

FEATURES

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HIGHLIGHTS

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EVENTS



2017 Holiday Tea

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Chief Judge Anna Blackburne-Rigsby is the 2018 Woman Lawyer of the Year

The Women's Bar Association of the District of Columbia (WBA) will honor the **Honorable Anna Blackburne-Rigsby, Chief Judge of the DC Court of Appeals**, as the 2018 WBA Woman Lawyer of the Year.

article continued on page 2

Practice on the Move: Supporting Military Spouse Attorneys

By Libby Jamison, President, Military Spouse JD Network

As the military has engaged in the longest period of sustained conflict in our country's history, military families have faced their own challenges on the home front.

article continued on page 3

What the "Shalane Effect" Means for Female Attorneys

By Katherine Zhao

When the New York Times wrote about the "Shalane Flanagan Effect" in late 2017,¹ Shalane had just become the first U.S. woman to win the New York City Marathon in 40 years. Her time? A "blistering" 2 hours, 26 minutes.

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Features

Chief Judge Anna Blackburne-Rigsby is the 2018 Woman Lawyer of the Year (continued from page 1)



Hon. Anna Blackburne-Rigsby

The award recognizes a leader who has championed change in the profession by leading by example, advocating for justice, and promoting the advancement of women in the profession and will be presented at the Annual Dinner on May 17, 2018. Chief Judge Blackburne-Rigsby became Chief Judge of the D.C. Court of Appeals in March 2017. In that capacity, she chairs the Joint Committee on Judicial Administration for the District of Columbia court system. Chief

Judge Blackburne-Rigsby previously served as an Associate Judge on the D.C. Court of Appeals, a position for which she was nominated by President George W. Bush in August 2006. During her tenure as an Associate Judge, she chaired the District of Columbia Courts' Standing Committee on Fairness and Access, and served on the District of Columbia's Access to Justice Commission.

Chief Judge Blackburne-Rigsby was nominated by President Bill Clinton as an Associate Judge of the D.C. Superior Court, where she served from 2000-2006, and she was a Magistrate Judge on the D.C. Superior Court from 1995-2000.

Throughout her career, Chief Judge Blackburne-Rigsby has sought to promote the rule of law and equal access to justice. She serves on the Board of Directors for the National Consortium on Racial and Ethnic Fairness in the Courts and also served as the Consortium's president and moderator. Earlier in her career, while serving as Deputy Corporation Counsel in charge of the Family Services Division at the District of Columbia Office of the Corporation Counsel (now District of Columbia Office of the Attorney General), she managed the Division's 65 attorneys and support staff, responsible for handling child abuse and neglect, child support enforcement, and domestic violence cases.

Chief Judge Blackburne-Rigsby has taught Trial Advocacy at the Harvard Law School and teaches Professional Responsibility as an Adjunct Professor at the David A. Clarke

School of Law at the University of the District of Columbia. She has also taught Continuing Legal Education courses for the District of Columbia Bar.

Chief Judge Blackburne-Rigsby was recognized as a WBA Star of the Bar in 2007 and 2014. She is a past president of the National Association of Women Judges (NAWJ).

Chief Judge Blackburne-Rigsby graduated from Duke University with a B.A. in Political Science, and received the Duke University Presidential Leadership Award. She earned her law degree from Howard University School of Law, graduating in the top five percent of her class. While in law school, she served as the Lead Articles Editor of the Howard Law Journal and served as the Co-Captain for the Charles Hamilton Houston Moot Court Team.

Chief Judge Blackburne-Rigsby is married to the Honorable Robert R. Rigsby, Associate Judge, DC Superior Court. They have one son in college.

A full list of recipients since 1964 can be found at wbadc.org/wly.

The Annual Dinner theme is "March On." The WBA celebrated its Centennial last year and has made great advances in the past century of advancing women lawyers. But the WBA's work is far from done and its leaders strive to "march on" together to achieve the vision of a world where the WBA does not need to exist: a world where law schools, law firms, and top positions in government and corporations reflect the demographic of our society. A world where every female attorney receives equal pay for the work she performs. 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, a world where the work of the WBA is complete.

