



WBA Foundation President Monica G. Parham, ABA President Linda Klein, WBA President (2016-2017) Sonia W. Murphy, WBA President (2017-2018) Kerri M. Castellini, and WBA Woman Lawyer of the Year Ana C. Reyes

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WBA/WBAF 2017 Annual Dinner and Centennial Celebration

On May 17, 2017, over 650 attorneys, judges, law students, and friends, gathered at the National Building Museum for the WBA and WBA Foundation Annual Dinner and Centennial Celebration. One hundred years to the day of the WBA's founding, the event capped a year of **"Looking Back, Moving Forward,"** as the WBA honored the women who have empowered and advanced women lawyers for the first 100 years of the association's existence.

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2017 Woman Lawyer of the Year Acceptance Remarks



Ana C.
Reyes

Remarks by Ana C. Reyes, Partner, Williams & Connolly; 2017 Woman Lawyer of the Year

Good evening, and thank you Sonia.

At my law school graduation my mother pulled me aside to give me some unsolicited advice, which I thought I would share with you today. If the advice sounds a little dramatic, let me assure you that my mother is a little dramatic, but serious as a heart attack.

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Features

WBA/WBAF 2017 Annual Dinner and Centennial Celebration

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Photos by Timothy Lundin Photography

The evening program featured welcome remarks from ABA President **Linda Klein**, presentation of a proclamation of May 17, 2017 as WBA Day by Washington, DC Mayor **Muriel Bowser**, and state of the union remarks by WBA President **Sonia W. Murphy** and WBA Foundation President **Monica G. Parham**, and recognition of the WBA's 2017 Woman Lawyer of the Year. Highlights of the event included video greetings from past Woman Lawyer of the Year recipients, a video highlighting the WBA Foundation's 2017 grantees and community outreach efforts, and a trailer for the WBA's forthcoming historical documentary series.

During her remarks, **Ms. Murphy** stated, "Last year, I stood before you, and I encouraged you to join with us as we forged onward to 100. Congratulations! We've done it – we've kept our mission alive and vibrant for an entire century. Now, it's time to move beyond 100 – and to reinvigorate for the work ahead. I'm excited about what the future holds, and I hope you are, too."

Ms. Murphy acknowledged the Centennial Committee, a dedicated team of volunteers working to collect, preserve, and document the WBA's history through three major initiatives. She announced a partnership with American University's Washington College of Law Library to digitize the WBA archives and make them a part of HeinOnline's Women and the Law collection. Through the Oral History Project, WBA's living history has been recorded—over 100 members of the Association have been interviewed to share and document the WBA's influence in their lives. In partnership with the WBA Foundation, an educational project for film students at American University has been funded. They will create a series of documentary shorts about the WBA's impact on women lawyers and our community.



Sonia W. Murphy

In her remarks, Ms. Parham noted, "At every level, we are living through a period of change. That change has impacted everyone, but has had a profound impact on our most vulnerable neighbors – the very neighbors served by the organizations funded through WBA foundation grants. Some of these organizations are familiar, with long records of service in the community. Others are less well-known: they may be newer, or they may serve populations that exist at the margins, and in the shadows. Whether large or small, well-known or less so, each of our grantees works to protect the vulnerable, empower the often voiceless and push for policy changes to ensure that the safety net so needed by so many remains intact."

The 2017 Woman Lawyer of the Year Award was presented to Ana C. Reyes, Partner and Co-Chair of the International Litigation Practice Group, Williams & Connolly LLP.

Born in Uruguay, **Ana C. Reyes** emigrated to the United States at the age of five. 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. successful international litigation practice.

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. Ms. Reyes' work with CGRS led her to be retained, also in a pro bono capacity, by the United Nations High Commissioner for Refugees, the organization entrusted by the United Nations General Assembly with responsibility for providing international protection to refugees.

Ms. Reyes also co-chairs the Harvard Law School's Women's Alliance of DC, a group dedicated to promoting women lawyers and creating networking opportunities for them. As 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.

You can read Ms. Reyes remarks from the dinner on page 9.

The evening concluded with remarks by incoming WBA President **Kerri Castellini**, of Price Benowitz, LLP. She announced her theme of "March On" for the coming bar year. You can learn more about Ms. Castellini's goals for the bar year in her President's Column on page 18.

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Sonia W. Murphy and Ana Reyes



DC Mayor Muriel Bowser & Sonia Murphy





Christina Gibbs & Kadajah Robinson



Megan Wantland & Geneva Torsilieri Hardesty



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2017 Woman Lawyer of the Year Acceptance Remarks *(continued from page 1)*

Remarks by Ana C. Reyes, Partner, Williams & Connolly; 2017 Woman Lawyer of the Year



Ana C. Reyes

Photo by Tim Lundin Photography

She said, “You are here today because you have had advantages that most people will never have. There are people who are smarter than you, who work harder than you, and who want it more than you, but who are not here because they have not had your advantages. So while I am proud of you today, know that if you do not use your law degree in some way to help disadvantaged people, I am going to be incredibly disappointed in you.”

If you are wondering at this moment whether my mother kept track of what I did with my law degree, I would just point out that she flew from Louisville, Kentucky to be here tonight and is currently sitting next to the Chair of Williams & Connolly’s Executive Committee.

I mention this because I would like to start by thanking the Women’s Bar Association for what all of you see as an award, but for what I see as proof to my mother that I do in fact listen to her.

If I am being honest, at first I ignored her advice. I was too busy being busy to think about much more than my own career. Then the firm accepted a pro bono asylum case involving female genital mutilation, which I helped handle. The case involved a mother who had been subjected to FGM. She and her husband were adamant that it not

happen to their daughters as well. But the father traveled for work. One day while he was gone, villagers came to their house, tied down and gagged the mother. They took the oldest daughter, held her outstretched by her hands and feet, and cut off her clitoris. No anesthesia, no anesthetic. After they were down they used a common sewing needle and twine to sew her up. Then they sat her outside of the house, with an eggplant next to her. The eggplant signifying that she was now eligible for marriage. When the father returned, the mother insisted that the family flee their village—leave everything and everyone they had ever known—to protect the two younger daughters. They obtained asylum in the United States.

In the years since that case, the firm has taken dozens of asylum cases. And I have been privileged to represent many extraordinary women seeking refuge here. Extraordinary women who have not only survived their own particular form of torture, but who have found the wherewithal to make their way, often with their families, to safety and refuge in the United States. And who, while here, take that same tenacity to improve their lives and the lives of others.

My friend Dee Martin and I worked with one young woman who had escaped brutal torture and was in hiding for months while we worked to get her into the United States. When we finally got her here, we met her at the airport, and, after hours trying to get through customs, we finally met and took her to a late lunch. We asked, “What do you want to do first now that you are finally here, in the United States?” She said—and I will never forget this—she said, “I would like some French fries.” And then, more seriously, she said, “I want to go to school. I just want to go to school.” She was so far behind in her education that she needed an elementary school tutor though she was a teenager. Two years later she had a greater than 4.0 GPA in

one of the most difficult high schools in her district.

Another asylum client ultimately joined ROTC. When we asked her why ROTC she said, and I’m not making this up or exaggerating it for story-telling effect, she said, “I joined ROTC because I want to help protect the country that protected me.”

