

## In This Issue

<b>Features</b>	<b>2</b>
WBA to Honor Judy Smith as Woman Lawyer of the Year	
Memories of Suzanne Richards	
Brand Yourself: Step 2—Why	
<i>By Anne E. Collier, MPP, JD, PCC, Principal, Arudia</i>	
Embracing Technology to Effectively Use eDiscovery	
<i>By Kyle Albert, Managing Partner, Foxhound Information Management</i>	
<b>President's Column</b>	<b>10</b>
<i>By Jessica E. Adler, WBA President</i>	
<b>WBA Foundation</b>	<b>11</b>
WBA Foundation President's Letter	
<i>By Amy L. Bess, WBAF President</i>	
WBA Foundation Donors	
<b>Committee &amp; Forum Highlights</b>	<b>13</b>
Women's History Month: A Conversation with the Honorable Gladys Kessler	
WBA Business Hour: Strategic Communication to Create Win-Win	
Results and Engage Clients and Colleagues through Coaching	
One-on-One Mentoring Program Update	
<i>By Jennifer Mullins, Maria Mendoza &amp; Svetlana Gans, Co-chairs, Mentoring Committee</i>	
Communications Law Forum Hosts Another Successful Holiday Tea	
<i>By Laura Mow, The Law Offices of Laura C. Mow; Co-chair, Communications Law Forum</i>	
<b>Member Spotlight: Diane Brenneman</b>	<b>18</b>
<i>Compiled by Mavis Gragg, Attorney, BuckleySandler LLP</i>	
<b>Member News</b>	<b>20</b>
Horowitz Announces Launch of Attorney Talent Strategy Group	
Reifman now Senior Counsel	
Welcome New Members	
<b>Upcoming Events</b>	<b>21</b>

---

## Raising the Bar Editorial Board

**Beth Davidson**  
Step toe & Johnson LLP  
[bdavidson@step toe.com](mailto:bdavidson@step toe.com)

**Gail Alivia Pierce**  
Public Company  
Accounting Oversight Board  
[piercegc@gmail.com](mailto:piercegc@gmail.com)

**Cynthia Hemphill**  
Trow & Rahal, P.C.  
[chemphill@trowlaw.com](mailto:chemphill@trowlaw.com)

**Tiffany Wynn**  
Crowell & Moring LLP  
[twynn@crowell.com](mailto:twynn@crowell.com)

**Staff Liaison:**  
Carol Montoya, CAE  
[carol@wbadc.org](mailto:carol@wbadc.org)

## Features

### WBA to Honor Judy Smith as Woman Lawyer of the Year

The Women's Bar Association of the District of Columbia (WBA) is pleased to announce that Judy Smith, founder and President of Smith & Company, a crisis management and communications firm, will be honored as the [WBA Woman Lawyer of the Year](#) at our [Annual Dinner on May 21, 2014](#). The Woman Lawyer of the Year Award recognizes a leader who has championed change in the profession by leading by example, advocating for justice, and promoting the advancement of women in the profession.

The theme for the 2014 Annual Dinner is "Civility." Ms. Smith has exemplified the principles of civility by helping others through mentoring and volunteering. She has demonstrated creative crisis management and problem-solving and an innate ability to bring various entities together for dispute resolution, under what are often very trying circumstances. Her career path has included both the public and private sectors. Ms. Smith has also broken barriers as a woman of color.

As a crisis management advisor, Ms. Smith brings a unique combination of communication skills, media savvy, and legal and political acumen to clients both in the U.S and abroad.

The ABC television series *Scandal*, which revolves around the life and work of a professional fixer, was inspired by Ms. Smith. She serves as Co-Executive Producer of the show and provides insight

and technical expertise on crisis management issues.

Ms. Smith honed her crisis management skills through her experiences with some of the most historic and sensational events of our time, including the Iran Contra investigation, the prosecution of former Washington, DC Mayor Marion Barry, the 1991 Gulf War, the Los Angeles riots, the Supreme Court confirmation hearings of Justice Clarence Thomas, the President Clinton scandal involving Monica Lewinsky, the congressional inquiry of Enron, the General Petraeus CIA scandal, and the United Nations Foundation and World Health Organization response to the SARS epidemic.

In addition to her work as a communications advisor during high profile engagements, Ms. Smith also serves as a counselor to Fortune 500 corporations and has provided strategic advice on a variety of corporate communications issues such as mergers and acquisitions, product recalls, intellectual property litigation, corporate positioning, diversity, and other challenges. She has assisted companies such as BellSouth, Union Pacific, Nextel, United Healthcare, Americhoice, Wal-Mart, Radio-One Inc., Waste Management Corporation, and American International Group, Inc. on a range of corporate, investor, and public relations matters.

During the course of her career, Ms. Smith has been involved in many public policy issues facing



*Judy Smith*

our nation. She has worked with several federal agencies and organizations on issues including childhood obesity, education, and economic development. She has also provided communications advice to government entities and municipalities including the U.S. Election Assistance Commission, the City of Cincinnati, the City of Detroit, and Prince George's County, Maryland.

In the international arena, Ms. Smith has provided counsel to several heads of state and executives of major corporations on matters in the Philippines, Haiti, Jamaica, Turks and Caicos Islands, and Zimbabwe. In addition, she assisted the Kingdom of Saudi Arabia's leadership with

its communication efforts as part of the war on terrorism.

Prior to founding Smith & Company, Ms. Smith was a partner at several Washington DC-based public relations firms. Before that, she served as Senior Vice President of Corporate Communications at NBC where she reported directly to the President and CEO and was responsible for the network's strategic global communications strategy. Additionally, she served as NBC's chief spokesperson for domestic and international programming and business ventures, and helped with the groundbreaking launch of one of the nation's first cable news stations, MSNBC.

In 1991, Ms. Smith joined the White House with her appointment as Special Assistant and Deputy Press Secretary to President George H. W. Bush. During her tenure, she provided the President and his Cabinet with communications advice on a wide range of foreign and domestic issues.

Prior to joining the White House, Ms. Smith served as an Assistant U.S. Attorney and was Special Counsel to the U.S. Attorney of the District of Columbia, where she oversaw legal and communications work on a number of high profile criminal and civil cases.

Ms. Smith served as Associate Counsel and Deputy Director of Public Information in the Office of the Independent Counsel, Lawrence E. Walsh from 1987 to 1989. There she managed legal as well as national and international public information for the Iran Contra prosecution of Oliver North, John Poindexter and several other defendants.

Prior to her legal career, Ms. Smith worked as a writer and public affairs specialist for several publications and private organizations headquartered in Washington, DC. She received a Bachelor of Science degree in Public Relations from Boston University and graduated from the American University Washington College of Law, where she was the first African-American woman to serve as Executive Editor of the Law Review.

Ms. Smith is the author of the book, *Good Self, Bad Self*. She has received numerous communications and leadership awards and is active in community service.

A full list of Woman Lawyer of the Year recipients can be found at [wbadc.org](http://wbadc.org).

The Annual Dinner is co-hosted by the WBA and the WBA Foundation, the charitable arm of the WBA, which leverages the generosity of lawyers and friends to support nonprofits that serve the legal and related needs of women and girls in the DC Metropolitan community. The 2014 Annual Dinner will take place at the National Building Museum at 7:00 p.m., Wednesday, May 21, 2014. For additional information, including tickets, table sales, and sponsorship opportunities, visit [wbadc.org](http://wbadc.org) or call 202-639-8880.

[www.merrillad.com](http://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](http://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

## Memories of Suzanne Richards

*Suzanne V. Richards, WBA past president (1977-1978) and the 1977 WBA Woman Lawyer of the Year, passed away on December 15, 2013. An inspiring leader and mentor for women in the legal profession, Ms. Richards was also the first female President of the Bar Association of the District of Columbia (1989-1990). Upon learning of her passing, a number of WBA leaders offered their thoughts and memories of their friend and mentor.*

### **Lorelie S. Masters, Jenner & Block**

*Lorelie S. Masters is a past president of the WBA and a current member of the WBA Foundation Board of Directors*

Suzanne was a dedicated leader in the WBA for decades and one of the first women trial lawyers in DC. Although I was not privileged to know her well, I do have one story to relate. Suzanne told, with relish, the story of her first trial. She wore, she said, a yellow dress. After losing the case, the judge allowed her to talk to the jurors. The jurors said little about the result or the facts, but had lots to say about her dress. In telling that story, she concluded, "Remember it's about the case, not the clothes."



