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## Features

# Houston 2015: News from the Commission on Women at the ABA Mid-Year Meeting

By Laura Possessky, WBA Past President; Partner, Gura & Possessky

The ABA Commission on Women in the Profession convened during the 2015 ABA Mid-Year Meeting in Houston to discuss a full order of business. Among the many projects under discussion, the Commissioners and committee members reported progress on two key initiatives: **The Grit Project** and **The Women of Color Research Initiative**, *From Visible Invisibility to Visibly Successful*. Both of these programs launched nationally and have been hosted by organizations and law firms over the past year. **The Grit Project**, which “educates women lawyers about the science behind grit and growth mindset - two important traits that many successful women lawyers have in common,” will be presented by WBA on **May 11, 2015** (there is no charge to attend). The **Invisible Visibility Project** provides information on research regarding factors that support or undermine retention and advancement and strategies that will ensure the success of women of color.

Among the highlights during the Mid-Year meeting, the Commission and the **National Conference of Women’s Bar Associations (NCWBA)** presented “Men Joining Women for Change: Harnessing the Power of Inclusivity.” The program discussed working with men as active partners in changing law practice. **Ida Abbott**, author of the newly-published book, ***Sponsoring Women: What Men Need to Know***, offered practical ways that managers can take to advocate for the advancement and retention of women in the legal profession. She was joined by panelists **Amy Chronis**, Partner, Deloitte, LLP; **Mark Coffin**, Managing Partner of Seyfarth Shaw’s Houston office, the **Honorable R.K. Sandill** of the Harris County District Court in Houston; and **Michele Coleman Mayes**, Chair of the ABA Commission on Women in the Profession and Vice President and General Counsel of the New York Public Library.

Another highly anticipated project on women lead counsel is nearing completion and will be featured as a CLE Showcase Program at the upcoming **2015 ABA Annual Meeting in Chicago**, “Women as Lead Counsel at Trial: What You Can Do to Take the Lead.” The program will feature the outcomes of a Commission research project focused on determining whether women civil litigators in law firms are serving in lead roles on cases at the same rate as their male counterparts.

In June, the ABA Commission on Women will organize the first “**Women’s Day on the Hill**,” bringing women attorneys from around the country to meet with members of Congress. In connection with this event, the WBA will be co-sponsoring a reception on June 23.

The highlight event of the year, the **2015 Margaret Brent Women Lawyers of Achievement Awards Luncheon** will be held on August 2 in Chicago. Each year, five women are honored for their lifetime achievements and their work for the advancement of women. Three women from the Washington, DC area are among the honorees: **Mari Carmen Aponte**, the Ambassador of the United States to El Salvador; **Flora D. Darpino**, Lieutenant General, United States Army, The Judge Advocate General; and **Emma Coleman Jordan**, Professor of Law, Georgetown University Law Center. Also being honored are **Fernande R.V. (Nan) Duffly**, Associate Justice, Massachusetts Supreme Judicial Court, from Boston; and **Mary Ann Hynes**, Senior Counsel, Dentons US LLP and formerly Senior Vice President and General Counsel of Ingredion, from Chicago.

### About the NCWBA and the ABA Commission on Women in the Profession

The WBA is a member of the NCWBA and participates in the ABA Commission on Women. The NCWBA was founded in 1981 by WBA Past Presidents Judy McCaffrey and Susan Low. We have three past leaders currently serving in NCWBA leadership: Monica Parham (WBA Past President), Karen Lockwood (WBA Past President), and Marjorie O’Connell (WBAF Past President), who currently serves as the ABA liaison to the NCWBA. The ABA Commission on Women was founded in 1987. We have had several WBA leaders and members serve on the commission over the years and many of our members are counted among the ranks of the ABA Commission on Women’s most prestigious award, the Margaret Brent Women Lawyers of Achievement Award.

## Young vs. UPS: Q&A with Sharon Gustafson

By Kate Mueting, Senior Litigation Counsel, Sanford Heisler Kimpel LLP

I attended the Supreme Court's oral arguments on *Young v. UPS* earlier this month [December 3, 2014] and was very excited to talk with plaintiff Peggy Young's lawyer, **Sharon Gustafson**, about the case. Sharon will be among the speakers at an upcoming panel I am hosting [January 29, 2015], sponsored by the Women's Bar Association and Sanford Heisler Kimpel.

**Kate:** For the benefit of our readers, Peggy Young delivered packages for UPS. Her doctor recommended that, due to her pregnancy, she not lift more than 20 pounds. UPS refused to allow that, and Peggy challenged that decision under the Pregnancy Discrimination Act. (Blogger's Note: For more information on the case, check out [my colleague's blog post](#).) Sharon, could you talk about when Peggy first came to you seeking advice?

**Sharon:** From the beginning, Peggy could not believe that UPS would treat her the way that it did. This was in 2006, and she had been working at UPS since 1999. She was an exemplary employee, and not just by her own estimation. Through discovery, I have seen UPS's employee records. Unlike several of her colleagues, Peggy had never had one accident; she never asked for one accommodation. And when she asked for a minor accommodation due to her pregnancy, UPS completely shut her out. Peggy couldn't believe that UPS's treatment of her was legal or that UPS was treating women this way.

**Kate:** UPS refused to accommodate Peggy, even though it had a policy of accommodating other workers. And whether UPS accommodated other employees and who they accommodated is relevant because the Pregnancy Discrimination Act requires employers to treat pregnant women "the same" as others who are not pregnant "but similar in their ability or inability to work."

**Sharon:** Right. And here, UPS accommodated workers with all sorts of medical conditions, not only those whose injuries occurred on the job. I don't think that the news coverage of this case has made that clear.

**Kate:** The press has noted that in addition to accommodating employers injured off the job, UPS also accommodated drivers who lost their abilities to drive as a result of drunk driving convictions.

**Sharon:** Yes. Many in the press think that is really interesting, but what is more interesting to me is that UPS accommodated every driver who was unable to meet their DOT requirements but who could do an inside job, which included those who had problems with vision, hearing, high blood pressure, diabetes, and psychological and mental health problems. This is a very large class of people that includes nearly everyone who needs an accommodation. If a pregnant woman cannot compare herself to anyone within that class, who can she compare herself to?

**Kate:** Could a pregnant woman fall within one of these DOT categories and receive an accommodation from UPS regardless?

**Sharon:** Theoretically a pregnant worker could develop a condition on the DOT's list, and UPS policy would then require an accommodation, but UPS could not point to a single pregnant worker it accommodated under those circumstances.

But if a worker needs a restriction not because she is sick but because she is pregnant, she will never qualify for an accommodation under UPS's policy.

**Kate:** Are all of the DOT categories based on permanent restrictions? In other words, could UPS say that it was not accommodating temporary restrictions (such as pregnancy) but it would accommodate those restrictions that were permanent?

**Sharon:** Not at all. Under UPS policy, workers were accommodated if, for example, they could not work until their eyeglasses or hearing aid prescriptions were renewed, they suffered from sleep apnea or hernias.

**Kate:** Professor Naomi Schoenbaum argued in an earlier blog post that the importance of the case is overblown. She points to the amendments to the Americans with Disabilities Act, which went into effect after UPS denied Peggy Young accommodations, and notes this law would require UPS to accommodate pregnant workers now. Do you have thoughts on that?

**Sharon:** I think it is a bad idea to say that we do not need to worry about whether the PDA is enforced fairly because we might have another law that may address this situation. In passing the PDA we have already made a decision that pregnant workers should be accommodated in certain situations—we need to interpret the PDA fairly.

