

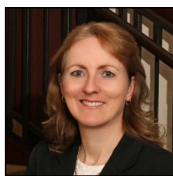


2016 Stars of the Bar winners (l-r): Dean Katherine Broderick, Dean Danielle Holley-Walker, Dean Camille A. Nelson, Dean William Michael Treanor, Charlotte Kuenen, Dean Blake D. Morant

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Nancy  
Ortmeyer  
Kuhn

## Nonprofits and Campaign Activities

By Nancy Ortmeyer Kuhn, Director, Jackson & Campbell, P.C.; Co-Chair, Tax and Business Law Forum

As we approach Election Day, the WBA Nonprofit Organizations Forum and the Tax & Business Law Forum formed a panel to discuss the different rules governing campaign-related activities currently applicable to public charities, private foundations, and social welfare organizations. The panel discussion did not go forward due to scheduling issues, so we decided it would be better to address this directly through RTB!

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3



Rebecca  
Prybell

## 100 Years of WBA Encapsulated in Original Artwork

By Rebecca Prybell, U.S. Department of Housing and Urban Development; Co-Chair, Social Media Committee

As part of the Centennial Celebration, the WBA hosted an art contest this summer with the theme of "Celebrating the Work of the WBA's First 100 Years and Shaping the Future of Women Lawyers for the Next 100 Years." Artists were encouraged to submit original artwork, which was then judged by members of the Centennial Committee.

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## Features

### Law Schools Deans are 2016 Stars of the Bar



*l-r: Sonia Murphy, WBA President; Veryl Miles, representing Dean Daniel F. Attridge; Dean Danielle Holley Walker; Dean Camille A. Nelson; Mayor Muriel Bowser; Dean Katherine Broderick; Dean Blake D. Morant; Dean William Michael Treanor; Charlotte Kuenen*

*(continued from page 1)*

Stars of the Bar, held on September 15, kicked off the WBA's program year in a big way, with almost 300 legal professionals in attendance, and remarks by DC Mayor Muriel Bowser.

In keeping with the 2016-2017 bar year theme of Looking Back, and Moving Forward, area law school deans were honored for their role in preparing the next generation of women lawyers. WBA President Sonia Murphy thanked the deans for their commitment to the profession and recognized the work they have done, and continue to do, towards achieving gender parity in the legal profession.

The 2016 Stars of the Bar are:

**Dean Daniel F. Attridge**, Catholic University of America Columbus School of Law

**Dean Katherine S. Broderick**, University of the District of Columbia David A. Clarke School of Law

**Dean Danielle Holley-Walker**, Howard University School of Law

**Dean Blake D. Morant**, George Washington University Law School

**Dean Camille Nelson**, American University Washington College of Law

**Dean William Treanor**, Georgetown University Law Center

The Mussey-Gillett Shining Star Award was presented to **Charlotte Kuenen**, CFP, Morgan Stanley for outstanding volunteer leadership.

More information about the honorees can be found in the [July/August 2016 issue of Raising the Bar](#).

During the networking reception, attendees had an opportunity to meet and talk with WBA and WBA Foundation leaders; to learn about the WBA's programs, services, and benefits; to find out how you can become more involved; and to meet with WBA Foundation members to learn about their grantees and how individual contributions can be combined with that of others for a greater impact.

Many thanks go to the women who planned this year's event: **co-chairs Elizabeth Roman-Jones, Candace Smyth, Lisa Neuder, and Michelle Kallen**.

*photos on next page*

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*continued on next page*





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*Will Mount, Judith del Cuadro-Zimmerman, and  
Christopher Pegram*



*Billie Jo Kaufman and Daniela Kraiem*



*Christel Allen Hair, Sonia Murphy, Kelly Fisher*



*Attendees had an opportunity to meet with committee and  
forum co-chairs to learn about upcoming programs.*



Check out more photos from Stars of the Bar on our [Facebook page](#).



## Nonprofits and Campaign Activities

(continued from page 1)

Nonprofit public charities and private foundations are generally classified as section 501(c)(3) organizations and are forbidden from engaging in activities that are classified as an endorsement (positive or negative) of a candidate for public office. Since gifts to these organizations are tax deductible, there is a prohibition against using those funds to influence the election of public officials. However, public charities may still engage in activities designed to get out the vote or candidate events as long as the event activities are bipartisan without favoring one candidate or party. The test applied by the Internal Revenue Service (IRS) to determine whether the activity passes muster is the “all facts and circumstances” test. Unfortunately, it is difficult to predict with certainty which facts and circumstances the IRS may find to be determinative. Public charities and private foundations must remain strictly nonpartisan and not engage in any partisan political activity. However, as Suzanne Friday, Senior Counsel and Vice President of Legal Affairs at the Council on Foundations, stated: “It is important for nonprofit organizations to continue to support civic engagement activities and to promote nonpartisan voter registration. These activities are vital for a thriving democracy.”

Social welfare organizations, on the other hand, are increasingly seen as the vehicle for nonprofit political activity. These organizations, sometimes called 501(c)(4) organizations due to the Internal Revenue Code section that establishes their existence, were thrust into prominence when the Supreme Court issued its decision in *Citizens United v. FEC*, 558 U.S. 310 (2010). Since donations to a 501(c)(4) organization are not tax deductible, their funds may be used for lobbying and limited political activities.

As long as the political activity does not predominate (frequently interpreted as less than 50% of activities), 501(c)(4) organizations are allowed to engage in political activity, including activities to elect or defeat candidates for public office. Again, the IRS uses an “all facts and circumstances” test to determine whether organizations are compliant.

Emily Peterson-Cassin, Project Coordinator for the Bright Lines Project at Public Citizen, has been coordinating lobbying efforts to reform these guidelines, so that the “all facts and circumstances” test is replaced with a “bright line” test, determining whether the political activities are within the constraints of the law, in particular with regard to 501(c)(4) organizations. Under *Citizens United*, current law is that donors may make monetary contributions of any size to a 501(c)(4) social welfare organization. Since the Internal Revenue Code does not require the disclosure of the identity of donors, these donors may remain anonymous in their support of candidates (unlike the contributors to Political Action Committees). Thus, political activities of 501(c)(4) organizations have skyrocketed, and the ability of the IRS to monitor these organizations has come under fire. This so-called “dark money” has greatly influenced past elections and is similarly impacting the current election cycle.

Accordingly, as we approach the November elections, it is important to realize the essential role of nonprofit organizations in our democracy. It is also important to understand the limits placed on nonprofits with regard to partisan political activity, along with the uncertainty of current law and the IRS’ uneven enforcement of the facts and circumstances tests. These tests, arguably, are too vague to be accurately and objectively applied

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by the IRS, and so implementation of “bright lines” (or at least brighter lines) is imperative.

*For additional information, please visit the Council on Foundations at [www.cof.org](http://www.cof.org) and Public Citizen at [www.citizen.org](http://www.citizen.org). Nancy Kuhn is Chair of the Tax Group, Jackson & Campbell, P.C. She can be reached at [nkuhn@jackscamp.com](mailto:nkuhn@jackscamp.com).*

# 100 Years of WBA Encapsulated in Original Artwork



*Laurie Horvitz with a replication of her artwork at Stars of the Bar*

*(continued from page 1)*

Long-time WBA member **Laurie Horvitz** was selected as the winner of the contest for her submission of a painting featuring women from many generations walking up courthouse steps around a statue of Lady Justice. Prints of her painting are being sold at WBA events throughout the Centennial year. We spoke with Laurie to find out a bit more about her and her winning artwork.

Laurie has been painting since she was a child and continues to be an amateur artist. Although her artwork generally focuses on landscapes, she said the WBA contest presented a new artistic challenge for her that she really enjoyed.

"I was very excited to win the competition because the contest allowed me to combine my support for the WBA with my passion for painting," Laurie said. "The WBA's mission has great personal significance to me. I am a longstanding member of the WBA, a practicing attorney, the granddaughter of a woman who participated in the suffrage movement, and the mother of two lawyers (a daughter and a son)."

Laurie's favorite WBA event is the Foundation's annual Wine Tasting and

Silent Auction, where she has won many auction items.

When she is not painting, Laurie is a solo practitioner at the Law Office of Laurie B. Horvitz, LLC where she practices in the area of civil litigation, business advice, and real estate and zoning disputes. Laurie is a native Washingtonian and attended Duke University and Stanford Law School. She has previously worked at a major Washington, DC law firm and for the federal government.

The winning artwork was created with acrylic paints and black pen. "I will paint most of the image without using pen," Laurie explained. "Then, after I've done about 80 percent of the painting, I apply the pen to outline certain shapes." Laurie spent between 20 and 25 hours on the WBA painting, although she admits the bulk of her work was done in the first 10 hours. "I keep playing with it after it is mostly complete," Laurie said. "In this case, I was changing the women's clothing."

The scene in Laurie's painting is entirely of her own creation. "I wanted to portray women of many different generations in front of a courthouse," Laurie said. "As the women climb closer to the courthouse entrance, they

are dressed in more contemporary clothing. I was trying to convey the idea that the accomplishments of our current generation of women are built upon the significant contributions of our mothers and grandmothers."

The women in the painting are intended to convey different generations as well as diversity. The women in the bottom portion of the painting are intentionally dressed in old fashioned attire, while the women towards the top of the stairs are in more modern clothes. "It was a very conscious choice that the more contemporary women, dressed in pant suits, have succeeded in entering the courthouse steps," Laurie said. "The point is that these women are every woman. They are all the women who have contributed from all generations."

