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## Features

### WBA Announces 2015 Woman Lawyer of the Year: Judith Scott

*The Women's Bar Association of the District of Columbia will honor Judith Scott, General Counsel to the Service Employees International Union (SEIU) as the 2015 WBA Woman Lawyer of the Year. 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 award will be presented at the WBA/WABF Annual Dinner on May 20, 2015, at the National Building Museum in Washington, DC.*

Ms. Scott, one of America's top labor lawyers, currently serves as General Counsel to SEIU, the largest labor union in the private sector and second largest overall. SEIU represents over 2 million health care workers, public employees, janitors, and other workers in the property services industry. Over 50 percent of its members are women. With addressing economic inequality as one of its top priorities, SEIU's organizing efforts focus on immigrants and low-wage workers, such as homecare and childcare workers, who are often in jobs outside the protection of basic labor laws. In addition to her position at SEIU, Ms. Scott is a partner in the well-recognized labor law firm of James & Hoffman P.C.

For over 40 years, Ms. Scott has held key labor law positions in a wide range of public and private sector unions, including: the United Mine Workers of America; the American Federation of State, County and Municipal Employees; the United Auto Workers of America; and the International Brotherhood of Teamsters. She is the first and only woman to serve as General Counsel to two major international labor unions. Over the course of her career, she has given special attention to issues affecting women workers, including her work on the passage and implementation of the Pregnancy Discrimination Act and later, the Family and Medical Leave Act; confronting workplace reproductive health hazards and related discrimination; support for women entering non-traditional jobs in the industrial sector; and winning pay equity and a living wage for workers in the service sector.

Her career has included national negotiations at the major auto companies while at the United Auto Workers; representation of the United Mine Workers in its historic campaigns for coalfield justice at A.T. Massey and Pittston Coal Companies; spearheading innovative legal approaches to gaining access to collective bargaining for low wage workers; voting rights work affecting communities of color and global campaigns involving worker justice at major multi-national corporations. She has lectured widely on labor law matters, including being selected for the Henry Kaiser lecture at Georgetown University School of Law and the annual lecture for Robert Preiskel and Leon Silverman Program on the Practicing Lawyer and Public Interest at Yale Law School.

Throughout her career, Ms. Scott has been generous with two precious commodities: her time and her experience. She is a long-time member of the Board of Directors of the National Partnership for Women and Families and also on the Boards of the Alliance for Justice and the American Constitution Society. She served as co-chair of the ABA International Labor and Employment Law Committee from 2007 until 2010, and as a presidential appointee to the Advisory Committee to the Pension Benefit Guarantee Corporation in the Clinton administration.

Ms. Scott places a priority on mentorship and supporting women lawyers entering the social justice movement. Ms. Scott is credited with earning a place at the table for women and working family issues in the male-dominated industries in which she worked for decades – the auto, mining, and trucking industries. Judy Lichtman, former president and now senior advisor to the National Partnership for Women and Families, refers to Ms. Scott as “a spectacular mentor of women lawyers, both new to the profession and more experienced.”

Ms. Scott is a 1974 graduate of Northeastern Law School and received her BA from Wellesley College in 1971.

The theme for the 2015 Annual Dinner is “Standing Together.” As an organization, the WBA is committed to being the preeminent professional and personal resource for women at all points in their legal career. The association provides opportunities to meet like-minded professionals along with mentors and other connections who can help them take the next step, wherever that may lead.

A full list of Woman Lawyer of the Year recipients, since 1964, can be found at [wbadc.org](http://wbadc.org).

The 2015 WBA/WBA Foundation Annual Dinner and awards ceremony will take place at the National Building Museum at 6:30 p.m., Wednesday, May 20, 2015. For additional information, including tickets and sponsorship opportunities, visit [wbadc.org](http://wbadc.org) or call 202-639-8880.



Judith Scott

## What Happened on May 17, 1917?

On that day, Ellen Spencer Mussey and Emma Gillett founded the Women's Bar Association of the District of Columbia. Our Founders, both suffragists, made this move more than three years before the 19th Amendment, guaranteeing women the right to vote, was ratified in August 1920.

We owe much to these trailblazers. To honor their legacy and commitment to equality, the WBA has appointed a committee, chaired by **Lorie Masters**, Partner at Perkins Coie LLP; **Paulette Chapman**, Partner at Koonz, McKenney, Johnson, DePaolis & Lightfoot, L.L.P.;

and **Ellen Jakovic**, Partner at Kirland & Ellis LLP, to plan celebrations to honor the WBA's centennial. The culmination will be the Annual Dinner on May 17, 2017—save the date!

The committee has created the following subcommittees: Programming, Publicity (video), Fundraising, and Night of/ Host committee, Honorary Committee, and WBA/WBAF History – Historical Society. We would love to have your help! Please contact Carol Montoya at [carol@wbadc.org](mailto:carol@wbadc.org) if you are interested in getting involved in this important project to honor and celebrate our Founders!

## CEQ Issues Concurrent NEPA Draft Climate Change and Final Programmatic Review Guidance

*By Cathy Pagano, Senior Government Relations Representative, U.S. Postal Service; Co-Chair, Energy and Environmental Law Forum & Government Attorneys Forum and Matt Raeburn, Environmental Consultant/Attorney, RaeburnSide LLC*

About a week before the New Year, the Obama Administration issued two guidance documents that ultimately should provide federal decision makers with a better understanding of how to evaluate the environmental impacts of their actions, including climate change impacts. With the publication of new draft guidance, the President's Council on Environmental Quality (CEQ) inched closer to codifying how the federal government's subparts should consider climate change, under the National Environmental Policy Act (NEPA), in decision making. Concurrent with its revised draft climate change guidance, CEQ also issued final guidance on the use programmatic environmental analyses. Both guidance

documents emphasize the importance of a generally consistent application of NEPA across the entire federal government.

NEPA generally requires federal agencies to consider the effects of proposed major federal actions – and any reasonable alternatives – on the human environment. With the Obama Administration in its final years and members of Congress proposing NEPA changes to which a Republican president might be more receptive, CEQ's revised draft climate change guidance and final programmatic guidance could help solidify President Obama's environmental legacy.

