



Casino Night

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Ana Reyes

## WBA to Honor Ana Reyes as Woman Lawyer of the Year

WBA is pleased to announce that **Ana Reyes**, Partner and Co-chair of the International Litigation Practice Group at Williams & Connolly LLP, is the 2017 WBA Woman Lawyer of the Year. We will present the award at our Annual Dinner on May 17, 2017. The Woman Lawyer of the Year Award recognizes a leader who has championed change in the profession by leading by example, advocating for justice, and promoting the advancement of women in the profession.

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Cathy Pagano

## 2016 UN Gender and Climate Change Decision Announces Gender Action Plan and Other Efforts

By Cathy Pagano, WBA Board Member; Co-chair, Government Attorneys Forum & Co-chair, Energy & Environmental Law Forum

As we in the WBA move into our second century, we contemplate our "next steps" to advance women in our profession, our society, and even around the world.

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## Features

# WBA to Honor Ana Reyes as Woman Lawyer of the Year

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In its Centennial year, the WBA is “Looking Back, and Moving Forward,” and Ms. Reyes’ personal and professional trajectory embodies that theme. Born in Uruguay, at the age of five, she emigrated from Spain to the United States. Her family’s experience influences her work helping persecuted persons, especially women, find refuge in the United States. Ms. Reyes also prioritizes mentoring women to advance in their careers. These efforts are in addition to her successful international litigation practice.

Ms. Reyes focuses her practice on complex litigation and international arbitration. She has handled matters for foreign governments, foreign officials, multi-national corporations, and international organizations, representing clients conducting business throughout North and South America, Europe and Africa. She also devotes a substantial portion of her practice to pro bono work, representing refugee organizations and refugees seeking asylum in the United States.

Ms. Reyes co-chairs the Harvard Law School’s Women Alliance of DC, a group dedicated to promoting women lawyers and creating networking opportunities for them. Also the chair of Williams & Connolly’s Diversity and Inclusion Committee and a member of the firm’s Women’s Initiative, Ms. Reyes is an advocate for women, minority, gay, and lesbian lawyers.

Ms. Reyes has successfully represented numerous individuals seeking asylum in the United States pro bono, focusing on women fleeing gender-based persecution. She has also served as pro bono appellate counsel for the Center for Gender & Refugee Studies at UC Hastings (CGRS) for over a decade. Karen Musalo, the Director of CGRS notes, “Ana represents the

very best of the legal profession: an accomplished and skilled litigator who provides the same high quality zealous advocacy whether she is representing an international corporation, a foreign government, or a refugee child.”

Ms. Reyes’ work with CGRS led her to be retained, also in a pro bono capacity, by the United Nations High Commissioner for Refugees (UNHCR), the organization entrusted by the United Nations General Assembly with responsibility for providing international protection to refugees. Shelly Pitterman, head of the United States UNHCR office, credits Ms. Reyes for improving the office’s intervention efforts in United States courts. He stated, “Ms. Reyes’ keen strategic understanding of when and where to pursue interventions effectively was instrumental as UNHCR stepped in to assert international legal arguments against detention of asylum-seeking families, including single mothers. Her collaboration with us has been nothing short of game-changing, shifting our strategic approach to using litigation to protect refugees.”

Ms. Reyes serves on the Boards of Calvary Women’s Services in D.C., which offers housing, health, education, and employment programs to empower homeless women, and the Feminist Majority Foundation, an organization dedicated to advancing the rights of women.

Ms. Reyes received the 2016 Legacy Award from Unlikely Heroes, a nonprofit that protects girls from sex-trafficking. In 2015, she was named to The National Law Journal’s Outstanding Women Lawyers list, which recognized “the 75 most accomplished female attorneys working in the legal profession today.” She has also been named by The National Law Journal as one of “DC’s



*Ana Reyes, Partner and Co-chair of the International Litigation Practice Group at Williams & Connolly LLP*

Rising Stars” (2014), and one of the top 40 minority lawyers under 40 in the country (2011). In 2009, Legal Times selected Ms. Reyes as a “Champion” in its Champions, Visionaries & Pioneers special section.

Ms. Reyes earned a Bachelor of Arts degree, summa cum laude, from Transylvania University, a Masters of International Public Policy, with distinction, from Johns Hopkins University, School of Advanced International Studies, and a Juris Doctor, magna cum laude, from Harvard Law School. She clerked for the Honorable Amalya L. Kearsse of the United States Court of Appeals for the Second Circuit.

Since 1964, the WBA has recognized excellence in the legal profession with the Woman Lawyer of the Year Award. A full list of recipients since 1964 can be found at [wbadc.org/wly](http://wbadc.org/wly).

The 2017 WBA/WBA Foundation Annual Dinner and Centennial Celebration will take place at the National Building Museum at 6:00 p.m., Wednesday, May 17, 2017. For additional information, including tickets and sponsorship opportunities, visit [wbadc.org](http://wbadc.org) or call 202-639-8880.



# 2016 UN Gender and Climate Change Decision Action Plan and Other Efforts

By Cathy Pagano, WBA Board Member; Co-chair, Government Attorneys Forum & Co-chair, Energy & Environmental Law Forum

As we in the WBA move into our second century, we contemplate our “next steps” to advance women in our profession, our society, and even around the world.

In other arenas, women are taking similar, challenging steps to move forward. In November 2016, the United Nations (UN) climate change body, or Council of the Parties, [met in Marrakech, Morocco](#) for 12 intense days. One of the decisions issued from the meeting was an advance, unedited decision entitled, “[Gender and climate change](#).” Advance Decision -/CP.22, 2016.

Building on earlier UN climate and gender decisions, this 2016 advance decision proclaims the need for women to be represented in all aspects of the UN Climate Convention process. Explicitly, women need to be involved by membership in their national delegations to the UN climate meetings and by chairing and facilitating formal and informal negotiating groups.

Involving more women is crucial, because women may be even more vulnerable to the damaging effects of climate change than men ([Click here](#) for the UN Fact Sheet). This results primarily because women make up the majority of the world’s poor, and may be more dependent for their livelihood on natural resources that are threatened by climate change.

Sadly, gender balance continues to be an elusive goal in the UN climate process. In 1992, countries joined an international treaty, the [UN Framework Convention on Climate Change](#) (UNFCCC), to focus both on combatting climate change and coping with resulting impacts. As the deliberations continued over the years, the Parties noticed the serious

underrepresentation of women participants in this UN process.

In 2001, to help address this problem, the Parties issued [Decision 36/CP.7](#), inviting Parties to actively consider nominating women for elective posts in any body established under the Convention or the Kyoto Protocol. The decision also asked the secretariat to bring this decision to the attention of the Parties when vacancies arise, and to maintain information on gender composition of these bodies. Over a decade later, the Parties adopted a goal of gender balance in the bodies of the Convention and the Kyoto Protocol, in the effort to attain more effective climate change policy (See [Decision 23/CP.18](#), Dec. 7, 2012.)

Then, in 2014, the Parties issued a decision that established a two-year work programme to promote gender balance and achieve gender-responsive climate policy, to guide the effective participation of women in the bodies established under the Convention. (See [Decision 18/CP.20](#), “Lima work programme on gender,” Dec. 14, 2014.)

While progress is being made in certain areas, the proportion of women as heads of Party delegations is still low. For example, the percentage of female heads of delegation to the 21st Conference of the Parties (COP) serving as the meeting of the Parties to the Kyoto Protocol in December of 2015 was 20%. (See [2016 UNFCCC Report on Gender Composition](#), page 9.)

To address this critical challenge, the 2016 advance “Gender and climate change” decision articulates a host of suggested next steps. Crucially, the parties decided to continue the Lima gender work programme for three more years.



Cathy Pagano

Training and raising awareness are key action items. The decision calls on the Parties to build the skills of female delegates so they can participate effectively in convention meetings. Specifically, the decision suggests training on negotiation skills, drafting of legal documents and strategic communication. These are skills in which WBA members excel and potentially could assist.

This 2016 advance gender decision also asks the convention’s secretariat to write a technical paper identifying “entry points” for integrating gender considerations into the work streams under the convention process. This paper is to be considered by the implementing body during its 48th session in April-May 2018.

To put some teeth into these efforts, the decision asks that all constituted bodies under the climate convention process include in their regular reports the progress they have made towards integrating a gender perspective in their processes. The decision also asks the convention secretariat to prepare biennial synthesis reports discussing the information provided by the constituted bodies. The first synthesis report will be considered by the Conference of the Parties at its 25<sup>th</sup> Session, to be held in November 2019.

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The 2016 advance gender decision also asks the secretariat to perform research and analysis on the challenges to full and equal participation of women on climate-related processes and activities. The secretariat is asked to prepare a technical paper on achieving the gender balance goal, to be considered by the Parties at the 23rd session in November 2017.

Underpinning all these efforts is the development and implementation of a gender action plan. The 2016 advance decision asks the implementation body to craft this plan to help achieve the UNFCCC gender-related decisions and mandates. The plan may include priority areas, key activities and indicators, timelines, responsible and key actors, and resource requirements for each activity. It also may elaborate a process of review and monitoring for the plan.

The 2016 advance decision also invites Parties, members of constituted bodies, UN organizations, observers and other stakeholders to consult through meetings before the 46th subsidiary

bodies' session in May 2017. These consultations will allow input into the formulation of the gender action plan. In addition, a workshop will be held during that session to develop plan elements. Finally, those elements will be considered by the Subsidiary Body for Implementation at its 47th session, in November 2017.

In addition, the 2016 advance gender decision asks Parties to "mainstream" a gender perspective in enhancement of climate technology development and transfer. The decision also encourages the Parties and the secretariat to take into consideration a gender perspective in organizing the technical expert meetings on mitigation and adaptation.

It will be enlightening to watch as this UN climate body develops its historic gender action plan. Parties and others will be reaching out to experts to assist in this process, and may need help in providing needed awareness and skills training. Please contact Cathy Pagano with any thoughts, or for further questions about the resources below.

