

July/August 2016

FEATURES

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COLUMN

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FOUNDATION

COMMITTEE
& FORUM
HIGHLIGHTS

MEMBER NEWS

UPCOMING
EVENTS



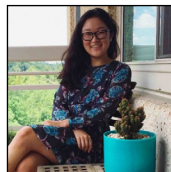
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l-r: Joanne Young, Sonia Murphy, Cathy Pagano, Faith Whittlesey, Katja Bullock, Sharon Y. Bowen, Ann Compton, Linda Chavez, Kathryn Thomson, Dorothy Robyn, and Celeste Murphy

TABLE OF CONTENTS

- 2** *The Inside Scoop on Presidential Appointments*
- 4** *WBA to Honor Law School Deans at Stars of the Bar*
- 7** *U.S. Supreme Court Turns Away Challenges to Native Nation Sovereignty*
- 9** *100 STEPS for Our Centennial: Ideas to Achieve Positive Change for Women in the Next 100 Years*
- 10** *Bipartisan Bill to Improve Child Care Tax Credit Introduced in Senate*
- 11** *Save the Date: African American Women's Equal Pay Day Is August 23*
- 12** *WBA President's Column*
- 14** *WBA Foundation*
- 16** *Committees & Forums*
- 19** *Member Spotlight*
- 20** *Member News*
- 23** *Upcoming Events*

2



Joanne
Chong

The Inside Scoop on Presidential Appointments

By Joanne Chong, American University Law Student

The Women's Bar Association hosts its popular Presidential Appointments Panel every four years concurrent with the Presidential election year. This year, the event was held in

The City Club of Washington, DC and began with appetizers and networking among the event attendees.

continued on page 2

4

WBA to Honor Law School Deans at Stars of the Bar

The Women's Bar Association of the District of Columbia will honor the deans of the six DC law school at Stars of the Bar on Wednesday, September 14, 2016.

WBA will recognize the tremendous work done by the deans towards achieving gender parity in the legal profession and the vital role they play in preparing the next generation of lawyers.

continued on page 4

Features

The Inside Scoop on Presidential Appointments *(continued from page 1)*



Ann Compton, former ABC News White House Correspondent, began the panel and quieted the bustling room of excited voices. Her 41 years of experience in covering seven presidents for ABC News and ten presidential campaigns certainly shined through as she effortlessly navigated the evening's discussion.

Panelists representing both Democrat and Republican administrations included current Commissioner of the U.S. Commodity Futures Trading Commission **Sharon Y. Bowen**; former Special Assistant to the President for Presidential Personnel **Katja Bullock**; former White House Director of Public Liaison, Staff Director, and Chair of the National Commission on Migrant Education **Linda Chavez**; former Special Assistant to the President for Economic Policy and Deputy Under Secretary of Defense for Installations and Environment, and Commissioner

of the Public Building Services for the General Services Administration **Dorothy Robyn**; former General Counsel of the U.S. Department of Transportation **Kathryn Thomson**; and former U.S. Ambassador to Switzerland and Director of the Office of Public Liaison **Faith Whittlesey**.

The discussion was designed to address common questions and challenges one may face in hopes of becoming the next appointee of a particularly desired appointed position. All the panelists made wonderful contributions and shared with the audience their personal experiences in how they acquired their positions and what they would advise to those aspiring these coveted positions.

Their various responses conveyed recurring themes, including the significance of mentee and mentor relationships and one's flexibility and openness in establishing work-life balance. Commissioner Bowen noted, "One person can really make a difference." While Commissioner Bowen was working on Wall Street, she received a call from her mentee asking if she would be interested in the current position she holds as Commissioner of the U.S. Commodity Futures Trading Commission. Had it not been for her mentee, the opportunity may have never come up. Also, during the time Ms. Robyn held her appointed positions, she shared that she had no balance in her life and had to make sacrifices with spending less time with her kids. The same was said for Ms. Chavez, who would often bring work home with her in order to keep up with her demanding jobs.

Addressing the topic of the appointment process, Ms. Bullock touched upon the need for diligence in making sure that one's record is clean before beginning the process, and if it's not, then to disclose that information. She said, "You always miss [this] question: Is there anything in your past that will be frowned upon?" In other words, even if you think that an event or relationship to another person may not be a big deal to you, it is always better to be safe than sorry and let your team know. Ms. Thomson advised

continued on next page

Raising the Bar Editorial Board

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audience members to be flexible in the types of positions available, whereas Ambassador Whittlesey advised to “follow your policy.”

The event wrapped up on a positive and encouraging note with Ms. Bullock exclaiming, “Do your service—it’s a once in a lifetime opportunity,” and Ms. Robyn stating, “You get to do the right thing.” Their remarks reinforced the significance in giving back to our country and certainly hit more than a few notes with those in the audience, including a sprinkle of law students, law firm associates and partners, and representatives from both the Clinton and Trump campaigns.

The 2016 Presidential Appointments Panel was certainly a success and provided great insight into the appointment process from the contributions made by the various panelists. This year, the event was made possible with the

generous support of gold sponsors **Bryan Cave LLP** and **White & Case LLP**, silver sponsor **Dentons US LLP**, and in-kind sponsor **DC Bar**. With many thanks to the event’s founder and WBA past president (2004–2005) **Joanne W. Young** and co-chairs and WBA Board members **Celeste M. Murphy** and **Cathy Pagano**, the WBA looks forward to seeing familiar and new faces at the next Presidential Appointments Panel in 2020.



Melanie Avery and Sonia Murphy



Maureen Germany, Marianne Wilson, and Toni Ellington



Nancy Long, Deb Israel, and Elizabeth Janicki



l-r: Bernadette Semple, Katja Bullock, Joanne Young, Melanie Avery, and Celeste Murphy



Lorna MacLeod, Kathryn Thomson, and Cathy Pagano

WBA to Honor Law School Deans at Stars of the Bar

(continued from page 1)

Each year the WBA honors star-quality lawyers at Stars of the Bar, which also kicks off our program year. Our theme for this 2016–2017 bar year, “**looking back, and moving forward**,” highlights the strong 100-year history of the WBA as we enter into our Centennial year and notes the importance of acknowledging the work still left to do in order to achieve equality for women in the profession.



Charlotte Kuenen, CFP

The Mussey-Gillett Shining Star Award will also be presented. This year's recipient is **Charlotte Kuenen, CFP**, Morgan Stanley. The award was established to recognize women who go above and beyond through volunteer activities within the WBA. Ms. Kuenen has made exemplary contributions leading WBA's Oral History Project. The project, begun as part of our Centennial Celebration, has flourished under her leadership.

Stars of the Bar will be held in the lobby of the beautiful Columbia Square Building at 555 13th Street, NW, Washington, DC, from 6:00 to 8:00 pm, with a brief awards program at 7:00 pm.

There is no charge to attend the event. Stars of the Bar is well-attended by leaders in the DC legal community, women and men alike, who gather to network in a relaxed, yet polished setting. Attendees have an opportunity to meet with co-chairs of WBA's committee and forums and to learn about the programs and activities planned for the coming bar year.

Registration and sponsorship information can be found on wbadc.org.



Daniel F. Attridge

Daniel F. Attridge began his service as Dean at Catholic University's Columbus School of Law in February, 2013. Before that, he spent 32 years practicing law at Kirkland & Ellis LLP. Dean Attridge has practiced in the area of trial and appellate

litigation, handling a wide variety of cases in many different substantive areas and venues around the country. For 14 years, he also served as the managing partner of Kirkland's Washington office. In that capacity, he oversaw the operations of the office, with 230 attorneys and 200 staff. His management experience covers many areas such as budgets, business development, client relations, performance review, recruiting, strategic planning, and more.