We often give people who suffer wrongs multiple remedies to choose from, and that's a good thing.

**Kate:** Do you have thoughts on whether the amendments to the ADA would have covered Peggy Young?

**Sharon:** I cannot imagine that the amendments to the ADA are going to solve all of the problems intended to be solved by the PDA. For one thing, pregnancy is not a disability. And I don't mean just in a theoretical or philosophical way, but over and over again courts have said that pregnancy alone, without another condition, is not a disability. I believe that courts are going to continue to interpret it that way.

**Kate:** In other words, you are concerned that even with the amendments to the ADA, pregnant workers are not going to be eligible for an accommodation unless they have some other medical condition or impairments.

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**Sharon:** Right. Peggy Young was not disabled. There was nothing wrong with her. Her only need for accommodation came from the fact that she was pregnant.

Upon learning that she was pregnant, UPS told her that if she wanted to work she needed a note from her doctor stating her restrictions. And, like many doctors, her doctor recommended that she not lift more than 20 pounds. Of course, it was not physically impossible for Peggy to lift. She could have done so, but it was not recommended by her doctor.

All UPS had to do was tell Peggy that it was okay to have one of her colleagues assist her when she had a package more than 20 pounds, an event that happened at most only a couple of times per week. Peggy had already worked this out with her colleagues, so UPS could have said fine to this informal arrangement and that would have been the end of it.

**Kate:** Peggy Young did not initiate the accommodation process? She did not ask for accommodations until UPS told her that it needed a note stating her restrictions?

**Sharon:** Peggy Young did not initiate the process. UPS asked her to define her restrictions. In my experience, employers who want a pregnant worker to keep working will tell the worker to bring a “fit for duty” note from her doctor, and employers who want a pregnant worker to leave will tell the worker to bring a note from her doctor stating her restrictions, so the employer can then say: Ah ha – you cannot work here with these restrictions.

**Kate:** That sounds like evidence of intentional discrimination to me.

For our readers, the Pregnancy Discrimination Act does not require evidence that UPS intentionally discriminated against Peggy, as it required UPS to provide her with the accommodations it was providing other employees. But it is also illegal for employers to intentionally treat workers different because they are pregnant.

**Sharon:** I think there is plenty evidence of intentional discrimination here. For example, UPS management told Peggy Young to “go home” because she was “too much of a liability.”

We also have a sworn statement from a union representative who was involved in negotiating the UPS policy that the union tried very hard to get a pregnancy accommodation policy that was identical to the one provided to workers injured on the job, but UPS refused. I keep hearing UPS’s policy called a “pregnancy-blind policy,” but there’s nothing pregnancy-blind about it. There is plenty of evidence that in developing its policy of who it would accommodate, UPS considered whether it would accommodate pregnant women and specifically decided it would not do so.

In fact, the union was successful in getting UPS to adopt a policy requiring them to grant pregnant women light duty requests certified by a doctor’s note, in compliance with state or federal law. But UPS said that accommodating Peggy wasn’t required by law. Instead of pointing to the policy as a reason for accommodating Peggy, which they could and should have done, they unilaterally interpreted the policy to not require light duty for pregnancy.

**Kate:** What?! That seems crazy! UPS agreed to the light duty provision but then interpreted so that they would never have to provide it.

**Sharon:** Isn’t that crazy?

In working on this case I keep thinking about riding the subway and seeing a young, healthy person who doesn’t give up his seat for an extremely pregnant woman. As a society, we judge that person because we’ve decided we want to treat pregnant women better than that. But in the workplace, many employers have not done so.

It is important for the Supreme Court to rule for Peggy Young, in part because there are all sorts of employers who could make the most minor adjustments to the job of a pregnant worker that would enable her to work. But as long as the Court tells employers they do not have to do anything, they are going to do nothing. [The Supreme Court, in a 6-3 opinion by Justice Breyer delivered on March 25, 2015, vacated and remanded.]

*This interview originally appeared on December 30, 2014 on Shattering the Ceiling, a blog about women and work. You can check it out here: [www.shatteringtheceiling.com](http://www.shatteringtheceiling.com). Republished with permission.*

## We join WBA in promoting diversity in our profession and in our community.

We are proud of our partner, **Susan Kovarovics, WBA president-elect**. At Bryan Cave, we believe that diversity makes us a better firm and enables us to provide superior results for our clients.

**Diversity at Bryan Cave LLP**  
[bryancave.com/bryancave/diversity](http://bryancave.com/bryancave/diversity)

**BRYAN CAVE**

# Congress Still Pushing for Faster Environmental Reviews in Permitting Decisions

*By Cathy Pagano, Co-chair, Energy and Environmental Law Forum & Government Attorneys Forum and Matt Raeburn, Environmental Consultant/Attorney, RaeburnSide LLC*

Congress, as well as the White House, soon could affect significant and likely controversial changes to the federal environmental review process for energy and infrastructure permitting actions. Those actions remain subject to the National Environmental Policy Act (NEPA), which puts Federal agencies' permitting decisions through internal environmental review and, in many instances, public comment periods and judicial review. Members of Congress and business interests, in particular, are concerned by the delays that this process can create. As a result, legislation proposing a faster NEPA process for large energy and infrastructure projects has already been introduced in both Congressional chambers.

For background: an environmental review under NEPA could include, in order of the time typically spent on each aspect: (1) an analysis to determine whether a regulations-based categorical exclusion to preparing an Environmental Assessment (EA) on the proposed action applies; (2) an EA; or (3) an Environmental Impact Statement (EIS). Draft versions and supplemental reports, particularly for an EIS, are also possible in a given review.

To address concerns over the potential time taken to complete the NEPA process, Congressman Tom Marino (R-PA) reintroduced the RAPID Act (the [“Responsibly and Professionally Invigorating Development Act of 2015”](#), H.R. 348) in January. The RAPID Act, which purportedly would create a more streamlined federal permitting process, appears to be as controversial this year as it was when Rep. Marino proposed the bill during the last session of Congress. The Congressman represents Pennsylvania's 10th District; its northern counties overlie the Marcellus Shale, where hydraulic fracturing (a.k.a. “fracking”) above the Marcellus has raised environmental concerns and public opposition. But it is also an economic and jobs issue that presumably is motivating him.

Similarly, Senators Rob Portman (R-OH) and Claire McCaskill (D-MO) reintroduced the [“Federal Permitting Improvement Act of 2015”](#) (S.280), which would speed up the NEPA review process for specified major infrastructure projects. Notably, the White House – through discussions between its Office of Management and Budget and Senator Tom Carper (D-DE) – seems to have already signaled at least some support for the aims of S. 280.

These bills, and possibly others, could continue moving through the 114th Congress and change longstanding rules about how the executive branch reviews the environmental consequences of certain of its actions. And at least some version of this legislation might receive support from an Obama administration that has prioritized the creation of additional NEPA guidance – including on climate change – for federal agencies.

## The U.S. House's “RAPID Act” Approach to Expediting Review Procedures

The RAPID Act would hasten federal environmental permitting for certain construction projects reviewed or funded by federal agencies. The bill would allow the preparation of only one each of an EA and EIS – not including supplemental and court-ordered review documents – for a project. The project's lead agency could choose to: (1) use certain existing data from similar environmental reviews; (2) adopt an existing environmental study document prepared under state law that essentially meets NEPA's requirements; or (3) adopt environmental documents from similar, nearby projects prepared within the prior five years.