The 2018 WBA/WBA Foundation Annual Dinner and awards ceremony will take place at the National Building Museum at 6:00 p.m., Thursday, May 17, 2018. For additional information, including tickets and sponsorship opportunities, visit wbadc.org or call 202-639-8880.

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Features

Practice on the Move: Supporting Military Spouse Attorneys

(continued from page 1)



Frequent moves, single parenting during deployments and training, and the various demands of the military lifestyle often cause significant disruption for career-minded military spouses. As the military has engaged in the longest period of sustained conflict

in our country's history, military families have faced their own challenges on the homefront. Frequent moves, single parenting during deployments and training, and the various demands of the military lifestyle often cause significant disruption for career-minded military spouses. Those who seek to build a legal career face a myriad of obstacles, often stymied by the relocations, frustrated with employers unfamiliar with the military lifestyle, and underemployed due to licensing restrictions.

Military spouse attorneys typically have to gain admission to a new state bar every two to three years, in addition to job hunting in a new location. Over half of military spouse attorneys polled indicated that they elected to live separately from their service member at one point in order to maintain their own career. This results in unnecessary stress on families already bearing the burdens of conflict. With men comprising only eight percent of military spouse attorneys, these challenges disproportionately affect the women in our profession.

The good news is the Military Spouse JD Network (MSJDN) is working to reduce licensing barriers for military spouses across the country. MSJDN advocates for expedited bar admission and the reduction of licensing barriers for military spouse attorneys who have passed at least one bar exam and maintain the requisite character and fitness required of all attorneys. Since 2011, MSJDN has secured rule changes in 26 states and the U.S. Virgin Islands, and united more than 1,000 military spouse attorneys worldwide.

But the ability to practice law is only part of the problem encountered by military spouses in the legal profession. "One of the biggest challenges our members face is finding and keeping long-term, meaningful employment," according to Josie Beets, immediate past president. "We've been working hard to help make these connections between employers and our members by educating employers about the benefits of hiring military spouse employees, explaining why gaps in resumes exist, and sharing examples of how other employers have successfully retained their talented attorney employees through transfers, flexibility, and remote work options."

In support of military spouse attorneys, MSJDN has often partnered with allies found in women's bar associations across the country. WBADC has been an exceptionally valuable partner in this regard. WBADC offers the "Attorneys in Transition" membership discount to military spouse attorneys, demonstrating an understanding of the challenges faced by this population. In turn, MSJDN encourages its membership to participate in the meaningful networking and educational opportunities offered by WBADC. When job hunting after arrival in DC several years ago, MSJDN president Libby Jamison received valuable insight on the federal hiring process from connections made through the Government Attorneys Forum, which ultimately helped her obtain a position with the Department of Veterans Affairs.

With the large number of military installations and approximately one-third of MSJDN's membership located in the national capital region, WBADC members are uniquely positioned to support their military spouse colleagues in a variety of ways:

- **Networking:** Invite a recently relocated military spouse attorney to have coffee or attend a WBADC event with you.
- **Mentoring:** Become a mentor to a military spouse attorney to help navigate a job search or transition to a new practice area.
- **Hiring:** Hire a military spouse attorney! Job opportunities can be shared on the MSJDN jobs board: www.msjdn.org/post-a-job.
- **Jobs partner:** If your firm or organization hires on a regular basis, become a Homefront to Hired partner committed to including military spouse attorneys in your job search. Contact homefronttohire@msjdn.org.
- **Pro bono:** MSJDN partners with the Tragedy Assistance Program for Survivors (TAPS) to provide legal assistance for Gold Star Families; volunteer attorneys are frequently needed for this program. Contact jmf@msjdn.org.

For more information, visit msjdn.org or email info@msjdn.org.

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Features

What the “Shalane Effect” Means for Female Attorneys (continued from page 1)

By Katherine Zhao

But Shalane’s ability to forge a team of female runners who trained together, and inspired one another, is equally impressive. Of her 11 training partners, each has made it to the Olympics while training with her.

