

January/February 2016

FEATURES

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HIGHLIGHTS

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UPCOMING  
EVENTS



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Maria G.  
Mendoza

## WBA Members Admitted to SCOTUS. Bar

By Maria G. Mendoza, Jewell Mendoza, LLC

The Women's Bar Association of the District of Columbia held a Supreme Court swearing-in ceremony on December 15, 2015 and was delighted to assist our members attain membership to the Bar of the High Court.

This was a WBA members-only opportunity, and 15 members were admitted to the Bar. The Hon. Judge Vanessa Ruiz of the DC Court of Appeals...

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Cathy  
Pagano

## Moving Ahead: Women Continue to Make Progress in the 114th Congress

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

According to a [congressional research report](#), a "record 108 women (20% of the total membership) were serving in the 114th Congress as of January 2015, seven more than at the beginning of the 113th Congress. Eighty-eight..."

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## Features

### WBA Members Admitted to SCOTU.S. Bar *(continued from page 1)*



presented and moved for admittance. Chief Justice John Roberts administered the oath to the group.

Following the ceremony, a private reception was hosted for the WBA members and their guests. Justices Ruth Bader Ginsburg and Sonia Sotomayor, as well as Chief Justice Roberts, stopped by the reception to greet the newest members of the bar.

Women advocates before the Supreme Court have come a long way. In the 1870s, Belva Lockwood, one of the first female attorneys, applied for admission to the Supreme Court Bar, but was

denied because the High Court did not permit women to apply for admission to the Bar at that time. Lockwood petitioned Congress to be allowed to practice before the U.S. Supreme Court, becoming the first woman attorney given this privilege. Following Lockwood's admission to the Bar, women slowly started entering into the Supreme Court bar.

During the early twentieth century, very few women regularly argued before the Court. Among women who regularly appeared before the Court, Beatrice Rosenberg, at the Department of Justice, argued dozens of cases in the 1940s through the early 1970s. Bessie Margolin, who served at the Department of Labor, argued almost as many cases from the 1940s through the mid-1960s. Over time, women advocates became less of a rarity at the Supreme Court. On November 1, 1978, the High Court heard argument in three cases. In two of the three cases, for the first time, women lawyers appeared on both sides. In 1993, the Supreme Court finally installed a restroom for women near the lawyers' lounge.

Currently, women lawyers comprise about 16 percent of Supreme Court advocates. In 2011, Lisa Blatt of Arnold & Porter LLP, argued her thirtieth case before the High Court and Patricia Millett argued 32 cases before the Supreme Court before becoming a judge on the United States Court of Appeals for the District of Columbia Circuit. Other prominent women attorneys like Kathleen Sullivan at Quinn Emanuel Urquhart & Sullivan and Maureen Mahoney at Latham & Watkins have joined the High Court advocacy business as well.

The WBA celebrates the progress of these trailblazers. Women remain disproportionately underrepresented among Supreme Court advocates and the WBA is pleased to help more women participate at the Supreme Court level.

*“Getting sworn in to the Supreme Court was a surreal experience. Every moment — including hearing Judge Ruiz announce my name to the Justices, having the oath administered by Chief Justice Roberts, and getting career advice from Justices Ginsburg and Sotomayor — was perfect. Thanks to the WBA and to my colleague and WBA President-elect Sonia Murphy, for making this incredible experience possible. It was truly an embodiment of the WBA’s mission: advancing women in the law.”*

*~Emily Renzelli,  
Associate, White & Case*

### Raising the Bar Editorial Board

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# Moving Ahead: Women Continue to Make Progress in the 114th Congress *(continued from page 1)*



women, including four Delegates, serve in the House and 20 serve in the Senate.”

Women hold many leadership roles in the 114th Congress. The Senate Energy and Natural Resources Committee is led by two women: Chair Lisa Murkowski (R-AK) and Ranking Member Maria Cantwell (D-WA). The Senate Special Committee on Aging is led by two women: Chair Susan Collins (R-ME) and Ranking Member Claire McCaskill (D-MO). On the House side, the Chair of the House Administration Committee is Rep. Candice Miller (R-MI). Two women on the House Rules Committee hold leadership positions: Vice Chair Virginia Foxx (R-NC) and Ranking Member Louise M. Slaughter (D-NY). Eight Ranking Members (or Vice Chairs) of full committees in the Senate are women, and women are Ranking Members of eight House Committees. Sen. Amy Klobuchar (D-MN) is Senate Ranking Member of the Joint Economic Committee, and Rep. Carolyn Maloney (D-NY) is the House Ranking Member of that committee.

Women are asserting themselves as Congressional leaders throughout the political process. Of the 115 public laws enacted in 2015, 17 (around 15%) had a woman as lead sponsor (a proportionate number, since women comprise 20% of congressional members). Getting a bill from introduction to enactment is a significant achievement, and these acts cover a wide range of issues. Topics addressed include extending needed disaster assistance to Hurricane Sandy victims, enhancing mechanisms to stop highly damaging and illegal “pirate fishing,” and enabling consumers to access product warranty information online. Other efforts include codifying and improving a Department of Homeland Security working group to enhance information sharing through social media technologies, and extending the Breast Cancer Research Stamp Reauthorization Act. Another act grants the State Department authority to waive visa renewal fees for families adopting children from abroad in certain circumstances. Below are brief summaries of seven of the pieces of legislation sponsored by women that made it to the President’s desk and were enacted in 2015.

## Summaries:

### Public Law 114-99, Dec. 11, 2015, the “Breast Cancer Research Stamp Reauthorization Act of 2015”

Sen. Dianne Feinstein (D-CA) has been passionately committed to this legislation since 1997, when Congress passed the original measure to give the Postal Service the authority to issue a semipostal stamp to raise funds for breast cancer research. In April 2015, Sen. Feinstein introduced S. 1170, the “Breast Cancer Research Stamp Reauthorization Act of 2015,” to extend the Postal Service’s authority to issue these semipostal stamps until 2019. The stamp has had an impact: since it was first issued in 1998 through May 2015, this semipostal has raised nearly \$81 million for breast cancer research. See [Senate Report 114-144](#).

### Public Law 114-88, Dec. Nov. 25, 2015, the “Recovery Improvements for Small Entities (RISE) After Disaster Act”

On January 21, 2016, Rep. Nydia Velázquez (D-NY) and Small Business Administration Administrator Maria Contreras-Sweet met in New York City to announce that, due to this new law, [SBA disaster loans again are available for those harmed by Hurricane Sandy](#). They announced that New Yorkers with an unmet financial need resulting from Hurricane Sandy now may apply for a disaster loan until December 1, 2016. It was a year-long process to achieve this goal. On January 8, 2015, Rep. Velázquez introduced H.R. 208, the “Superstorm Sandy Relief Act of 2015,” which amends the Small Business Act so that those affected by Superstorm Sandy, but were denied the ability to file for disaster loans (due to administrative backlogs), have additional time to file applications for those loans. This act also makes technical corrections and modernizations to the Small Business Administration’s Disaster Loan program. See [House Report 114-186](#).