### *CEQ's Revised Draft Climate Change Guidance Includes Two Measures for Two Kinds of Impacts*

Both of CEQ's two NEPA publications are timely, but CEQ's revised draft climate change guidance has also been a long time coming. This iteration of CEQ's draft guidance on how agencies and departments should treat climate change and greenhouse gas (GHG) emissions in their NEPA reviews of proposed federal actions revises earlier draft guidance from February 2010. CEQ's revised draft guidance responds to public comments on the 2010 draft. The overriding purpose of the guidance in the revised draft remains consistent with the prior drafts: to provide a cross-agency understanding of what climate change is and thus facilitate consistency among agencies considering climate change under NEPA.

NEPA guidance spanning the federal government's many agencies and departments is particularly important for climate change. The climate change impacts of a proposed federal action might not be as easily quantified as, say, an action's impacts on local automobile traffic. Even more, climate change can have both short and long-term effects.

CEQ's revised draft guidance affirms federal entities must consider both the near and more far-off climate change impacts of a proposed federal action.

The revised draft guidance also provides a two-pronged method for considering climate change's effects in environmental analyses under NEPA. One is the consideration of climate change's impacts for the environmental effects of a proposed federal action. The other is a consideration of a proposed action's GHG emissions as a way of gauging the action's impacts.

For the latter, CEQ's revised draft guidance retains the prior draft guidance's "reference point" level of 25,000 metric tons of CO<sub>2</sub>e emissions annually. Below that, CEQ does not recommend a quantitative analysis of GHG emissions. That 25,000 CO<sub>2</sub>e "reference point" is explicitly not the same as "significance," which CEQ's existing NEPA regulations use as the measure for whether an environmental assessment

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of a proposed federal action is required. Although the draft guidance still has a ways to go before it becomes final, federal agencies should stay confident that CEQ's 25,000 CO<sub>2</sub>e benchmark would remain (unlike EPA's CO<sub>2</sub>e thresholds for its PSD Tailoring Rule, which the Supreme Court invalidated last year).

Despite CEQ's desire for consistency, the revised draft guidance would still leave federal agencies and departments with plenty of discretion. They could use "their best judgment and expertise" when considering each proposed federal action's GHG emissions and their climate change impacts. CEQ's revised draft guidance would grant "substantial discretion" to agencies tailoring their NEPA processes to accommodate

CEQ's climate change guidance. Even more, CEQ expressly states in its revised draft guidance that federal agencies should not need to change their own NEPA implementing procedures due to CEQ's guidance on how those agencies should consider climate change in federal decision making.

More than four years have elapsed since CEQ issued prior draft guidance on how federal entities should evaluate climate change and GHG emissions in their NEPA reviews. The prior draft guidance arose from an administrative petition in 2008. So CEQ's pace of developing NEPA guidance on this admittedly complex issue has not been swift. But, for reasons discussed further in this article, political pressures could hasten the revised draft guidance's move towards its final form.

## *Final Guidance on Programmatic NEPA Reviews Seeks Greater Consistency Government-Wide*

CEQ took a big step toward improving federal agencies' use of Programmatic NEPA Reviews by issuing a new 56-page [Final Guidance document](#).

Programmatic NEPA reviews address general environment issues relating to broad decisions, for example, those establishing policies, plans, programs or suite of projects (in 2012, the Department of Energy issued a Programmatic Environmental Impact Statement evaluating "Solar Energy Development in Six Southwestern States"). Programmatic NEPA reviews can also frame the scope of subsequent site- and project-specific proposed federal actions.

With its December 2014 Final Guidance, CEQ takes aim at an old problem: that programmatic NEPA reviews have not been used for their intended purpose and often did not fulfill agencies' and stakeholders' expectations. CEQ's Final Guidance is not a rule and thus not legally enforceable, but it formally provides agencies with CEQ's authoritative interpretation of NEPA and its implementing regulations. The Final Guidance is meant to clarify how agencies can use NEPA reviews at the program level more consistently across the government.

The guidance outlines when a programmatic NEPA review may be appropriate. It can be used when the proposed major action is subject to NEPA and falls into any of four categories:

- (1) Adopting Official Policy (e.g., rulemaking at a national or regional level, adoption of agency-wide policy, or redesign of an existing program);
- (2) Adopting Formal Plans (e.g., strategic planning linked to agency resource allocation);
- (3) Adopting Agency Programs (e.g., a new agency mission or initiative); and
- (4) Approving Multiple Actions (e.g., several similar actions or projects in a region or across the country, such as a large scale utility corridor project).

An effective programmatic NEPA review should contain the agency's anticipated timing and sequence of decisions and time frame or potential triggers for a tiered NEPA review (i.e., requiring the preparation of multiple NEPA review documents in succession). And a key advantage of preparing a programmatic NEPA review for repetitive agency activities is that the review can provide a starting point for analyzing direct, indirect, and cumulative impacts. A programmatic NEPA review, however, may not be cost effective if: (a) the agency's effort to do the review is substantially greater than the time and effort saved in analyzing subsequent proposals; or (b) the lifetime of the programmatic NEPA document is limited.

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CEQ's Final Guidance also offers a host of practical considerations and addresses the following nine key points: (1) answering what decisions the agency needs to make; (2) answering what actions the agency would subsequently want to take based on this review; (3) determining the purpose and need of the programmatic proposal to be analyzed and its relationship to subsequent tiered level proposals and decisions; (4) defining a practical time and space scope for the review; (5) gathering and analyzing environmental resource data for broadly scoped actions that may affect large geographic areas; (6) coordinating among multiple overlapping jurisdictions and agencies that may have a role; (7) communicating scope, content and purpose in an understandable way; (8) communicating opportunities for public engagement; and (9) maintaining relevancy of the documents for later tiered analyses. The guidance also includes two helpful Appendices: a Table of Key Distinctions between Programmatic and Tiered Analyses; and Sample Programmatic Analyses.