Laurie's favorite part of the piece is Lady Justice. "Lady Justice is prominently portrayed in the painting as she oversees the struggles of women to advance the causes of justice and equality," said Laurie. "I replaced the typical sword of Lady Justice with a book, to convey the great power of education."

"I hope that the painting celebrates the last one hundred years of the WBA, while inspiring current members to continue the important legacy that we have inherited," Laurie said.

The artwork contest is part of a larger effort to preserve the WBA's rich history during the Centennial year and includes the preservation of 100 years of invaluable archival history chronicling the women's movement for equality, the stories of past leaders and long-time members, and reaching out to new generations of women leaders as the keepers of a priceless flame.

WBA Centennial items, including prints of Laurie's artwork, mugs, ornaments, and t-shirts are available for sale at WBA events and online. Visit [www.wbadc.org/store](http://www.wbadc.org/store) for information and pricing.

# 100 Steps for Our Centennial: Selected Best Practices to Enhance the Success of Women in the Legal Profession in the next Century

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.

A number of excellent studies and articles offer guidance on concrete steps we can take to enhance equality, advancement, and social justice. Our goal for this set of WBA feature articles is to find 100 or more specific steps or recommendations that can lead to greater equality and enhance the achievement of WBA's goals. In our last Raising the Bar ([July-August 2016 issue](#)) article, we focused on recommendations from an excellent report entitled, "[Run Like a Girl](#)...for Office: How Higher Education Can Advance Gender Equity in Politics," by Nancy Thomas and Kei Kawashima-Ginsberg. This report examined stereotypes women face in education and described issues they encounter when they enter political careers. Their article explored what the education sector can do to help, and offered 11 specific recommendations to aid gender equality in the next generation of political leaders.

This second article offers additional concrete steps, drawn from a highly useful study entitled, "[First Chairs at Trial: More Women Need Seats at the Table](#)," by Stephanie A. Scharf and Roberta D. Liebenberg. This much-discussed study looked at a random sample of cases filed in 2013 in the U.S. District Court for the Northern District of Illinois, and found that women were significantly underrepresented in lead roles at trial. The authors convincingly argue that when women are hampered from obtaining lead roles, not only are their careers harmed, but so too is the legal profession, since less diverse thinking results, and less creative energy is offered on client issues.

From the "best practices" included in this study, we have extracted and numbered 20 of their recommended concrete steps to help women, and the profession, advance in this area. These recommendations are included in narrative form in the study starting at page 15, at the link above.

## For Law Schools

1. Women law students should be encouraged to become trial lawyers and receive training and mentoring by trial attorneys to perfect their skills in moot court, legal aid clinics, and trial competitions.

Scharf, Stephanie A., and Liebenberg, Roberta D. (2015), *First Chairs at Trial: More Women Need Seats at the Table*. ISBN: 978-1-63425-112-9 *American Bar Foundation Commission on Women in the Profession*, page 15. [www.aacu.org/diversitydemocracy/2015/spring/thomas](http://www.aacu.org/diversitydemocracy/2015/spring/thomas)

2. Teaching tools should be specifically designed to help women law students navigate the implicit biases they may face in the courtroom. Ibid., 15.

3. Also, in light of the results of our study, law schools should advise women law students who want to become trial lawyers that, at the current time, government litigation positions will enhance their opportunity to play a lead role and gain first-chair experience. Ibid., 15.

## For Law Firms

4. Law firms should focus on specific training for women litigators, recognizing that traditional means of obtaining trial experience may no longer suffice. Ibid., 15.
5. Since certain large law firms or clients prefer that important depositions be taken only by partners or senior associates, and first-chair trial lawyers are overwhelmingly men, firms must be even more resourceful to ensure that all of their litigators, and particularly their women litigators, are getting the experience that will allow them to be successful and confident in the courtroom. Ibid., 15-16.
6. Law firms should also encourage women lawyers to take pro bono cases or secondments in district attorney or public defender offices so that they will have the opportunity to get into court and hone their trial skills. Depositions of less important witnesses and custodians of records can also provide needed experience. Ibid., 16.
7. Similarly, oral argument experience can be obtained in discovery disputes and less central motions in state and federal matters. Ibid., 16.
8. In addition, women lawyers should be strongly encouraged to participate in trial training and advocacy programs, those conducted both in-house or by outside organizations, such as the National Institute of Trial Advocacy (NITA) and bar association groups. Ibid., 16.
9. It is also important that law firms use metrics to track the professional development of their associates, so they receive the appropriate amount and level of trial experience, and take action to remedy any deficiencies. Ibid., 16.
10. Also mentioned is the ABA Commission on Women's Grit Project Toolkit, an additional training tool. See p. 16. See also: [www.americanbar.org/groups/women/initiatives/awards/grit/toolkit.html](http://www.americanbar.org/groups/women/initiatives/awards/grit/toolkit.html)

## For Clients

11. First, clients can be proactive in retaining women litigators to be their lead trial lawyer in their cases. Ibid., 16.
12. Clients can also keep track of the names of women attorneys in trial court opinions issued in the subject areas of importance to the client. This data can then serve

*continued on next page*



as the basis for compiling names of experienced, successful women litigators, thus expanding the pool of “go-to” lawyers used by the company. *Ibid.*, 16.

13. Likewise, general counsel or senior in-house counsel can recommend women litigators they have retained to other in-house colleagues. In addition, companies can provide women litigators with specific training concerning the particular subject areas in which the company has most of its litigation. *Ibid.*, 16. The use of metrics is also mentioned as a helpful tool to track any increases in women trial lawyers. See page 16.

### For Judges

14. In addition, a number of judges have sought to incentivize law firms to provide greater opportunities for courtroom experience to their women and minority associates. *Ibid.*, 16.
15. For example, certain judges around the country have made it a practice of allowing argument on motions that would otherwise not be heard, as long as the advocate will be the associate working on the case, rather than the partner. *Ibid.*, 16.

### For Individual Women Lawyers

16. Women lawyers can and should affirmatively reach out to seek assignment to cases where they will get to play an active role in the litigation and obtain trial experience. It is a given, of course, to learn the substantive law involved in the case and master the rules of evidence and the rules of civil procedure. *Ibid.*, 16.
17. It is also important to be aware of gender dynamics in the courtroom and take steps to deal with or overcome them. Body language is critical, including maintaining an outward appearance of calm, even in moments of stress and pressure. *Ibid.*, 17.
18. Women need to ‘own’ the courtroom with their presence and also with their voices. Soft voices of either gender can be distracting or

ineffective at trial, but some women naturally have softer voices. Thus, they will need to adjust their volume so as to take full command of the courtroom. *Ibid.*, 17.

19. Women should seek opportunities to be courtroom ready by taking trial advocacy classes and taking on pro bono matters where they are in the lead. Small cases are good for learning all of the key aspects of litigation and can give women the courtroom confidence that is so much a part of being an effective advocate. *Ibid.*, 17.
20. We advise women never to turn down the opportunity to be part of a trial team. There are so many upsides to saying ‘yes’ and enough downsides to saying ‘no’ that, to our minds, the only right answer is ‘yes.’ *Ibid.*, 17.

Scharf, Stephanie A., and Liebenberg, Roberta D. (2015), *First Chairs at Trial: More Women Need Seats at the Table*. ISBN: 978-1-63425-112-9 *American Bar Foundation Commission on Women in the Profession*, pages 15-17. [www.aacu.org/diversitydemocracy/2015/spring/thomas](http://www.aacu.org/diversitydemocracy/2015/spring/thomas)

From the Conclusion: “...We want to spur a dialogue that will result in concrete and effective actions to increase the numbers of women lead trial counsel. These recommended best practices will help women litigators develop their skills and obtain the same opportunities for leadership roles and success in the courtroom as their male colleagues...” *Ibid.*, 17.

Adding these 20 recommended best practices to the 11 from our first RTB “First Steps” article, we now have discussed 31 “Next Steps” we all can think about implementing in our careers and lives.

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 [CVPages10100@gmail.com](mailto:CVPages10100@gmail.com). Thank you for working together, as we look forward to our next century!

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# Women Leaders Move Climate Talks Forward as Ratification of Paris Climate Agreement Nears



*Cathy Pagano*

*By Cathy Pagano, WBA Board Member*

As WBA's Centennial nears, it is inspirational to watch the notable achievements of many women working to make a positive change in the next century, including those working to improve resilience against climate change.

In May 2016, Patricia Espinosa Cantellano of Mexico, who did postgraduate studies in International Law, was [appointed as the top climate official at the United Nations \(UN\)](#). [As the Executive Secretary of the UN Framework Convention on Climate Change \(UNFCCC\)](#), Ms. Espinosa will play a crucial role in advancing climate talks. Before taking this position, Ms. Espinosa was Ambassador of Mexico to Germany (from 2001 to 2002 and from 2012 to 2016). She was also Minister of Foreign Affairs of Mexico from 2006 to 2012. Taken together, her impressive credentials include over 30 years of experience in international relations, specialized in climate change, sustainable development, and many other related areas.

