated how to transition the looks from daytime to a casual evening outing or to a professional networking event.

We also arranged to host a drop-off at the event for a clothing drive by [Dress For Success](#), whose mission is to promote the economic independence of disadvantaged women by providing professional attire, a network of support, and the career development tools to help women thrive in work and in life. In addition to providing free professional suits and clothing to low-income women seeking employment, Dress for Success also offers a career center, job searching support, and financial literacy education. This event was the perfect opportunity for attendees to donate items from their closet (benefiting

Dress for Success) to make room for their new purchases from Ann Taylor (benefiting the WBA)! In fact, the large donation box for Dress for Success filled to capacity and Ann Taylor provided additional bags to carry out all the donated items they received.

WBA also collected travel-sized toiletries, small toiletry bags, make-up bags, and reusable grocery bags to benefit [Bread for the City](#), a 2013 WBA Foundation grant recipient. The organization provides vulnerable residents of Washington, DC, with comprehensive services, including food, clothing, medical care, and legal and social services, in an atmosphere of dignity and respect.

The International Law Forum enjoyed working with **Yolanda Hawkins-Bautista** of the WBA Board's Development and Fundraising Committee on the Ann Taylor event. What's more, we received such an outpouring of positive feedback that we hope to turn this into an annual event and continue cultivating a meaningful partnership between the WBA and Ann Taylor.

Stay tuned for the events we have planned for spring 2014, including a joint happy hour with various international law organizations, a speed mentoring event focused on international law, a panel discussion on international arbitration, and a presentation on women in the judiciary, and legal roles in the Muslim world.

An Evening at the Corcoran Gallery of Art

By Julia Di Vito, CACI



On October 23, 2013, the **Tax & Business Law Forum** hosted an Evening at the Corcoran Gallery of Art. After enjoying drinks and light hors d'oeuvres in the museum's café, WBA members took a tour of the Corcoran's new installation called "[American Journeys – Visions of Place](#)" led by WBA members and Corcoran docents **Stephanie Schlatter** and **Mavis Gragg**. The "American Journeys" installation is divided into four sections: "Pride of Place: The New Nation," "The Lure of Paris," "New York in the New Century," and "Beyond Borders," and features 125 works of pre-1945 American paintings and sculptures.

WBA Launches its First Peer Mentoring Program

By Nancy Combs, Co-Chair, Career Development Committee, and Catherine Pagano, Co-Chair, Government Attorneys Committee

This fall, 13 WBA members pioneered our first-ever WBA Peer-to-Peer Mentoring program. The program began with an in-person, kick-off meeting facilitated by Ellen Ostrow, Principal, [Lawyers Life Coach](#). Mentoring circles are found in many professional organizations and come in many varieties. Successful circles share certain commonalities, such as the goal of professional development, confidentiality, and regularity. For this program, participants were assigned to one of two circles which were peer-led by Career Development Co-Chairs **Cathleen Szebrat** and **Nancy Combs**.

At the first meeting, participants heard key stories from new colleagues, mapped out each circle's unique strengths, and learned active listening skills and how to be both a mentor and mentee.

Following the kick-off meeting, participants met via six weekly, evening teleconferences. Facilitated by Ms. Combs and Ms. Szebrat, teleconference participants crafted specific, measurable career (SMART) goals. Week by week, members shared individual "wins" and discussed tips and innovative ways to tackle troublesome career obstacles. These non-attribution discussions provided a safe and supportive environment for participants to be both mentor and mentee, sharing ideas, encouragement, and feedback to one another.

There were additional opportunities for engagement: some circle members attended the *Developing Your Personal Brand* workshop presented in September by Career Development Co-Chair **Anne Collier**. They were then able to dive deeper into the topic with circle members in October. Some participants who began the thought process of business development during the circle sessions, were able to flesh out their ideas with advice from the *Rainmaking: Building Relationships for Sustainable Business Development* panel held in November.

Catherine Pagano, a new Career Development Committee co-chair, was one of the program participants. She recounts, "I was both challenged and supported by our caring and supportive peer group and by our stellar coaches. I also gained a new focus on career and life goals, and forged new ways to overcome challenges, as our course evolved. Through weekly readings, exercises, and discussions on branding, business development, and communications skills, confidence in my ability to forge

new goals and actually achieve them grew. Thanks to this class and my peer colleagues and coaches, I have new skills to work on and an evolving map to help me discover new, future career adventures. And most important, I made new friends, who give me invaluable insight on my future, and who appreciate my ability to help them discover theirs."

The genesis of the Peer-to-Peer program came out of the February 2013 *You, 2.0: Stepping Out and Creating Your Own Path to Success* workshop. That workshop was launched in support of Phase IV of WBA's [Initiative on Advancement and Retention of Women](#), entitled *Re-envisioning the Path: Being a Woman Lawyer in the 21st Century*. Phase IV of the Initiative addresses the disparate impact of the economic recession on women lawyers. Noting that the already existing challenges women face in professional advancement are compounded by the rapid transformations in the legal profession arising from the industry's response to economic conditions, the *You, 2.0* workshop participants used interactive exercises to develop strategies and tactics for clarifying their values, planning their paths, defining their brands, and taking control of their careers.