Policymakers continue offering legislation and other proposals purporting to reform the NEPA process. This Final Guidance is an effort to enhance and streamline the NEPA process. The guidance – now in effect – will no doubt be closely reviewed by federal agencies as they plan future major programs and review those programs compliant with NEPA.

## ***CEQ's Issuance of Draft Climate Change and Final Programmatic Guidance in the Context of Congressional Attempts to Revise NEPA***

The Obama Administration's issuance of these two NEPA guidance documents makes sense within the context of its prior actions regarding NEPA and subsequent proposals – particularly in the form of Congressional legislation – to change the federal government's NEPA implementation.

In October 2009, President Obama issued Executive Order 13514: federal Leadership in Environmental, Energy and Economic Performance. The Order contained a provision mandating that NEPA reviews of proposed new or expanded federal facilities include identification and analyses of impacts from energy usage and potential alternative energy sources. The following February, CEQ issued its prior draft guidance on climate change impacts.

Later, in 2014, the House of Representatives passed NEPA legislation called the "RAPID Act" (H.R. 2641). The legislation died in the Senate, but it would have required CEQ and each federal agency to amend their NEPA implementing regulations. The RAPID Act would have

required expediting measures and time limits to accelerate NEPA reviews, such as by imposing a limit of no more than one environmental impact statement (EIS) or environmental assessment (EA) per proposed major federal project.

The RAPID Act also would have prohibited NEPA reviews from taking into account the social cost of carbon. Conversely, in its revised draft climate change guidance issued at the end of 2014, CEQ affirmed that the social cost of carbon would be a legitimate metric for considering climate change.

Members of the newly begun 114th Congress already have proffered legislation that would amend NEPA process in ways that conflict with CEQ's recent guidance. For example, the "REBUILD Act" (H.R. 211) would allow assignment of some NEPA review responsibilities to state governments. Covered projects could broadly include infrastructure and land development that require federal permits.

## ***Conclusion***

In issuing both the revised draft climate change guidance and the Final Guidance on the use programmatic environmental analyses, the Obama Administration could significantly affect federal agencies' and departments' reviews of proposed major federal actions under NEPA, especially if the climate change guidance becomes final. With Congress continuing to propose amendments to NEPA and the possibility of a more receptive president assuming office in two years, CEQ's December guidance documents could reasonably be seen as buttressing the President's environmental legacy. In particular, CEQ's guidance documents emphasize cross-agency consistency and the importance of considering climate change in major federal decision-making. Of course, it remains to be seen whether those documents' changes and potential changes to federal NEPA processes survive the current Congress or the next administration.

## **Links for further reading:**

### ***CEQ and Other Executive Branch Documents***

[Council on Environmental Quality, Revised Draft Guidance for federal Departments and Agencies on Consideration of Greenhouse Gas Emissions and the Effects of Climate Change in NEPA Reviews \(Dec. 24, 2014\)](#)

[Council on Environmental Quality, Draft NEPA Guidance on Consideration of the Effects of Climate Change and Greenhouse Gas Emissions \(Feb. 18, 2010\)](#)

[Council on Environmental Quality, Final Guidance for Effective Use of Programmatic NEPA Reviews \(Dec. 23, 2014\)](#)

[Council on Environmental Quality, Effective Use of Programmatic NEPA Reviews \(Dec. 18, 2014\)](#)

[Executive Order 13514: federal Leadership in Environmental, Energy and Economic Performance \(issued Oct. 5, 2009\)](#)

[NEPA.gov](#)

### ***Selected NEPA Legislation***

[H.R. 211 \(114th Congress, referred to committee Jan. 8, 2015\)](#)

[H.R. 2641 \(113th Congress, passed Mar. 10, 2014\)](#)

## President's Column

*By Suzanne Reifman, WBA President*

During the cold winter season, it can be tempting to hibernate at home. What's the harm in waiting until spring to venture out?

As a result of the ever-changing legal landscape and dynamic DC job market, women attorneys should never stop promoting themselves, regardless of the weather. One way of cultivating important personal and professional connections is simply by attending WBA events. In keeping with our "Standing Together" bar theme, our programming is designed to be of interest to women attorneys at all stages of their careers.

Given the necessity of self-promotion, one event I want to highlight is our [Partner Dinner](#), which will be held on March 18 at the National Press Club. The Partner Dinner also doubles as the third installment of our Leadership Task Force programming. Entitled "Negotiating for Professional and Personal Development," the evening will feature stimulating discussion about negotiation and how, for many of us, it is easier to be a zealous advocate for our clients than it is to advocate for ourselves.

In addition to our other programming, it is not too early to plan on attending the [WBA/WBAF Annual Dinner on May 20](#). Held at the beautiful National Building Museum, the Annual Dinner is an incredible event at which you have the opportunity to network with hundreds of women attorneys from the DC metropolitan area.

For those of you who find it challenging to promote yourself, the WBA can help! As described in more detail on the ["Membership Categories and Dues"](#) tab on our website, Sustaining Members are highlighted in a number of ways, including a listing on the WBA website and in the WBA News and Events and Raising the Bar, as well as recognition at the Annual Dinner (the many benefits include an invitation to the Annual Dinner VIP reception). You can upgrade your current membership to the sustaining level; just call our office at 202-639-8880. Starting with our next issue, we will include a sustaining member spotlight, in addition to our regular Member Spotlight column.

Your membership also entitles you to access the WBA Job Bank. We actively encourage area employers to post their job openings to provide more opportunities for our members.

Finally, the WBA continually endorses qualified candidates for judicial and executive positions. Learn how to be considered for an endorsement on our [website](#).

The WBA is always looking for more ways to promote and provide value to our members. We look forward to seeing you at our events soon. And, not to worry, spring is on its way!