As a trial and appellate lawyer, Dean Attridge has litigated cases before federal and state courts, administrative agencies, and arbitration panels throughout the United States. He has been recognized in *The Best Lawyers in America* (under Commercial Litigation, Antitrust Litigation, and Intellectual Property Litigation), America's Leading Lawyers for Business (under Intellectual Property), and Super Lawyers (under Business Litigation and

Intellectual Property Litigation); rated “AV” by Martindale-Hubbell (“the highest level of professional excellence”); and listed in Who's Who in American Law, Who's Who in America, and Who's Who in the World. He is admitted to practice in the District of Columbia, the State of Texas, and before the Supreme Court of the United States, ten U.S. Courts of Appeals, and three U.S. District Courts. He also has been admitted pro hac vice in courts located in 30 different states.



Katherine S. Broderick

Katherine S. Broderick was appointed Dean of the University of the District of Columbia David A. Clarke School of Law in August of 1999, having previously served as Interim Dean, Clinical Director, Associate

Dean and faculty member since 1979. In 2011, she was named the Joseph L. Rauh, Jr. Chair of Social Justice.

Under her leadership during the last 18 years as dean, major accomplishments include securing the highest level of American Bar Association Accreditation; establishing part-time and LL.M. programs; serving the legal needs of thousands of low-income District

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residents through the school's nine legal clinics; moving into a beautifully renovated 100,000 square foot law school building; completing a handsome \$1.6 million library expansion project; and raising over \$10 million for endowed chairs, endowed and annual scholarships, summer public interest fellowships, and clinical programs. In 2015, she forged the first Memorandum of Understanding between the University of Havana and a U.S. law school. Sixteen students and three faculty members participated in an intensive International Law seminar in Cuba in 2016. Additional academic exchanges will take place annually going forward.

A committed civil libertarian, Dean Broderick is a past president and serves on the Litigation Screening and Nominations Committees of the American Civil Liberties Union of the Nation's Capital. She also serves on the Board of DC Appleseed. She is a founder and ardent participant in the DC Consortium of Legal Services Providers, an organization committed to increasing the quantity, improving the quality, and coordinating the delivery of legal services to low-income DC residents. She was appointed by the District of Columbia Court of Appeals to serve on the District of Columbia's Access to Justice Commission for 2008 and is now serving a third term. She was named to the Norton Federal Law Enforcement Nominating Commission in 2009 and continues to serve. She also hosts Sound Advice, a UDC cable television show available in 200,000 DC households, providing information about legal issues affecting the District's most vulnerable residents, including predatory lending, domestic violence, AIDS, and the District's abuse and neglect system.



Blake D. Morant

Blake D. Morant is Dean and the Robert Kramer Research Professor of Law at The George Washington University Law School. Dean Morant most recently served as Dean of the Wake Forest University School of Law, where

he built a national reputation as an exceptional law school administrator, tireless advocate for students, and respected legal scholar. He has published extensively in his areas of scholarly focus, including contract theory, media law, and administrative law. He also has been active in national professional legal organizations throughout his career. Dean Morant is the Immediate President of the Association of American Law Schools (AALS) for 2016.

Dean Morant was named the John R. Kramer Outstanding Law Dean by Equal Justice Works and was recognized three times by *National Jurist* magazine as one of the most influential people in legal education. He was twice named professor of the year by the Women Law Students Organization at Washington and Lee University and received five awards for outstanding teaching at the University of Toledo College of Law. He has taught at the law schools of American University, University of Toledo, University of Michigan, University of Alabama, and Washington and Lee University. He also served as a visiting fellow of University College, Oxford. Prior to becoming a legal academic, he served in the Army's Judge Advocate General Corps, as a senior associate with a Washington, DC law firm, and as an Assistant General Counsel for the Washington Metropolitan Area Transit Authority.

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Camille A. Nelson

Camille A. Nelson recently served a 5-year term (2010–2015) as dean of Suffolk University Law School in Boston. During her tenure as dean at Suffolk, she led the creation of the school's first strategic plan and achieved considerable

successes in fundraising, grant writing, and program and partnership development. An innovator in legal education, Dean Nelson is committed to preparing graduates for success in an evolving legal marketplace. She established Suffolk's Institute on Law Practice Technology and Innovation and under her leadership, Suffolk University Law School launched a groundbreaking "Accelerator to Practice" program. Her ability to inspire and innovate at Suffolk also facilitated the creation of a Women's Leadership Academy, a Caribbean and Latin America Initiative, and a Five Point Bar Success Program.

A widely published scholar and sought-after speaker, Dean Nelson is an expert on the intersection of critical race theory and cultural studies with particular emphasis on criminal law and procedure, health law, and comparative law. Prior to her career at Suffolk, Nelson served on the faculty of the Saint Louis University School of Law for almost 10 years, during which she was named the school's 2004 Faculty Member of the Year and received the 2006 University Faculty Excellence Award. She also held appointments at Hofstra University Law School, Washington University in Saint Louis School of Law, University of Ottawa Faculty of Law, University of Hawaii, Université de Paris-Dauphine (France), and Columbia Law School.



William Michael Treanor

William Michael Treanor became Dean of the Georgetown University Law Center and executive vice president of Law Center Affairs in 2010. In 2014, he was reappointed to a second five-year term beginning in July 2015. He previously

served at Fordham Law School, where he was dean since 2002 and a member of the faculty since 1991. At Fordham, he held the Paul Fuller Chair.

Dean Treanor is a constitutional law scholar who specializes in constitutional history. He has written extensively on the history of constitutional protection of private property and on the original understanding of the Constitution. His work has appeared in the law reviews of Cornell, Columbia, Georgetown, Northwestern, Stanford, the University of Chicago, and Yale, among other scholarly periodicals. In addition to teaching at Fordham and Georgetown, he has been a visiting professor at the Sorbonne.

Dean Treanor has had an extensive career in government service. He was a clerk to Judge James L. Oakes of the U.S. Court of Appeals for the Second Circuit, a speechwriter to the Secretary of Education, and a special assistant U.S. attorney in the District of Columbia. From 1987 to 1990, he worked as associate counsel in the Office of the Iran-Contra Independent Counsel. During the Clinton Administration, he held the post of deputy assistant attorney general in the U.S. Department of Justice's Office of Legal Counsel from 1998 to 2001. In 2012, Treanor was named to a task force of the New York City Bar Association, "New Lawyers in a Changing Profession." He was also named to the *National Law Journal's* list of "Champions & Visionaries" and selected as one of the 25 "most influential people in legal education" by *National Jurist* for two consecutive years (with his name appearing among the top 10 in 2014). In addition, he was honored by the Dave Nee Foundation with the David S. Stoner Uncommon Counselor Award.



Danielle Holley-Walker

Danielle Holley-Walker is the Dean of the Howard University School of Law. She was previously the Associate Dean for Academic Affairs and Distinguished Professor of Law at the University of South Carolina School Of Law.

Following law school, Dean Holley-Walker clerked for Chief Judge Carl E. Stewart of the U.S. Court of Appeals for the Fifth Circuit. She then practiced civil litigation at Fulbright & Jaworski, LLP (now Norton Rose Fulbright) in Houston, TX.