Immediately following the February event, one participant mentioned coming away feeling excited about the workshop's exercises, but lacking the support to follow through on her own good personal intentions. Additionally, other WBA members have requested more pragmatic and "how to" programming from the Career Development Committee. Consequently, the idea for mentoring circles

Mentors Needed

The Mentoring Committee is seeking mentors to advise young lawyers and law student members of the WBA for its one-on-one mentoring initiative, which will launch in January 2014. All levels of experience are welcome! Mentoring is a great opportunity to contribute to the development of women lawyers and law students.

If you are interested in becoming a mentor, please email Svetlana Gans at sgans@ftc.gov and Maria G. Mendoza at g.maria.mendoza@gmail.com.

addressing specific topics for personal professional development was conceived.

If implemented as an ongoing WBA program, future circles could employ a guided topic approach or alternatively employ some sort of topic crowd-sourcing.

Post-pilot program feedback is in progress and will help to inform this area. Initial feedback suggests the first Peer-to-Peer Mentoring Program was a positive and beneficial experience for participants. Members interested in sponsoring their own circle should to contact Nancy Combs at nancycombs@verizon.net

Rainmakers Reveal the Keys to Sustainable Business Development

By Nancy Combs, Co-Chair, Career Development Committee

The Career Development Committee recently sponsored a panel on Building Relationships for Sustainable Business Development. Moderated by **Lisa Horowitz**, Principal, LBH Consulting Group, the lunch time panel encompassed members from varied backgrounds who provided a wealth of experiences and lessons learned. The panelists were **Diane Ambler**, Partner, K&L Gates LLP; **Tracy G. Durkin**, Director, Stern, Kessler, Goldstein & Fox P.L.L.C.; **Daphne O'Connor**, VP and Associate General Counsel, Altria Client Services; and **Laura Possessky**, Partner, Gura & Possessky, PLLC.

The panel first discussed what defines a successful client relationship. Citing trust as the foundation to any client relationship, members offered techniques and tips on how to encourage and develop this central characteristic. They suggested that attorneys focus on the fit between the services the client needs and those offered by the attorney and then establish clear expectations.

Developing and using good listening skills was listed as a must. In addition to being a good listener, asking questions outside of your area of expertise indicates a willingness to learn and desire to become a true partner and counselor to your client.

Finding out what magazines, trade publications, and news services your client follows, and then reading them yourself, is one way to go the extra step. Following developments and trends that impact your client's business will allow you to anticipate their issues and help resolve any problems in a timely manner.

Building a book of business was the next item of discussion. Many attorneys are intimidated by this aspect of practicing law, but as one panel member noted, it is a skill set that provides independence and peace of mind. Having your own book of business gives you the freedom to move around if your situation should change.

Hiring a business development coach is a great investment for setting up a plan to develop a client base, as well as to practice your approach when asking a prospective client for business. Many attorneys find it difficult, or at least uncomfortable, to make "The Ask." However, you may never close the deal if you wait for a potential client to offer the business to you.

The "Pest Approach" was another tip provided by a panel member. Here, you stay in contact with the potential client every few weeks or months by providing useful information to the client. Useful, it was stressed, does not mean glossy brochures marketing your firm, but rather, an item that demonstrates you have put some thought into it and that it actually meets your prospect's needs.

Alternatively, an attorney building her book needs to unqualify potential clients so as to not waste precious energy and time. A monthly review and priority reallocation of prospects allows you to better focus your efforts on a potential client you are more likely to persuade.

And finally, don't neglect the internet. Potential clients are turning to the web to find legal solutions and you want to make sure they can find you. Schedule a regular review of your web site—especially your biography—to ensure it is up to date and contains the "magic words" for which your potential client will be searching. Periodically Google your name and your firm's name or by search terms a client might use (the "magic words") to see where your firm shows up. And don't forget LinkedIn—your firm should have a profile, and so should you.

Increasing your internet footprint should complement your efforts outside of office hours. Speaking engagements, writing an article, teaching a bar course, and planning a WBA event, were all cited as great ways to gain visibility with potential clients and other attorneys (referrals from other attorneys are a terrific source of business). Classic networking was also emphasized as a key to developing a client base.

So how does the busy attorney keep track of all this? Panelists offered the following tips on how to organize efforts and hold yourself accountable:

- Hold monthly meetings with partners to review progress made on “to do” lists of action items intended to build business.
- Develop new approaches for tackling the “to do” items that inevitably are delayed.
- Put your plan in writing and regularly review it for progress.
- Find a “business development buddy,” similar to an exercise partner, with whom you can brainstorm and strategize.

- Attend the monthly WBA Small and Solo Practice Forum luncheons.
- Join practice area organizations focused on inside or outside counsel (all potential clients).
- Don’t view other attorneys as rivals, but as potential referral sources.

In addition to these tips, audience members were provided a bibliography (reproduced below), courtesy of LBH Consulting Group, as a starting point with which to build their own Rainmaking Library.

The Career Development Committee is extremely grateful to **Vinson and Elkins, LLP**, for hosting this event, and extends thanks to **Theresa Hyatte** of MorganHyatte, for assistance in producing this article.