### **Ellen M. Jakovic, Kirkland & Ellis LLP**

*Ellen Jakovic Savit is a past president of both the WBA and WBA Foundation.*

*Ellen M. Jakovic:* I was deeply saddened to learn of Suzanne's passing. Although I never had the pleasure to witness Suzanne in action in the courtroom, she was a master of charm and wit at the many WBA, BADC, and other bar functions that we attended. I remember introducing Laura Possessky to Suzanne at the Counsellors Annual Dinner when Laura was running for DC Bar President. In her charming (and, when she was making an important point, sometimes steely) southern lilt, Suzanne pulled Laura aside to query her on the major campaign issues and provide encouragement and sage advice. Suzanne recognized bright young talent when she saw it and did her utmost to cultivate it! Ever gracious and modest, Suzanne was a classy lady and a tireless advocate for women in the legal profession. Those of us who benefitted from her wisdom, guidance and friendship truly have been blessed.

### **Patricia Gurne, Gurne Porter, PLLC**

*Patricia Gurne is a past president of both the WBA and WBA Foundation and was the 1999 WBA Woman Lawyer of the Year.*

I was deeply saddened to learn that Suzanne Richards had passed away. I followed Suzanne as President of the WBA. She could not have been more supportive and helpful in our effort to reinvigorate the WBA in the late 70's. She will always stand out as one of the most modest yet brightest people I have encountered over the years. She came to Washington with only a high school diploma, and managed to put herself through college and George Washington University Law School while working full-time for the United Mineworkers Union. She graduated at the top of her law school class and received the Order of the Coif.

Suzanne was a lovely person and I am only sorry that I did not see her more often than at parties or professional events. The story of her life, if it could be gathered, would make a truly inspirational tale.



**Deborah Y. Luxenberg**, Luxenberg & Johnson, P.C.  
*Deborah Y. Luxenberg is a long-time member of the WBA.*

Suzanne was my mentor, going back to 1975 or 1976 at least. I needed to help a woman whose husband was violent and I did not have any idea what to do. Someone told me to call Suzanne Richards. I did not know her and she did not know me, but I called her and she proceeded to read to me from a set of pleadings she had filed in a case so that I was able to get a violent husband kicked out of the house, long before protective orders existed. I was astonished at how much time she took to help me that day. From then on she was my mentor. We taught family law classes for the DC Bar together for 15 years. She sponsored me for the Counsellors, she insisted I join the Bar Association of the District of Columbia, she insisted I sit with her at many events and she introduced me to many wonderful lawyers who I know to this day. I often have said that the only person in my life who could get me to jump off a cliff without thinking was Suzanne. Her common sense and political savvy were legendary.

Suzanne and I did many things together that you may be surprised about. She loved to go to the arboretum and particularly loved coral colored azaleas, lilies of the valley, and blue cornflowers. We dyed Easter eggs together for many years. She traipsed all over with Steve Johnson and me in her high heels and a cashmere sweater, looking for the best beans and rice. We always brought her hot sauce from wherever we were and could never find any that was too hot for her. She would eat it out of the bottle with a teaspoon. She made fabulous gravy on Thanksgiving and a wonderful Brunswick stew.

Suzanne came to Washington after high school. She put herself through college and law school. She used to see Harry Truman every morning on her way to class. She had a remarkable legal career and a photographic memory. She remembered all of the cases. She carried an index card with her that listed the year and location of every BADC trip. She kept all of the Washington Law Reporters and the important documents from many organizations.

She was the Woman Lawyer of the year for the Women's Bar Association, the lawyer of the year for the BADC, as well as being its first woman president, and won the Pioneer award from the Greater Washington Area Chapter of the National Bar Association. I know I am missing many of her awards in this list.

Suzanne was elegant in her Bruno Magli shoes, which she favored above all else, had a brave and generous heart, and was the mentor and friend of so many lawyers in Washington. There is no one else who could fill her shoes. Most of all, I, like so many others, loved her.

**Diana Savit**, Savit & Szymkowicz, LLP  
*Diana Savit is a past president of both the WBA & WBA Foundation.*

*Diana Savit:* I joined the Women's Bar Association as a young lawyer, shortly after Suzanne Richards completed her term as president. Over the next several decades, however, Suzanne and I regularly encountered each other in bar activities (the WBA and elsewhere), and occasionally I had the opportunity to watch her in court when we had cases before the same judge on the same day. She was amazingly sharp, prepared, and witty, and unfailingly courteous and diplomatic even when administering the *coup de grâce* to an adversary.

Suzanne and I served together on a District Court committee to recommend magistrate judge candidates to the appointed judges, who made the final choice. I sat in awe of her as we interviewed the candidates. She always seemed to know exactly the right question to ask of each, and her intuition about what judges wanted in their next magistrate judge (but had not articulated to our committee) turned out to be spot on. She possessed both an experienced practitioner's knowledge of the skills that would most help the court do its work, and an insider's appreciation of the court and bar politics that had to be considered in coming up with candidates that the judges would approve.

This was my first experience working closely with Suzanne, but it resulted in a lasting friendship. Whenever we saw each other thereafter, she always took the time to ask how I was doing and to encourage me in my career. I, in turn, was always thrilled to hear her stories of experiences in practicing law. One time, she regaled a group of us with her story of how she had proven to a judge that not having a fixed address was not proof of instability, citing the Women's Bar Association, which at the time did not maintain an office, and simply ran itself out of the office of its then-current president.

I will miss you Suzanne. You paved the way for many generations of women lawyers, litigators, and all who aspire to be good and effective lawyers.

## Brand Yourself: Step 2—Why

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

*In 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 second in a series, takes a deep dive into Step 2: Why. Step 1: Establish a Powerful Mindset, was featured in the November/December issue and Steps 3 through 5 will be featured in subsequent issues of Raising the Bar.*

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

Junior partners and associates often have difficulty selling their services or getting the opportunities they want. They got A's in law school, they had no trouble passing the bar, and they work at prestigious firms. They tell themselves, "That should be enough, right?" Wrong. They are competing with literally thousands of lawyers who did just that and now are in the same boat. To develop business or get a job, women need to be able to talk about themselves and their services in a way that interests others. If a lawyer cannot comfortably talk about what she does, colleagues, the community,

and current and prospective clients or employers will not necessarily understand the problems she is able to solve for them and will not hire or refer business to her.

To successfully sell her services, a lawyer needs a personal brand. A personal brand is not a hokey marketing gimmick. Rather, a powerful personal brand will deliver remarkable results by providing a compelling and unambiguous rendition of the lawyer's strengths, inspiring confidence and drawing the best opportunities to the lawyer. A meaningful brand articulates *why*, *how*, and *what* the lawyer does, distinguishes the lawyer from her peers, and succinctly describes the value that the lawyer contributes given the opportunity.

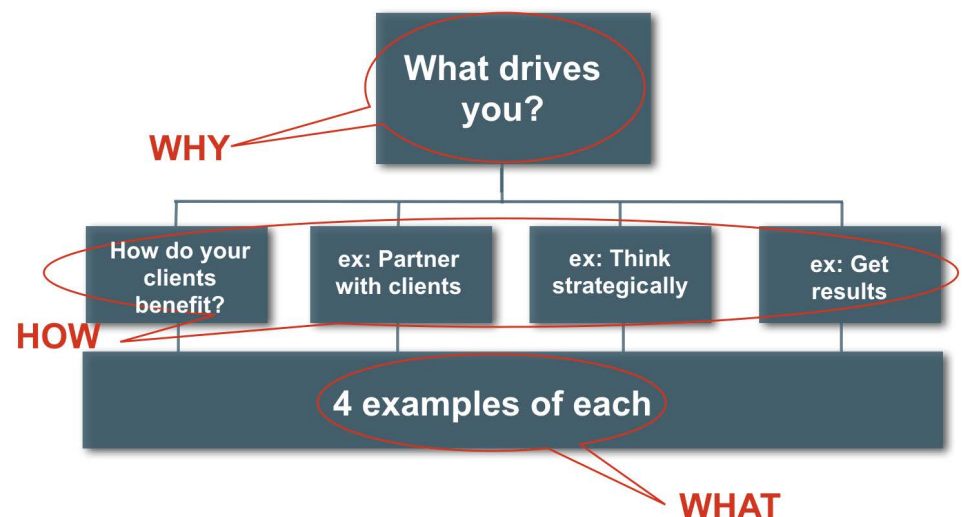
A personal brand attracts opportunities that will propel the lawyer's career forward.



Anne E. Collier

Successful women know this and, therefore, deliberately create their brands. Deliberately creating one's brand, elevator pitch, mission statement, and messaging upon which to draw is essential to being able to talk about one's work in an empowering manner.