H.R. 348 would allow a “project sponsor,” subject to the lead agency's supervision, to prepare a NEPA-mandated environmental document if the lead agency were to request it. The lead agency could invite and designate participating agencies, including local governments and tribes; it also would need to coordinate agencies' and public involvement. Participating agencies would contribute to the environmental document concurrently and limit comments to their respective areas of authority. The lead agency also would be responsible for determining the range of alternatives to be evaluated. Further, the lead agency could give a greater degree of analysis to a preferred alternative, and the analysis of each alternative would include that alternative's potential effects on employment.

Most important, the RAPID ACT would set a strict timeframe. Regarding any claims against an agency's decision that are predicated on an alleged NEPA procedural defect, H.R. 348 provides that, if an opportunity for comment was provided, only commenters could challenge an environmental document in court. And all claims must be brought within 180 days after the final decision is published.

During the 113th Congress, the House of Representatives passed similar legislation ([H.R. 2641](#)), which the Senate did not act on. Like H.R. 348, H.R. 2641 would have intended to create a more streamlined and transparent Federal permitting process for certain federally-related construction projects.

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The Congressman rushed to reintroduce the RAPID Act after the Republican's takeover of the Senate in January, implying a keen interest in moving the bill in the 114th Congress. As he introduced H.R. 348, Rep. Marino noted the bill was included as part of Speaker Boehner's "Pillars of a Renewed Majority" document, an agenda of changes the Republican House's leadership seek to enact.

As Chair of the House Judiciary Committee's Subcommittee on Regulatory Reform, Commercial and Antitrust Law, Rep. Marino held a hearing in March on the RAPID Act and two other regulatory reform bills. Later that month, the RAPID Act was voted out of committee after the Republican-led committee defeated several proffered Democratic amendments, including one that would have removed the bill's language that would – in conflict with pending NEPA guidance from the Obama administration – prohibit agencies from considering the social cost of carbon emissions. The RAPID Act appears well positioned for passage by the full House of Representatives.

### **The Senate's Permitting Consolidation Approach for Certain Major Projects Under Strict Timelines**

Along the same lines, the Senate's "Federal Permitting Improvement Act of 2015" would speed up the federal environmental review process for specified major infrastructure projects mainly by: (1) centralizing permitting authority for projects likely requiring at least a \$25 million estimated initial investment and necessitating multiple agencies' approvals and participation; (2) limiting most public comment periods to 30 days; and (3) drastically reducing the timeframe for judicial review from the current six years allowed by the **Administrative Procedures Act** to 150 days.

The latter proposed change is probably the part of the bill that will generate the most controversy. In addition to infrastructure related to energy, transportation, water, broadband, and manufacturing, conventional and renewable energy production are kinds of infrastructure included in S. 280. Environmental NGOs and other interest groups would have less than one-fourteenth the time they do now to challenge NEPA-covered federal decisions in court.

To facilitate its objective, S. 280 would create a Federal Permitting Improvement Council headed by a Chief Permitting Officer (CPO) placed in the President's Office of Management and Budget (OMB). The Council would bring together the Secretaries of the Transportation, Energy, Defense, and Interior Departments, among others, and the heads of corresponding major regulatory agencies including the Environmental Protection Agency (EPA), Federal Energy Regulatory Commission, and Advisory Council on Historic Preservation.

Senator Portman and Senator McCaskill authored the bill, which is now sponsored by another two Democrats, three Republicans and an Independent, and is a reintroduction of the two Senators' nearly identical bill from the prior Congress. The full Senate Homeland Security and Governmental Affairs Committee held a markup of the bill in March. The Committee's senior Democrat, Senator Carper, discussed OMB's concerns about the CPO being placed in OMB's office. Senator Carper subsequently stated that OMB's concerns had lessened. OMB's conversation with the Government Reform Committee's top Democrat – on a bill that seems likely to be voted out of committee – suggests the Obama Administration may be on board with S. 280, or perhaps another legislative attempt at expediting certain NEPA reviews.

### **Interested Parties Disagree on How and Whether NEPA Legislation Would Improve the Process**

With so many parties affected by NEPA, changes to the process remain controversial. Not surprisingly, the RAPID Act has powerful business support and has been endorsed by the U.S. Chamber of Commerce. The Chamber has complained of needed infrastructure projects and lost jobs it attributes to permitting delays. The Chamber calls the RAPID Act a "practical, industry-wide approach that builds on successful provisions for environmental review management found in previous transportation legislation—[and] is a critical component to improving and reforming this country's regulatory process . . . H.R. 348 will allow projects to move forward . . ."

Powerful opponents – including the Obama administration – have thus far kept any such NEPA workaround bills from becoming law. During the last Congress, the administration threatened a veto of the highly similar House-passed bill H.R. 2641. In March 2014, the White House issued a Statement of Administration Policy in strong opposition to H.R. 2641, indicating that if the bill proceeded, the President would veto it. The Administration had the following to say on H.R. 2641:

"The Administration strongly opposes H.R. 2641, which would undercut responsible decision-making and public involvement in the Federal environmental review and permitting processes...H.R. 2641 will increase litigation, regulatory delays, and potentially force agencies to approve a project if the review and analysis cannot be completed before the proposed arbitrary deadlines. This legislation complicates the regulatory process and creates two sets of standards for Federal agencies to follow to review projects -- one for 'construction projects' and one for all other Federal actions, such as rulemakings or management plans. The Administration strongly rejects the legislation's premise that public input and responsible agency decision-making under current law hinders job creation. The Administration

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believes that H.R. 2641, if enacted, will lead to more confusion and delay, limit public participation in the permitting process, and ultimately hamper economic growth. The Administration supports efforts to improve the efficiency of the environmental review processes without diminishing requirements for rigorous analyses, agency consultation, and public participation. This includes an Interagency Steering Committee that will publish a plan with 15 reforms and over 80 actions to modernize the Federal permitting and review of major infrastructure projects. If the President were presented with H.R. 2641, his senior advisors would recommend that he veto the bill.

The House of Representatives also had internal opposition to H.R. 2641. Various Democratic amendments were proposed to H.R. 2641 to soften some effects of these provisions and enhance public input. None were adopted before final passage. Opponents were concerned the bill would: (1) create different rules for construction projects than for other NEPA-covered projects; (2) risk that a proposed project's "preferred alternative" would be more likely approved than other alternatives, including no action; (3) limit meaningful public comment and governmental input; (4) impose restrictive deadlines with the potential for default approvals if agencies could not meet them; and (5) shift control of the approval process from agencies that protect health and safety to the private sector. H.R. 2641's opponents were also dismayed at how the bill would include state law in a federal approval process, as those state laws might not provide equivalent processes or protections.

### The White House Also Is Interested in Improving NEPA

The administration also strives to improve the overall NEPA process. President Obama issued two NEPA guidance documents in late 2014, which advise on how to better utilize programmatic reviews in the NEPA process and would direct agencies' consideration of climate change under NEPA. [For more information, see the January/February issue of Raising the Bar, "[CEQ Issues Concurrent NEPA Draft Climate Change and Final Programmatic Review Guidance](#)"]

In January 2015, the President's Council on Environmental Quality also published a memo on "[National Environmental Policy Act Pilot Projects Report and Recommendations](#)." The recommendations are a bit vague and are not hardline rules, but they offer advice on using technology and other methods to speed up permitting. To assist agencies in developing best practices, CEQ identifies an EPA IT tool, a NEPA report from the Federal Railroad Administration on issue-heavy development of the Northeast Corridor rail lines, and two final reports on restoration projects.