Her appointment comes at a pivotal time for the [Paris Agreement](#). As of September 30, 2016, 62 parties

representing 51.89% of global emissions, have signed on. For the treaty to become effective, at least 55 Parties covering [at least 55% of global greenhouse gas emissions](#) must join. Many hope that the necessary number will ratify the agreement before the November 2016 climate talks begin in Marrakech, Morocco. This will make Ms. Espinosa's leadership crucial for the pact's implementation.

When the climate agreement comes into force, those governments then must take action to limit global temperature rise to well below 2 degrees Celsius (C) and build climate resilience. In addition, after the agreement enters into force, the task of concluding negotiations to develop implementation rules moves forward. Adequately financing this effort is of great importance. Concerned governments and stakeholders will continue to work towards a goal of mobilizing [\\$100 billion](#) (in U.S. dollars) to developing economies by 2020. These and other key tasks will develop under Ms. Espinosa's watch.

Ms. Espinosa succeeded another top climate leader, [Christiana Figueres of Costa Rica](#), who was Executive Secretary of the UNFCCC from 2010 until 2016. Ms. Figueres played a vital role in the successful 2015 Paris Agreement. Since the 2009 Copenhagen climate meeting did not achieve a legally binding document, Ms. Figueres [worked to unite people](#) around an achievable agreement for the 2015 Paris meeting. A key to the success in Paris was working from an understanding of national interests to build the agreement.

In addition to Ms. Espinosa and Ms. Figueres, two "[high level climate champions](#)" are working on a climate action plan. Ms. Laurence Tubiana, French Ambassador for Climate Change, and Ms. Hakima El Haite, Minister Delegate to the

Minister of Energy, Mines, Water and Environment of Morocco, in charge of the Environment, took on the task of drafting a [road map for global climate action](#). The goal of this agenda is to encourage cooperation between governments and non-state actors and to assist in the early and effective implementation of the Paris Agreement. Ms. Tubiana and Ms. El Haite also produced a synthesis report reflecting 62 diverse submissions sent in response to the champions' invitation. While diverse in nature, the submissions reflected a consensus in two areas. They reflected broad support for the champions' roadmap on Global Climate Action, as well as support for these champions themselves.

As the November [2016 Marrakech climate talks](#) approach, and afterwards, these remarkable women will be in the vanguard of the leaders working to improve the global climate.

## For further information:

[unfccc.int/2860.php](http://unfccc.int/2860.php)

[newsroom.unfccc.int/unfccc-newsroom/ban-ki-moon-appoints-patricia-espinosa-to-head-unfccc/](http://newsroom.unfccc.int/unfccc-newsroom/ban-ki-moon-appoints-patricia-espinosa-to-head-unfccc/)

[newsroom.unfccc.int/climate-action/synthesis-report-submissions-on-the-roadmap-for-global-climate-action/](http://newsroom.unfccc.int/climate-action/synthesis-report-submissions-on-the-roadmap-for-global-climate-action/)

[www.cop22.ma/en/editorial-patricia-espinosa-and-salaheddinmezouar](http://www.cop22.ma/en/editorial-patricia-espinosa-and-salaheddinmezouar)

[newsroom.unfccc.int/paris-agreement/patricia-espinosas-statement-paris-agreement-sails-past-another-milestone-en-route-to-early-entry-into-force/](http://newsroom.unfccc.int/paris-agreement/patricia-espinosas-statement-paris-agreement-sails-past-another-milestone-en-route-to-early-entry-into-force/)

[newsroom.unfccc.int/unfccc-newsroom/finale-cop21/](http://newsroom.unfccc.int/unfccc-newsroom/finale-cop21/)

## Is Work-Life Balance a Hopeless Goal in the Legal Profession?



*Susan Smith Blakely*

*By Susan Smith Blakely, Corporate Counsel*

An essay in *The Atlantic* by Anne-Marie Slaughter in the summer of 2012 raised many perplexing issues about the roles of women in America. It challenged some of the established concepts that came out of the Women's Liberation Movement of the 1960s and '70s and made it clear that nothing is clear about the roles of women today.

Ironically, at about the same time that Slaughter was telling women they cannot have all they might want in both their personal and professional lives, Sheryl Sandberg of Facebook and Marissa Mayer of Yahoo were telling women that they should aspire to the corner offices and positions of leadership, almost without exception.

Not much has changed in the ensuing years. Women are still conflicted about their career paths and feel that they cannot have it all, and they struggle harder than ever to overcome the gender and work-life challenges. This is particularly true of women lawyers, some of whom leave law practice altogether, and many of whom leave private practice for what they hope will be more flexible and satisfying positions as in-house counsel and in other alternative practices.

It is no secret that many women prefer in-house practice to law firms, and for some very good reasons. The hours are often more manageable, and value is not measured principally by time billed to clients. There can be more opportunities for flexibility and the proportional number of women in senior positions in-house is encouraging. For these reasons alone, women in-house see their choices as progress, and they are.

However, many of the women who choose in-house practice do it as a default choice after law firm practice proves unsatisfactory in meeting their needs and career goals. It is that cause and effect that continues to plague the profession. Women should be choosing in-house practice and other alternative practices to satisfy their interests and to match their talent and skills, and not because the job is less disruptive to their lives than the alternative. For women who must make that kind of comparative choice, the profession fails them.

"Having it all," and the implications of trying to have at least the most that is possible is a big problem for women lawyers throughout the profession, and can lead to disappointment and frustration. However, these issues are part of a larger picture. A broader focus is essential to get to the bottom of this debate. The challenges for women lawyers are integrally related to, and symptomatic of, the greater concern about how we approach the business of law in America.

The challenge before us has less to do with gender than with culture and what has become a workaholic profession within a Workaholic America. To the degree that the challenge is gender-related, efforts toward real progress in turning the law profession into something more work-life friendly, reasonable and satisfying for today's lawyers—and those of the future—will depend on the presence of male lawyers in the conversation. The law firm culture all started with them, and it will have to change with their efforts as well.

I have listened for years to women lawyers and spokeswomen for women's law organizations refuse to invite men into the conversations about the challenges for women lawyers. Those women have postured stridently and repeatedly that women lawyers will overcome these challenges on their own, and that they do not need the help of men. I do not believe this.

*continued on next page*

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It is the male lawyers whose work-driven lifestyles have become the templates for the stereotypes which define success in our profession, and set the standards for women to achieve success, particularly in law firms. Those same men continue to control the law firms. The reality of this situation seems simple to me. You cannot speak truth to power without having power in the room.

And it's not enough to just have them in the room. We have to get them to listen as well. That is the subject of my new book, "Best Friends at the Bar: Top-Down Leadership for Women Lawyers" (Wolters Kluwer Law & Business/Aspen Publishers 2015). In that book, I take a deep dive into the roles of male lawyers as leaders of women lawyers, and the kinds of effective leadership it will take to appropriately respond to the work-life and gender challenges for the benefit of the women lawyers, the benefit of the law firms and the benefit of the law profession. It is a candid and sometimes painful exploration, albeit a necessary one.

The motivation for law firm leadership (read that as "male lawyers") to listen and take the issues seriously will not derive from the good and equitable thing to do. Not at all. It will be based on good business practices—because law firms are, first and foremost, businesses. The compelling arguments for law firm leadership to become part of the solution and not part of the problem are economic. Those arguments are based on the high costs of losing and replacing talent, ever-increasing client demands for diversity among outside counsel and the effectiveness of succession plans, which depend on strong mid-level talent bases.

The big unknown is whether leadership will not only listen but also follow through with increased opportunities for flexible schedules, part-time practices and

telecommuting options that include respect and paths of upward mobility. One is not effective without the other.

An interesting turn in this evolution is that the male lawyers of Generation Y are setting the stage for the discussions. This is encouraging, and we need to listen to them. They are beginning to vocalize their objections to the status quo.

Men long have understood that they cannot have it all either—not the way "all" has come to be defined. And they have been effectively silent on the subject because of the negative perceptions and workplace repercussions to raising these issues. Perhaps they have recognized all along that we never will have it all when work *takes* it all.

And now they are beginning to talk about it—at least with each other. However, it is not enough to have male lawyers complaining about not having it all just down the hall from where the women lawyers have gathered to air similar grievances. Men and women in the legal profession need to put aside their workplace differences, resentments, and competitions and join together in the conversation.

We all should want the same thing. If we get the underlying problems straightened out, the challenges for women and for men in our profession will become less complex, and the issues that seemed so raw in the Anne-Marie Slaughter piece will become easier to address. To do that, we need to look around us and see the price that lawyers are paying for the workaholic lifestyles we have chosen and promoted in the profession, and the resulting stress and deprivation of fundamental human needs.

We also need to keep in mind, male and female lawyers alike, that we address these issues for the future generations of Americans—for our children and for our grandchildren.

Not long after Slaughter's essay was published, NPR featured a response by a panel of psychologists. One of those experts posited that parental stress is so rampant in America that it is manifesting itself in the way children report their needs and desires. He cited a study demonstrating that children want less stressful parents more than they want extra time with their parents. Although he was not talking specifically about the children of lawyers, he may as well have been.

That was an amazing revelation to me, and a new twist on the quality time/quantity time debate related to parenting. It confirmed the emphasis on "Personal Definitions of Success" that is a keystone in my writing and speaking about the low retention and advancement rates for women lawyers. It also put a face—or young and hopeful faces, in this case—on the ugly truth about our profession, and teed it up for solution.