So how do you create a compelling personal brand? After establishing a powerful mindset in Step 1, you create your own Messaging Pyramid.



A lawyer's Messaging Pyramid incorporates *why*, *how*, and *what* the lawyer does. Putting these three elements in a Messaging Pyramid format helps the lawyer talk about herself more effectively and in a way that encourages interest rather than boredom. She can more easily target her responses to the prospective client's needs and avoid tripping over her own words when answering questions about her services. Perhaps most importantly, the Messaging Pyramid gives the lawyer confidence when talking about her services because, quite simply, the lawyer knows what to say.

*“Prospective clients buy services from lawyers who believe in and are driven by goals that resonate with the client.”*

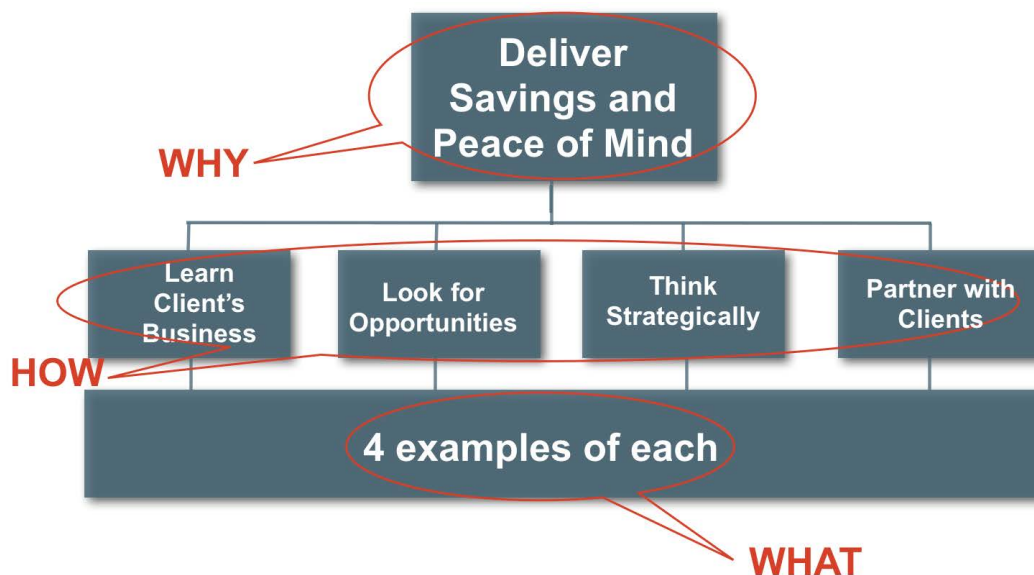
The purpose of Step 2 is for the lawyer to be able to distinguish herself and connect with those who need her because of *why* she practices law. Articulating *why* will attract and connect the lawyer with the prospective clients and referral sources she wants to reach. The key is to shift the focus from solely or primarily *what* the lawyer does to *why* she does it. This is because there are typically thousands of lawyers in any particular practice area so doing *what* a prospective client needs is not enough. People hire and refer business to lawyers they connect with — that they know will deliver what is important to them. When a lawyer is able to articulate what drives her to do the work she does, she distinguishes herself so that the prospective client or referral source can connect with her in a meaningful way. *Why* focuses on *why* a client should hire the lawyer, which is also what drives the lawyer.

I urge you to watch Simon Sinek's TED Talk “[How Great Leaders Inspire Action](#).” The critical premise that Mr. Sinek discusses is that leading with *what* one does is boring, tedious, and ineffective. Leading with *why* engages, excites, and creates context. This is because prospective clients do not buy services merely because a lawyer's services are a fit. Prospective clients buy services from lawyers who believe in and are driven by goals that resonate with the client. The key, therefore, is for the lawyer to be able to articulate *why* she practices law — what drives her?

Examples of *why* statements include:

- **I love to litigate and I love to win.**
- **I deliver savings to companies while giving CEO's peace of mind.**
- **I wrestle with complex problems.**
- **I make compliance make business sense.**

You will also likely want practice delivering your brand — talking about your skills and services. It can be uncomfortable to talk about yourself and your strengths. This discomfort is one of the biggest hurdles to being recognized and sought out for contributions and expertise.





So how do you get comfortable talking about yourself? The good news is that you *don't* have to, or even want to, memorize your brand description. A delivery based on memorization sounds stilted and like a late-night TV ad. Rather, practice it on friends or colleagues — anyone who will listen. Ironically, the effective delivery of a brand requires enough practice that it sounds natural. Second, do not deliver the

*“It's not enough to be  
I smart and hardworking.  
You have to be known.”*

brand description in one breath. Start with *why* and let others ask questions that allow you to divulge *how* and *what*.

Your examples of *what* you do should be in short, compelling, sound bites. Remember, “all the gory details” is a turn off. This way, the lawyer knows that the prospective client or referral source is interested and getting the information he or she wants.

*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, a step-by-step guide to developing your personal brand, is available at [Arudia.com](http://Arudia.com).*

## Embracing Technology to Effectively Use eDiscovery

By Kyle Albert, Managing Partner, [Foxhound Information Management](http://Foxhound Information Management)

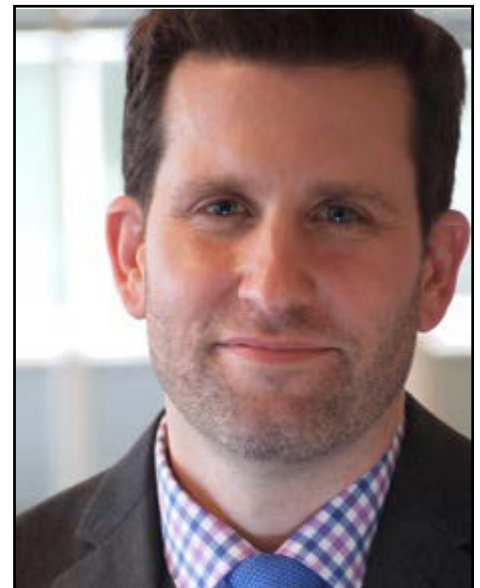
It's no secret that many attorneys are slow to adopt new technology. Ask any attorney. Yet, there are signs that the tide is turning — numerous lawyers have successfully integrated innovations such as cloud computing, smartphones, and tablets into their practice, and are vigorously evangelizing the benefits of such technology to their colleagues. More and more attorneys are ringing the alarm bell, and calling out that attorneys who do not get on the technology train are going to be left behind, and it appears that the message is beginning to sink in.

However, even if you carry a smartphone and understand the difference between Gmail and Facebook, now is not the time to get complacent. With the explosion of mobile computing, social networking, and ubiquitous cloud services, our society is undergoing a rapid transformation. Noted technology analyst Horace Dediu wrote in November 2013: “The

adoption of smartphones in the U.S. is on track for reaching 90% of the available audience by August 2016. This is a mere eight years after smartphones reached 10% penetration.”<sup>1</sup> The pace of current technological transformation is dizzying. Electronic discovery, or eDiscovery, is one area where attorneys are crashing headlong into this technological wave.

*“There is NO legal  
matter that does  
not involve ESI today.”*

Some attorneys still believe that eDiscovery is something they can avoid. I have had attorneys say to me that they know they'll probably have to deal with it at some point, but so far, none of their cases have required it. They believe that collecting electronically stored information (ESI) is something to be tackled only if the judge requires it for their case.



Kyle Albert

Let me put this as plainly as I can: There is NO legal matter that does not involve ESI today. None. Even if your client is a complete technological luddite who refuses to use a computer, you still have to be concerned with the technology practices of the adverse party. It is your duty as an attorney in 2014 to make yourself knowledgeable about how technology is being used by every day people and



businesses, because those people and businesses will be your clients.<sup>2</sup>

This does not mean you must go back to school and get a bachelor's degree in computer science. But spending more time familiarizing yourself with the terms and concepts you will encounter ensures you can provide your client with competent representation and advice.

Let's cover some of the basics of eDiscovery to get you started. The first concern that arises when beginning eDiscovery is preservation of the potentially relevant data, and often that requires computer forensics in some form or another. In most civil litigation matters, this means acquisition, analysis, and reporting on data that is potentially relevant. This is a factor that must be considered as early as possible in the matter. You and your client should consider what communications and documents could potentially be relevant. What media might house that data? Is the data on a computer (a Word document), only in the cloud (e.g., Google Docs), social media (posts on Facebook), instant message, or text message? How can that data be collected in a forensically sound manner?