So, mom, I took your advice. And as I am sure you suspected, I learned some important lessons along the way. And I thought that since I dragged you out here, I would share some of those lessons with you tonight.

The first lesson is, to paraphrase President Obama, that women and girls are bad asses. If you have any question about that, just take a look around this room, or come talk to me about the extraordinary women we’ve represented.

“*Advantages in life come in a lot of different forms, not all of them involving wealth or connections.*”

The second lesson is that advantages in life come in a lot of different forms, not all of them involving wealth or connections. My family came to the United States when I was in kindergarten. I didn’t know a word of English at the time. Something I remember, because my friends told me that the English word for agua (water) was Coke. As you can imagine, I got a lot of stern responses when I asked for Coke, thinking I was asking for water. My family also wasn’t rich. We lived paycheck to paycheck at best, and there were a lot of difficult years. So in law school I will admit that I was envious of my more privileged colleagues. I thought I was there in spite of my disadvantages, not because of any advantages.

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My clients have taught me what a self-centered and narrow worldview that was. I had a roof over my head and food on the table and a supportive family. I could go to school without fear of getting dragged out at gunpoint simply because I was a girl. I didn't have to spend months in hiding after being tortured, praying that some lawyer in the U.S. I had never met would conjure up a magic visa. The point being, if I may, that very likely each of us is very likely here because we have had advantages that many people will never get. We each could have been on the receiving end of my mother's graduation day advice.

“*A law degree is a powerful tool that fundamentally can affect change in people's lives.*”

Which leads me to my third lesson, and that is that a law degree is more than a piece of paper or a vehicle to a career. A law degree is a powerful tool that fundamentally can affect change in people's lives. About ten years ago, we had an asylum client who had been an outspoken political activist. The ruling party had him arrested on no charges, thrown in prison, and left there for months. Every couple of weeks the guards would take him out, hang him upside down, and pour hot tar over his bare feet. They called it “hot coffeing.”

This March, he came by the firm and dropped off wedding invitations for each of his lawyers. He said, “You must come to my wedding. I wouldn't have the life I have today if it weren't for my lawyers. You must come to my wedding.”

That is the power of a law degree. That is the power of a law degree multiplied by every person in this room if we each take just some small amount of time to use our law degrees to help those who have been less advantaged than we have been.

And, the final lesson is that I have a lot to be thankful for. I am thankful in particular to my clients, who have helped me not only become a better lawyer, but also a more fulfilled individual. In particular, I'd like to thank the work of committed lawyers at the Center for Gender & Refugee Studies and the United Nations High Commissioner for Refugees. It is an honor to represent you in fighting for the rights of refugees in the United States.

I am also thankful to my friends at Williams & Connolly. By way of background, I am a gay, Hispanic female. I was born in South America and grew up in Kentucky. I went to a small college in Kentucky because they gave me a full scholarship and my family couldn't afford anything else. I deferred law school for a year to work for a group called the Feminist Majority Foundation, and currently sit on its Board. To this day, my favorite inside the Beltway thing to do is to sit on my couch, in my sweatpants, with a glass of red wine watching reruns of the Gilmore Girls.

I am what some people would call diverse. And from the moment I walked through the doors of Williams & Connolly, I have been welcomed. And encouraged, and supported, and challenged, and most importantly mentored by individuals who by any objective measure are some of the finest attorneys in America, and certainly some of the finest people.

It is a core tenet of the law firm that no attorney wins a case alone, and that is doubly true for this award. Countless attorneys and staff have dedicated themselves to the cases that are being recognized here tonight. And the firm partnership has made repeatedly and unequivocally clear that our pro bono efforts are a key component of what marks our excellence as a firm, and that you cannot have one without the other.

For the past many years, I have done everything in my power to test the limits of that commitment. And every time I

personally think I may have gone too far, I inevitably get a phone call from someone on our Executive Committee. And the call always goes something like this, “Thank you for your efforts on behalf of refugees, and make sure to let us know if there is anything else you need to help support your efforts.”

I am incredibly honored to accept this award tonight on behalf of Williams & Connolly, which is its true recipient.

I will, however, keep it in my office.

To the Women's Bar Association, thank you for all of your efforts on behalf of women. For 100 years you have helped ensure that we too have the ability to obtain and use law degrees for the benefit of others. I think I can safely speak for all of us when I say that we are looking forward to the next 100 years.

And finally, I have to admit that my client's wedding is not the one I am most looking forward to this summer. That one would be my own. My fiancé is here tonight, and I'd just like to say, Whitney, I love you more than I can say, and I can't wait to start our lives together. I know nothing I've been able to accomplish alone will compare to what we will do together.

Thank you. Thank you for listening.

Thank you to the Women's Bar Association.

And mom, please keep the advice coming.

Looking Back... Highlights of WBA's Centennial Celebration

By Anne E. Collier, *Arudia*, WBA Board Member; Michelle Kallen, *Paul, Weiss, Rifkind, Wharton & Garrison LLP*, WBA Board Member; Jacqueline Leonard, *Co-Chair, Litigation Forum*; Celina Stewart, *Co-Chair, Diversity Committee and Editor, Raising the Bar*; and Sherlyn Wiggs, *Morgan, Lewis & Bockius LLP*, WBA Board Member

As the WBA celebrates its Centennial this year, the association continues to provide exemplary service to its members, the legal profession, and the District of Columbia community through programming, community outreach, special initiatives, and professional activities. After 100 years of service, the WBA looks forward to continuing to provide mentoring and networking opportunities, career development programming, substantive legal programming, and support for the WBA Foundation, which provides grants to local organizations that provide services to women and girls.

This past year, the WBA undertook many initiatives and activities to further its mission while marking its milestone anniversary. Here, we provide more detail on one initiative and two recent programs:

- Commemoration of the WBA's Centennial Anniversary;
- Panel Discussion Program: "May She Please the Court"; and
- Panel Discussion Program: "Minority Flight: Why Women of Color Are Leaving Law Firms and How to Turn the Tide."

Commemoration of the WBA's Centennial Anniversary

Centennial Celebration. To commemorate its 100-year anniversary, the WBA embarked on a two-year Centennial Celebration, which culminated with the 2017 Annual Dinner and Centennial Celebration on May 17, 2017, at the National Building Museum. Supported by the WBA Centennial Committee and its co-chairs—WBA past presidents Paulette E. Chapman (2003–04), Ellen M. Jakovic (2002–03), and Lorelie S. Masters (2007–08)—2016–2017 WBA President Sonia W. Murphy presided at the Annual Dinner as we

"look back and move forward" exactly 100 years to the day from the WBA's founding. Over the past two years, the WBA has marked this momentous milestone with insightful programs that examine issues relevant to women in the legal profession today and an ambitious historic preservation and oral history project. This endeavor has required significant efforts to archive records, create oral histories, and raise the necessary funding to inspire and educate generations to come.

When the WBA was founded on May 17, 1917, women still:

- Could not vote;
- Could not serve on a jury;
- Were largely denied entry into law schools and the practice of law; and
- Were excluded from what was then the only bar association in DC.

