

FEATURES

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HIGHLIGHTS

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UPCOMING  
EVENTS



WBA Foundation Board at the 2017 Grant Awards Ceremony

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Nancy Duff  
Campbell

## Nancy Duff Campbell to Receive Margaret Brent Award

Every year, the ABA Commission on Women in the Profession selects five honorees from among a large number of impressive submissions to receive the [Margaret Brent Women Lawyers of Achievement Award](#). This year, **Nancy Duff Campbell**, Co-President of the National Women's Law Center, (NWLC), Washington, DC, is among the honorees. WBA is pleased to have partnered with the National Women's Law Center to put forth Nancy's nomination package.

*continued on page 2*



Lorie  
Masters

## Women in Politics

*By Nancy Ortmeyer Kuhn, Director/Partner at Jackson & Campbell, P.C.; Co-chair, 20+ Years of Expertise Committee; Co-chair, Tax and Business Law Forum*

If women are to advance issues of concern to them, they need to run for elected office. Research shows that women need to be asked to run six times more often than men need to be asked. Is this what the founders of the WBA wanted? We think not. We want more of our members and colleagues to consider running—and to run!—for office.

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## Features

### Nancy Duff Campbell to Receive Margaret Brent Award

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Nancy was WBA's 2010 Woman Lawyer of the Year.

"Ms. Campbell epitomizes the ideals of the award – excellence, integrity, and an unparalleled commitment to equality and the advancement of women. She is one of the guiding lights of our legal community – inspiring and transforming the lives of women both in our local community and across the country," WBA President Sonia Murphy wrote in the association's cover letter for the nomination package.

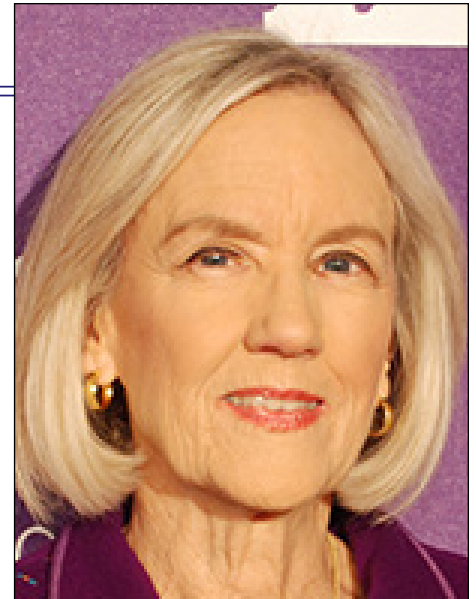
Nancy is a nationally recognized women's rights advocate and expert in women and the law. For over 45 years, she has spearheaded the development of women's legal rights through litigation, legislative and administrative advocacy, and public education. She co-founded and is Co-President of the NWLC, a highly effective public interest law firm dedicated to advancing and protecting women's legal rights and opportunities, with a special emphasis on low-income women and their families. She has participated in the development of key initiatives that benefit women and girls, particularly in the areas of education, employment, health and reproductive rights, and family economic security. Her career has included participation in three of the most important social and legal movements of our time—civil rights, poverty rights and women's rights—in all of which she has excelled.

After shocking her 7th grade teacher by asserting in the 1950s that she wanted to be a lawyer to advance civil rights and civil liberties, she became involved in the burgeoning civil rights movement, including spending the summer of 1965 in Mississippi. When she graduated from law school in 1968, she joined the small cadre of lawyers at the newly formed Legal Services law reform office that was playing a major role in

developing the law of public benefits, the Center on Social Welfare Policy and Law (CSWPL, now the National Center for Law and Economic Justice). One of her first assignments was to write a petition for writ of certiorari that few thought the U.S. Supreme Court would grant. It involved a challenge by poor Alabama tenant farmers to a federal regulation permitting their landlords to demand assignments of future federal crop payments in ways that forced the tenants to finance their crops solely through their landlords.

The Supreme Court not only took the case, they ruled in favor of the tenants in what is still one of the most important cases in the law of standing to sue, *Barlow v. Collins*. She also participated as counsel for the parties or *amicus curiae* in several other cases that reached the Supreme Court and expanded the rights of public assistance recipients—the vast majority of whom are women—in the six years she worked at the CSWPL. In addition, she co-authored the first comprehensive set of Materials on Welfare Law, helping legal services lawyers across the country master the intricacies of the then-new area of the law, and she helped teach, with Ruth Bader Ginsburg, the first classes on women and the law at Columbia Law School.

In 1978, after four years of teaching law full time—first at Catholic University and then Georgetown University Law Center, she brought her expertise on low-income women's issues to the Women's Rights Project of the Center for Law and Social Policy. In 1981, under her direction and that of her Co-President Marcia Greenberger, the Women's Rights Project became the independent National Women's Law Center. In her 38 years at NWLC, she has been a leader in securing significant legislation for women and



Nancy Duff Campbell

their families, including the Tax Reform Act of 1986, which improved the tax treatment of single heads of household and removed 6 million poor families from the tax rolls; the Social Security Amendments of 1983, which both ensured the system's fiscal stability for years to come and expanded benefits for older women; and the 1990 Child Care and Development Block Grant, the first comprehensive federal child care legislation since World War II.

Nancy has been counsel in landmark litigation expanding women's opportunities, including *Haffer v. Temple University*, the first Title IX case to successfully challenge an entire intercollegiate athletic program's sex discrimination; *Parents Without Partners v. Massinga*, establishing a legal right to state child support enforcement services without regard to income; and *Califano v. Westcott*, establishing that needy unemployed women, not just unemployed men, could receive public assistance benefits for their children. She has successfully pressed for administrative agency actions to benefit women including persuading the Internal Revenue Service to add the child care tax credit to the "short form" tax return, which increased the number of low-income families claiming the credit by over 1.4 million in the first year alone, and pressing the

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Department of Defense (DoD) to lift stereotyped restrictions on the service of military women, which culminated in a January 2013 DoD directive rescinding the ground combat exclusion and a December 2015 Directive opening all military positions and units to women.

Nancy has influenced women to pursue legal careers, opening doors and advancing opportunities for women lawyers. Her decades of work to advance the cause of women and their families have led to legal rights and public policies that have enriched the lives of virtually every woman in this country, including women lawyers. Young girls' ability to pursue any area of study, women's ability to secure child care in order to participate in the labor force, older women's retirement security, and many other advancements that benefit women in the profession are the result of her dedication and legal skills. In recognition of this, she was recently named one of 20 Influential Female Lawyers Every Law Student Should Know by Online Colleges.

Her commitment to advancing women lawyers has had a profound effect on countless numbers of women in the profession in other ways as well. At the CSWPL, in her four years of full-time law school teaching, and at NWLC, she has worked with, taught and mentored many women law students, interns, fellows, and lawyers, who now are partners in major firms around the country, judges on state and federal courts, law professors, public officials, and public interest advocates. She has also actively worked to recruit highly qualified women lawyers for positions in the federal government and has used her connections and advocacy skills to assure greater diversity in high government ranks. This includes women—general counsel in Cabinet agencies, other high-level administrative positions, and judges—including as part of the NWLC team that helped secure the confirmations of Justices Ruth Bader Ginsburg, Sonia Sotomayor, and Elena Kagan.

NWLC, under Nancy's direction, has a long history of developing and mentoring women law students and recent law graduates. It had a legal internship program before law schools had clinical programs, under which law students spent a semester in Washington and received equivalent course credit at their law schools; it helped found the Women's Law and Public Policy Fellowship Program, under which recent law graduates are placed at NWLC and other public interest organizations or government agencies in Washington working on women's rights issues; and it both participates in other well-known fellowship programs and has its own fellowship program to train recent law graduates on women's legal issues.

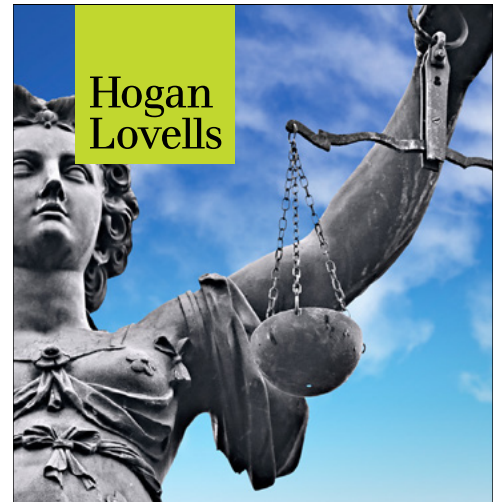
She also helped start and oversees NWLC's Leadership Advisory Committee—a high-level advisory committee of talented women lawyers who are emerging leaders in the private sector who both provide NWLC with advice and support on critical issues that affect women and their families and network with each other and the staff and board of NWLC. They come from law firms, general counsel offices in corporations and unions, and other organizations. In all these ways, her efforts to advance women lawyers mirror her efforts in so many other ways, both personal and professional, to advance all women in the profession.