The “Shalane Effect” is, in essence, “serving as a rocket booster for the careers of the women who work alongside you, while catapulting forward yourself.” It is embracing—not being threatened by—the accomplishments of other women. It is bringing along and elevating more women until, collectively, the group becomes some of the best in the industry. Shalane, the article observes, “does not just talk about elevating women; she elevates them. And they win.”

These principles can be applied to many professions, including our own. While the advice that we often hear—finding sponsors, building one’s brand, and leaning in—is critical to a successful career, the “Shalane Effect” shifts the focus to helping others, and what we can do to enable other women and nourish their talents. And while we can debate whether this approach “best” advances diversity, it is a welcome complement to perspectives that focus almost solely on changing one’s self or the system.

Female attorneys, no matter our career stage, can apply the “Shalane Effect.” We can, for example, let other women know of ways to become involved at work and engage them in such opportunities. A friend who is in-house counsel recounts how a female colleague has gone to great lengths to include her in company initiatives. She writes, “A lot of it is keeping me plugged in to what’s going on at the company—for instance, ‘We’re thinking about launching research into this new product, would you like to join the group working on it?’ or recently she sent me a conference she thought might be of interest, and put me in touch with other people from our company who might benefit from going.” In my

own experience transitioning to a new position, the gestures may be small—an invitation to lunch with colleagues, a mid-day coffee run, or sharing a helpful resource—yet each is appreciated.

Another method is “echoing” women in group settings. Women are often ignored in these situations, such as work meetings.² Indeed, many of us likely remember a time when we, or another woman, made a comment that was disregarded. A man later raises the same point and is positively received. One friend recalls this scenario happening to her “numerous times.” Now, if her husband is present, he will “echo” her by noting she made the comment first. Similarly, the next time we see this happen at work or elsewhere—instead of privately lamenting to friends and loved ones—we can speak up and “echo” others.

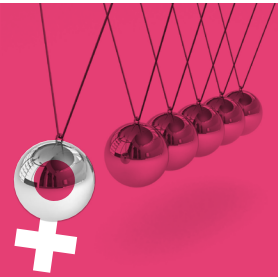
Just as female runners can actively encourage and promote each other, so can we. How’s that for a 2018 resolution?

The author is an attorney in Washington, DC. She would like to thank Michelle Kallen, Megan Bobo, Matthew Stukus, and others for sharing their experiences and time. Additional thanks to Michelle Kallen for suggesting that an article be written on this topic.

¹ Lindsay Crouse, *How the ‘Shalane Flanagan Effect’ Works*, NY Times (Nov. 11, 2017), at SR5, <https://www.nytimes.com/2017/11/11/opinion/sunday/shalane-flanagan-marathon-running.html> (last visited Jan. 27, 2018).

² See, e.g., Kathryn Heath, Jill Flynn, et al., *Women, Find Your Voice*, Harvard Business Review (June 2014), available at <https://hbr.org/2014/06/women-find-your-voice>.

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How to Take Calculated Risks to Boost Your Career

By Christine Springer, Executive Coach & Corporate Trainer



Christine Springer

How do you take calculated, bigger risks to further your career when you are in a profession that is all about mitigating risk? This is the question we explored during my presentation to the WBA Co-Chairs at their December meeting.

The thing that stops most people from taking any action that seems a little risky or scary is the subconscious belief that

if their risk is not successful, they will be a failure. And that failure in turn is viewed by the brain as an “emotional survival threat”—the potential death of something valuable, like self esteem, credibility, etc. —that it will try to protect you from at all costs.

The hallmark sign that a subconscious block is holding you back is when you know what you want to do, but you are struggling to actually do it.

For example, let's say that you decide that the best way for you to advance your career is to switch firms. So you put “get an introduction to a partner at <x> firm” as the top priority on your to-do list.

But week after week, things keep “getting in the way” of spending the 10-20 minutes it would take to research who in your network could get an introduction to the new firm.

In order to take bigger risks, you need to shift two things:

1. The subconscious belief that risk or potential failure is a survival threat.
2. The behavioral habits that are keeping you stuck in the status quo.