### Public Law 114-81, Nov. 5, 2015, the “Illegal, Unreported, and Unregulated Fishing Enforcement Act of 2015”

Potentially costing \$10-\$23.5 billion dollars worldwide annually in losses to the world economy, illegal, unreported, and unregulated fishing, or “pirate fishing,” is a wide-range of fishing activities that fail to comply with national, regional, or global fisheries conservation and management requirements (see [House Report 114-114-212, Part 1](#)). Pirate fishing activities threaten sustainable fisheries worldwide, and the sale of illegally-caught fish undermines the legal

*continued on next page*

fish markets. To address this crisis, Delegate Madeleine Z. Bordallo (D-Guam) introduced H.R. 774 on February 5, 2015. This legislation intends to strengthen enforcement mechanisms to stop illegal, unreported, and unregulated fishing, and to amend the Tuna Conventions Act of 1950 to implement the Antigua Convention. As reported, the legislation amends and standardizes implementing statutes for eight existing international fishery agreements, to impose the sanctions of the High Seas Driftnet Fishing Moratorium Protection Act, while applying civil penalties, criminal offenses, and civil forfeitures against those who violate new enforcement provisions.

### Public Law 114-80, Nov. 5, 2015, the “DHS Social Media Improvement Act of 2015”

According to [Senate Report 114-145](#), recent studies have shown that almost three-fourths of online adults use social media. To address the need for social media updates concerning emergency or disaster information, Rep. Susan Brooks (R-IN) introduced H.R. 623, the “DHS Social Media Improvement Act of 2015,” last January. This legislation will codify and improve an existing Department of Homeland Security (DHS) working group, which was established to enhance dissemination of information through social media technologies between DHS and stakeholders. It also is intended to provide guidance and best practices on the use of social media before, during, and after a natural disaster, act of terrorism, or other manmade disaster. The working group is asked to submit an annual report to Congress on best practices and lessons learned during response efforts and to provide recommendations on how to improve DHS use of social media.

### Public Law 114-70, Oct. 16, 2015, the “Adoptive Family Relief Act”

In May of 2015, Sen. Dianne Feinstein (D-CA), with Sen. Ron Johnson (R-WI), introduced a bill to enable the U.S. State Department to waive visa renewal fees for those families adopting children from abroad, in exceptional circumstances when children are unable to timely immigrate to the United

States. Before this legislation was enacted, a U.S. immigrant visa for an adoptee would expire if not used within six months. But under these provisions, the State Department can waive the renewal fee for visas issued on or after March 23, 2013, and refund visa fees that have already been paid since that time. See [Congressional Record of May 12, 2015 at page S2798](#).

### Public Law 114-68, Oct. 16, 2015, the “Border Jobs for Veterans Act of 2015”

As a former Air Force fighter pilot, Rep. Martha McSally (R-AZ) keenly understands the need to provide employment opportunities to veterans. In June, 2015, she introduced H.R. 2835, legislation to actively recruit members of the Armed Forces who are leaving military service to serve as Customs and Border Protection officers. The “Border Jobs for Veterans Act of 2015” requires cooperation between the Departments of Defense and Homeland Security, to make sure that separating service members know about hiring opportunities for Customs and Border Protection positions. The bill’s language provides that the DHS Secretary must consider expedited hiring of qualified candidates who have the ability to perform the essential functions of the position of a Customs and Border Protection officer, and who are eligible for a veterans’ recruitment appointment.

### Public Law 114-51, Sept. 24, 2015, the “E-Warranty Act of 2015”

As a member of the Communications, Technology, Innovation, and the Internet Subcommittee of the Senate Commerce Committee, Sen. Deb Fischer (R-NE) saw the need to update how consumers can access warranty information for the goods they purchase. So in May, 2015, she and Sen. Bill Nelson (D-FL) introduced S. 1359. The “E-Warranty Act of 2015” would allow manufacturers and sellers to satisfy applicable warranty obligations by posting warranties online, while retaining consumers’ rights to obtain paper copies at the point of sale or by other means. The FTC has one year to revise its rules to comport with the legislation. See [Senate Report 114-77](#).

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Other 2015 enactments sponsored by women include:

[Public Law 114-83](#), Rep. Louise McIntosh Slaughter (D-NY), Designation legislation for the “Officer Daryl R. Pierson Memorial Post Office Building”

[Public Law 114-78](#), Rep. Ann Wagner (R-MO), Designation legislation for the “Lt. Daniel P. Riordan Post Office”

[Public Law 114-77](#), Rep. Ann Wagner (R-MO), Designation legislation for the “Sgt. Amanda N. Pinson Post Office”

[Public Law 114-76](#), Rep. Ann Wagner (R-MO), Designation legislation for the “Sgt. Zachary M. Fisher Post Office”

[Public Law 114-61](#), Del. Aumua Amata Coleman Radewagen (R-AS), “To amend the Fair Minimum Wage Act of 2007 to reduce a scheduled increase in the minimum wage applicable to American Samoa”

[Public Law 114-56](#), Sen. Lisa Murkowski (R-AK), “A bill to provide for the conveyance of certain property to the Yukon Kuskokwim Health Corporation located in Bethel, Alaska”

[Public Law 114-37](#), Sen. Amy Klobuchar (D-MN), Designation legislation for the “James L. Oberstar Memorial Post Office Building”

[Public Law 114-8](#), Rep. Frederica Wilson (D-FL), Designation legislation for the “Benjamin P. Grogan and Jerry L. Dove Federal Building”

[Public Law 114-6](#), Rep. Candice Miller (R-MI), “Office of Compliance Administrative and Technical Corrections Act of 2015”

[Public Law 114-5](#), Rep. Terri Sewell (D-AL), “To award a Congressional Gold Medal to the Foot Soldiers who participated in Bloody Sunday, Turnaround Tuesday, or the final Selma to Montgomery Voting Rights March in March of 1965, which served as a catalyst for the Voting Rights Act of 1965.”

Looking toward the future, [Political Parity](#) issued an enlightening 2014 report entitled “[Shifting Gears: How Women Navigate the Road to Higher Office](#),” which outlines key issues to enhance the number of women in office and in political leadership positions. Similar to career enhancements for women suggested by the ABA’s Report, “[First Chairs at Trial: More Women Need Seats at the Table](#),” the Political Parity report suggests key strategies to further enrich the policy landscape by helping more women gain political office and attain enhanced leadership positions there. Suggestions include momentum and infrastructure for woman-centered mentoring, specialized training and support, and more role models. The report concludes that with greater understanding of existing barriers and ways to overcome them, more women will choose the road to higher office. With the WBA’s 2017 Centennial Year fast approaching, now is a great time to review possible steps to encourage more women to pursue political careers.