Dean Holley-Walker began her teaching career at Hofstra University School of Law, and then moved to the University of South Carolina in 2005. She teaches Civil Procedure, Administrative Law, and Federal Courts.

continued on next page

Dean Holley-Walker's ongoing research agenda focuses on issues of educational opportunity and inclusion, with an emphasis on the governance of public schools. She has published scholarly articles on various issues of civil rights and education, including articles on No Child Left Behind, charter school policy, desegregation cases, and affirmative action in higher education.

Dean Holley-Walker has won numerous awards and has been active in her community. She won the University of South Carolina Educational Foundation's

Service Award for performing significant service to the University and the community. She was awarded the law school's Outstanding Faculty Member award twice during her time at South Carolina. She was also named by *The State* newspaper as one of the top "20 Under 40" leaders for the state of South Carolina. Dean Holley-Walker has served as Chair of the Board of Directors of the South Carolina HIV/AIDS Council, and as a board member for City Year Columbia. She is also a Liberty fellow through the Aspen Global Leadership Network.

U.S. Supreme Court Turns Away Challenges to Native Nation Sovereignty

By Eva Marie Carney, Partner, Richards Kibbe & Orbe LLP



Eva Marie Carney

In an earlier piece published here ([March/April 2016 edition](#)), I provided an overview of two cases before the U.S. Supreme Court during its 2015 term. Those cases, in substance, challenged the ability of Native Nations to protect their members from sexual assault and intimate partner violence. Both cases now

have been resolved, with outcomes favorable to Native Nations' interests.

The Dollar General Decision

Dollar General Corporation v. Mississippi Band of Choctaw Indians, the case involving the alleged sexual abuse of a Native youth by the non-Native manager of a Dollar General store, was resolved through a per curiam opinion issued after the passing of Justice Antonin Scalia. The opinion affirmed the lower court's decision by a 4-4 tie vote.

The U.S. Court of Appeals for the Fifth Circuit held that the Choctaw tribal court has civil jurisdiction over the non-Native conduct for which the youth and his parents sought damages in tribal court, since the conduct arose from the consensual relationship between Dollar General and the Choctaw tribal government. The Fifth Circuit's rationale was that, because the youth was under the store manager's supervision as a result of the youth's participation in a youth internship program operated and funded by the Choctaw tribal government and because Dollar General had expressly agreed to participate in the job training program and consented in lease documents to the application of

tribal law and tribal court jurisdiction, Dollar General had consented to the exercise of tribal jurisdiction over a workplace sexual assault suit arising directly from its participation in the internship program. Dollar General, in the court of appeals' view, readily could have anticipated that sexual molestation of an intern by its store manager would be actionable under Choctaw law.

This affirmance is grounded in the Supreme Court's earlier decision in *Montana v. U.S.*, 450 U.S. 544 (1981). In *Montana*, the Supreme Court held generally that "Indian tribes cannot exercise power inconsistent with their diminished status as sovereigns," but also created an exception that permits a tribe to exercise civil jurisdiction over nonmembers engaged in consensual relationships with the tribe or its members on tribal land if there is a nexus between the nonmember's relationship with the tribe or tribal members and the claims pled.

Dollar General and the alleged abuser now will be required to defend themselves against the civil suit in the Choctaw tribal court, but these defendants cannot be criminally prosecuted by the Choctaw. That is because, under other Supreme Court precedent, *Oliphant v. Suquamish Indian Tribe*, 435 U.S. 191 (1978), a Native Nation is precluded from prosecuting a non-Native defendant for crimes committed against a Native person, even when those crimes take place on land held in trust for and within the reservation of the Native Nation, unless Congress expressly authorizes such criminal prosecutions.

The Bryant Decision

The second case, *United States v. Bryant*, was resolved unanimously by the Justices in an opinion written by Justice Ruth Bader Ginsburg. *Bryant* holds that domestic

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abuse convictions that have been obtained in tribal court proceedings conducted in compliance with the Indian Civil Rights Act of 1968 lawfully may be considered in connection with the felony repeat-offender provisions of the Violence Against Women and Department of Justice Reauthorization Act of 2005 (“VAWA”). *Bryant* offers resounding support for the principle that Native Nations are sovereign bodies distinct from the United States and not constrained by the U.S. Constitution, in forcefully rejecting the defendant’s constitutional challenge to the prosecution’s use of his two earlier, uncounseled misdemeanor domestic abuse convictions in Northern Cheyenne tribal court.

The *Bryant* opinion begins with a sobering recitation of statistics with respect to the rates of intimate partner physical violence experienced by Native women. It then relates the historical limitations on tribal, state, and federal jurisdiction in Indian country that have permitted serial domestic violence offenders to escape serious punishment. *Bryant* characterizes Section 117(a), which targets such serial offenders (making it a federal crime for any person to commit a domestic assault within Indian country if the person has at least two prior final convictions for domestic violence rendered in Federal, State, or Indian tribal court proceedings), as “the first true effort to remove these recidivists from the communities that they repeatedly terrorize.” 579 U.S. __ (2016) slip op. at

6 (quoting from the dissent of Owens, J., from the U.S. Court of Appeals for the Ninth Circuit decision denying rehearing en banc in the case). That stage-setting complete, the opinion elaborates on the Justices’ rationale that use of the defendant’s uncounseled tribal-court convictions as predicate offenses in a Section 117(a) prosecution did not violate the defendant’s rights. In the Court’s view, simply put, those convictions were valid when entered—since the Sixth Amendment right does not apply in tribal-court proceedings—and they retained that valid status when invoked in a subsequent proceeding.

Justice Clarence Thomas, while agreeing that Supreme Court precedent dictates *Bryant*’s result, filed a concurring opinion to express his view that “[i]t is time that the Court reconsider these precedents.” The concurring opinion characterizes those precedents as based on “amorphous and ahistorical assumptions about the scope of tribal sovereignty,” and, contradictorily, based on the “fiction” that Congress has plenary “unfettered power” and “all-encompassing control” over Native nations.

In upholding the felony repeat-offender provisions of the VAWA, the Court preserved what is widely viewed by Indian country and federal prosecutors as a crucial law enforcement tool against perpetrators of intimate partner violence.

WBA member **Eva Marie Carney** is a securities regulatory partner with the Washington, DC office of Richards Kibbe & Orbe LLP, an enrolled member of the Citizen Potawatomi Nation (a federally-recognized Native American tribe with reservation lands in Oklahoma), and an elected representative to the Citizen Potawatomi Nation’s Legislature.

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.

These women:

- 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 sixth is below.

Learn more at www.wbadc.org/centennial. Please contact Carol Montoya at carol@wbadc.org if you would like to help.

The WBA: The First Fifty Years can be downloaded and viewed at www.wbadc.org/centennial.

“Commission on the Status of Women for the District of Columbia. The effort of an Association Committee, chaired by Louise O’Neill, to study the status of women in the District, begun in 1963 and working with 12 women’s organizations here, culminated in the creation by the District Commissioners in 1966 of a Commission on Status of Women for the District of Columbia.”

This commission continues today as the DC Commission for Women (owpi.dc.gov/page/dc-commission-women).