The remaining 2017 Margaret Brent Women Lawyers of Achievement Award recipients are:

- Honorable Bernice Bouie Donald, Circuit Judge, U.S. Court of Appeals for the Sixth Circuit, Memphis, TN
- Honorable Lynn Nakamoto, Justice, Oregon Supreme Court, Salem, OR
- Lauren Stiller Rikleen, President, Rikleen Institute for Strategic Leadership, Wayland, MA
- Nadine Strossen, John Marshall Harlan II Professor of Law, New York Law School, New York, NY

[Click here](#) for more information about the 2017 Margaret Brent Women

Lawyers of Achievement Awards Luncheon, which will be held on Sunday, August 13, at the New York Hilton Midtown.



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## Women in Politics *(continued from page 1)*

By Nancy Ortmeyer Kuhn, Director/Partner at Jackson & Campbell, P.C.; Co-chair, 20+ Years of Expertise Committee; Co-chair, Tax and Business Law Forum

One way we plan to increase our focus on women in politics is to talk to members who have run for office or counseled those who have run for office. The first in this occasional series focuses on Lorie Masters.

Lorie ran for political office for the first (and hopefully not last!) time in 2014. By referendum in 2010, the voters in the District of Columbia approved a new position: an elected attorney general. This position was seemingly made for someone with Lorie's background. She saw the opportunity and, after much contemplation, accepted the challenge.

A longtime WBA member, Lorie is a past president of the WBA, past officer of the WBA Foundation, and a co-chair of the Centennial Committee. She is a partner at Hunton & Williams LLP and a veteran insurance coverage litigator. Lorie has been a long-time advocate for District voting rights, and was on the board of DC Vote.

When asked about her experiences while running for political office, she referenced an article that she authored entitled "Be the Change You Want to See," the motto which motivated her to run. She also quoted Civil Rights icon John Lewis: "Democracy is an act. It requires...dedication to the highest principles." Lorie embraced those principles and filed her paperwork in July of 2014.

Her run for political office taught her many things, and she offers the following advice:

*"As with success in legal practice, preparation and training are key. That is why many people do not win on the first try. Or, as I like to say, losing is part of winning. Do not be afraid to lose. People will admire you for it."*

*"Women still face sexism on the campaign trail. Your male campaign staff may not recognize*

*it. The women supporting you will. Their advice in my experience is key in helping you overcome it. Be prepared to call out sexism in a nonjudgmental way – and then pivot to your message."*

*"Campaigns are expensive. Until our campaign finance system changes, women (and the men who love them) need to 'vote with their purse.' Women donate to campaigns at about a quarter of the rate that men give. It is perhaps not surprising then that laws that help women succeed—like pay equality and family leave—are not enacted."*

The statistics for women running for elective office are getting better, but still are not stellar. Women's donations to political campaigns similarly trail donations by men, with women contributing about one-third and men two-thirds of the reported personal donations. Prior to the 2016 Presidential election, the disparity was even greater.

The number of women actually elected to office is even smaller, although that number has quadrupled since 1971. In 2017, women held approximately 20% of elective offices. According to statistics maintained by the Center for American Women and Politics at Rutgers University, 19.4% of federal Congressional seats are held by women (104 seats out of 535, House and Senate). In state legislatures, women hold 24.8% of the 7,383 seats. The statistics for statewide elective executive posts, such as governor, lieutenant governor, and attorney general, are similar. Of 312 such positions, 74 women hold office. This includes 4 governors, 14 lieutenant governors, and 56 "other," including 7 attorneys general. Lorie almost made that 8.

As members of the legal community of Washington, DC, I believe that we have a great platform on which to run for office, encourage others to run



Lorie Masters

for office, and/or otherwise become involved in the democratic political process. Until women achieve parity with men in elective office, we will remain at a disadvantage in influencing legislation and other initiatives that are brought forth and ultimately enacted. It is those policies that directly impact our work-life, family-life, and general wellbeing. Thus, as Lorie says: "Be Bold! The women who broke down barriers for us—and founded the WBA—were unafraid. Or certainly fearless. Banish fear, and ask for what you want, on the campaign trail—and off."

While ultimately Lorie did not win, she found the process of running for office "exhilarating and terrifying!" As she has said, "losing is part of winning." Hopefully, she will throw her hat in the ring again!

# 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 the [January/February 2017 issue](#), we reprinted 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.)

In this issue, we reprint 28 recommendations from the 2010 WBA report entitled, "[Navigating the Corporate Matrix: Advancing Women in Corporate Law Departments](#)." Those involved with the report discovered a surprising finding: "...While the career path in law firms is linear and clearly defined, the path to success in corporate legal departments is unclear at best and requires a number of lateral movements combined with small steps upward. This revelation, coupled with the dearth of research relating to women in-house counsel, led to *Navigating the Corporate Matrix*, the most recent phase of the WBA's nationally acclaimed Initiative on Advancement and Retention of Women..." (See *Navigating the Corporate Matrix*, page 2.)

Below we reprint the report's enlightening recommendations, aimed at enhancing success in corporate law departments:

## Best Practices for Law Departments and Managers

1. **Position the Legal Department for Success (Id., 10.).** "Department leadership must ensure that business clients respect the legal department, seeing it as a resource to be used proactively. Once law department

leaders position the department as an integral part of the business, the stage has been set for in-house attorneys, including women attorneys, to be seen as strategic business partners..." (Id., 11.)

2. **Ensure Equal Access to High-Profile Matters and Exposure to the Business Side.** "France Telecom North America General Counsel Danielle Aguto similarly underscored the importance of equitably allocating high-profile work, noting that giving women in-house counsel direct client contact and team-based responsibility with key business players — and following that up with credit for both the work and for building and maintaining the relationship with the business — are essential elements in positioning women for in-house success..." (Id., 11.)
3. **Implement a Plan for Advancement.** "In sum, the development of formalized career paths that take into account corporate structure and culture may be useful in advancing women in law departments and in the corporation more generally." (Id., 12.)
4. **Offer Competitive and Equitable Pay.** "Pay decisions must be fair, equitable and based on uniformly applied criteria tied to the strategic goals and core values of the larger company and the legal department." (Id., 12.)

## Best Practices for Individual Women in Finding Success

5. **Be Proactive.** "...It is critical that women in-house counsel seek out a breadth of work and ensure that they are getting high-profile cases or deals. Additionally, they should have open, proactive, and robust discussions with their supervisors and other more senior attorneys in the department about how they can continue to grow and add value." (Id., 13.)

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#### 6. **Take Control of Your Career.**

“Women in corporate law departments should take greater affirmative career ownership at earlier stages in their careers and engage in continual career planning.” (Id., 13.)

#### 7. **Be Vigilant.** “Women in-house counsel should always keep an eye open for new opportunities in new areas...” (Id., 13.)

#### 8. **Be an Active Participant in the Compensation Process.** “The phrase ‘you don’t get what you don’t ask for’ is particularly fitting in the context of compensation decisions.”

- Start the dialogue on compensation before even moving into an organization.
- Do your research. Always know what other people in your position at your level are earning at other companies in your industry. If you become aware of a pay disparity, speak up.
- Don’t take no for an answer.
- Ask before the decision is made...
- Be prepared to discuss the reasons why you deserve a certain salary or bonus. (Id., 13-14.)

### Many Lawyers Enter In-House Law Departments Knowing Only the Legal Side of the Corporate Matrix

“...Ms. Kucik perhaps put it best when she said, ‘In house, you have to think a little bit as the business person; you’re not just a lawyer.’ Law schools’ ability to and interest in expanding their curricula to include a focus on broad business and financial concepts is critical to providing women with the

basic skills needed to succeed in a corporate law department...” (Id., 17.)

### Mastering and Maneuvering Within the Substantive Business

#### 9. **Assess the Corporate Culture.**

“...[W]omen in house counsel must accurately assess and strategically react to and within their corporation’s corporate culture in order to navigate the corporate matrix... Another part of assessing the corporate culture is understanding the structure and dynamics of the legal department. Some legal departments are structured around business units, with in-house lawyers effectively serving as a particular business unit’s lawyer. Others are based on a specialist model...” (Id., 17.)

#### 10. **Make a Connection While**

**Remaining True to Yourself.** “... [W]omen in house lawyers need to strike the delicate balance between “being authentic” and working within “the system.” (Id., 18.)

#### 11. **Understand the Role of an In-House Counsel.**

“Maintaining credibility depends on understanding business objectives and suggesting alternative paths to accomplishing those objectives.” (Id., 18.)

#### 12. **Find a Subject-Matter Mentor.**

“... Women in-house attorneys cannot — and should not — be afraid to ask people on the business side for assistance in learning the business...” (Id., 19.)

#### 13. **Employ Effective Verbal and Written Communication Styles.**

“...[F]ew things will marginalize an in-house lawyer faster than not making the transition from speaking ‘legalese’ to using the type of short, concise, business-oriented communications expected in-house. Moreover, in order to communicate effectively, an in-house lawyer must ‘learn the lingo’ of the business and use it in written and verbal communications.” (Id., 19.)