## For more information:

[“Membership of the 114th Congress: A Profile,” CRS Report Number R43869](#)

[Shifting Gears: How Women Navigate the Road to Higher Office](#)

## WBA Gathers Voices from Decades of Bar Leadership and Members

*By Lorie Masters, Perkins Coie (WBA president 2007–2008); Laura Possessky, Gura & Possessky (WBA president 2012–2013); and Charlotte Kuenen, CFP®, Morgan Stanley*



*Anne Collier and Cynthia Hemphill recorded their oral histories at the Holiday Tea in December.*

The WBA will celebrate its 100th anniversary on May 17, 2017. To prepare for that notable milestone and the various celebrations commemorating the bar’s founding 100 years ago, the WBA Centennial Committee has a number of important initiatives underway to capture and preserve its rich history.

Among its initiatives, the WBA plans to recognize and honor the contributions of hundreds of trailblazing members over the last century. In addition, the WBA is working to capture the voices of the many women who have given so much to the WBA and the profession, before those perspectives are lost forever. The Centennial’s Oral History subcommittee has already recorded two dozen oral histories of past WBA presidents, board members, and other

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luminaries of the association. Volunteers are joining the effort, and the subcommittee plans to gather a total of 150 oral histories in time for the Centennial.

Oral histories are being collected at dedicated events for oral history gathering (see [WBA calendar announcements](#)) as well as before and after several other WBA events already planned for early 2016. You'll have several opportunities this winter and spring to record your own oral history for the WBA's Centennial and beyond.

The WBA oral history collection is being built one cell phone video at a time, with members recording each other for three to four minutes and sending the resulting phone video to the WBA office (technical help is available for recording and/or uploading the oral history recordings).

The two dozen oral histories recorded to date are inspiring to watch and hear. Each member recorded offers a unique and important message regarding her experience with the WBA and her contribution to its history. Many diverse voices show the evolution of the WBA over the years, how it has grown through the addition of many new committees and forums, and fabulous recent traditions like the Holiday Tea. In an important contribution to the history of women lawyers, the voices captured in our oral histories confirm the invaluable lessons that working in the legal profession has taught these amazing women among us.

The oral history effort will produce a living oral history collection that will become part of the WBA's larger

historical collection comprised of the WBA's archive of historical documents, written, typed, and signed by our Founders and leaders over the decades, and which date back to a memorandum by Ellen Spencer Mussey calling for a formational meeting to establish a Women's Bar Association of the District of Columbia. It also, when completed, will include WBA photographs, videos, newsletters, reports, and other records and memorabilia.

The collection will preserve the many diverse observations, perspectives, lessons learned, and advice to the next generation from a diverse group of WBA members and leaders, past and present. It will be accessible to the wider bar community and to the public. The WBA plans to use excerpts from its oral history collection in a Centennial video that is being produced for the official celebration of the Centennial to be held May 17, 2017. Mark your calendars for the gala celebration! The WBA also will post snippets on the WBA web site from time to time.

***To record your oral history at an upcoming WBA oral history event, or at another WBA occasion, or to volunteer for the oral history project, please contact one of the subcommittee chairs:***

**Charlotte Kuenen:** 202-862-9046, 202-365-9438,  
[charlotte.kuenen@morganstanley.com](mailto:charlotte.kuenen@morganstanley.com)

**Maria Mendoza,** 202 569-2846,  
[g.maria.mendoza@gmail.com](mailto:g.maria.mendoza@gmail.com)

## Update on DC Superior Court Vacancies

*By Rachel Levinson-Waldman, Senior Counsel, Liberty and National Security, Program, Brennan Center for Justice at NYU Law School; Co-chair, Executive & Judicial Endorsements Committee*



*Rachel Levinson-Waldman*

In October of 2015, the WBA Board of Directors sent a letter to Senators Mitch McConnell and Harry Reid, the majority and minority leaders of the U.S. Senate, urging them to take action to fill vacant spots on the DC Superior Court. At the time, seven spots were vacant on the 62-seat court—a vacancy rate of more than 10%. Since then,

two spots have been filled, but five remain open.

As the letter pointed out, the high number of vacancies on the Superior Court has a disproportionate impact on

the elderly, women, and children. As of last October, for instance, the Family Court's four judges—who hear cases involving abuse and neglect, adoption, domestic relations, child support, and mental health—were each handling over 600 cases on average. The Superior Court also handles criminal cases, landlord-tenant cases, and criminal matters, many of which must be addressed quickly.

DC's Superior Court is unlike other city- or state-level court in that the White House nominates judges who then must be confirmed by the Senate. The Senate's failure to move forward DC Superior Court nominations thus has a disproportionate impact on the ability of the most vulnerable members of our community to seek justice swiftly and efficiently. It is critical that the Senate act to address the pending nominations and fill the remaining vacancies on the DC Superior Court.

*The views expressed are the author's own and not necessarily those of the Brennan Center for Justice.*



## Victories for Workers in 2015

By Julie Vogtman, Senior Counsel and Director of Income Support Policy,  
National Women's Law Center

Reprinted with permission by the National Women's Law Center. [Click here](#) for the original article. For further information about the issues discussed here, and other legal issues affecting women, visit [www.nwlc.org](http://www.nwlc.org).

For millions of people—mostly women—working for wages that are too low, often with schedules that are too unpredictable and benefits that are nonexistent, 2015 brought some major victories. Here are a few highlights:

1. **Higher wages.** At the beginning of the year, over 3.1 million workers saw their wages rise thanks to minimum wage increases that took effect in 20 states on January 1. The minimum wage for workers on new federal contracts also went up on January 1 to \$10.10 per hour, benefiting nearly 200,000 workers. And throughout the year, the “Fight for \$15” chalked up victories as cities, counties, and employers acted to raise their minimum wages to \$15 per hour; at the statewide level, fast food workers in New York and home care workers in Massachusetts will also soon see their wages rise to at least \$15 per hour.
2. **New labor protections.** A Department of Labor rule extending basic labor protections to home care workers went into effect in November, finally granting millions of home care workers an enforceable right to minimum wage and overtime premium pay. The Department of Labor also proposed a new rule this year that would that would expand eligibility for overtime pay to salaried managerial and professional workers who make between \$23,660 and \$50,440 per year, which would give millions of workers (disproportionately women) the overtime protections they deserve. And the Obama Administration released proposed regulations and guidance implementing the President's Fair Pay & Safe Workplaces Executive Order, which makes clear that business that have the privilege of contracting with the federal government
3. **Fairer schedules.** San Francisco began implementing its new Retail Workers Bill of Rights this year, which requires certain large retail and restaurant employers to give their employees two weeks' notice of their schedules, and compensate them for last-minute schedule changes or shifts for which they are required to be available (“on-call” shifts), even if they are not called in to work. Ten states and the District of Columbia introduced their own fair scheduling bills this year. And in recent months—spurred by worker organizing efforts and an investigation by the New York Attorney General's office—retailers such as GAP, Urban Outfitters, Victoria's Secret, J.Crew, Abercrombie & Fitch, and Bath & Body Works have announced that they will no longer engage in on-call scheduling.
4. **More access to paid leave.** Oregon passed a paid sick days law this year, as did several local jurisdictions. And a slew of high-profile employers, including Hilton Worldwide, Facebook, Amazon, and Netflix, have recently announced new or expanded paid family leave policies—although some do not extend to part-time workers, and many large employers of low-wage workers have yet to follow suit.