The truth is that we don't do the profession of law very well in America. We ignore the lifestyles and well-being of practitioners. The law firm culture encourages workaholic behaviors that lead to stress-related illnesses and dependencies, as confirmed by research demonstrating that lawyers suffer from alcoholism and illegal drug use at rates far higher than non-lawyers. Divorce rates among lawyers, especially women, also appear to be higher than divorce rates among other professionals. Although lawyers represent some of the best-paid professionals, they are disproportionately unhappy and unhealthy. ("Why Are Lawyers So Unhappy," [www.businessinsider.com](http://www.businessinsider.com), December 5, 2011.) The result is a profession full of burnouts and resentment.

In an August 11, 2010 article on work-life balance in the ABA Journal online titled "Why Lawyers Should

*continued on next page*

Work No More than 40 Hours a Week,” Debra Cassens Weiss addressed these issues straight on. Her findings supported a need for a change in culture to benefit the professionals and the profession.

According to Cassens Weiss, lawyers can be more productive and creative if they put down their Blackberries and iPhones and concentrate on their personal lives at least part of the time. She cites expert findings that multitasking causes distraction, and that Blackberry/iPhone addicts lose focus and concentration.

Cassens Weiss gives us a lot to think about. To date, however, articles like hers and the underlying studies have not resulted in significant positive change in our profession. The alarmingly low retention and advancement rates for women lawyers are directly related to the traditional culture and practices of law firms, and those statistics have not changed in a decade. This is serious, and we need to do something about it. Finally.

We need to abandon our myriad excuses for why we cannot change this destructive pattern and practice. If we are going to improve the retention and advancement figures for women lawyers, we need to address the underlying problems affecting all lawyers, and hope that the process benefits them all. We need to start with a fundamental analysis of “happiness” and healthy living in both our professional and personal lives, and combine it with workplace practices and policies that we support and dignify.

The future of our profession depends on it. Generation Y already has made it clear that the flawed work ethic of the prior generation is not acceptable to them. If these young people consistently refuse to go into professions like law because they are afraid of the traditional lifestyle, and the requisite choices that will negatively impact the balance of their lives, we all will lose.

Law firm leaders are capable of the creativity and vision to make a brighter future for the next generation of practitioners. Male leadership has a critical role in achieving this result, and it is time that the men as well as the women step up to their professional responsibilities and join the conversation.

The only thing standing between the current workaholic culture of law firms and this brighter future for lawyers is greed. It was the greed of Wall Street that brought on the Great Recession in 2008, and that experience should serve as a harbinger to law firm leadership. Greed and pursuit of high profits at the expense of the well-being of lawyers and their families will lead to no good.

Surely, we can do better than that.

*Susan Smith Blakely is a lawyer and an award-winning author of books for young women lawyers and law firm leaders. Her career of over 25 years included both law firm practice and public service, and she retired as a law firm partner in 2006 to found LegalPerspectives LLC and the Best Friends at the Bar. She is married to a fellow litigator, and they have two children, both of whom are lawyers. Her first book, “Best Friends at the Bar: What Women Need to Know about a Career in the Law,” was published by Wolters Kluwer/Aspen Publishers in 2009. Her second book, “Best Friends at the Bar: The New Balance for Today’s Woman Lawyer,” was released in 2012 and the most recent, “Best Friends at the Bar: Top-Down Leadership for Women Lawyers,” was published last year. More information can be found at [www.bestfriendsatthebar.com](http://www.bestfriendsatthebar.com).*

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## Welcome New Members

*The following persons joined the WBA in August & September 2016.*

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**Alicia Burns-Wright**

**Pooja Chaudhuri**

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**Stephanie Daigle**

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



# This Native American Women's Equal Pay Day, We Need to Close the Gap

By Cassie McMaster, Intern, 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 September 15, 2016. For further information about the issues discussed here, and other legal issues affecting women, visit [www.nwlc.org](http://www.nwlc.org).

Today [September 15, 2016] we observe Native American Women's Equal Pay Day, marking the symbolic day this year to which Native American women have to work to catch up to the earnings of their white, non-Hispanic male counterparts **last year**. The wage gap is bad for all women, but it is even worse when we look specifically at Native American women and other women of color. Women in the United States who work full time, year round are typically paid only 80 cents for every dollar paid to their male counterparts, yet Native American women are paid only 58 cents for every dollar paid to their white male counterparts. The wage gap that Native American women face doesn't just impact them; it also has damaging implications for their families. Research has found that two out of three Native American women are mothers and the primary breadwinners for their families, meaning that the wage gap these women experience has serious consequences for children and families across the country.

Thirteen states have wage gaps for Native American women that amount to over one million dollars in losses over a 40-year career. That is an unbelievably large number. But the five below have the largest gap - and do

the most damage over a lifetime to a Native American woman's earnings.

## States With the Worst Lifetime Wage Gap for Native Women

### #5: Virginia

Native American women working in Virginia are typically paid \$27,683 less than their white, non-Hispanic male counterparts, creating a lifetime wage loss of \$1,107,320 over the course of their career.

### #4: Texas

The gap in Texas between Native American women's yearly income and their white, non-Hispanic male counterparts is nearly as large as the state - \$28,627 - adding up to a lifetime income loss of \$1,145,080 for Native American women.

### #3: New Jersey

Native American women in New Jersey typically make \$43,029 a year compared to the \$73,551 that their white, non-Hispanic, male counterparts make. The \$30,522 difference between the two amounts to \$1,220,880 in lifetime losses for Native American women over their careers.

### #2: Delaware

In Delaware, a white, non-Hispanic man's annual income for the year is \$54,784 while a Native American woman's annual income is only \$22,159, a difference of \$32,589 that amounts to a lifetime loss of \$1,303,560 for Native women in the state.

### #1: California

In California, the typical gap between Native American women and white, non-Hispanic men's annual wages is \$34,833 dollars, adding up to a whopping \$1,395,320 in lifetime losses due to the wage gap.

These numbers are staggering and demonstrate the devastating effect the wage gap has on Native American women and their families. The worst overall gender wage gap in the nation is in Louisiana, where women overall working full time, year-round only make 65.3 cents for every dollar men make. In 37 states, including Louisiana, the wage gap for Native American women is *even wider*. So while the wage gap negatively impacts all women, today we acknowledge that Native American women in this country face an especially challenging road to equal pay and economic security.

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\*Acritas Global Elite Law Firm Brand Index 2013-2015.

## President's Column

By Sonia W. Murphy, WBA President

Here we are, full fledged into the fall season. The summer slump is over, schools are back in session and work is busy and demanding for many of us. Community activism is at an all-time high, with many volunteering to work with the various political campaigns or participating in protests and rallies on the weekends. If your schedule is anything like mine, sleep is fleeting and completing your to-do list is a daily, yet rewarding, struggle. We jump from task to task, project to project, and activity to activity – knowing that our clients, family, and others are depending on us. But, what about YOU? What are you doing this fall to fortify and love on yourself?

About a year ago, I embarked on a “self-love” journey. I somehow realized that my life was all about satisfying others, and I wasn’t prioritizing myself or the things I wanted. I decided to make a change, to spend some significant time figuring out what I wanted, and then to make it happen. It’s been an invigorating journey, and I’ve learned so much about myself in the process. I now make time for myself, whether it’s a spa appointment, a quick get-a-way with friends, or a favorite meal, I fully embrace self-love and doing what I want, without guilt.

As noted in the article *Is Work-Life Balance a Hopeless Goal in the Legal Profession?* ([Page 10](#)):

The truth is that we don’t do the profession of law very well in America. We ignore the lifestyles and well-being of practitioners... Although lawyers represent some of the best-paid professionals, they are disproportionately unhappy and unhealthy. (“*Why Are Lawyers So Unhappy?*” [www.businessinsider.com](http://www.businessinsider.com), December 5, 2011.)

I encourage you to give some serious thought to whether you are exhibiting self-love, make a plan and then to execute! As they say on the airplane, put on your mask first, and then help others. Check your mask, and if you aren’t doing at least one thing that makes you incredibly happy, please make an adjustment.



Sonia W. Murphy

In the interest of full disclosure, here are a few of the things that I am doing this fall that make me happy:

- once a month family dinners with my parents, who I don’t see as often as I like, but whose company I truly enjoy;
- getting a long overdue massage;
- listening to encouraging and hilariously funny audio books on my commute to and from work;
- using Peapod (I hate the grocery store); and
- extending my daughters’ out of town cheer competitions into small family vacations by going a day early and staying a day late.

We have a full fall schedule of fabulous WBA events. I hope to see you at an upcoming event or program, and when I do, if you’ve read this issue of RTB, ***please come and share with me what you are doing to love on yourself.*** I can’t wait to hear your love stories!

All my best,

Sonia

***The Women’s Bar Association  
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and beyond!***

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## ABA Launches Free Virtual Legal Advice Clinic

Recognizing the need for free online legal help for low-income individuals — and the successful track record of a model first launched in Tennessee and then adapted in Virginia — the American Bar Association debuted [ABAFreeLegalAnswers.org](http://ABAFreeLegalAnswers.org). Pro bono lawyers in eight states (and eventually nationwide, the ABA hopes) will answer civil legal questions for those who are found to be income-eligible. Visit [www.abajournal.com/news/article/aba\\_launches\\_free\\_virtual\\_legal\\_advice\\_clinic](http://www.abajournal.com/news/article/aba_launches_free_virtual_legal_advice_clinic) to learn more, including which law firms and corporations are on the clinic's long list of supporters.