Once it has been determined how to acquire the data, it must then be stored. The data will be hosted either by your firm (if you handle eDiscovery internally) or by your ESI consultant. Hosting the data with an eDiscovery vendor can give you the option to have multiple reviewers access the data simultaneously, and through secure, remote connections, so your reviewers do not need to be physically located in the same office.

Prior to review, however, the acquired data must be processed. Processing of the data involves expanding

compressed files, de-NISTing (removing non-relevant files from a document set that are known to belong to certain software programs), indexing the files to make them searchable, etc. There are many software applications that assist with the processing of this data.

Once processed, the data now is ready to be reviewed. Again there are various software applications that can be used to review the data. During review, the reviewer marks the documents as responsive, privileged, etc. After review, the producible data must be delivered to opposing counsel. The production of the data will not be in paper form but rather digitally delivered. Attorneys must agree on the format in which it will be produced because otherwise opposing counsel will invariably deliver it in a format that will be difficult for you to review.

Another production matter for attorneys to agree upon upfront is whether the data will be produced in native or image. Native means the produced file is the same as the original form of the file (i.e., if the document is an Excel spreadsheet it will be produced as an Excel spreadsheet). "Image production" means the native document will be converted into a picture format, such as what a scanner does when you scan a document. Most often, in eDiscovery productions, tagged image file format (TIFF) is the format of that image. While native productions will naturally be searchable, image productions must be produced with accompanying optical character recognition (OCR) text to be searchable. Producing in TIFF likely is more expensive as your ESI consultant will have to image each producible document, and this takes considerably longer than producing in native format.

In addition to production in TIFF potentially being more expensive, TIFF productions are not very usable outside of the eDiscovery software program in which they are delivered. There are however a few advantages, such as it is much easier to **Bates stamp** the documents as well as to redact. There are several advantages to a native production: there is no conversion expense, documents containing images, graphs, etc. do not run the risk of not displaying properly if imaged, and the text is more easily searchable. The disadvantages of native are it is harder to Bates stamp, harder to redact and all of the metadata is retained and produced with the files. Which production type is best for your litigation depends on how you intend to review the files and produce your files to the other side. Often, a mix of both native and image is required.

These are just some of the terms and concepts you should become familiar with, and this is only in regards to eDiscovery. If you feel like you are in over your head, retain the services of an ESI expert who can provide guidance and clarification as you navigate through these issues. You are smart; you can get up to speed on the latest advances in technology. It just takes the determination to do it.

*Our March/April newsletter will include an article from Foxhound's legal expert regarding the defensive and offensive uses of eDiscovery.*

*1 Seeing What's Next: [www.asymco.com/2013/11/18/seeing-whats-next-2](http://www.asymco.com/2013/11/18/seeing-whats-next-2)*

*2 Why The Legal Industry Needs to Embrace Technology: [blog.lawkick.com/why-the-legal-industry-needs-to-embrace-technology/](http://blog.lawkick.com/why-the-legal-industry-needs-to-embrace-technology/) and*

*You say you want a revolution: [www.law21.ca/2013/12/say-want-revolution](http://www.law21.ca/2013/12/say-want-revolution)*

## President's Column

By Jessica E. Adler, WBA President

The WBA board has been hard at work this year and, with the help of pro bono counsel, we have approved new [Bylaws](#) and [Articles of Incorporation](#) for the Women's Bar Association of the District of Columbia. Thank you to everyone who helped with this project and also to all of you who voted to approve the Articles.

We continue to enjoy wonderful WBA programming throughout the year. The WBA's Communication's Law Forum's annual [Holiday Tea](#) was a huge success. The sold-out crowd enjoyed afternoon tea at the Willard and FCC Commissioner Jessica Rosenworcel's inspirational remarks. The WBA's Government Attorney's Forum planned a popular program, [Acing Applications — How to Drill Down for Success in Federal Government Employment Applications and Interviews](#). The WBA's Mentoring Pairings also kicked off in early 2014. These pairings provide a wonderful way for members to connect with each other and to learn from and teach others.

Our largest event of the year, the [WBA and WBA Foundation Annual Dinner](#), is coming up on May 21, 2014 and I hope everyone can join us for this fun-filled evening at the National Building Museum. I am pleased that [Judy Smith](#) has accepted our invitation to be this year's Woman Lawyer of the Year. Ms. Smith is a well-known crisis manager and the inspiration for the Olivia Pope character on ABC's Scandal. Throughout her career she has worked in both the public and private sectors and broken barriers as a woman of color.

On [March 25, 2014](#), WBA Past President and current WBA Foundation board member Lorelie S. Masters will interview the Honorable Gladys Kessler in what is sure to be a fascinating and informative lunch program. Please continue to check the WBA website, [wbadc.org](#), and our News and Events email and register for more 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](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!



## WBA Board of Directors

### Officers

<b>President</b> <b>Jessica E. Adler</b> <i>The Law Office of Jessica E. Adler</i>	<b>Treasurer</b> <b>Josephine Harriott</b> <i>Howard University, Office of the General Counsel</i>
<b>President-Elect</b> <b>Suzanne Reifman</b> <i>Northrop Grumman</i>	<b>Treasurer-Elect</b> <b>Cheryl I. Aaron</b> <i>Sutherland Asbill &amp; Brennan LLP</i>

### Secretary

**Shawnte Mitchell**  
*Emergent BioSolutions Inc.*

### Board Members

<b>Kerri Castellini</b> <i>Feeney &amp; Kuwamura, P.A.</i>	<b>Yolanda Hawkins-Bautista</b> <i>Freddie Mac</i>
<b>Jill Dash</b> <i>American Constitution Society for Law &amp; Policy</i>	<b>Bridget Bailey Lipscomb</b> <i>U.S. Department of Justice</i>
<b>Elaine Fitch</b> <i>Kalijarvi Chuzi Newman &amp; Fitch PC</i>	<b>Celeste M. Murphy</b> <b>Sonia Murphy</b> <i>U.S. International Trade Commission</i>
<b>Tonya Gaskins</b> <i>VOYlegal</i>	<b>Kathryn O'Neal</b> <b>Elizabeth Scully</b> <i>Baker Hostetler LLP</i>
<b>Immediate Past President</b> <b>Laura Possessky</b> <i>Gura &amp; Possessky, PLLC</i>	

## WBA Foundation

### WBA Foundation President's Letter

By Amy L. Bess, WBAF President

This is my first column as the new WBAF President, a role I was honored to assume when my predecessor, Kirra Jarratt, resigned to take the helm of the DC Bar Foundation. Congratulations to Kirra on her new role! The WBAF's loss will be the DC Bar Foundation's significant gain.

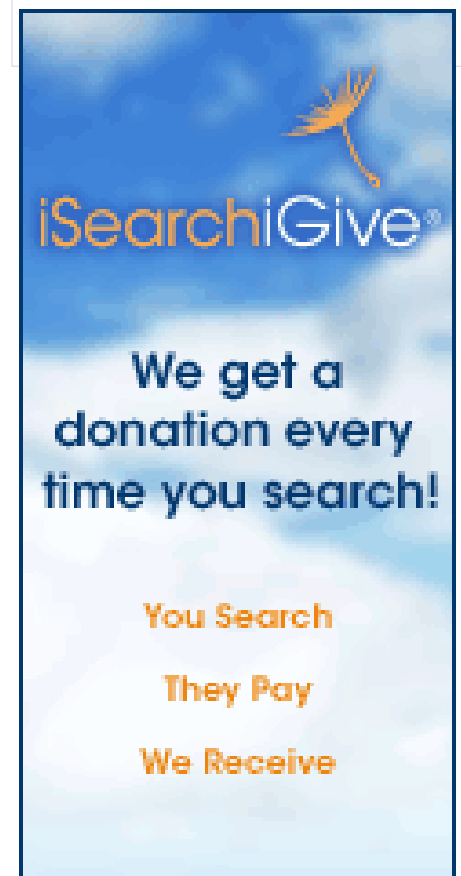
In thinking about my first comments as WBAF President, I immediately drew on my experiences over the past several years as chair of the Foundation's Grants Committee. As you know, the core purpose of the WBA Foundation is to raise money and provide grants to nonprofits that support the legal and related needs of women and girls in the DC community. The Foundation's mission is unique to this region — indeed, we are the only grant-making organization in the DC metro area that focuses its resources on the legal and related needs of women and girls.

