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Raising the Bar Editorial Board

Sonali Khadilkar
Khadilkar Law PLLC
sonali@khadilkarlaw.com

Anna E. Kwidzinski
Financial Industry Regulatory
Authority (FINRA)
ae kwidzinski@yahoo.com

Celina Stewart
NAFCU
stewarc2010@gmail.com

Tiffany Wynn
Crowell & Moring LLP
twynn@crowell.com

Board Liaison:
Cynthia Hemphill
Trow & Rahal, P.C.
chemphill@trowlaw.com

Staff Liaison:
Carol Montoya, CAE
carol@wbadc.org

Features

Join WBA in Honoring the 2015 Stars of the Bar, Women Who Exemplify “Advancing Together”



Stars of the Bar is attended by leaders in the DC legal community, women and men alike.

WBA will recognize seven women for their dedication to the advancement of women lawyers at its annual Stars of the Bar reception on Wednesday, September 16, 2015.

This year's recipients exemplify the WBA's 2015–2016 theme of “Advancing Together,” which highlights the importance of supporting all women lawyers to advance in their professional and personal lives. The honorees are:

- **Hon. Patricia Millett**, who has advanced women in the profession over the course of her career, first in private practice, and now as Judge on the U.S. Court of Appeals for the District of Columbia Circuit.
- **Monica Parham**, who has furthered the advancement of women in the profession as Diversity Counsel at Crowell & Moring LLP, as well as through her service to the WBA, National Conference of Women's Bar Associations, and the ABA Commission on Women.
- **Joanne Young**, who has been dedicated to the advancement of women in the profession through her involvement with the WBA and the WBA Foundation, as well as within her own firm, Kirstein & Young, PLLC, where she is Managing Partner. Ms. Young has also supported women in the aviation industry as a leader of Executive Women in Aviation and the International Aviation Women's Association.
- **Kristin A. Campbell**, who, as Executive Vice President and General Counsel at Hilton Worldwide, has sponsored Hilton's Women Team Member Resource Group, and leads Hilton's Legal Pro Bono Committee.
- **Jenny Brody**, Co-Executive Director, **Karen Barker Marcou**, Co-Executive Director, and **Marla Spindel**, Managing Attorney, Child Advocacy Practice, who founded an organization—the DC Volunteer Lawyers Project—which has a unique combination of providing support, experiential opportunities, and

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mentoring for attorneys who are giving back to the community through pro bono family law work.

WBA will also recognize **Cathy Pagano** with the Mussey-Gillett Shining Star Award, which was established to recognize women who go above and beyond through volunteer activities within the WBA. Ms. Pagano has made exemplary contributions as a co-chair of the Government Attorneys Forum and Energy and Environmental Law Forum.

WBA has recognized Stars of the Bar since 2013. [Click here](#) for a full list of past recipients.

Stars of the Bar will be held in the lobby of the Columbia Square Building, 555 13th Street, NW, Washington, DC, from 6:00 to 8:00 pm, on September 15. The awards program begins at 7:00 pm. Attendees have an opportunity to meet with the co-chairs of WBA's programmatic committees and forums and the WBA Foundation to learn about opportunities for involvement and upcoming events.

There is no charge to attend the event, but registration is encouraged. Registration and sponsorship information can be found at www.wbadc.org.

Influencing: The Master Skill

By Smruti Patel, Leadership Coach, Nexus Vision, LLC



Smruti Patel

Beyond performance in the workplace, have you ever wondered what differentiates individuals who rise to leadership positions?

From my years of experience in working with leaders who have a high drive to progress, I have noticed that there is one key differentiating

characteristic that all of them have in common: the ability to influence and—critically—be influenced. It is a master skill that world class leaders have near perfected. I have also observed just how great a gap begins to emerge when individuals (regardless of ambition or drive to succeed) don't have the basics of this skill. In this day and age, I will go so far as to say that influencing has become a professional survival skill.

The good news is that because it is a skill, anyone can learn it. Of course it takes practice and, in addition, there are other vital aspects to influencing that must be present before one truly commands mastery at this skill in a way that world class leaders do. For example, emotional intelligence and awareness are critical for us to be influenceable and one way to develop these skills further is through leadership coaching. So what are some of the observed behaviors that world class leaders engage in that allow them to be influential and influenceable? I've narrowed it down to four in particular.

First, they build relationships and bridges far in advance of when they may need them. A leader once told me, "I never lose the opportunity to have a conversation." The result is a strength of networks. It is a way through which world class leaders forward their agendas, promote their ideas, and build a web of influence that exists over the processes of how things get done. Yes, there is a shadow side to this, which is not to be

“World class leaders generally have expansive and inclusive networks that may range from the personal assistant to a CEO.”

underestimated, but there is also a powerfully positive way through which networks are able to execute towards goals! For world class leaders, a strong network, within an organization and outside of it, is integral to execution.

Let's also examine the quality of their networks. World class leaders generally have expansive and inclusive networks that may range from the personal assistant to a CEO. So while there is a single expansive network, there is also, within it, microcosms of smaller networks. World class leaders are strategic about how they influence each network, cross-pollinate it, and who they introduce to it.

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After all, their networks are a reflection of who they are, their capabilities, and the results they can achieve.

A second observed behavior is that these leaders seize the right to be persistent, aggressive, and they push! Oh, they can push! Because they know how to influence, they will push in a way that many of us would not dare to do so. If someone says, “No,” world class leaders hear, “not right now” or “maybe later,” so they push to expedite the moment of now! They also think of solutions in the moment and try to create a negotiated situation. World class leaders will look to create win-win situations. Their brains are scanning and wired to look for the space where resolution resides. Now let me be clear, we may have seen this being done in an unappealing way (the “shadow side”), but I’ve also observed how world class leaders do this in a very respectful way. In my view, it boils down to their innate belief that they can change a situation; usually it is because they know how to influence.

Tied in to the previous point is the third behavior (or attitude), which is their supreme level of confidence. World class leaders not only believe in themselves, but they draw strength from their networks and this

results in an ability to be immeasurably confident and realistically optimistic. They know they have a powerful support structure they can tap into, which gives them the confidence and courage to take risks because they know who to reach out to should trouble hit. Their appetite for informed risk can be ravenous!

Fourth, because of their ability to influence and critically, to be influenced, the quality of their conversation is different. This means they are also constantly learning from each other and their conversations are a hotbed of innovative and creative thinking. They generate ideas not only through engaging with others, but also sparking imagination and creativity within themselves—both of which are essential to building a vision. World class leaders are visionaries who see far beyond and into the future. They inhabit a world of possibilities.

As I stated previously, there is of course a “shadow side” to this master skill. What may be viewed as a positive intent by one person may be quite the contrary for another. World class leaders, however, exert their influence in a way that has an unveiled and objectively positive intent!

Let me share openly that when I run workshops on how to build the skill of influencing, there is great debate because of the many shades and complexities that arise from what it means to influence. What I have observed though is that **world class leaders who are masterful at influencing do so with subtlety and genuine authenticity. They have essentially learned to become innate relationship builders.** So, rather than be mired in a conversation of what is good versus bad influence and its many shades of gray, the question that should be reflected upon, and one that I work on with my clients, is quite simply: what type of a leader do you really want to be?

Leadership is a consistent way of being that is naturally congruent with our values.

Smruti Patel is a leadership coach with a career spanning corporate consulting and law. She presented “Influencing: The Master Skill of Leaders,” for WBA’s June Business Hour. Smruti brings a unique combination of intellectual rigor, keen business acumen, and practical experience to each client engagement. She exercises a high degree of discretion, mature judgment, and tact in handling the most sensitive issues. Her experience, skills, and qualities match perfectly with her passions for Leadership Coaching, Leadership Workshops, Facilitation and Design, Talent Management, and Cross Cultural training. With an international background and education (Kenya, U.K. and U.S.A.) as well as work experience on five continents, Smruti coaches leaders in an array of industries, worldwide. The list includes CEOs, executives, lawyers, entrepreneurs, and commanding officers in the U.S. armed forces. She is also repeatedly hired as a coach by organizations such as Deloitte and Georgetown University for their MBA and Executive Leadership programs. For more information, visit www.nxsvision.com.