## Resources:

"Background in the UNFCCC: The international response to climate change," accessed January 22, 2017, [unfccc.int/essential\\_background/items/6031.php](http://unfccc.int/essential_background/items/6031.php)

"Advance, Unedited Version, Decision -/CP.22, Gender and climate change," accessed January 22, 2017, [unfccc.int/files/meetings/marrakech\\_nov\\_2016/application/pdf/auv\\_cop22\\_i15\\_gender\\_and\\_climate\\_change\\_rev.pdf](http://unfccc.int/files/meetings/marrakech_nov_2016/application/pdf/auv_cop22_i15_gender_and_climate_change_rev.pdf)

"United National Framework Convention on Climate Change, Gender composition, Report by the secretariat FCCC/CP/2016/4, accessed January 22, 2017, [unfccc.int/documentation/documents/advanced\\_search/items/6911.php?preref=600009184](http://unfccc.int/documentation/documents/advanced_search/items/6911.php?preref=600009184)

"Decision 36/CP.7, Improving the participation of women in the representation of Parties in bodies established under the United Nations

Framework Convention on Climate Change or the Kyoto Protocol," 8th plenary session, November 9, 2001, accessed January 22, 2017, [unfccc.int/files/bodies/election\\_and\\_membership/application/pdf/decision\\_36\\_cp7.pdf](http://unfccc.int/files/bodies/election_and_membership/application/pdf/decision_36_cp7.pdf)

"Decision 23/CP.18, Promoting gender balance and improving the participation of women in UNFCCC negotiations and in the representation of Parties in bodies established pursuant to the Convention or the Kyoto Protocol," 9th plenary session, December 7, 2012, accessed January 2, 2017, [unfccc.int/files/bodies/election\\_and\\_membership/application/pdf/cop18\\_gender\\_balance.pdf](http://unfccc.int/files/bodies/election_and_membership/application/pdf/cop18_gender_balance.pdf)

"Report of the Conference of the Parties on its twentieth session, held in Lima from 1 to 14 December 2014, Decision 18/CP.20, Lima work programme on gender," at page 35, 10th plenary session, December 12, 2014, accessed

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

January 22, 2017, [unfccc.int/resource/docs/2014/cop20/eng/10a03.pdf](http://unfccc.int/resource/docs/2014/cop20/eng/10a03.pdf)

"UN Framework Convention on Climate Change, Marrakech Climate Change Conference-November 2016," accessed January 22, 2017, [unfccc.int/meetings/marrakech\\_nov\\_2016/meeting/9567.php](http://unfccc.int/meetings/marrakech_nov_2016/meeting/9567.php)

"Factsheet, Women, Gender Equality and Climate Change," UN Women Watch: [www.un.org/womenwatch](http://www.un.org/womenwatch) 2009, accessed Jan. 22, 2017 [www.un.org/womenwatch/feature/climate\\_change/downloads/Women\\_and\\_Climate\\_Change\\_Factsheet.pdf](http://www.un.org/womenwatch/feature/climate_change/downloads/Women_and_Climate_Change_Factsheet.pdf)

## Hearings on Women in the Legal Profession

ABA's Commission on Women in the Profession held a hearing February 6-7, 1988, in Philadelphia, PA. The gathering was a thought leadership opportunity for the newly-formed Commission to assess the status of women in the legal profession, identify barriers to advancement, and recommend to the ABA actions to address problems identified. Hillary Rodham Clinton, the first chair of the Commission, presided over the hearing.

**Janine Harris** (WBA president in the 1984-1985 bar year) was the president-elect of the National Conference of Women's Bar Associations. In that capacity, she was asked to address the Commission regarding the need for women's bar associations. Below is an excerpt from her testimony.

*"I was asked specifically to talk about why we still need Women's Bar Associations. Apparently there's still some doubt about that. There isn't any in my mind or in the minds of the many women who are involved in the Women's Bar Association which the National Conference is composed of. There are about 70,000 women lawyers who are members of the organizations which are members of our group.*

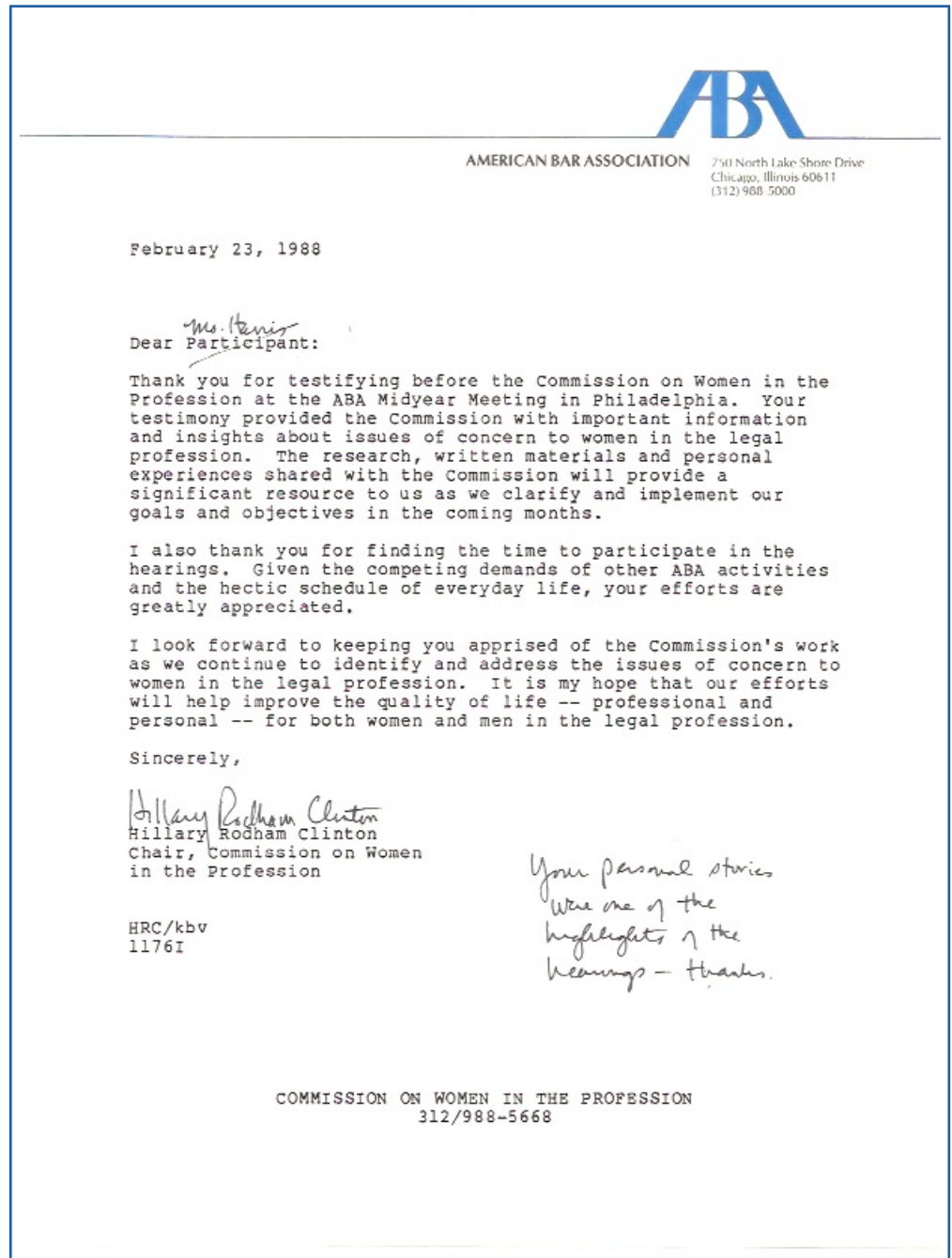
*In a way the question reminds me of a person that I found quite annoying who was a female Yale graduate who became a Rhodes Scholar in the early seventies, and in response to an interview question she said she wasn't a feminist and she didn't feel that organized women's groups had done anything for her, that she had done it all herself. When I was in high school women couldn't even apply to Yale and they couldn't apply for Rhodes Scholarships. It's possible that she was the first woman who was good enough to go to Yale and the first woman good enough to be a Rhodes Scholar, but I think in the preceding couple of hundred years*

*there might have been one or two other just as qualified."*

*Just as I don't think that there would have been a possibility for her to go to Yale or to apply for a Rhodes Scholarship without organized women's groups. I don't think you would be sitting here at the Commission if there hadn't been Women's Bar Associations. Women's Bar Associations have served as*

*the conscience of the profession on women's issues. And we are able to keep alive issues that the organized Bar either is not sufficiently interested in, or won't be interested in, or doesn't want to have to deal with, or in some cases is restricted from dealing with."*

The full transcript of Ms. Harris' testimony can be found on the WBA website at [wbadc.org/advocacy](http://wbadc.org/advocacy).





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

As the WBA continues to celebrate our 2017 Centennial, we reflect on our many achievements, and also move ahead toward goals not yet realized. A number of excellent studies and articles offer guidance on concrete steps we all can take to enhance equality, advancement, and social justice. Our goal for this series of feature articles is to find 100 or more specific steps or recommendations that can lead to greater equality and enhance the achievement of the WBA's goals.

In the [July/August 2016 issue of \*Raising the Bar\*](#), 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. 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.

In the [September/October 2016 issue](#), we offered 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. Our article reprinted 20 concrete steps offered by the study's authors to advance women lawyers in these key trial leadership roles.

In the [November/December 2016 issue](#), we focused 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](#)," our 2008 WBA Initiative on Advancement and Retention of Women. We reprinted 40

recommendations to enhance success for women of color in law firms.

In this issue, we reprint 27 of the in-depth recommendations from WBA's 2006 Report, "[Creating Pathways to Success](#)," issued by WBA's 2006 Initiative on Advancement and Retention of Women. This Initiative focused on three questions: "What do we in DC — firms and women — perceive to be the stumbling blocks to our mutual success in moving more women farther, faster? What are DC firms already doing to keep and promote women? And can we use the answers to uncover new ideas and better ways to stem the departure of women from law practice?" (See *Creating Pathways to Success*, page 1.)

The sessions organized under this 2006 initiative produced a "RoadMap" containing both axioms and pragmatic principles. Readers were encouraged to use the RoadMap "to develop their own business cases, to identify core concerns, to distinguish inadequacy in tools from the definition of the root problems, and to review and refresh new programs and policies suited to their firms and law offices." (Id., 2.) The initiative also sought "to inspire similar exchanges in other legal communities and to suggest ways to begin a cooperative discussion of the problem, rooted in the facts. Ibid. The hope was, and still is, that the report "would inspire continuing efforts to update our profession's understanding of the problems, stay ahead of progress, and accomplish significant increases in retention and advancement of women lawyers." (Id.)