## Lawyers Bill Only 28 Percent of Available Work Hours (?!?!)

If you follow legal news on social media, you probably know that Clio — a provider of law practice management software — held its fourth annual Cloud Conference in September. Among the many facts and figures shared by CEO Jack Newton, one in particular seemed to make a lot of attendees' jaws hit the floor: that among Clio's 150,000 daily active users, lawyers only bill for about 28 percent of the hours they're at work (closer to 22 percent for solos). Where do all the missing hours go, and can better use of data help bring them back? Read this ABA Journal article to learn more: [www.abajournal.com/news/article/lawyers\\_are\\_only\\_billing\\_a\\_fraction\\_of\\_their\\_time\\_how\\_can\\_they\\_be\\_more\\_effi/](http://www.abajournal.com/news/article/lawyers_are_only_billing_a_fraction_of_their_time_how_can_they_be_more_effi/)



# 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
- n Access to monthly Business Hour programs, held via teleconference, free and members only!
- n Access to the online Job Bank, which lists career opportunities within private firms, corporations, the government, and non-profits
- n Access to the *Raising the Bar* newsletter archive
- n Participation in our mentoring program
- n Listing in and access to the online Member Directory
- n Access to numerous leadership and networking opportunities

Visit [www.wbadc.org](http://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 News



### WBA Foundation President's Letter

By Monica G. Parham, WBAF President

Greetings as we enter the fall season — one of the busiest seasons of the year for the Women's Bar Association Foundation, and one during which we hope to see or hear from many of you.

Our fall season started with a bang. In September, WBA Past President and past Foundation Board member **Paulette Chapman** hosted her annual Chefs Dine In event, opening her home to the WBA and WBAF leadership. After an evening of delicious food prepared by our very own local celebrity chefs, a number of guests made generous voluntary contributions to the Foundation. There are so many unique ways to contribute — we'd love to hear your ideas!



Monica G. Parham

Final call: Please join us on October 27 for our **14<sup>th</sup> Annual Wine Tasting and Silent Auction**. The Wine Tasting is one of our signature events and key fundraisers for the year. Our theme this year is "A Pacific Northwest Palette." Wines of Oregon and Washington State will be featured and accompanied by cheese and chocolate pairings, with other delectable treats and non-alcoholic beverages as well. Proceeds will benefit our Founders Fellowship, which funds an area law student's work with a local legal services provider on projects benefitting underserved women and girls in our community, and which this year will be awarded to a student from Georgetown University School of Law. Please register today at [www.wbadcfoundation.org](http://www.wbadcfoundation.org) — it's not too late to join us for an evening of fun for a cause!

You can learn more about the work of our Founders Fellows on our website. Read about the experience of our most recent Founders Fellow, Jessica Guinyard of the University of the District of Columbia

David A. Clarke School of Law, on page 18 of these newsletter.

On **November 16**, the Foundation is partnering with the WBA's Young Lawyers' Committee for a happy hour featuring the Foundation's 2016 grantee organizations. This is a great chance to personally meet team members at our grantees who are on the front lines of public service in the greater DC community, and to learn about opportunities to partner with these fantastic organizations that do so much for those in need.

As we move through fall and into the holiday season, and as you begin to plan your year-end giving, please remember the women and girls in our community who are struggling with issues ranging from homelessness to domestic abuse and human trafficking, and who so desperately need access to the legal system. [Please donate](#) and help give local women and girls, through the efforts of dedicated community organizations, a platform and a voice for moving forward.

**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.

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## A Wonderful Night Out: Chefs Dine In

By Cathy Pagano, WBA Board Member

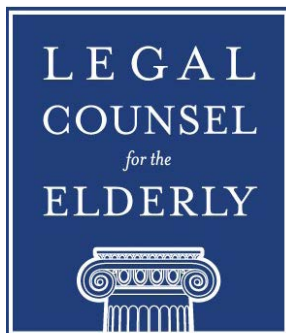
On Saturday, September 10, a host of happy guests were treated to a fabulous feast at the 7th Annual WBAF-WBA Chefs Dine In, a benefit for the WBA Foundation. With a fun theme of "Men in Ties Serving Thai Cuisine," the event enchanted every guest with a succulent extravaganza of elegant Thai food cooked by the spouses and friends of WBAF and WBA leaders.

In addition to wonderful camaraderie and an evening benefiting such a great cause, WBAF/WBA friends were treated to mouthwatering exotic food. The fare included appetizers of moo yang pork on a stick; curry puff veggies; and shrimp garden rolls. Tasty entrees included spicy coconut milk and chicken soup; Thai chicken with peanut sauce, Thai basil beef; Thai pork ribs; curry calabrese; Thai green curry chicken; coconut red curry with vegetables and tofu, and papaya salad. The dessert was a delightful Thai mango pudding with strawberries.

Many thanks to our gracious hostess **Paulette Chapman**, and to our talented chefs: **Taylor Beaumont; Rob Bertin; Lawrence Lipscomb; Darrell Mottley; Alexander Ratner; Mingo Roberts; Jeff Swedberg**, and **Chris Zampogna**.

The event raised almost \$4,000 in support of the Foundation's programs. The Foundation is grateful for everyone's support!

## Legal Counsel for the Elderly



WBA Foundation grantee Legal Counsel for the Elderly (LCE) recently received national media coverage for their efforts to help an 80-year-old homeless woman.

Wanda Witter was due almost \$100,000 in Social Security benefits and had the paperwork to prove it. Within three months of coming to LCE, attorney, Daniela de la Piedra demonstrated what the government owed Ms. Witter.

The story first appeared on the front page of the print edition of The Washington Post and was followed up the next day by another article, which ran on page one of the Metro section (Post coverage can be seen here: [wpo.st/l4Qv1](http://wpo.st/l4Qv1)).

The story was covered by two local TV stations: WUSA9 (<http://on.wusa9.com/2bNqYWZ>) and ABC7 – WJLA (<http://bit.ly/2bhSQFJ>). From there, the story catapulted onto *NBC Nightly News with Lester Holt* (<http://nbcnews.to/2bDbbxI>).

We heard from LCE's Development Director **Aaron Knight**: "Many thanks to the WBAF for standing with LCE and helping make this possible. Your generous support means victories like these can happen for the thousands of at-risk older women we serve."

## WBA Foundation 2016–2017 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 [wbacdfoundation.org](http://wbacdfoundation.org).

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Jessica Guinyard

## Founder's Fellow: Personal Reflections on a Summer at Advocates for Justices and Education

By Jessica Guinyard

*The Women's Bar Association Foundation Founders Fellowship, established in 2006 and awarded annually, supports area law students to work with local legal services providers on projects to benefit women and girls in our community. The 2016 fellowship was given to The University of the District of Columbia David A. Clarke School of Law, which selected Jessica Guinyard as the recipient. Below is Ms. Guinyard's essay about her experience as a Founders Fellow in summer 2016.*

The role of the parent advocate is real and powerful. Everyday parents advocate for their children in one way or

another. Parents advocate for their children at the park, at the doctor's office, and before they are even born. An advocate, by definition, is one who actively assists, defends, pleads, prosecutes, speaks, writes or otherwise supports the cause of another. That sounds like a parent, right? The dictionary offers "lawyer" as an example for this definition. However, parents should be added to this list of examples. Advocates for Justices and Education, Inc. (AJE), strives to empower parents to become advocates, in the same way as lawyers.

This summer, I had the pleasure of working with an organization that truly believes that parents can serve as advocates for children in special education and discipline law matters. AJE was founded by young law students in order to address the grave injustices and denial of basic special education services, and to educate parents, and those working with parents, about the laws that govern special education and related services. AJE's mission is to empower parents, families, and the community to be effective advocates. AJE focuses on providing training and information to parents so that they have the knowledge they need to advocate for their children in special education and discipline law matters. AJE offers support groups, leadership training, a resource library, and legal representation. In addition, the attorneys and staff working at AJE all believe in its mission and work towards it every day. By providing parents with the knowledge and skills they need to advocate for their children, AJE has taught me

the true meaning of empowerment. Also, the majority of the parents that AJE serves are women. The WBA Foundation Founders Fellowship award has granted me the opportunity to work with a truly impactful and unique organization.

My work has consisted of a range of tasks and opportunities. I attended school vouchers meetings and pro-bono attorney trainings. At these meetings and trainings, I was able to witness first-hand how AJE provides knowledge and resources, not only to parents, but also to those interested in advocating on the behalf of parents. Furthermore, I attended advice and counsel sessions. At these sessions, parents without legal representation are provided the opportunity to meet with an AJE attorney. During the sessions, the parent receives advice and counsel on their case before they go into a hearing. These sessions provide parents with the knowledge they need to advocate on behalf of their children at disciplinary hearings. At one particular session, I was able to sit in on the hearing after the parent received advice and counsel. It was amazing to see the impact that the advice and counsel had made. The parent defended her child confidently and successfully. It was great to see first-hand how impactful the advice and counsel sessions are for parents. Lastly, I also completed all of the following: drafted a due process complaint, drafted closing letters, drafted a Freedom of Information Act (FOIA) request, and conducted research on various special education and discipline law matters.

Furthermore, I have also had the opportunity to work directly with clients by handling client intakes. I have had the opportunity to call and speak to parents who have called AJE for assistance. During these calls, I specifically spoke to



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mothers and grandmothers who were very passionate about advocating for the special education rights of their children or grandchildren. Sometimes these women expressed frustration, but every time these mothers and grandmothers were ready and willing to learn about how they could advocate for their children and grandchildren.