Faced with these restrictions—and against the backdrop of the women's suffrage movement—on May 17, 1917, **Ellen Spencer Mussey** and **Emma Gillett** led thirty-one women lawyers to establish the Women's Bar Association of the District of Columbia. At that time, the Bar Association of the District of Columbia did not admit women.

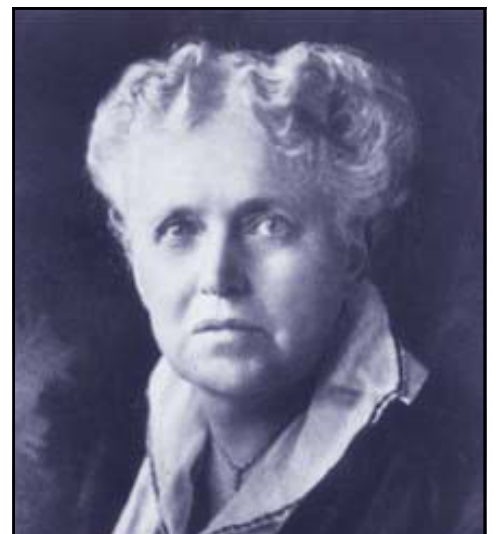


Dovey Johnson Roundtree

Since its founding, the WBA has fought for almost 100 years to continue to open doors. In the early 1960s, with the leadership and courage of **Dovey Johnson Roundtree** and then-WBA President **Joyce Hens Green** the WBA broke the "color line" that had segregated bar associations in DC by race when the WBA membership voted to admit Johnson Roundtree as the organization's first black member. The WBA celebrates its Centennial by honoring the legacy of these trailblazers in the continuing fight for equality and access.



Ellen Spencer Mussey



Emma Gillett

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Hon. Joyce Hens Green

Historic Preservation and Oral History Project.

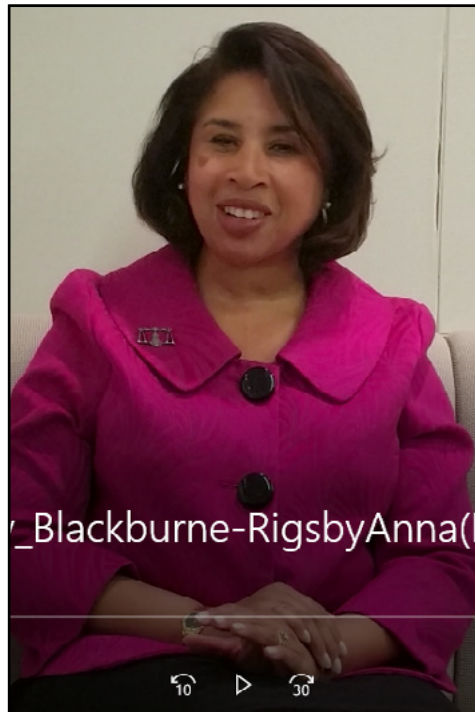
The WBA has marked this significant milestone with a historic preservation and oral history project. In 2015, the WBA embarked on an ambitious plan to curate a century of existing archival materials currently stored at American University. In addition to preserving the WBA's history in a meaningful format, the project will educate the public about the role of women in transforming the legal profession and our society, and it will make this rich historical information available for future generations. Many WBA members are involved in identifying and tagging thousands of photographs; establishing archival protocols for the documents, records, programs, meeting minutes and videos; and updating the WBA's written history. The WBA has already produced a video from these materials highlighting the founders and the suffrage movement. In addition to preserving the WBA's history in a meaningful format, these efforts will educate the public about the role of women in transforming the legal profession and our society and will be available for future generations as a treasure trove of research material for students of women's and women lawyers' history.

In addition to preserving almost a century's worth of archives, the WBA commenced its oral history project in 2015. With more than 84 oral histories

recorded, the WBA is giving voice to the reflections of several generations that chronicle:

- The stories of past leaders and long-time members;
- Their experiences of social injustice;
- Their efforts to combat discrimination; and
- Their perspectives on the changing environment for women in the profession.

WBA leaders, honorees, and other luminaries from the courts, the executive branch, private practice, in-house law departments, and other women who have had an enormous impact on our profession are telling their stories—their biggest life lessons, those who influenced them the most, how the WBA affected their lives and careers, their message to new lawyers entering the profession, and much more.



*Hon. Anna Blackburne-Rigsby
in her oral history video*

"We plan to record more than 350 oral histories over time," stated Past President **Lorelie S. Masters** and Co-Chair of the WBA's Centennial Committee, and these oral histories will "preserve, in their own voices, the wisdom and perspectives of the

many hundreds of women attorneys in DC who have broken down barriers and worked to advance women and women lawyers over the last several decades." Laura Possessky, another WBA Past President and one of the leaders of its History Subcommittee, explained, "This collection will have a major impact on our members and the public. Rather than being lost forever, important voices and key insights from the many giants in our field are being captured for posterity."

Centennial Events. The WBA has hosted and continues to host a number of Centennial events focused on engaging members in Centennial activities and raising funds to cover the costs of the historic preservation. Centennial Celebration events leading up to the Annual Dinner include:

100 for 100 Kickoff Campaign: A reception designed to enlist early support and enthusiasm for the Centennial Celebration.



100 for 100 Kickoff event

*Photo by Mark Van
Burgh Photography*

May She Please the Court: An enlightening panel discussion that brought together as panelists an elite group of seven women who argue before, report on, and participate in the world of the Supreme Court.

Rent the Runway: A social event for the membership to enjoy while previewing fashions to wear at the upcoming Casino Night Fundraiser.

Casino Night Fundraiser: A fundraising event for the historical preservation project that engaged members, non-members, and the community at large.

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Past Presidents Panel: An insightful panel discussion among several WBA Past Presidents as they reflect on the accomplishments of the WBA and the challenges for current and future women lawyers.

Equal Pay Day Authors Panel: An event that raised awareness about equal pay with a thought-provoking discussion featuring authors whose works address themes of equal pay and more.

The Reenactment of *Goesaert v. Cleary*: Presented in partnership with the Supreme Court Historical Society, this reenactment (presided over by **Justice Ruth Bader Ginsburg**) explored themes raised by this United States Supreme Court case, which upheld a Michigan law denying women the right to be licensed as bartenders unless the woman's father or husband owned the bar.

Art Contest and Logo Items. To engage its artistic and creative members and the community at large, the WBA sponsored an art contest to commemorate 100 years of the WBA advocating for equality, advancement, and social justice.

From the many worthy entries, the WBA selected an iconic piece of art representing the legacy of the trailblazing WBA in its fight for access and parity and consistent with its rich racial and ethnic



Art Contest winner, by Laurie Horvitz

diversity. A copy of this original artwork can be purchased as a commemorative framed print. Other WBA Centennial merchandise, such as holiday ornaments, can also be purchased (contact the WBA office at 202-639-8880 or admin@wbadc.org to place an order).

Social Media Efforts. Focusing on attracting and energizing our younger and media-savvy members, the WBA reaches out to its membership through dynamic social media posts and tweets about upcoming events and historical facts organized by the WBA's Communications Committee.

The above Centennial Celebration activities are in addition to the various WBA committees and forums that organize regular programming and activities throughout the bar year. The WBA continues to advance the interests of women lawyers in DC through educational policy initiatives, social justice programs, and professional networking opportunities.