We all know that women and girls face unique social service issues and related legal challenges, and the resources available to address these needs are unacceptably inadequate. For example, countless immigrant women fleeing life-threatening persecution in their home countries come to the U.S. and to the DC area daily, seeking refuge from this violence. And while, statistically, low income women are disproportionately heads of their households, they often are reluctant to fight against inhabitable housing conditions for

fear of becoming homeless, losing custody of their children, or having to take precious time away from work to fight their landlords. The U.S. Office of Violence Against Women reports that nationally, a woman is assaulted every nine seconds. Domestic violence is the leading cause of injury to women in the U.S. and three women die at the hands of their abusers *every single day*.

In our own community, the incidence of domestic and dating violence is staggering: over 27,000 reports of violence against women are made each year in DC. According to the Centers for Disease Control, DC reports the second highest rate of dating violence in the country among high school students, with 17.1% of students experiencing some form of abuse. Women who seek to leave abusive relationships often face significant hurdles associated with caring for and protecting their young children from their abusers, adding to the trauma these women experience as they attempt to flee their abusive circumstances.

The assistance of a committed and well-trained lawyer often can make all the difference for a woman attempting to flee an abusive relationship, protect her young children, and improve the safety and security of herself and her family. A lawyer is an essential figure in helping an immigrant woman obtain an asylum order and avoid having to return to a life of persecution and violence.



The support of a lawyer so often is the critical ingredient in helping a female head of household fight against the wrongful eviction of



her family from their apartment and correct the housing code violations that are preventing her children from thriving in a safe and healthy home.

There are an amazing array of providers in our community that offer legal services to help low income women and girls tackle the myriad of legal challenges unique to their gender. But the demand for these services is far greater than the limited resources available, as the legal services available for low income women in our community have continued to diminish significantly due to the recent economic recession. That is why the WBA Foundation awards grants year after year to these service providers to help them fund critical legal services programs, train volunteer lawyers, hire additional support staff, and cover certain overhead costs such as court filing fees and expert witnesses. When you give money to the WBA

Foundation, you are helping to ensure that women and girls in our community who are facing the horrors of domestic and dating violence, homelessness, and so many other legal challenges, can get the legal and related support they need to break free of their dire circumstances and begin to turn their lives around in a safe and productive manner.

As we embark on the selection of our 2014 grantees from among so many worthy grant applications we have received, [please consider making a gift to the WBA Foundation today.](#) We know that you share our belief that all women and girls in our community deserve a safe, healthy and productive life. For more information on our grant process and prior grantees, or to make a contribution to help us continue this critical work, visit [wbadcfoundation.org](http://wbadcfoundation.org).

## PROUD MEMBER OF



**United Way  
of the National Capital Area**

**DESIGNATION #8914**

## WBA Foundation Board

### President

**Amy Bess**  
*Vedder Price P.C.*

### Treasurer

**Linda M. Jackson**  
*Little 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*

**Kirra L. Jarratt**  
*DC Bar Foundation*

**Nancy A. Long**  
*American Association of  
University Professors*

**Liz Medaglia**

**James Sandman**  
*Legal Services Corporation*

**Sudarshini Satchi**

**Carolyn P. Stennett**  
*National Head Start Association*

**Andrea Tecce**  
*Navigant*

**Maureen Thornton Syracuse**  
*United Way National Capital  
Area, Emerging Leader*

**Gaffar Chowdhury**  
*First Financial Group*

### WBA Board Liaison (ex-officio)

**Suzanne Reifman**  
*Senior Counsel, Northrop Grumman*

## WBA Foundation Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between December 1, 2013 and January 31, 2014. 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).

### \$2,500 - \$9,999

Sterne, Kessler,  
Goldstein & Fox  
P.L.L.C.

### \$1,000 - \$2,499

Jennifer Duane

### \$500 - \$999

Amy L. Bess  
Kenneth W. Epps  
M. Elizabeth Medaglia  
Marilyn Tucker

### Up to \$499

Valerie Barrish  
Janet Blizard  
The Honorable Susan  
G. Braden  
Diane C. Boykin  
Marjorie Burnett  
Nancy Duff Campbell  
Nina Glasner  
Debra Jezouit  
Lorelie S. Masters  
Jeannette Elizabeth  
Roach

Diana Savit  
Lisa Stewart  
Jennifer Stillerman  
Andrea D. Williams  
Paula Bowens  
Tasha L. Cole  
Linda J. Dreeben  
Suzanne B. Ducat  
Susan Low  
Ellen Ostrow  
Barbara H. Sahli  
Pamela Satterfield  
Aviva E. Zierler

## Committee & Forum Highlights

### Women's History Month: A Conversation with the Honorable Gladys Kessler

*Photo Credit: Beverly Rezneck*

Please join the WBA's Communications Law Forum during Women's History Month at a luncheon honoring **The Honorable Gladys Kessler**, Senior Judge for the U.S. District Court for the District of Columbia. The luncheon will be held on **Tuesday, March 25** from 12:00 to 2:00 p.m. at the offices of Jenner & Block, LLP, Suite 900, 1099 New York Avenue NW, Washington, DC.

In August 2013, Judge Kessler received the Margaret Brent Women Lawyers of Achievement Award from the American Bar Association's Commission on Women in the Profession. This award was established to salute women who have achieved excellence, influenced other women to pursue legal careers, and opened doors previously closed to women.

As a young lawyer, Judge Kessler was a co-founder of the Women's

Legal Defense Fund. While serving as a judge of the D.C. Superior Court, 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 also organized the DC Domestic Violence Coordinating Council, an institution that has actively promoted procedures for the protection of abused women for over 25 years. Notably, she was one of 60 women judges who met in 1979 and founded the National Association of Women Judges. She later served as its third president. 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.

Since her appointment in 1994 to the U.S. District Court for the District of Columbia, Judge



*Judge Gladys Kessler*

Kessler has adjudicated with distinction an array of complex and important cases, including the largest civil case in U.S. history, the suit against the tobacco industry by the U.S. Department of Justice.

During this lunch program, Judge Kessler will be interviewed by WBA past president **Lorelie S. Masters**, a partner at Jenner & Block LLP.

### WBA Business Hour: Strategic Communication to Create Win-Win Results and Engage Clients and Colleagues through Coaching

On October 21 and December 6, Anne Collier delivered communication programs via webinar during the WBA Business Hour. The first program was Strategic Communication to Create Win-Win Results and the second was Engage Clients and Colleagues through Coaching.

"Strategic Communication to Create A Win-Win Conversation" relies on the Win-Win Conversation model, below. Participants learned to solve problems

more creatively and in a manner that is more likely to meet the needs of all involved — everyone from clients to colleagues and teenagers to toddlers. By focusing first on the underlying needs rather than strategies, and by engaging others, the Win-Win Conversation results in others truly committing to decisions, even when such decision is based on a strategy that person initially opposed. The key is for everyone affected to have his or her concerns heard, understood, analyzed, and then prioritized as necessary.

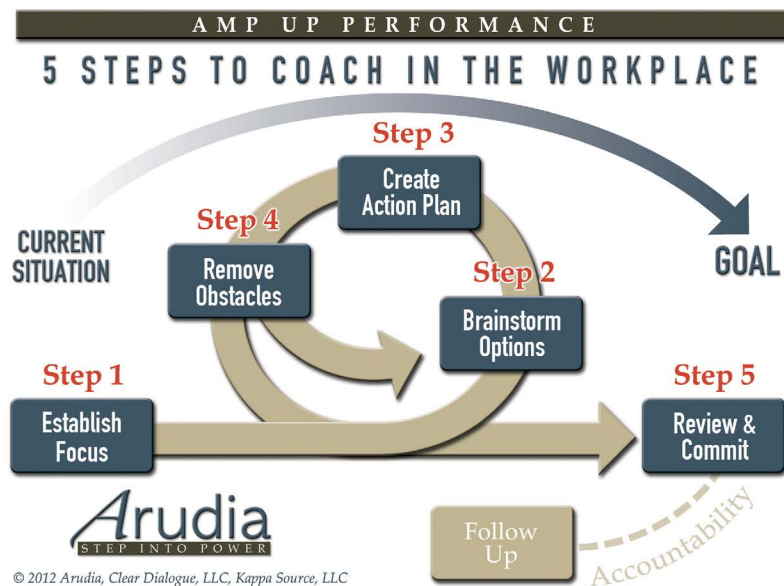
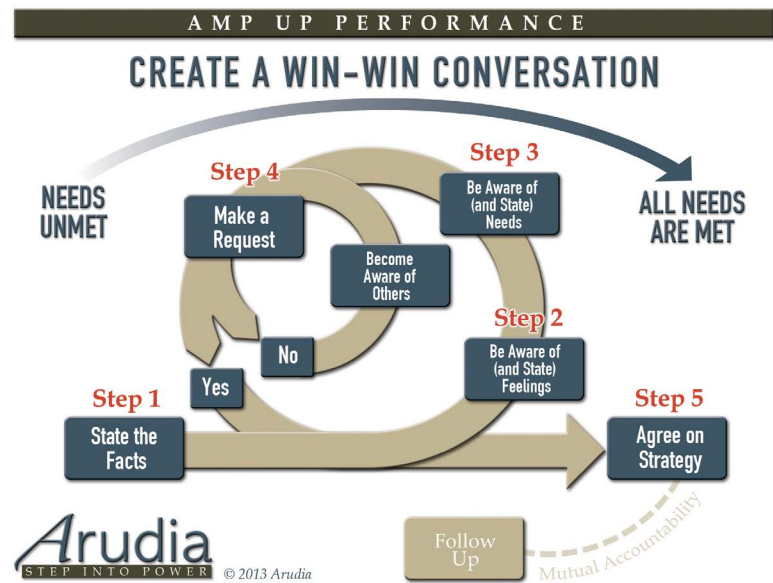
The critical elements of a Win-Win Conversation are to state facts in a neutral manner, to understand one's own feelings and needs and those of others, and to distinguish the underlying need or goal from the strategy for achieving it. Lawyers who use Win-Win Conversation communicate more effectively because they focus on the goals first and the strategies second. Exploring and reaching understanding and (hopefully) an agreement on the goals is a critical first step in productive problem solving and negotiation of any kind. In addition, participants learned to use more neutral language and how to make requests in a manner that encourages clear, results-focused communication and to encourage others to use these same skills as they respond.