With respect to Congressional legislation, the Obama Administration seems to favor the Senate's "Federal Permitting Improvement Act of 2015" over the House's alternatives, including the RAPID Act. The White House obviously believes H.R. 2641 would have gone too far, but the Administration continues to work on other efforts to improve the permitting process, including the issuance of a May 2013 Presidential Memorandum requiring agency improvements, such as "expanding the use of web-based techniques for sharing project-related information, facilitating targeted and relevant environmental reviews, and providing meaningful opportunities for public input through stakeholder engagement."

### What's Next

Given Congress's and the White House's increased focus on the Keystone XL pipeline, budding efforts to regulate the hydraulic fracturing process, and the continuing interest in improving the nation's aging infrastructure, federal environmental permitting will continue to be debated in Washington. But unless the House, Senate, and Obama administration are able to compromise on their divergent versions of what constitutes proper "permitting reform" under NEPA, governmental consensus will remain elusive.

## Links for further reading:

Congressman Tom Marino, "[Marino Reintroduces Signature RAPID Act Legislation](#)" (Jan 14, 2015),

Congressman Tom Marino, "[Rep. Marino Champions Complete Overhaul of Federal Regulations](#)" (Jan 14, 2015).

H.Con.Res.27 - [Establishing the budget for the United States Government for fiscal year 2016 and setting forth appropriate budgetary levels for fiscal years 2017 through 2025](#) (Mar. 20, 2015).

U.S. House of Representatives Judiciary Committee, [Markup of H.R. 348](#) (Mar. 24, 2015).

H. Rept. 113-363 - [RESPONSIBLY AND PROFESSIONALLY INVIGORATING DEVELOPMENT ACT OF 2013](#), 113th Congress (2013-2014) (Feb. 27, 2014).

S.280 - [Federal Permitting Improvement Act of 2015](#) (Jan. 28, 2015).

S.Con.Res.11 - [An original concurrent resolution setting forth the congressional budget for the United States Government for fiscal year 2016 and setting forth the appropriate budgetary levels for fiscal years 2017 through 2025](#) (Mar. 20, 2015).

Executive Office of the President, Office of Management and Budget, Statement of Administration Policy: [H.R. 2641 – Responsibly and Professionally Invigorating Development Act of 2013](#) (Mar. 5, 2014).

The White House, Presidential Memorandum -- [Modernizing Federal Infrastructure Review and Permitting Regulations, Policies, and Procedures](#) (May 17, 2013).

Michael Boots (Council on Environmental Quality), [National Environmental Policy Act Pilot Projects Report and Recommendations](#) (Jan. 26, 2015).

U.S. Chamber of Commerce, "[U.S. Chamber Applauds Introduction of Permit Streamlining Legislation in the House](#)" (Jan. 14, 2015).

# WBA Members Intentionally and Deliberately Attract Opportunities

By Anne E. Collier, MPP, JD, PCC, Principal, Arudia; Co-chair, Leadership Task Force

In the recent past, the WBA offered two well-attended programs instructing participants on how to intentionally and deliberately attract opportunities through creating a personal brand. The first, “Empower You: Define Your Personal Brand,” was part of the Leadership Task Force’s initiative to provide talented, established attorneys with a forum in which to hone the practical skills, presence, and business acumen necessary to advance to the highest levels of leadership within and beyond the legal profession. Anne Collier presented the program on January 27.

The second, “Perfect Pitch — Branding Your Elevator Speech,” was also presented by Anne Collier and sponsored by the Mentoring Committee on February 19.

Different levels of experience; same basic content. Why?

***Because women need to intentionally and deliberately attract the opportunities that they want.***

Attracting opportunities is all about making sure that people in the market for your services know exactly what kinds of problems you can solve for them. And it’s not just about your subject matter expertise, it’s about who you are as a person and a lawyer. What can clients rely on you for? There are thousands of litigators, employment lawyers, Federal Drug Administration, Federal Communications Commission, and Internal Revenue Code lawyers. The best way to distinguish yourself is to deliberately create your brand, which means that you shape others’ opinions of you and your skills. People have an opinion about you, why wouldn’t you shape it?



WBA President-elect Susan Kovarovics (left) with Pitch Perfect attendees.

You are probably thinking, “That sounds great in theory, but how?” You create your own messaging pyramid with key words and phrases that you use when you discuss yourself and your services, present on your subject matter, and write your bio and LinkedIn profile. These key words and phrases encompass your strengths, special skills, and character.

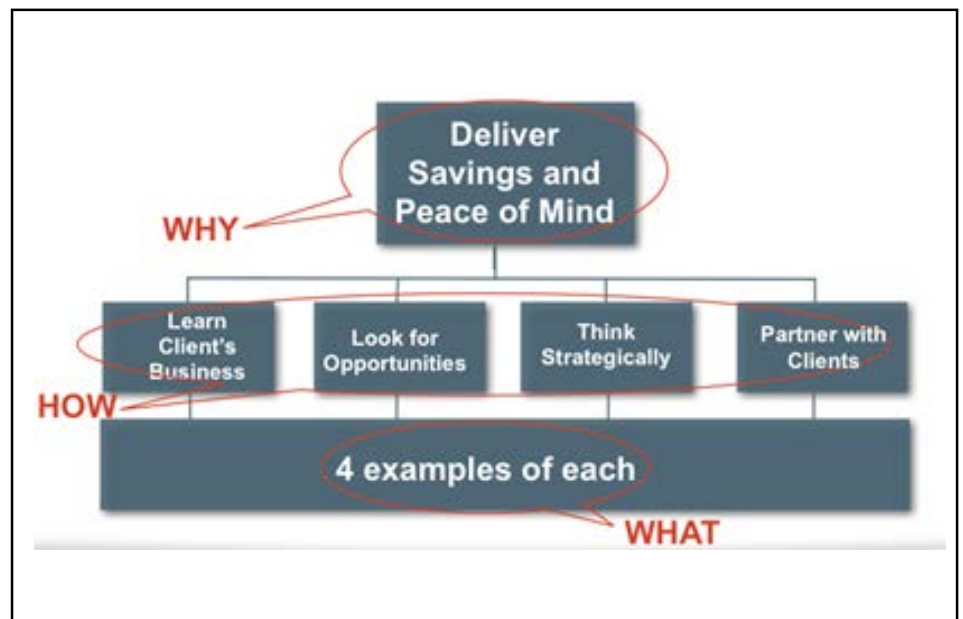
The five steps to creating your messaging pyramid are:

- Step 1: Establish a Powerful Mindset
- Step 2: Identify Why
- Step 3: Choose Your Vocabulary
- Step 4: Define Your Mission
- Step 5: Build Your Brand Description

The example below is “Meg’s” messaging pyramid. She’s a tax lawyer.