## "Next Steps" drawn from this Initiative include the following:

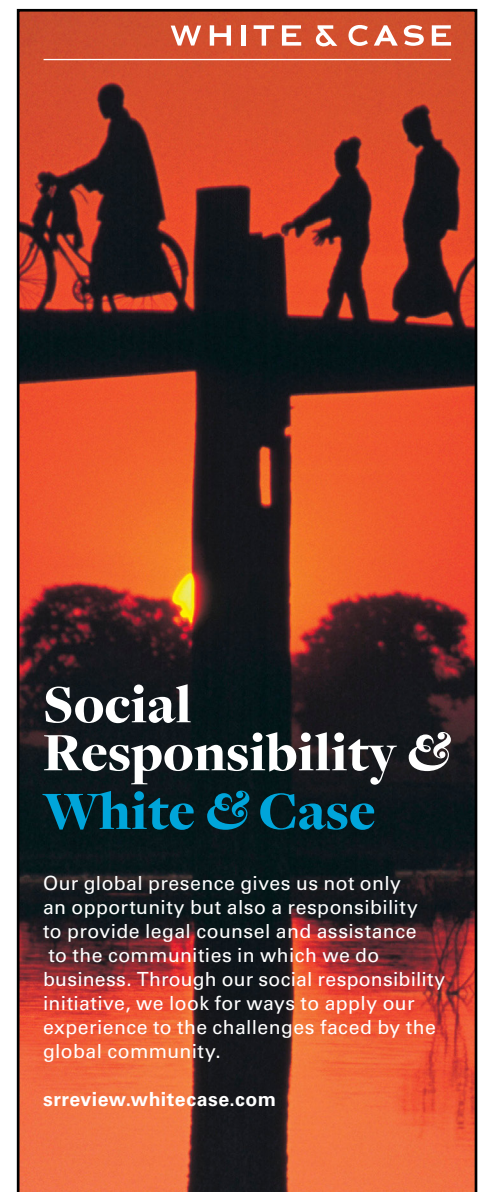
### Create Rainmakers: Teach the Business Aspects of Practicing Law

1. **Provide business development training.** One of the most important things for women to do in law firms early on, is to recognize that it is a

business, that they can be successful at generating business, that it is a skill that can be learned, that there are tried-and-true methods that work for generating business. (Id., 2019.)

2. **Advance women's meaningful involvement in client relationships.** By identifying and nurturing those client relationships with women, firms will increase the skill and enthusiasm of women to generate significant business. (Id., 20.)
3. **Honor and nourish budding relationships between**

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**women and their clients.** ‘Learn by doing’ is the password. Counsel and mentor, but take care not to supplant the woman in the developing relationship. (Id., 20.)

4. **Encourage external relationship building. Initiative participants also worked to promote external relationship building through comprehensive women’s networks.** Such women’s groups targeted the growing women-client market with unique and tailored client development tools that resound with women’s interests and schedules. (Id., 21.)

### Ensure Access to High-Quality Assignments

5. **Abandon traditional free market and ‘hey you’ tasking systems and implement centralized assignment systems.** Purposeful centralized assignment systems reduce randomness, permit associates who are less popular or less visible to secure challenging work from significant partners, and negate the effect of circumstances that disfavor women’s growth. (Id., 21.)
6. **Monitor the effectiveness of the assignment system.** Numerous participants emphasized the importance of monitoring the assignment process. One method of monitoring, which some accounting and law firms recommend, is to analyze the representation teams for the firm’s most high-profile, interesting, and complex cases for the purpose of ensuring that women are among those lawyers. (Id., 22.)
7. **Offer meaningful career guidance tailored to each associate.** Participants noted that women lawyers need guidance to dispel the meritocracy myth, by which women frequently assume that quality work product alone paves their road to success. Mentoring and training would identify all of the other necessary components to a successful career. (Id., 22.)
8. **Educate supervising lawyers about the impact of biases on their judgments about appropriate assignments.** Joan Williams [Hastings College of Law] emphasized that a key component of any assignment process is the training to

correct myths commonly held about women’s talents, desired roles, and presumed preferences: Don’t make assumptions about what women do or don’t want. Ask them. (Id., 23.)

### Foster Meaningful Formal and Informal Mentoring: Assess Needs

9. **Compile Demographics.** To help pinpoint areas where firms have been more or less successful in retaining and advancing women, firms should begin their self-analysis by analyzing demographical information, paying particular attention to differences among practice groups, and determining where the various practice groups stand in relation to their peers. (Id., 25.)
10. **Test Hypotheses About Why Women Leave.** Through surveys, focus groups, exit interviews or other means, firm leaders should assess the overall experience of women at their firms and use independent and objective consultants to contact lawyers who have left to learn what influenced their decisions. (Id., 25.)

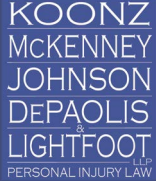
### Reinforce Consistent Message

11. **Tone at the Top is Necessary, but Not Sufficient.** To be successful, therefore, firms must reinforce a consistent and pervasive message to all partners that retaining women is a business imperative. (Id., 27.)
12. **Educate the Partnership on the Business Case.** To achieve the ‘active participation and buy-in’ from all the individual partners, Ms. Calvert recommends that firms educate all members of the firm on the business case, using literature and findings from reports such as this one, and concrete evidence obtained from the firm’s self-analysis. (Id., 27.)
13. **A diverse workforce increases business development opportunities.** Corporate America is intensely focused on racial and gender diversity as a matter of strategic importance to the success of their businesses. (Id., 28.)

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**14. Retention and advancement of women strengthen the power to recruit.** Because fully one-half of law school graduates are women, as Paul Smith puts it, 'the firms that can succeed in [increasing the odds] that women will become leaders at the firm' will have a tremendous competitive advantage [in recruiting top talent]. (Id., 30.)

**15. Attrition is expensive.** Losing capable associates early in their careers or losing partners at any time is expensive and is not good for business. (Id., 30.)

### **Sensitize the Partnership to Implicit Biases and Stereotypes that Negatively Impact Women**

Progress also requires that firms provide all partners, not just practice leaders, with the information to correct myths commonly held about women's talents, ambitions, and preferences. (Id., 31.)

**16. Comprehensive management training made the difference at Deloitte & Touche.** In the early 1990s, then-CEO Michael Cook spearheaded a task force on women. Cook took the risky and costly step of requiring all managers to attend mandatory two-day workshops designed to explore issues of gender in the workplace. Wendy Schmidt, Principal, Deloitte Financial Advisory Services LLP, presented to participants the broad and highly organized systems now used by Deloitte to advance and retain women. (Id., 31-32.)

**17. Unexamined 'implicit' bias exists in the legal profession.** Such unexamined biases affecting lawyer interactions and law firm culture often form an unfair basis for judgments about women's performance and capacity. Small individual differences can have a large cumulative effect over time. (Id., 32.)

### **Place Women in Significant Numbers in Important Internal Leadership Positions**

Having women fill substantial numbers of firm management positions is necessary for several reasons. First, as John Cruden explains, 'to be able to demonstrate that hard work brings promotion and achievement, and that is best demonstrated by showing every newly hired woman that other women are already occupying important management positions.' Second, having a significant number of women in important firm leadership positions benefits the business by assuring the value of women's voice and perspective is a part of essential decisionmaking. Third, the presence of women in substantial numbers of firm management positions sidesteps the dangers of tokenism. (Id., 33-34.)

### **Accountability: Give Partners a Personal Stake in Women's Success**

**18. Firms are beginning to consider how to increase partner accountability for learning and using supervision skills and best practices needed to retain and advance women.** (Id., 35.)

### **Fund and Support a Comprehensive Internal Women's Network**

A comprehensive women's network facilitates women's efforts to find mentors and role models. (Id., 36.)

### **Accord Flexibility**

This section addresses not only balanced-hour programs, but also ways to enhance efficiency and productivity to enable lawyers, and women in particular, to streamline their work, get credit for their productive use of time, and control the power of instantaneous communication. (Id., 36-37.)

### **Approach Flexibility as a Business Response to the Changing Workforce and Not as an Accommodation**

To enable firms to recruit and retain the talent they require, they need to approach workplace flexibility as something that is open to anyone who can make the business case that the firm would benefit from the attorney's work on the proposed schedule or from the proposed location. (Id., 37.)

**19. Increased hours targets and the impact of technology.** The current relentless legal workplace is a marked difference from that in which the most senior lawyers came of age. (Id., 37.)

**20. Men and women alike, and partners as well as associates, are seeking balance.** A Catalyst study of the graduates of six elite law schools found that 71% of law graduates with children — both men and women — report work/life conflict. (Id., 38.)

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## Implement “Balanced-Hours” Programs

The term “balanced hours” incorporates the active management of workloads, emphasizes client service, and promotes values of the firm. (Id., 39.)

**21. Measure hours and productivity over a period of time.** When flexible work arrangements are going well, lawyers remain accessible to their clients and work longer hours when client needs demand. (Id., 40.)

**22. Provide for advancement opportunities.** To be successful, balanced-hours programs should not limit career advancement — formally or informally — regardless of the lawyers’ specialization, client relationships, and professional development. (Id., 40.)

**23. Prepare balanced-hours lawyers for advancement.** Non-billable work and committee memberships, along with business development and other career development opportunities, are as important for balanced-hours lawyers as standard-hours lawyers. (Id., 40.)

**24. Employ a program coordinator.** Old-fashioned part-time arrangements

sometimes founder when a part-time lawyer becomes rigid in insisting that a schedule be observed regardless of client needs. Balanced-hours programs, too, are more likely to succeed when they are managed by program coordinators who monitor the balanced-hours lawyers’ workload, quality of assignments and career advancement, and who help balanced-hour lawyers formulate new proposals and manage existing schedules effectively. (Id., 40-41.)

## Educate Supervisors, Practice Group Leaders, and Other

The horizontal structure of law firms requires that all partners understand and buy in to the firm’s policies regarding use of balanced-hours or reduced-schedule programs. (Id., 41.)

**25. On the business case for work/life balance initiatives.** It is essential that law firms educate supervisors and practice group leaders on the business case for effective programs. (Id., 41.)