I will now describe, in as much detail as possible, my experience working with the various mothers and grandmothers who sought assistance from AJE. Some of these women only needed temporary assistance, while others needed more long term assistance. I will refer to each of them as Mother One and Grandmother Two, in order to ensure confidentiality.

First, I will describe my experience with Mother One. This mother was a single mother, currently working, and raising 3 children on her own. She called in seeking advice and counsel and possible assistance with her youngest son. Her son had wandered out of the classroom and ended up getting lost. The school staff was unable to locate him and asked about his whereabouts over the intercom. Mother One's daughter heard the message, alerted her teacher that her brother was missing, and left class to call her mother and help find her brother. Mother One's son ended up missing at school twice. Mother One found out about these incidents only when she picked up her son and daughter from school. The school never once contacted her.

As I listened to Mother One's story, I could not help but think about how important it is that parents serve as advocates for children in the school setting. Immediately after the first incident, Mother One researched the best way to handle the situation with the school. She knew that since her son was a student with a disability she could seek a change of placement due to the school's irresponsibility. She called the school inquiring about the incident and expressed her frustration. After speaking to the school, she realized that the school was not in a position to give her son the education and supervision that he needed. This is when she contacted AJE for assistance. I explained the process of changing her son's placement and the steps she could take to go about doing so. Once she received the knowledge she needed, Mother One was ready to continue to advocate for her son. Throughout my time with AJE, I assisted Mother One in drafting a letter

to the school in order to initiate the change of placement process. She could have accomplished the letter on her own, but having a resource like AJE really speeds up the process. All in all, Mother One is a great example of how parent advocacy makes a real difference.

Grandmother Two demonstrates another example of the power of the parent advocate. Her daughter had struggled with drugs and had been spending time in a rehabilitation center. During and before this time, she played a huge role in the lives of her daughter and grandchildren. Her grandson was having behavioral issues at school and also was a student with an ADHD diagnosis. Her grandson was getting suspended regularly which had an adverse effect on his education. Grandmother Two contacted AJE for assistance. I'll always remember the day she came in for her client intake. She was so organized, prepared, and knowledgeable on the subject matter. She literally only needed AJE's legal resources and knowledge. She walked in already serving in the parent advocate role.

Grandmother Two wanted assistance getting her grandson evaluated for special education and related services. I handled all matters relating to Grandmother Two's case. While working on her case, I drafted emails to the school requesting records and other documents, scheduled meetings, conducted research, and called school personnel. At one particular meeting, I had the opportunity to advocate for Grandmother Two and her grandson by pointing out the school's violation of the law. Grandmother One also advocated and pointed out violations as well. Working both with Grandmother Two and Mother One gave me the amazing opportunity to watch parent advocacy unfold. It was truly an honor being in a position that allowed me to empower women to be parent advocates.

Lastly, I also had the opportunity to draft a due process complaint for another client. This opportunity really helped me use by legal research and writing skills to empower women parent advocates.

All in all, I am very grateful to the WBA Foundation Founders Fellowship award for giving me the opportunity to empower women to be parent advocates. The experience was one that I will cherish forever.

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## Committee & Forum Highlights

### Women of Color in Law Firms & Turning the Tide

By Sherlyn Wiggs, Co-Chair, Litigation Forum and Celina Stewart, Co-Chair, Diversity Committee

Women of color face daunting challenges in law firm environments. According to the American Bar Journal's March 2016 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. In 2015, minority women totaled less than 3 percent of law firm partners. It is safe to assume that if women of color are leaving, they cannot matriculate to partnership roles at law firms. This is a loss for our women lawyers—and for the legal profession as a whole.

This issue is not a novel one, says WBA President **Sonia Murphy**. "The WBA released its own report, [Creating Pathways to Success for All: Advancing and Retaining Women of Color In Today's Law Firms](#) in 2008. The report addressed key issues facing women of color at law firms such as isolation, mentoring, skill development, and management structures. The ABA Commission on Women in the Profession also released its report, [Visible Invisibility: Women of Color in Law Firms](#), a tool for law firms and managing partners to implement change so that they can retain women of color and enable these women to join the ranks of leadership, in 2007-2008. Yet recent data shows that women of color continue to be one of the most drastically underrepresented groups in law firms. We hope to continue the dialogue regarding minority flight, in a safe space where associates and firm leadership alike can freely exchange ideas for productive change." The WBA's 2008 report was the second report researched and published under the auspices of its Initiative on Advancement and Retention of Women ([www.wbadc.org/initiative](http://www.wbadc.org/initiative)).

**Lorie Masters**, a partner at Perkins Coie, oversaw the WBA's Diversity Summit in March 2008 while serving as WBA President and headed the team that wrote the WBA's second Initiative report. As a member of the ABA Commission on Women in the Profession, she co-chaired the Commission's Women of Color Research Initiative and co-authored the 2012 ABA report, [Visible Invisibility: Women of Color in Fortune 500 Legal Departments](#). Masters states, "The ABA Commission on Women has focused its research on this issue since 2003. While female attorneys of color have reached

leadership positions in law firms and Fortune 500 companies, they still have high attrition rates and are subject to the exclusionary effects of racial and gender stereotyping as well as bias in the promotion process. They face tougher challenges because there simply aren't enough women of color already in leadership roles to make their journey any easier and to encourage organizations to fully invest in their careers, such as through mentoring. In fact, it's more difficult for women of color to find high-level mentors and to access networks that advance their careers; both aspects are still dominated by white men. Our 2012 study found that, although female attorneys of color are often seen as 'flight risks' less worthy of investment in their career development, it is exactly this investment that would encourage them to stay."

The Litigation Law Forum and the Diversity Committee will present a panel event this fall to discuss how law firms can better serve and ensure success for women of color. The program is entitled *Minority Flight: Why Women of Color Are Leaving Law Firms and How to Turn the Tide*. Panelists **Danielle Holley-Walker**, Dean of Howard University Law School, and **Michele Coleman Mayes**, Vice President, General Counsel and Secretary of the New York Public Library, were both interviewed in the above mentioned ABA Journal article. **Sanya Sukduang**, Partner-in-Charge of Diversity and Inclusion at Finnegan, and **Marianela Peralta**, Group General Counsel at Allegis Global Solutions will join these dynamic women in this much needed discussion. Together, the panel will discuss the issues women of color face at large law firms and other organizations and offer strategies for young lawyers to advance their careers. In addition, the panel seeks to zero in on the best practices for firms to support, promote, and retain women attorneys of color going forward.

The event is co-sponsored by the Tax and Business Law Forum; International Law Forum; Solo and Small Practice Forum; Leadership Task Force; GWAC, Law Firm and Corporate Counsel Committee; BADC's Litigation Committee; DC Bar Litigation Section, Women Litigators Committee; Iranian American Bar Association, DC Chapter; and Asian Pacific American Bar Association, DC Women's Forum. It will take place on Monday, November 14, 2016, from 6:00 p.m. to 8:00 p.m. at the offices of White & Case, 701 13<sup>th</sup> St. NW, Washington, DC. A networking reception sponsored by Gibson Dunn will precede the program; refreshments will be provided. Early registration is encouraged as space is limited: [www.wbadc.org](http://www.wbadc.org).



# Details, Details... It's all About the Details in the Federal Government

By Joanne Chong, American University Law Student

The Federal Government Work “Details”: Benefits for your Career; Pitfalls to Avoid event was presented by the Government Attorneys Forum, Mentoring Committee, Young Lawyers Committee, and Career Development Committee. Thanks to the Federal Bar Association’s co-sponsorship, the WBA was able to feature our amazing panelists to discuss the pros and cons of federal work details.

**Melonie McCall**, Department of Justice (DOJ) Investigative Counsel, moderated the informative panel discussion on what a work detail may entail and the benefits and pitfalls of going on a work detail involves. The panel included Assistant United States Attorney for the District of Columbia and Deputy Chief in the Civil Division **Doris Coles-Huff**, Assistant Director for Audit and Review at the DOJ Executive Office for the United States Attorneys **Louisa McCarter-Dadzie**, telecommunications policy analyst at the Congressional Research Service **Dana A. Scherer**, Principal Deputy Associate Director for the U.S. Office of Personnel Management’s Employee Services division **Veronica Villalobos**. The discussion provided greater insight into the ins and outs of a work detail, from identifying what you want out of a detail, to finding a detail that suits your interests to the impacts a detail could have on the person and agency.

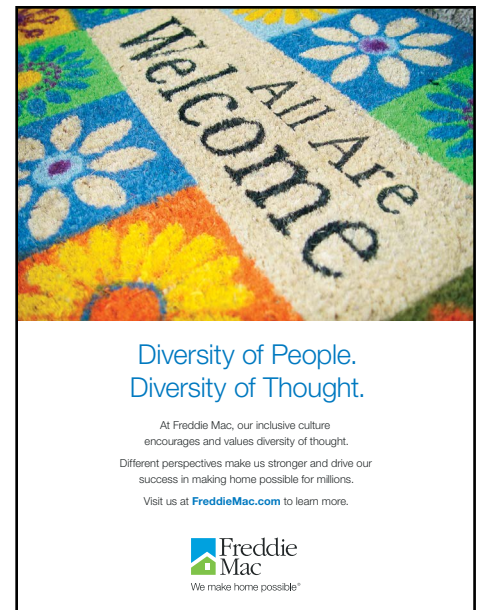
Work “details” are short-term assignments at other agencies or other areas of one’s current agency available to many current employees of the federal government. They are a wonderful opportunity to gain new skills, gain a deeper understanding of another aspect of one’s own agency, or even to test out a possible career shift if approached strategically.