Panel Discussion Program: "May She Please the Court"

In a December 2014 report, Reuters Investigates described "[a] small group of [66] lawyers and its outsized influence at the U.S. Supreme Court." Joan Biskupic *et al.*, *At America's Court of Last Resort, a Handful of Lawyers Now Dominates the Docket*, Reuters (Dec. 8, 2014, 10:30 AM), <http://www.reuters.com/investigates/special-report/scotus/>. The emergence of a Supreme Court forum specialty is new in itself, but perhaps most striking is Reuters' findings that 88% of them are men and 95% are white. This research and other data reflect that, even as a record number of Supreme Court justices are female, women remain extremely underrepresented as advocates before the Supreme Court. Moreover, these numbers do not appear to increase much with time.



May She Please the Court

On November 9, 2016, the WBA hosted "May She Please the Court," a panel event over lunch at the Willard Hotel, featuring six prominent women who argue before and report on the Supreme Court:

- **Judge Patricia Millett**, United States Court of Appeals for the District of Columbia Circuit, who argued 32 cases before the Supreme Court before joining the bench;
- **Caitlin J. Halligan**, co-chair of Gibson Dunn's Appellate and Constitutional Law Practice Group and former solicitor general of New York, who has argued six cases before the Supreme Court;
- **Lisa Blatt**, head of Arnold & Porter's Appellate and Supreme Court Practice, who has argued 34 cases before the Supreme Court (more than any other woman);
- **Deanne Maynard**, co-chair of Morrison & Foerster Appellate and Supreme Court Practice Group, who has argued 13 cases before the Supreme Court;
- **Erin Murphy**, a partner at Kirkland & Ellis LLP, who argued two cases before the Supreme Court last term; and
- **Dahlia Lithwick**, Senior Editor of *Slate* and host of *Slate's Amicus* podcast, which reports on the Supreme Court.

The panel was moderated by **Michelle Kallen**, an associate at Paul Weiss, and was co-sponsored by Paul Weiss and Kirkland & Ellis.

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The panelists discussed their individual experiences breaking into or observing the emergence of this small community of elite practitioners. They also discussed the reasons why the gender disparity in Supreme Court practitioners persists. Specifically, they discussed an all-too-common issue: Women often hesitate when applying for positions for which they do not meet all criteria of qualifications. As a result, women are less likely than men to apply for Supreme Court clerkships or step forward for other opportunities that will lead them to careers before the Supreme Court. Another notable topic of discussion was that the disproportionate numbers of women who do appear before the Court tend to be government attorneys rather than private practitioners and how the practices and expectations in law firm culture are not as conducive as government culture in advancing women's opportunities before the Court and in law firm leadership in general. Panelists advised attendees interested in practicing before the Court to work on developing top-notch writing skills and to take on opportunities—pro bono or otherwise—to appear at appellate oral arguments. On the day following the election, the panel reflected how the legal profession has come such a long way, but still has a long way to go.

Panel Discussion Program: “Minority Flight: Why Women of Color are Leaving Law Firms and How to Turn the Tide”

The WBA hosts events exploring topics of great importance to the legal community as a whole and especially to women lawyers. On November 14, 2016, the Women's Bar Association hosted “Minority Flight: Why Women of Color are Leaving Law Firms and How to Turn the Tide,” a panel discussion on how law firms can better serve and ensure success for women attorneys of color. The event was sponsored by a diverse group of organizations, including the American Bar Association Commission on Women in the Profession; law firms White & Case and Gibson Dunn; Greater Washington Area Chapter/Women Lawyers Division/

National Bar Association; Bar Association of the District of Columbia, Litigation Committee; DC Bar Litigation Section, Women Litigators Committee; DC Chapter of the Iranian American Bar Association, and the DC Women's Forum of the Asian Pacific American Bar Association.



Minority Flight

WBA President **Sonia Murphy**, Counsel at White & Case, moderated the panel, which featured:

- **Michele Coleman Mayes**, Vice President, General Counsel, and Secretary of the New York Public Library;
- **Danielle Holley-Walker**, Dean of Howard University School of Law;
- **Marianela Peralta**, General Counsel and Corporate Secretary at Allegis Global Solutions; and
- **Sanya Sukduang**, Partner-in-Charge of Diversity and Inclusion at Finnegan.

Panelists Michelle Coleman Mayes and Danielle Holley-Walker were interviewed in the March 2016 ABA Journal article that inspired the program, *Minority Women Are Disappearing From BigLaw—and Here's Why*.

The discussion started out with an exploration of a dire reality: Despite the fact that firms have employed women attorneys since the 1960s, the situation, as explained by Ms. Mayes, has not changed—women of color are still leaving firms for the same issues they faced more than 50 years ago. They still struggle to find sponsors and allies among coworkers

and are paid less than their non-minority and male counterparts. Ms. Mayes argued that firms have not done enough to respond to these issues and must take proactive steps to retain minority women, who often tolerate the problems until finding a better opportunity.

The panelists also addressed best practices for firms to support, promote, and retain women attorneys of color. Ms. Murphy noted that many young attorneys often find themselves over-mentored and under-sponsored and encouraged all attendants to demand more from their employers, open up discussion, and turn the tide toward creating environments where women of color are fully equal team members. To build future firm leaders, Mr. Sukduang encouraged firms to cultivate within associates a mindset of ownership over each task so that attorneys feel a sense of pride and connection to their work. Several options for utilizing interrupters to overcome implicit bias were also discussed, including how to establish an equitable review process and empowering women to request feedback from peers and managers.

The panel also addressed topics of concern to young lawyers. Ms. Peralta encouraged young attorneys to find means of networking and capturing work authentic to them, as well as targeting less crowded niche practice areas where the firm may not do business in order to set themselves apart. Dean Holley-Walker encouraged young lawyers to adopt a long-term mindset when starting a new job because it changes how a young lawyer perceives her role with her employer, how she interacts with her co-workers, and how she confronts problems. She also noted that many women spend too much time underestimating themselves and need to know their own value in order to advocate for themselves.

The question and answer session at the end of the program showcased the importance of this event. Audience members stood up to encourage women already in partner positions to champion other women of color in order to build a pipeline of future equity partners.

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Yolanda Hawkins-Bautista, Associate General Counsel at Freddie Mac, advised in-house counsel to support women of color at law firms by utilizing the “power of the purse.” According to Ms. Hawkins-Bautista, the most effective way that in-house attorneys can assist in promoting change is by hiring women of color in partnership positions to work on their matters and by requiring diversity in teams assigned to their work. She noted that in-house attorneys need to be champions for diversity and think of creative ways that their companies can make an impact. She later went on to say, “The *Minority Flight* program highlighted the frustrations of women of color in law firms and the barriers that they still face on the path to equity partner. As in-house counsel, it’s our responsibility to give women of color opportunities that will in turn help those lawyers build a book of business to support their bid for equity partner.”

The question and answer session, however, also demonstrated the continuing need for this important program and others like it: There were too many questions to address in the program time, and attendees, organizers, and panelists stayed well after the conclusion of the panel to discuss issues they confront on a daily basis. In order to meet the needs, concerns, and frustrations of women in our legal community, the WBA will continue to present events like “Minority Flight.”