**26. On strategies for respecting the individual lawyer’s schedule while managing the work and communicating expectations accurately.** Supervisors and balanced-hours lawyers must clearly

communicate about schedule and expectations. (Id., 42.)

**27. On the need to separate a lawyer’s ability from the lawyer’s schedule.** Ms. Calvert emphasized that one key to a successful balanced-hours program is for firms to teach supervisors to distinguish between ‘face time’ at the office, and quality of work and client relationships, skills, and judgment. (Id., 42.)

## Provide Benefit Programs Tailored to Help Lawyers Meet their Multiple Commitments

In addition to offering balanced-hours programs, firms should offer benefits to all lawyers that help them to stabilize their schedules when out-of-the-ordinary events occur. (Id., 43.)

Added to the 71 “Next Steps” from our three earlier *Raising the Bar* articles, we now have shared 98 steps we all can continue to work on for WBA’s next century. We look forward to continuing this dialog with our WBA members and friends. Please share your ideas and thoughts by sending an email to Board member, Cathy Pagano, [cvpages10101@gmail.com](mailto:cvpages10101@gmail.com). Thank you for working together, as we look forward to our next century.

## Are You a ‘Long Talker?’ Try the 15% Rule for Shorter, Better Speeches

Whether you’re giving a speech or being interviewed on TV or radio, you definitely don’t want someone to give you the “time’s almost up” signal just as you’re getting to what you really wanted to say. That’s where “the 15 percent rule” comes in. What is it, and how does it help prominent public speakers trim some filler and engage with audiences better? Denise Graveline explains the rule and how it can help you, too. [See: www.ragan.com/Main/Articles/52207.aspx](http://www.ragan.com/Main/Articles/52207.aspx)

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 49)

## A Wakeup Call: NALP Releases Dismal Report on Diversity in Law

The National Association for Law Placement recently released its 2016 Report on Diversity ... and it doesn’t look good. For example, “the overall percentage of women associates has decreased more often than not since 2009, and the percentage of Black/African-American associates has declined every year since 2009, except for the small increase in 2016.” At Above the Law, Renwei Chung takes a hard look at the report, why diversity efforts have “flatlined” even after the economy improved, and what every stakeholder needs to do now. [Click here](#) to read more.

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 49)

# The Benefits of a Roth Option in Your Retirement Plan

By Gaffar Chowdhury, Treasurer, WBA Foundation; Vice President, First Financial Group

When it comes to choosing investments, most retirement plan participants worry about whether to choose a stock, bond, or fixed income investment option. But there's another investment option that is often overlooked by many: the Roth option. Since 2006, sponsors of 401(k), 403(b), and effective in 2011 governmental 457 retirement plans, have had the ability to offer their plan participants an investment option that enables them to make contributions to their account **on an after-tax basis**: through the Roth investment option. Although all retirement plans do not offer this option, it is becoming more popular as employers seek low-cost ways to enhance their employee benefit offerings.

The Roth investment option offers retirement savers many of the same benefits as a Roth IRA – along with one key additional advantage.

## What are the benefits of the Roth investment option?

- The plan participant pays taxes on Roth contributions *before* they are made. The money contributed to the Roth option then grows tax free.
- Withdrawals from your Roth investment option will be tax free – as long as you are at least 59½ years old when you withdraw your money, *and* your Roth investment option has been in effect for at least five years.
- From an eligibility perspective, **the Roth investment option has no income limit**. As long as your employer offers this type of investment option, you are eligible to make Roth contributions. This makes the Roth option ideal for high-income individuals who may not be able to contribute to a Roth IRA due to their adjusted gross income (AGI) being too high. (The IRS limits Roth IRA contributions to those individuals whose AGI's do not exceed a certain level. The amount of this threshold tends to change each year and is set by the IRS.)

## Some things to keep in mind

- Any Roth contributions that you make through your employer's retirement plan will count towards your total contribution limit for the year. For example, if you participate in a 401(k) plan, the maximum amount that you can contribute to your account in 2017 is \$18,000 –through both before-tax and Roth (after-tax) investment options. (If you are age 50 or older in 2017, your total contribution limit for both before-tax and Roth contributions is \$24,000.)
- Roth contributions will mean that more money is taken out of your pay (versus before-tax contributions), since you are making your Roth contributions on an *after-tax* basis.
- If your employer offers a Roth investment option as part of your retirement plan, there may or may not be an employer match for the Roth money that you contribute. Keep in mind that if your employer *does* match your Roth contributions, your employer's contributions, as well as their investment earnings, will be taxable when you withdraw them from the plan.
- If your employer matches your retirement plan contributions, be sure to check whether or not your Roth contributions will be matched. Not all employers who offer Roth contributions provide matching contributions for these dollars. If your employer matches only before-tax contributions, be sure to consider contributing the maximum amount of before-tax contributions that your employer will match. You may make Roth contributions in addition to your before-tax contributions (up to the IRS annual limit) – but if you make only Roth contributions under these circumstances, you'll be leaving money on the table with every paycheck, since your retirement account will not benefit from your employer's matching dollars.



- If you change jobs and wish to move money out of your former employer's retirement plan, you may transfer any money you have in a Roth investment option to a Roth IRA.

## Who should consider the Roth investment option?

Many financial professionals advise that the Roth investment option may be best for those individuals who feel that income tax rates will rise in the future, or whose tax bracket may be higher in retirement. Many of those same professionals, however, also tell their clients that a Roth investment option can be yet one more way to diversify the investments in their retirement plan account.

*Is the Roth option right for you?* Only you can answer that question. But you don't have to do it alone. For guidance on retirement planning, be sure to contact your financial professional. For questions on whether your employer offers a Roth investment option in your retirement plan, contact your HR department or benefits administrator.

*The information contained in this article is for general, informational purposes only. This publication is for the purpose of education and information only and is not intended to constitute tax or legal advice. For information on your specific situation, please consult your personal legal or tax advisor.*

*See also in this issue, "Saving for Retirement: What Women Need to Know," by Amy K. Matsui, Senior Counsel and Director of Government Relations, National Women's Law Center, on page 17.*



## WBA's A Diamond Affair: Casino Night

WBA hosted A Diamond Affair: Casino Night on January 13, 2017. The black-tie event, designed to raise funds to support WBA's Centennial efforts, drew almost 200 people; a mix of WBA members and friends. Attendees tried their luck at gaming tables, bid on an array of high-end silent auction items, and closed the evening by cutting it up on the dance floor.

Kudos and many thanks to the event Co-chairs: Yolanda Hawkins-Bautista, Sadina Montani, and Roya Vasseghi. The WBA is grateful for the efforts of the entire committee and all of the attendees who helped make this event a success.



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## Go Thank a 2016 Law Grad ... Together, They Performed 2.2 Million Pro Bono Hours Last Year

Law school is a notoriously busy and stressful time, but that didn't stop the law class of 2016 from performing 2.2 million hours of pro bono service, valued at \$52 million — and possibly double that, in terms of both money and time. The survey by the Association of American Law Schools (the first-ever attempt to quantify pro bono hours among law students nationwide) represents about 45 percent of the total law student population, explains Karen Sloan at law.com. What do these figures say about law students, and about law schools' value to a community? [Click here](#) to read more.

*(From ABA Division for Bar Services, Bar Leader Weekly, Issue 49)*

## In Law Offices, Has the Robot Invasion Already Begun? Yes and No

Artificial intelligence isn't just on the horizon; it's already here. And it's going to replace an awful lot of lawyers ... right? Actually, says A.J. Shankar, CEO of Everlaw, what may emerge is a hybrid partnership between human and machine. "For example," he writes at Bloomberg Law, "while AI probably won't draft contracts, it might do quite well at analyzing them." How else could AI help you, and how might it change how legal work gets done? [Click here](#) to read the article.

*(From ABA Division for Bar Services, Bar Leader Weekly, Issue 51)*



# Join the WBA Today!

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

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

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

Visit [www.wbadc.org](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.



# Turning Energy Into Action: How to Have Impact After the Women's March

By Erin Longbottom, Digital Strategies Manager, 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 January 24, 2017. For further information about the issues discussed here, and other legal issues affecting women, visit [www.nwlc.org](http://www.nwlc.org).

Women just made history by pulling off the largest march in the United States ever (with sister marches on all 7 continents) – it's time to keep that momentum going. The new administration is officially in place, which means we've got to be on our A-game when it comes to showing up and showing out for women and girls. The fight ahead is long, but together, like a chant you may have heard this weekend, "we are unstoppable – another world is possible."

Here's how we can make that true:

## Get Educated

If we want to be champions for justice and true allies to those who will be most affected by the policies likely to be promoted by this administration, we must educate ourselves. We cannot be intersectional feminists if we don't listen to the voices and struggles of folks who are different from us and include them in our vision for the future. Try following someone new on Twitter or Facebook who has an interesting perspective. Why not join or even host a reading group to discuss books like the ones on [this list](#)?

## Be Vigilant

Follow what's happening in the news, not just in Washington, DC, but also in your state. Between hearings on the Trump administration nominees, new federal and state legislation, Trump administration policy changes, and even some [shady website activities](#), there's already a lot to keep track of. It's up to us to continue to let this new administration and legislators know that we're watching their every move– and to make sure that we are not normalizing the actions of an administration hostile to civil rights.

## Share Information and Hold Elected Officials Accountable

As Fox Mulder was fond of saying "the truth is out there" – sadly, the government is no longer just being shady about aliens. This administration has already made headlines for preferring "alternative facts" to actual facts, which means it's up to us to make sure the truth stays out there. But this isn't just about truth telling – it's also making sure your community is informed and taking action. Did you see a number to call in your opposition to a nominee? Share that with your friends! Your network is powerful – make sure you use it. Calling and writing your legislators to oppose bad legislation and nominations has an impact — and we can help you do it. We'll make sure to keep you updated and involved in the fights to come.

## Stand Up for Those Being Harassed

If you see something, do something. Learn how to by an active bystander. If you see someone being harassed, try to deescalate the situation and diffuse the attack. [This illustration](#) has some good suggestions for how you can do this that applies not just to Islamophobic incidents, but to any kind of discriminatory harassment you may encounter. [There were 1,094 bias-related incidents in the month after the election alone](#) — so it's a good idea to be prepared to step in when you can.