100 STEPS for Our Centennial: Ideas to Achieve Positive Change for Women in the Next 100 Years!

A number of excellent studies offer guidance on concrete steps we can take today to enhance equality, advancement and social justice. Our goal for this and several future WBA feature articles is to find 100 or more specific steps or recommendations that can lead to greater equality and enhance achievement of WBA's goals. In this article, we focus on recommendations from an excellent article, entitled "[Run Like a Girl...for Office: How Higher Education Can Advance Gender Equity in Politics](#)," by Nancy Thomas and Kei Kawashima-Ginsberg. This article examines stereotypes women face in education and describes issues they encounter when they enter political careers. The authors explore what the education sector can do to help and offer 11 specific recommendations to aid gender equity in the next generation of political leaders. We include the link to this article, along with the specific recommended steps below, to give us all ideas about next steps and best practices we can take today to enhance opportunities for women in the future.

11 "Next Step" Recommendations from "Run Like a Girl..." reprinted with permission from Diversity & Democracy, vol. 18, no. 2. Copyright 2015 by the Association of American Colleges and Universities. As WBA celebrates its 2017 Centennial, we look back, recognizing our achievements, and move forward boldly into the future. Many also wonder what realistic steps can be taken today to achieve goals not yet reached.

What Higher Education Can Do

Colleges and universities can take advantage of new knowledge and shifts in attitudes about what constitutes "good leadership" and prepare women for those roles. Some specific actions include:

1. Offer education and professional development for female and male faculty, staff, and students that deconstructs stereotypes. Everyone should understand the socializing agents at every stage of human development and their effect on how women and men view themselves as leaders.
2. Embed opportunities across campus for students to practice and faculty, administrators, and staff to model transformational, democratic leadership. Deliberative democracy can serve as a framework for student learning, classroom teaching methods, institutional decision making, and community-university partnerships (Thomas 2010).
3. Provide more students with opportunities to engage in simulations that use essential political skills. These include model United Nations, ethics bowls, debate teams, and dialogues across differences of ideology, social identity, and lived experiences.
4. Encourage staff and faculty to examine their own implicit biases, not only regarding women but across intersecting identity groups. This can be done through Project Implicit at Harvard University (<https://implicit.harvard.edu/>).
5. Conduct a version of the Princeton study (2011) to determine whether men receive more attention and encouragement than their female peers.
6. Provide women with information about how to access and navigate political systems so that they can find mentors and can make strategic choices that improve their chances for success.
7. Train women in the arts of campaigning. One promising two-day program, Rutgers University's Ready to Run, covers the nuts and bolts of mounting a campaign, fundraising, staffing, navigating party structures, messaging, and mobilizing voters.
8. Teach political savvy. Existing structures, such as student government, clubs, and voter mobilization activities, provide practical leadership opportunities, which should be constructed to support deep learning. Campuses can also develop curricula and certificates in leadership, community organizing, and deliberative democracy.
9. Cultivate relationships with civic organizations that advance women candidates, and develop a network of people willing to serve as mentors and create opportunities for meaningful interaction between students and female politicians. Encourage internships with politicians and campaigns.
10. Encourage political careers through the career services office.
11. Apply these recommendations across all underserved populations. Women of color face even greater challenges of stereotyping,

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discrimination, and structural impediments to public office than white women do.

From the Conclusion:

...We understand the backgrounds and paths of women who pursue political offices, the obstacles they face, and the attitudes of Americans toward them. We know more than ever before about the factors that facilitate and impede their success while in office. And we have a better understanding of effective leadership more broadly, how leadership styles are evolving, and how that evolution might advantage women. **This knowledge should be taught to all students, not just those with political aspirations, because awareness of the obstacles women face and understanding**

of implicit bias will move us toward a more equitable democracy.

(Thomas and Kawashima-Ginsberg, p. 6. Emphasis added.)

As we review the 11 recommended best practices from this article, let's think about how we might implement some of these recommended next steps in our day to day activities.

Our next feature in this series will focus on next steps and best practices drawn from "[Creating Pathways to Success for All, Advancing and Retaining Women of Color in Today's Law Firms](#)," from the 2008 WBA Initiative on Advancement and Retention of Women.

We look forward to continuing this dialog with our WBA members and friends. Please share your ideas and thoughts by sending an email to Board member, **Cathy Pagano**, cvpages10101@gmail.com. Thank you for working together, as we look forward to our next century!



Bipartisan Bill to Improve Child Care Tax Credit Introduced in Senate

By Amy K. Matsui, Senior Counsel and Director of Government Relations, National Women's Law Center

Reprinted with permission by the National Women's Law Center. [Click here](#) for the original article, which was published on July 15, 2016. For further information about the issues discussed here, and other legal issues affecting women, visit www.nwlc.org.

Parents can't go to work without child care. But child care is a major expense for working families, and consumes an even larger share of lower-income families' budgets.

For over 60 years, Congress has offered families assistance paying for child care expenses they incur in order to work, through the tax code. And the tax assistance provided through the federal Child and Dependent Care Tax Credit (CDCTC) was designed to be most generous for lower-income families. But the tax benefits that the CDCTC, under current law, offers to the families who need the most help paying for child care, are actually quite limited, because the credit is not refundable. And because the parameters of the CDCTC are not indexed for inflation, the credit loses value over time.

Yesterday, Senators Angus King and Richard Burr introduced bipartisan legislation that would address these significant flaws in the current CDCTC. The Promoting Affordable Child Care for Everyone (PACE) Act would make several significant improvements to the credit, including:

- making the credit refundable,
- increasing the value of the credit for all families, and
- indexing the parameters of the credit to inflation.

The PACE Act would also increase the value of employer-sponsored cafeteria plans for child and dependent care expenses.

The changes to the federal CDCTC proposed under the PACE Act would provide more meaningful tax assistance to working families, especially lower-income families. Making the credit refundable, alone, has been estimated to allow over a million families to claim this tax credit for the first time. The PACE Act, if enacted, thus has the potential to make a real difference in the lives of working families, especially lower-income families, across the country.



Save the Date: African American Women's Equal Pay Day Is August 23

By Jasmine Tucker, Director of Research, National Women's Law Center

Reprinted with permission by the National Women's Law Center. [Click here](#) for the original article, which was published on August 3, 2016. For further information about the issues discussed here, and other legal issues affecting women, visit www.nwlc.org.

This year, we will recognize African American women's equal pay day on August 23. This will mark the symbolic day that the earnings of African American women will catch up to their white, non-Hispanic male counterparts' earnings from last year.

If you're wondering why 2016's African American women's equal pay day is in August this year (a full month later than it was in 2015), here's why: We use the latest Census Bureau figures on earnings to calculate the wage gaps for women, including Latinas, single mothers, and African American women. And in 2014 (the latest available data), African American women earned 60.5 cents for every \$1 her white, non-Hispanic male counterpart earned.

To add insult to injury, African American women's earnings dropped about \$500 from 2013–2014 while white, non-Hispanic men's earnings increased about \$2,000 over the same time period. All of that translates to a roughly \$2,500 wider gap between what African American women and white, non-Hispanic men earned in 2014 over the previous year. And if you're an African American woman, who has median earnings of only \$33,533 per year, that means nearly a month more of work to catch up to your white male counterparts' earnings.

Translation? African American women have to work nearly 8 months, or 238 days into the next year, to earn as much as white, non-Hispanic men did in the previous year alone. And based on today's wage gap, that means African American women would lose a staggering \$877,480 over the course of a 40-year career compared to white, non-Hispanic men.

So, yes, women's equal pay day is in April. But we must acknowledge that African American women face even steeper and more difficult obstacles when it comes to achieving equal pay. That's why this August 23rd, we'll be joining with our allies around the country to call for an end to the wage gap, particularly for African American women.