“One useful tool for learning the language of the business is executive coaching.” (Id., 20.)

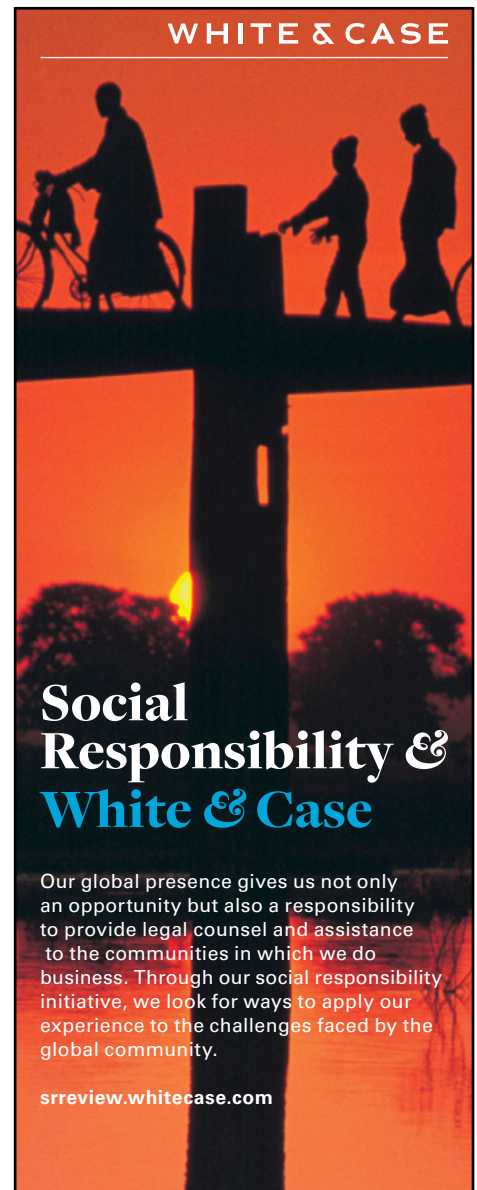
### The Legal Side of the Corporate Matrix Still Matters

“While mastery of the business side is critical to successfully navigating the corporate matrix, women in-house lawyers are still lawyers, and the legal side of the matrix remains in place.” (Id., 20.)

#### 14. **Approaches for In-House**

**Counsel:** “Take advantage of up-to-the-minute alerts and substantive newsletters prepared and distributed by outside counsel. Stay

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informed about cost and time-effective teleconferences and webinars. Protect your career by keeping certain projects rather than delegating them to outside counsel.” (Id., 20.)

#### 15. Approaches for Corporate Law Departments:

“Develop internal training programs.” (Id., 21.)

#### 16. Approaches for Law Firms:

“Recognize that training represents a prime opportunity to give back to, rather than seek something from, in-house legal departments, and offer clients training sessions led by firm lawyers.” (Id., 21.)

### Navigating Corporate Culture to Access Skill-Building Tools

17. **Self-Promotion is Critical.** “[L]aw department leaders must acknowledge and address the impediments posed by stereotypes and the double-bind in areas like self-promotion. Individual women attorneys must engage, despite any initial discomfort, in self-promotion and other behaviors necessary to move into leadership roles...” (Id., 21.)

Keep a log of your successes

- List your strengths
- Redefine self-promotion
- Share your strengths and convictions
- Reject gender stereotypes
- Take calculated risks
- Cultivate alliances
- Strategically select organizations and committees for participation
- Get your successes in print
- Practice leadership skills
  - “Consider taking on leadership roles within your local women’s bar association...”
- Speak up about yourself effectively
  - When you talk to colleagues and superiors, mention what you are doing.
- Observe the experts
- Notice opportunities (Id., 22-23.)

### 18. Develop Internal and External Networks.

- Focus on developing broad and diverse networks, both internally and externally.
- Do not limit either internal or external networks to those sharing one’s own interests. While such individuals are obviously an important component of a network, they should not be the entire network.
- Women’s networks should not consist solely of other women.
- Internal networks should include powerful men within an in-house lawyer’s chain of command, colleagues at all levels of the legal department, and key business leaders.
- External networks should include not only lawyers (women and men) from a variety of sectors but also community leaders and other non-lawyers. (Id., 23-24.)

### Fostering Meaningful Formal and Informal Mentoring Relationships

“Successful mentoring may take a variety of forms ranging from formal mentoring programs to ‘circle mentoring’ with a group of senior in-house women attorneys mentoring a group of more junior attorneys, to informal one-one-one mentoring.” (Id., 25.)

#### 19. Building an expansive network of mentors.

“A mentee may need different mentors for different needs: one who can share contacts, one who can open doors, one who can give advice and support. (Id., 25.)

#### 20. Being alert to mentoring opportunities.

“When someone takes an interest, respond favorably.” (Id., 25.)

#### 21. Creating reasonable expectations.

“Mentors and mentees should have clear, realistic, aligned expectations and communicate these expectations to each other. (Id., 26.)

#### 22. Remembering that mentoring goes both ways.

“Junior attorneys have to build the

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foundation for a relationship by setting and meeting expectations for the mentoring relationship.” (Id., 26.)

## Availability of Flexible Options is a First Step; Making Them Usable is the Finish Line

### 23. Implement a written policy.

“A formal written policy sends a powerful message that the law department is committed to providing its attorneys at all levels with flexible work options that allow them to meet their outside responsibilities while continuing to advance in their careers.” (Id., 29.)

**24. Tone at the top is critical.** “It is essential that law department leaders and managers are aware of and buy into the business case for flexibility. They can reinforce the message by regularly and consistently communicating their support for flexible work programs in both their words and actions.” (Id., 29.)

**25. Broad availability.** “Because flexibility is a business response

rather than an accommodation for a select few, flexible work programs should be available to all attorneys — women and men — regardless of their reason for requesting a flexible schedule, provided that the proposed schedules are consistent with business needs.” (Id., 29.)

**26. Proportionality.** “Employees participating in reduced hour programs should receive pay, bonuses, and benefits that are proportional to the number of hours they are scheduled to work. Moreover, they should be eligible for the full complement of benefits available to full-time attorneys. Less-than-proportional benefits penalize lawyers who utilize the program and reinforces stigma.” (Id., 30.)

**27. Advancement opportunities.** “As demonstrated by the responses to the WBA survey, the availability of flexible work programs does not guarantee that women attorneys will use them. It is well documented that, regardless of the availability of

flexible work programs, attorneys who feel stalled in their careers leave. This can be avoided by ensuring that attorneys on a flexible work program continue to receive high-profile and challenging work and remain eligible for promotional opportunities. (Id., 30.)

**28. Visible role models.** “Senior women who have been promoted while on a flexible schedule send a powerfully positive message about the company’s commitment to work/life balance and the advancement of women.” (Id., 30.)

Added to the 98 “Next Steps” from our four earlier *Raising the Bar* articles, we now have shared 126 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.

## Speaking Up About The DC Missing Girls Crisis

By June Phillips Johnson, Esq.



June Phillips Johnson

As a former Legal Aid attorney for the Children in Need of Assistance Unit in Baltimore City, I worked for the forgotten children of broken homes. Young girls and boys slipped through the cracks of being noticed and simply disappeared.

However, this latest epidemic involving dozens of missing girls in DC is even more demanding in nature because this crisis involves vulnerable children in our own backyard. Specifically, our local areas of young girls need our protection immediately. Yet, if you haven’t been active on social media for a while you might have missed the crisis entirely.

What crisis am I talking about? Keep reading.

The week of March 12, 2017, over a dozen girls between the ages of 10 and 15 were reported missing from the DC metropolitan area. Most of them were preteen girls. Unfortunately, this happened with very little response. Let’s be clear: this is what a crisis looks like up close.

Didn’t catch the Amber Alert? Don’t worry, there wasn’t one. However, there

was a pretty inconspicuous Facebook post by the DC Metropolitan Police Department for over 10 young pre-teen and teenage girls. But otherwise, silence for almost three weeks until March 27, when Mayor Muriel Bowser issued a press release establishing the DC Missing Girls Task Force to address this “public crisis.”

A public crisis usually stems from a public outrage invoking a call to action to stop the current harm with preventive measures to avoid it in the future. This year alone several marches have taken place to decry similar crises affecting women. In January, women marched in pink caps, surrounding Metro stops screaming for equal pay, and demanding that certain healthcare measures and facilities remain an outlet for women. For this day the purpose was simple—all women are

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one America, banding together against injustice.

Now, just weeks later we find ourselves needing to address another crisis but there is a significant decrease in participation or public notice. In fact, there still has been no 24-hour news coverage, and no marches to address the missing girls in DC. So, what exactly will it take get this crisis against young women in DC exalted to the public platform and on the crisis radar?