## Meg’s Messaging Pyramid

At the top of the messaging pyramid is “why” a client would hire Meg; it’s also why Meg finds being a tax lawyer fulfilling. She loves to deliver savings and peace of mind. How does she do it? She learns the client’s business, looks for opportunities, thinks strategically, and partners with the client. She’s ready with four examples of each “how,” which include her niche areas of expertise, her government experience, special programs, and the like. A key is to lead with “why” when asked what you do. Leading with “what” – all the code sections or cases you’ve ever worked on – is usually a mistake because people don’t hire you for “what” you do, they hire you for “why” you do it. For more information, watch Simon Sinek’s TED Talk on [“How Great Leaders Inspire Action.”](#)



## President's Column

By Suzanne Reifman, WBA President

This is my last letter as President of the WBA. Beginning June 1, Susan Kovarovics, our President-elect will take over; she will be a fantastic President! It has been a wonderful experience serving as President of such a great organization. I want to thank everyone who has been so helpful over the course of the bar year, including the boards of the WBA and the WBAF, the WBA co-chairs, and our other volunteers and supporters. Of course, everything we do is possible only because of you, our members, with a special thanks to our sustaining members who help the WBA carry out its mission. Our major focus continues to be providing our members with the greatest value possible for their membership.

In keeping with our bar year theme, *Standing Together*, we have provided diverse programming to appeal to women lawyers at all stages of their careers; revised our advocacy policy to increase our involvement in issues affecting women lawyers; created more opportunities to promote our members; and had an enormous amount of fun doing all of it!

Our last big event for the 2014-2015 bar year is our [Annual Dinner](#). Those of you who have attended before know that it is one of the most inspiring and enjoyable events of the season. Held in the beautiful National Building Museum, the WBA will be honoring [Judith Scott](#), General Counsel to the Service Employees International Union, as our 2015 Woman Lawyer of the Year for her years of work in supporting the rights of women workers and serving as a mentor for scores of women lawyers. Our keynote speaker will be former White House counsel and Latham & Watkins partner [Kathy Ruemmler](#).

Another reason to attend the Annual Dinner is that we will be kicking off our programming for the WBA's 2017 Centennial Celebration. You will not want to miss a presentation incorporating some of the amazing materials from our archives. Our Centennial co-chairs, **Paulette Chapman**, **Ellen Jakovic**, and **Lorie Masters**, are already planning activities that will occur prior to the Centennial, on the Centennial anniversary itself (May 17, 2017—not too early to mark your calendar!), and beyond.

Given our engaging speakers and the Centennial rollout, this year's Annual Dinner will be a particularly special evening that you will not want to miss. [Sponsorships](#) for organizations and individuals and tickets are still available. I hope to see all of you there. Again, thank you so much for the continued support you provide to the WBA.



Suzanne Reifman

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## WBA Foundation



### WBA Foundation President's Letter

*By Nancy A. Long, WBAF President*

Thank you for your support of the Sixth Annual Grants Awards Ceremony!\* Thanks to our keynote speaker, Neil Irvin, Executive Director, [Men Can Stop Rape](#)—with over 25 years of experience in the field of youth development and gender-based violence prevention, his words inspired us all!

Thanks to our sponsors, especially [Sterne, Kessler, Goldstein & Fox P.L.L.C.](#) for hosting the event.

A final thanks to the WBAF's grantees, whose words will hopefully motivate us all to give back and [donate to WBAF](#). Again, the 2015 grantees are:

**Break the Cycle (BTC):** Break the Cycle's mission is to engage, educate and empower youth to build lives and communities free from domestic violence. The WBAF grant will support the improved delivery and expansion of BTC's legal services program.

**Legal Counsel for the Elderly:** Legal Counsel for the Elderly strives to serve and empower thousands of low-income seniors each year in those areas of law involving "basic human needs" such as housing, long-term care, personal autonomy, and consumer protection. The WBAF will support the implementation of Legal Counsel for the Elderly's first Schedule H pro bono clinics. These clinics will assist older, low-income DC residents, the vast majority of whom are women, in correctly completing the Schedule H form in order to receive appropriate tax credits to avoid eviction, cover property tax payments, pay off debts, purchase food, and obtain prescription drugs.

**Amara Legal Center:** The Amara team fights tirelessly to provide quality legal representation, connect survivors with vital social services, and raise public awareness of the legal issues facing survivors. The WBAF grant will allow Amara to provide fee, trauma-informed legal representation to 60 clients in the form of civil protection orders, child custody, landlord/tenant, public benefits, name changes, and living will/power of attorney cases.

**Domestic Violence Legal Empowerment and Appeals Project (DV LEAP):** DV LEAP's mission is to provide a stronger voice for justice by fighting to overturn unjust trial court outcomes; advancing legal protections for victims of domestic violence and their children through expert appellate advocacy, training lawyers, psychologists and judges on best practices; and spearheading domestic violence litigation in the United States Supreme Court. The WBAF supports its DC project, DC LEAP.



*Nancy A. Long*

**[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.

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**Bread for the City:** Bread for the City's mission is to provide vulnerable residents of Washington, DC with comprehensive services, including food, clothing, medical care, and legal and social services, in an atmosphere of dignity and respect. The WBAF grant will assist the operation of Bread for the City's Domestic Violence Community Legal Services Project, which serves low income minority women in their fight to obtain protection from domestic violence.

**DC Volunteer Lawyers Project:** The DC Volunteer Lawyers Project's mission is to address the critical shortage of legal assistance for low-income people in DC, especially in cases involving domestic violence. The WBAF grant will support the Domestic Violence Program by increasing the number of volunteer attorneys who can represent domestic violence survivors in civil protection proceedings and related custody, divorce, and child support matters.

**Legal Aid Society of the District of Columbia:** For more than 80 years, Legal Aid's mission has been to make justice real—for persons living in poverty in DC. The WBAF grant will support Legal Aid's Domestic Violence Underserved Communities Representation Project. This project will provide extended representation, advice, counsel, and assistance to clients in at least 50 cases.

**REMINDER:** Please do not forget to support the [WBA/WBAF Annual Awards Dinner](#), which will be held on Wednesday, May 20 at 6:30pm at the National Building Museum. Join us in honoring the 2015 Woman Lawyer of the Year, **Judith Scott**, General Counsel, Service Employees International Union. Our keynote speaker will be **Kathy Ruemmler**, Partner, Lathan & Watkins and former White House Counsel.

Join us for what will certainly be an inspiring and fabulous evening!

*\*We'll have in-depth coverage and photos of the Grants Awards Ceremony in the next issue of Raising the Bar.*

### WBA Foundation 2014-2015 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between February 1 and March 31, 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).

#### **\$5,000 and Over**

Bernstein & Lipsett, P.C.

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Lorelie Masters

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## Committee & Forum Highlights

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

By Shannon Beebe, Co-chair, Mentoring Committee

#### Recent Events

##### Perfect Pitch: Branding Your Elevator Speech:

With many thanks to our generous hosts, WBA President-Elect **Susan Kovarovics** and **Bryan Cave LLP**, the Mentoring Committee put on our pitching hat and heard from the excellent **Anne Collier, MPP, JD, PCC** on how to deliver a great 30-second self-promo. At our February 19 event, Ms. Collier presented her 5-step method for identifying your brand and demonstrated how to incorporate it into an elevator pitch or job interview. Participants jotted down brand ideas in the workbook provided, and practiced presentation and interview skills. In job candidate/hiring manager role play pairs, each participant laid out her professional strengths using phrases from the brand identity portion of the workshop. We had a great turnout despite the snow and look forward to another similar Pro-D workshop next year!



##### Career Transition & Jewelry Making Workshop:

On the morning of Saturday, March 14, participants met in Alexandria with Mentoring Committee Co-chair **Shelly Mulkey** and designer **Wendy Ramirez**, former attorney, now designer and owner of **Intimalena**. Ms. Ramirez discussed her transition from high-powered lawyer on Capitol Hill to entrepreneur and social justice empowerer, as head of her growing design and jewelry business. Since her successful launch from an Indiegogo campaign in 2014, she has used fashion to promote Mayan culture and help women in Mayan communities rise out of poverty. Under her guidance, participants had the opportunity to create their own unique earrings, bracelets, and necklaces from Ms. Ramirez's stone and bead stock, which she collected during her world travels.