Firms Encouraged to Participate in Flex Survey

As part of their commitment to creating inclusive, flexible cultures in the legal community, the Diversity & Flexibility Alliance has launched its third annual [Law Firm Flexibility Benchmarking Survey](#), which will be open for participation through September 12, 2016.

The survey examines holistic flexible work usage by attorney position, gender, race, and sexual orientation in a way that protects the confidentiality of participants and does not result in a ranked list. Firms are encouraged to participate in this unique survey to take stock of their flexible work programs so they can address challenges and build upon successes. Human resources and diversity professionals or flexibility program managers can request

access the survey by completing an interest form ([click here](#)) and the Alliance will respond with the official survey link, as well as a Word version for data collection and record keeping.

All participants will receive the full 2016 *Law Firm Flexibility Benchmarking Survey Report*, featuring findings from the aggregated survey results. (You can view a copy of the executive summary for the 2015 report at dfalliance.com/research. For more information or to request a Word version of the survey, contact Denise Robinson, Director of Research, at the Diversity & Flexibility Alliance at denise@dfalliance.com.

President's Column

By Sonia W. Murphy, WBA President

Greetings!

When I took the helm of leadership of our beloved association on June 1, I had a strong vision for the 2016–2017 bar year—to focus on **“looking back, and moving forward,”** as we march onward to our 100th anniversary and beyond. I was truly euphoric, as I listened to U.S. Attorney General Loretta E. Lynch, LTG Flora D. Darpino, and immediate past president Susan M.C. Kovarovics give thoughtful and compelling remarks about the accomplishments of the WBA at our 2016 Annual Dinner. And when I stood to address our attendees on that evening, I observed a room full of fascinating and dynamic women in the profession, and our supporters, and I felt a sense of pride in all that we as women in the profession have accomplished, balanced against a keen awareness that our work is not yet complete. It was a high time.

But soon thereafter, we learned of the fatal shooting of an unarmed African American man in Louisiana at the hands of law enforcement, followed within days of the news of another fatal law enforcement shooting of an unarmed man in Minnesota. And just as I was trying to wrap my mind around these untimely deaths, we learned of the vicious attack on police officers in Dallas, resulting in the premature loss of life of five public servants. What a trying and difficult time for our nation! And these are only a few of the low moments our nation has experienced recently. There is the Freddie Gray death and resulting trials in Baltimore. And the mystery surrounding the death of Sandra Bland while in law enforcement custody in Texas. I could go on, but I won't. A low time.

In light of these tragedies, I've been pondering the question of what we, as women in the profession, can do to impact change in the area of eliminating bias in the criminal justice system. After all, as lawyers, we are called to “seek improvement of the law, access to the legal system, and the administration of justice.”¹ What then, is our role during these difficult and low times? I don't profess to have all the answers, but there is one thing I think we can all do: let's open the dialogue and talk honestly about racism, sexism, and bias in the criminal justice system. As President Obama said during his remarks at the memorial service for the five fallen law enforcement officers in Dallas: **“[i]f we cannot talk honestly and openly—not just in the comfort of our own circles, but with those who look different than us or bring a different perspective—then we will never break this dangerous cycle.”**

And speaking of presidents, just as sure as the seasons change, lows are almost always followed by highs again, and this summer was no exception. Hillary Rodman Clinton became the first woman to secure the presidential nomination

continued on next page



Sonia W. Murphy

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of a major political party, shattering another glass ceiling and opening a door that many never thought they'd see in this lifetime. As a woman and a lawyer, watching Hillary Rodman Clinton accept the Democratic Party's nomination was a proud moment for me. A high time.

I've learned that this life—both personally and professionally—is indeed a series of highs and lows. And just as our theme for this year suggests, even when there is cause for celebration, and celebrate we shall, we are reminded that there is much work to be done. I challenge us to do our part—to celebrate the highs and work to change

the lows, and to engage in the dialogue—even when it's challenging. Together, we can make a difference.

Until next time,

Sonia

¹ Preamble, ABA Model Rules of Professional Conduct.

The Women's Bar Association of the District of Columbia: crucial then, relevant now, and vital for the next 100 years.

Let's forge "onward to 100" and beyond!



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 www.wbadc.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.

WBA Foundation



WBA Foundation President's Letter

By Monica G. Parham, WBAF President

Greetings from the Women's Bar Association Foundation (WBAF)!

As Summer winds down Fall beckons, and with that a new "season" for the WBAF.

One of the WBA Foundation's signature events, the annual Wine Tasting and Silent Auction, will be held on Thursday, October 26, 2016 at the law firm of Sterne, Kessler, Goldstein & Fox P.L.L.C. The event will feature an array of wines with paired cheeses, curated by experts. The silent auction will include many exciting items, ranging from tickets for a day at the ballpark to stays for a weekend at the beach, with plenty of wearables and edibles sprinkled in.

The proceeds from the 2016 WBA Foundation Wine Tasting and Silent Auction will support the Founder's Fellowship, which supports area law students in working with local legal services providers on projects to benefit women and girls in our community. The Fellowship rotates among our local law schools, and for 2016 will be awarded to a student at Georgetown Law School. This event is always a fabulous evening of networking and laughter among friends, old and new. Come along, and bring a friend or two. Whether you are a WBA Foundation Wine Tasting and Silent Auction veteran or a first-time attendee, we look forward to seeing you there!

Please consider making a donation to the Foundation, creating a unique fundraising opportunity for the organization, or including the WBAF in your estate planning. Your generous donation will help the WBA Foundation further its mission to support organizations that serve the legal and related needs of women and girls in the DC Metropolitan community. You can visit wbadcfoundation.org to donate, or contact Carol Montoya at carol@wbadc.org for more information about fundraising or estate planning.



Monica G. Parham

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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 to make a donation, or contact **Carol Montoya** at carol@wbadc.org for more information about estate planning.

In Memoriam: Former Commissioner for Trademarks Lynne G. Beresford

By Julia Matheson, Partner, Finnegan, Henderson,
Farabow, Garrett & Dunner, LLP



Lynne
Beresford

The WBA and its members are deeply saddened by the recent passing of **Lynne Beresford**, the former Commissioner of Trademarks at

the U.S. Patent and Trademark Office (USPTO). With a long, illustrious career, Ms. Beresford was not only a champion for the rights of trademark owners, but also a champion for women, both mentoring and empowering women to succeed in the field of trademarks.

With roots in the farmlands of Eastern Kansas, Ms. Beresford received her law degree from Rutgers Law School and began her career at the USPTO in 1979 as a trademark examining attorney, eventually going on to hold numerous other positions. She was a union president and chief union negotiator, managing attorney, trademark legal administrator, lead trademark person in the Office of International Relations, Deputy Commissioner for Trademark Policy, and Deputy Commissioner for Trademark Operations. During her tenure at the USPTO's Office of Legislative and International Affairs beginning in 1995, she was instrumental in the adoption of the Madrid Protocol in the United States and aided in the founding of the International Corporation for Assigned Names and Numbers. She also chaired the World Intellectual Property Organization's Committee on Trademarks, Industrial Designs, and Geographical Indications from 1997 to 2001.