Rainmaking: Building Successful and Sustainable Business Relationships Bibliography

Books

Bixler, Susan, [Five Steps to Professional Presence](#), Adams Media Corp., 2001

Holtz, Sara, [Bringin’ In The Rain](#), Client Focus, 2008

Maister, David, Green, Charles & Galford, Robert, [The Trusted Advisor](#), Free Press, 2000

Green, Charles & Howe, Andrea, [The Trusted Advisor](#) Fieldbook, Wiley, 2012

Sheth, Jagdish & Sobel, Andrew, [Clients for Life: Evolving from an Expert for Hire to an Extraordinary Advisor](#), Simon & Shuster, 2000

Articles and Websites

www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are.html: Cuddy, Amy, Your Body Language Shapes Who You Are

www.businessacademy.com: podcasts, videos, and business scenarios

www.businessdevelopmentacademy.com: Making the right impression in a business development meeting

www.winningbusiness.net/documents.html: (i) The Secrets of Creating Rapport; (ii) The Secrets of Working a Room; (iii) The Secrets of Staying in Touch

www.forbes.com/sites/thesba/2013/04/25/tips-for-building-long-term-client-relationships/: Tips for Building Long-Term Client Relationships

www.inc.com/jeff-haden/9-habits-of-people-who-build-extraordinary-relationships.html: 9 Habits of People Who Build Extraordinary Relationships (April 2013)

www.law360.com/articles/459537/rainmaker-q-a-sterne-kessler-s-tracy-gene-durkin: Law360—Rainmaker Q&A: Sterne Kessler’s Tracy-Gene Durkin

Copyright LBH Consulting Group 2013

Leadership Sessions

Interested in being a leader? The WBA Nominations Committee is hosting two Leadership Information Sessions (Thursday, January 9 at 12:00pm, and Thursday, January 23 at 6:00pm). The sessions will include information about available leadership positions and responsibilities, and current WBA leaders will be on hand to answer questions about getting involved. Anyone interested in running for office in the upcoming 2014 WBA election or in seeking other leadership positions are especially encouraged to attend. There is no cost, but pre-registration is requested. Visit www.wbadc.org to sign up.

Member News

- Hassan Elected CAMBA President
- Kucinski Opens Firm
- Farthing Joins Bose Public Affairs Group
- Young Receives Good Scout Award
- Judge Wald to Receive ABF Fellows Outstanding Service Award
- Adler Participates in Dean's Diversity Council
- Jarratt Named DC Bar Foundation Executive Director

Hassan Elected CAMBA President

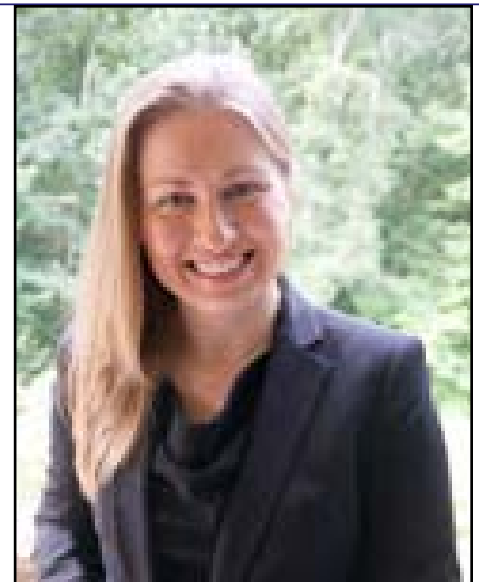
In November, **Nausheen Hassan** was elected to the inaugural Board of Directors and selected to serve as President of CAMBA, the [Capital Area Muslim Bar Association](#). A new bar association, CAMBA officially incorporated in March 2013 after operating informally for several years.

Hassan is a staff attorney and member of the Litigation Department in the Washington, DC office of O'Melveny & Myers LLP. Her practice encompasses both electronic discovery and international trade matters. She advises multinational clients on trade compliance issues regarding economic sanctions, export controls, FCPA, and anti-boycott measures. Hassan is co-chair of the WBA's International Law Forum.



Kucinski Opens Firm

Melissa A. Kucinski has announced the opening of her own firm, MK Family Law, serving clients in Maryland and DC. She will offer litigation, collaborative law, and mediation services in family law cases, as well as representation of children in contested custody litigation, and consultation in international and cross-jurisdictional family matters. Ms. Kucinski is adjunct faculty at the George Washington University School of Law, and served as a consultant to the Hague Conference on Private International Law in the Netherlands. She received an award from the American Bar Association Family Law Section in 2012 for her contributions to the field of family law, has been named a Superlawyer Rising Star for the past several years, and is published in a variety of law reviews on the topic of mediating cross-border family cases. She serves on several study and drafting committees for the Uniform Law Commission and its Joint Editorial Board for Uniform Family Laws. She is a long-standing member of the U.S. Department of State's Advisory Committee on Private International Law.



Farthing Joins Bose Public Affairs Group

Penelope Farthing has joined Bose Public Affairs Group LLC as senior advisor in the firm's Washington, DC office. The office focuses on government relations and public affairs, including issues management, political intelligence gathering and analysis, policy and partnership development, federal government engagement, state government affairs, strategic communications, event management, grassroots advocacy, PAC management, and procurement and compliance. Ms. Farthing is also Of Counsel to Bose McKinney & Evans LLP.