Stuck in Neutral? Six Steps To Recharge Your Career

By Lisa B. Horowitz, JD, MSOD, Founder and Principal Advisor, Attorney Talent Strategy Group



Lisa Horowitz

Summer is almost over. Hopefully you have had some time to relax with family and friends. With Labor Day approaching, however, you may be thinking about your career and wondering about next steps. Perhaps you are “stuck in neutral.” Set forth below are six steps to help you recharge and reclaim

your fulfilling and meaningful career.

Step 1. Take Inventory: Where are you?

Self-awareness is key to recharging your career and ensuring it is fulfilling and meaningful to you. It is gleaned through self-reflection and self-assessment. Some (many?) of you may be inclined to stop reading at this point. Please don't.

Self-reflection and self-assessment are all too often overlooked. After all, we have very busy lives. Perhaps it seems too time consuming, too self-indulgent, too difficult, or even threatening. It is certainly not regularly encouraged or rewarded—in law school, by employers, or even by family members. It is, however, foundational to a meaningful career.

What do you value? What motivates you? What are you trying to achieve? How are you showing up? What are your strengths (substantive, interpersonal, management, business development, leadership)? What are you doing that is working? What are some areas for growth?

These are some questions you will want to consider. There are resources available to guide you. You may be fortunate to work at a firm that has developed competency maps that articulate the skills, behaviors, and knowledge needed at each level of your career. If not, your organization's performance evaluation criteria may be helpful. There are self-reflection and self-assessment tools available online. Your mentor, sponsor, and trusted friends and colleagues can also serve as sounding boards and excellent sources of candid feedback. Professional coaches can provide further valuable independent guidance and insights. The key is to take some time for yourself—to think about you.

Step 2: Define Your Vision

Where do you want to be in 1 year? 2 years? 5 years? Thinking about your future in increments that make sense for you is another key step in recharging and reclaiming your career. Your vision is often driven by your values and motivators and advanced by your competencies (those you have and those you will need to develop). What do you enjoy doing? What do you dislike? Is there a fabulous role that you see for yourself? Do you have a role model? You may currently only have a short-term vision and your vision may change over time. The key is to think about these questions expansively and regularly.

Step 3: Set Goals

Having taken inventory and articulated your vision, your next step is to “close the gap” with a “written road map” of specific strategic goals. It is likely that you are setting goals in other parts of your life. Perhaps you are a runner setting goals to prepare you for the next 5 or 10K. Most of us have financial goals as well as health goals. So why not clear and concise career goals?

“A common obstacle to achieving one's goals is time and procrastination.”

Effective goals are **SMART**: Specific, Measurable, Acceptable, Realistic/Results-Oriented and Time-Bound. They lay out *what* you want to accomplish with specific measurable targets to hold yourself accountable and allow you to celebrate your successes. They need to propel you towards your vision by closing the gap between where you are today and where you want to be. You need to own your goals—not your boss, spouse, partner, or parent. They need to be “heartfelt.” If you are just starting out, consider beginning with something like: “By September 1, I will have done two online self-assessments to better understand my values, preferences, strengths, and areas for growth.” If you have already spent some time self-assessing and reflecting, consider: “By September 1, I will have a written strategic plan with [#] of SMART goals to move me from where I am today towards where I want to be in 1 year.”

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Step 4: Create and Implement Your Written Strategic Plan

With each of your goals in mind, the next step is to create your individual strategic plan by defining the action steps you will take to achieve your goals and your vision. Your *action steps* should again be written and lay out specifically *how* you are going to achieve each of your goals. These action steps should be SMART as well. I like to call them “mini-goals.”

Building on the goals set forth above some action steps might include (i) taking specific online assessments related to your values and motivators; (ii) reviewing your organization’s competency rubrics; (iii) seeking particular assignments; (iv) reaching out to mentors/sponsors/peers for feedback; (v) participating in training programs; (vi) becoming active in external organizations; and (vii) engaging in pro bono activities.

Step 5: Consider Potential Obstacles

In the course of defining your action steps, think about potential obstacles and how you will address them. A common obstacle to achieving one’s goals is time and procrastination. You may have heard it said that a “dream is a goal without a deadline.” Establish dates by when you will accomplish both your goals and their related action steps. Build-in time for procrastination and unexpected interruptions. Calendaring them and finding a “buddy” to support you and hold you accountable are two ways to address this “time” obstacle.

Lisa B. Horowitz, JD, MSOD, has been in the legal profession for over 30 years as a practicing attorney, senior talent development professional, and national bar association leader. She recently founded the Attorney Talent Strategy Group to share her experiences by coaching and training attorneys on career planning, navigating career transitions, leadership, management and business development. She also consults with organizations on the development of strategic talent management initiatives. Lisa can be reached at lbhorowitz@gmail.com and www.atalentstrategy.com.

You may also want to consider whether you can achieve your goals and vision in your current organization. Are there opportunities for you to grow substantively (through client or pro bono assignments) or must you gain experience elsewhere? Are there opportunities for you to develop your management and leadership skills (through firm or community activities) or must you look elsewhere? Should you ultimately decide that a change in venue is necessary, having a plan will serve as a very useful guide.

Step 6: Communicate and Monitor your Plan

Let others know about your plan. Identify *who* can help you and seek their guidance. Consider your manager, supervisor, mentor, peers, and trusted friends. If they know about your vision and goals, they can help you to obtain assignments and experiences, identify (and even pay for) valuable training. They can also introduce you to others who can help to propel you forward.

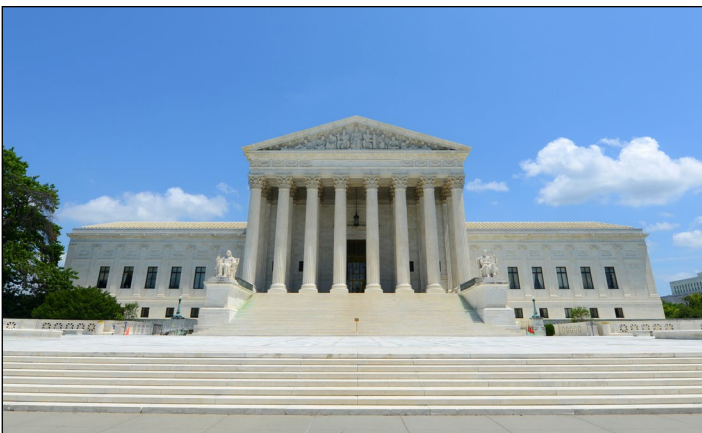
Finally, monitor your progress regularly—at least monthly if not more often. Reward yourself for achieving your goals. And should experience reveal the need to make adjustments, having a plan will provide you with the confidence and courage to do so.

Concluding Thoughts

You don’t need to stay stuck. Spend some time focusing on yourself—where you are now and where you want to be. Then take action to recharge and reclaim your career so that it is fulfilling and meaningful *to you*.

Recent SCOTUS Decisions

The U.S. Supreme Court’s June 2015 session resulted in numerous impactful decisions. Below are summaries of the Johnson and Obergefell cases.

**Johnson v. United States**

By Tiffany Wynn, Associate, Crowell & Moring LLP; Editor, Raising the Bar

Federal law prohibits felons from possessing firearms or ammunition. Those convicted of being “felons-in-possession” of firearms or ammunition face up to 10 years in prison as prescribed by the Gun Control Act (18 U.S.C. § 922(g)). If the defendant has three prior felonies for drugs and/or crimes of violence, however, the judge must impose a mandatory minimum of 15 years under the Armed
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Career Criminal Act (ACCA). The ACCA defines “crimes of violence” as crimes involving the use or attempted use of physical force, as well as arson, burglary, extortion, and the use of explosives.