To be sure, there is much work left to be done. The year 2016 will no doubt bring new threats to workers' economic security; I, for one, will be anxiously awaiting the Supreme Court's ruling in the *Friedrichs* case\*, which could seriously

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weaken the public sector unions that have helped workers (especially women) secure higher wages and greater benefits. But the new year will also bring new opportunities to build on this year's progress by finalizing important regulations, activating worker justice campaigns across the country, and renewing efforts to pass the legislation

we need at the federal level—to raise the minimum wage, establish basic scheduling protections, and expand access to paid sick days and paid family leave—to ensure that all workers can support themselves and their families.

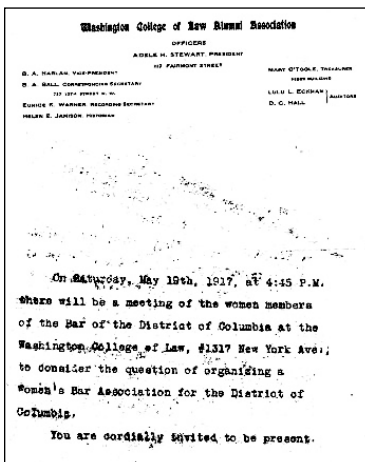
*\*Friedrichs v. California Teachers Association*, U.S., Docket No. 14-915, argued Jan. 11, 2016

**Julie Vogtman** is Director of Income Support Policy and Senior Counsel for the Family Economic Security Program at the National Women's Law Center. She works on a range of issues involving economic support for low-income women and their families, including minimum wage policies, unemployment benefits, and child care assistance. She also contributes to the Center's work on federal budget and tax policies.

## The WBA: 90 Years "Raising the Bar"

By Elizabeth Lockwood, daughter of WBA past president Karen M. Lockwood & WBA intern, August 2007

This article originally appeared in *Raising the Bar* in the 2007–2008 bar year.



*Invitation to the May  
1917 WBA meeting*

The WBA has an important and influential history in revolutionizing the role women have played both in the practice of the law and in the eyes of the law. In recognition of this, its 90th year, the WBA has created a new History Committee chaired by Michelle Turner, associate at LeBoeuf Lamb. The WBA archives have been digitized and are being indexed, revealing a rich history of

responsibility they held to continue the ground-breaking work Lockwood had begun.

In the next few years, the WBA achieved numerous accomplishments, which would set the precedent for the charter members' successors. As early as 1917, the WBA was active in the legislative process in DC, supporting a Joint Resolution between the House and the Senate to give DC residents the right to vote. The year 1918 saw a charter member, Kathryn Sellers, take the bench under federal authority when she joined the DC Juvenile Court. In 1920, when the 19th Amendment finally passed, the WBA turned from suffrage to placing more women in positions of power previously unavailable to them. The WBA supported bills that both gave women more power and freedom in marriage and legitimized children born out of wedlock. They endorsed compulsory jury duty for women in the District, as well as bills that mandated education for school-aged children. From the family to the work place, the first decade of the WBA was marked by the pioneering spirit of women determined to upset the status quo stipulating that men were above women in the eyes of the law.

During much of its second decade, the WBA continued work begun before the Association was even founded. Ellen Spencer Mussey, in 1921, reported "having worked 10 years in the interest of a naturalization bill and for independent citizenship for married women." The bill passed in 1922, and the Association turned its attention to the upcoming Hague conference which would discuss international code on the same, and related, issues. In 1929, the WBA recommended to the United States President that a delegation of women be appointed to attend and represent the United States at the Hague convention to be held in

involvement with legislation, advancement of women in the law, and women's rights.

Founded by Emma M. Gillett and Ellen Spencer Mussey on May 19, 1917, the WBA was created in an effort to bring together Washington's women lawyers, who, at the time, were not allowed to join the DC Bar. At the first meeting, there were four main orders of business: a name was chosen for the gathering—the Women's Bar Association of the District of Columbia; those present were deemed charter members of the new Association; a temporary constitution was drawn up; and the death of Belva A. Lockwood was announced. The first woman to be admitted to the U.S. Supreme Court Bar, Lockwood was a pioneer in the law, setting a precedent for women who followed after her. Those present at that first WBA meeting were as aware of the immensity of this loss as they were of the enormous

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1930. Emma Wold, an active member of the WBA, was subsequently selected to attend the conference, and upon her return to the United States was instrumental in pushing a bill through the House to the same effect. It stipulated that marriage would no longer mandate a change in nationality and that people who had once lost their nationality due to marriage were able to regain it. The minutes of the February 17, 1931 meeting describe the bill as “thus removing the last discrimination against women.”

The second decade of the WBA's existence closed in the middle of the Great Depression, and yet the minutes of the meetings seem completely unaffected. The women continued to fight both for the equality of women and against those who continued oppressing them. In 1934 they asked the President to relieve District Attorney Leslie C. Garnett of his duties for openly challenging the ability of women lawyers, stating that “there is no place for them in this office.” It is perhaps these powerful anti-women sentiments that drove the WBA to become and remain so active in the advancement of women in the law. Fortunately, the WBA today finds itself in a much improved atmosphere regarding the abilities of women; yet, as we can see by the work done in the WBA Initiative on Advancement and

#### MEMBERS.

5/19/17	Members enrolled previous to 10/15/17 to be charter members (provision of temporary constitution)	
9/29/17	Charter members elected:	
	Mrs. Sarah Andrews	Mrs. Edith B. Newman
	Miss Rebecca Blaine	Miss Kathrine Sellars
	Miss Clara Friedman	Miss Edna Sheehy
	Mrs. Ella D. Gates	Mrs. E. R. Williams
	Miss Mabel E. Hogan	
10/9/17	Additional charter members elected:	
	Miss Adele Smith	
	Miss Ann Agnes O'Neill	
	Miss Marion Clark	

#### *The first members of the association*

Retention of Women in the Law, there are still many battles left to fight. Although the challenges women practicing law face have changed—morphing from open hostility and disdain to stereotypes, glass ceilings, and the pressure of families—the work the WBA does in counteracting these hurdles is monumentally important. The bar originally set by Ellen Spencer Mussey, Emma Gillett and the other charter members of the WBA, and adjusted through the years, needs constant review and re-invigoration. It is up to this generation of the WBA to continue raising that bar.