Ms. Farthing came to Bose Public Affairs Group from Patton Boggs LLP, where her practice as senior counsel included work for local governments, in addition to corporate and trade association assignments. Her government experience includes service at the Federal Communications Commission, Federal Trade Commission and United States Department of Agriculture. She previously worked in the legal department of Allstate Insurance and held the position Of Counsel at the American Insurance Association and at the American Retail Federation.



Young Receives Good Scout Award

WBA Past President **Joanne Young**, Partner, Kirstein & Young, PLLC, was honored as Attorney of the Year at the 2013 Good Scout Award Luncheon in December. She was honored for exemplifying the ideals of the Scout Oath and Law in her daily life. The event was attended by leaders in the legal services community and the proceeds supports the character-building programs of the National Capital Area Council of the Boy Scouts of America.

Ms. Young represents clients on commercial, regulatory, antitrust, and litigation matters, with a focus on the transportation industry. She has been president of the Washington Foreign Law Society, the International Aviation Club, and the International Aviation Women's Association. She has served on the WBA Foundation Board, Wesleyan University Board of Trustees, Industry Advisory Board of Embry-Riddle Aeronautical University, and ABA's Forum on Aviation and Space Law. She is the Vice President of the Republican National Lawyers Association and a member of the DC Bar Law Practice Management Steering Committee.



Judge Wald to Receive ABF Fellows Outstanding Service Award

The **Honorable Patricia Wald**, a two-time WBA Woman Lawyer of the Year recipient (1984 and 1992), will be honored with the 2014 American Bar Foundation Fellows Outstanding Service Award. The award will be presented at the ABA midyear meeting in February in Chicago. The award recognizes Fellows who have adhered for more than 30 years to the highest principles and traditions of the legal profession and to the service of the public.

Judge Wald was the first woman of the DC Circuit bench, where she served for 20 years, from 1979-1999, including five years as Chief Judge. She was the first woman to head Legislative Affairs in the U.S. Department of Justice. In 1999, she was appointed by U.N. Secretary-General Kofi Annan to serve as judge on the International Criminal Tribunal for the former Yugoslavia, where she sat on the first Srebrenica genocide trial. From 2002-2012, she was a member of the governing body of the OSI Justice Initiative, a member of the President's Commission on the Intelligence Capabilities of the United States Regarding Weapons of Mass Destruction, an advisor to the American Law Institute's Sentencing Project and a Co-Chair of the Advisory Board to DLA-Piper's New Perimeter Project. She is the recipient of the American Bar Association's Medal of Honor (2008) and the Presidential Medal of Freedom (2013).



Adler Participates in Dean's Diversity Council

WBA **President Jessica Adler** (third from right) was part of the American University Washington College of Law's Dean's Diversity Council program on October 30. Ms. Adler was part of panel discussion about resources available to students and the benefits of membership in bar associations. The program was presented by the Office of Diversity Services.



Jarratt Named DC Bar Foundation Executive Director

WBA Foundation President Kirra Jarratt has been named Executive Director of the **DC Bar Foundation**, the District's largest private funder of free civil legal services for the poor. Ms. Jarratt was previously with the American Bar Association Governmental Affairs Office, where she focused on a variety of issues, most notably reauthorization of the Violence Against Women Act. She also served as General Counsel and FOIA Officer at the DC Department of Youth Rehabilitation Services and as Assistant General Counsel of the DC Child and Family Services Agency. Ms. Jarratt is a past president of the Greater Washington Area Chapter, an affiliate chapter of the National Bar Association, and currently serves on the DC Bar Board of Governors.



In Memoriam: Suzanne V. Richards

The WBA sadly notes the passing, on December 15, 2013, of Suzanne V. Richards. Ms. Richards was a WBA leader and mentor for women in the legal profession.

Among her many honors, Ms. Richards was WBA President in the 1977-1978 bar year. She was named the WBA Woman Lawyer of the Year in 1977. Ms. Richards was also the first female President of the Bar Association of the District of Columbia, serving in the 1989-1990 bar year.



Welcome New Members

The following persons joined the WBA in October and November 2013.

Nnenne Agbai	Kara Clunk	Sylvia B. Pacher
Saba Ahmed	Jenna Czaplicki	Tina Papagiannopoulos
Alia Alanizi	Danya A. Dayson	Julia Parnell
Jessica Alatorre	Kate Dumouchel	Monika Talwar Pohlmann
Jennifer Dorn Ambrose	Susan Elizabeth Duvall	Sharis Pozen
Linda Ammar	April Hope Gassler	Naeha Prakash
Sharity Bannerman	Erin Griffith	Anna Rappaport
Julia Bennett	Pamela Gully	Kirstin Riesbeck
Amy Biegelsen	Elizabeth Halterman	Sarah Catherine Rispin
Matilda Selma Bilstein	Radiance Walters Harris	Patricia Robbins
Jennifer A. Birchfield	Sandhya Harris	Pamela Hope Roth
Sondra Boddie	Joni Jacobs	Pamela Jo Rypkema
Monique Boyce	Phyllis Alene Jones	Christina Sarchio
Erika K. Brown	Angela Kondowe	Qian Sheng
Lauren Brown	Melissa A. Kucinski	Nia Fripp Smith
Lauren E. Burke	Jeanne Laurenceau	Yiota Souras
Donnice Butler	Jessica Lordi	Jana Steenholdt
Mallery-Jade Butler	Xixi Lu	Abigail Stokes
Karen R. Calmeise	Lisa McFarland	Alya Sulaiman
Carla Calobrisi	Mary Helen Medina	Lisa Ann Tekancic
Nancy Duff Campbell	Shelly Mulkey	Allison Van Valkenburg
Wanda Cannick	Connie Ng	Amanda Whelan
Allison Carle	Julie Nichols	Milne Young
	Sheila Novak	