## Disrupt Racism and Injustice in Your Own Communities

Don't forget about the work that needs to be done within your own circles of family and friends. That racist uncle you avoid at Thanksgiving? Engage him in a meaningful conversation about prejudice and institutionalized racism. Hold your friends accountable when [they make sexist and racist jokes](#). This is especially important for those of us who are white people, as we know people of color will be hardest hit by the policies of this new administration. These conversations are hard and often painful, but they are essential to dismantling prejudice. And if you're not talking to your friends about it, who will?

## Lift Up Voices and Actions of Communities Different from Your Own

We have yet to see how the policies of this administration will play out – but chances are they will negatively affect most of us. It's now more critical than ever to listen to people who have different life experiences than our own — and to take their concerns seriously. Whether sharing an article on your Facebook page or attending a rally, we must take action to make sure are helping to center the voices of communities who are too often erased from the mainstream – like people of color, immigrants, disabled folks, and LGBTQ folks. Uplifting the voices of people who are different from us and pushing for policies to help all people will unite us and make us stronger — and it's on all of us to make that happen.

...continued on next page ►

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## Take Local Action

Our communities need us now — and while different communities have different needs, here are a few ideas of where to start:

1. Join a local [Showing up for Racial Justice \(SURJ\)](#) chapter.
2. Get involved with your local [Black Lives Matter](#) chapter.
3. [Become a clinic escort at an abortion clinic.](#)
4. Support a local domestic violence shelter or hotline by volunteering or donating
5. Attend local rallies and protests on issues you care about.
6. If you belong to a faith community, find out what congregation-based organizing exists in your community — or help start something yourself!

7. Help support organizing by donating to locally-focused [racial justice organizations](#) and individuals leading local efforts.
8. Volunteer professional skills to groups and individuals in need. From using legal skills to help someone process a gender marker change to volunteering graphic design savvy to help promote events and meetings for a local advocacy group, you can help people who lack access to these services.

## Donate

Support organizations that are dedicated to fighting back against discriminatory policies. Instead of gifts, make a donation in honor of someone. Start a Facebook fundraiser for an organization, or hold an in-person fundraising event. Every dollar counts, and we're in for a long fight.

## Take the Plunge – Run for Office!

Yes, it may sound like a leap, but everybody's got to start somewhere! Best of all, there are some great organizations helping women get ready to run for local office. Try checking out [She Should Run](#), [EmergeAmerica](#), [Higher Heights](#), or [Emily's List](#) for some ideas and trainings!

And while this isn't an official step, taking care of yourself is a necessary part of activism. The fight ahead will be long, and hard — and we can't let fatigue or despondency take us out. Make time to recharge and refuel.

## Don't worry — we'll be here, fighting with you at every step.

See also in this issue, “WBA's Statement Regarding Executive Order-Protecting the Nation From Foreign Terrorist Entry into the United States,” on page 19, and “WBA Members and Friends at the Women's March,” on page 20.

## Use PACER? You Might Be Eligible for a Refund

If you access federal court documents and dockets via Public Access to Court Electronic Records (PACER), then you might be part of the class in a lawsuit regarding charges that are alleged to be too high. The lawsuit, which was certified as a class action by a federal judge, pertains to anyone who used PACER between April 2010 and April 2016 — and nearly all such users could receive a partial refund if the suit is successful, writes Josh Gerstein at Under the Radar. What is the crux of the lawsuit, who filed it ... and what are the allegedly too-high charges used for? [Click here](#) for more information.

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 51)

## Lawyers, Take Care of Your Heart ... and Your 'Heart'

By now, it's no secret that the legal profession has a big problem with stress, overwork, and the many serious — and often fatal — diseases and conditions that can result. Several of these involve the heart ... and one way to dial things back is to consider the “heart” in terms of emotion and values. Are you being true to your values if you're throwing elbows along with everyone else, and working your way toward a heart attack or stroke? At his blog Thoughtful Legal Management, David J. Bilinsky prompts lawyers and others to look inward and make changes while they still can — and shares a few symptom lists that might just make you sit up and take notice. Read more: [thoughtfullaw.com/2017/01/23/lawyers-and-heart-disease/](http://thoughtfullaw.com/2017/01/23/lawyers-and-heart-disease/)

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 51)



## Saving for Retirement: What Women Need to Know

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

Reprinted with permission by the National Women's Law Center. [Click here](#) for the original article, which was published on December 16, 2016. For further information about the issues discussed here, and other legal issues affecting women, visit [www.nwlc.org](http://www.nwlc.org).

The end of 2016 means different things to different people, but as the year draws to a close, many of us start thinking about what the next year, and the future, will bring. If you're reflecting upon your life, work, or family, your thoughts may fast-forward to your larger finances and goals. And if one of those goals is your eventual retirement, we have some resources for you.

The National Women's Law Center and our partners at the Roosevelt Institute and the National Academy of Social Insurance held two free webinars about planning for retirement this month. One focused on younger workers, and the other, on women later in their careers. These presentations provided basics on Social Security and retirement savings, some strategies, and some more targeted information to help women make the most of their Social Security and savings. The recordings and materials are available on our website: [nwlc.org/resources/planningforretirement](http://nwlc.org/resources/planningforretirement).

Planning for retirement can seem daunting, but even small steps can make a difference, especially if you start early. These resources will get you started so that you can maximize your retirement income, and make your savings work harder – and smarter – for you. We hope they'll help you plan for a secure retirement in 2017 and beyond.

See also in this issue, "The Benefits of a Roth Option in Your Retirement Plan," by Gaffar Chowdhury, WBA Foundation Board Member; Vice President, First Financial Group, on page 10.

## Correction

In the November/December 2016 issue, Susan Blakely's byline included an incorrect reference to Corporate Counsel. Ms. Blakely is not affiliated with Corporate Counsel magazine. We regret the error.

## 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,
- smashed down the barriers confronting women, and women in the law.

We are including a series in *Raising the Bar* of vignettes from the history of the WBA written for its 50<sup>th</sup> anniversary in 1967. The ninth is below.

## Commemorative and Other Special Events

"The banquet held January 27, 1932, was honored by the presence of the Vice President of the United States. The 29th annual event, February 5, 1945, was attended by the Chief Justice, Harlan Fiske Stone, and by Justices Rutledge and Burton and their wives. This was believed to be the first time a Chief Justice of the United States had attended any local bar function. The Speaker was Sir Frederic W. Eggleston, Envoy Extraordinary and Minister Plenipotentiary of Australia."

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

## President's Column

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

Greetings!

It's hard to believe that we are more than half way through the 2016-2017 bar year. And what a year it's been. With the WBA celebrating its Centennial on May 17th, I expected this would be a busy season with our traditional amazing programming and several Centennial related events, including our key fundraiser, A Diamond Affair: Casino Night, and our upcoming Equal Pay Day Authors Panel and reenactment of *Goesaert v. Cleary* on May 1, in conjunction with the Supreme Court Historical Society.

But, can I be honest with you? I never anticipated that the election and subsequent inauguration of the 45th President of the United States would have such a profound impact on our

work as women in the profession. I would have never predicted the historic Women's March on Washington or the issuance of the President's Executive Order on Immigration, which led the WBA to make a Statement of Concern (see page 19), the first of its kind in recent history.

We are indeed living in unique times, and our work as women in the profession remains vital today. Our members are on the front lines in addressing issues like immigration reform and the Affordable Care Act. While we may not all agree on every single detail, my hope is that we can continue to foster positive dialogue and to respect one another's opinions.

As I've said often this year, while we've come a long way – there is still much work left to do – by and for women in the profession. Let's continue to forge ahead, onward to 100 and beyond.



Sonia W. Murphy

I hope to see you at an upcoming WBA event.

All my best, *Sonia*

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

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# Statement of the Women's Bar Association of the District of Columbia Regarding Executive Order: Protecting the Nation from Foreign Terrorist Entry into the United States

Released February 2, 2017

The Trump administration recently issued an Executive Order ("EO") limiting the admission of both immigrants and nonimmigrants (including visitors, students, and workers) from seven countries with predominately Muslim populations, and of refugees from all countries. This EO has raised significant concern among many groups, including the humanitarian and legal communities. The Women's Bar Association of the District of Columbia (WBA) shares many of these concerns.

During the course of its almost 100-year history, the WBA has worked directly to advance and protect the interests of women lawyers, and through its Foundation, served the legal and related needs of women and girls. Therefore, the WBA views with grave concern the restrictions set forth in the EO, which may have a severe and significant impact on the well-being and safety of immigrant and refugee women and children.<sup>1</sup>

Immigrants seek out the United States as a place of opportunity, freedom, and most importantly, safety. Through our Foundation's work with DC-based organizations, the WBA has a first-hand view of the many challenges already facing immigrant women and children. "The two orders dial back years of progress and put women and girls fleeing violence in a very precarious position, one in which many will face being denied safety or protection when they need it most," said Archi Pyati, Chief of Policy and Programs at Tahirih Justice Center, a past Foundation grant recipient. To the extent the EO as written or enforced puts immigrant and refugee women and children in harm's way, the WBA is deeply troubled.

Founded on the principle of promoting the administration of justice, the WBA holds dear the notions of due process, equal protection under the law, and freedom of religion. The EO raises serious questions regarding these ideals, as highlighted by the actions of the former Acting United States Attorney General, federal judges and state attorneys general across the nation. As an active legal organization committed to ensuring integrity in our profession, we share the concerns expressed by other groups and legal professionals over these recent developments.

The WBA is heartened that many in our profession have acted in their

capacity to express their concerns over this EO, including immediately answering the call to service by forming *ad hoc* legal clinics at many of the country's airports. The legal profession is fundamentally about service and advocacy, and we support our colleagues – many of whom are women – who are literally on the ground ensuring that those affected by this EO are afforded the legal counsel and representation to which they are entitled.<sup>2</sup> The WBA encourages our members who would like to be involved in the many efforts surrounding this EO to seek out other local voluntary professional legal organizations to offer your time and talents, as well as the non-legal community to support these efforts because respect, humane treatment and compassion are nonpartisan qualities that we proudly embrace and protect.

See also in this issue, "Turning Energy Into Action: How to Have Impact After the Women's March," on page 15, and "WBA Members and Friends at the Women's March," on page 20.