The best way to make those shifts is to engage your mind-body connection using these four steps (and to keep repeating them until you have achieved your goal):

1. Take a “feeling snapshot” of how it will feel to achieve your goal.

Setting aside your doubts about “if” it can happen, allow yourself to imagine that your goal has already happened. How you feel in your body? Sensations that feel open, light, free, or energizing are ones that you want to focus on.

2. Identify beliefs that fuel that the good feelings and inspire you to take action.

Your beliefs are like the address in a GPS. They are either going to lead you toward your goal or away from it. So ask yourself, “What do I need to believe in order to take action toward my goal?”

For example, if you want to switch firms, a belief of “I have niche experience that would benefit the firm” would help boost your confidence and reduce resistance to reaching out for an introduction from your network.

3. List the action steps necessary to make progress toward your goal.

You don't have to know ALL the steps necessary to achieve your goal. The key here is to identify the next 1-3 small steps you need to make forward progress.

4. Decide on a reward you will give yourself after you take action.

This can be as simple as buying a new novel you have wanted to read, or treating yourself to a manicure. The idea here is to use small, frequent rewards to create a positive association in your brain with taking action.

In summary, these steps will help you utilize your mind-body connection to successfully take bigger risks in your career:

1. Take a “feelings snapshot” of achieving your goal.
2. Identify beliefs that fuel action toward your goal.
3. Take 1-3 small action steps toward your goal.
4. Reward yourself for taking the action steps.
5. Repeat 1-4 until you have achieved your goal.

What bigger risks are you going to take this year to achieve your goals?

Christine Springer is committed to helping high achieving leaders and corporate teams to perform at their best during periods of business growth or change. Learn more at christinespringercoaching.com.

Heads Up: A New Overseas Venture May Change the Legal Landscape

While we've all been watching Avvo and LegalZoom, another disruptor of the legal profession has been gathering steam—within a major accounting firm in Switzerland. In late 2017, reports The American Lawyer, the legal arm of PricewaterhouseCoopers Switzerland began selling automated contracts directly to clients. That's not all: Eventually, the accounting firm's legal department wants to take over the entire in-house legal function for clients. And that same business unit recently hired a top executive from Axium.

What does it all mean—and will it spell big changes for the U.S. legal profession, too?

Read more here: law.com/americanlawyer/sites/americanlawyer/2018/01/30/as-law-firms-stall-who-will-overtake-them-in-the-innovation-race

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 97)

WBA & IBA Planning Spring Program to Discuss Report on Women's Challenges in Commercial Practice

By Cathy Pagano, WBA Board Member

WBA is excited to announce an upcoming, spring program hosted by the WBA and the International Bar Association (IBA) to discuss the IBA's December 2017 report entitled, "Women in Commercial Legal Practice."

The IBA's highly informative, 53-page report presents the results of a survey completed by over 5,000 IBA members. The report seeks to answer to the following basic question: Why do women lawyers in the commercial sphere continue to experience challenges succeeding on par with their male counterparts? The results are sobering, but the report offers concrete ideas for moving forward to address the continuing challenges identified in the report.

This enlightening report, written by Jane Ellis and Ashleigh Buckett in the IBA's London office, concludes that around the world, persistent barriers continue to thwart women from reaching the top ranks of commercial practice. Decades after women entered the profession in significant numbers and

after many diversity programs have been instituted, these problems persist. Women often still face "intersectional discrimination" combining several factors that lead to unequal treatment. Traditional gender roles persist and work-life-family balance issues leave women less content with their work and inclined to leave the profession. The report includes detailed findings and helpful charts.

In the year following WBA's Centennial, this program on the IBA's seminal report is an important part of WBA's focus on "Marching On." The program will feature panelists from the IBA and leaders from private practice who will guide us through the report's findings and share ideas and concrete steps that can be taken moving forward.

More details will be coming soon, and we look forward to seeing you at what promises to be both an instructive program for all of us who are committed to bringing about long overdue changes to our noble profession!

Participate in a Focus Group about Practicing for 15 Years or More

The ABA and American Bar Foundation are conducting a research project called "Achieving Long-Term Careers for Women in Law." As part of this effort, they are conducting focus group meetings around the country, including here in DC.