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

Member Spotlight: Paulette Chapman

Compiled by Mavis Gragg, Attorney, BuckleySandler LLP

Paulette Chapman is a Partner at Koonz, McKenney, Johnson, DePaolis & Lightfoot, LLP, where she has been representing plaintiffs in personal injury cases since 1988. This fall, she was named a WBA “Star of the Bar” in recognition of her embodiment of civility through mentoring, volunteering, and giving back to help further the advancement of women in the profession.

Ms. Chapman has a long and storied history with the Women’s Bar Association. She was President in the 2003-2004 bar year and served on the Board of Directors as President-Elect in the 2002-2003 bar year. She held numerous positions prior to her tenure on the Board, including serving as Co-Chair of the Litigation Committee and Golf Classic, and being a member of the Executive and Judicial Endorsements, Annual Dinner, and Judicial Reception Committees. She also served on the WBA Foundation Board of Directors for six years, starting in 2004. She was on the Grants Committee from 2007-2011, and served a year as Chair. She was Treasurer of the WBA Foundation for the 2006-2007 bar year.

In her own words, she is “not going to be a prima ballerina or brain surgeon, but I am very satisfied in my career representing individuals in serious personal injury cases. I was thrilled to receive the Trial Lawyer of the Year this year from the [Trial Lawyers Association of Metropolitan D.C.](#) I am very grateful to the hundreds of clients over these years who have entrusted matters that are so important to them and come at their most challenging times.”

Ms. Chapman also said, “It was equally very special to be recognized as a ‘Star of the Bar’ by the WBA this year because of the group of women recipients I was included in.”

Not one to let the grass grow under her feet, Ms. Chapman is currently on the [DC Bar Foundation](#) Board, the Executive Committee of the [Council for Court Excellence](#), and the Board of the Trial Lawyers Association of Metropolitan Washington, DC. She is also enjoying being President of The Barristers.



Paulette Chapman

WHEN DID YOU JOIN THE WBA?

I joined just one year into practice in 1989, but did not become active until around 1999. In retrospect, I should have jumped in much sooner but misguidedly thought that I should have more years under my belt before getting involved.

WHY DID YOU JOIN?

My area of plaintiff’s personal injury law is male-dominated and I wanted contact with women lawyers and perspective on how others practice law. It has always been interesting to find out what women lawyers do in their “day job” and the different environments in which folks work.

HOW DID YOU GET INVOLVED?

At first, by attending events of interest allied to what I do, such as the litigation programs. It was also fun to volunteer to work the check-in tables for the big Annual Dinner. This was an easy way to meet other members. I co-chaired the Litigation Forum and firmly believe being a co-chair is a wonderful way to get involved and learn the WBA organizational structure. I enjoyed everything from planning events, gathering speakers, moderating a panel, and organizing the golf tournaments. By 2003, when I was President, I was a full-fledged WBA “groupie” and remain so. There are no elaborate routes or requirements to becoming “involved” in the WBA. It happens, if you want it, fast.

HOW DO YOU STAY INVOLVED?

Between 2000 and 2010, I was active either with the WBA or the WBA Foundation. When asked, I am happy to serve but I will also reach out and volunteer for something that interests me. I look forward to attending events as they provide a “coming home” spot to see old friends, to cheerlead the new leaders in their efforts, and to meet new faces. While I am no longer on either board, I enjoy hosting events to raise funds for the Foundation or being on panels for WBA programs. I think the WBA does a good job in making sure they don’t lose their “senior” faithful while always reaching out for new members.

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

Don’t wait to be asked to the prom. You better step up and get in there. This “goal” of a balanced life and profession can be ephemeral. Just know that there are some periods in your life that will be seriously out of whack but if you have enough good humor, friends, and family orbiting around you, it will even out.

WHAT IS THE BEST ADVICE YOU HAVE RECEIVED?

Be really, really prepared but don’t let some sense of idealized perfection make you think that you are never going to be “ready”. Sometimes I think this form of hesitation is more frequent in woman than men. It can be an unnecessary hindrance along with fear of failure.

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

The exercise of leadership, consensus building, and flexing of decision-making muscles are benefits that perhaps only in retrospect can be fully appreciated, but they certainly endure. The WBA can be a source of experience as you springboard into other opportunities. WBA is a place where you can learn about the diverse ways women practice law, wrestle with some common problems, and have a safe harbor to vent and vet. The most treasured benefit is not only the professional contacts, but the life-long friendships.

DESCRIBE YOUR MENTOR/HERO AND THAT PERSON’S IMPACT ON YOU.