As originally passed by Congress, the ACCA also counted as a predicate offense any crime that “otherwise involves conduct that presents a serious potential risk of physical injury to another.” (18 U.S.C. § 924(e)). On June 26, 2015, the Supreme Court invalidated this “otherwise” clause—also known as the “residual clause”—for being unconstitutionally vague (*Johnson v. United States*, 576 U.S. ____ (2015)). The *Johnson* decision explicitly overrules recent decisions to the contrary, and holds that the residual clause violates due process because it fails to give fair notice of prohibited conduct, and invites arbitrary enforcement.

Prior to *Johnson*, courts—including the Supreme Court—struggled to determine whether or not an offense fell within the ambit of the residual clause. Writing for the majority, Justice Scalia noted that the Court had made four prior attempts since 2007 to define and apply the residual clause. In these attempts, the Court held the clause covered Florida’s offense of attempted burglary (*James v. United States*, 550 U.S. 192 (2007)) and Indiana’s offense of vehicular flight from an officer (*Sykes v. United States*,

564 U.S. 1 (2011)), but did not cover New Mexico’s offense of driving under the influence (*Begay v. United States*, 553 U.S. 137 (2008)) or Illinois’ offense of failure to report to a penal institution (*Chambers v. United States*, 555 U.S. 122 (2009)).¹ The *Johnson* majority acknowledged this struggle in its ruling, stating that: “It has been said that the life of the law is experience. Nine years’ experience trying to derive meaning from the residual clause convinces us that we have embarked upon a failed enterprise....Invoking so shapeless a provision to condemn someone to prison for 15 years to life does not comport with the Constitution’s guarantee of due process.” Slip. Op. at 10 (emphasis added).

Justice Thomas and Justice Kennedy concurred only in the judgment; Justice Alito penned a vigorous dissent, and argued that the Court could have—and should have—interpreted the residual clause in a narrower manner.

Although *Johnson* was largely overshadowed by the Court’s decision in *Obergefell v. Hodges* (issued the same day), *Johnson* is an important ruling that could change the lives of many serving long sentences in federal prison. In its wake, lower courts must now determine whether and what defendants previously sentenced under the residual clause may obtain relief.

¹The appellant in *Johnson*—an unsympathetic white nationalist—was sentenced to 15 years because the judge counted a past conviction for the possession of a sawed-off shotgun as covered by the residual clause.

Obergefell v. Hodges

By Anna Kwidzinski, Regulatory Analyst, Financial Industry Regulatory Authority (FINRA); Editor, Raising the Bar

In a landmark 5–4 decision on June 26, 2015, the Supreme Court of the United States held that the Fourteenth Amendment to the U.S. Constitution mandates that states issue marriage licenses to same-sex couples and recognize same-sex marriage licenses lawfully issued by other states (*Obergefell v. Hodges*, 576 U.S. ____ (2015)). The *Obergefell* ruling reversed a U.S. Court of Appeals for the Sixth Circuit decision that consolidated Federal district court cases brought in four states by 14 same-sex couples and two men whose same-sex partners were deceased (*DeBoer v. Snyder*, 772 F.3d 388 (2014)). The *DeBoer* court found that a state has no constitutional obligation to license same-sex marriages or to recognize the validity of same-sex marriages lawfully performed out of state. With *Obergefell* comes the first time in U.S. history that the highest court of the land extended Fourteenth Amendment protections to same-sex individuals seeking to obtain marriage licenses and uniformly legalized same-sex marriage after 36 states, the District of Columbia, and Guam already had issued marriage licenses to same-sex couples.

Writing for the majority, Justice Kennedy outlined “four principles and traditions” establishing that marriage is a fundamental right under the U.S. Constitution to support the extension of rights and protections of the Due Process and Equal Protection Clauses of the Fourteenth Amendment to same-sex couples. Kennedy wrote that “the right to personal choice regarding marriage is inherent in the concept of individual autonomy,” referencing *Loving v. Virginia*, 388 U.S. 1 (1967), which invalidated interracial marriage bans. Kennedy added that “same-sex couples have the same right as opposite-sex couples to enjoy intimate association” in marriage, which he described as “a two-person union unlike any other in its importance to the committed individuals.” Moreover, “[w]ithout the recognition, stability, and predictability marriage offers,” children being raised by same-sex couples not only “suffer the stigma of knowing their families are somehow lesser,” but also “suffer the significant material costs of being raised by unmarried parents,” the majority wrote. Kennedy lastly reasoned that, just as a married couple vows to support each other, marriage traditionally has become a “keystone in our

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social order” by conferring support to the married couple in the forms of symbolic acknowledgment and material benefits, such as inheritance rights, medical decision-making authority, and health insurance and “[t]here is no difference between same- and opposite-sex couples with respect to this principle.” Although recognizing that respondents encouraged the Court to proceed with caution and leave the decision to the legislative branch, the majority indicated that there has been extensive public and judicial debate on same-sex marriage to present an enhanced understanding of the issue. Thus, the majority warned against applying formulaic reasoning in this case, but rather

interpreted the Constitution in conjunction with changing public perceptions. Justices Ginsburg, Breyer, Sotomayor, and Kagan joined the opinion.

Chief Justice Roberts, and Justices Scalia, Thomas, and Alito each wrote a dissenting opinion. Roberts stated that the majority’s decision was not based on the Constitution and instead advocated a legislative approach, writing that “[t]he people of a State are free to expand marriage to include same-sex couples, or to retain the historic definition.” Justices Scalia, Thomas, and Alito also called for a more democratic process based on voters’ voices at a state level.

Chicago 2015: News from the NCWBA and ABA Commission on Women Annual Meetings

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



Laura Possessky

Women took charge at the 2015 American Bar Association Annual Meeting in Chicago. **Paulette Brown** (NJ, Howard Law) became the first African-American woman to serve as ABA President. With President-Elect **Linda Klein** and House of Delegates Chair **Patricia Lee Refo**, the ABA

has an all-female executive leader line up for the first time in its history.

The festive mood continued—enhanced by Lollapalooza in neighboring Grant Park—as the annual Margaret Brent Awards Luncheon buzzed with excitement over the 2015 honorees. Three women among the five honorees hail from the DC area: **Mari Carmen Aponte** (U.S. Ambassador to Ecuador), **Lieutenant General Flora Darpino** (first woman Judge Advocate), and **Professor Emma Coleman Jordan** (Georgetown University groundbreaking advocate for economic justice). The **Honorable Ferdnande R.V. Duffly** (first Asian-American female judge in Massachusetts) and **Mary Ann Hynes** (Dentons and first woman GC of a Fortune 500 company) were also honored. Photos, videos, and more about the awards can be found on the [ABA Commission on Women](#) website.

While we took time to celebrate milestones and successes, the ABA Commission on Women and the National Conference of Women’s Bar Associations were hard at work. The ABA Annual Meeting served as the release for the

ground-breaking study, [First Chairs at Trial: More Women Need Seats at the Table](#) by **Stephanie Scharf** and **Roberta Liebenberg**. The report takes an evidence-based look at women in the courtroom and reveals the eye-opening statistics of how few women chair trials and serve court appointments. (See also the article on [page 9](#) and stay tuned for an upcoming WBA program on the report and the profession’s response to creating more opportunities for women.)

The ABA Commission on Women continues to offer nationwide programming on The Grit Project and The Women of Color Research Initiative’s [From Visible Invisibility to Visibly Successful](#). Both of these programs are designed as educational initiatives to raise awareness of ongoing challenges, provide solutions, and create dialogue on closing the gender equity gap. Organizations and law firms are committing to hosting events nationally featuring the research and resources made available by the ABA Commission on Women. [The Grit Project](#) “educates women lawyers about the science behind grit and growth mindset, two important traits that many successful women lawyers have in common.” [The Invisible Visibility Project](#) follows “three cutting-edge research studies that analyzed the career trajectories and experiences of women of color and the prevalence of factors that support or undermine their retention and advancement ... to inform on the research and strategies that will ensure the success of women of color.” Reports and articles on these topics are available on the ABA Commission’s website, including downloadable forms of the most recent report, [From Visible Invisibility: Women of Color in Fortune 500 Legal Departments](#).