1 [www.pri.org/stories/2016-08-08/it-s-now-clear-most-syrian-refugees-coming-united-states-are-women-and-children](http://www.pri.org/stories/2016-08-08/it-s-now-clear-most-syrian-refugees-coming-united-states-are-women-and-children)

[www.amnesty.org/en/latest/news/2016/07/refugees-and-migrants-fleeing-sexual-violence-abuse-and-exploitation-in-libya](http://www.amnesty.org/en/latest/news/2016/07/refugees-and-migrants-fleeing-sexual-violence-abuse-and-exploitation-in-libya)

2 [www.americanbar.org/publications/perspectives/2016/spring/in\\_public\\_interest\\_women\\_follow\\_their\\_passion.html](http://www.americanbar.org/publications/perspectives/2016/spring/in_public_interest_women_follow_their_passion.html)

				
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## WBA Members and Friends at the Women's March

On Saturday, January 21, a number of WBA members and their friends and family participated in the historic Women's March on Washington, DC.

One intrepid group of WBA friends and family gathered together at Katie Demedis' home and enjoyed a lovely breakfast before walking two miles in the overcast weather to join the March. The group joined over 500,000 marchers

from around the country and the WORLD! It was such an incredible experience!

See also in this issue, "Turning Energy Into Action: How to Have Impact After the Women's March," on page 15, and "WBA's Statement Regarding Executive Order-Protecting the Nation From Foreign Terrorist Entry into the United States," on page 19.





## WBA Foundation News

### WBA Foundation President's Letter

By Monica G. Parham, WBAF President

Welcome to 2017! The Women's Bar Association Foundation (WBAF) is coming off of a strong year that has seen our grant-making reach expand to provide even more funding to legal organizations that meet the legal and related needs of women and girls in the DC community. We thank each of you for your support, without which this expansion would not have been possible.

On behalf of the Foundation, I am thrilled to announce our 2017 grant recipients: **Amara Legal Center, Ayuda, Bread for the City, DC Volunteer Lawyers Project, Domestic Violence Legal Empowerment and Appeals Project (DV LEAP), First Shift Justice Project, Legal Aid Society of the District of Columbia, Legal Counsel for the Elderly, and the Legal Resource Center on Violence Against Women.** Some of these organizations are well-established and known to most of you, while others are smaller and often newer organizations that the Foundation is pleased to bring to attention of a larger audience and supporter base. Each of these organizations is at the forefront of efforts to reach and serve some of the most vulnerable members of our community, who are facing challenges ranging from homelessness to domestic violence to workplace discrimination. It is our privilege to recognize and honor them through our grant-making process.

Our grantees were formally recognized at the WBAF's Eighth Annual Grants Awards Ceremony on February 23, 2017, graciously hosted by Sterne, Kessler, Goldstein & Fox. As the Foundation joins the Women's Bar Association in celebrating its first 100 years through the theme "Looking Back and Moving Forward," it seemed particularly timely to look at "moving forward" through a focus on young people, as both service



Monica G. Parham

recipients and service providers. To that end, we welcomed as our keynote speaker Professor **Kristin Henning**, Director of the Juvenile Justice Clinic at Georgetown University Law Center. We look forward to bringing you more details and photos from the event in the next issue of *Raising the Bar*.

Finally, as we move towards the culmination of the Board year, the WBAF is looking for new Board members who are interested in furthering the Foundation's charitable mission. Any of our current Foundation Board members would be happy to talk with you further about the Foundation's mission, and the Board's critical role in furthering that mission. Contact our staff at [info@wbacfoundation.org](mailto:info@wbacfoundation.org). We welcome your talents and passion for serving those in need.

*Monica*

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# Why Donate to the WBAF?

By Bridget Bailey Lipscomb, Vice President, WBA Foundation & Grace Parke Fremlin, Board Member, WBA Foundation

We often hear the question, “Why should I donate to the WBAF when I can send contributions directly to the charitable organizations that receive community grants from the WBAF?”

Well, the answer is simple. The WBAF is a nonprofit with the mission of evaluating and supporting nonprofits focused specifically on the needs of women and girls in the DC area. There are a lot of options for your donations, but if you want to identify, evaluate, and support nonprofits that focus on women and girls in need of a safety net, WBAF is the nonprofit that does the research and qualifying for you. For those of us who are committed to women and girls, WBAF does all the heavy lifting of selecting and targeting these specific nonprofits.

For almost 35 years, we have leveraged the generosity of lawyers and friends to provide essential financial support to nonprofits serving vulnerable women and girls in our community. Importantly, WBAF grants can only be used for programs that benefit the legal needs of women and girls in the DC area. When you donate to the WBAF, you know what your money will be used for.

Since 1997, the WBAF has made grants to over 60 nonprofits in DC. Many of these organizations have received WBAF grants for more than three years. The WBAF has distributed more than \$525,000 in community grants since 2007.

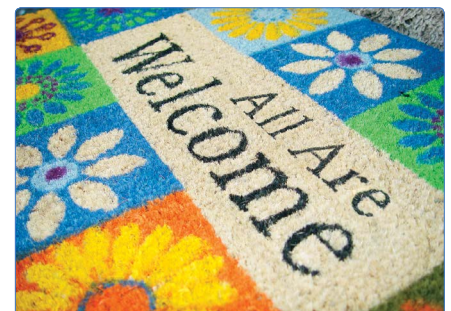
**Make a donation to support the Foundation's work or include the WBAF in your estate planning.** The WBA Foundation does not receive membership dues; it instead relies on the support of donors, like you, who wish to support organizations that promote greater understanding, awareness, legal service representation, 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.

Last year's grant recipients (2016) were Ayuda, Bread for the City, DC Law Students in Court, DC Volunteer Lawyers Project, Domestic Violence Legal Empowerment and Appeals Project, First Shift Justice Project, Legal Aid Society of the District of Columbia, and Legal Counsel for the Elderly. While all of these organizations provide a variety of critical programs for the community, they only use the WBAF grants for legal needs of women and girls in DC - this is “targeted program” support.

- Ayuda advocates for low-income female immigrants through direct legal, social, and language services as well as training and outreach in the Washington, DC metropolitan area.
- Bread for the City provides vulnerable female residents of Washington, DC with food, clothing, medical care, and legal and social services, in an atmosphere of dignity and respect and protects low-income minority women from domestic violence.
- DC Law Students in Court provides legal representation to the Washington, DC's low-income female residents and trains 50-60 student attorneys to provide free legal aid to women and children facing eviction and housing code violations.
- DC Volunteer Lawyers Project addresses the shortage of legal assistance for low-income women in Washington, DC and increases the number of volunteer attorneys that can handle protection order petitions and related custody, divorce, and child support matters.
- Through appellate advocacy, training lawyers, psychologists, and judges on best practices, and spearheading domestic violence litigation in the Supreme Court, Domestic Violence Legal Empowerment and Appeals Project (DV LEAP) works to overturn unjust trial outcomes.

- First Shift Justice Project asserts workplace rights of low-income pregnant women and parents.
- Legal Aid Society of the District of Columbia provides services to women and girls living in poverty in the District of Columbia and the WBAF grant supported at least 50 cases.
- Legal Counsel for the Elderly works in income, housing, long-term care, personal autonomy, and consumer protection for elderly persons in DC. The WBAF grant supported the implementation of clinics assisting older, low income DC women residents in completing the Schedule H form in order to receive the tax credit which they use to avoid eviction, cover property tax payments, pay off debts, purchase food, obtain prescription drugs, and more.

Again, we emphasize that the WBAF is the only organization with the specific mission of supporting nonprofits focused on the needs of women and girls in the DC area. For assurance that your charitable contribution supports these needs, [please donate to WBAF](#). When you donate to WBAF, you ensure that your dollars go to nonprofits or programs that matter most to women and girls - this is the reason why you should donate to WBAF.



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## WBAF Attends Ayuda's Thank You Reception

*By Bridget Bailey Lipscomb, Vice President, WBA Foundation*

**Ayuda**, a 2016 and 2017 WBA Foundation grant recipient, helps immigrants assert their rights, stop abuse, and access vital resources. Ayuda advocates for low-income immigrants through direct legal, social, and language services as well as training and outreach in the Washington, DC metropolitan area.

WBAF's 2016 grant enabled Ayuda to provide immediate legal assistance for victims fleeing emergency situations even on a walk-in basis. Eligible victims received extensive legal advice and counsel regarding legal options, sensitive to the possibility that immigrant victims are often under-informed with respect to legal rights and remedies.

On January 11, 2017, Ayuda hosted a lovely Thank You Reception for its supporters at the Verizon Public Policy Office in Washington, DC. The guest speaker was Retired United States Immigration Judge Paul Wickham Schmidt. Among other insightful

information, Judge Schmidt emphasized that the success rate in immigration court for recently arrived women and children who are represented by counsel is 14 times higher than non-represented persons. This underscores the necessity of Ayuda for assisting those who need representation and the WBA Foundation for financially supporting Ayuda's fleeing emergency situations program.

The WBA Foundation is the only organization with the specific mission of supporting nonprofits focused on the needs of women and girls in the DC area. For almost 35 years, we have leveraged the generosity of lawyers and friends to provide essential financial support to nonprofits serving the vulnerable women and girls in our community. Ayuda was one of eight WBA Foundation grant recipients in 2016 and is one of nine in 2017. We are proud to celebrate the successes of Ayuda.

### WBA Foundation 2016–2017 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between December 1, 2016 and January 31, 2017. These gifts will be used to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan community. For a list of all fiscal year donors and recognition of giving levels, visit [wbadcfoundation.org](http://wbadcfoundation.org).

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Cathy Pagano  
Ann Shalleck  
Andrea Williams*

## Committee & Forums

### 2016 Annual Holiday Tea Delights Attendees

By Laura C. Mow, Co-Chair, Communications Law Forum

Photos by Mark Van Bergh

The always-popular annual Holiday Tea took place on an appropriately cold and blustery afternoon on Friday, December 16, affording the perfect enhancement to the 2016 holiday season. The lovely and historic St. Regis Hotel was the new locale for the Holiday Tea, providing elegant and spacious accommodations for the much-anticipated event. Hosted by WBA's Communications Law Forum, the 2016 Holiday Tea was a festive and stylish affair, with a full plated tea served in the St. Regis' renowned Astor Ballroom, and remarks by the featured speaker, Judge Patricia Millett, esteemed judge of the U.S. Court of Appeals for the District of Columbia Circuit. Nearly 200 attendees gathered for the occasion,

taking the opportunity to meet and mingle with their peers, and to enjoy delicious tea, scones, sandwiches and desserts, enhanced by a background of classical holiday music.