Professionally, William Lightfoot, my law partner of 23 years, tops the list with his sage advice, good humor, and formidable trial skills. There is no one I would rather walk into a courtroom with. Former WBA President Ellen Jakovic has always been my go-to person for her good judgment and creative ideas about all things related to voluntary bar organizations. Besides that, she is the best sounding board for just about anything else.



www.merrillad.com

We have two months

to complete 125 depositions in 10 cities, and make the transcripts available to attorneys across the country.”



Relax.

Merrill’s got you covered.

Count on Merrill LAD to deliver high-quality, on-time deposition services that allow you to stay focused on winning your case. Whether you need experienced, reliable court reporters in 10 cities or countries or smart, Web-based case management tools to share information with your legal team, we’ve got you covered. **Best of all, we make it easy! Simply call Merrill at 800.292.4789 or visit merrillad.com for easy “one-click” scheduling and we’ll take care of all the details.**



 Merrill LAD
 @MerrillLAD

2012 WINNER OF THE BEST OF
THE NATIONAL LAW JOURNAL
 Merrill Corp/Merrill LAD
 Court Reporting & Deposition Services

MERRILL LAD

(Continued from page 4)...In March, 1969, a federal grand jury returned indictments against David Dellinger, Bobby Seale, Tom Hayden, Abbie Hoffman, Jerry Rubin, Rennie Davis, John Froines, and Lee Weiner—key organizers of protests held during the 1968 Democratic National Convention. The defendants, from different factions of what was known as “The New Left,” ranged in philosophy from pacifist to Black Panther. They had planned demonstrations to coincide with the national theater of the 1968 Democratic Convention; some protesting the war in Vietnam, others promoting the culture of the Youth International Party (YIPPIES), with many feeling that any semblance of the democratic system had irretrievably collapsed after the assassinations of Martin Luther King, Jr. and Robert Kennedy in the spring of 1968.

My first assignments were odd jobs: typing, copying, and stuffing envelopes. Later I was promoted to paid staff and assigned to help with witness testimony and legal research, organizing demonstrations and speaking engagements in support of the trial. I also handled layout, art, and design for pamphlets, posters, and buttons. Days were spent at the federal courthouse and nights were occupied with trial preparation, lining up as many as eight witnesses for the next day. One of my tasks was accompanying defense witnesses to the witness room before their trial testimony, answering their questions, and reviewing their testimony and anticipated cross-examination. It was fascinating. There I was, a 23-year-old with no legal training, prepping witnesses for a trial covered by the national media. I worked with Jesse Jackson, Alan Ginsberg, Dustin Hoffman, Norman Mailer, Judy Collins, Ramsey Clark, Dick Gregory, Roger Wilkins, Timothy Leary, Arlo Guthrie, Country Joe, and others who had participated in, or witnessed, the 1968 Chicago demonstrations.



Holding On (Acrylic & Chalk) / 30 x 30

This trial was my first glimpse of law practice, and, not surprisingly, it looked very different from what I had imagined. It provided a sense of direction that was clearer than ever before. I knew it was time to apply to law school. There was never a question about which law school to choose: Rutgers Law School in Newark, then known as “The Peoples’ Electric Law School,” was the school that many of the young defense attorneys had attended.

Arriving at Rutgers Law in the fall of 1970, I took my place in an entering class of 320. More than 60 women were enrolled in that class, and for most of us it was difficult to determine whether the uneasiness we felt entering law school was greater than our sense of relief or fear. In 1970, there were two women faculty members at Rutgers on tenure track, Professors Eva Hanks and

Ruth Bader Ginsburg (now Justice Ginsburg); and two women clinical faculty, Professors Annamay Sheppard and Rita Bender.

During my first year of law school I met a recent Rutgers graduate, Ann Marie Boylan, who was attempting to establish a new journal — *The Women’s Rights Law Reporter* (“WRLR”) — in her small Newark apartment. The notion of a legal journal focused on women’s rights and issues was a novel and radical idea at the time. Ann Marie had managed to publish one issue, but had

neither funds nor personnel to keep the publication going. To me it made perfect sense that this journal should be housed at Rutgers Law School. “Piece of cake,” I thought.

After meeting with Dean James Paul, we realized it would not be a piece of cake. The Rutgers administration was less than eager to embrace the new and financially troubled publication, and told us that Rutgers could provide neither funds nor office space nor an affiliation with the law school. Our only hope for keeping WRLR alive was to raise the needed funds ourselves, find a faculty advisor acceptable to the dean,

and negotiate for office space. We were told that if these conditions were met, there was a chance that Rutgers would allow publication of this fledgling journal.

We made it. Professor Ginsburg readily agreed to take on the position of faculty advisor. Professor Sheppard made space for the WRLR in an old building occupied by the Urban Legal Clinic. Dozens of fundraising requests were sent out, and we finally managed to secure enough grant money to get started (our main funders were women's organizations). The dean's conditions had been met, and the WRLR was allowed to reside at Rutgers Law School. It was the first law journal in the U.S. devoted solely to women's issues, and four decades later, it is still publishing.