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The NCWBA Annual Conference offered thought-provoking discussion with its 2015 Summit, *Forging New Paths – Women, Careers & the Law*. Women's bar leaders across North America participated in the event, presented by the Chicago Bar Association. The keynote luncheon address was delivered by Arin Reeves, President of Nextions and leading researcher and author on diversity and inclusion (*The Next IQ: The Next Generation of Intelligence for 21st Century Leaders*). The day-long event also featured five panels on successfully defining your own career path: *Forging Your Own Path* with entrepreneur **Jillian Lorenz**, and **Suleen Lee**, General Counsel of The Barre Code; *Finding Time Along the Path: Free or Low-Cost Tech Tips and Tricks to Make Your Life Easier* with **Catherine Sanders Reach**, Director, Law Practice Management & Technology, Chicago Bar Association; *A Better Path For*

Justice: The Informed Voters Project with **Robin Bresky** and **Linda Leali**, Co-Chair, National Association of Women Judges' Informed Voters Project; *Insider Tips Found Along the Way* with **Dawn Wiggins Hare**, General Secretary, General Commission on the Status and Role of Women in the United Methodist Church, **Lisa Hogan**, Brownstein Hyatt Farber Schreck, LLP and **Jennifer Mattson**, Senior Vice President and Associate Counsel for Associated Bank. The day closed with hands on tips for women's bar leaders, *Helping Your Members Forge Their Own Path: Creative Ideas for Women's Bar Services and Programs appealing to women in every stage of their legal careers*: an interactive discussion facilitated by **Jennifer Lewin**, Director, Knowledge Management and Governance, ABA Division for Bar Services.

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

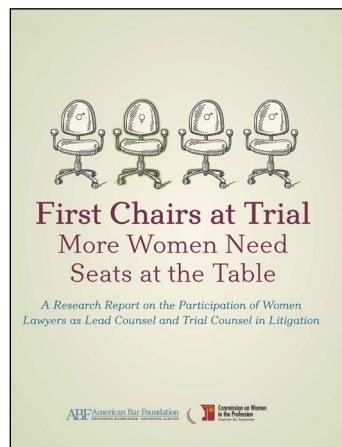
The Women's Bar Association is a member of the National Conference of Women's Bar Associations (NCWBA) and participates in the ABA Commission on Women. The NCWBA was founded in 1981 by WBA past presidents **Judy McCaffrey** and **Susan Low**. We have two past leaders currently serving in NCWBA leadership: **Monica Parham** (WBA Past President) and **Marjorie O'Connell** (WBA Foundation 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.

First Chairs at Trial Research Report Releases Findings: More Needs To Be Done To Promote Women As Lead Counsel

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



Cathy Pagano



First Chairs at Trial, More Women Need Seats at the Table

is a hot-off-the-press 2015 Research Report on the Participation of Women Lawyers as Lead Counsel and Trial Counsel in Litigation. A first-of-its-kind empirical study of women's and men's participation as lead and as trial attorneys in civil and criminal litigation, its findings sadly come as no surprise.

The study reveals that women are consistently underrepresented in lead counsel positions and in the role of trial attorney for all but a few types of cases. The authors, **Stephanie Scharf** and **Roberta Liebenberg**, found that in civil cases, men are three times more likely than women to appear as lead counsel and to appear as trial attorneys. In criminal cases, men are nearly four times more likely than women to appear as trial attorneys. This is not what would be expected based upon the distribution of men and women appearing generally in the federal cases the authors examined (about a 2 to 1 ratio), or the distribution of men and women in the legal profession (again, roughly a 2 to 1 ratio). A number of factors including types of case, nature of parties and type of employer affected the disparities. Interestingly, women representing the government appear to fare better, having better odds of appearing as lead counsel, at roughly the same ratio as their distribution in the legal profession, about 2 to 1. The authors conducted the study by using a random sample of all cases filed in 2013 in the U.S. District Court for the Northern District of Illinois.

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Research conducted by the [ABA Commission on Women in the Profession](#) and other organizations demonstrated that implicit bias hinders progress of women lawyers, and this too can apply to women litigators. Consequently, the authors believe it is imperative that we act to address and remedy this continuing gender imbalance in the courtroom. The ABA Commission on Women in the Profession plans to work with law schools, law firms, corporations, judges, and individual women lawyers around the country to identify steps to give women needed training and courtroom experience. Other suggested actions include asking law schools to develop teaching tools specifically designed to help women law students. Law firms could focus on specific training for women litigators, since traditional ways to obtain trial experience may not be enough. The authors also recommend that firms use the [ABA Commission on Women's Grit Project Toolkit](#). Clients also can be

more proactive in retaining women litigators. Judges can help enhance opportunities including being mindful of appointing experienced, qualified women lawyers as lead counsel or liaison counsel or appointing women litigators as special discovery or bankruptcy masters, trustees, or guardians *ad litem*. In addition, individual women can take the initiative to develop the skills, tools and needed expertise to be effective litigators.

Solutions will require effort from many sides, but the authors acknowledge that fostering the success of women litigators benefits both clients and women litigators themselves. The authors also hope their study will raise awareness about these gender disparities in the ranks of lead trial lawyers, and encourage a dialogue that will result in concrete and effective actions to increase the numbers of women lead trial counsel.

How Powerful Women Start Their Days

By Gracy Obuchowicz



Gracy Obuchowicz

I know your bad morning habits. You grope for the snooze button once, then twice, then again until you finally jump out of bed already running late. No matter how sincerely you promised yourself you'd go to that early morning yoga class, your desperate need for extra sleep always wins.

Since coffee is the only thing that gets you out of bed, you drink it right away, even though you feel a bit dehydrated. You check your work email before your eyes can focus and then wonder why you feel so anxious all of a sudden.

I know your habits because they were mine too. Two years ago, my mornings began groggy after not enough sleep and then turned anxious with too much coffee and running late. I was stuck in a cycle of bad habits but was pretty good at justifying it to myself. I had gone to bed too late so I needed to sleep in. I would exercise later in the day (even though I rarely did). And my favorite: coffee is mostly water...right?

As a yoga teacher, I knew the answers to these questions. I could tell you why ancient yogis meditated in the still morning hours and how important it is to move our spine on a daily basis, preferably first thing in the day. But the problem

with knowing something is that it doesn't equate practice. It's lovely to talk about a dynamic morning routine, but practicing it is the only way to receive the benefit.

Two years ago, after a life-changing break-up, I made the decision to get more out of my life. I knew that in order to do this, I had to practice what I preached. I dove deeper into my study of yoga and followed its ancient wisdom on how to cash into those early morning hours. What I discovered upgraded my energy throughout the entire day and helped me to launch a new business teaching others to do the same with wonderful results. Here are five important lessons that guided the way:

1. To have a great morning, you first need a great night...

It's almost impossible to create a solid morning routine without discussing what happens the night before. Waking up with intention is so much easier when you have seven to nine hours of solid sleep in your system. We know this, but why doesn't this happen?

Probably because you aren't going to bed by 10:00 p.m. 10:00 p.m.? Yup. I know it may seem incredibly early to you, because it really did for me. It made me feel unsexy and like I was missing out on everything that was ever fun. However, once I learned the many physical and energetic reasons to be asleep by 10:00 p.m., I knew I had no choice if I wanted to take care of my body. This compelling argument is one of them:

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“Typically, if you miss the 10:00 p.m. bedtime, it will take much longer to fall asleep. The quality of sleep will also be less refreshing and there will still be a sense of fatigue in the morning. Even adjusting your bedtime from 11:00 p.m. to 10:00 p.m. will make an enormous difference in the quality of your sleep and enhance your feeling of wakefulness the following day. The reason for this is that you are taking advantage of the natural wave of neurochemistry that is already well on its way before 10:00 p.m. and you get the added support of the metabolic changes that occur at the 10:00p.m. mark.”