For the first time, the Holiday Tea incorporated an extended pre-Tea networking reception within the sumptuous Winter Pavilion that adjoins the Astor Ballroom. Attendees circulated throughout the spacious and sparkling room, partaking of festive champagne punch and greeting old friends and new. After savoring the introductory networking session, the attendees moved into the Astor Ballroom to take their seats and



*Hon. Patricia Millett*

commence the tea festivities. Laura Mow, Co-chair of the Communications Law Forum, welcomed attendees, and



*Starsha Valentine, Natalie Roisman & Kerry Loughney*



*May Sena, Nancy Combs, Kirra Jarrett, Susan Kovarovics, Grace Parke Fremlin*



thanked the event sponsors: Comcast Corporation, Google, Inc., T-Mobile US, Inc., and the law firms of Wilkinson Barker & Knauer, LLP, Willkie Farr and Gallagher LLP, and Wiley Rein LLP – each of whose support has been indispensable to the success and prominence of the Holiday Tea. Ms. Mow also applauded the remarkable fellowship that was the Women's Bar Association as evidenced by the warm and loyal comradery reflected within the Astor Ballroom.

With the afternoon high tea service underway, attendees enjoyed their holiday fare, consisting of delicious savory sandwiches, holiday scones with sinfully decadent accoutrements, and cleverly decorated pastries -- all accompanied by continually replenished hot tea specially blended by the St. Regis Hotel. Once the attendees were replete, Co-chair Lynne Milne took to the podium to introduce the featured speaker, the Honorable Patricia Millett, followed by Judge Millett's inspirational remarks perfectly pitched for that particular audience and holiday season.

Judge Millett began by acknowledging that this election year had focused attention on foundational principles of equality and nondiscrimination on the basis of race, gender and religion. She further noted that this holiday season following an election provided the perfect opportunity to further the identified foundational principles by pursuing "light, in darkness." Judge Millett observed that the dial of history is moved less by shining light in the daylight and swimming with an easy tide, and more by shining a light in dark places. Judge Millett pointed to women throughout our history, such as Harriet Tubman and Susan B. Anthony, who are examples of those shining lights in challenging times. She noted that abolitionist Lucretia Mott, suffragette Elizabeth Cady Stanton and civil rights leader Rosa Parks, each also confronted injustice and demanded something better. Women like Belva Lockwood and Ruth Bader Ginsburg, as well, envisioned a better nation and justice system and acted to further that vision. Judge Millett then looked out at the audience of primarily women lawyers, noting that they were the light and leaders of today, and urged them to reach out and help others.

Judge Millett discussed the many avenues that women lawyers could take to help and improve society – by exercising greater care for clients, by devoting time to pro bono work, by providing counseling and support for those suffering from drug use or depression, by tutoring the young about justice and its values, by speaking in support of the best of our justice system and the importance of equality and evenhandedness, as well as non-partisan and unbiased conduct in that



*Kathryne Dickerson presents WBA's token of appreciate to Judge Millett*



*Morgan Rettig & Gabrielle Kohlmeier*



*Caroline Van Wie & Kristina Seseck*





*Nina Ren, Elaine Fitch & Brandi Taylor*



*Lindsey Sarowitz, Stacey-Ann Scott & Pearline Scott*

system. She urged greater involvement in the community and efforts to forge true relationships between individuals. In particular, Judge Millett encouraged all those in the audience to believe in others and in themselves, and to take professional risks to fully realize their potential.

Judge Millett concluded her personal message by remarking that there is no magic or one-size-fits-all formula for success, and that to quote Antonio Machado – “[t]here is no road, the road is made by walking.” She urged each attendee to walk

her own road with passion and deliberateness, committed to a profession of service to others.

The afternoon program concluded with Co-chair Kate Dickerson presenting Judge Millett with a beautifully-decorated teapot as a fitting token of appreciation for her motivating participation in an event that has become a highlight of the holiday season for many members of the WBA. The Communications Law Forum Co-chairs are already looking forward to the 2017 Holiday Tea!



*Ferdose al-Taie, Yolanda Hawkins-Bautista & Michelle Roberts*



*Jerita Salley, Tessa Capelota & Jessica Rosenthal*





## WBA Hosts Successful Program Discussing Presidential Transitions

By Cathy Pagano, WBA Board Member; Co-chair, Government Attorneys Forum & Co-chair, Energy & Environmental Law Forum

On December 8, 2016, WBA presented a program entitled, "Seeking Opportunities in the Presidential Transition." It was hosted by the Government Attorneys Forum, with the Young Lawyers Committee, the Career Development Committee, the Leadership Task Force, and the 20+ Years of Expertise Committee. Experts from the nonpartisan Center for Presidential Transition, **Catie Hargrove**, Senior Operations Manager, and **Laura Pietrantonio**, Associate, gave very helpful presentations. They shared valuable information about the Presidential transition process and how the Center helps Presidential candidates with planning, engages Congress in the transition process, and identifies sound management practices. Our speakers also shared valuable advice about how to seek and apply for jobs in such a transition, including information about the Plum Book.

Please sign up for future Government Attorneys Forum programs, including our highly popular ["Acing Applications"](#) Federal jobs program, which will be held on March 30, 2017.



Laura Pietrantonio & Catie Hargrove

## Energy and Environmental Law Forum Happy Hour

By Laura Yaffe



2017 was off to a great start with a gathering of professionals and students interested in energy and environmental law at a casual happy hour and networking event on January, 26, 2017 at I Ricci, in Dupont Circle. The evening was co-hosted by the Energy and Environmental Law Forum and the DC Bar Environment, Energy, and Natural Resources section. The event provided an informal opportunity to chat with others



who have shared interests, and to discuss additional WBA EEF events in the works for the spring.

Over 42 registrants signed up for this successful event. Much thanks and appreciation for this rousing event goes to Jennie Morawetz, Co-Chair of the Energy and Environmental Law Forum, as well as to Linda Tsang, Co-Chair of the DC Bar, Environment, Energy, and Natural Resources Section.

## Young Lawyers Bring Hope and Strategy Tips to Attorneys in Transition

By Jen C. Mika and Anna K. Ratner, Co-chairs, Young Lawyers Committee

Persistence and networking are just two of the crucial steps needed when pushing for a transition to an attorney role, a panel of young lawyers recommended at the third annual New Year! New Career! program on January 11, 2017.

The event was presented by the WBA's Young Lawyers Committee and the Government Attorneys Committee, as well as co-sponsored by the DC Bar's Corporation, Finance, and Securities Law Section; the LGBT Bar Association of the District of Columbia; the Iranian American Bar Association of the District of Columbia; the Vietnamese American Bar Association of the Greater Washington, DC Area; and the Bar Association of the District of Columbia.

Morgan, Lewis & Bockius LLP hosted this year's program, which drew a crowd of approximately 45 attendees. Speaking at the event were **Nick Cordell**, Attorney Adviser at the U.S. Securities and Exchange Commission; **Emilie de Lozier**, Associate at Wilkinson Barker Knauer, LLP; **Shannon Beebe**, Associate at The Spiggle Law Firm; **Vered Krasna**, Attorney Recruiter at Parker & Lynch Legal; **Shira Helstrom**, Associate at Morgan, Lewis & Bockius LLP; and **Nancy Long**, Associate Counsel at the American Association of University Professors, who moderated.

The panelists shared their expertise through their own personal journeys to full-time legal employment. Many advised that the path is not always linear, emphasizing the need to network consistently and market previous experience as building the soft skills needed to succeed in an attorney position.

"Do not be afraid to approach someone in the field that has your dream job and ask to get together over a cup of coffee to discuss that person's path," Ms. Helstrom said. "When trying to nudge a current legal employer to hire you as a full-time attorney," Ms. de Lozier indicated, "don't be afraid to calmly



*Nancy Long, Vered Krasna, Emilie De Lozier, Shannon Beebe, Nick Cordell & Shira Helstrom*

but assertively leverage any outside offers of employment as part of a two-way discussion with your employer."

"Be patient," Ms. Beebe and Mr. Cordell advised. Sometimes the next step away from quasi- or non-legal employment requires a moment of introspection and decision-making about what you really want to do with the next few decades of your professional life. The most immediate next job may only be a stepping stone to the ultimate goal, but learning as much as you can and marketing this new knowledge in a legal light is key to obtaining the sought-after position.

"Preparing several resumes is also a good idea," Ms. Krasna said. Weaving key words from a job description into your own resume better tailors that document to the career opportunity and increases the chances of advancing in the hiring process.

Participants gained all of this and more great advice from the panelist, but also enjoyed meaningful networking time before and after the formal event. Several participants had just recently joined the WBA and looked forward to attending other events that dovetailed with New Year! New Career! Special thanks is owed to **Anna Ratner** for her hard work coordinating this event.



We are proud to support the  
**Women's Bar Association**  
and congratulate our partner and  
**2017 WBA Woman Lawyer of the Year**  
honoree **Ana C. Reyes**





## Member News

### Blackburne-Rigsby Named Court of Appeals Chief Judge

The District of Columbia Judicial Nomination Commission has designated the Honorable **Anna Blackburne-Rigsby** to serve as Chief Judge of the District of Columbia Court of Appeals. She will assume the office on March 18, 2017.

Having served on both the DC Superior Court and the Court of Appeals with distinction, Judge Blackburne-Rigsby brings a wealth of experience and commitment to the position of Chief Judge. She has served the citizens of the District of Columbia for much of her legal career. After graduating from Duke University, she received her J.D. from Howard University School of Law, having served as Lead Articles Editor of the Howard Law Journal and Co-Captain for the Charles Hamilton Houston Moot Court Team. Judge Blackburne-Rigsby worked in private practice and served in the public sector before being appointed to Superior Court. She was both Special Counsel to the then-Corporation Counsel, and Deputy Corporation Counsel in charge of the Family Services Division. Judge Blackburne-Rigsby was appointed as a Magistrate Judge on the Superior Court in 1995, and in 2000,

was appointed by President William J. Clinton to the Superior Court. In 2006, President George W. Bush appointed Judge Blackburne-Rigsby to the Court of Appeals.