*Suzanne Reifman*

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## WBA Foundation



### WBA Foundation President's Letter

By Nancy A. Long, WBAF President

Happy New Year! This is a very exciting time for the WBA Foundation as we extend a warm welcome to two new board members, **Renee Weir**, Serten Advisors and **Rebecca Weir**, Legal Services Corporation. On a sad note, the Board recently accepted the resignation of Board member **Kelly Brinkley**. I and the board are grateful for Kelly's dedication and commitment to the WBAF.

I invite you to attend (and/or support) the **WBAF's Sixth Annual Awards Ceremony**, which will be held on Thursday, April 16, 2015 at Sterne, Kessler, Goldstein & Fox, 1100 New York Avenue, NW. The WBAF grant ceremony is open to members of the legal community, free of charge. The WBAF will recognize our new grantees at this networking event.

This evening will bring together our supporters and friends in our 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 Community. Sponsorship opportunities are available; [click here](#) for details.

We hope that you will consider joining us on this special evening!



Nancy A. Long

### WBA Foundation 2014-2015 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between December 1, 2014 and January 30, 2015. 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 [wbacfoundation.org](http://wbacfoundation.org).

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**Make a donation to support the Foundation's work.** The WBA Foundation does not receive membership dues; it instead relies on the support of donors, like you, who wish to support organizations that promote greater understanding, awareness, legal service representation, and advocacy for women and girls in our community.

#### PROUD MEMBER OF



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The Board of Directors of the  
Women's Bar Association Foundation

*Invites you to*

# THE SIXTH ANNUAL Grant Awards Reception

## Thursday, April 16, 2015

6:00 PM – 8:00 PM

Sterne, Kessler, Goldstein & Fox P.L.L.C.  
1100 New York Avenue, NW, 6th Floor, Washington, DC 20005

*Registration is complementary, there is no cost to attend, but  
pre-registration is recommended.*

The WBAF will recognize our new grantees at this networking event. The evening will bring together our supporters and friends in our 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.

The 2015 WBAF Grant Recipients will be announced in March, 2015.

RSVP: To register visit [wbdcfoundation.org](http://wbdcfoundation.org)

**Thank You To Our Silver Sponsor**

*Sutherland Asbill & Brennan LLP*

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## Committee & Forum Highlights

### Communications Law Forum Hosts Annual Holiday Tea

*By Lynne Milne, Federal Communications Commission; Co-chair, Communications Law Forum*

On Thursday, December 18, 2014, about 175 people gathered in the Willard Room of the historic, art deco Willard InterContinental Hotel for the Communications Law Forum's much-anticipated annual Holiday Tea. Attendees enjoyed three courses of delicious holiday fare, including tea, scones, sandwiches and desserts, enhanced by a background of classical harp music.

After an opportunity to meet and mingle with peers in the legal profession and the communications industry, **Lynne Milne**, co-chair of the Communications Law Forum, took to the podium to welcome the attendees and to describe the Forum's 2015 programs, as well as upcoming programs by other WBA committees and forums. After relating numerous advantages to joining the WBA, Ms. Milne concluded by thanking the five recurring sponsors of the Holiday Tea. The continuing financial support of **Comcast Corporation**, **Google Inc.**, **T-Mobile US, Inc.**, and the law firms of **Wilkinson Barker Knauer, LLP** and **Willkie Farr & Gallagher LLP**, have helped to ensure the success and prominence of the Holiday Tea.

With the afternoon high tea plated service underway, co-chair **Laura Mow** gave a brief introduction of the featured speaker, **Federal Communications Commissioner Mignon Clyburn**. She highlighted that during 2013, President Obama appointed Commissioner Clyburn to serve as Acting Chairwoman, making her the first woman to serve in that role at the FCC.

During her remarks, Commissioner Clyburn charmed and inspired the audience by recounting many life experiences, including the advice from a valued friend to run for an elected position as a commissioner on the South Carolina Public Service Commission. According to Commissioner Clyburn, following that particular advice set her on a path that eventually led to her appointment as Acting Chairwoman at the FCC. The candid, and sometimes humorous, answers by Commissioner Clyburn to the numerous questions from the audience imparted valuable insights of benefit to attendees.

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*Maureen Ohlhausen & Svetlana Gans*



*Rebecca Jacobs, Genevieve Morelli & Micah Caldwell*



*Jean Kiddo & Mary O'Connor*



*The sold out crowd enjoyed music by our harpist during the networking portion of the event.*



*Federal Communications Commissioner Mignon Clyburn*

The festive and elegant afternoon program concluded with co-chair **Natalie Roisman** presenting Commissioner Clyburn with a beautifully decorated china teapot as 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.

To view the full gallery of Holiday Tea photographs, visit [markvanbergh.zenfolio.com](http://markvanbergh.zenfolio.com).

*Photo credit: Mark Van Bergh Photography*

## Mentor Center: News and Views from the Mentoring Committee

*By Jen Mullins & Shannon Beebe, co-chairs, Mentoring Committee*

### Recent Events

**New Year! New Career!:** At the first WBA event of 2015, the Mentoring Committee presented an enlightening panel discussion about how to transition between different parts of your legal career. With the expert moderation by current WBA Foundation President **Nancy Long**, our panelists provided diverse insight from their own experiences moving from private practice to government to non-legal jobs, as well as returning to the law after a break to have children. The question and answer period turned into a great dialogue among all 30+ participants. Special thanks to committee member **Charlotte Kuenen** for her help in putting this event together.



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[sternekessleriplaw](https://www.youtube.com/channel/sternekessleriplaw)



**Mentoring & Mimosas:** Also in January, the Mentoring Committee hosted its first meet-up for mentors and mentees with a Saturday



brunch at The Hamilton. Many program participants came out to meet their pairings and network with others in the program. Many great connections were made and several mentor/mentee pairs had a chance to catch up in a low-key setting. We look forward to planning another for the early spring – we hope you can join us!