All of this culminated in a well-deserved appointment to be the Commissioner of Trademarks in 2005. Ms. Beresford entered this position seeking to improve the efficiency and quality of service provided by the USPTO. Throughout Ms. Beresford's tenure as Commissioner, the USPTO saw historic gains in pendency reduction, greater accountability for user-fee spending, and quality improvements by the trademark examining corps. Ms. Beresford retired from her position in December of 2010 to spend more time with her daughter and two grandsons.

After retirement, Ms. Beresford remained active in the trademark field, joining the Board of Advisors for the International Intellectual Property Institute, consulting with the World Intellectual Property Organization, and serving as an expert witness in trademark litigation. In 2011, she received a Lifetime Achievement Award in IP at the Managing IP North America Awards for her significant and positive impact on the field of trademarks.

As stated by the former Under Secretary of Commerce for Intellectual Property and Director of the USPTO, David Kappos, "Her contributions to the success of the Trademarks organization have been vast and we are grateful for the many accomplishments under her leadership." Ms. Beresford was dedicated to her job and to her family, and the impact she had on trademarks and all those around her will be felt for many years to come. She will be sorely missed.

WBA Foundation 2015–2016 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between June 1, 2016 and July 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 wbacfoundation.org.

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Committee & Forum Highlights

WBA Diversity Committee Summer Soiree Meet & Greet

By Lyzette Wallace, Co-chair, Diversity Committee



The WBA Diversity Committee kicked summer into full gear with a meet and greet at 14K Restaurant, located in the historic Hamilton Crowne Plaza. By all accounts, this event was a smash hit with both new and more tenured WBA members in attendance. All three WBA Diversity co-chairs—**Celina Stewart**, **Lyzette Wallace**, and **Alesha Dominique**—were present. Also present was WBA Board liaison, **Maria Mendoza**. There was lots of laughter, great

networking, and conversations about how to get more involved in the WBA.

If you were unable to join us for this event, plan to attend our upcoming program on November 14, titled “[Minority Flight: Why Women of Color are Leaving Law Firms and How to Turn the Tide](#).” This program is co-sponsored with the Litigation and Tax & Business Law Forums and is sure to fill quickly. We hope to see you there.

The WBA Diversity Committee endeavors to identify opportunities in the legal profession that promote greater inclusion of women attorneys by providing programs to address issues related to real and perceived barriers to advancement in the legal profession, and the unique challenges that diverse women attorneys face daily. For questions about the WBA’s Diversity Committee and how to get involved, contact WBADCDiversity@gmail.com.



Michelle Quash Profit, Lyzette Wallace, and Alesha Dominique



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WBA Attends Bar Association Leaders Climate Change Summit in New York City

By Cathy Pagano, WBA Board member



On June 17, WBA Board members **Roya Vasseghi** and **Cathy Pagano** attended the Bar Association Leaders Climate Change Summit, hosted by the Sabin Center at Columbia Law School and the New York State Bar Association's Section of Environmental

Law. Representatives from over a dozen state bar associations attended and shared information about the efforts their associations are implementing to address climate change through mitigation and adaptation. A wide variety of projects are moving forward, from education and training, to advocacy and outreach. Ms. Vasseghi and Ms. Pagano presented information about programs that WBA's Energy and Environmental Law Forum (EEF) presented in the past year and also shared EEF articles from *Raising the Bar*. The Sabin Center plans to continue working with the bar associations on these issues and will share information on its website, <http://web.law.columbia.edu/climate-change>.

Advancing Women Lawyers in STEM with the Communications Law Forum

By Kate Dickerson, Associate, Wiley Rein LLP

On June 29, 2016, the Communications Law Forum (CLF) presented a Lunch & Learn program entitled "Advancing Women Lawyers in STEM" featuring Alison Neplokh, Vice President of Spectrum Policy at the National Association of Broadcasters. The program, moderated by CLF co-chair Kate Dickerson (Associate at Wiley Rein LLP), attracted nearly 40 attendees. Ms. Neplokh discussed a number of topics, including her own experience as a woman engineer and strategies she has employed as a woman working in a male-dominated field, how to attract and retain more women in STEM careers, how attorneys can better communicate with engineers, and tech-related issues that she has on her radar for the communications industry. She also answered questions from the audience.

The Communications Law Forum would like to thank **Drinker Biddle & Reath LLP** for hosting the event.

continued on next page

Who's Hanging out a Shingle, Why... and How's It Going?

"I made more money cleaning pools than I did at this law firm as an associate lawyer." Add that to \$75,000 in law school debt, and you have a compelling reason why one fairly recent law grad decided to go solo. What are some of the other reasons why 4.4 percent of each year's new JDs start their own practice, and how are they making a living (if they are, that is)? To find out, law.com recently spoke with five who have taken the plunge. [Click here](#) for the article.

AAUW's Implicit Association Test

Are you biased against women leaders? Prove it with the American Association of University Women's implicit association test.

Are your own unconscious biases an unseen barrier to your leadership success? Take AAUW's implicit association test (www.aauw.org/article/implicit-association-test) to unveil your biases, then read AAUW's latest research report on the barriers and biases holding women leaders back.

The bad news: most people have unconscious bias. The good news? We can all take action. Click here to read [Barriers and Bias: The Status of Women in Leadership](#).

Government Attorneys Forum Hosts Summer Happy Hour

By Rachel Davakis, Esq.



On the evening of July 11, the Government Attorneys Forum hosted a summer happy hour at Ristorante i Ricchi. Approximately 30 women gathered on the restaurant's lovely outdoor patio, including members and non-members, both law students and attorneys. Guests enjoyed visiting with friends, networking, and sharing ideas for next year's programming and volunteering activities. The forum looks forward to meeting more friends at future happy hour events!

Many thanks to the committee members who organized the event: **Rachel Davakis, Elisabeth Nolte, and Milne Young.**

20+ Groups' Jazzy Evening



l-r: Pauline Schwartz, Lynne Milne, Lorna MacLeod, Charlotte Kuenan, CFP, Nancy Kuhn, and Paula Potoczak.

The 20+ Group met at the Sculpture Garden on Friday, July 22 to enjoy a Jazzy evening. However, it was not to be! Due to a power outage along Constitution Avenue, including the Sculpture Garden, the Jazz concert was canceled. Not to be outdone on a hot evening, the group found a very cool location nearby to enjoy some drinks and conversation and a good (cool) time was had by all!

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Member Spotlight: Elizabeth Roman Jones



Elizabeth Roman Jones

Currently, **Elizabeth Roman Jones** is a compliance attorney with a decade of experience counseling corporate managers on compliance and employment matters. She has also specialized in immigration and nationality law, addressing matters such as immigrant visas, non-immigrant visas, adjustment of status, international organizations and foreign government representatives, naturalizations, and I-9 audits.

Born in Chicago, Elizabeth was raised in Puerto Rico after her parent's divorce. After receiving her J.D. from University of Puerto Rico, School of Law, Elizabeth started practicing contract law, and did so for about two years. After she moved to the U.S. in 2014 (which is also when she started speaking English!), she began practicing immigration law. Recently she began concentrating on corporate compliance matters.

Describing her career path, Elizabeth explains, "I am completing my Executive MBA because I would like to transition to the corporate world." After she graduates, she looks forward to enjoying her hobbies: running, swimming, traveling, watching or attend football/hockey games with her family and baking for friends and family.

Elizabeth is happily married and have two little daughters. "They are my world," she says.

Elizabeth joined the WBA in January 2015, and quickly became involved with the organization as a volunteer. In addition to serving as a co-chair for the Immigration Law Forum since 2015, she is currently serving on the Centennial Fundraising Subcommittee and co-chairing Stars of the Bar. She is also a Sustaining Member.