## WBA Centennial Celebration

The WBA turns 100 on May 17, 2017! We are planning the WBA's Centennial and invite your help. We want to create a year's worth of celebrations to celebrate our Founders, **Ellen Spencer Mussey** and **Emma Gillett**, and the charter members of the WBA who forced doors of opportunities open and made change, not just for women lawyers, but for all women.

They:

- marched for woman suffrage;
- demanded the right to own property;
- drafted legislation allowing women to keep their own wages; and
- broke through the barriers confronting women, and women in the law.

We are initiating a series in *Raising the Bar* of vignettes from the history of the WBA written for its 50th anniversary in 1967. The third is below.

Learn more at [wbadc.org/centennial](http://wbadc.org/centennial). Please contact Carol Montoya at [carol@wbadc.org](mailto:carol@wbadc.org) if you would like to help.



*Ellen Spencer Mussey*

*At the end of the WBA's first year, the initial 31 members had grown to 45, a number representing 40% of all those eligible for membership (i.e., women lawyers admitted to the District of Columbia bar). Mrs. Mussey was elected as the first President, and served an additional year in office before becoming elected Honorary President for life.*

## President's Column

*By Susan Kovarovics, WBA President*

During the recent blizzard, we spent some time working together with neighbors to clear sidewalks, driveways and, yes, roads. It makes me think of just how many ways we can help each other to advance together. In the snowstorm, advancing together meant getting our neighbors and ourselves out of our homes and neighborhoods and getting back to work. For the WBA, it means helping women lawyers continue to advance toward our professional and personal goals.

Kudos go out to our Social Media co-chairs, who are diligently working to help the WBA raise its social media profile while also working with individual members on their profiles. I certainly benefited from the recent Social Media Boot Camp they hosted.

I encourage each of you to take at least one opportunity in the next couple months to take one action that will help another woman lawyer advance (which may also help you, too).

Several ideas come to mind:

- Invite a colleague or someone on your team to join you when attending a WBA program or event;
- Bring an associate to a meeting with you;
- Ask a junior colleague to attend a hearing with you;
- Invite your mentee to join you at the WBA Annual Dinner (and introduce her to your friends, colleagues, and acquaintances also in attendance); or
- Encourage a colleague to join you in writing an article.

The possibilities are endless, and it may be just the opportunity that opens a door for someone.

Speaking of writing an article, think about writing an article for placement in *Raising the Bar*. The WBA Board recently voted to expand the distribution of *Raising the Bar* beyond members only. A key factor in this decision was the desire to provide exposure to a broader audience for those who contribute articles to the publication.

I look forward to seeing you (and the colleague you've invited along) at an upcoming WBA event.



*Susan Kovarovics*

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- Free registration to select events (recent examples include all Leadership Task Force programs, “Evening at the Corcoran Gallery of Art,” and “Blazing Your Own Trail: A Conversation with the General Counsel of Arctic Slope Regional Corporation”)
- Improved visibility in the legal community with recognition in *WBA News & Events* email, *Raising the Bar* newsletter, and WBA website
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- Reserved seating at the Sustaining Member table at the Holiday Tea and select other programs
- Distinguished WBA lapel pin

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Contact the WBA office at 202-639-880 for details.



## WBA Foundation



### WBA Foundation President's Letter

*By Nancy A. Long, WBAF President*

Happy New Year! The Grants Committee of the WBA Foundation is diligently working and reviewing the 2015–2016 grant applications we have received. The WBAF is committed to supporting legal organizations that meet the legal and related needs of women and girls in the DC Community. The 2016 WBAF grant recipients will be announced in March and I invite you to attend (and/or support) the **WBAF's Seventh Annual Grant Awards Ceremony**, which will be held on Thursday, April 14, 2016 at Sterne, Kessler, Goldstein & Fox, 1100 New York Avenue, NW, Washington, DC.



*Nancy A. Long*

The WBAF grant ceremony is open to members of the legal community, free of charge. The WBAF will recognize our new grantees at this networking event. We hope that you will consider joining us on this special evening. [Click here](#) to register or [click here](#) to sign on a Sponsor.

In addition, I am delighted to report that during a joint meeting with our sister organization, the WBA, the leadership of both groups discussed ways in which members of the WBA can better engage with the WBAF grantees. The WBAF is very excited about pursuing this opportunity with the WBA!

Finally, the WBAF is looking for Board members who believe in our mission and are willing to be active in their governance role. I believe that the work of the WBAF had never been more important than it is today. For more information, please visit [wbadcfoundation.org](http://wbadcfoundation.org) or email me at [nlong@aaup.org](mailto:nlong@aaup.org).

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**Make a donation to support the Foundation's work or include the WBAF in your estate planning.** 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. You can visit [www.wbadcfoundation.org](http://www.wbadcfoundation.org) to make a donation, or contact **Carol Montoya** at [carol@wbadc.org](mailto:carol@wbadc.org) for more information about estate planning.

## WBA Foundation 2015–2016 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between December 1, 2015 and January 31, 2016. 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 [wbdcfoundation.org](http://wbdcfoundation.org).

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# Join the WBA Today!

The WBA is committed to being the preeminent professional and personal resource for women at all points in their legal careers. As we approach the WBA's Centennial in 2017, it's a very exciting time to be a part of the WBA.

WBA offers many benefits and resources, just a few of which are:

- Discounted event registrations, including to our tailored programming, such as the Leadership Task Force, Solo & Small Practice Forum, and 20+ Years Expertise group
- Access to monthly Business Hour programs, held via teleconference, free and members only!
- Access to the online Job Bank, which lists career opportunities within private firms, corporations, the government, and non-profits
- Access to the *Raising the Bar* newsletter archive
- Participation in our mentoring program
- Listing in and access to the online Member Directory
- Access to numerous leadership and networking opportunities

Visit [wbdc.org](http://wbdc.org) for information on membership categories and rates.

If you are already a member, share this opportunity with the women in your network. Together, we will make the WBA stronger as we stand up for and promote women in the profession.



## Committee & Forum Highlights

### Holiday Tea Features Commissioner Ohlhausen

By Nina Ren, Attorney



*Almost 200 attendees enjoyed tea and conversation at the Willard.*

The Communications Law Forum hosts its hugely successful Holiday Tea every December in the gorgeous Willard InterContinental Hotel. This year, the Communications Law Forum welcomed back **Maureen K. Ohlhausen**, a Commissioner of the Federal Trade Commission, to give the keynote speech.