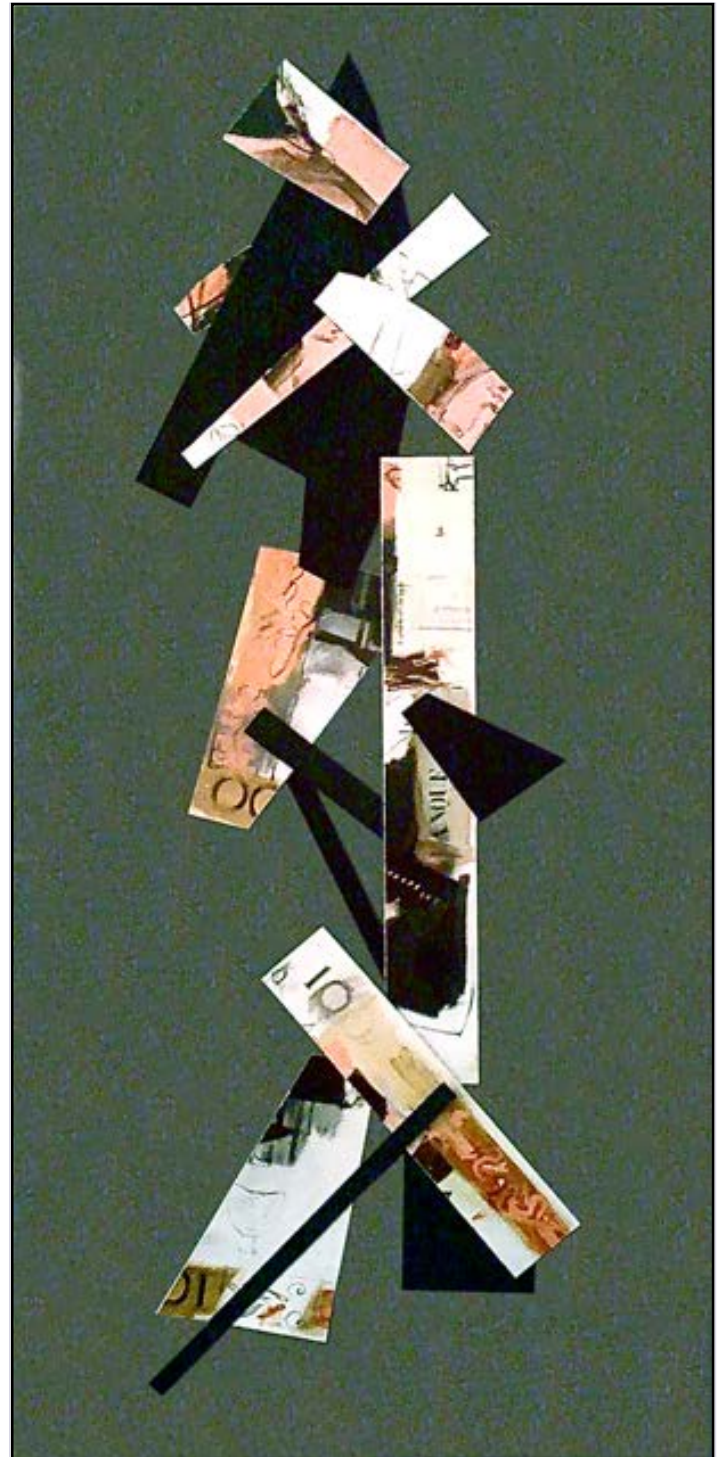
The year of my law school graduation, 1973, was another momentous year in history. The break-in at the Democratic National Committee's headquarters at the Watergate had occurred in March, and Congress was conducting a highly visible investigation. Later, the House of Representatives held hearings on the impeachment of President Richard Nixon. In the midst of all this, I applied for jobs in Congress, and in June, I was hired by Congresswoman Bella Abzug as her Legislative Assistant. I handled women's issues, privacy and FOIA, and the Nixon impeachment proceedings. When Nixon removed Archibald Cox, the independent Watergate Special Prosecutor, Congresswoman Abzug filed suit in Federal District Court challenging the dismissal. Alan Morrison from Public Citizen represented her in the proceedings, and a few days later, she was victorious. I was enthralled by that litigation. My involvement in that suit convinced me that litigation would be my career path.

In the meantime, I married Richard Chused, a Georgetown Law School professor, and in 1975, our first child was born. Motherhood threw a monkey wrench into my plans, and I searched for a way to be both a mother and a trial lawyer simultaneously. In 1976, I accepted a position as a Trial Attorney with the Civil Division at the Department of Justice for two reasons. First, I had heard that the Civil Division was trying to recruit more women and was even creating an atmosphere that was conducive to full-time working mothers. Second, I wanted to learn how to litigate. I was correct on both scores. Hired into a section of 10 women and two men, I was given choice assignments and flexible hours—and that was 1976! And it was at the Civil Division—at an event sponsored by the WBA—that I heard Judge Patricia Wald speak about her very personal experiences raising children and practicing law. I promptly joined the WBA and remained an active member for 25 years. After six years at DOJ, I started my own law practice.

That law practice would not have been possible without the support of my women colleagues at the WBA.

To make a long story a bit shorter, litigation eventually brought me back to art.

I had been drawing and painting since childhood and had long considered a career in art. I was well aware that I would have to make life choices. At this time, law and motherhood won out.



Larry Rivers *Deja Vu* (Collage) / 19 x 8

My law practice focused on women's issues, and in 1992, I agreed to represent a young woman, who had been raped at her office building, in a civil suit against the building owner for inadequate security. The matter proceeded as a jury trial in DC Federal District Court. By happenstance, a well-known Washington artist, William Christenberry was on my jury. I had heard that he taught painting classes at the Corcoran School of Art and that he was a superb teacher. A year after the appeal was decided, I enrolled in his drawing and painting class.