## Call for Mentors

We are planning to provide a re-pairing early in the spring for those who did not get paired in the fall. If you would consider mentoring a younger attorney or law student, please contact us at [wbamentoring@gmail.com](mailto:wbamentoring@gmail.com) or submit a [Mentor application](#). **Please note that mentees who are willing to also serve as mentors receive first priority.**

## Spring Events Coming Up Soon!

**March (3/14):** Join us for a [Jewelry-Making Networking Workshop](#) on the morning of Saturday, March 14. Participants will create a beautiful pair of custom-made earrings (bracelet and necklace options also available) under the instruction of **Wendy Ramirez**, owner of Intimalena, who will also discuss her transition from lawyering to achieve her dream as a designer. Get more details and register [here](#).

**April:** Keep an eye out for a program on [Mentorship versus Sponsorship](#). If you or someone you know would be interested in presenting, let us know at [wbamentoring@gmail.com](mailto:wbamentoring@gmail.com)!

## In Mentoring News:

Check out this [recent article](#) in the *The Washington Post* by **Christine Organ**, a Chicago-area lawyer. In “Mommy the Martyr: How the overglorification of motherhood hurts us all,” Organ explores the Supermom stereotype in the context of moms with careers. Her message resonated with us. What do you think? Let us know! Join the discussion on [Facebook](#), on [LinkedIn](#), or at [wbamentoring@gmail.com](mailto:wbamentoring@gmail.com).

## Women’s History Month Program: Marcia Greenberger

Join the Communications Law Forum during Women’s History Month in honoring **Marcia Greenberger**, who was the first full-time women’s rights legal advocate in the District when she founded and became Co-president of the National Women’s Law Center in 1981.

Described as “guiding the battles of the women’s rights movement” by the *New York Times*, Ms. Greenberger is a recognized expert on women and the law. She has been a leader in securing passage of major legislation, including the Lilly Ledbetter Fair Pay Act, the Pregnancy Discrimination Act, and the Civil Rights Act of 1991, which provides critical protections against sexual harassment on the job. She also has served as counsel in landmark litigation establishing new legal protections for women, including U.S. Supreme Court victories strengthening protections for students and teachers against sex discrimination in schools. Her leadership and contributions are reflected in the professional honors she has received, including the American Bar Association’s Margaret Brent Award, the National Association of Women Lawyers’ Arabella Babb Mansfield Award, the William J. Brennan, Jr. Award by the

DC Bar, as well as the WBA’s Woman Lawyer of the Year Award.

During this program, called **A Conversation with Marcia Greenberger**, Ms. Greenberger will be interviewed by **Lorelie S. Masters**, a former WBA President and a Partner at Perkins Coie LLP. Register in Upcoming Events at [wbadc.org](http://wbadc.org) or by calling the WBA office at 202-639-8880.



The Communications Law Forum very much appreciates **Sterne Kessler Goldstein Fox P.L.L.C.** for hosting this Women’s History Month luncheon from **noon to 2:00 PM** on **Tuesday, March 31**, in Suite 800, 1100 New York Avenue NW, in the District. The closest subway station is Metro Center.

*The WBA Invites You To Attend:*

## Partner Dinner: Negotiating for Professional & Personal Development

*Presented by: WBA Leadership Task Force*

**Wednesday, March 18, 2015**

6:00 PM – 9:00 PM

**National Press Club**

529 14th Street, NW, Washington, DC 20045



*How effectively do we negotiate for our clients?*

*How effectively do we negotiate for ourselves?*

For many of us, it is easier to be a zealous advocate for our clients than it is to advocate for our position at our law firms and in our personal lives. Join us for an evening of stimulating discussion as we address the topic of negotiation and identify tools you can use to be a more effective negotiator for your clients and yourself.

### Panelists:

**Maureen Del Duca**, Vice President & Deputy General Counsel, Litigation and Investigations, Northrop Grumman Corporation

**Lorelie Masters**, Partner, Perkins Coie LLP

**Dr. Catherine Tinsley**, Professor of Management, The McDonough School of Business, Executive Director, Georgetown University Women's Leadership Initiative

**RSVP:** To register visit [wbadc.org](http://wbadc.org)

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## Member News

### Member Spotlight: Maureen Thornton Syracuse

*Compiled by Tonya Condell, Attorney*

Maureen Thornton Syracuse began her dedication to public service during her years at the University of Chicago Law School, working in the Mandel Clinic. There she rendered legal assistance to impoverished clients. After law school, Ms. Syracuse worked at the Legal Assistance Foundation of Chicago as a Staff Attorney in a neighborhood office for five years. Thereafter, she worked at the League of Women Voters and served as the Director of the League of Women Voters Education Fund. From 1987 to 1990, she served as the Executive Director of Physicians for Social Responsibility. Subsequently, Ms. Syracuse served as the Executive Director for the DC Bar Pro Bono Program from 1992 to 2011. Under the 19 years of Mrs. Syracuse's remarkable leadership, the DC Bar Pro Bono Program flourished from a modest lawyer referral program to an award-winning and nationally renowned program.

*continued on next page*



*Maureen Thornton Syracuse*



Currently, Ms. Syracuse works part time as a consultant to the DC Access to Justice Commission and the Legal Services Corporation, where she continues to help promote equal access to legal services to low income persons.

In her free time, Ms. Syracuse loves taking art lessons in drawing and painting at the Torpedo Factory in Alexandria, VA. She also enjoys her beginner golf lessons and has gotten back into knitting. She and her husband Michael love to spend time on the Eastern Shore. They are in the process of moving into a new second home just outside of Chestertown, MD.

Ms. Syracuse graduated from Simmons College and the University Chicago School of Law. She is the recipient of the Justice Potter Stewart Award from the Council for Court of Excellence, the President's Award from the Washington Council of Lawyers and the William J. Brennan, Jr. Award from the DC Bar. She is a member of the Board of Directors of the Women's Bar Association Foundation.

### Why did you join the Women's Bar Association?

When I was working at the Legal Assistance Foundation of Chicago, a group of us formed the Law Women's Caucus to create a community of women lawyers. When I moved to Washington, I missed that sense of community. When I wanted to get connected to the local legal community here, I learned about the WBA and joined. I have been a member of the WBA intermittently since the 1980s, but with my role at the DC Bar Pro Bono Program, I never felt that I could take on an active or leadership role. When I announced I was retiring from the Pro Bono Program, it was Laura Possessky, past president of the WBA, who encouraged me to take a more active role in the organization, and specifically to get involved with the WBA Foundation. Once I met with the Foundation leaders and learned about their goals for the Foundation, I jumped at the chance to get involved and lend my support.