For Natalee Holloway, a teen who went missing while on vacation in Aruba in 2005, there was 24-hour CNN coverage and ultimately a Lifetime movie. In

contrast, the DC missing girls initially got just a Facebook post.

What's the difference? When does crisis meet obligation and turn into action? Is it just a color thing? Could it be sex trafficking? Yes, maybe that's more likely. Needless to say, the silence of our women's organization allies is deafening. [A report](#) created by the Syracuse University's Newhouse School of Public Communications details the idea as conferring importance and urgency upon the disappearance of some girls and women and not others.

To be clear, this is not an indictment or meant to ridicule one movement over

another. This is simply a call to action to demand fair handling of all national crises that affect women and girls in our society. There are a lot of demands for everyone's attention—from popular posts and podcasts to 24-hour news cycles, there is always something to demand your attention. Especially now, and you could choose to tune out altogether. But this is just too important to tune out.

This fight needs your voice, your action. Do something. Share this article, volunteer to mentor young girls, donate to nonprofit organizations such as [Black and Missing](#), an organization dedicated to maximize exposure of missing persons of color. Do not ignore this crisis. These girls need us.

## Despite Job Growth, Black and Latina Women Are Still Being Left Behind

By Brandie Temple, Public Policy Fellow, 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 March 10, 2017. For further information about the issues discussed here, and other legal issues affecting women, visit [www.nwlc.org](http://www.nwlc.org).

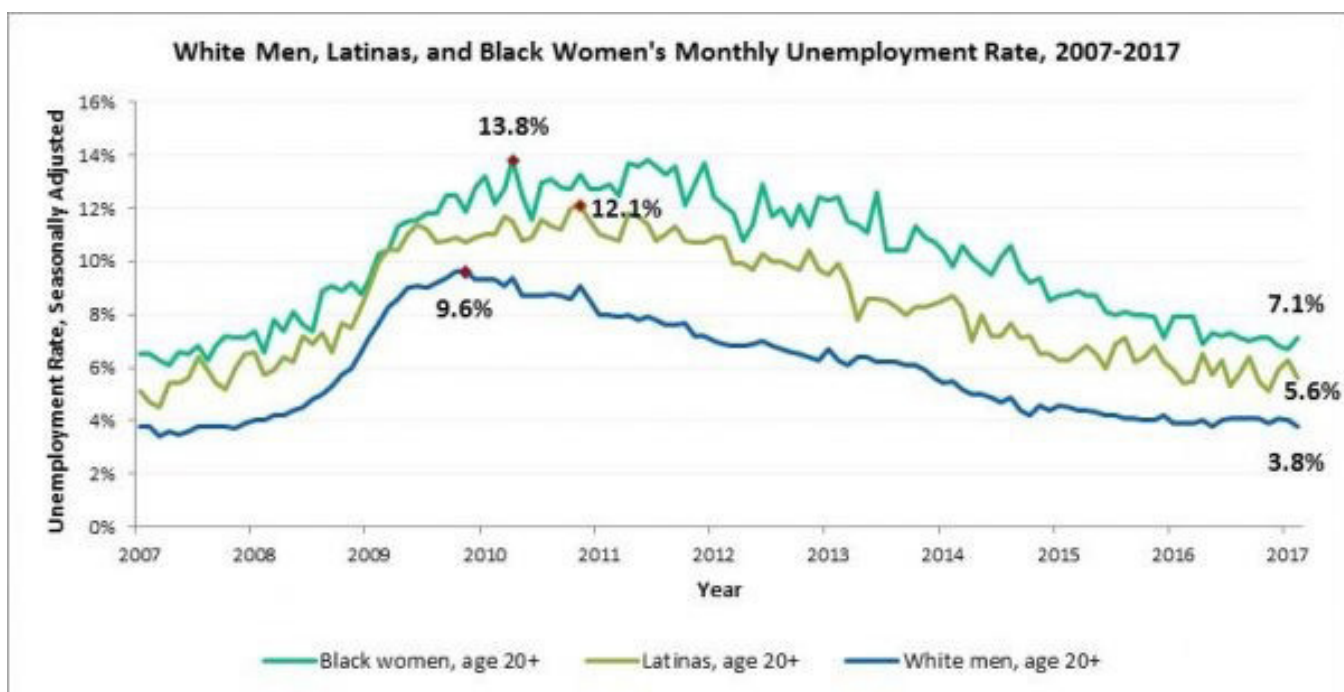


Jobs data were released this morning by the Bureau of Labor Statistics (BLS). The economy added 235,000 jobs in February, and about 6 in 10 of those went to women. The unemployment rate for women ticked down slightly from 4.8 percent in January to 4.7 percent in February. But this overall number masks the broader economic picture for Black and Latina women.

**Racial disparities in the unemployment rate still persist, despite a long stint of economic growth after the 2007 recession.**

Black and Latina women continue to experience higher unemployment than white men and women. In February, Black

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women had nearly double (7.1 percent) the unemployment rate of white men (3.8 percent), and while the unemployment rate for Black women increased from January to February by more than a percentage point, the unemployment rate for white men decreased over the same time period. Latinas were also more likely than white men and women to be unemployed.

When we look at data over time, it's clear that while unemployment rates have gone down, the unemployment rate gap between Black women and white men and between Latinas and white men has shrunk. However, it is still wider than it was before the recession began and despite a record number of months of job growth, Black women and Latinas continue to lag behind white men when it comes to unemployment and the recovery.

**Black women's and Latinas' economic recovery progressed at a much slower pace than white men's.**

Data over time show very different experiences throughout the recession and subsequent recovery between Black women and Latinas and white men. White men's unemployment started trending downward in early 2010 while the unemployment rate for Black women did

not begin to decline consistently until late 2013—nearly four years after the declared “end” of the recession. Latinas did not see a consistent decline in the unemployment rate until early 2012—nearly two years after the recession was declared over. Even at its peak of 9.6 percent in November 2009, white men's unemployment remained at least 4.3 percentage points below the peak unemployment rate of Black women, which reached 13.8 percent in April 2010, and 2.5 percentage points below Latinas peak unemployment rate of 12.1 percent in November 2010.

**Before, during, and after the recession, white men's unemployment never went higher than Black women's or Latinas'.**

Through the recession and recovery, white men's unemployment never climbed into double digits, while Black women's unemployment remained above 10 percent for 60 consecutive months—five years—from February 2009 until January 2014. People of color, but especially Black men and women, bore the brunt of high unemployment during the recession and their recovery has lagged behind that of white men and women. Let's hope last months' movement toward a widening gap in the unemployment rate between women of color and white men doesn't become a long term trend—these women and their families simply can't afford it.

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**Welcome New Members:**

**The following persons joined the WBA in February and March 2017.**

Sally Abrahamson  
Loren AliKhan  
Vivian Anyagligbo  
Caroline Arbaugh  
Dylan Boivin  
Rahkel Bouchet  
Jane Cavanaugh  
Sabahat Chaudhary  
Stephanie Costa  
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Haya Yaish

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



## President's Column

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



*Sonia W. Murphy*

Greetings!

It's hard to believe that we have just about reached the end of my tenure as President of the Women's Bar Association of the District of Columbia. It's been a pleasure to serve, and I am grateful to the WBA membership for the honor of ushering us onward to our Centennial Celebration on May 17.

Consistent with our theme of **Looking Back, and Moving Forward**, this bar year has been both reflective and visionary. Many of our programs and activities focused on capturing, examining, and celebrating our history and the broader history of women in the legal profession. I am excited to report that we recorded close to 100 members' oral accounts of their experiences with the WBA. We also celebrated Women's History Month with a panel of WBA past presidents reflecting on the accomplishments of the WBA and discussing the challenges for current and future women in the profession. We had our very first WBA Night at Arena Stage where we enjoyed the stage play *Roe*, which examined the lives of the plaintiff and the young, woman lawyer who argued *Roe v. Wade* before the U.S. Supreme Court.

We laid the foundation for our next 100 years of service by developing a new strategic plan, which will be revealed soon, and by hosting our first [Casino Night fundraiser](#), with proceeds supporting the WBA's Centennial Campaign. We also contributed to the ABA Commission on Women and the ABA Labor and Employment Section's Sexual Harassment Policy Manual entitled "Zero Tolerance: Best Practices for Combating Sex-Based Harassment in the Legal Profession." We added our voices to the discussion on minority flight and why women of color are leaving law firms, and helped to raise awareness regarding equal pay by talking with authors whose work focuses on key themes relating to equality in compensation.

We increased our membership and our presence on social media. We also remained true to our foundation in advocacy by issuing a "[Statement of Concern Regarding Executive Order: Protecting the Nation from Foreign Terrorist Entry into the United States](#)."

We have accomplished much, but work remains to be done. On May 17, we'll pause and celebrate our victories. But then, we'll get back to work maintaining the honor and integrity of the profession, promoting the administration of justice, advancing and protecting the interests of women lawyers, promoting their mutual improvement, and encouraging a spirit of friendship. I am looking forward to many more memories ahead.