Why did you join the Women's Bar Association?

I joined the WBA when I relocated from Stuart, FL and I did not know anybody. I was new to the area and attracted to the WBA's networking, mentoring and social events. I also found it to be a great place to learn about other areas of law, techniques for job hunting, and leadership skills.

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

I started attending as many events as I could because I wanted to learn more about job hunting techniques and leadership skills. Then I applied to become the co-chair of the Immigration Law Forum. Volunteering is a great way to become known, help others, and advance your career.

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

I am a people-oriented person. Serving others is in my nature. I try to dedicate at least 5 to 8 hours a week to volunteering. I check my calendar on Sundays or Mondays and plan throughout the week for things to do to help my different committees. I even try to make space for a one-hour networking event, for example, a call, coffee, or lunch with a fellow WBA member.

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

I can reach out to other members to ask them specific questions about their practice area. I have received client referrals from other members. Once I complete my Executive MBA from George Washington University (December 2016), I will continue to run my 5Ks with the WBA's Walk/Run Group, something that I very much enjoy doing.

Tell us about your mentor/hero.

My mentor is my first boss I had after law school. She modeled my character and taught me how to lead by example. My hero, politics aside, is Hillary Clinton. She is very persistent, tough, and determined. She has done what no other woman has as the first woman running for president on a major party ticket. Her character and endurance has influenced my personality. Ever since she was the First Lady, I have paid great attention to her. I would love to have her disposition, uprightness, and integrity. It is not easy to lead the biggest federal agency in the U.S., let alone a country.

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

continued on next page

Find good people to be around. Set personal, professional, and social goals and make changes happen. You can revisit your goals and change them, but whatever you do, do not lay dormant. Changes do not happen spontaneously. Never cut corners: no half job, no excuses. If you want to excel you must work harder than the rest. Someday it will pay off.

What is the best advice you have received?

Do not quit trying.

In what other organizations are you involved?

I belong to the American Immigration Lawyers Association, Federal Bar Association, Hispanic National Bar Association, and the Washington Women's Leadership Initiative.

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Member News

Sandman and Tahirih to Receive Hugh A. Johnson, Jr. Memorial Awards

The Hispanic Bar Association of the District of Columbia (HBA-DC) has announced the recipients of the Hugh A. Johnson, Jr. Memorial Awards. Two awards are presented: one organization and one individual. The awards recognize a community organization and an individual with visible ties to the Washington, DC metropolitan area, especially its Hispanic community, that demonstrate unwavering commitment and achievement to public service and dedication to the principles of equality, cultural respect, and social justice.



James Sandman

WBA Sustaining Member and past WBA Foundation Board member **James J. Sandman**, President, Legal Services Corporation, will receive the individual award.

Past WBA Foundation grant recipient, the **Tahirih Justice Center**, will receive the organization award.

They will be honored at the Equal Justice Awards Reception on Friday, November 4, 2016, at the Mandarin Oriental Hotel in Washington, DC.

WBA Members Recommended for DC Superior Court Vacancies

The District of Columbia Judicial Nomination Commission has forwarded to President Barack Obama the names of nine lawyers for his consideration in selecting nominees to fill the judicial vacancies on the Superior Court of the District of Columbia created by the retirements of Hon. Stuart G. Nash, Hon. Rhonda Reid Winston, and Hon. Melvin R. Wright. President Obama's

continued on next page

nominees include several WBA members and endorsement recipients.

Two WBA members were recommended as candidates to fill Judge Winston's vacancy: **Deborah J. Israel** and **Emily A. Gunston**.

A Past Present of both the WBA and WBA Foundation, Ms. Israel is a partner in the Washington, DC office of Womble, Carlyle, Sandridge & Rice, LLP and serves as Chief Operating Partner for the firm and head of the DC litigation practice. A seasoned trial lawyer, Ms. Israel has served as lead counsel in complex commercial cases in state and federal courts, and arbitration tribunals. She has extensive experience in cases involving commercial real estate, financial services, business disputes, manufacturing and distribution. Ms. Israel currently serves on the DC Bar Lawyers Assistance Committee, which supports the provision of services to individuals with substance abuse and mental health issues.

Ms. Gunston has served as Special Litigation Counsel in the Special Litigation Section of the Civil Rights Division of the United States Department of Justice since 2009, specializing in litigating civil rights cases related to institutional reform, patterns, or practices of law enforcement misconduct, and corrections.

The Commission recommended WBA member, and endorsement recipient, **Hon. Julie R. Breslow** as candidate to fill Judge Wright's vacancy.

Judge Breslow is a Magistrate Judge in the Superior Court, where she has served in the Family Court since her appointment in 2002. She presides over child neglect cases, adoptions, guardianships, juvenile delinquency matters, and domestic relations cases. Magistrate Judge Breslow presides over all neglect matters involving unaccompanied refugee minors in DC foster care.

Hon. Errol Rajesh Arthur, who received an endorsement from the WBA, was recommended as a candidate to fill Judge Nash's vacancy. Judge Arthur has been a Magistrate Judge on the Superior Court since 2010, serving in the Family Court. He has presided over numerous non-jury trials in neglect and abuse cases, as well as arraignments and detention hearings in both juvenile and adult cases.

Anyone seeking a WBA endorsement for an executive or judicial appointment can find information about the process at www.wbadc.org/endorsements. WBA requires a minimum of 30 days to consider and review endorsement requests.



Deborah Israel

Welcome New Members

The following persons joined the WBA in June & July 2016.

Xheneta Ademi	Christina Perpignano
Stacy Brustin	Nicole Queri
Maryam Casbarro	Catherine Razzano
Erin Clark	Richard Renner
Nancy Drane	Cally Richter
Laura Ferguson	Ama Romaine
Sarah Friedman	Kelsie Rutherford
Jessica Gill	Emmanuela Saint-Jean
Jennifer Glaudemans	Karen Schroeder
Cannon-Marie Green	Lora Spencer
Emiy Gunston	Vanessa Stephens
Suzanne Horton	Heather Taylor
Rachel Hunnicutt	Laura Terry
Melissa Hurtado	Kathryn Thomson
Cory Hutchens	Ariam Tsighe
Elizabeth Janicki	Adaaze Udoji
Gail Krutov	Lyzette Wallace
Priya Lamba	Katherine White
Michelle Mills	Erin Wirth
Rachel Mueller	Danielle Wright
Alexia Palacios-Peters	

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

Applegate and Keeney Join Washington Council of Lawyers Board

The Washington Council of Lawyers, DC's public interest bar has announced new Board members, including two WBA members: **Alexis Applegate** and **Jack Keeney, Jr.** The Washington Council of Lawyers works to increase pro bono service, promote public interest law, and expand access to justice.

Ms. Applegate is a Human Rights Officer with the DC Office of Human Rights, where she investigates claims of employment discrimination under various local and federal laws.

A WBA Sustaining Member, Mr. Keeney is General Counsel of the Association of Zoos & Aquariums, a member of the ABA House of Delegates, and a past President of the DC Bar. He has received many awards for pro bono work, including the Justice Potter Stewart Award from the Council for Court Excellence and the Wiley Branton Award from the Washington Lawyers' Committee for Civil Rights and Urban Affairs.



Alexia Applegate

Roberts and Dixon Elected to GWAC Board

The Greater Washington Area Chapter, Women Lawyers Division, National Bar Association (GWAC), recently announced the results of its Board elections.