WBA has always had an excellent reputation as a network of women lawyers and it is a great and welcoming place to meet women from all parts of the legal profession. It is also a great place to gain advice and make connections.

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

I got involved initially as a WBA member, primarily attending events over the years. I'm now in my third year on the WBA

Foundation board, serving on the Grants and Development Committees, and this year chairing the Nominating Committee. I've had a chance to interact with WBA leaders and members in my Foundation role. I am so impressed with the people I've met and amazed at the volume and quality of programs and services the organization offers. The WBA Foundation is making an impact on the availability of legal services from women and girls in the DC metropolitan area, an issue close to my heart and I am grateful for the chance to help support this aspect of the WBA's work. Over my years working at the DC Bar, I got to know a number of WBA leaders who also became active in the DC Bar. The opportunity to work with those leaders in a new capacity, and to get to know and work with the emerging leaders of the WBA and WBAF, is why I stay involved.

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

The WBA is a wonderful community, and I love being part of it. I have met wonderful women, and men, from all stages of their careers whom I admire. WBA's focus on creating opportunities for women and its support for women lawyers has been an invaluable experience.

Many years ago, when the WBA member directory was just a booklet, I cold-called a WBA member who was general counsel of a trade association and asked for an informational interview, as I was launching a job search. She readily agreed, and met with me in her office for more than an hour. That kind of generosity and helpfulness is a hallmark of the WBA.

### Do you have a mentor/hero?

I have been fortunate to have a number of mentors, at many stages of my career, too many to mention. One great mentor was Gary Palm, the director of the Mandel Clinic, my professor in law school who set me on my career path. I had a fellowship working directly with him the summer before my third year of law school, when I was able to appear in court. Gary taught me to strive for excellence, to be zealous in my representation, and he showed me the power lawyers have to make a difference. Over the years, I have met and had the privilege to work with so many excellent lawyers committed to furthering equal access to justice.

While working at the DC Bar, I had the privilege to work with so many bar presidents and volunteers – like Steve Pollak,

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John Payton, Jim Sandman and many others – who taught me lessons of excellence and commitment. Jane Belford, a past president of the WBA and a remarkable person, taught me what it means to have grace under pressure, when she served as my committee chair.

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

Being a lawyer is an extremely rewarding career that is made better if you are lucky enough to have a community of lawyers to which you are attached. I have gained greatly in my career and my life from having a community. I think it is important to work at creating a community that supports you, and challenges you, and keeps you grounded.

I believe that the role of women in our profession has changed dramatically over the years, certainly in the years

since I went to law school, but women still have a way to go when it comes to leadership roles in the legal profession. There are paths to find and barriers to knock down. It is important that women entering the profession are aware of these issues, and continue to make progress.

### What is the best advice you have received?

A volunteer leader I worked with once told me that when facing frustrations about limited resources or one challenge or the other, it is important to remember that your work is a marathon, not a sprint. You have to expect obstacles along the way, and just stay with it.

### In what other organizations are you involved?

I am just finishing up a two-year term as President of my homeowners association in Old Town Alexandria.

## Jarratt Receives Charlotte E. Ray Award

WBA Foundation past president and current Board member **Kirra L. Jarratt** received the 2015 Charlotte E. Ray Award from the Greater Washington Area Chapter, Women Lawyers Division, National Bar Association (GWAC) and the GWAC Foundation, Inc. The award was presented at the organizations' 27th Annual Reception on February 25, 2015.

Since 1989, GWAC and the GWAC Foundation, Inc. have annually recognized an outstanding African-American woman from the local bar in honor of Charlotte E. Ray, the first woman admitted to practice in the District of Columbia and the first African-American woman certified as a lawyer in the United States. In conjunction with the GWAC mission and the trailblazer spirit of Charlotte E. Ray, Ms. Jarratt is being recognized for her strong commitment to access to justice, outstanding leadership within various legal organizations, dedication to the advancement of women attorneys, and overall excellence in the Metropolitan Washington, D.C. community.

Ms. Jarratt is the Executive Director of the DC Bar Foundation.



## Welcome New Members

The following persons joined the WBA in December 2014 and January 2015.

Mamie Aoughsten  
Christina Arguelles  
Amna Arshad  
Deanne Barrow  
Veronica Berruz  
Subhashini Bollini  
Turkessa Brown  
Stacy Chittick  
Diana de Brito  
Carrie Dougherty  
Michael Farmer  
Irene Firippis  
Lillian Forero  
Amy Givens  
Trisha Grant

Jennifer Hall  
Mary-Elizabeth Hasty  
Nikaela Jacko Redd  
Desiree January  
Elizabeth Jones  
Tasneem Karim  
Erin Kelly  
Cindy Kim  
Stephanie Kozikowski  
Crista Kraics  
Huyen Le  
Karen Lipsey  
Tania Mabrey  
Fatima Mahmud  
Tiffany McWane

Whitney Morgan  
Kyewon Noh  
Emily Pabalan  
Brianna Paugh  
Lauren Paulus  
Jaime Porter  
Lauren Pyle  
Deepika Ravi  
Terri Reicher  
Myra Reyes  
Pauline Schwartz  
Judith Scott  
Diana Shepelsky  
Mary Soule  
Lourdes South

Anne Speckhard  
LaCole Spraggins  
Mary Beth Steele  
Kara Stein  
Catherine Stolar  
Laurie Sussman  
Charlotte Taylor  
Arianne Tice  
Christine Tschiderer  
Jennifer Waldman  
Megan Watson  
Hillary Webb  
Melody Webb  
Renee Weir  
Lena Zwarensteyn