Testimonials



Michelle Kallen

Michelle S. Kallen: When I moved to DC two years ago, I attended a WBA event by myself and left with numerous new

mentors and friends. I now co-chair two committees and have organized multiple events, including an event helping guide lawyers through career transitions, an event featuring women and the Supreme Court, and a panel discussion featuring two prominent authors. In addition to fabulous programming, the WBA has provided invaluable resources, including general advice and specific tips for career advancement. For example, I have learned techniques to develop greater confidence to promote myself both within and outside my firm. Beyond providing fantastic official programming, the WBA members have become close friends and mentors. When I was transitioning from my prior firm, numerous WBA members went out of their way to offer invaluable advice. As a mother of a toddler new to DC, I could not have asked for a better support network.



Sherlyn Wiggs

Sherlyn Wiggs: When I first moved to DC in 2014, the WBA provided me with unparalleled networking opportunities. I also took advantage of the peer-mentoring program, which led to working with the coach who helped me find my current job. I really could not have done it without the support of the WBA. In addition to great networking, the WBA provides leadership opportunities, programs and strategies that help women lawyers craft a career path, and friendships that will last a lifetime. As a co-chair of the Litigation Law Forum, I am honored to bring useful and informative programming to the local legal community.

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Anne E. Collier

Anne E. Collier: I believe that everyone deserves a fulfilling career and life. After practicing law for eleven years in 2002, I changed career paths because, in large part, of the lack of community and support. At that time, I didn't know about the WBA. Five or six years ago, I learned about the WBA and began to attend events, even presenting at a few. I then got involved, co-chairing the Career Development Committee and then, with two colleagues, forming and co-chairing the Leadership Task Force; I was subsequently elected to the Board of Directors. In addition to finding a community of like-minded women (and men) committed to investing in themselves and supporting others, I found

a place to support others in achieving their professional goals. As a member of the WBA leadership, I have made it my personal mission to ensure that both women and men have a community outside of their office, but not outside the profession, to learn, to develop, to become leaders, to network, to be mentored and to mentor others, to develop lasting friendships, and to give back to the community.



Gaffar Chowdhury

Gaffar Chowdhury: As one of the few male members of the Women's Bar Association, I truly feel humbled to be a part of this organization. The caliber of professionals within the WBA has exceeded my expectations, and many of them have played an active role in my

personal and professional development over the last four years. In addition to being one of the few men who are part of the organization, I am also a non-lawyer member. I have been working with legal professionals for the last 10 years, and the WBA has allowed me to stay active within my existing professional network while developing unique mentors and—most importantly—friendships with those I may not have come across on my own. In 2013, I also became very active with the Women's Bar Association Foundation; I continue to serve as an executive member and treasurer. I was actually introduced to the WBA after becoming a board member of the Foundation. Through the WBAF and the generosity of our donors, during my time on the board, we have been able to give more than \$325,000 in grants to local area nonprofits helping women and children, as well as fellowship grants to women law students in the DC area. It is my hope that more men (and women) join the WBA and get a chance to experience firsthand the impactful work and career development opportunities that the organization offers for legal and non-legal members.

WBA Joins Lawyers Working on Positive Solutions to Address Climate Change

By Cathy Pagano, WBA Board Member

WBA joined with a variety of other bar associations and organizations to help promote the first National Conference on the Role of Lawyers in Addressing Climate Change: Past, Present and Future. This bipartisan conference was held at American University's Washington College of Law on April 28, 2017.

On that day, a group of leading lawyers and academics gathered at American University for a half-day conference and webinar to consider potential solutions to address the challenge of climate change and the role of lawyers and law associations in advancing those solutions. The goals of the program were to educate lawyers about this issue and to mobilize lawyers in pursuing common sense solutions to climate change. The program was open to all at no charge, except for those attendees wishing to receive CLE credits. In addition, the program was simulcast over the internet so that

those who were not in Washington, DC could participate. Bar association sponsors included the International Bar Association and the Oregon Bar Sustainable Future Section. The WBA joined with other bar association partners assisting with this event, including the Hawaii State Bar Association's Environment, Energy and Resources Section, the New York State Bar Association, the New York City Bar, the Pennsylvania Bar Association, the Philadelphia Bar Association, and the ABA Section of Environment, Energy and Resources.

Other events or ideas similar to the April 28 conference may be contemplated for the future. In the meanwhile, for those interested in this issue, a wide variety of educational materials from the conference are available at climatechangecele.org. Additional information is available at "A Call to the Bar" at this link: calltothebar.org/

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As additional information, a Climate Solutions Caucus has been established, and is headed by Representative Carlos Curbelo (R-FL) and Representative Ted Deutch (D-FL). The stated mission of this Congressional caucus is to educate members about economically-viable options to reduce climate risk and to explore bipartisan policy options that address impacts, causes, and challenges of the changing climate. Currently, this bipartisan caucus has 40 members, 20 from each party. The caucus held a public meeting on May 24, 2017, to focus on climate impacts on coastal communities, and will continue its work in the 115th Congress.

For additional information or for other questions, please feel free to contact Cathy Pagano, at cvpages10101@gmail.com.



Affirming Our Power Through Relationships

A Word From NCWBA President Amanda Green Alexander: Thoughts from the Center for Women In Law's 2017 Women's Power Summit on Law & Leadership

Reprinted with permission by the National Conference of Women's Bar Associations (NCWBA), an organization of women's bar associations, for women's bar associations, representing approximately 35,000 women lawyers. This piece originally appeared in NCWBA's May 2017 newsletter. Visit ncwba.org for more information about the organization and its programs.



One of the wonderful pleasures of serving as President of the National Conference of Women's Bar Associations is the ability to attend events that empower women's leadership. The Women's Power Summit on Law & Leadership held April 26-28, 2017, by the University of Texas School of Law Center for Women in

Law at Austin, Texas was no exception. This fifth biennial invitation-only event brought over 300 leaders together from the private and public sectors to increase the power of women in the workplace. This year's speakers included some of the most influential leaders of our time, including activist **Gloria Steinem**, Senior Advisor to President Obama **Valerie Jarrett**, journalist **Tina Brown**, former U.S. Senator **Olympia Snowe**, ABA President **Linda Klein**, and former U.S. Ambassador for Global Women's Issues **Melanne Verveer**.

With leading women such as U.S. Army Lieutenant General **Flora Darpino**, **Veta T. Richardson**, and **Laurie Robinson Haden**, it's difficult to identify just one moment to capture in this very brief newsletter. While it may be ideal to identify every single speaker and spotlight the numerous panelists who motivated, encouraged and honestly affirmed that we as women could do anything as powerful women in the law; I've resolved to simply share with you a few of my takeaways:

1. You have the power, so utilize your power that you have within. This may also mean leading with your feet. If firms are reluctant to hire a diverse group of team members to manage your work, advise them and take your business elsewhere. Leaders have the power

to have these tough conversations to accomplish their organization's goals.

2. Don't be the voice of the "only woman;" lead by making it "our decision."
3. Do not be afraid to select successful women to lead. Hire evenhandedly based on talent.
4. Consider your transferable skills. While you may have not done this before, there are many skills that are transferable to the position you seek.
5. Don't let perfection be the enemy of the good!
6. Be mindful of what power means to you; don't choose power for power's end.