Commissioner Ohlhausen graduated with distinction from the George Mason University School of Law, after graduating with honors from the University of Virginia. She spent five years at the U.S. Court of Appeals for the DC Circuit, both as a law clerk and as a staff attorney, and one year at the U.S. Court of Federal Claims. Eventually, her path took her to the FTC, where she served in various capacities for 11 years before leaving government service to work as a partner at Wilkinson Barker Knauer, LLP. President Obama nominated and the Senate confirmed her into her current position as an FTC Commissioner in April of 2012. As one of four current FTC Commissioners (all of whom are women), Ohlhausen leads the Agency in its century-long efforts to protect consumers and promote competition.

A sure sign of the changing times, Ohlhausen spoke of her pride in a federal agency led entirely by women. She also spoke about the challenges in bringing about this shift, and of the challenges that exist still for women who wish to become leaders.

As the happy mother of four children, Ohlhausen certainly has her hands full. However, she refused to be diminished at work simply because of her choice to have a family.

She described how she had to habitually assert herself and ask for opportunities from well-meaning supervisors who were stunned to discover that she had ambitions beyond marriage and raising her children. Many times, her supervisors would give her male colleagues opportunities out of concern for their careers—and were supremely puzzled when Ohlhausen asked, “What about my career?” Undeterred, Ohlhausen continued to ask for opportunities, to take credit where credit was due to her, and she became more confident through taking action.

In her remarks during the Holiday Tea, Ohlhausen was evidence-oriented: she often accompanied her personal anecdotes with citation to studies, reports, and data. In recognizing the progress women have made thus far, for example, Ohlhausen noted that women law students had increased from 84 in 1920 to 47 percent of all JD candidates in 2012. Ohlhausen further cautioned that, despite the positive upward trend, the 2015 Pew Research Center report revealed that there remains a persistent barrier to women’s access to leadership positions.



*Communications Law Forum co-chair Laura Mow and FCC Commissioner Ohlhausen*

While acknowledging obstacles that women experience in the workplace, Ohlhausen had recommendations for an individual woman to overcome such disadvantages. She urged women to become the “first voice” during meetings, as opposed to the secondary, supportive voice. She recommended becoming one’s own public relations team, including creating a strategy and setting concrete goals. She advised cultivating a healthy sense of humor for the times when these plans inevitably go awry. She counseled “keeping at it” throughout the failures and the successes.

*continued on next page*



And she described specific techniques she has employed to overcome obstacles and encouraged audience members to formulate their own methods for more effectively advancing their career path.

The 2015 Holiday Tea was a wonderful mixture of divine treats, entertaining conversations, and Instagram-worthy moments for the almost 200 members and non-members who attended. More importantly, the event showcased the life of a powerful and successful woman—who at the same time was eminently relatable in sharing the struggles she faced to become a leader. Ohlhausen's remarks at the Holiday Tea reinforced WBA's mission to end the prevalent thinking that all-women leadership teams are exceptional, and promoted the WBA's goal to make situations such as the FTC's all-women Commissioners the norm.



*Attendees enjoyed music by harpist Kristen Jepperson.*



*Karen Wang, Elizabeth Rader, and Marylee Robinson*



*Erica Dominitz, Venus Prince, and Rebecca Howlett*



*Communications Law Forum co-chairs Natalie Roisman and Lynne Milne with FCC Commissioner Ohlhausen and Christina Clearwater*

<b>LW.com</b> Abu Dhabi    Düsseldorf    Milan    Rome Barcelona    Frankfurt    Moscow    San Diego Beijing    Hamburg    Munich    San Francisco Boston    Hong Kong    New Jersey    Shanghai Brussels    Houston    New York    Silicon Valley Century City    London    Orange County    Singapore Chicago    Los Angeles    Paris    Tokyo Dubai    Madrid    Riyadh*    Washington, D.C.				<b>LATHAM &amp; WATKINS LLP</b>  Latham & Watkins is a proud sponsor of the  <b>Women's Bar Association</b>	
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\* In association with the Law Office of Salman M. Al-Sudairi

# Recovering from an Emergency Landing

By Jen Mika, Co-chair, Mentoring and Young Lawyers Committees

On January 20, 2016, the Young Lawyer's Forum and the Mentoring Committee held the second annual "New Year! New Career!" event. Panelists included **Elizabeth Keith**, Law Professor, American University College of Law; **Jenny Brody**, Co-Founder and Co-Executive Director, DC Volunteer Lawyers Project; and **Suzanne Reifman**, Senior Counsel, Northrop Grumman Corporation. The discussion was moderated by **Nancy Long**, Associate Counsel, American Association of University Professors (also a WBA past president and current president of the WBA Foundation).

Just as last year, the event proved to be a great opportunity for an open dialogue about career transitions. In particular, I was struck by the number of participants who are a couple years out of law school and mentioned that they had "landed" in a particular position or subject matter, but were ready to move on to something that they were more interested in. I would imagine that this is a very common trend; many of us cast a much wider net in the wake of a particularly brutal job market. As a result, we took jobs for which may not have otherwise even applied. As a 2011 graduate, I can relate to this sentiment. There are a few things that my fellow young lawyers should think about:

## 1. Honestly assess where you are; it may be better than you think.

Coming out of law school, I wanted to litigate. It was not until I took a position in a general counsel's office doing a type of work that I never thought I would be doing that I realized that I might have been forcing myself into a type of work that just was not right for me. But it took a little while for me to admit this to myself because I was looking at my position as something that I fell into rather than something to which I had been aspiring. Once I was willing to look at my job for what it was without considering why I had taken it in the first place, I was able to appreciate it more. I would encourage other lawyers in similar situations to divorce your opinion of your job from how you got there before making the decision to move onto something new.

## 2. Have a game plan for how to get where you want and stick with it.

If, no matter how you cut it, your current position is not something you are or can get passionate about, get a strategy for moving on and stick with it; the most important part being the later. I have had several friends who truly knew what their passion was coming out of school and they did not let something like a rejection letter—or four (true story)—from their dream employer get in the way. Instead, they found something that would pay the bills and then never stopped trying to get their dream job. And you know what? They *all* eventually got it.

## 3. Trust that everything happens for a reason.

I know it is cliché, but I am a true believer. I secured my first three jobs out of law school literally during the last pay period of the former positions. My fourth position was based on experiences from my third and, although not something I was originally passionate about, it has been the best thing I could have asked for (see #1). This does not mean that you should rest on your laurels. Instead, trust that all of the hard work that you are putting into your job search will pay off; it just might not be in the way that you originally thought.

Have other advice for young lawyers? Have an idea for an event for young women lawyers in DC? Feel free to contact me at [jen.c.mullins@gmail.com](mailto:jen.c.mullins@gmail.com).

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# Government Jobs in International Law

By Nausheen Hassan, International Law Forum Co-Chair; SABIC Innovative Plastics



*Panelists Thomas Reilly, Faye Ehrenstamm, Imani Ellis-Cheek Sy, and Kathleen Hutchinson*

On December 3, the International Law Forum and Government Attorneys Forum joined forces to present “Government Jobs in International Law,” along with six other co-sponsoring organizations. The five panelists and moderator gave a lot of concrete advice, providing success stories and also what-not-to-do tips.