#### Coming Soon

**Mentoring & Mimosas:** Watch out for another event coming soon – we hope you can join us! Mentoring & Mimosas brunches are reserved for Mentoring pairs and peer mentors matched through the program. If you are interested in being paired in the WBA's Mentoring Program for the 2016 bar year, [visit the WBA website](#) to apply.

**Publication Workshop:** Have you ever thought of writing an article but are not sure where to start? Keep an eye out for a publication workshop for practitioners in late summer.

**Mentoring vs. Sponsoring:** We're also planning a program on [Sponsorship](#). If you or someone you know would be interested in presenting, let us know at [wbamentoring@gmail.com](mailto:wbamentoring@gmail.com)!

**Mentoring Happy Hour:** We've got another low-key networking event coming soon – hopefully on a patio!

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## In Mentoring News

*What is Hollywood's effect on women lawyers, and on our girls?*

What happens when art imitates life, but it is 50 years behind schedule? In [“The Workplace Is Even More Sexist In Movies Than in Reality,”](#) 538.com reports that “Hollywood’s glass ceiling is very much intact.” Among speaking roles in TV and film between 1995 and 2005, women were represented in professional and C-suite jobs at a rate three times lower than in real life. For example, although in reality women made up 32% of doctors and 30% of lawyers in 2005 (lawyers rose to 35% [by 2014](#)), data from 1995-2005 showed that their TV and movie counterparts were relegated to just 10 and 11% of speaking roles, respectively. Perhaps making matters worse, some of those roles were [terrifically stereotyped](#), such as Elle Woods’s fashion-focused diva character in *Legally Blonde*.

*The a-maze-ing effect of great expectations*

But is this something to be concerned about? Does the media’s portrayal of women even affect us? According to recent research on the impact of group expectations, the answer is likely yes. In one of NPR’s latest installments, [“How To Become Batman,”](#) hosts of the show *Invisibilia* presented convincing research that a community’s expectations have a major impact on achievement, in the classroom and beyond. The effect is so strong it could – the hosts claim – lead a blind man to see (check it out, it’s a fascinating program!). The effect could even be seen across species: when rat handlers were given expectations of their rats’ intelligence, their expectations [impacted their rats’ performance in a maze](#).

If you believe in the power of expectations, as many scientists are beginning to do, you might suspect the media’s underwhelming and inaccurate portrayal of women in high-achieving professional roles could very well impact us as women lawyers – as well as the next generation.

What do you think about the media’s representation of professional women professionals? Do you have ideas on how to counteract the gender stereotyping in Hollywood? *Join the conversation!* We’d love to hear from you on [Facebook](#) and [LinkedIn](#), or feel free to drop us a line at [wbamentoring@gmail.com](mailto:wbamentoring@gmail.com).

## Government Attorneys: Acing Applications A Great Success; Register for Pathways to Success

*By Cathy Pagano, Co-chair, Energy and Environmental Law Forum & Government Attorneys Forum*

Over 60 people attended the Government Attorneys Program, “Acing Applications,” on the evening of February 3. Our excellent panelists—**Jeffery Anoka**, Director, Corporate Recruitment and Outreach, U.S. Department of Energy; **Stephanie A. Fleming**, Assistant Chief, Antitrust Division, U.S. Department of Justice; **Wynetta Jones**, Lead Human Resources Specialist, U.S. Securities and Exchange Commission’ and **Joanna Pearl**, Chief of Staff, Office of Enforcement, Consumer Financial Protection Bureau—shared timely tips about how to make your application shine when you apply for federal jobs, as well as key interview tips and insider ideas about how to navigate the federal jobs process and find that perfect job.

As a great follow up, we invite everyone to attend another highly useful career program on May 4: [“Pathways to Success in the Federal Government.”](#) Hear from the General Counsels at the U.S. Nuclear Regulatory Commission and the National Endowment for the Arts, and the Deputy General Counsel at the U.S. Agency for International Development as they share helpful tips about how they reached their current positions and the opportunities and challenges they experienced along the way.

We look forward to seeing you there!



## International Law Forum Update

*By Nausheen Hassan, Senior Analyst, Export Controls, SABIC Innovative Plastics; International Law Forum Co-chair*

The International Law Forum held two recent events with great turnouts! The first was a panel discussion on February 9: “How to Get a Job in International Law.” With four speakers and a moderator—**Marcia Wiss**, Of Counsel, Hogan Lovells LLP; **Christie Edwards**, Director of International Humanitarian Law, American Red Cross; **Janie Chuang**, Professor of Law, American University Washington College of Law; **Kathryn O’Neal**, Senior International Attorney, Millennium Challenge Corporation; and **Marilyn Tucker**, Director of Alumni Career Services & International Internships, Georgetown Law Career Services—all of whom conveyed insightful advice, the audience swelled to nearly 100 people. The panelists stayed afterwards to speak with attendees individually, and everyone mingled over appetizers. Congratulations to the lucky drawing winner, **Grace Kang**! She received a free copy of *Careers in International Law*, published by the American Society of International Law. Many thanks to **O’Melveny & Myers LLP** for generously supporting this event.

The second event was a Joint Happy Hour for International Law, held on March 25 at Café Citron. The happy hour was co-sponsored by: the ABA Section of International Law, Women in International Trade, American Society of International Law, Washington Foreign Law Society, and International Lawyers Network. With close to 90 people attending, it was a great opportunity to meet people from different organizations who have a shared interest in international law. Congratulations go out to the lucky winners of the drawings for three free publications provided by the ABA and ASIL: **Erin Torres**, **Jason Ma**, and **John Davie**. We look forward to gathering again next year!



## Women Trailblazers in the Muslim American Legal Community

*By Nausheen Hassan, Senior Analyst, Export Controls, SABIC Innovative Plastics; International Law Forum Co-chair*

On March 31, the Capital Area Muslim Bar Association (CAMBA) and KARAMAH: Muslim Women Lawyers for Human Rights celebrated Women’s History Month by presenting a program called “Women Trailblazers in the Muslim American Legal Community.” The event was generously hosted by **Akin Gump Strauss Hauer & Feld LLP**, and was co-sponsored by the Women’s Bar Association of DC and other voluntary bars.

**Arshi Siddiqui**, Partner at Akin Gump and a trailblazing presence in the legal field in her own right, moderated the discussion with legal pioneers **Dr. Azizah Al-Hibri**, **Professor Asifa Quraishi-Landes**, and **Judge Zakia Mahasa**. There was a palpable energy in the room as the panelists talked about their career paths, being a Muslim attorney back when there were so few others, and the different challenges facing today’s lawyers.

Dr. Al-Hibri riveted the audience with the story of how a sitting justice came to describe KARAMAH as having saved the U.S. Supreme Court, while Prof. Quraishi-Landes described how a small group of lawyers, largely

women, established the now-familiar institutions dotting the legal landscape for Muslim Americans, including Muslim Advocates, created as a sister organization to the National Association of Muslim Lawyers, which itself spun off from KARAMAH. Judge Mahasa described her seamless identity as a Muslim and a judge as a singular effort to perform her responsibilities with excellence. She expressed caution that the future of the Muslim American legal community may hang in the balance if it focuses too much attention on proving that Muslims are just like everyone else, instead of celebrating why its closely-held values can actually advance the cause of justice.