Relationships Matter

My favorite takeaway and overarching theme of the Summit was "relationships matter." Ironically, only a few months ago while updating my firm's printed materials, one of the creative folks asked "What's the key to leadership?" and I immediately responded "relationships." Many of these powerful women emphasized the importance of developing relationships in the practice, the bench and the community. In a word, the Women's Power Summit was "affirming." More specifically, for me it was affirming the power that we have within to impact others through our relationships.

We hope that you will continue the conversation and develop relationships by attending the NCWBA's [Women's Bar Leadership Summit: Succeeding With Strength and Savvy](#) in August.

President's Column

By Kerri M. Castellini, WBA President;
Partner, Price Benowitz LLP



Kerri M. Castellini

Dear WBA members, friends and supporters,

Greetings! Welcome to the first edition of Raising the Bar for the 2017-2018 bar year! I am honored to serve as President during such an exciting time for the WBA.

The Women's Bar Association has a rich history of empowering and advancing women lawyers by fighting for equality, promoting diversity, and providing women with tools to succeed.

In 1921, to the ABA Section of Legal Education, WBA co-founder Emma Gillett, said:

"I want to say...that the women's day is here. The women are not at the top yet. Does the road wind upward all the way? Yes, to the weary end, and women who are studying law and practicing law are not at the top yet. It is possibly just as well that the road should wind somewhat up as we go up."

Emma Gillett's words are as relevant now as they were those many years ago.

While we have reflected on the accomplishments of the WBA during our Centennial year, we are faced

with imagining the vast landscape of possibilities for the future of the association. During my remarks at our Annual Dinner on May 17, I challenged each of you to envision a world where the WBA does not need to exist. It is a world where law schools, law firms, and top positions in government and corporations reflect the demographics of our society. It is a world where every female attorney receives equal pay for the work she performs. It is a world where both men and women lawyers have the support they need to perform well in the work place and at home with paid family leave. To put it simply, it is a world where the work of the WBA is complete.

While we have made great advances towards this idyllic reality in the last 100 years, our work is far from done. We need to "**March On**" together to make possibility into reality.

This year, our programming and activities will focus on "**Marching On**" together. Specifically, we are planning innovative programs that encourage women to run for public office, foster the use of technology in the profession, and focus on the next phase of the WBA's ground-breaking Initiative on Advancement and Retention of Women. We will also be releasing our first-ever documentary series focusing on the WBA's history.

The WBA has already created a pathway to "**March On**" by completing a five-year strategic plan that will drive the association towards success.

Through the Centennial oral history project and digitization of the WBA archives, we are reminded that the advancements and achievements of women in the legal profession were not accomplished in giant leaps by unassisted trailblazers. Rather, those victories towards a brighter future were accomplished by working together, side by side, making small advances, until the sum

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of that community, and the sum of those accomplishments became the remarkable victories that we have enjoyed in the last 100 years.

I challenge each of you to join our effort this year. If you are not a member, join us today! If you are already a member, check out our calendar to take advantage of the programming and events that will help support the effort to “**march on.**” If we work together, I have no doubt that the WBA can indeed finish the work that our founders began 100 years ago.

Kerri

Strategic Plan

The WBA Board recently approved a five-year strategic plan to guide the association through 2017. The plan builds upon the 2013-2017 plan, updating the goals and implementation tactics so WBA can continue to build upon the success of the past few years. Benchmarks have been established for each goal, and the WBA Board will monitor and regularly report on its process in achieving the goals.

The plan's goals include:

- Redefine power in the profession and in the community
- Discover and develop phenomenal women lawyers for success in the profession and in WBA and community leadership
- Raise the WBA's visibility and capitalize on its reputation to increase membership and influence
- Maximize resources to enable the WBA to carry out its mission
- Bolster the WBA infrastructure to facilitate continuity in programs and operations
- History/archiving

The full plan is on the WBA website: wbadc.org/strategicplan.



Join the WBA Today!

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

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

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

Visit www.wbadc.org for information on membership categories and rates.

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

WBA Foundation News

WBA Foundation President's Letter

By Monica G. Parham, WBAF President

On May 17, 2017, the Women's Bar Association Foundation was honored to join the Women's Bar Association in celebrating its Centennial at the WBA/WBAF Annual Awards Dinner. The Centennial has given us all an opportunity to pause both to look back at what has been accomplished over the years, and to look ahead at what still remains to be done.

In the case of the WBA Foundation, the "look ahead" reveals a District of Columbia going through a period of transition. While it may be a period of opportunity for some, it represents a period of great uncertainty for many of the most vulnerable in the community, as changes ranging from changing funding priorities to ongoing demographic changes create holes in the social safety net upon which so many rely. The Foundation's grantees are on the front lines of serving the most vulnerable women, girls and families in our community through addressing their unmet legal and related needs, and play a key role in keeping the safety net intact. If you haven't had a chance to view our 2016-2017 grantee video, unveiled at the May Annual Dinner, I encourage you to so [insert link], so that you can hear the Foundation's current grantees discuss, in their own words, their vital work and their critical needs.

Another set of "powerful words" was spoken at the WBA/WBAF Annual Dinner by Ana Reyes, Partner and Co-chair of the International Litigation Practice Group at Williams & Connolly LLP, and the WBA's 2017 Woman Lawyer of the Year. In addition to building a successful litigation practice Ms. Reyes has, throughout her career, reached both out and back. She has represented numerous individuals in asylum matters, focusing in women fleeing gender-based persecution. She has been an advocate for the advancement of women and diverse attorneys in the profession. Through her



Monica G. Parham

words and actions, she challenges each of us to lead in a way that's powerful, yet authentic, that is persistent even in the face of resistance, and that ultimately drives us to fundamentally do that which is right.

We hope that the messages from the Annual Dinner and from the moving video of the WBAF's 2016-2017 grant recipients have inspired or will inspire you to action. Action may mean learning more about the organizations doing the kinds of on-the-ground work so vital to meeting the legal and related needs of women and girls in the greater Washington metropolitan area. Action may mean taking on a pro bono case, or volunteering. We hope that your action involves making a donation to the WBAF so that we can continue to support those organizations, well-known and less so, that do the hard work every day of reaching and serving those in need. We thank you, and look forward to continuing our partnership!

Monica



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Many thanks to our supporters! The following donors made a gift to the WBA Foundation between April 1, 2017 and May 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.

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Herstory: Lessons in Success from Lawyers Who Live It

A new resource from the ABA Litigation Section is [*Herstory: Lessons in Success from Lawyers Who Live It*](#). The idea for the book originated with the Section's Work/Life Sub-Committee of the Woman Advocate Committee. It offers advice on all aspects of career development. After each of the eight chapters, there are questions to aid in facilitating discussions, making the book particularly helpful for program purposes. The compilation of first-person stories was edited by NCWBA board member **Teresa Beck**, former NCWBA board member **Shayna Steinfeld**, and **Jacqueline Bushwack**. Contributing authors include former NCWBA president **Andrea Carlise**, and current NCWBA Vice President **Angel Zimmerman**.