Faye Ehrenstamm of the Department of Justice (DOJ), Office of Overseas

Prosecutorial Development Assistance and Training, described opportunities for DOJ attorneys to go abroad for stints ranging from a few months to a year or more in order to provide technical assistance to foreign criminal justice sector institutions. She gave specific and practical advice. Ms. Ehrenstamm and Imani Ellis-Cheek Sy of the Federal Communications Commission, International Bureau also talked about how they forged their careers while *not* having much mentorship along the way.

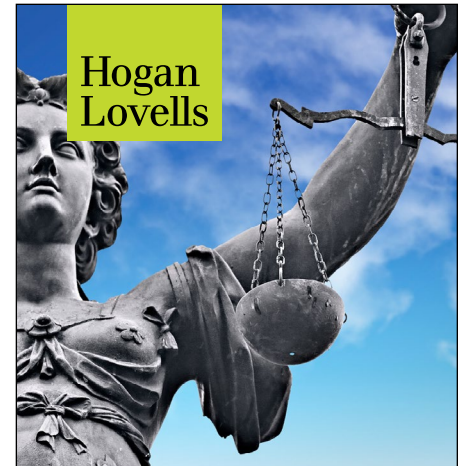
Kathleen Hutchinson of the Securities and Exchange Commission (SEC), Office of International Affairs explained how opportunities in government can sometimes be an incremental process. She initially joined the SEC in another office, then made it a point to learn everything about the office into which she wanted to transfer. When there was an opening, Ms. Hutchinson was the candidate with the most knowledge about their work.

Tom Reilly, an assistant general counsel at the Department of Energy, gave a humorous perspective on remembering the basics of job searching that could apply in any sector, such as performing your best work and being prepared to pitch in when unexpected issues arise.

Meredith Johnston of the Department of State, Office of the Legal Adviser highlighted that her agency actually looks for generalists rather than specialists because attorneys end up rotating through offices with different practice areas.

Marilyn Tucker of Georgetown Law Career Services served as moderator and facilitated the discussion with provocative and insightful questions to all the panelists. There was a natural flow of dialogue among all the speakers during the panel, followed by plenty of Q&A with the audience of over 70 people. There were long lines afterwards for individual conversations with all the speakers, including the moderator—a true indication of the panel’s success.

The event was co-sponsored by the ABA Section of International Law, DC Bar International Law Section, American Society of International Law, International Lawyers Network, Washington Foreign Law Society, Washington International Trade Association, and Women in International Trade. We thank the co-sponsors and law firm host Clifford Chance LLP for their support of this program. Be on the lookout for our upcoming [Joint Happy Hour with the International Law Forum](#) and many of these same organizations at Café Citron on March 23 at 5:30pm!



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## Member News

### Trestman Publishes First Biography of Trailblazer Bessie Margolin

With extensive original research and engaging prose, former Maryland Assistant Attorney General turned-author **Marlene Trestman** has written *Fair Labor Lawyer: The Remarkable Life of New Deal Attorney and Supreme Court Advocate Bessie Margolin* (LSU Press, March 2016).

Trestman's debut book presents the first biography of a WBA member who was one of the 20th century's most influential American woman lawyers. From New Orleans's Jewish orphanage in which Bessie Margolin was raised, to the U.S. Supreme Court in which she won 21 of 24 arguments she presented as the Labor Department's wage and hour champion for millions of American workers, *Fair Labor Lawyer* traces the fascinating and improbable journey of this New Deal legal trailblazer, Nuremberg war crimes attorney, and reluctant feminist who became a founder of NOW.

"Bessie Margolin opened courtroom doors for countless women lawyers, including me," said Ms. Trestman.

"I want people to know that before there was a *Notorious RBG*, there was an *Audacious Bessie M.* who paved the way."

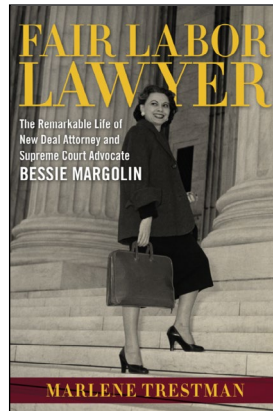
Ms. Trestman is a native New Orleanian whose personal relationship with Ms. Margolin grew from common childhood experiences. Ms. Trestman was orphaned at age 11 in New Orleans and became a ward of the successor agency to the orphanage in which Ms. Margolin was raised. She first met Ms. Margolin when she moved to Baltimore in 1974 to attend Goucher College. Their mentoring relationship continued through Ms. Trestman's years at George Washington University Law School, and into the beginning of her legal career at the Maryland Attorney General's office.

"I was only one of countless women lawyers Margolin—in the true spirit of the WBA—inspired, mentored and supported in their careers," said Ms. Trestman.

For more information about the book, visit [www.marlenetrestman.com](http://www.marlenetrestman.com).



Marlene Trestman  
(Photo credit:  
Harry Connolly)



## Welcome New Members

The following persons joined the WBA in January & February 2016.

Julie Agarwal	Cara Liu
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Sona Balic	Ivy Moody
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Catherine Betts	Laura Raden
Anne Marie Carson	Amy Ray
Sophia Castillero	Shahrazad Rezvani
Dana Chapnick	Alexa Roggenkamp
Andi Cullins	Shannon Rohn
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For information regarding WBA Member Benefits and becoming involved with a Committee or Forum, see [Membership & Benefits and Committees & Forums](#).

## Adler Named Super Lawyer

WBA past president **Jessica Adler** was named a 2016 Super Lawyers. Super Lawyers is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement. The selection process includes independent research, peer nominations, and peer evaluations.

Ms. Adler, of The Law Office of Jessica E. Adler, practices in all areas of family law. She was previously named a Rising Star in 2013–2015.



Jessica Adler

## Kerri Castellini Women's Leadership Scholarship

Price Benowitz LLP has announced the **Kerri Castellini** Women's Leadership Scholarship. Ms. Castellini feels that educated women have the power to act as strong leaders both in their field and in the community at large. Thus, she was inspired to sponsor this scholarship. The recipient will earn a \$500 scholarship towards her educational pursuits to help her become a strong and accomplished leader in her community.

Ms. Castellini is a member of the WBA Board of Directors. Her practice focuses on estate and trust administration, estate planning, and guardianships.

The scholarship application deadline is May 1. [Click here](#) for more information.



Kerri Castellini

## Law Firms in Transition

We've all heard about big changes in the legal profession, but how do you quantify them? A new survey by Altman Weil shows that law firms are facing increasing competition from nontraditional sources and that the most profitable law firms have embraced innovative staffing and pricing models. It's a compelling snapshot of where the profession is now—and where it might be headed.