Typically, a work detail will last for about six months and may be extended depending on one’s agency and the host

agency. Six months allows you to have greater responsibility within a particular office at an agency you are doing your work detail in. Also, according to McCarter-Dadzie, the selling point for work details is that the host agency pays for all the expenses involved in bringing you on board for those six months, including your living expenses, family visits if your detail is located far from your home, and the security clearance that you would need to work at an agency other than your own.

However, before one can even embark on a work detail, it is important to “Express [and identify] what you want out of a detail,” says Coles-Huff. For example, if you are looking for trial experience, it’s important to look for a detail that will provide that kind of opportunity. The next step involves finding a work detail that one could potentially qualify for. Both Villalobos and Scherer strongly advocated asking around within one’s networks for opportunities. Once you find a detail that works for you, the importance of showing a serious interest for the position comes into play, says Scherer. This can involve preparing to explain the skills you will be able to bring to a host agency.

As for the pitfalls of going on a work detail, none of the panelists believed any existed. The general consensus was that work details add value to both the individual and the agencies because you are able to see and experience how other agencies operate, bringing back and applying what you learned to your home agency. Finally, work details also allow you the opportunity to try something new without having to alter your career and can lead to a career shift, if desired. The panelists certainly left an impression that there are opportunities that should not go unnoticed and used for the growth and development of one’s career in the federal government.



## ABA Committee Tightens Bar Pass Standards, Some Raise Diversity Concerns

In a unanimous vote, the ABA Accreditation Standards Committee approved a proposal to tighten standards for bar passage rates at ABA-accredited law schools. The current standard says that within five years, at least 75 percent of first-time bar exam takers must pass, or the school must be within 15 points of its state’s bar passage rates. The proposed new standard says that 75 percent of a school’s graduating class must pass a bar exam within two years. Some believe the proposed standard is still too low, and others say that many schools that will likely be out of compliance are ones that admit a higher percentage of students who are economically disadvantaged and/or people of color. ABA Journal takes a closer look at the proposal and the reactions: [http://www.abajournal.com/news/article/committee\\_oks\\_proposal\\_to\\_tighten\\_aba\\_bar\\_pass\\_standards\\_some\\_members\\_hope](http://www.abajournal.com/news/article/committee_oks_proposal_to_tighten_aba_bar_pass_standards_some_members_hope)

## Member Spotlight: Colleen M. Yushchak

*Compiled by Anjali R. Patel, Esq.*

A WBA member since 2006, Colleen M. Yushchak attributes her success to harnessing the power of perception. “We don’t see things as they are; we see them as we are,” Colleen said, recalling a favorite quote from her high school days on the importance of perception. “You have to tap into what motivates people and be smart about your interactions,” especially in today’s information technology age.

As a high-hitter in the technology-related legal advice industry, Colleen currently serves as a Director in the Global Legal Technology Solutions practice at Navigant Consulting, Inc., although she has worked in several industries and career paths during her 20 years at the company. She focuses on providing clients support for all their data needs, such as proactive risk analysis, forensic analysis, eDiscovery, data analytics, and data breach.

To highlight a few of her many accomplishments, Colleen has provided consulting support on over 200 litigation and electronic discovery matters to law firms and corporate clientele. Over a seven-year period, she also supported the U.S. Department of Justice, Civil Division, in defending breach of contract claims made by 40 nuclear utilities. In a major private sector construction project, Colleen helped resolve a contract dispute that culminated in the development of a 90,000 seat, state-of-the-art, \$1.4 billion stadium in London, England.

Colleen balances work with her husband and three children in Arlington, VA where they spent the summer welcoming their new puppy to the family. A true “foodie,” she loves trying new restaurants, cooking classes, and traveling. Her new favorite recipe – shrimp and grits – came from a recent CulinAerie cooking class. Colleen is counting the days until her next trip – a secluded Mexico getaway without the kids for her 15th wedding anniversary.

Even with these commitments taking up much of her time, Colleen enjoys mentoring and connecting with new people through the WBA. She has served on the Nominations Committee, Stars of the Bar Committee, Strategic Planning Committee, Annual Dinner Committee, and Membership Committee. The WBA recognized her extraordinary volunteer service in 2014 by bestowing Colleen with the Mussey-Gillett Shining Star Award. She was also gracious enough to answer the following questions for this WBA spotlight profile.

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

I joined to expand my personal network and to meet potential clients and colleagues in the legal space.

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

For me, I needed a reason to attend events. Before I ever attended an event, I became the co-chair of the Membership Committee. When I started, the WBA didn’t yet have a Membership Committee, so I started up the committee along with a few other volunteers. I have been the co-chair of the Membership Committee ever since.

Once I had attended a few events and developed a network within the organization, it was easy to stay involved. My favorite events are the WBA/WBAF Wine Tasting/Silent Auction, the Annual Dinner, and any of the mentoring events. I enjoy going to these events and seeing friends whom I have known for years now.



*Colleen M. Yushchak*

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

An expanded network, comradery, and a shared mission and passion to support women and girls. It is a great way to be efficient with how I spend my time, especially since I have such limited time with a husband, three kids, a dog, and a full-time career.

### Tell us about your mentor/hero.

I don’t have one hero or mentor, but instead, find bits and pieces of many people that inspire me. I like to pick and choose various attributes from a broad group of people that I can customize to fit my style. I also find the more people that you have relationships with in this way, the larger your network is in general.



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

Perception is reality. It doesn't really matter what you think or what you meant. All that matters is how people perceive it. You need to be in touch with that and constantly adjusting as needed to make sure that what you put out there is the impression you intended.

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

It is never too early to start your network, especially since it takes time to cultivate. Don't rely on a network solely within your organization, but find ways to expand your network outside your organization. At the same time, don't forget the importance of developing an internal network as well.

Just doing your job well is not enough. You need to make sure you are constantly learning, exposing yourself to diverse thoughts, and developing a network of mentors and friends who can support you throughout your career.

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

For the most part, I have focused my efforts on the WBA. While I do a good deal of networking and attend various other events sponsored by other organizations, I don't maintain leadership positions in any other external professional organization. I didn't think I would be as impactful if I spread myself around in that way. That said, outside of the work sphere, I am the leader of my daughter's 4th grade Girl Scout troop. Again, another networking opportunity that allows me to give back to women and girls in my community and spend time with my daughter.

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## Study Shows Solo Lawyers Are a Breed Apart

Apart from the size of the office and the number of coworkers, is a solo or small-firm practitioner just like any other lawyer? Whether it takes a certain kind of person to hang out a shingle, or whether doing so reshapes that person in fundamental ways, a recent survey from the Thomson Reuters Solo and Small Law Firm group found that solos really do stand apart from others in terms of how they practice, what's on their mind — and yes, the size of their bank account. Robert Ambrogi shares his observations on 11 ways solo and small-firm practitioners are different from everyone else in this Above the Law article: [abovethelaw.com/2016/09/this-week-in-legal-tech-survey-sheds-light-on-how-solos-differ](http://abovethelaw.com/2016/09/this-week-in-legal-tech-survey-sheds-light-on-how-solos-differ)

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## First-Ever ABA Survey Takes Comprehensive Look at Lawyer Incubator Programs

It's likely that over the past several years, you've heard about incubator programs, which are often sponsored by organizations as a way to help new lawyers launch their careers and close the justice gap. Now, for the first time, the ABA Standing Committee on the Delivery of Legal Services has gathered data that give a comprehensive view of where those programs are and how they work. Among the programs that responded to the survey, three-fourths have been created since 2014, according to "2016 Comprehensive Survey of Lawyer Incubators". Read the report here: [www.americanbar.org/content/dam/aba/administrative/delivery\\_legal\\_services/lc\\_del\\_comprehensive\\_survey\\_lawyer\\_incubators.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/delivery_legal_services/lc_del_comprehensive_survey_lawyer_incubators.authcheckdam.pdf)

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## Wave of Lawyer Retirements Comes at a Cost ... to Law Firms

Much has been written about the state of baby boomers' retirement savings and whether they can really afford to stop working. However, the expected wave of partner retirements in the next five to 10 years will likely hit law firms' bottom line, too, says ABA Journal. Recent survey results suggest that 16 percent of Big Law partners will retire in the next five years, and 38 percent in the next decade — which means long-standing client relationships will be at risk. What are some of the other factors that may exacerbate the pain that many firms will feel? Read Debra Cassens Weiss' article here: [www.abajournal.com/news/article/as\\_wave\\_of\\_baby\\_boomer\\_partners\\_retire\\_law\\_firms\\_face\\_increasing\\_costs\\_and](http://www.abajournal.com/news/article/as_wave_of_baby_boomer_partners_retire_law_firms_face_increasing_costs_and)

## Member News

### Mulkey Recommended for DC Superior Court Magistrate Judge Vacancy



Shelly Ava Mulkey

The Committee on the Selection and Tenure of Magistrate Judges has forwarded to Chief Judge Robert Morin the names of six lawyers for his consideration in selecting nominees to the Board of Judges to fill the magistrate judge vacancies in the DC Superior Court created by the departures from the magistrate judge bench of Gretchen Rohr and Elizabeth Wingo. Among the names is WBA member **Shelly Ava Mulkey**.