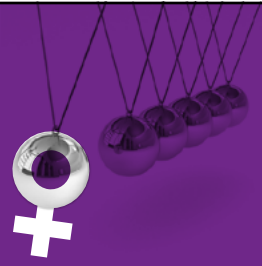
(From National Conference of Women's Bar Associations, May 2017 Newsletter)

What's Your Story? Avoid These 7 Deadly Sins of Storytelling

Storytelling is a hot concept in the business and professional world these days—it's a powerful way to connect with members and others who are important to your association. But if you're going to do it, you need to do it well, say Neil Stevenson and Annette Ferrara at IDEO U; nothing turns an audience off more than an obviously unrehearsed presentation where you read from your slides, keep everything abstract, and seem to have no idea how to end your story. Stevenson and Ferrara will help you steer clear of these and other "deadly sins" of storytelling. Click here to read more: www.ideo.com/blogs/inspiration/the-seven-deadly-sins-of-storytelling

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 69)

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Committee & Forum Highlights

Women in Politics Series: A Conversation with Angela Alsobrooks

By Brandi Taylor



On April 5, 2017, the WBA held an event that I am convinced inspired each woman in the room to consider a possible run for office. **Angela Alsobrooks** is the current State's Attorney for Prince George's County. She is the first woman and youngest person ever to be elected to the position. For an hour, a small group of women had the opportunity to listen to Ms. Alsobrooks describe her passions, struggles, successes, and journey to elected office.

While listening to Ms. Alsobrooks, I was struck by a theme that ran throughout the entire conversation. A theme so obvious, yet so often left unspoken -- *Women must support other women.* Ms. Alsobrooks started the conversation embodying this theme by recognizing and thanking a woman in the room who had shown her support over the years. Ms. Alsobrooks smiled and quoted another woman, who once said, "There is a special place in hell for women who do not help other women." Throughout the evening, Ms. Alsobrooks was generous and gracious in recognizing the great contributions of each woman in the room with whom she had worked in various capacities.

Ms. Alsobrooks is not your typical politician or prosecutor. She admitted that she tends to do things a bit differently than most. She focuses heavily on the community she serves. She spends her weekends knocking on doors, building relationships. She is fiercely protective of all children and has worked to increase awareness of violence within families and specifically violence against children. In particular, she has led her team to develop programs such as the "Childcare Safety Campaign," a joint effort across county government to ensure that parents can find affordable, safe, licensed childcare for their children.


She also started a truancy reduction program in her office called "I Belong Here," an incentivized truancy reduction initiative currently being used in three middle schools identified as having some of the highest truancy rates in the county. When the program began, attendance rates in some of the 5th and 6th grade classrooms were between 60 to 70%. Today, all of them are reporting attendance rates well into the 90s, with some as high as 98%.

She has also spearheaded the "Teen Court Program," a first-time juvenile offender diversion program that seeks to help juveniles avoid the criminal justice system by admitting guilt and performing various tasks, such as community service, to atone for their crime. She supports "Back on Track," a diversion program aimed at reducing recidivism rates among first-time, low-level drug dealers. Back on Track is open to offenders between the ages of 18 and 26 and requires them to go through a 12- to 18-month

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program that includes community service, life skill and job training, as well as job placement.

Her office has hosted two Expungement Fairs, helping individuals get eligible, non-violent misdemeanor convictions, cases that were dismissed, and cases in which the individual was acquitted, removed from their records so they can gain employment. She also supports bail reform because her experience tells her it is the right thing to do and as she says “when you know better, you do better.” She unapologetically attributes much of her difference in approach to the fact that she is a woman, while simultaneously greatly valuing the perspective of her many male colleagues.

Ms. Alsobrooks’ passion to help others and to do meaningful work is contagious. She admits her work has never been easy. On many issues she has stood alone, such as—incredibly—advocating for a law that would require that when a patient tells a health care provider that he or she intends to harm a child that health care provider must report the individual to the authorities. She says she is content to stand alone if that is what it takes to do what is fair

and what is right. It is clear from listening to her that she has the strength to do so.

The conversation ended much like it started, with Ms. Alsobrooks reminding us that we cannot do anything without support, including the support of the women around us. As I think about what it means for us as women who care about our political system, I realize that we all have such an important role to play, whether conservative, liberal, or someplace in between. If you have the passion to run, like Ms. Alsobrooks, then run. We need you. But if you don’t or you can’t, support the women who do. Donate to their campaigns. (As was noted in a previous article in this series by Nancy Kuhn, women donate at a rate of 50% less than men, with women donating approximately 33% and men donating approximately 66% of total contributions to any given candidate.) Knock on doors. Pick up the phone. The WBA is an organization filled with women supporting other women and the Angela Alsobrooks event was a perfect example of this. Let’s all continue to follow her example!

Caribbean Night was a Great Success!

By Simone Williams, Williams Global Law, PLLC



On April 27, 2017, the law firm of Sidley Austin LLP hosted a discussion on “Caribbean-U.S. Relations Following the Election of President Donald Trump.” The event was sponsored by the Women’s Bar Association, Sidley Austin LLP, Magna Legal Services and Thomson Reuters Pangea3. The esteemed panelists discussed hot button issues that have arisen, and are likely to arise, in Caribbean-U.S. relations in the wake of a new U.S. administration under President Donald Trump.

The event featured **Rep. Hakeem Jeffries**, U.S. Congressman for the 8th District of Queens and Brooklyn, New York; **H.E. Audrey Marks**, Ambassador of Jamaica; **Dr. Wayne Frederick**, President of Howard University; **Aaron Manaigo**, Managing Partner with Global Political Solutions; **Jerry Butler**, Executive Director of the Inter-American Development Bank; and **Sally Yearwood**, Executive Director of Caribbean Central American Action. The discussion was moderated by **Jan Yves Remy**, Associate with Sidley Austin, and **Simone Williams**, Managing Attorney with Williams Global Law.

More than 100 guests attended the event, including members of the White House and Diplomatic core. Notable guests in attendance included **Ashley Bell**, Special Assistant to the Secretary of State; **Brad Freden**, Director of Office of Caribbean Affairs, U.S. Department of State; **H.E. Lou-Ann Gilchrist**, Ambassador of St. Vincent and The Grenadines; **H.E. Selwin Hart**, Ambassador of Barbados; and **H.E. Michael Moussa-Adamo**, Ambassador of Gabon.

Rep. Jeffries opened the event with remarks on the state of Caribbean-U.S. relations. His district represents one of the

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largest Caribbean-American communities in the United States. Ambassador Marks discussed opportunities for Caribbean diaspora engagements and trade relations between the regions.

Dr. Frederick spoke on Caribbean-U.S. relations in terms of education and immigration: in particular, the impact of immigration on education access, as well as the impact of deportation on crime-ridden areas in the Caribbean. During his remarks, Dr. Frederick honored the partnership between Howard University and the Women's Bar Association and noted that Howard will have a slate of all African-American women receiving honorary degrees at the university's commencement ceremony this year; the first time in the 150-year history of the university.

Mr. Manaigo discussed recommended strategies for Caribbean-Americans to engage with the Republican Administration. Mr. Butler discussed economic opportunities in the Caribbean, including foreign direct investments, public-private partnerships, renewable energy solutions, as well as opportunities with the Inter-American Development Bank. The discussion was concluded by Ms. Yearwood, who spoke on the United States-Caribbean Strategic Engagement Act of 2016 (H.R. 4939) and hot topics in banking, Haiti and Cuba.