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.***

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

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## WBA Foundation News

### WBA Foundation President's Letter

By Monica G. Parham, WBAF President

2017 has been a year of change. Many of these changes impact, or potentially impact, the very populations – underserved women, children and families – served by the WBA Foundation and its grantees. With change comes opportunity, and the WBA Foundation welcomes each of you to join us as we expand our grant-making reach to provide even more funding to organizations that meet the legal and related needs of some of our most vulnerable neighbors in the Washington, DC community.

On February 23, 2017, the WBA Foundation honored its grantees at its Eighth Annual Grants Award Ceremony, graciously hosted by **Sterne, Kessler, Goldstein & Fox**. A brief summary about each of our 2017 grantees and the amazing work they do in the community can be found below:

**AYUDA:** Ayuda provides support for and advocacy on behalf of low-income immigrants through direct legal, social, and language services, as well as training and outreach. WBA Foundation funding will allow Ayuda to provide immediate legal assistance, including on a walk-in basis, for victims fleeing emergency situations, with clients receiving comprehensive, culturally competent legal advice and counsel.

**AMARA LEGAL CENTER:** Although many are aware of human trafficking as an international issue, the vast majority of individuals suffering from human trafficking in the United States are U.S. citizens. Amara Legal Center provides free legal services to individuals whose rights have been violated while involved in commercial sex, whether involvement was by coercion, necessity, choice, or otherwise. In 2016, Amara provided free legal services to 152 clients in the DC metropolitan community.

**BREAD FOR THE CITY:** Bread for the City provides vulnerable District residents with comprehensive services, including legal and related wrap-around social services. The WBA Foundation's grant will support Bread for the City's Domestic Violence



Monica G. Parham

Community Legal Services Project, which has taken a leadership role in system-wide advocacy for survivors of domestic violence through direct advocacy, coordinating and training of domestic violence attorneys and legal advocates, and participation in court-based projects addressing access to justice issues faced by those with custody and divorce cases.

#### DC VOLUNTEER LAWYERS PROJECT:

DCVLP's mission is to create, support, and utilize a network of volunteer lawyers to provide high-quality, pro bono legal services to domestic violence victims and at-risk children in Washington, DC. In 2016, volunteer and staff attorneys represented victims in nearly 400 civil protection order and family law cases, and served as court-appointed advocates for 104 vulnerable children. With their community partners, DCVLP also provided 350 victims with legal, housing and counseling services through its Domestic Violence Resource Clinic.

#### DOMESTIC VIOLENCE AND LEGAL APPEALS PROJECT: DV LEAP

provides a stronger voice for justice by fighting to overturn unjust trial court outcomes, advancing legal protections



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for victims of domestic violence and their children through expert appellate advocacy, training lawyers, psychologists, and judges on best practices, and spearheading domestic violence litigation in the Supreme Court. The WBA Foundation grant supports DVLEAP projects that provide trial court-level consultation and technical assistance and appellate-level representation in domestic violence matters.

#### **FIRST SHIFT JUSTICE PROJECT:**

First Shift Justice Project's mission is to empower low-income pregnant women and parents through the assertion of their workplace rights. With funds received from the WBA Foundation, First Shift has doubled the number of low-income women to whom it provides legal services, and educated both clients and health care providers about family medical leave and related provisions regarding accommodations for pregnancy and breastfeeding. Due to First Shift's efforts, many clients have either maintained their employment or have been able to return to work, with accommodations including back pay, lifting restrictions, and rest breaks.

#### **LEGAL AID SOCIETY OF THE**

**DISTRICT OF COLUMBIA:** For more than 80 years, Legal Aid's mission has been to make justice real – in individual and systematic ways – for persons living in poverty in the District of Columbia.

WBA Foundation funding will be used to support the Legal Aid Society's Domestic Violence Economic Security Project, which focuses on increasing economic security for low-income survivors of domestic violence in DC. In building out the Project with funding from, inter alia, WBA Foundation, Legal Aid has been able to add a full-time attorney, an Equal Justice Works Fellow sponsored by Latham & Watkins LLP, to focus on addressing these issues full time.

#### **LEGAL COUNSEL FOR THE**

**ELDERLY:** The Legal Counsel for the Elderly serves and empowers thousands of low-income seniors each year in areas of law involving "basic human needs," focusing on income, housing, long-term care, personal autonomy, and consumer protection. The Foundation's grant supports LCE's "Schedule H" clinics, through which pro bono attorneys assist low income seniors in applying for Schedule H tax credit payments. Seniors, in turn, can use these funds to cover property tax payments, pay off debts, obtain prescription drugs, and more.

#### **LEGAL RESOURCE CENTER ON**

**VIOLENCE AGAINST WOMEN:** The mission of the Legal Resource Center on Violence Against Women (LRC) is to improve legal representation for domestic violence survivors. The LRC works both to obtain legal representation for domestic violence survivors in interstate custody

cases, and to provide technical assistance to domestic violence victim advocates and attorneys in such cases, and can expand its footprint with WBA Foundation funding.

The level of need in our community continues to increase. Addressing that need and ensuring that a safety net remains in place for the underserved members of our community cannot be accomplished either by a single organization, or through a single approach. Rather, it will require collaboration across sectors – private, public and social. The Women's Bar Association Foundation is pleased to be part of that collaboration, and encourages each of you to play a role, however large or small, as well.

Please join us as we celebrate the work of the WBA Foundation grantees at the upcoming [Women's Bar Association/WBA Foundation Annual Dinner](#), which will be held on Wednesday, May 17, 2017 at the National Building Museum in Washington, DC. Not only will the event be a chance to celebrate a fantastic Foundation year, it marks the Centennial Celebration of the Women's Bar Association. This will be a grand occasion on which to "Look Back and Move Forward," and we look forward to celebrating with each of you.

*Monica*

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## Grant Awards Ceremony

WBA Foundation's Eighth Annual Grants Award Ceremony was held February 23, 2017, at **Sterne, Kessler, Goldstein & Fox**. The event brought together WBA Foundation supporters and WBA members recognize the 2017 grantees and present them with their grant checks. The evening's keynote remarks were provided by Professor **Kristin N. Henning**, Director of the Juvenile Justice Clinic at Georgetown University Law Center.



*Keynote speaker Kristin N. Henning*



*WBA Foundation president Monica Parham*



*Jennifer Duane & Hon. Diane Brenneman*



*Nicole Stinson & Lauren Brown*

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*Amy Vora, Stephanie Westman, Tracy Davis & Stephanie Troyer*



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## Is the LSC on the Chopping Block? ABA President Linda A. Klein Speaks Out

In a recent statement, ABA President Linda A. Klein expressed her strong support for the Legal Services Corporation (LSC), which the New York Times reported is on a draft “hit list” of programs that could be eliminated to reduce domestic spending. LSC furthers the nation’s “core values” by providing “access to justice for all,” including veterans, seniors, and many others, Klein said; the New York Times reported that the savings by cutting it and several other programs would be “comparatively small.” [Click here](#) to read the *ABA Journal* article that shares more of Klein’s statement and key details about the possible cuts.

(From ABA Division for Bar Services, Bar Leader Weekly, Issue 54)

## Committee & Forum Highlights

### Communications Law Forum’s Seventh Annual Mentoring Supper

By Lynne Milne, Co-chair, Communications Law Forum

On Wednesday, February 15, 2017, WBA’s Communications Law Forum, in partnership with the Young Lawyers Committee of the Federal Communications Bar Association (FCBA), held their **Seventh Annual Mentoring Supper**. This year’s Mentoring Supper featured many prominent practitioners acting as mentors to a diverse group of young lawyers, lawyers in transition and law students. The event was very well attended, with almost 120 mentors and mentees enjoying conference facilities and food provided by **Hogan Lovells US LLP**.

Following introductions and announcements by **Lynne Milne** of WBA’s Communications Law Forum and **Sean Spivey** of FCBA’s Young Lawyers Committee, FCBA President **Robert E. Branson**, Assistant General Counsel at Verizon, provided motivational remarks on the benefits of mentoring.

**Elizabeth Cuttner** next explained that the evening’s program was structured as three series of mentoring sessions. The mentors and mentees engaged in intimate and lively discussions of careers, professional development, and advice for success, while enjoying a delicious buffet dinner and dessert of cupcakes and fresh

fruit. Mentees were encouraged to ask any questions of the mentors, including those about personal mentor-mentee relationships, career development, and opportunities for professional growth. Mentors moved between three tables through the evening, allowing the mentees to meet and learn from six mentors, and hear different perspectives about the varied career paths available to lawyers today. Excellent mentoring continued throughout the evening, based on the specific circumstances of the mentees and the varied experiences in solving problems of the mentors.