Keeshea Turner Roberts, Neighborhood Legal Services Program, was elected Corresponding Secretary, and **Revetta Dixon**, McMilan & Associates, was elected to chair the Charlotte E. Ray Award selection committee.

GWAC is a network of African American women attorneys dedicated to the professional development of its members.



Jack Keeney



Revetta Dixon



Keeshea Turner Roberts

Women in the Legal Profession by the Numbers

Leaders of women's bar groups often need to make reference to the number of women law students, lawyers in private practice, judges, or other categories of women in the legal profession. There is no one source with all the reliable numbers, but the National Conference of Women's Bar Associations (NCWBA) has pulled together a variety of trusted sources in one place.

[Click here](#) for the statistics page in the resources section of the NCWBA website. There you will find the most recent update to the oft-cited reference from the ABA Commission on Women in the Profession: *A Current Glance at Women in the Law*, the National Association of Women Lawyer's Ninth Annual Survey on the Retention and Promotion of Women in Law Firms, and various other useful compilations.

Upcoming Events

Wednesday, September 14, 2016

Stars of the Bar Networking Reception

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 and committee and forum co-chairs, and join in recognizing our Stars of the Bar honorees, who exemplify our theme of "***Looking Back, and Moving Forward***."

Tuesday, September 20, 2016

(postponed from earlier date)

Not an Endorsement: Nonprofits and Campaign Activities

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

We will be exploring the different rules regarding campaign-related activities that are currently applicable to public charities, private foundations, and social welfare organizations. We will also discuss the difficulties faced in advancing legislation or administrative guidance on political activity. Following brief formal presentations, we will open things up into a moderated panel format to discuss current issues and audience questions.

Thursday, September 22, 2016

Racial Justice: Fighting Voter Suppression

Presented by Diversity Committee

We've partnered with the Washington Council of Lawyers to discuss the history of the Voting Rights Act and how to move forward after the gutting of Section 5. Panelists will provide tips on how you can impact the upcoming election.

Thursday, September 29, 2016

"Toto, I Don't Think We're in Kansas Anymore": Negotiating Cultural Difference in the Context of Business Development

Presented by International Law Forum

Katherine Toomey, Partner, Lewis Baach PLLC, will talk about how cultural differences can affect business development strategies and the potential for success, with special emphasis on her experiences with clients, co-counsel, and adversaries in the Middle East.

continued on next page

WBA 1917-2017 Centennial Celebration
WOMEN'S BAR ASSOCIATION of the District of Columbia

A Diamond Affair

Casino Night ♦ January 13, 2017

Register today www.wbadc.org

A black-tie fundraiser to support the WBA Centennial Celebration

Try your luck at the gaming tables & bid on upscale silent auction prizes:
electronics ♦ vacation getaways ♦ DC restaurant gift certificates ♦ more

Sponsorships available! Contact Elizabeth Mueller at 202-639-8880 or elizabeth@wbadc.org for more information.

Saturday, October 1, 2016

Mentoring & Mimosas

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well. Seating is limited. Everyone who attends is responsible for the full price of his or her meal and gratuity. All are welcome to attend.

Thursday, October 27, 2016

14th Annual WBA Foundation

Wine Tasting & Silent Auction

The wine tasting will featured wine, cheese, and chocolate pairings. The silent auction has a variety of items in every price range, such as sports tickets, vacation stays, tickets to local theaters, gift certificates to the hottest DC restaurants, and several gift baskets. Proceeds from the event support the WBA Foundation Founders Fellowship, which supports an area law student to work with local legal services providers on projects to benefit women and girls in our community. Sponsorships are available! Contact the WBAF office at info@wbadcfoundation.org for more information.

Sunday, November 6, 2016

WBA 5K Walk To End Lung Cancer

The WBA team is walking to raise money to fight lung cancer. Proceeds from this event will benefit LUNgevity Foundation, the leading private provider of research funding for lung cancer. LUNgevity Foundation is firmly committed to having an immediate impact on increasing quality of life and survivorship of people with lung cancer by accelerating research into early detection and more effective treatments, as well as providing community, support, and education for all those affected by the disease.

Monday, November 14, 2016

Minority Flight: Why Women of Color are Leaving Law Firms and How to Turn the Tide

Presented by Diversity Committee, Litigation Law Forum, Tax & Business Law Forum, Solo & Small Practice Forum, and Leadership Task Force

Women of color face daunting challenges in law firm environments. According to the *American Bar Journal's* cover story, "Minority Women are Disappearing from BigLaw—and Here's Why," 85 percent of minority female attorneys leave large law firms within seven years. Women of color receive lower salaries, less significant assignments,

and fewer mentoring opportunities and promotions than their white counterparts. Despite a robust pipeline of female law graduates, a disproportionately low number of women remain at BigLaw firms; even fewer advance to partner.

Our panel will discuss the issues women of color face at large law firms and other organizations. In addition, they will offer strategies for young lawyers to advance their careers, as well as best practices for firms to support, promote, and retain women attorneys of color.

Saturday, December 3, 2016

Mentoring & Mimosas

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well. Seating is limited. Everyone who attends is responsible for the full price of his or her meal and gratuity. All are welcome to attend.

Friday, December 16, 2016

Holiday Tea

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 the Honorable Patricia Millett, U.S. Court of Appeals for the District of Columbia Circuit.

Friday, January 13, 2017

A Diamond Affair: WBA Casino Night & Silent Auction

Join us for "A Diamond Affair," a black-tie casino night fundraiser to support the WBA Centennial Celebration. On May 17, 2017 the WBA will turn 100 years old and contributions to the Centennial Celebration will be used to celebrate the work of the WBA's first 100 years, and shape the future of women lawyers for the next 100 years.

Guests will try their luck at the gaming tables and bid on items in our silent auction, featuring upscale prize items to include electronics, vacation getaways, gift certificates to the hottest DC restaurants, and more. We hope you will join us on this special evening!

continued on next page

Saturday, February 4, 2017

Mentoring & Mimosas

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well. Seating is limited. Everyone who attends is responsible for the full price of his or her meal and gratuity. All are welcome to attend.

Saturday, April 1, 2017

Mentoring & Mimosas

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well. Seating is limited. Everyone who attends is responsible for the full price of his or her meal and gratuity. All are welcome to attend.

Wednesday, April 19, 2017

Lessons in Rainmaking

Presented by Communications Law Forum

A key skill for any private practice lawyer is the ability to build and retain a client base. Potential clients can be found in many different industries, locations, and stages of development. This is your opportunity to learn from experienced women lawyers about how to attract new clients and create a trusted advisor relationship with existing clients. Join us to acquire valuable insights so you can best position yourself to be hired and “make it rain.”

Saturday, June 3, 2017

Mentoring & Mimosas

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well. Seating is limited. Everyone who attends is responsible for the full price of his or her meal and gratuity. All are welcome to attend.

Tuesday, June 27, 2017

Recent Developments in Communications Technologies

Presented by Communications Law Forum

This is your chance to learn about the most recent developments in communications technology from Julius Knapp, the FCC’s primary resource for engineering expertise. Chief of the Office of Engineering and Technology, Mr. Knapp will describe what is just over the horizon in terms of new technologies, services and equipment.

Save the Date:

Thursday, February 23, 2017

WBA Foundation Grant Awards Ceremony

Wednesday, May 17, 2017

WBA/WBAF Annual Dinner




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