Ms Mulkey is currently an Assistant Attorney General in the Child Support Services Division of the Office of the DC Attorney General, where she represents the District in child support cases and mentors new attorneys and staff. She participates on the DC Superior Court Paternity & Support Subcommittee tasked with improving court function and creating a centralized location to post and retrieve information about employment, education, and training opportunities in the District. At the Law Offices of Alice Paré, Ms. Mulkey represented clients in civil matters, including domestic relations and bankruptcy cases.

### Edwards Elected Vice Chair of ABA Section of Environment, Energy and Resources



Amy Edwards

**Amy L. Edwards**, a partner in the Washington, DC office of Holland & Knight and the co-chair of its National Environmental Team, was elected Vice Chair of the American Bar Association Section of Environment, Energy and Resources (SEER) in August. She will automatically become Section Chair in August 2018.

Ms. Edwards has previously served as the SEER Education Officer (2014-2016), on its Council (2010-2014), as conference chair for the 21st Fall Conference in Baltimore (2012-2013), as chair of the Environmental Transactions and Brownfields Committee

(2008-2010), on several conference planning committees, and as a committee vice chair. She has also edited and published a book through ABA SEER: *Implementing Institutional Controls at Brownfields and Other Contaminated Sites* (2nd ed.).

Ms. Edwards focuses her practice on providing risk management advice for protective risk-based cleanups at brownfields sites being reused for commercial or residential purposes. She represents real estate developers, corporations, and financial institutions on environmental issues associated with real estate and corporate transactions, including environmental site assessments, environmental insurance, energy benchmarking, guaranteed fixed price remediation options, environmental indemnification agreements, cleanup requirements (including the use of engineering and institutional controls), renewable energy, power purchase agreements (PPAs), vapor intrusion and cost recovery issues.

### Zyla Receives Clean Energy Education and Empowerment Law and Finance Award



Kathryn A. Zyla

**Kathryn A. Zyla**, Deputy Director, Georgetown Climate Center, has received the 2016 Clean Energy Education and Empowerment (C3E) Law and Finance Award. Presented by the U.S. Department of Energy in collaboration with the MIT Energy Initiative and the Stanford Precourt Institute for Energy, the C3E Awards recognize the outstanding

leadership and extraordinary achievements of mid-career women working to advance clean energy.

At the Georgetown Climate Center, Ms. Zyla oversees staff research and policy analysis, and facilitates multi-state

dialogues on critical issues such as multi-state emissions trading and low-carbon transportation policies. As part of these efforts, she leads the Center's work supporting the Transportation and Climate Initiative of the Northeast and Mid-Atlantic states. Her own research focuses on state and federal renewable energy policies, public utility regulation relating to clean energy and electric vehicles, legal issues related to the deployment of microgrids, market-based policies to reduce greenhouse gas emissions in the transportation sector, and "opt-in" trading-ready approaches under the Clean Power Plan. She previously served as Director of Research and Policy Analysis for the Climate Center, Senior Associate in the Climate and Energy Program at the World Resources Institute, and Senior Research Fellow for Domestic Policy at the Pew Center on Global Climate Change.



## Upcoming Events

Thursday, October 27, 2016

### 14<sup>th</sup> 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](mailto: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 7, 2016

### DC Women and Hunger: A WBA Discussion with the CEO of the Capital Area Food Bank, Nancy E. Roman

*Presented by Community Projects Committee, Working Parents Committee, and Tax and Business Law Forum*

From the cradle into late adulthood, mothers, sisters, aunts, and daughters are more likely to struggle with getting enough food – including those who are among the 700,000 people struggling with hunger right here in the Washington metro area. More than a third of single parent families headed by a woman in the US experience hunger during the year – rates that are 15% higher than families where the single parent is a man. Hunger has lasting effects on children who are carried by women who don't have enough to eat. Of the seniors that the food bank reaches through its monthly grocery program, fully 68% are women. Hunger hurts us all, but it disproportionately affects and impacts women. Hear from Nancy E. Roman, CEO/President, Capital Area Food Bank, as she discusses the root causes and impacts of hunger among women, and what we can do about it.

Wednesday, November 9, 2016

### May She Please the Court

*Presented by Amicus Committee and Centennial Committee*

The marble façade of the U.S. Supreme Court structure reads, "Equal Justice Under Law." But is justice really equal for women aspiring to argue before the Court? Hear from seven women who argue before, report on, and participate in the world of the Supreme Court: Judge Patricia Millett, United States Court of Appeals for the District of Columbia Circuit; Caitlin J. Halligan, Co-Chair, Gibson Dunn Appellate and Constitutional Law Practice Group; Lisa Blatt, Head of Arnold & Porter's Appellate and Supreme Court Practice; Deanne Maynard, Co-Chair, Morrison & Foerster Appellate and Supreme Court Practice Group; Erin Murphy, Partner, Kirkland & Ellis LLP; Roberta Kaplan, Partner, Paul, Weiss, Rifkind, Wharton & Garrison LLP; and Dahlia Lithwick, Senior Editor, Slate.

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. Furthermore, 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.

Wednesday, November 16, 2016

### Brews & Pro Bono

*Presented by Young Lawyers Committee*

Are you interested in volunteering with great organizations that support women and girls in DC? The Young Lawyers Committee will host WBA Foundation grant recipients at this happy hour. Learn more about these great organizations and how you can help them further their missions to improve the lives of those most in need in the District through their various volunteer opportunities.

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.

Monday, December 5, 2016

### A Brownbag Conversation with Grace Speights

*Presented by Mentoring Committee*

Grace Speights, Co-Managing Partner of Morgan Lewis, will talk about the opportunities and challenges she has faced in her career, and share her thoughts on how others can achieve success.

Wednesday, December 7, 2016

### Becoming a Judge on the DC Superior Court and DC Court of Appeals

*Presented by Executive and Judicial Endorsements Committee*

Vacancies occur regularly on the DC Superior Court and DC Court of Appeals. The DC Judicial Nomination Commission (JNC) recommends applicants to the President of the United States. That could be you – but first, you have to apply! The JNC is particularly interested in maintaining a diverse applicant pool, so female lawyers and lawyers of color are encouraged to apply. Join us for a panel featuring sitting judges and representatives from the JNC to hear about the process, learn tips, and answer your questions on how to become a judge.

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!

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.

Wednesday, February 15, 2017

### Seventh Annual Mentoring Supper

*Presented by Communications Law Forum*

Calling all young lawyers, law students, and lawyers in transition! Enjoy a catered dinner while getting career advice from experienced attorneys. Don't miss this opportunity for substantive career development discussions with some of the best mentors in the District!

Thursday, March 9, 2017

### A Women's History Luncheon

*Presented by Communications Law Forum*

As one of the oldest women's bar associations in the United States, the WBA has made tremendous contributions to advancing women lawyers. These WBA past presidents will offer their perspectives on the development of women in law and the role the WBA has played over the past decades. Join us for this fascinating glimpse of history!

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

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

# A Diamond Affair

## Casino Night ♦ January 13, 2017

Register today [www.wbadc.org](http://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](mailto:elizabeth@wbadc.org) for more information.

## Register Now for the Communications Law Forum's Holiday Tea!



As we celebrate the WBA's Centennial year, please join the Communications Law Forum for a particularly special and elegant Holiday Tea. We are thrilled to be presenting the Holiday Tea at a new location this year – the historic and beautifully-decorated St. Regis Hotel. We will gather in the expansive and luxurious Winter Pavilion and sip champagne punch, accompanied by holiday music, before moving to the world-renowned Astor Ballroom for our plated high tea. With its abundant and delicious food and spectacular setting, this afternoon high tea promises to be a festive event. It is the perfect way to celebrate the holiday season with your friends!

Our featured speaker is a member of what is sometimes called the legal profession's most exclusive women's club - the **Honorable Patricia Millett** of the U.S. Court of Appeals for the District of Columbia Circuit. Prior to joining this esteemed court, Judge Millett headed the Supreme Court practice at Akin Gump Strauss Hauer & Feld LLP, where she argued her 32th case before the United States Supreme Court. Previously, Judge Millett served as an Assistant to the United States Solicitor General, after working on the appellate staff in the U.S. Department of Justice's Civil Division.



Register now at [wbadc.org](http://wbadc.org) and reserve your spot at this special Holiday Tea. Seats are going fast!



## 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
- smashed down 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 fifth is below.

Learn more at [www.wbadc.org/centennial](http://www.wbadc.org/centennial). Please contact Carol Montoya at [carol@wbadc.org](mailto: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](http://www.wbadc.org/centennial).

*"The first banquet was held on December 8, 1917 at the Lafayette Hotel. The price per place to each member was \$2.00 and each member had the privilege of inviting one woman guest, bearing the expenses for the guest. In addition to the 58 members and their guests who attended, the following invited honored guests were present:*

*The Countess of Aberdeen, President of the International Council of Women, Dr. Anna Howard Shaw, Dr. Kate Waller Barrett, Miss Julia Lathrop (first head of the Women's Bureau, Labor Department), Mrs. Grace Caxtell, Mrs. Philip N. Moore, Mrs. Grace Humiston, Miss Josephine Berry."*