In addition to the hard work and contributions of the co-chairs of the WBA’s Communications Law Forum – **Kathryne Dickerson** of Wiley Rein LLP, **Lynne Milne** of the Federal Communications Commission (FCC) and **Laura Mow** of The Law Office of Laura C. Mow – and the co-chairs of the FCBA’s Young Lawyers Committee – **Kristine Fargotstein** of the FCC and **Sean Spivey** of Hogan Lovells US LLP – the co-chairs appreciate the special assistance in planning, mentoring and implementation of many other required tasks by **Elizabeth Cuttner** of Cinnamon

### WBA Foundation 2016–2017 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between February 1, 2017 and March 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 [wbacfoundation.org](http://wbacfoundation.org).

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#### \$500–\$999

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*Christopher Zubowicz*

*Lorelie S. Masters*

*Diana Savit*

#### Up to \$100

*Jo Saint-George*

Mueller LLC and **Rachel Wolkowitz** of Wilkinson Barker Knauer, LLP. The co-chairs also thank the other mentors who volunteered their time to provide appreciated career advice to the mentees participating in this program, including **Joan M. Marsh** of AT&T Services, Inc., **Ryan Wallach** of Comcast Corporation, **Julie Kearney** of Consumer Technology Association, **Anne Swanson** of Cooley LLP, **Laura Possessky** of the Corporation for Public Broadcasting, **Matthew DelNero** of Covington & Burling LLP, **Barry Ohlson** of Cox Enterprises, Inc., **Krista Witanowski** of CTIA, **Jennifer Duane** of the Department of Commerce National Telecommunications and Information Administration (NTIA), **Angela Simpson**, formerly of the Department of Commerce NTIA, **Laura**

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**Phillips** of Drinker Biddle & Reath LLP, **Jessica Almond**, **Rachael Bender**, **Micah Caldwell**, **Brendan Carr**, **Justin Faulb**, **Nese Guendelsberger**, **Michael Janson**, **Jean Kiddoo**, **Olga Madruga-Forti**, **Nirali Patel**, **Matthew Pearl** and **Johanna Thomas** of the FCC, **Diane Cornell**, formerly of the FCC, **Joseph Di Scipio** of Fox Television Stations, Inc., **Christopher Wright** of Harris, Wiltshire & Grannis LLP, **Mark Brennan** of Hogan Lovells US LLP,

**Rebekah Goodheart** of Jenner & Block LLP, **Margaret Tobey** of NBCUniversal, **Gigi Sohn** of Open Society Foundations, **Sherrese Smith** of Paul Hastings LLP, **Ruth Milkman** of Quadra Partners LLC, **Luisa Lancetti** and **Cathleen Massey** of T-Mobile US, Inc., **Lawrence Roberts** of Venable LLP, **Robert E. Branson** of Verizon, **David Gross** and **Kathleen Kirby** of Wiley Rein LLP, **Charles Keller** and **Radhika Raju** of

**Wilkinson Barker Knauer, LLP**, and **Mia Hayes** of Willkie Farr & Gallagher LLP.

The co-chairs of the WBA's Communications Law Forum and the FCBA's Young Lawyers Committee very much appreciate the law firm of **Hogan Lovells US LLP**, the generous signature sponsor of this event.

Photo credit: Mark Van Bergh Photography



*Lynne Milne*



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*Shari Manasseh Ohri*



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*Laura Possessky*



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# Obama's Legacy on Criminal Justice Reform

By Celina Stewart, Diversity Committee Co-chair

In honor of Black History Month, the Diversity Committee hosted the WBA's first ever Black History Month (BHM) program, a panel discussion entitled, "Obama's Legacy & Impact on Criminal Justice Reform" on February 28, 2017 at Howard University School of Law. As WBA President **Sonia Murphy** so eloquently put it in her personal invitation to the community: "for those who do not know the history of the WBA – though the association was founded in 1917, women of color were not admitted as members of the Women's Bar Association until 1962 when Dovey Johnson Roundtree became the first black woman to be admitted. She was admitted by vote of the entire membership, and over objection of the Board of Directors. Dovey was a graduate of Howard University School of Law, making the location of our first BHM program even more fitting." Thus, our deepest thanks to **Dean Holley-Walker** and **Howard University School of Law** for graciously extending space for this historic presentation!



WBA president Sonia Murphy, Cynthia Roseberry, Caprice Jenerson, Mary Price, Jesselyn McCurdy

The event began with a networking reception where panelists mingled with attendees and special guests: three men granted clemency during the final days of President Obama's term.

Panelists **Jesselyn McCurdy** of the ACLU, **Caprice Jenerson** of the New York Legal Assistance Group, and **Mary Price** of Families Against Mandatory Minimums were the dynamic women chosen to speak on the issue. And moderator **Cynthia Roseberry**, of the National Association of Criminal Defense Lawyers, navigated the discussion on her final day as the Clemency 2014 Project Manager. Together, the panel discussed everything from the backroom talks with President Obama's staff and getting the necessary changes in the law, to recruiting and training thousands of attorneys in local bar associations, large law firms, and hungry attorneys wanting to get involved. Hearing how it all got started felt like a real life documentary with a birds-eye view of the very women who pioneered the criminal justice

movement that yielded the most-leveraged executive order power in history. To fully encapsulate the vibe, being in the room felt powerful and empowering at the same time.

In addition, attendees had an opportunity to hear from three men who were directly impacted by Obama's Criminal Justice Reform initiative: **Norman Brown**, sentenced to life imprisonment in 1993, and whose commutation was announced on July 13, 2015; **Derrick Timmons**, sentenced to 300 months in 2005, and whose commutation was announced on August 3, 2016; and **Kenneth Harvey**, sentenced to life in 1991, whose commutation was announced on March 30, 2016. Many in the room fought back tears as Mr. Brown told his story about getting a personal letter from President Obama at the start of the process, and expressed his heartfelt gratitude to the women who were instrumental in giving him the greatest reward of freedom. During his presentation, he said it was the female attorneys he worked with that encouraged him throughout the process and played a crucial role in writing the clemency briefs that ultimately resulted in a commutation. Simply put, women attorneys rock.



Community Policing speakers and special guests

The Diversity Committee Co-chairs extend our sincere appreciation to our moderator, panelists, and special guests for making the WBA's Black History Month program a resounding success. We look forward to many more Black History Month programs.

This event was co-sponsored by the Bar Association of DC Civil Rights Committee; Greater Washington Area Chapter, Women's Lawyers Division, National Bar Association (GWAC); and District of Columbia Association of Criminal Defense Lawyers (DCACDL). If you would like to join the diversity committee or keep abreast of our events, email us at [wbadcdiversity@gmail.com](mailto:wbadcdiversity@gmail.com). All are welcome and you do not want to our events!



# Communications Law Forum's Annual Women's History Month Luncheon

By Lynne Milne, Co-chair, Communications Law Forum

Photo credit: Mark Van Bergh Photography



WBA past presidents, l-r: Paulette Chapman, Monica Parham, Susan Kovarovics, M. Elizabeth (Liz) Medaglia, Laura Possessky, Consuela Pinto, Mellie Nelson, Lucy Thomson, Martha JP McQuade, Lorie Masters

For six years, the Communications Law Forum has held a luncheon each March to honor a local legal luminary during Women's History Month. In light of the centennial celebration of the founding of the WBA, the history of the WBA was the focus of the seventh Women's History Luncheon.

On March 9, 2017, some 55 people attended the Women's History Luncheon, where they were treated to a panel comprised of six WBA past presidents and a fascinating retrospective of the WBA's history during the 1970s, 1980s, 1990s, 2000s, and 2010s. As co-chair of the WBA's Centennial Committee and WBA past president (2003-2004), **Paulette E. Chapman** was the perfect moderator for this panel discussion. Paulette, a Partner at Koonz, McKenney, Johnson, DePaolis & Lightfoot, LLP, posed just the right questions to initiate a lively discussion of shared experiences and unique challenges faced by each of the five other past presidents on the panel. The camaraderie and respect these former presidents had for each other were on full display.

**Mellie H. Nelson**, currently a Supervisory Trial Attorney in the U.S. Department of Justice's Civil Rights Division, served as WBA president in 1976-1977. **M. Elizabeth (Liz) Medaglia**, who retired in 2014 as a Deputy Associate Solicitor at the U.S. Department of Labor, served as WBA president in 1982-1983. **Lucy L. Thomson**, a Principal at Livingston PLLC, served as WBA president in 1988-1989. **Martha J.P. McQuade**, a Partner at McQuade Byrum PLLC, served as WBA president in 1995-1996. **Lorelie S. (Lorie) Masters**, a Partner at Hunton & Williams LLP, served as WBA president in 2007-2008.

One of the constants for the WBA during this span of 32 years was an emphasis on the advancement of women in the legal profession. For example, part-time work and maternity leave were concerns for women lawyers during the 1980s. In response, the WBA developed in 1988 and 1989 its "Guidelines on Family and Medical Leave and Alternative Work Schedules." About the same time, the WBA joined a group of women's organizations that were part of the Coalition for Women's Appointments. After WBA identification and vetting of senior WBA members interested in serving in the Administration of President George H.W. Bush, this Coalition endorsed their consideration for presidential political appointments.