–**Kulreet Chaudhary, MD** in this [awesome article](#) on sleep and longevity

2. Soon you'll get into a schedule...

It turns out that when I go to sleep at 10:00 p.m., my body loves waking up by 6:00 a.m. But this only works when I keep the same schedule most days. A morning person is defined as someone who wakes up at roughly the same time on the weekends as the weekdays.

This means that your body knows the schedule and will cooperate by giving you healing, delicious sleep. This means no more “catching up” on sleep on the weekends (which is a myth anyway), but rather giving it to yourself every single night.

Yoga teaches that our bodies are happiest when they are in touch with the daily and seasonal rhythms around us, like the rising and the setting of the sun. Learning that I wasn't separate from these cycles has given me a beautiful feeling of connection to the world around me and reduced feelings of angst and overwhelm.

Plus, I love taking my dog jogging in my neighborhood by 7:30 a.m. on a Sunday. The normally-crowded streets are empty and I feel like a superhero, my furry sidekick at my heels, our hair flying as we breathe in all that fresh morning air like it was created just for us.

3. Which gives you higher quality “me” time...

It's really easy to convince yourself that a nightly glass of sauvignon blanc and a Netflix binge is your self care. Again, I've been there. We all have busy days and when we are tired, zoning out seems like the best way to reset. But it doesn't work that way. I've learned that true self care has to feel like self care the next day too.

As delicious as they were in the moment, wine and *Orange is the New Black* made me feel fuzzy the next morning. Through some experimentation, I found that my real-deal self care is time to meditate, exercise, and cook nourishing

food, in that order. The combination makes me feel great in the moment and for the rest of the day. Bingo—self care!

Once I discovered real self care, the other stuff didn't feel as good. It's like the difference between eating the sticky margarine substitute and creamy grass-fed butter. Plus practicing this routine over and over has made it a choiceless habit. I don't have to waste any mental energy deciding if I will meditate or feel guilty because I didn't exercise. It's just what I do every morning—simple, consistent, effective.

4. Then you get more done, but not in a stressful way...

Remember how I said my life came into focus when I began getting up early? I went from starting the day with my to-do list breathing down my neck to a much more relaxed attitude about time.

I use my daily meditation practice to center myself in self love. I tell myself that no matter what gets done, I will still be kind to myself and enjoy my time. It's not a perfect process but it helps me to relax and this frees up an amazing amount of mental energy. The result is that I tend to get much more done with a lot less effort. My to-do list has shrunk because I am actually able to check off those boxes.

I'm not alone in this. Many powerful women, the kind that do it all and make it look easy, have figured out that the first hours of the day are when they can tap into their own power.

Laura Vanderkam, author of the e-book, [“What The Most Successful People Do Before Breakfast,”](#) found that the most successful people were those who devoted chunks of time in the morning to things (or people) that they loved. Vogue editor **Anna Wintour** starts each day at 5:45 a.m. with an hour-long tennis match, Designer **Stacy Bendet** wakes up before 5:00 a.m. to do ashtanga yoga. Others read newspapers or cuddle with their kids.

Regardless of what they do, successful people have a morning routine that ensures their self care before heading out the door to inspire the rest of us.

5. Which helps you enjoy your life more...

Does reading this inspire you, but feel out of your reach? If so, you are probably thinking you need to change everything tomorrow. That would be great but my guess is that isn't going to happen.

What has actually worked for me is the practice of *Kaizen*, a Japanese word that means “good change.” It teaches that if we keep looking for little, continual ways to improve and shift, then eventually we will reach and then surpass our goals.

Slow and steady progress saves our energy to create real change without burning ourselves out and reverting to

continued on next page

bad habits. So think about the little steps you could take. Could you trade one round of snooze for five minutes of stretching? Could you drink a glass of warm lemon water before your first cup of coffee?

I began shifting my morning routine by meditating for 10 minutes each morning. It was a tiny investment of time but when I did it for just a few weeks I felt like I was making progress. It inspired me enough to cut back on my coffee and eventually add in 20 minutes of exercise.

Each month I notice more ways to shift in the right direction. It's a life-long process that I enjoy because I see

the benefits and feel like I'm right there, being the person I really want to be, every single morning.

Are you inspired? Then let's take the next step. I help powerful women find authentic self care which helps them nurture their families, grow their careers and increase their self-esteem.

The magic formula is self care + self awareness = self love. It's not rocket science but it works and will help you create and enjoy your one beautiful life.

Gracy was the featured speaker on our July 10 WBA Business Hour: Self Care for Busy Lawyers. She is an acclaimed yoga teacher, retreat leader, and self care mentor in the ever-stressed Washington, DC. She is a recovering perfectionist who now understands how to live a life of self care and self love. Learn more at www.selfcarewithgracy.com.

Black Women Have to Work 19 Months to Make What White Men Did in a Year

By Anne Morrison, Fellow, National Women's Law Center, and Katherine Gallagher Robbins, Ph.D., Director of Research and Policy Analysis, National Women's Law Center

Reprinted with permission from the blog of the National Women's Law Center. Originally posted on July 28, 2015: [click here](#).

African American Women's Wage Equality by Educational Attainment

Educational Attainment	African American Female Earnings	White, non-Hispanic Male Earnings	What African American Women Make for Every Dollar White, non-Hispanic Men Make	Wage Gap
No high school degree	\$22,778	\$36,021	63.2¢	36.8¢
High school degree	\$28,572	\$42,367	67.4¢	32.6¢
Some college, no degree	\$32,175	\$50,441	63.8¢	36.2¢
Associate's degree	\$36,511	\$52,032	70.2¢	29.8¢
Bachelor's degree or more	\$49,541	\$79,161	62.6¢	37.4¢
Bachelor's degree	\$44,996	\$71,032	63.3¢	36.7¢
Master's degree	\$55,537	\$86,825	64.0¢	36.0¢

"What a woman makes for every dollar a man makes" is the ratio of female and male median earnings for full-time, year-round workers. Earnings are in 2013 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2014 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2013, available at https://www.census.gov/hhes/www/pinc03/2014/psrinc/pinc03_000.htm.

www.nwlc.org

Notes: All figures are for full-time, year-round workers. Figures for whites exclude Hispanics.

African American women who work full time, year round are typically paid \$19,399 less per year than their white male counterparts. This means African American women have to work nearly 19 months—until almost the end of July—to make as much as white men did in the previous year alone. That makes today's **African American women's equal pay day** — the day that African American women are finally catching up to white men's pay, 208 days into the year.

Here are four key facts you need to know:

- African American women typically make just 64 cents for every dollar white men make.
- Based on today's wage gap, over the course of a 40-year career, African American women would typically lose nearly \$776,000 to the wage gap—this means African American women would have to work almost 63 years to earn what white men earn in 40 years.
- The wage gap persists across occupations and even in low-wage occupations that typically pay \$10.50 per hour or less, African American women still experience a wage gap, making only 73 cents for every dollar white men make.
- African American women with high levels of education still experience a wage gap—African American women with only a bachelor's degree typically make \$45,000 per year—only about \$2,630 more than white men with only a high school degree (\$1.06 for every dollar).

Anne Morrison is a Public Policy Fellow with the Family Economic Security and Education and Employment teams at the National Women's Law Center. Prior to joining the Center, she worked at the Women's Rights Project of the American Civil Liberties Union supporting the education, employment, and emerging women's issues dockets. Katherine Gallagher Robbins, Ph.D. is Director of Research and Policy Analysis at the National Women's Law Center. She oversees the Center's research with a primary focus on women's economic security and educational equity.

President's Column

By Susan Kovarovics, WBA President

The WBA is an organization that has long been one in which opportunities abound to get involved and make a difference. With nearly 100 years of history to look back upon, we are familiar with the great contributions of **Emma Gillett** and **Ellen Spencer Mussey** to help women get the vote and to assist women as they sought a stronger foothold in the legal profession.