The successful Caribbean Night ended with a lively networking reception, which included Caribbean snacks, drinks, and some of the finest Caribbean rums.

Member Spotlight: Sadina Montani

Compiled by Carol A. Montoya, CAE



Sadina Montani

Sadina Montani is an Associate at Vedder Price, where she is a member of the firm's Labor & Employment and Privacy, CyberSecurity & Media practice groups. In her practice, Sadina regularly represents employers in state and federal courts, and before various administrative agencies, defending claims of race, sex, disability and age discrimination, wrongful termination, wage and hour violations, and wage payment claims. She has first-chair and second-chair trial experience and has successfully argued summary judgment and other substantive and procedural motions in state and federal court.

Sadina joined the WBA in 2007, during her last year at The George Washington University Law School. She is a current

member of the Board. In the 2016-2017 bar year, she served as Treasurer, and in 2015-2016, she served as Treasurer-Elect. Prior to joining the Board, Sadina was a co-chair of the Membership Committee, from 2011 to 2015.

Sadina notes, "Although I wanted to be a lawyer from a young age, I started out as a classical musician. I spent six years in college studying music and working as a freelance musician. (I'm humming along to a Dvorak symphony as I draft this.)"

When she's not working, Sadina can be found planning the next stamps in her passport or walking her dogs around Capitol Hill.

Why did you join the Women's Bar Association?

At the end of my year as a summer associate at a large firm here in DC, I was invited to attend Stars of the Bar by my assigned associate mentor (Machalagh Carr, fellow WBA member, and now one of my dearest friends) and the head of the DC office of the firm (Amy Bess, WBA Foundation past president and current Board member, and with whom I've have the good fortune to practice essentially my entire career). I jumped at the opportunity to spend the evening with two impressive women lawyers, and when I realized I had found an organization full of impressive women lawyers, I was blown away! I think I joined that very evening.

What is the best advice you have received?

Two pieces of advice I received as a young lawyer have proven particularly useful throughout my legal career. First, "Your career is your responsibility." That is, even with mentors, sponsors, and support, the responsibility for my own career path and advancement ultimately rests on my shoulders.

Second, "Everyone is making it up as they go along!" The latter advice has made many professional "firsts" a bit easier for me over the years.

In what other organizations are you involved?

I am actively involved in the DC Bar Association, having served on multiple committees and participated in the inaugural class of the John Payton Leadership Academy. I recently ran for the second time for a seat on the Board of Governors, losing this time by just over 500 votes. (Next time!) I serve on the Professionals' Council for the Sargent Shriver National Center on Poverty Law. I also serve as Chair of the Board of Directors and General Counsel for Serve Your City, a children's wellness and mentoring nonprofit organization serving DC youth.

Member News

Vasseghi Joins Rees Broome



Roya Vasseghi

Roya Vasseghi has joined Rees Broome's Tysons Corner office. Roya is a member of the firm's litigation group, and focuses her practice on corporate and employment litigation. Roya currently serves on the WBA's Board of Directors.

Long Named Attorney of the Year



Nancy A. Long

Nancy A. Long, Associate Counsel at the American Association of University Professors, received the Attorney of the Year Good Scout Award from the Boy Scouts of American National Capital Area Council. The award honors outstanding leaders in the law profession who exemplify the ideals of the Scout Oath and Law in her daily life. Nancy is a past president of the WBA, past president of the WBA Foundation, and current member of the WBA Foundation Board of Directors.

Welcome New Members:

The following persons joined the WBA in April and May 2017.

Amenze Airhiavbere
Evan Anderson
Sophia Arrighi
Katherine Ballington
Kristy Balsanek
Susan Bartlett
Beth Brinkmann
Heidi Burakiewicz
Michelle Burgess
Kelly Buroker
Jennifer Butler
Dominique Casimir
Jessica Childress
Tracey Coates
Amy Conant
Jennifer Crowder
Amy D'Avella
Brittany Davidson
Makeda Dennis
A.J. Dhaliwal
Jaimie Douglas
Ashley Erickson
Nancy Eyl
Tara Fentress

Laura Fibiger
Meghan Flinn
Lacey Gehm
Monifa Hall
Jennifer Hanley
Yasmine Harik
Sherri Harris
Katherine Heubert
Haley Hoff
Stephanie Holland
Sarah Kim
A.J. Kornblith
June Kress
Rachelle Llontop
Margaret Macdonald
Kara Marcello
Quinton McElhaney
Elizabeth McIntyre
Shireen Meer
Alexandra Meise
Aida Melendez
Denise Mitchell
Kathleen Neace
Lorraine Nordlund

Karissa Orris
Dana Palombo
Valerie Pelton
Milos Rajcevic
David Ris
Donna Rodney
Nina Rodriguez
Norah Sloss
Rebecca Smullin
Marcia Sowles
Katy Spicer
Megan Stull
Denys Symonette
Mona Tehrani
Tilcia Toledo
Elizabeth Wangu
Karen Ward
Josh Washington
Kendra Wharton
Deborah White
Brittani Zacco
Haozhen Zhao

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

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Lawyers, Do You Feel Out of Control? It Could Be Because You Are

When lawyers are surveyed about what keeps them up at night, the top response is pretty consistently a feeling that their office or their cases are out of control. And the really scary thing is, that's not such an unrealistic fear. In fact, writes Dustin Cole at Attorney at Work, some of the most common lawyer personality traits, such as perfectionism and a distaste toward delegating, lead to chronic understaffing and lack of management tools ... and then everything really does get off track. What four bad habits does Cole say lead to this worrisome situation, and how can a lawyer begin to "get a grip?" Click here to read more:

www.attorneyatwork.com/loss-control-lawyers-greatest-fear

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 67)

Upcoming Events

Thursday, July 13, 2017

[Conformity and Creativity In Rules Of International Arbitration: Should Arbitral Institutions Be Choosing A Path Of Convergence?](#)

Presented by Litigation Law Forum

What is the role of innovation and creativity in International Arbitration moving forward? ICSID and the ICC have both recently announced updates to their rules, and other institutions could be close behind. Do the ICSID and ICC updates reflect a pattern and goal of uniformity, consistency and foreseeability as across the ADR institutions or are we seeing an emerging trend of creativity and variety? From a policy and practicality standpoint, how uniform should institutional rules be? Join us for a conversation on how varied the future of International Arbitration rules will be, and how innovative the field ought to be moving forward.

Wednesday, September 13, 2017

[Stars of the Bar Networking Reception](#)

Kick off the WBA's program year with a free reception open to everyone in the DC legal community. Meet WBA and WBA Foundation leaders, committee and forum co-chairs, and join in recognizing our Stars of the Bar honorees, who exemplify our theme of "**March On.**"

Thursday, October 26, 2017

[15th Annual WBA Foundation Wine Tasting & Silent Auction](#)

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

Save the Date

Tuesday, December 12, 2017: Communications Law Forum Holiday Tea

[Wednesday, March 13, 2018: WBA Foundation Grant Awards Ceremony](#)

[Thursday, May 17, 2018: WBA/WBAF Annual Dinner](#)

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