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

## WBA SUSTAINING MEMBERS

**Sustaining Membership is the most prestigious level of membership in the WBA. Sustaining members help the WBA meet financial and operational goals that result in improved programs and services for all members. In exchange, Sustaining Members receive the following benefits:**

- Distinguished WBA lapel pin
- No-cost registration for select WBA events (recent examples include the Leadership Task Force's "Playing to Your Strengths: Tools for Leadership" series, "Evening at the Corcoran Gallery of Art," and "Blazing Your Own Trail: A Conversation with the General Counsel of Arctic Slope Regional Corporation")
- Listing in WBA News & Events email (once a month)
- Listing in *Raising the Bar* newsletter (once a year)
- Listing on WBA website (ongoing)
- Invitation to VIP Reception at WBA/WBAF Annual Dinner
- Name badge ribbon recognition at WBA/WBAF Annual Dinner
- Listing in WBA/WBAF Annual Dinner event program

### Thank you to our current Sustaining Members:

**Jessica Adler**, *The Law Office of Jessica E. Adler*  
**Cory Amron**, *Vorys, Sater, Seymour & Pease LLP*  
**Danielle Beach**, *Beach-Oswald Immigration Law Assoc. PC*  
**Alfred Belcuore**, *Law Offices of Alfred F. Belcuore*  
**Samantha Belin**, *SmartCEO Media*  
**Catherine Bertram**, *Williams Bertram*  
**Amy Bess**, *Vedder Price P.C.*  
**Diane Brenneman**, *DC Superior Court*  
**Marjorie Burnett**, *MAB Financial Planning*  
**Ann Bushmiller**, *National Science Foundation*  
**Teri Champ**, *Schopfer Foley & Lardner LLP*  
**Paulette Chapman**, *Koonz, McKenney, Johnson, DePaolis & Lightfoot, LLP*  
**Anne Collier**, *Arudia*  
**Nancy Combs**, *DLA Energy*  
**Kathleen Cooney-Porter**, *Oblon, McClelland, Maier & Neudstadt, LLP*  
**Kelsi Corkran**  
**Bicky Corman**, *Venable LLP*  
**Lori DiCesare**  
**Jennifer Duane**, *Department of Commerce - NTIA*  
**Tracy-Gene Durkin**, *Sterne, Kessler, Goldstein & Fox P.L.L.C.*  
**Ellen Eardley**, *Mehri & Skalet, PLLC*  
**Debrah Farnell**, *DKM Planners Inc.*  
**Elaine Fitch**, *Kalijarvi Chuzi Newman & Fitch PC*  
**Krista Fogleman**, *Law Office of Krista M. Fogleman, P.C.*  
**Katherine Gillespie**, *Consumer Financial Protection Bureau*  
**Rebecca Gray**, *GrayLegal PLLC*  
**Kathleen Gunning**, *Federal Deposit Insurance Corporation*  
**Patricia Gurne**, *Gurne Porter, PLLC*  
**Marion Hecht**, *CliftonLarsonAllen LLP*  
**Cynthia Hemphill**, *Trow & Rahal, P.C.*  
**Heather Hutchinson**, *Scripps Networks Interactive*  
**Deborah Israel**, *Womble Carlyle Sandridge & Rice, PLLC*

**Ellen Jakovic**, *Kirkland & Ellis LLP*  
**John Keeney**, *Legal Aid Society of the District of Columbia*  
**Susan M.C. Kovarovics**, *Bryan Cave, LLP*  
**Barbara Kraft**, *Federal Labor Relations Authority*  
**Yoon-Young Lee**, *Wilmer Hale*  
**Holly Loiseau**, *Weil, Gotshal & Manges LLP*  
**Nancy Long**, *American Association of University Professors*  
**Gaby Longworth**, *Sterne Kessler Goldstein & Fox PLLC*  
**Mira Marshall**, *Consumer Financial Protection Bureau*  
**Lorelie Masters**, *Perkins Coie LLP*  
**Deborah Meshulam**  
**Elaine Metlin**, *Dickstein Shapiro LLP*  
**Shawnte Mitchell**, *Emergent BioSolutions Inc.*  
**Ellen Ostrow**, *Lawyers Life Coach LLC*  
**Monica Parham**, *Crowell & Moring LLP*  
**Caroline Petro**, *Gately Venable LLP*  
**Jennifer Porter**, *Gurne Porter, PLLC*  
**Suzanne Reifman**, *Northrop Grumman Corporation*  
**James Sandman**, *Legal Services Corporation*  
**Diana Savit**, *Savit & Szymkowicz, LLP*  
**Elizabeth Selmo**, *Selmo Family Law, PLLC*  
**Heidi Sorensen**, *Foley & Lardner, LLP*  
**Grace Speights**, *Morgan Lewis*  
**Robert Sterne**, *Sterne, Kessler, Goldstein & Fox, PLLC*  
**Tamika Tremaglio**, *Deloitte Financial Advisory Services*  
**Marna Tucker**, *Feldesman Tucker Leifer Fidell, LLP*  
**Vanessa Vidunas**, *Adams & Martin Group*  
**Penny Wakefield**  
**Pamela Whittaker**  
**Joanne Young**, *Kirstein & Young PLLC*  
**Colleen Yushchak**, *Navigant Consulting*

*Your current membership can be upgraded to a Sustaining Membership. Contact the WBA office at 202-639-880 for details.*

# Upcoming Events

## WBA Committees & Forums

Friday, March 6, 2015

### **WBA Business Hour: How Women Business Owners Can Develop and Implement a Unique Marketing Plan**

*Presented by: Membership Committee*

Ever wonder how to use your status as a woman-owned business as an advantage? This program addresses the woman business owner's unique marketing proposition. Our speaker will discuss identifying your unique brand message, targeting your perfect client/audience, strategic associations, and incorporating industry trends into your marketing plan.

Wednesday, March 11, 2015

### **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.

Saturday, March 14, 2015

### **Jewelry-Making Networking Workshop**

*Presented by: Mentoring Committee*

This workshop will be a networking opportunity for WBA guests who will create beautiful custom-made jewelry. You'll have an opportunity to discuss with the designer her transition from work as an attorney to following her dream of becoming a designer. Registration includes materials to make one pair of earrings.