Throughout the decades of the WBA's good works, WBA members have volunteered to help further the opportunities available to other women lawyers and women in general. We continue have an abundance of opportunities for our members—new and long-standing—to become more involved and, thereby, advance together with our fellow women lawyers. Here are just a few of the ways you can get more involved in the WBA.



Susan Kovarovics

Committees and Forums

We have more than 20 active committees and forums. They plan programs and organize other activities throughout the year. Some, like the Litigation Forum, International Law Forum, and Tax and Business Forum, focus on a particular area of the law. While others, like the Lawyers at Home Committee and Community Projects Committee, bring members together in other ways. But all of our committees and forums have volunteer co-chairs and committee members who work together to make all of the great programs and other activities (like the upcoming fall donation drive for Bread for the City) happen each year. Co-chair positions are great leadership opportunities, and often a stepping stone into other leadership positions in the WBA or other organizations. In addition, all committees and forums benefit from WBA members willing to serve as committee members, to share in brainstorming program ideas and in making them successful.

Mentoring Program

The WBA's mentoring program is a great way to "pay it forward." Our program pairs mentors with mentees for a one-year period, in addition to co-sponsoring speed mentoring programs during the course of the year. To help facilitate meetings between mentors and mentees, the Mentoring Committee has begun hosting "Mentoring & Mimosas" on the first Saturday of even months during the year. What an enjoyable, low-stress way to meet with your mentee and discuss career development, transition, networking and the like. We can add mentors to the program at any time during the year. Also, ask a friend or colleague (male or female, WBA member or not) to be a mentor, too.

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Raising the Bar

As you sit down to read this edition of *Raising the Bar*, think about the volunteer opportunities it presents. Not only are our editors volunteers, but most of the content is written by volunteers. This is a great way to get exposure for your practice area or for a WBA program with which you are involved. Take the time to write a short article or adapt an article or presentation you gave recently to clients. Share your interests, knowledge, and talents with other members of the WBA by being published in *Raising the Bar*. The newsletter is published every two months.

So many options for becoming more involved. Choose what best suits your interests and schedule. Reach out to a WBA board member, a committee or forum co-chair, or me;* we are all happy to discuss ways to help you get more involved and answer any questions you may have about what is involved in a particular activity. Also, our upcoming Stars of the Bar reception on September 16 is a ready-made chance for you to volunteer for that which interests you most in the WBA.

Going back to 1917, the WBA has been a place for women to contribute to our community and the profession of law through their volunteer efforts. As one way in which we **Advance Together** in the WBA, I encourage you to continue to take advantage of the many volunteer opportunities within the WBA this year and in coming years.

And to all of you who are already actively volunteering to make the many wonderful WBA programs, activities, and this newsletter the successes that they are, thank you! We couldn't do it without you.

*Contact the WBA office at 202-639-8880 or admin@wbadc.org to be connected with one of our leaders.



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WBA Foundation



WBA Foundation President's Letter

By Nancy A. Long, WBAF President

The Women's Bar Association Foundation (WBAF) bar year is underway. The WBAF is delighted to report that it raised over \$4,200 from the "Do More 24" campaign held on June 4, 2015! Thanks to all for your generous donations and for making this one day fundraising effort such a success!

I am also pleased to report that the WBAF and the Women's Bar Association held a very productive joint retreat in July—we are looking forward to working with our sister organization!

Please think about getting involved with the Women's Bar Association and WBAF by attending these upcoming events.

- On September 16, 2015 the Women's Bar Association is hosting its kick-off event for the bar year, [Stars of the Bar](#) at Hogan Lovells. Meet the WBA leadership and chairs of the many WBA committees and forums. Also, come and meet the WBAF leadership and learn more about the important work of the WBAF!
- The WBAF is hosting its annual [Wine Tasting and Silent Auction](#) on Thursday, October 29, 2015. This fabulous event will again be presented by The Curious Grape and will be held at the law firm of Sterne, Kessler, Goldstein & Fox (many thanks to WBA and WBAF past President Tracy Durkin for securing her firm's space to host this event). The proceeds from the 2015 WBAF Wine Tasting will support the WBAF Founder's Fellowship. Come and join us for a fun-filled evening!

Finally, please consider [making a donation](#) to the WBAF to help it further its mission to support organizations that serve the legal and related needs of women and girls in the DC Metropolitan community.

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.



Nancy A. Long

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WBA Foundation

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Many thanks to our supporters! The following donors made a gift to the WBA Foundation between June 1 and July 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 wbadcfoundation.org.

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Register Today for the 2015 Holiday Tea

Join the Communications Law Forum for our highly-regarded annual Holiday Tea, to be held in the Willard Room of the beautifully-decorated and historically-significant Willard InterContinental Hotel. With its abundant and delicious food, this afternoon high tea promises to be a festive event. It is the perfect way to celebrate the holiday season with your friends!

Our Honored Guest is Commissioner Terrell McSweeney of the Federal Trade Commission. Prior to joining the Commission, Commissioner McSweeney served as Chief Counsel for Competition Policy and Intergovernmental Relations for the U.S. Department of Justice's Antitrust Division. She joined the Antitrust Division after serving as Deputy Assistant to the President and Domestic Policy Advisor to the Vice President from January 2009 until February 2012, advising President Obama and Vice President Biden on policy in a variety of areas, including health care, innovation, intellectual property, energy, education, women's rights, criminal justice, and domestic violence. She previously worked on the U.S. Senate Judiciary Committee and at O'Melveny & Myers LLP.

Two years ago, registration for this popular event closed on October 5. The Communications Law Forum urges you to register right away so that you do not miss this year's Holiday Tea. Visit www.wbadc.org for more information and to register.



Committee & Forum Highlights

It's Time to Get Excited About the WBA's Centennial Celebration

By Sonia W. Murphy, Counsel, White & Case, LLP; WBA President-Elect



WBA leaders, friends, and stalwarts gathered to celebrate the kickoff of our Centennial Celebration.

On May 17, 2017, the WBA will celebrate 100 years of empowering and advancing women and women lawyers. In preparation for this monumental occasion, a Centennial Celebration Committee has been established, and on June 25, 2015, the Centennial Celebration Committee's initial event was held: **100+ For 100: WBA Leaders and Friends Centennial Celebration Kickoff**. The cocktail reception was sponsored by **Northwestern Mutual** and **Planet Depos**, and was hosted by **Crowell & Moring LLP**. Leaders, friends, and stalwarts who helped guide the WBA over the past decades were personally invited to explore and celebrate the WBA's rich history, launch a Centennial Celebration fundraising campaign, and countdown to the 2017 Centennial celebration.

The reception was well attended, and included remarks from current WBA President **Susan M.C. Kovarovics** and President-Elect **Sonia W. Murphy**, who introduced the Centennial Celebration Committee co-chairs: **Paulette Chapman**, **Ellen Jakovic**, and **Lorelie Masters**. All dedicated Past Presidents, they shared WBA memories, discussed the role and importance of the WBA, and encouraged attendees to support the Centennial Celebration fundraising campaign. One of the highlights of the evening was the awarding of fun and unique door prizes, led by WBA Past President **Suzanne Reifman** and past WBAF Board Member and Annual Dinner Co-Chair **Jennifer Duane**. A video presentation highlighting the WBA's history was also displayed, with huge thanks to WBA Past President **Laura Possessky** for her efforts in documenting the WBA's story.

Be on the lookout for future Centennial Celebration Committee events. If you would like to join a Centennial Celebration sub-committee, or make a donation to the Centennial Celebration fundraising campaign, please contact the WBA office at 202-639-8880 or admin@wbadc.org.

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Want to be a part of 100 for 100? Call 202-639-8880 or email admin@wbadc.org.