The WBA's emphasis on the advancement of women in the legal profession continued through the succeeding decades. Lorie paid tribute to WBA past president Karen Lockwood's 2006 [Initiative on Advancement and Retention of Women](#): Creating Pathways to Success, with its [published report](#) including a WBA "Roadmap" -- a series of pragmatic solutions for developing and advancing successful women in law firms. Lorie went on to describe the 2008 WBA Diversity Summit: Creating Pathways to Success for All, with its focus on the dwindling number of women of color in law firms. The 2008 Initiative's [published report](#) included concrete recommendations for addressing the combined effects

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of gender and race that affect the success and advancement of women attorneys of color, with a goal of stemming attrition, fostering inclusion, and helping law firms and other employers to retain and promote women attorneys of color.

Each of the past presidents also described the evolution of women's issues in the local legal community, and society at large, as these issues affected the evolution of the WBA. For example, Mellie provided fascinating perspectives about what it was like for a woman to practice law during the 1970s and how that affected WBA programs and initiatives. Liz mentioned that the WBA had endorsed the Equal Rights Amendment and that many members had worked for its passage. Therefore, the death of the Equal Rights Amendment on June 30, 1982 had an impact on the WBA. Lucy provided additional perspective by describing a 1988 American Bar Association report that stated that more than 20 percent of lawyers were women and that 80 percent of women lawyers had entered the legal profession since 1970.

The WBA's Annual Dinner was another recurring theme of the panel. In the early 1980s, when there were fewer committees and forums and thus fewer programs presented by committees or forums. Many of the WBA programs were member meetings, held in a hotel venue every month or every other month. The annual meeting did not stand out at that time as much as the WBA's Annual Dinner does today. According to Lucy, the 1994 WBA Annual Dinner was planned to honor dozens of women in the Clinton Administration. That Annual Dinner sold out within two weeks, and was moved from its initially-planned venue at Union Station to the National Building Museum, with more than 1,000 people in attendance. Each subsequent WBA Annual Dinner has been held at the National Building Museum. This year's Annual Dinner will mark the 24th annual gathering at this larger venue.

The audience also learned the history behind Martha's creation of the WBA's Torchbearer Award and presentation at the 1996 Annual Dinner to the U.S. Attorney General Janet Reno. The Torchbearer Award has been presented nine times during the 20 years between 1996 and 2016, in contrast to an annual award to the WBA's Woman Lawyer of the Year.

The panel discussion demonstrated one consistent factor from 1976 to 2008 -- namely that the WBA has benefited greatly from inspiring leadership. It was motivating for potential future WBA leaders in the audience to listen to these WBA leaders describe how and why they are committed to the WBA.

This luncheon provided a wonderful opportunity for visiting and networking, and a unique glimpse of the history of the WBA. What a marvelous way to celebrate Women's History Month in 2017!

The co-chairs of the Communications Law Forum very much appreciate the support provided for this Women's History Luncheon by **Tracy-Gene Durkin**, as well as the signature sponsorship of this event by **Sterne, Kessler, Goldstein & Fox P.L.L.C.**

## Community Policing & Engagement

*By Celina Stewart, Diversity Committee Co-Chair*



*Laurie Robinson, Commander Jacob Kishter,  
Alicia Yass & Carlton Mayers*

On March 16, the Diversity Committee hosted a joint program with the Washington Council of Lawyers entitled, **Community Policing & Engagement**. The event was held at **Hogan Lovells US LLP** to which we extend our sincere appreciation for hosting the program and providing delicious bites. During the pre-event networking reception, the moderator and panelists mingled with attendees and colleagues as everyone caught up with each other.

Panelists **Carlton Mayers**, Policing Reform Policy Counsel at NAACP, **Laurie Robinson**, George Mason University Professor and Co-chair of President Obama's Task Force on 21st Century Policing & Criminology, **Commander Jacob Kishter**, Director, Metropolitan Police Academy, and **Alicia Yass**, Legal Counsel at the DC Office of Police Complaints were the content experts for the evening. Moderator, **Nkechi Taifa**, Advocacy Director for Criminal Justice at Open Society Foundation adroitly directed the discussion.

Together, the panel discussed several hot topics, including:

- How police departments nationwide are using the [21st Century Policing Final Report](#);
- The difficulty in training new officers on implicit bias;
- Feedback about how African-American and Latino communities are sounding off on the reality of community policing in Ferguson, MO and Baltimore, MD;

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- The disconnect in having individuals from rural areas police in DC and new recruitment efforts to address this issue; and
- The process of lodging a police complaint and how the DC office's independence rivals other areas.

The discussion had the over 50 attendees on the edge of their seats for over an hour. The most compelling part of the panel was their ability to get to heart of critical issues even when they had divergent ideologies. There was no beating around the bush or side-stepping the issues and the room was abuzz with energy. It was magnetic and informative in ways that you rarely see at controversial presentations.

The Diversity Committee thanks our moderator and panelists for such a timely discussion and for holding little back. We also

thank our co-organizer, Washington Council of Lawyers for working with us on this issue.

If you are interested in topics like this, we encourage you to join the diversity committee and keep abreast of our events by emailing us at [wbadcdiversity@gmail.com](mailto:wbadcdiversity@gmail.com). All are welcome and we look forward to seeing new faces at upcoming events.

## Member Spotlight: Brandi Taylor

*Compiled by Anna K. Ratner*



*Brandi Taylor*

Higher education regulatory attorney **Brandi Taylor** is no stranger to pursuing an active role in leadership. After being invited to the WBA Foundation's annual Wine Tasting and Silent Auction event by a WBA member, Brandi joined the WBA in October 2015. She became even more involved in the WBA thanks to Elaine Fitch's encouragement to join the Membership Committee.

"As with nearly everything else in life, you get what you give," Brandi says. "My involvement with the WBA has been incredibly rewarding from a personal and professional perspective."

Remembering to "take risks and trust your instincts, because your instincts are usually pretty good" is something Brandi credits as some of the best advice she's received. She recommends, "Don't wait to

get involved. Devote a few hours a month to an organization or association you believe in and do it as soon as possible after you graduate."

Before joining the law firm of Powers Pyles Sutter & Verville, P.C., the American University Washington College of Law alumna graduated cum laude and interned for the Hon. Gerald Bruce Lee at the U.S. District Court for the Eastern District of Virginia in Alexandria, VA. Brandi received her Bachelor of Arts in Philosophy from Denison University in Granville, OH.

While at Powers, Brandi counseled educational institutions and other clients in the higher education field. Brandi also volunteered for the DC Volunteer Lawyers Project (DCVLP) as a guardian *ad litem* advocating for the best interests of at-risk children in high-conflict custody cases.

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

I was invited to the WBA Foundation's Wine Tasting and Silent Auction by a current WBA member. The event was so much fun and I met so many wonderful women that I knew I had to become a member right away.

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

I have to give a 'shout-out' to Elaine Fitch here. She encouraged me to join a committee as a way to both contribute to the WBA and to get more out of my membership. I have loved being part of the Membership Committee and it has really facilitated getting to know more WBA members. I think the best way to stay involved in any organization is to pursue an active role in leadership.

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

I think the greatest benefit I've received from the WBA is a new network of legal professionals. The WBA also provides professional development programming such as monthly business hours that are free to members. In just a little over a year I've also had the opportunity to attend speeches and talks given by many inspirational women attorneys from federal judges to the former U.S. Attorney General to GCs for top U.S. companies. As an active WBA member, women who want to make a difference surround me. It has been a wonderfully positive experience.

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### **Do you have a mentor/hero?**

Can I say Justice Ginsburg? Yes, she is definitely one of my heroes. I greatly admire, and aspire to be like, all men and women who devote personal time and energy to advancing social justice and equality.

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

I also volunteer for the DCVLP as a guardian *ad litem* advocating for the best interests of at-risk children in high-conflict custody cases. DCVLP is an incredible organization doing such important work for domestic violence victims and at-risk children in Washington, DC. I feel very lucky to play a small part in that.

### **Tell Us a Little About Yourself**

I love being outdoors, particularly going on long runs through Rock Creek Park or hiking in the Shenandoah. I enjoy taking advantage of the art, culture, and food in DC – although I haven't yet been able to snag tickets to Yayoi Kusama's Infinity Mirrors at the Hirshhorn! I'm keeping my fingers crossed for that one.

## **Member News**

### **WBA Election Results**

Congratulations to our incoming Board of Directors (2017-2018), and thank you to everyone who participated in the election.