Wednesday, March 18, 2015

### **Partner Dinner: Negotiating for Professional and Personal Development**

How effectively do we negotiate for our clients? How effectively do we negotiate for ourselves? For many of us, it is easier to be a zealous advocate for our clients than it is to advocate for our position at our law firms and in our personal lives. Join us for an evening of stimulating discussion as we address the topic of negotiation and identify tools you can use to be a more effective negotiator for your clients and yourself.

Wednesday, March 18, 2015

### **Business Development Mastermind Group Session 5 of 6: Referral Partners**

*Presented by: Solo & Small Practice Law Forum, Mentoring Committee, and Tax & Business Law Forum*

Are you looking for the ease, fun and financial rewards that come with a network of great referral partners? Have you tried creating such relationships but they are just not producing results? In this session, participants will learn the top eight mistakes people make when trying to create referral relationships, identify the most important qualities to look for in a potential referral partner, and develop a strategy for approaching ideal partners.

Wednesday, March 25, 2015

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

*Presented by: International Law Forum*

Join the WBA International Law Forum and its co-sponsors for a fun evening to mingle with members of fellow international law organizations! Meet new colleagues, catch up with old friends, and learn what the various groups have to offer.

Tuesday, March 31, 2015

### **A Conversation with Marcia Greenberger**

*Presented by: Communications Law Forum*

Join us during Women's History Month in honoring Marcia Greenberger, who was the first full-time women's rights legal advocate in the District when she founded and became Co-President of the National Women's Law Center in 1981. Described as "guiding the battles of the women's rights movement" by the New York Times, Ms. Greenberger is a recognized expert on women and the law.

Wednesday, April 8, 2015

### **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.

Monday, April 13, 2015

### **Legal "Debocery" at Pinstripes: Kickoff for the Food From the Bar Campaign**

*Presented by: Community Projects Committee*

This event kicks off DC's 2015 Food from the Bar campaign, benefiting the Capital Area Food Bank. Tickets include free bocce, appetizers, one drink ticket, and one door prize ticket. Bowling is available for an additional cost. Come have fun and hang out with attorneys from more than a dozen Washington firms participating in Food From the Bar, and, at the same time, help kids facing hunger in our community.

All WBA members will receive a bonus door prize ticket! Approximately 25% of all proceeds from the event will be donated to the Capital Area Food Bank as part of the Food From the Bar campaign.

Thursday, April 16, 2015

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

The WBA Foundation will unite our new grantees, supporters, and friends in our 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. There is no charge to attend this great networking event.



Thursday, April 23, 2015

### **Business Development Mastermind Group Session 6 of 6: Celebration, Completion, and Support Structures**

*Presented by: Solo & Small Practice Law Forum,  
Mentoring Committee, and Tax & Business Law Forum*

Ever achieve spectacular results, but not take the time to celebrate? Do you sometimes hit your target but it feels like luck and you don't know how to replicate your success? On the other hand, have you had projects go awry, and continued working, but without really clarifying how best to move forward? Mastery of business development, like any other subject, is achieved through a combination of hard work and regular assessment of one's progress. Participants will do a systematic evaluation of their business development to date.

Tuesday, April 28, 2015

### **Lessons in Rainmaking**

*Presented by: Communications Law Forum*

A key skill for any private practice lawyer is the ability to build and retain a client base. Potential clients can be found in many sizes, across industries, at different stages of development, and at many locations. Lessons in Rainmaking is your opportunity to learn from experienced women lawyers at established companies, with inside client perspectives on hiring outside counsel. What factors are considered by potential clients in hiring legal expertise outside the company? How are these factors weighed against each other? How can you enhance existing traits and techniques to be more attractive to clients? Are there new skills and techniques that you can develop that will help you attract and retain clients? Acquire valuable insights on the decision-making process so you can best position yourself to be hired by potential clients.

Monday, May 4, 2015

### **Pathways to Success in the Federal Government**

*Presented by: Government Attorneys Forum*

Ever wonder how women rise to the top in government agencies? How can we break through the glass ceiling? The program will feature female agency general counsels and commissioners who have made giant strides in the legal profession. Speakers will share stories detailing their career path, professional experiences, and offer advice on how women of all career levels can achieve success within the legal profession and federal employment.

Thursday, May 7, 2015

### **Women in Copyright: A Lunchtime Talk**

*Presented by: Intellectual Property Law Forum*

During this program, Jacqueline Charlesworth and Karyn Temple Claggett of the U.S. Copyright Office will discuss how they built their careers in copyright law. They will take questions from the audience about diversity in the practice.

Wednesday, May 13, 2015

### **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 20, 2015

### **WBA/WBAF Annual Dinner**

Join us in honoring our 2015 Woman Lawyer of the Year, **Judith A. Scott**, General Counsel, Service Employees International Union. For over 40 years, Ms. Scott has held key labor law positions in a wide range of public and private sector unions. Over the course of her career, she has given special attention to issues affecting women workers. She has served for many years on the Board of the National Partnership for Women and Families.

Keynote remarks will be presented **Kathy Ruemmler**, Partner, Latham & Watkins; former White House Counsel. As President Obama's chief lawyer, Ms. Ruemmler was one of his most senior advisors, providing strategic advice on all legal matters implicating domestic and foreign policy and national security.

Tuesday, June 2, 2015

### **A Lawyer's View from Capitol Hill**

*Presented by: Communications Law Forum*

A number of current leaders among communications attorneys served early in their careers as staff for committees on Capitol Hill, either in the U.S. House of Representatives or the U.S. Senate. Are you curious about whether this would be a valuable option for you in planning your career path? How does one get a job working for a committee? How can you tell if a committee staff position would be a good fit for you? What types of professional positions are available after one has worked for a Congressional committee? Is the work different for committee staff as opposed to the personal staff of a U.S. Senator or Member of the House of Representatives? Hear an overview of what type of work is performed by committee staff.