During her 21 years on the District of Columbia Courts, Judge Blackburne-Rigsby earned a reputation as a gracious and respected colleague and leader. She has served as Acting Chief Judge of the Court of Appeals, and has mentored newly-appointed judges on both Courts. Judge Blackburne-Rigsby has demonstrated a deep commitment to access to justice for all residents of the District of Columbia: She currently chairs the District of Columbia Courts' Standing Committee on Fairness and Access and she also serves on the District of Columbia's Access to Justice Commission.

Judge Blackburne-Rigsby teaches Professional Responsibility as an adjunct faculty member at the David A. Clarke School of Law of the University of the District of Columbia. She has also taught courses at Harvard Law School and for the District of Columbia Bar. An active



*Hon. Anna Blackburne-Rigsby*

leader and member of various legal, judicial, and community organizations, Judge Blackburne-Rigsby has served as President of the National Association of Women Judges, Chair of the Washington Bar Association's Judicial Council, and as a past Chair and current member of the Board of Managerial Trustees for the International Association of Women Judges. Locally, she is supportive of youth organizations. Judge Blackburne-Rigsby has received numerous awards for her legal, judicial, and community service, including WBA's "Star of the Bar Award" in 2007 and 2014.

### Wiggs Becomes Senior Attorney at Morgan, Lewis & Bockius

Sherlyn Wiggs has joined Morgan, Lewis and Bockius as a Senior Attorney in the Washington, DC office.

Ms. Wiggs represents clients in product liability, complex mass tort, and toxic tort matters in state and federal courts. Her prior experience includes counseling

clients in insurance coverage, medical malpractice, and medical device and pharmaceutical product liability disputes. Currently, Sherlyn is Co-chair of the Litigation Law Forum and a member of the Centennial Celebration committee.



*Sherlyn Wiggs*

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



## Ellis Joins Venable

After almost 6 years at the FDA's Center for Tobacco Products, Renee-Lauren Ellis has joined Venable LLP's DC office to work in the firm's FDA Practice Group. At Venable, she is a part of a busy, dynamic group that provides counsel (mainly) on foods, dietary supplements, drugs, cosmetics, and devices issues.



*Renee-Lauren Ellis*

## Gunston Recommended for DC Superior Court

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 retirements of Magistrate Judges Pamela Gray and Lori Parker. Among the names is WBA member Emily Anna Gunston.

Ms. Gunston is an attorney in the Special Litigation Section of the Civil Rights Division of the Department of Justice.

Before being promoted to Special Litigation Counsel, she served as a Trial Attorney from 2009 until January of 2014. Prior to her employment at the Department of Justice, she was a Deputy Public Defender in the Contra Costa County Office of the Public Defender. Ms. Gunston is a cum laude graduate of the University of Maryland, College Park and the University of California Berkeley School of Law.

### Welcome New Members:

**The following persons joined the WBA in December 2016 & January 2017.**

Elizabeth Anderson  
Julie Avetta  
Diana Baquero  
Leslie Barnes  
Tricia Boutros  
Jennifer Chavez  
Ritu Cooper  
Katherine Culora  
Brooke Edwards  
Tara Forrest  
Brianna Frank  
Jo Fulton  
Sheila Gardner  
Megan Granger  
Molly Hayssen  
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Lakeisha Mays  
Katherine McKerral  
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Natalie Moffett  
Panya Monford  
Aracely Munoz Petrich

Francesca Pisano  
Shannon Proctor  
Maleeha Riaz  
Sara Ruvic  
Raeka Safai  
Arooj Sami  
Genevieve Sankar  
Christine Sanquist  
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Aimee Stewart  
Emily Strunk  
Schonette Walker  
Natalie Walker  
Jennifer Walrath  
Alison Waters  
Joanne Waters  
Christy Weisner

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



## Upcoming Events

Thursday, March 2, 2017

### [Pathways to the Bench: How to Join the Administrative Judiciary](#)

*Presented by: Litigation Law Forum, International Law Forum, Solo and Small Practice Forum, Young Lawyers Committee, Intellectual Property Law Forum, Leadership Task Force*

Join us to learn about how to become a judge for an administrative agency, the differences between administrative law judges and administrative judges, and the benefits of both positions. The panelists will discuss the wide variety of agencies that utilize administrative judges and the numerous available paths to a rewarding career adjudicating interesting cases as a member of the administrative judiciary.

Friday, March 3, 2017

### [WBA Business Hour: From Set Backs to Stepping Up: How You're Holding Yourself Back and How to Step Up](#)

*Presented by Membership Committee*

Whenever a new client starts work with Amanda Alexander, Founder of The Academy for Talented Women, she sends her clients a questionnaire. One of the questions she asks is: "How do you get in your own way?" In this session, Amanda will reveal 3 of the most common ways that smart, educated, professional women hold themselves back in their career – and most importantly, how to shift from holding back to stepping up!

Monday, March 6, 2017

### [WBA Archives Project: Photo Tagging](#)

*Presented by Centennial Committee*

Do you have historical knowledge of the WBA? Our archives include numerous photos, spanning decades. As part of our Centennial Celebration's archive project, we are undertaking a photo tagging project—reviewing our collection of photos and identifying subjects. Brief training will be provided. You can sign up for one or more sessions. Light snacks will be provided.

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!

Wednesday, March 15, 2017

### [A Celebration of 100 Years of Women at the USITC](#)

*Presented by Intellectual Property Law Forum*

Join us for a networking reception celebrating 100 years of women at the U.S. International Trade Commission. This event will provide an opportunity to reflect on the long history of women at the ITC, share stories, and make new connections.

Thursday, March 16, 2017

### [Racial Justice Series: Community Policing & Engagement](#)

*Presented by Diversity Committee*

Join us in partnership with the Washington Council of Lawyers for an open discussion about the role and impact of local policing, police training, and ways to get involved locally. The speakers will discuss the current condition of community policing, inherit bias and de-escalation training, and the status of D.C. Policing in comparison to national trends. Attendees should expect to learn ways to get involved in the process as a takeaway.

Tuesday, March 21, 2017

### [Been There, Done That - Career Options in Insurance](#)

*Presented by Insurance Law Forum*

A legal practice in the field of insurance is not just limited to private practice on behalf of the insured or the insurer. Learn about these and the many other paths that a legal career in insurance can take, including: private practice, serving as a mediator or arbitrator in disputed coverage cases, working as an insurance broker, handling insurance issues in-house as part of a company's legal department or general counsel's office, becoming an insurance industry regulator, and more. Our panel of seasoned attorneys will share their diverse career paths, provide advice to other attorneys considering career options or a career change, and answer any questions about the ups and downs of these different paths.

Thursday, March 23, 2017

### Hot Topics in Health Law: Perspectives on Where We Were and Where We Are

*Presented by Health Law Forum*

Join us for an exciting panel discussion featuring accomplished attorneys from the government, private practice, and a non-profit organization, who will be speaking about “hot topics” in Health Law. The panelists will discuss a variety of health law topics, including Fraud and Abuse, HIPAA, /privacy issues, Telehealth, FDA issues, and legislative and regulatory developments related to the ACA and Medicaid. A networking reception will precede the panel discussion.

Wednesday, March 29, 2017

### Twitter Boot Camp

*Presented by Social Media Committee*

Learn how to make Twitter work for you. Twitter is often the most misunderstood or misused of all the social media platforms. Come for a session on how to effectively and efficiently use Twitter to expand your practice, engage with others in your legal area, or build your brand. Hands on learning will be encouraged so make sure to bring your device!

Thursday, March 30, 2017

### Acing Applications 2017: How to Drill Down for Success in Federal Government Employment Applications and Interviews

*Presented by Government Attorneys Forum, 20+ Years of Expertise Committee, Tax and Business Law Forum, and Career Development Committee*

Want to rise to the top of the applicant pool of your federal government job search? Learn the ins and outs of finding and securing choice positions by honing your search for employment on USAJOBS and agency websites. Our expert panel will give valuable advice on how to best tailor your application package to clear administrative filters and stand out to the professionals reviewing your materials. Learn valuable tips from the experts in federal hiring! Don't delay in registering; this highly popular program sold out last year!

Thursday, April 4, 2017

### Equal Pay Day Authors Panel - A Centennial Year Signature Event

*Presented by Centennial Committee*

This past January 21st saw the Historic Women's March on Washington, an unparalleled gathering not only in the Nation's Capital but on every continent with more than 600 sister-marches around the globe. What are the reverberations for this event in setting policy and law advancing women in achieving equality? Come celebrate the WBADC Centennial Year and Equal Pay Day for a thought-provoking panel discussion featuring authors Marlene Trestman and Gillian Thomas whose works address these themes and more.

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 their 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.”

Wednesday, April 26, 2017

### Think Men Can't Join the WBA? Think Again!

*Presented by Membership Committee*

Imagine this – more men in the WBA! The WBA wants to reach 1,000+ members during our Centennial year! During the month of April, we're focusing on men for membership. Do you know a man who would benefit from membership? Who doesn't know a man who can benefit from the WBA, right?! We are also hosting this special meet and greet event this month to welcome interested members. This is a great opportunity to meet WBA members and leadership and learn more about what we are doing.



Wednesday, May 17, 2017

WBA/WBAF 2017 Annual Dinner  
& Centennial Celebration

Join us in honoring our 2017 Woman Lawyer of the Year, Ana Reyes, Partner and Co-chair of the International Litigation Practice Group at Williams & Connolly LLP. The evening will also feature special guests/remarks by Mayor Muriel Bowser, Washington DC, and Linda Klein, President, American Bar Association; an update on the activities of the WBA and WBA Foundation, and other program elements highlighting the WBA's first 100 years.

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.

Wednesday, June 7, 2017

New Member Reception

*Presented by Membership Committee*

Members who have recently joined the WBA are invited to join us for a New Member Reception. Guests will network with fellow new members of the WBA, as well as with our Board of Directors and co-chairs of our Committee and Forums. Join us and learn how to get involved with the WBA.

Tuesday, June 27, 2017

Consumer Electronics Show & Tell

*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.

WBA 1917 2017 Centennial Celebration  
WOMEN'S BAR ASSOCIATION of the District of Columbia  
Empowering and Advancing Women Lawyers for 100 Years

WBA FOUNDATION

2017 ANNUAL DINNER & CENTENNIAL CELEBRATION

LOOKING BACK

*Moving Forward*

WEDNESDAY, MAY 17, 2017

NATIONAL BUILDING MUSEUM