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Successful Summer with the Energy and Environmental Law Forum

By Cathy Pagano, Co-chair, Energy & Environmental Law Forum



The Energy and Environmental Law Forum is having a great summer, and recently hosted three fun events. Don't miss our upcoming **Careers in Energy Law** panel event on **September 17, 2015!**

Energy & Environmental Legislative Policy



l-r: David Gillers, Allison Cassady, Manisha Patel, and Justin Savage

On June 23, attendees heard an insiders' view and update on the hot energy and environmental policy, legislative, and litigation issues that have arisen so far this year, in the Energy and Environmental Law Forum program entitled, "Energy and Environmental Law: A Mid-Year Review and a Look Ahead."

Panelists were **David Gillers**, Senior Counsel with the Senate Energy Committee, **Allison Cassady**, Director for Domestic Energy Policy at the Center for American Progress, **Manisha Patel**, Deputy General Counsel at the White House Council on Environmental Quality, and **Justin Savage**, Partner at Hogan and Lovells LLP. Topics that will continue to be watched

include the progress of the President's Clean Power Plan, appropriations legislation for the Environmental Protection Agency (EPA) and the U.S. Department of the Interior, and the EPA's ozone rule. Energy legislation continues to be discussed on Capitol Hill, and five key areas of discussion include energy efficiency, infrastructure issues, supply, accountability, and conservation.

In other items to be watched, in March 2015, the President issued a new executive order to guide Federal agency sustainability for the next 10 years. On the regulatory front, EPA rules for new and existing power plants are other examples of continuing yet controversial efforts. The Energy and Environmental Law Forum looks forward to presenting additional successful and informative updates on energy and environmental issues next year.

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Energy Trends in DC

On July 8, the Energy & Environmental Law Forum hosted an enlightening program, “Developments in D.C. Energy,” to discuss the challenges and opportunities in the evolving electrical energy distribution system in DC.

Our panelists, **Bicky Corman**, Partner at Venable LLP, **Karen Lefkowitz**, Vice President of Business Transformation at Pepco Holding, Inc., and **Donna Attanasio**, Senior Adviser for Energy Law Programs at George Washington University Law School, shared thoughts about some of the dramatic changes in energy distribution. **Rachel Rosenthal**, Attorney-adviser at the U.S. Department of Energy, moderated the program.

Ms. Corman shared that DC is a true sustainability leader, with 600-plus LEED-certified projects and 300 Energy Star projects. Further, 12.4% of citywide power comes from clean sources and the city has 2 million-plus square feet of green rooftops and 200 bike share stations. Complex legal issues arise in the new energy world, from traditional environmental permitting to cybersecurity and tax issues. Ms. Lefkowitz discussed Pepco Holdings Smart Grid Domains and Integrated Communications Infrastructure, and shared that the technology is working as envisioned and that system performance is meeting expectations. Ms. Attanasio discussed the delicate balance between supply and demand as we move from the legacy centralized electric grid to a future that may involve an integrated, decentralized grid. The need for grid security, adaptability as renewables enter the system, and the need for resilience will continue to be paramount. She also shared that George Washington University offers a sustainability minor for undergraduates and over 30 law school courses on environment and energy including two on transitioning electric systems.

The program was a great success and we look forward to presenting more on this rapidly changing topic in the future.

Networking with the DC Women’s Energy Network (WEN-DC)

And last but not least, the Energy & Environmental Law Forum hosted a fun happy hour at Catch 15 on July 29. Over 20 attendees enjoyed conversation and networking at this summer gathering, and we look forward to hearing more ideas as program planning continues for the coming year!

Coming soon!

Watch for our next Energy & Environmental Law Forum not-to-be-missed event, “Careers in Energy Law” on September 17!

Upcoming Government Attorney Forum Events

By Cathy Pagano, Co-chair, Government Attorneys Forum

The Government Attorneys Forum looks forward to seeing everyone at our exciting, upcoming events. We plan to hold a fall happy hour to get everyone’s ideas!

Possible programs include hearing tips from a prominent Federal Trade Commission Commissioner, new renditions of popular programs including
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Weil

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Pathways to Success and Acing Applications, a program focusing on state and local jobs, a program on federal details, a program on protecting ourselves from privacy breaches, and more! We look forward to hearing from you all and to seeing you in the fall Mentor Center

Mentor Center

Catching up with the Mentoring Committee

By Shannon Beebe and Jen Mullins, Co-Chairs, Mentoring Committee



The Mentoring Committee is gearing up for another great bar year! We've got lots of terrific events in the works and plenty of ways to get involved. Which event are you most looking forward to? What would you like to see us do? Let us know at wbamentoring@gmail.com!

Calling All Rock Stars: Join the Mentoring Advisory Committee!

We are looking for volunteers to round out our Advisory Committee, which will participate in program planning and help to make more great events happen. Do you have some fantastic ideas? Lots of connections? Social media savvy? Join us! Shoot us an email at wbamentoring@gmail.com with "Advisory Board" in the subject line.

Mentoring & Mimosas

The Mentoring Co-chairs are delighted to announce the return of Mentoring & Mimosas! Join us the first Saturday of August, October, December, February, April, and June of this bar year for brunch and networking at The Hamilton. You do not need to be part of the mentoring program in order to attend. This is a great opportunity to connect with fellow WBA members and foster organic mentoring relationships, and mentoring pairs are welcome to use these events as an informal way to check in. Registration for all dates is available on the [WBA website](#).

Pairing Program



This year will be our third edition of the pairing program, where WBA members fill out a survey indicating their background and career goals, and the Mentoring Committee works to match individuals. The survey will be online in the next few weeks.

Participation in the program is a benefit of membership, and participants who are willing to act as a mentor obtain priority as mentees.

If you would like to join our listserv to ensure you stay up to date as we move forward with the Match, please email wbamentoring@gmail.com with "Add me to listserv!" in the subject line. Please provide your first and last name, title, and organization.

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New Year, New Career!

Back by popular request, this program is slated for January. The Committee will host another fantastic panel with women attorneys who have arrived at their dream jobs through very different paths. Structured networking at the beginning of the event and a casual reception following will provide a great opportunity for participants to meet other lawyers with similar interests and goals.

Head Shots, Speed Mentoring, Resumes, oh my!

The co-chairs are hard at work figuring out the best way to package some great programs to support WBA members looking to brush up their application portfolios as they prepare to enter the legal field or to change career directions. We are also considering a publication workshop. If you have ideas on what you would like to see, drop us a line at wbamentoring@gmail.com.

In The News: Can “Binders Full of Women” Fix BigLaw?



One of the biggest challenges facing gender parity in law is the persistence of low female representation at the highest levels of the field, as reported by **Jacob Gershman** in the *Wall Street Journal's* [LawBlog](#). In a recent study by the American Bar Association titled “[First Chairs at Trial: More Women Need Seats at the Table](#)” principal **Stephanie A. Scharf** and senior partner **Roberta D. Liebenberg** sampled thousands of lawyers in the Northern District of Illinois to tackle the question of why so many more men than women—roughly 68% to 32%—appear at trial, and why the gender proportion among lead counsel—76% to 24%—is even more skewed. Some of the conclusions reached by the study authors recall Mitt Romney’s *famous faux pas*, which might, after all, hold some promise for evening out the gender lines.

After considering the data, the study authors provide a set of best practices and call on all players in the legal space, from judges and clients to individual women lawyers, to proactively build paths to courtroom leadership roles for women. But one important factor they point to in large law firms particularly is the tendency for firms or clients to prefer that important deposition and trial roles be filled only by top partners or senior associates - who are overwhelmingly men.

The authors therefore advise firms to “be even more resourceful to ensure that all of their litigators, and particularly their women litigators, are getting the experience that will allow them to be successful and confident in the courtroom.”

They separately advise clients to “keep track of the names of women attorneys in trial court opinions issued in the subject areas of importance to the client. This data can then serve as the basis for compiling names of experienced, successful women litigators, thus expanding the pool of ‘go-to’ lawyers used by the company.”