The Engage Clients and Colleagues through Coaching program was based on the 5 Steps to Coach In the Workplace coaching model, below. The five steps are: Establish the Focus, Brainstorm Options, Create an Action Plan, Remove Obstacles, and Review and Commit. This process can be used in any meeting, regardless of the number of participants.

Lawyers using coaching skills are able to create and hold an ambitious vision for colleagues and clients in a manner that enables others to understand, believe, and commit to the vision. Such understanding is essential to engaging, inspiring, and exciting others about their work and working with you.

Using coaching skills with colleagues increases engagement and trust, solves problems more readily, reduces friction, and enhances productivity and commitment. In addition, when colleagues are more creative and engaged, they perform better, and there is more clarity of purpose, issues, and client goals.

Lawyers with coaching skills more easily build and sustain effective and trusting relationships with clients. They are better able to meet and exceed client expectations because the lawyer will have worked in true partnerships with clients, helping clients identify and refine their most important goals.





## One-on-One Mentoring Program Update

By Jennifer Mullins, Maria Mendoza & Svetlana Gans, Co-chairs, Mentoring Committee

The Polar Vortex has been challenging the One-on-One Mentoring Program, but it can't stop us from going forward! We held our rescheduled (from January) kick-off event on February 5 at Morgan Lewis. Our panelists, **Svetlana Gans** of the Federal Trade Commission, **Ellen Ostrow** of Life Coach LLC, and **Suzanne Reifman** of Northrop Grumman, discussed how to find a sponsor and build effective relationships with those that can help you in career advancement and transitions.

The discussion of career transitions, scheduled for February 13, was postponed due to (more) snow. We have a brown bag lunch discussion on work life balance scheduled for **March 27 at Dickstein Shapiro**. Our events are open to members and non-members alike, and you do not need to be involved in the mentoring program to attend an event. We will have

monthly events for the rest of the year, so be sure to regularly check the WBA's website for additional information. These events will fill up fast, so be sure to register early.

The interest in the mentoring program has been overwhelming. The Mentoring Committee cannot accommodate any additional requests to be matched with a mentor at this time, but we will attempt to do additional pairings throughout the year as we acquire more individuals interested in being mentors. We encourage you to attend our events, in the hopes that you can meet a potential mentor organically. Feel free to email any of the co-chairs of the Mentoring Committee if you are interested in becoming a mentor or if you are interested in helping with the organization of one of our programs. Our emails are available on the [Committees and Forums](#) page of the website.

## Communications Law Forum Hosts Another Successful Holiday Tea

By Laura Mow, The Law Offices of Laura C. Mow; Co-chair, Communications Law Forum

Photographs by Mark Van Bergh



Krista Witanowski, CTIA, and Colleen King, Wiley Rein LLP



FCC Commissioner Jessica Rosenworcel



The ever-popular tea was sold out almost two months before the event!

The much-anticipated annual Holiday Tea took place at the historic Willard InterContinental Hotel on Tuesday, December 17, 2013. Hosted by the Communications Law Forum, the 2013 Holiday Tea was a festive and elegant affair, with a full-plated tea served in the Willard's incomparable Crystal Ballroom, and remarks by the featured speaker, **Jessica Rosenworcel**, a Commissioner at the Federal

Communications Commission (FCC). Over 125 attendees gathered for the occasion, taking the opportunity to meet and mingle with their peers in the communications industry and in the legal profession, and to enjoy delicious tea, scones, sandwiches, and desserts, all enhanced by a background of classical harp music.

After a lively pre-tea networking reception, **Lynne Milne**, Co-chair of the Communications Law Forum, welcomed the attendees and highlighted the Forum's upcoming 2014 programs. For example, during Women's History Month, on March 25, 2014, the forum will continue its annual celebration of the contributions women judges have made to the legal profession by hosting a [luncheon to commemorate the many notable achievements of the Honorable Gladys Kessler](#), Senior Judge with the U.S. District Court for the District of Columbia and recent recipient of the Margaret Brent Women Lawyers of Achievement Award from the American Bar Association's Commission on Women in the Profession. The Forum's spring program slate closes with an exciting new evening program focusing on women rainmakers, [Lessons in Rainmaking](#). Scheduled for April 30, 2014, this new program will feature a panel of prominent women rainmakers in the communications industry and feature their thoughts on practical strategies for developing business. Ms. Milne then concluded by thanking the recurring sponsors of the Holiday Tea: **Comcast Corporation, Google, Inc., T-Mobile US, Inc.**, and the law firms of **Wilkinson, Barker & Knauer LLP** and **Willkie Farr and Gallagher LLP**, whose continuing support has helped to ensure the success and prominence of the annual Holiday Tea.

With the afternoon high tea service underway and the attendees enjoying their holiday fare, co-chair **Natalie Roisman** gave a brief introduction of the featured speaker, Commissioner Rosenworcel, highlighting her prior work as Senior Communications Counsel for the U.S. Senate Committee on Commerce, Science, and Transportation and various previous roles served at the FCC (including Legal Advisor to former FCC Commissioner Michael J. Copps and Legal Counsel to the Chief of the Wireline Competition Bureau), as well as her work in the private sector at a DC law firm, Drinker Biddle & Reath LLP. Ms. Roisman also referenced the significant mentoring work the Commissioner has done to advance women in communications law. Ms. Roisman then invited Commissioner Rosenworcel to the podium to make her remarks.



*Kathleen Ham, T-Mobile USA, Inc. and Christina Clearwater*



*l-r: Linda Oliver, FCC; Jennifer Duane, Department of Commerce — NTIA; and Communications Law Forum Co-Chair Laura Mow*



*l-r: WBA Past President Nancy Long, American Association of University Women; Ilene Price, Bluewave Resources; and WBA Foundation Past Presidents Judge Diane Brenneman, DC Superior Court, and Kirra Jarratt, DC Bar Foundation*



*l-r: WBA Secretary Shawnte Mitchell, Emergent BioSolutions Inc; WBA Foundation Board Member Lorie Masters, Jenner & Block; The Honorable Avril Ussery Sisk; WBA Immediate Past President Laura Possessky, Gura & Possessky, PLLC; DC Bar President Andrea Ferster DC Bar*



Ms. Rosenworcel began by describing her first day in office as an FCC Commissioner and how it felt to be a woman with a seat at the table. The Commissioner remarked on the need for women to participate more extensively in technical fields such as science, technology, engineering, and math (STEM). Ms. Rosenworcel noted her strong support of increased funding and emphasis on STEM education for girls K-12 and women at the college level based on her conviction that stronger preparation and training in STEM areas would particularly benefit their career development and lifetime earnings. The Commissioner observed that jobs in STEM fields are among the fastest growing in the country, with three times as many job opportunities in STEM fields than in any other field. Nevertheless, the Bureau of Labor Statistics confirms that women hold less than a quarter of all jobs in STEM fields, despite holding half of the jobs in this country. In addition to her support of greater involvement of young women in STEM fields, the Commissioner noted that she has enjoyed engaging in more personal mentoring efforts by holding brown bag lunches in her office with junior women in the communications bar.