I would not be a painter today if Bill Christenberry had not been on my jury. He taught me how to see and, more importantly, how *not* to think. Draftsmanship should not be confused with art, and, in fact, I learned little in the way of technical skills from Bill. What I did learn is what makes the human figure sing, what makes a line stunning, what gives depth and feeling to a composition and most of all, that we must take risks with our work. His favorite expression was, "Don't think so much." In many ways, being an artist is the antithesis of being a lawyer. Bill said, "One of the most important things for an artist is to be able to respond intuitively quickly. Gestures are done to suppress the conscious, logical side of the brain." More quotes from Bill:

"Develop competency, but always have an appreciation for the idiosyncratic."

"Sometimes you just don't know. The creative artist in the process of doing isn't always conscious. The visual artist is always processing information in a curious kind of way—taking it in. Work as if you are in a trance."

"When you break down that barrier of being uptight constantly and take the risk, the chances are much greater for something to happen than not to happen! Break down this mental state! It will not be madness. Something is going to happen!"

And something did happen. In 2008, after 35 years, I traded my law practice for an art studio. I am now working full time at art. It's hard work and sometimes it's very discouraging, but the process and the results continue to amaze me. And I remember what Bill always said when he walked by my work and shook his head: "Not bad for a lawyer."

Elizabeth Langer, formerly a practicing lawyer in DC and long-time WBA member, is now a painter living and working in Manhattan. An exhibit of her paintings, drawings, collages, and etchings can be seen at Crowell & Moring, LLP, 1001 Pennsylvania Avenue, NW through February 27. For information contact Marc F. Efron, 202-624-2640.



The Mothers of Beslan (Paper Lithograph) / 16 x 24

Upcoming Events

Tuesday, January 7, 2014

Litigation in the Age of Electronically Stored Information

Presented by: Litigation Forum

This panel presentation will focus on electronically stored information (“ESI”) and its relevance to litigation generally. Topics covered will include the effective management of electronic information in every day practice, the discovery process and development of joint discovery plans, and using ESI in both offensive and defensive litigation.

Wednesday, January 8, 2014

Acing Applications – How to Drill Down for Success in Federal Government Employment Applications and Interviews

Presented by: Government Attorneys Forum

Want to rise to the top of the applicant pool of your federal government job search? Learn the ins and outs of finding and securing choice positions by honing your search for employment on USAJOBS and agency websites. Panelists will explore how to best tailor your application package to clear administrative filters and stand out to the professionals reviewing your materials. Learn valuable tips from the experts in federal hiring.

Wednesday, January 8, 2014

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, January 16, 2014

Priorities in U.S. Environmental Law and Policy: What to Expect in 2014

Presented by: Environmental Law Forum

This panel discussion will provide an overview of select environmental issues that are likely to move forward in 2014. It is designed to inform legal practitioners in environmental and energy law about upcoming issues that may affect their practice areas, or their clients’ businesses, such as proposed legislation or changes to administration policies.

Tuesday, January 28, 2014

Know Your Rights at Work

Presented by: Employment Law Forum

Panelists will address both private sector and federal employee rights with particular focus on issues affecting women in the workplace including sex discrimination, sexual harassment, pregnancy discrimination, and family and medical leave. Panelists will provide practical information about what you need to do if you think your rights are being violated.

Thursday, January 30, 2014

WBA Business Hour: Customized Communication Across Generations

Presented by: Membership Committee

Innovation comes out of different generations bringing their various experiences, attitudes, knowledge, and perspectives to the practice of law. With four distinct generations in the workforce, knowledge can be lost and conflicts can arise when the various generations have difficulty communicating. Most everyone wants the same thing but it may be packaged differently. Learn to communicate effectively across generations in order to improve performance and work product.

Wednesday, February 12, 2014

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, February 26, 2014

Fourth Annual Mentoring Supper

Presented by: Communications Law Forum & Federal Communications Bar Association’s Young Lawyers Committee

An opportunity to query and network with some of the top communications lawyers in the District.

Wednesday, March 12, 2014

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, March 25, 2014

A Conversation with The Honorable Gladys Kessler

Presented by: Communications Law Forum

Join us during Women’s History Month in honoring Gladys Kessler, a Senior Judge with the United States District Court for the District of Columbia. In August of 2013, Judge Kessler received the Margaret Brent Women Lawyers Achievement Award from the American Bar Association’s Commission on Women in the Profession. As a young lawyer, she was a co-founder of the Women’s Legal Defense Fund. While serving as a judge of the Superior Court of the District of Columbia, Judge Kessler was instrumental in establishing one of the first ABA-sponsored Multi-Door Dispute Resolution Programs, which became a model for courts around the nation. She was one of 60 women judges who met in 1979 and founded the National Association of Women Judges. As a relentless advocate for greater diversity on the bench at all levels, Judge Kessler was involved heavily in that association’s trailblazing judicial gender bias task forces. During this lunch program, Judge Kessler will be interviewed by Lorelie S. Masters, a Partner at Jenner & Block LLP and a WBA Past President.