[Click here](#) for a copy of the survey.

**Weil**

We are proud to support the **Women's Bar Association of the District of Columbia**

For the past 30 years, Weil has been a leader in investing in formal initiatives to empower and engender an inclusive culture. Our culture of respect and support creates an environment where all feel comfortable and encouraged to excel.

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Inclusion.  
Leadership.  
Connections.

## Upcoming Events

Thursday, March 3, 2016

### Get Your Byline! How to Get Published as a Practitioner

*Presented by Young Lawyers Committee, Mentoring Committee, & Leadership Task Force*

Are you curious about how to add a publication to your resume? Join us for a panel discussion and article workshop on how to get published as a practitioner. The discussion will be followed by the opportunity to workshop ideas for articles based on subject matter with people who have been published and your fellow participants.

Wednesday, March 9, 2016

### 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, March 10, 2016

### How I Moved In-House: A Roundtable Discussion

*Presented by Career Development Committee and In-House Counsel Committee*

Many attorneys are interested in working in an in-house capacity, but have a hard time making the transition. We will share tips on searching and interviewing to help you land your next position. Roundtable members will include attorneys who have transferred to in-house positions in financial services, the energy industry, biotechnology, and popular technology companies/search engines.

Friday, March 11, 2016

### Business Hour: Blawgs

*Presented by Membership Committee*

Why would you want to start a law blog? Who reads them? And what does it take to make a blog successful? We'll focus on developing a brand that speaks to your selected audience, creating a site, writing a successful post, and leveraging social media to increase readership. Open to members only; no charge to register.

Monday, March 14, 2016

### Making the Law Work for Women's Human Rights

*Presented by International Law Forum*

How far have we come in the advancement of human rights and equal access to justice for women? Are women's human rights legally enforceable? How do lawyers and non-lawyer activists work within the law to protect women's rights? Join us for a discussion with top human rights experts as we discuss these issues and many more.

Wednesday, March 23, 2016

### Joint Happy Hour for International Law

*Presented by International Law Forum*

Mingle with members of fellow international law organizations, including the ABA Section of International Law, American Society of International Law, Washington Foreign Law Society, Women in International Trade, and International Lawyers Network

Thursday, March 24, 2016

### Acing Applications 2016 — How to Drill Down for Success in Federal Government Employment Applications and Interviews

*Presented by Government Attorneys Forum and Leadership Task Force*

Rescheduled from January! Learn the ins and outs of finding and securing choice positions by honing your search for employment on U.S.AJOBS and agency websites.

Wednesday, March 30, 2016

### Board Service Basics Series: Financial Oversight

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

Rescheduled from January! As lawyers, we may be more comfortable reading an organization's bylaws than its financial statements, but it is fundamental that every board member be able to understand the organization's financial position. Panelists will discuss the fiduciary obligations of board service, how to read an organization's financial statements, and common mistakes to avoid.

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Thursday, March 31, 2016

### Getting a Seat at the Table: Women as First Chairs at Trial

*Presented by Litigation Law Forum and  
Leadership Task Force*

This panel presentation will feature Roberta Liebenberg, co-author of the ABA's recent study, *First Chairs at Trial: More Women Need a Seat at the Table*. Discussion will be focused around the study's findings and how more women can become first chair.

Saturday, April 2, 2016

### 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.

Thursday, April 7, 2016

### Exploring and Finding Careers in Environmental Sustainability

*Presented by Energy and Environmental Forum*

The environmental sustainability field offers exciting and challenging careers and is growing rapidly! An expert panel will share their paths in the sustainability field, what their career highlights and challenges have been, and thoughts about current and future opportunities in this exciting and growing field.

Friday, April 8, 2016

### WBA Business Hour: The Promotion Factor

*Presented by Mentoring Committee*

Are you ready to advance in your place of employment? Do you find yourself in a position that is suffocating your potential? Are others receiving the promotions that you want? Are you looking for an effective strategy that will lead you to your next promotion? If so, it's time to develop The Promotion Factor. This teleconference is designed especially for those women who are ready to be promoted at work. Join in for guidance in developing a multi-step plan that will give you The Promotion Factor: the professional characteristic that makes you an employee whom your employer will want to promote. Open to members only; no charge to register.

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## Sign up for these Centennial Activities!

### Oral History Day

*Presented by WBA Centennial History Committee*

The WBA Centennial History Committee has important initiatives underway to capture and preserve the WBA's rich history. A major effort is being made to capture the voices of the many women who have given so much to the WBA and the profession, before those perspectives are lost forever. We aim to get a total of 150 oral histories recorded in time for inclusion in a Centennial video, in a long term archive accessible to all, and excerpts will be posted on the website. Join WBA trailblazers who have already recorded an oral history by signing up for one of the Centennial Oral History Day time slots scheduled for this spring. It's quick, it's easy, and there are volunteers to record you and walk you through the process. Come by and tell your favorite WBA story for posterity!

- [Wednesday, March 16, 2016](#)
- [Wednesday, April 20, 2016](#)

### Photo Tagging

Do you have historical knowledge of the WBA? Our archives include numerous photos, spanning decades. As part of our Centennial Celebration's archive project, we are undertaking a photo tagging project—reviewing our collection of photos and identifying subjects. Brief training will be provided. You can sign up for one or more sessions. After you help tag those you know in our archival materials, we invite you to take an extra few minutes to record your oral history for the Centennial. We'll have volunteers on hand to interview and record you.

- [Wednesday, March 1, 2016](#)
- [Wednesday, March 15, 2016](#)

Visit the [event calendar on wbadc.org](http://eventcalendar.onwbadc.org) to register for these events.

Monday, April 11, 2016

### Job Application Station

*Presented by Mentoring Committee and Young Lawyers Committee*

Join us for a one-stop tuneup of your law job portfolio! Get a headshot from a professional photographer, with Photoshop services available. Next, update your resume and polish your cover letter with pro tips from actual law firm hiring staff and recruiters. Then, head over to the hors d'oeuvres table to network and swap job tips with others. Headshot is included in registration fee.

Wednesday, April 13, 2016

### Solo & Small Practice Monthly Luncheon

*Presented by Solo & Small Practice Law Forum*

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Thursday, April 14, 2016

### WBA Foundation's Seventh Annual Grant Awards Reception

*Presented by Women's Bar Association Foundation*

The WBAF will recognize the 2016 grant recipients at this networking event. The evening will bring together supporters and friends in the Foundation's mission to leverage the generosity of lawyers and friends to support nonprofits that serve the legal and related needs of women and girls in the DC Metropolitan community.

Wednesday, May 11, 2016

### 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 25, 2016

### WBA/WBAF 2016 Annual Dinner

The WBA will be honoring the Woman Lawyer of the Year, who epitomizes the 2015–2016 bar year theme of **Advancing Together**.

Saturday, June 4, 2016

### 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.