Ms. Rosenworcel offered attendees valuable career advice and insights, covering the importance of mentoring to career advancement (particularly in STEM areas) and noting the significance that mentors play in developing a professional life. She concluded by entertaining a number of questions from the audience, touching on decisions she made at various points in her life (including leaving the private sector for work at the FCC following the enactment of the Telecommunications Reform Act of 1996), and the balancing of family and professional responsibilities.

The afternoon program concluded with co-chair **Laura Mow** presenting Commissioner Rosenworcel with a beautifully-decorated Russian teapot, a fitting token of appreciation for her appearance and participation in an event that has become a highlight of the holiday season for many members of the WBA. We are all already looking forward to the 2014 Holiday Tea!



*l-r: Leora Hochstein, Verizon and WBA President  
Jessica Adler, Law Office of Jessica E. Adler;  
Monica Desai, Patton Boggs*



*WBA Co-chairs networked at the event: Anne Collier, Arudia (Career Development Committee); Stephanie Spear American Institute of Architects (Young Lawyers Committee); and Nancy Kuhn, Jackson & Campbell, P.C. (Tax & Business Law Forum)*



*WBA Communications Law Forum Co-chair Laura Mow presents the traditional Holiday Tea speaker gift, a teapot, to Commissioner Rosenworcel*



## Member Spotlight: Diane Brenneman

*Compiled by Mavis Gragg, Attorney, BuckleySandler LLP*

The Honorable Diane M. Brenneman is a Magistrate Judge on the Superior Court of the District of Columbia. She was appointed by Chief Judge Rufus G. King III on February 20, 2004.

After graduating from Santa Clara University in 1968, Judge Brenneman entered the Peace Corps, in which she served for two years as a teacher in India. After returning to the U.S., she taught in schools in California. She moved to the Washington, DC area in 1973, and served as the Assistant Admissions Director of Dag Hammarskjold College in Columbia, MD.

Judge Brenneman says, “The reason I went into law is that I believed as citizens of the United States we not only are guaranteed rights under the law but also access to the law. The law is something that should not be a mystery and there should be access for everyone. After my experience as a Peace Corps volunteer in India, I helped develop a program that allowed students from around the world to get a year of college credit for working in community development organizations in Washington, DC.”

The program she developed was the Polycultural Institute, a program that has been likened to a reverse Peace Corps, where students of different economic, cultural, and national backgrounds work with community development organizations in DC’s inner city.

She continues, “In setting up this program, it became apparent to me that the local legal regulations would not be so difficult to navigate if I became a lawyer. Then I learned while in law school that we (lawyers) are part of the problem. Thirty to 40 percent of adults in poverty cannot read. So what do you do if you can’t read and you have a legal problem? The law needs to be for everyone, not just for some and

it needs to be clear enough so that if you can’t afford a lawyer, you can represent yourself.”

Judge Brenneman graduated from Georgetown University Law Center in 1979 and became a clinical supervisor in the Family Law Clinic of the Antioch School of Law. She received a master’s degree in clinical teaching from the Antioch School of Law in 1982 and at that time became a full professor of the school. In 1985, she became the Associate Dean for Academic Affairs. Her teaching experience continued at Antioch’s successor institution, the University of the District of Columbia School of Law. While at the UDC School of Law, Judge Brenneman worked extensively with lead counsel, Joseph Tulman, and attorneys from the U.S. Department of Justice on the Forest Haven class action case.

In 1986, she and Mark G. Levine, a former ASL colleague, established the general civil practice law firm of Brenneman and Levine. After her partner and his family moved to Chicago in 1995, Judge Brenneman continued as a sole practitioner focusing primarily on family law, domestic relations law, and alternative dispute resolution.

During the 23-year period in which she taught law, supervised legal clinics, and served as a private practitioner, Judge Brenneman had a role in the training of more than 500 law students and has been directly involved in the provision of legal services to more than 2,500 low-income families in DC.

A fun fact about Judge Brenneman: when she was in law school, she sang and played the guitar at The Roma, a fairly well-known Italian restaurant opposite the Uptown Theatre on Connecticut Avenue in Northwest DC.



*Diane Brenneman*

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

I joined right after law school in the ‘80s then let my membership lapse. I thought the WBA was not interested in grassroots type of work. I didn’t think people were making enough effort to address some of the issues people in DC were facing regarding legal matters. It wasn’t until WBA board member Vicky McEnerney organized a town hall discussion for women attorneys to find out why they were not members of WBA that I reconsidered joining. I could not complain about the WBA’s perceived focus if I didn’t want to be part of the solution. Besides that, I felt women had a different perspective and more to offer in making the law more transparent including providing access to women becoming lawyers. Women were not getting a fair shake back in those days.

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

I get to meet some great women lawyers who are very smart and who have wonderful ideas as to how to make the practice of law better for women and families. This is a very generous group of women—generous with their time, energy, and their dollars. WBA members really work together on different projects.

## HOW DID YOU ORIGINALLY GET INVOLVED?

In 1998, I served as a panel member for the Family Law and Children At-Risk public access cable TV series, which was sponsored by the WBA. I then became a co-host with WBA member Elizabeth Langer for an expanded series of nine cable TV shows entitled “The Family Lawyers.” The program, which was Elizabeth’s idea, offered as a public service and a means of publicity for her new law practice. We had previously discussed what we were doing to get exposure in the community. She was writing for the Montgomery County Gazette and I had started a public education project for pro se litigants while at Antioch.

Elizabeth and I brought in practitioners from DC, Maryland, and Virginia who could speak in plain language about how some of the issues in family law work, how people faced with the issues can deal with them and, essentially, how family law works. The series covered very basic information about topics such as alimony, child support, custody, adoption, and mediation. It was a huge success and it demonstrated that there is a need to make legal resources more available. I still have videotape copies of the series because they were general enough that a lot of what they discuss is still relevant, despite changes in the law.

I continued to work with the Pro Bono Program of the DC Bar and the Family Law Task Force to initiate educational programs for family law pro se litigants in the DC Superior Court, as well as develop standardized forms for their use in divorce and child support proceedings. In 1993, we launched the [Pro Se Divorce Clinic](#) in the Superior Court, which continues to this day.

This clinic served as one of the models for the Family Court’s Self-Help Pilot Project. I was actively involved and organized the involvement of WBA members in this project along with the combined efforts of other practitioners and organizations to develop the [Family Court’s Self Help Center](#). The project received the DC Bar’s prestigious Frederick B. Abramson Award for 2003. To this day, the Center continues to serve hundreds of citizens in the Family Court.

My goal has always been to make legal information and resources available for those who won’t have access to them otherwise. The neat thing about the WBA is that if you have an idea, it’s easy to get involved and get things launched. There is minimal bureaucracy and there is also a strong culture of helping.

## HOW DID YOU STAY INVOLVED?

I was on the WBA board for many years. I was mainly involved in bringing in new members and supporting events. I have tried to mentor other women—working in my own way to ensure that we have diverse members ethnically, racially, and age-wise. We were also able to raise enough money to hire an executive director who could get us more organized, get our membership up to date and so on. I was

also part of the transition team that engaged Potomac Management Resources, an association management company that provides an efficiency of scale for the WBA that we would not have been able to achieve. They helped us maintain and continue our connections in the community and with other bar associations in a well-organized way.

Around the time I was appointed to the bench in 2004, I was invited to join the WBA Foundation board. When I served on the Foundation board, we were able to establish the [Founders Fellowship](#), which has been able to provide awards that allow law students to work with organizations who help women and girls. Our immediate past president, Kirra Jarratt, did a tremendous job expanding the scope of this mission.

## WHO IS YOUR MENTOR/HERO?

There are so many women who are amazing people. They see something that needs to be done and just do it. Suzanne Richards (WBA President, ‘78) was a wonderful role model, as was Judge Margaret Haywood. These were two women who knew everything about the law. They knew how to tell you what was important and what was not important. They also knew how to enjoy life. They were generous with the time they spent with you. One of the things I remember about Suzanne was her saying, “When you get older, Diane, you must get up and go to work every day even if you don’t have work to do.” Judge Haywood said to me, after I had a case that did not go well: “You did a fine job, but up here I have to decide the case based on the law and the facts and just remember, young lady, you didn’t make the facts.” That was freeing for me because as a lawyer you work really hard to win a case for your client, but, in the end, it is the facts created by your clients that tip the balance. The win and loss record is not what will give you the measure of your ability or effort.