#### **President** (by succession):

**Kerri Castellini**, Price Benowitz LLP

#### **President-Elect:**

**Yolanda Hawkins-Bautista**, Freddie Mac

#### **Treasurer** (by succession):

**Charlotte Kuenen**, CFP®

#### **Treasurer-Elect:**

**Hon. Shelly Mulkey**, DC Superior Court

#### **Secretary:**

**Rebecca Prybell**, Federal Government Attorney

#### **Immediate Past President:**

**Sonia Murphy**, White & Case LLP

#### **Newly Elected Board of Directors** (3-year term):

**Michelle Kallen**, Paul, Weiss, Rifkind, Wharton & Garrison LLP

**Sadina Montani**, Vedder Price, P.C.

**Cathy Pagano**

**Anna Ratner**, Kalorama Partners

**Sherlyn Wiggs**, Morgan, Lewis & Bockius LLP

#### **Returning Board of Directors:**

**Anne E. Collier**, Arudia

**Jill Dash**, American Constitution Society for Law & Policy

**Elaine Fitch**, Kalijarvi, Chuzi, Newman & Fitch, P.C.

**Cynthia Hemphill**, Trow & Rahal, P.C.

**Maria G. Mendoza**, Jewell Mendoza, LLC

**Roya Vasseghi**, Wilson, Elser, Moskowitz, Edelman & Dicker LLP

## **WBA Members Running for the DC Bar**

Voting for the DC Bar elections opened on April 24 and there are several WBA members running. Below is the list of WBA candidates and positions they are running for. Voting will be open until May 19. Good luck to all the candidates!

#### **Candidates for President-Elect:**

**Esther H. Lim**, Finnegan, Henderson, Farabow, Garrett & Dunner, LLP

**Leah M. Quadrino**, Steptoe & Johnson LLP

#### **Candidate for Treasurer:**

**A.J. S. Dhaliwal**, Buckley Sandler LLP

#### **Candidates for Board of Governors:**

**Sadina Montani**, Vedder Price P.C.

**Helen L. Serassio**, Federal Transit Administration

**Benjamin F. Wilson**, Beveridge & Diamond, P.C.



## Blackburne-Rigsby Sworn In As Court of Appeals Chief Judge



*WBA Past President Ellen Jakovic and Judge Anna Blackburne-Rigsby*

The Hon. Anna Blackburne-Rigsby, a two-time recipient of WBA's Star of the Bar Award (2007 and 2014) was sworn in Friday, March 17, 2017, as the new Chief Judge of the District of Columbia Court of Appeals, by the current Chief Judge, Eric Washington.

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We are proud to sponsor the Women's Bar Association of the District of Columbia.

Eversheds Sutherland is committed to promoting diversity within the firm and in the legal profession. We believe that diverse skills, knowledge and viewpoints make us a stronger, more productive law firm, thus giving us all a better direction for the future.

For more information about our commitment to diversity and inclusion, please contact:

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### Don't demean these working women

**The March 26 Business article** "A new wardrobe go-to for harried 9-to-5ers?" was interesting and a helpful plug for MM.LaFleur. However, as a professional woman (lawyer and engineer) with two daughters, I suggest that it is a huge disservice to working women to characterize them as "harried." This is sexist and certainly does not accurately describe most working women. Further, no respectable writer would refer to men with school-age children as "harried."

I am a past president of the Women's Bar Association of D.C. and active in Women in Technology, two organizations representing thousands of successful women who are working to achieve work-life balance, advance professionally and maintain active and thriving families.

It is ironic that the article was in the Business section, where readers would expect to find objective reporting on business developments.

The Post owes the women of Washington an apology for painting them with this broad brush of negativity, instead of commending this fashion start-up for helping women become even more successful.

**Lucy L. Thomson, Washington**

## Thomson Cites WBA in Letter to the Editor

In an April 15 letter to *The Washington Post*, WBA past president Lucy Thomson gave a shout out to the WBA as she chastised the publication for characterizing working women as "harried" in [an article about clothing retailer MM.LaFleur](#).

"I am a past president of the Women's Bar Association of DC and active in Women in Technology, two organizations representing thousands of successful women who are working to achieve work-life balance, advance professionally and maintain active and thriving families," Thomson wrote. "The Post owes the women of Washington an apology for painting them with this broad brush of negativity, instead of commending this fashion start-up for helping women become even more successful."

The letter appears in the print and [online](#) editions.

## WBA Centennial Celebration

The WBA turns 100 on May 17, 2017! We have been creating events and programs to honor and 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 50th anniversary in 1967. The tenth is below.

### Commemorative and Other Special Events

On October 26, 1965, the Women's Bar Association honored Mrs. Belva Lockwood, the first woman to practice before the Supreme Court, by presenting the "Portrait Bust of Belva A. Lockwood" to the U.S. District Court for the District of Columbia. It was accepted for the Court by the Honorable Burnita S. Matthews.

Mrs. Lockwood was the inspiration for the WBA Founder, Mrs. Mussey, and the charter member, Miss Gillett, to study law. Mrs. Lockwood was admitted before the Supreme Court on March 3, 1879. She was an alumna of the National University Law School (which was merged subsequently with the George Washington University Law School). She had many firsts to her credit. She secured passage in 1872 of the act giving women employees equal pay with men for equal work in the Federal government (or as the George Washington University Law Librarian stated it in his letter of November 10, 1965, "the author of the equal pay for equal work principle in the Federal Government"). (Apropos of this, the Association gave the plaster mold of the Lockwood bust to the George Washington University Law School where it was placed in the Treasure Room of the new Law Library).



Mrs. Lockwood was nominated in 1883 by the Equal Rights party at its convention in San Francisco as its candidate for the U.S. presidency. She tried again in 1888 without success. She was the first woman to practice before the Court of Claims, trying her last case there at the age of 85 in 1915. She was the first woman admitted to the bar of the state of Virginia, and an active suffragette. She was renowned for securing \$500,000 for the Cherokee Indians from the Federal government. She did not live to see the enactment of the 19th Amendment granting women the right to vote – she died in 1917.

Learn more at [wbadc.org/centennial](http://wbadc.org/centennial).



## DC Reduced Fee Lawyer & Mediator Referral Service

The DC Reduced Fee Lawyer & Mediator Referral Service (DC Refers) was formed to increase access to justice in the District of Columbia by offering an online directory of qualified attorneys who agree to provide reduced fee legal services to persons of modest means (200-400% of the poverty level).

### Who are the lawyers in the DC Refers online directory?

Every lawyer participating in DC Refers has undergone a screening process to ensure that they:

- are members in good standing of the DC Bar or the appropriate Federal Bar,
- maintain malpractice insurance,
- have at least two years of relevant legal experience, and
- have positive professional and client references.

All lawyers participating in DC Refers are willing to represent individuals of modest means for \$75-150 an hour, or the fixed fee equivalent of that rate. DC Refers does not guarantee the outcome of any case, or that clients will find a lawyer who is a good match for their particular case.

Learn more and register to be part of the online directory of affordable lawyers here: <http://www.dcreducedfeelawyers.org/join>.

## In Memoriam: Hon. Sheila Abdus-Salaam



**The Honorable Sheila Abdus-Salaam**, Associate Judge of the New York Court of Appeals, recently passed away. A Washington, DC native, Judge Abdus-Salaam joined the bench in 1991, when she was elected a Judge of the New York City Civil Court, becoming the first Muslim to serve as a judge of any court in the United States. She was later elected and re-elected as a Justice of the New York Supreme

Court. In 2009, she was appointed as an Associate Justice of the New York Supreme Court's Appellate Division for the First Department. In 2013, she was appointed to serve as Associate Judge of the New York State Court of Appeals, becoming the first black woman to serve on New York's highest court.

[Click here](#) to read more.

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

## Not Just a Bystander Podcast

The Women Lawyers Forum of the Canadian Bar Association (CBA), in conjunction with other sections of the CBA, has created a 90-minute podcast which addresses the topics of sexual assault and sexual harassment and what we can do as lawyers, clients and as a community to move away from the sidelines and take action on these issues. The program is moderated by Heidi Schedler, first co-chair of the CBA Women Lawyers Forum. [The podcast is available here.](#)



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.



## Upcoming Events

Wednesday, May 3, 2017

### [DC Bar Candidates' Reception](#)

*Co-sponsored by the Women's Bar Association*

Meet the candidates for leadership positions in the DC Bar Association. They will be discussing their goals, objectives, and the reasons they are running to represent you. This event is co-hosted by a number of the District's voluntary bar associations. The event is free, and drinks and light hors d'oeuvres will be provided.

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.

Monday, May 22, 2017

### [Improving Conversations about the Challenges for Women Lawyers: A Book Signing and Networking Event](#)

*Presented by Career Development Committee*

Join us for a lively conversation with Susan Blakely, lawyer and author of the Best Friends at the Bar book series. Her remarks will focus on the need to improve conversations on the challenges women lawyers face, the role effective leadership plays in those conversations, and the future of law firms. Ms. Blakely will present the "grim statistics" about the retention and advancement of women lawyers, discuss what women lawyers can do to improve those statistics, and what law firm leaders must do to address the issues and protect law firm business interests. She will also share an excerpt from her most recent book, *Best Friends at the Bar: Top-Down Leadership for Women Lawyers* (Wolters Kluwer/Aspen Publishers 2015).

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 their 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.