Where Law Meets Business

The idea that large firms can address gender disparity by fostering a pool of talented women professionals is echoed by a new initiative in the business world. Silicon Valley suffers from a [similar lack of gender diversity](#), recently highlighted in the gender discrimination case brought by junior venture capitalist [Ellen Pao](#). In a move that dovetails with Scharf and Liebenberg’s suggestions for best practices, **Sukhinder Singh Cassidy**, serial entrepreneur and CEO of online shopping startup Joyus, is leading a movement to create a “go-to” pool of women board executives.

Last week, Singh Cassidy unveiled the [ChoosePossibility Project](#), involving a database called “Boardlist” that acts as a repository of women board candidates who have been nominated and vetted by startup founders, investors and executives. [As reported by Kia Kokalitcheva](#) for *Fortune*, already more than 700 candidates have been added. Singh Cassidy “hopes that the Boardlist would help eliminate the ‘pipeline’ excuse often used to explain the lack of diversity” by creating an accessible list of well-qualified women.

Will these tools raise more women to the top? Time will tell, but with this type of consensus between law and business, pooling female talent looks like a promising strategy.

What issues related to women in law do you care about? Interested in contributing content to the Mentoring Committee’s social media presence? Let us know at wbamentoring@gmail.com!

Member News

Soltys Nominated to Serve on the Superior Court of the District of Columbia

President Obama nominated **Darlene Michele Soltys** to serve on the Superior Court of the District of Columbia.

“Throughout her career Darlene Michele Soltys has shown unwavering integrity and an outstanding commitment to public service,” said President Obama. “I am proud to nominate her to serve on the Superior Court of the District of Columbia.”

Ms. Soltys has been an Assistant United States Attorney in the District of Columbia since 2003 and serves as a senior attorney in the Violent Crime and Narcotic Trafficking Section. From 1996 to 2003, she was an Assistant State’s Attorney in Prince George’s County, Maryland, and from 1992 to 1996, she served as Assistant Corporation Counsel for the District of Columbia. Following law school, she served as a law clerk for the Honorable Gregory E. Mize of the Superior Court for the District of Columbia.



Jarratt Elected to NCBF Board

Kirra Jarratt, Executive Director of the DC Bar Foundation was elected a trustee of the National Conference of Bar Foundations (NCBF). She will serve a term through 2018.

NCBF advances the work of all types of bar foundations by promoting the integral role of bar foundations in advancing law-related philanthropy to the organized bar, the larger legal community, and the philanthropic community; and serving as a clearinghouse and resource to assist bar foundations in carrying out their charitable missions. Ms. Jarratt is a Past President and current Board member of the WBA Foundation.



American Evita Selected by Library of Congress

The Library of Congress selected **Judge Janice Law’s** sixth book, *American Evita: Lurleen Wallace*, for inclusion in its collection, and online. The book is the third of Judge Law’s books to be included in the prestigious collection.

“It is an urban myth that all books printed are at the Library of Congress. In actuality, to be included, books must be reviewed and approved by a curator or a committee,” Judge Law explained.



Welcome New Members

The following persons joined the WBA in June & July 2015.

Akua Amaning	Allison Hicks
Laura Beckerman	Helen Hohnholt
Michelle Bradshaw	Amanda Klopff
Arin Brenner	Monika Ledlova
Dorothy Brown	Stephanie Linden
Ashley Cooks	Loveleen Mann
Amanda Danforth	Christine McCartney
Melissa DeCastro	Kelly McDonnell
Gwen D’Souza	Alexandra McLeod
Roni Elias	Denise Minor
Sydney Faulkner	Alia Mokaddem
Stephanie Fier	Mary Anne Morgan
Jacqueline Flesher	Faith Mullen
Theresa Forbes	Michele Nelson
Emily Foster	Gracy Obuchowicz
Loren Friedel	Kamilah Oliphant
Fara Gold	Alison Plenge
Heather Goldman	Tiffany Releford
Hilary Gordon	Nikkisha Scott
Marguerite Graf	Gregory Smith
Anne Gruner	Karina Velez
Laura Hamilton	Karen Williams
Laura Harper Powell	Laura Yeo

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

Upcoming Events

Tuesday, September 1, 2015

International Law Forum Happy Hour

Presented by International Law Forum

Meet new colleagues and share your experiences and goals in international law with others.

Wednesday, September 9, 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, September 16, 2015

Stars of the Bar Networking Reception

We'll kick off the WBA's program year with a free reception open to everyone in the DC legal community. Meet WBA and WBA Foundation leaders, committee and forum co-chairs, and join in recognizing our Stars of the Bar honorees, who exemplify our theme of "Advancing Together."

Thursday, September 17, 2015

Careers in Energy Law

Presented by Energy & Environmental Law Forum

Get on the Grid at our Careers in Energy Law event! Join us for a terrific panel & networking opportunity. Hear from 5 senior-level energy law practitioners from all areas of the sector, including government, private practice, and business. They will discuss their career paths, what's on the horizon in energy law, and the types of opportunities available now.

Thursday, September 24, 2015

Successorize with the WBA: An Accessories Drive and Networking Reception to Benefit Dress for Success

Presented by Non-Profit Organizations Practice Forum and Tax & Business Law Forum

Join us for a wine and cheese networking event with a twist! Dress for Success, a non-profit organization offering long-lasting solutions that enable women to break the cycle of poverty, is in need of accessories, accessories, accessories! Please bring new or gently-used scarves, jewelry, belts, purses, or other accessories to donate. Don't have accessories? No problem! Stop by to network, eat, drink, and hear how Dress for Success is making a difference in our community. To learn more about how Dress for Success embodies the WBA's theme of "Advancing Together," please visit their website at <https://washingtondc.dressforsuccess.org/>.

Saturday, October 3, 2015

Mentoring & Mimosas

Presented by Mentoring Committee

Meet up with your mentor or mentee for brunch and get to know other members as well. Seating is limited and all attendees are responsible for the full price of their meal and gratuity.

Wednesday, October 14, 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.

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Wednesday, October 14, 2015

A Reception Honoring the Recipients of the Margaret Brent Women Lawyers of Achievement Award

Presented by Diversity & Centennial Committees

Join us for an evening reception honoring the recipients of the Margaret Brent Women Lawyers of Achievement Award who reside in the greater District of Columbia metropolitan area. The Margaret Brent Women Lawyers of Achievement Award, established in 1991, recognizes and celebrates the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers.

Thursday, October 15, 2015

New Member Reception

Presented by Membership Committee

Members who have recently joined the Women's Bar Association are invited to network with fellow new members of the WBA, as well as the WBA Board and co-chairs of our Committee and Forums.

Tuesday, October 27, 2015

Expand Your Business Network While Doing Good: Serve on a Non-Profit Board

Presented by Tax & Business Law Forum & Non-profit Organizations Law Forum

A panel discussion by four panelists with significant experience at prominent local non-profit organizations. The panelists will discuss their paths to becoming board members and how their board service has enhanced their personal and professional lives. Topics will include how to identify the right opportunity for you and how serving on a non-profit board can expand your business contacts. Representatives from local non-profits that may be looking for new board members will be available to meet with program participants.

Wednesday, November 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, December 5, 2015

Mentoring & Mimosas

Presented by Mentoring Committee

Meet up with your mentor or mentee for brunch and get to know other members as well. Seating is limited and all attendees are responsible for the full price of their meal and gratuity.

Wednesday, December 9, 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.

Thursday, December 10, 2015

Holiday Tea

Presented by Communications Law Forum

This event WILL sell out. Register early! The

Communications Law Forum's afternoon high tea promises to be a festive, delicious and congenial experience — the perfect way to celebrate the holiday season with your friends! Our honored guest is Commissioner Terrell McSweeney, Federal Trade Commission.

Save the Date:

Thursday, October 29, 2015

WBA Foundation Wine Tasting & Silent Auction

Thursday, April 14, 2016

WBA Foundation Grant Awards Ceremony

Wednesday, May 25, 2016

WBA/WBAF Annual Dinner

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WOMEN IN THE LEGAL PROFESSION