The free-flowing panel discussion was followed by engaging questions from the audience, which took the program well past the appointed hour. CAMBA members, journalists, and other non-Muslim guests who attended the event left inspired and energized, having learned something new about the Muslim American legal community. It was truly a memorable evening.

## Member News

### Member Spotlight: Cathy Pagano

*Compiled by Sherlyn Wiggs, Attorney*

Since 1987, Cathy Pagano has served at the United States Postal Service, first as an attorney in the Law Department and now as Senior Government Relations Representative. She has been a member of the WBA since the 1990s and is actively involved in the organization as a co-chair of the Government Attorneys Forum and the Energy and Environmental Law Forum. Ms. Pagano champions the WBA as an organization that truly wants its members to succeed and advances careers through the connections members make through active participation. In addition to career benefits, she reminds members that involvement also fosters personal success: "Friends you make through the Women's Bar Association will always be such a positive influence on your life, supporting you in every way. You will reap so much benefit from your service."

Ms. Pagano encourages women to develop their careers through innovative approaches to education and involvement. As a member of an interdepartmental work group within the Postal Service, she directly promotes the Agency's sustainability initiatives. To enhance her contributions, she builds expertise on environmental policy and law, nanotechnology, food and sustainability, and other topics by taking online courses. One unconventional approach she recommends is taking a drama or improv class to improve the flexibility of responses and reactions and hone communication skills. While she recognizes that unconventional methods of career development can be intimidating, she encourages women to pursue something completely different, noting that it encourages creative thinking and also builds expertise outside primary practice areas. As an advocate for involvement, she encourages women to engage in strategic volunteering: getting involved with groups and committees where personal interests and professional development goals intersect. She is a stellar example of this in her work as a WBA co-chair, where she combines her love of science and her support of the WBA to build expertise relevant to her work at the Postal Service.

#### **Tell us a little about yourself**

Our family moved from the Chicago area to Athens, GA, when I was in the first grade. I lived there until I graduated from the University of Georgia, where I majored in Spanish and had an interest in linguistics and language history. I then attended Indiana University, Bloomington, and received an M.A. in English. Like many students with an interest in policy, I moved to

Washington and worked at the League of Women Voters and at NBC's legal and government relations office before getting a job on Capitol Hill. I worked with a terrific team in the office of Congressman Wyche Fowler, Jr. for two years, then went to law school at Stanford, where I met many dear friends.

After law school, I was a law clerk with the newly established Minnesota Court of Appeals and then worked with the Minnesota Continuing Legal Education on CLE programs before returning to DC with my husband. I was happy to accept a job with the Postal Service Law Department, where I worked primarily in the legislative area for about 10 years. Since then, I have worked in the Government Relations Department and am now a Senior Government Relations Representative working with a collegial, supportive, and hardworking team. Our liaison team handles congressional issues and inquiries from Senators and congressional members from 21 states. I also work with our Chief Sustainability Officer (CSO) and his team to review policy and legislation on sustainability and energy policy. In addition, I am on the CSO's climate change adaptation interdepartmental workgroup and also help lead our Governmental Relations innovations workgroup.

The Postal Service is a fascinating organization that derives its income from the sale of stamps and services and upholds its tremendously important public service role, as acknowledged in the Constitution. On March 6, we celebrated the appointment of Megan Brennan, the first woman Postmaster General in Postal Service history.

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

I joined the WBA for several reasons. First, the WBA is one of the best professional groups around, actively helping women in the profession and supporting the entire community through the WBA Foundation. On a personal level, I joined because of the great friends I have made, who support each other personally and professionally. Women in the WBA are prominent leaders who willingly share their time, expertise, and



*Cathy Pagano*

*continued on next page*

creativity and represent the best in giving back to our legal and local community. I have made so many long-term friends through the WBA and feel so supported. I particularly encourage WBA members to get involved in peer mentoring because the resulting opportunities are outstanding and can create lasting career benefits. There's truly something for everyone at the WBA!

### **How did you get involved?**

Let me preface by thanking one of our Board Members, Celeste Murphy. A couple of years ago, I sent her a few ideas for our Government Attorneys Forum. She and her co-chairs on the Government Attorneys Forum kindly invited me to join as co-chair, and I have greatly enjoyed being part of the forum and helping with their other great programs. Our forum members and co-chairs are so inviting and supportive of each other. I also want to thank our Energy and Environmental Law Forum members, who are exceptional colleagues and are presenting interesting programming in this exciting practice area.

### **How do you stay involved?**

I stay involved in a number of ways. I try to attend as many WBA programs as possible. The programs are of pivotal importance to the WBA and can greatly enhance your expertise, career development, and confidence. And we have so many stellar programs this year, as always. The Government Attorneys Forum's "Acing Government Applications" program in February helped attendees shine in the federal jobs application process. More than 60 people attended, and our panelists gave excellent advice. We also presented the "Insurance and Business Implications of Climate Change" event last fall. I am excited about several upcoming events this year, including our May 4 program, "Pathways to Success in the Federal Government," featuring general counsels from the Nuclear Regulatory Commission and the National Endowment for the Arts, and the Deputy General Counsel from U.S. AID. Also, the Energy and Environmental Law Forum presented "New Developments in D.C. Energy" on March 26 and "Get on the Grid! Careers in Energy Panel" on April 2. I also participate with a peer mentoring group that developed from a WBA program more than a year ago. Finally, I always look forward to attending the happy hours; they are a great way to stay in touch and make new connections.

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

There are so many personal and professional benefits, as well as benefits to our community. Participating at any level with our many forums gives us all exceptional leadership, career enhancement, and project management experience. The networking opportunities in the WBA are endless, with almost countless programs and happy hours. The WBA is renowned for its support of the WBA Foundation;

we can all contribute in some way to the work of the Foundation. In addition, the peer mentoring and coaching events are crucial for those wishing to engage in self-exploration for career and personal development.

### **Do you have a mentor or hero?**

So many people I admire are worthy of mention, but one of my favorite stories is about Arkansas Senator Hattie Caraway, the first woman elected to the U.S. Senate in 1932; she was re-elected in 1938. On October 19, 1943, for the first time a woman formally took up the gavel as the Senate's presiding officer. In the absence of the Vice President and the President Pro Tem, the duties of the chair were assigned to Senator Caraway. She was also the first woman to chair a committee in 1933 and the first woman to stand in for the floor leader in 1940. She rarely spoke on the Senate floor, preferring the more modest setting of the committee room. The male-dominated press quickly labeled her "Silent Hattie." By the mid-1930s, she had become an effective legislator who delivered speeches at large political rallies. Senator Caraway served until 1945, demonstrating that women can forge their own paths and make their voices heard while serving their community and country in the Federal Government.

On a personal level, my family is my strongest support and inspiration. I am also very grateful for all of my wonderful friends, who are such a supportive mainstay. Several mentors have graciously helped me, including my Professor of Political Science at the University of Georgia, who has remained a steady guide for so many years. Two inspirational attorneys who have both sadly passed continue to influence me: a wise Judge at the Minnesota Court of Appeals and a dear colleague at the Postal Service. All of these wonderful friends taught me to never stop learning and to contribute to the community because it is the highest form of service.

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

Carve out and evolve your own career in creative ways by staying focused on your own unique contributions. Keep listening to friends and people you admire—their advice is invaluable.

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

Never stop learning, and never stop supporting your colleagues!