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

Join the WBA. Seriously. I tell every newly minted lawyer to get involved. I even say this to people still in law school.

## WHAT IS THE BEST ADVICE YOU HAVE RECEIVED?

The advice from Judge Haywood noted above.

## IN WHAT OTHER ORGANIZATIONS ARE YOU INVOLVED?

Basically the WBA and the Bar Association of the District of Columbia. I am also a member of the Council for Court Excellence and other organizations of lawyers and judges that allow us to gather in social settings. I am also an ABA Foundation Fellow.

## Member News

### Horowitz Announces Launch of Attorney Talent Strategy Group

**Lisa B. Horowitz** has announced the launch of the Attorney Talent Strategy Group ([www.atalentstrategy.com](http://www.atalentstrategy.com)). Launched with a commitment to share her 30 years of combined legal practice and talent management experience, the firm focuses on assisting law firms and legal departments to maximize client value through tailored strategic talent management activities and advising individual attorneys, at all stages of their careers, to proactively plan and achieve their goals, tackle new roles and responsibilities and navigate significant career transitions.



### Reifman Now Senior Counsel

WBA President-Elect Suzanne Reifman is now a Senior Counsel in the Export/Import law practice of Northrop Grumman Corporation. Prior to joining Northrop Grumman, Suzanne was a partner at Vinson & Elkins LLP.



## Welcome New Members

The following persons joined the WBA in December 2013 and January 2014

<b>Nnenna Agbai</b>	<b>Stephen I. Glover</b>	<b>Monika Talwar Pohlmann</b>
<b>Saba Ahmed</b>	<b>Erin Griffith</b>	<b>Sarah Ramia</b>
<b>Matilda Selma Bilstein</b>	<b>Elizabeth Halterman</b>	<b>Nina Ren</b>
<b>Jennifer A. Birchfield</b>	<b>Valerie Elizabeth Hill</b>	<b>Kirstin Riesbeck</b>
<b>Deborah Broderson</b>	<b>Marcia Hooks</b>	<b>Pamela Hope Roth</b>
<b>Erika K. Brown</b>	<b>Phyllis Alene Jones</b>	<b>Christina Sarchio</b>
<b>Lauren E. Burke</b>	<b>Xixi Lu</b>	<b>Abigail Stokes</b>
<b>Donnice Butler</b>	<b>Lisa McFarland</b>	<b>Alya Sulaiman</b>
<b>The Honorable Karen R. Calmeise</b>	<b>Amanda McGrath</b>	<b>Karen E. Tanenbaum</b>
<b>Lara Covington</b>	<b>Cheryl Mpande</b>	<b>Lisa Ann Tekancic</b>
<b>Jenna Czaplicki</b>	<b>Sheila Novak</b>	<b>Karen Toto</b>
<b>The Honorable Danya A. Dayson</b>	<b>Julia Parnell</b>	

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



## Upcoming Events

Tuesday, March 4, 2014

### **A Night of Style!**

*Presented by: The WBA Foundation*

Lauren Rothman, fashion, style, trend expert, and founder of [Styleauteur](#), is the featured presenter at this event, hosted by Bloomingdale's in Chevy Chase. Learn how to hone your own unique and memorable style while raising money for the WBA Foundation's mission of supporting the legal needs of women and girls. Each attendee will receive a free copy of Ms. Rothman's book, *STYLE BIBLE*.

Wednesday, March 5, 2014

### **Joint Happy Hour for International Law**

*Presented by: International Law Forum*

A fun evening of mingling with members of fellow international law organizations! Meet new colleagues, catch up with old friends, and learn what the various groups have to offer. No cost to attend; drinks and appetizers available for purchase.

Thursday, March 6, 2014

### **Succeeding as a Small Firm Associate**

*Presented by: Solo & Small Practice Forum & Young Lawyers Committee*

Are you a new associate at a small firm? Are you lost as to structure and protocol, who to approach for help, or just how to navigate and excel in your new position? Our panel will answer questions like these and more.

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.

Friday, March 14, 2014

### **WBA Business Hour: Estate Planning Explained**

*Presented by: Membership Committee*

While we enjoy getting together in person, sometimes schedules get in the way and make leaving the office difficult. This free, monthly program is held via phone and features subject matter experts on an array of topics specific to the needs of WBA members.

Estate planning is something that everyone, whether young or old, wealthy or still paying off student loans, should have in place. Proper planning can protect you while you are living, ensure efficient distribution of your assets at your death, and name guardians for minor children. If the thought of estate planning has been overwhelming for you, or you want to check in to make sure you have everything you need, join us for this program!

Wednesday, March 19, 2014

### **National Association of Women Lawyers' 2014 Mid-Year Meeting**

*Presented by: National Association of Women Lawyers & Co-Sponsored by the Women's Bar Association of the District of Columbia*

Please join NAWL in the nation's capital for our 2014 Mid-Year Meeting. Attend timely and stimulating CLE programs that will assist you as a woman lawyer both in advancing your career and attaining leadership positions in your firm or organization — whether you work in private practice, as an in-house attorney or in a governmental capacity. As always, take the opportunity to network with NAWL members from across the country, plan future activities with your colleagues on NAWL committees, and this year be on hand for the beginning of the 101st National Cherry Blossom Festival celebrating the gift from Japan of the Cherry Blossom trees that bloom around the iconic Tidal Basin.

Wednesday, March 19, 2014

### **Navigating the Revolving Door: Changes in Careers and Perspectives**

*Presented by: Health Law Forum*

Many attorneys, particularly those specializing in heavily regulated industries such as health care, find themselves making career transitions that involve not just a change in organization but also a change in entity type, such as from private practice to government or from government to non-governmental organization. The presented panel is made up of attorneys who have already made such transitions in their careers, to provide insight, discussion, and commentary on the pros and cons, the highlights and pitfalls of such transitions.

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.

Wednesday, March 26, 2014

### **Exploring Legislative Careers: Tips on Pursuing and Enhancing a Legislative Career**

*Presented by: Government Attorneys Forum*

Our nation's capital is the heart of the country's legislative and policymaking process. Hear what it's like to work on Capitol Hill, or in an agency's legislative policymaking center. Find out from career experts about policymaking opportunities here in Washington, DC. Discover what's involved in writing the nation's laws and how this kind of public service experience can help you further your career. Join us as our expert panel explores how to get and enhance a legislative career, and the different paths it can open up!

Thursday, March 27, 2014

### **One-on-One Mentoring Program: Work Life Balance & Time Management**

*Presented by: Mentoring Committee*

A brown bag lunch discussion of work life balance and time management. Our panelists will explore the many dimensions of work life balance beyond just balancing a career and family. Specifically, they will discuss the importance of prioritizing "extracurricular activities" that nurture personal interests and promote self-care. They will also discuss how proper time management can be the key to finding happiness in both your career and personal life.

Thursday, April 3, 2014

### **Speed Mentoring in International Law**

*Presented by: WBA International Law Forum and WBA Mentoring Committee*

Join the WBA International Law Forum and WBA Mentoring Committee for a mentoring and networking event focused on international law practice. Mentees will have the opportunity to interact with volunteer mentors in various international law practice areas, including asylum and human rights law, sanctions and international trade, WTO litigation, antidumping and countervailing duty law, and Foreign Corrupt Practices Act enforcement and litigation. They'll walk away with great insights and advice on beginning or continuing their international law careers.

Wednesday, April 9, 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, April 24, 2014

### **WBA Foundation's Fourth Annual Grant Awards Reception**

The WBA Foundation will unite its new grantees, supporters, and friends in its mission to leverage the generosity of lawyers and friends to support nonprofits that serve the legal and related needs of women and girls in the DC Metropolitan community. Join us as we present and celebrate the WBAF's 2014 Grant recipients.

Wednesday, April 30, 2014

### **Lessons in Rainmaking**

*Presented by: Communications Law Forum*

Learn practical strategies on how to develop business from rainmaking role models. What steps can one take to develop strong client relationships? Are there authentic techniques to build trust so that a client will hire you again? What planning steps are involved in marketing one's legal knowledge and industry expertise? How can one identify a perfect potential client for oneself? How does one make time for business development and still get required legal work done?

Wednesday, May 14, 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, May 21, 2014

### **WBA and WBA Foundation Annual Dinner**

Join us in honoring our 2014 Woman Lawyer of the Year, Judy Smith, Esq. of Smith & Company. Ms. Smith is a well-known crisis manager, and the inspiration for the Olivia Pope character on ABC's Scandal. During her career, she has bridged the public and private sectors and broken barriers as a woman of color.