### **In what other organizations are you involved?**

In addition to the WBA, I am also a member of Women in Government Relations, another prominent women's organization in DC.

## Lawton Launches Bid for Clerk of the Circuit Court

WBA Past President **Bettina Lawton** (bar year 1986-1987) announced that she is running for Clerk of the Circuit Court for Fairfax County and City. Ms. Lawton has a practice in Vienna, VA, where she focuses on wills, trusts, powers of attorney, advance medical directives, and estate planning & administration.



## Possessky Spotlighted by Georgetown Women's Legal Alliance

The Georgetown Women's Legal Alliance recently featured WBA Past President **Laura Possessky** in an [Alumna Insights](#) profile. Ms. Possessky, a Partner at Gura & Possessky discussed the relationships she formed at Georgetown and reflected on her career path.



## Dash Promoted at American Constitution Society

WBA Board member **Jill Dash** was recently promoted to Vice President of Strategic Engagement at the American Constitution Society (ACS). Ms. Dash joined ACS in 2008 and previously led the lawyer chapters for the organization. In her new role, she oversees ACS's work on several special projects, including judicial nominations; state courts, money, and politics; the Voting Rights Institute; access to justice issues; and outreach efforts to key elements of the ACS network.



## Garrett Named JNC Executive Director

The District of Columbia Judicial Nomination Commission (JNC) has appointed **Katherine "Katia" L. Garrett** as its executive director. In this role she will guide the JNC in its mission of overseeing the selection process for candidates for judicial vacancies in the DC Courts. Ms. Garrett previously served as executive director of the DC Bar Foundation. She was the WBA's [2012 Woman Lawyer of the Year](#).



## Welcome New Members

The following persons joined the WBA in February & March 2015.

Sara Ahmed	Rebecca Jones
Leslie Barnes	Matt Kaiser
Joanne Baxter	Lauren Khouri
Chinwe Binitie	A. Joo Kim
Gosia Bochenek	Brooke Koester
Elizabeth Bruns	Jennifer Mammen
C. Kawezya Burris	Lucinda McConathy
Camille Castro	Veronica Meffe
Christine Cedar	Rachel Miller
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Jessica Dwyer-Moss	Elena Postnikova
Susan Elliott	Linda Praast
Renee-Lauren Ellis	Tara Ravindra
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Stephanie Fell	Janalyn Schreiber
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Gaela Gehring Flores	Ankita Singh
Francesca Giannoni-Crystal	Pamela Strong
Mahreen Gillani	Vicky Tsilas
Jacquelyn Gluck	Ashley Tyson
Puja Gupta	Elizabeth Walker
Brooke Hofhenke	Christopher Zubowicz

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

## Pro Bono Leaders Recognized

In a ceremony held at the Federal Courthouse on April 1, the Chief Judges of the District of Columbia Federal Courts honored local law firms for outstanding leadership in the area of pro bono service. A total of 23 law firms were recognized. The event honored firms at which at least 40% of all attorneys dedicated 50 or more hours in 2014 to providing free legal representation to individuals with limited financial resources or to charitable organization. Ten of the 23 firms had 50% or more attorneys contribute at least 50 hours in 2014 and 5 of those 10 had 60% or more attorneys contribute 50 hours or more.

The program specially honored the pro bono commitment of **Arnold & Porter LLP**, **Jenner & Block LLP**, and **Kirkland & Ellis**. At these firms, 60% or more of all attorneys contributed at least 50 or more hours of pro bono service in 2014, and the firms reached the “40 at 50” goal among partners alone.

### THE HONOREES WERE:

Akin Gump Strauss Hauer & Feld LLP	Hogan Lovells US LLP	O'Melveny & Myers LLP*+
<b>Arnold &amp; Porter LLP*+</b>	Hughes Hubbard & Reed LLP *	Orrick Herrington & Sutcliffe LLP
Covington & Burling LLP	<b>Jenner &amp; Block*+</b>	Paul Hastings LLP*+
Crowell & Moring LLP	<b>Kirkland &amp; Ellis*+</b>	Paul, Weiss, Rifkind, Wharton & Garrison LLP*
Dentons US LLP	<b>McDermott, Will &amp; Emery LLP*</b>	Ropes & Gray LLP*
DLA Piper LLP (US)	Miller & Chevalier Chartered	Sidley Austin LLP
Gibson, Dunn & Crutcher LLP	Morrison & Foerster LLP	Steptoe & Johnson LLP
Goodwin Procter LLP *		Wilmer Cutler Pickering Hale and Dorr, LLP

\*Indicates 50% at 50

+indicates 60% at 50

**Bold font indicates firm partners achieved 40% at 50 goal**

## Get Social with the WBA/WBAF Annual Dinner

*The WBA and WBA Foundation will be hosting the **Annual Dinner on May 20, 2015 at 6:30pm at the National Building Museum in Washington, DC.** This year, the WBA is honoring our 2015 Woman Lawyer of the Year, **Judith A. Scott**, General Counsel, Service Employees International Union. The keynote speaker for the evening will be **Kathy Ruemmler**, Partner, Latham & Watkins.*

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.

Ms. Ruemmler is a 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.

This year, the WBA is emphasizing the role of social media in promoting the Annual Dinner. Through the use of Facebook, Twitter, and LinkedIn, the WBA is working to get the word out about this great event. As a member of the WBA, you can help! Make sure to connect with the WBA on these social media platforms and share WBA content to your friends and colleagues.

Two social media tips to use when posting about the WBA and the Annual Dinner are: (1) use the Annual Dinner Official Hash Tag: **#WBADCAnnualDinner2015** and (2) link your post to the Annual Dinner ticket sales page: <http://bit.ly/1CrMueo>.

# Upcoming Events

## WBA Committees & Forums

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 Charnsworth and Karyn Temple Claggett of the U.S. Copyright Office will discuss how they built their career in copyright law. They will take questions from the audience about diversity in the practice.

Monday, May 11, 2015

### **True Grit and Growth Mindset: The Secrets of Success**

*Presented by: Career Development Committee*

A distinguished panel of women leaders will discuss how Grit and Growth Mindset - two important traits of many successful women attorneys - have empowered them to achieve their goals and overcome challenges. Learn about the science behind these traits, tools to assess your own level of grit and growth mindset, and most importantly, how to directly apply and leverage these traits in specific commonly-experienced situations to drive your success. This program is also sponsored by the American Bar Association Commission on Women in the Profession and the American Bar Association Law Practice Division's Women Rainmakers Committee.

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 type 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.

Saturday, June 13, 2015

### **Lawyers Have Heart 10k Race & 5k Run/Walk**

*Presented by: Community Projects Committee*

Since its founding in 1991, Lawyers Have Heart has raised more than \$7.5 million to benefit the American Heart Association/American Stroke Association, whose mission is to build healthier lives, free of cardiovascular diseases and stroke. By participating, you not only strengthen your own heart through exercise, you also help to raise lifesaving funds. Join the WBA Run/Walk Team and help raise funds to combat the leading cause of death in women.

Tuesday, June 23, 2015

### **U.S. Energy and Environmental Law: A Mid-Year Review and a Look Ahead**

*Presented by: Energy & Environmental Law Forum*

Energy and environmental law issues are constantly in the news, from the XL Pipeline to the EPA's Clean Power Plan. These topics and related policy concerns consistently remain hot topics on Capitol Hill, at the White House and in the NGO community. Our expert panel will share an update on energy and environmental issues in 2015, and their insights about possible future developments in this area of the law.