The research project aims to understand the unique career dynamics facing women lawyers who have practiced for at least 15 years, and to identify key personal and structural factors that foster and/or impede their careers.

Two focus groups will be held on March 8, 2018. They are seeking women who received their JDs between 1982 and

2002, and have practiced law for 15 or more years and are currently practicing in firms OR who are no longer practicing law after 15 or more years of practice. They hope to gather insights based on personal experiences about the personal and structural factors that influence experienced lawyers' decisions to continue practicing or leave the practice of law.

If you are interested in participating in this research, know individuals who might be interested in participating, or would like additional information about this study, please contact Caroline Tipler at ctipler@abfn.org. Agreement to be contacted or a request for more information does not obligate you to participate.

National Archives Foundation Celebrates 100 Years of Women's Suffrage



On March 9, 2018, in celebration of Women's History Month and leading up to the centennial of the ratification of the 19th Amendment, the National Archives Foundation is hosting a fundraising event entitled "We the Women". The event begins at 7:00 pm and will be held at the National Archives Museum.

The event is the opening salvo in a year-long celebration culminating with the National Archives exhibition entitled *Rightfully Hers*, which will highlight the 19th Amendment to the U.S. Constitution and opens in March 2019.

Proceeds from this event will:

- Assist the National Archives to develop a special exhibition in telling the powerful story of the women who paved the way for the 19th Amendment.
- Support a national traveling exhibition that will tour local communities around the United States.
- Produce classroom displays to be distributed to nearly 2,000 schools and libraries, along with unique educational offerings for teachers and students.

- Promote the digitization of the archived stories of the women of the suffrage movement that will enable records to be available to millions electronically.

Relevance Today

The 19th Amendment guaranteed American women the right to vote. Achieving this milestone required a lengthy and difficult struggle; victory took decades of organizing and dedication.

Despite years of marches, petitions, and public debate to enshrine a woman's right to vote, many of the challenges related to gender equality still reverberate in the ongoing fight for gender parity today.

Help make this story come alive to new generations and to celebrate the power of these exceptional female leaders.

For more information and to purchase tickets visit archivesfoundation.org/women.

Could 2018 See an Uptick in Law School Applications, LSAT Scores?

Is the multi-year decline in law school applications finally going to end? At least one law professor thinks so: Jerry Organ, a professor at the University of St. Thomas School of Law in Minneapolis (and the blogger behind TaxProf Blog). Based on data from the Law School Admission Council's Current Volume Report, Organ predicts that the 2018 law school applicant pool will be the largest since the 2011-12 admissions cycle—and that there may be a significant increase

in applicants with LSAT scores of 165 or higher. What information, specifically, leads Organ to this conclusion?

Click here for the details in the ABA Journal: abajournal.com/news/article/increases_in_law_school_applicant_pool_and_those_with_high_lsats_scores_like#When:19:45:00Z

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 99)

Hurricane Harvey: A Case Study in Lawyers Using Social Media to Help

In these fast and nimble times, many lawyers are forming their own ad hoc groups and getting things done. The Texas legal profession's response to Hurricane Harvey is a great example of how a self-formed social media community pulled together during a natural disaster, according to ABA Journal. When one lawyer met with Lone Star Legal Aid and saw that the number of flood victims seeking shelter at Houston's convention center complex would exceed her big firm's pro bono capacity, she

posted a request for help in the Texas Lawyers Facebook group, and almost immediately recruited 38 volunteers.

Click here to read more about how this group helped during Hurricane Harvey—and how it connected with resources from the State Bar of Texas: abajournal.com/magazine/article/social-media-lawyers-natural-disasters

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 97)



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The WBA is committed to being the preeminent professional and personal resource for women at all points in their legal careers.

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.

President's Column

By Kerri M. Castellini, WBA President;
Counsel, Trusts & Estates Attorney, Price
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Kerri M. Castellini

On February 22, the WBA proudly debuted its final Centennial celebration project, *Setting Precedent: A Century of Women Lawyers in the District of Columbia*. The documentary shorts produced by a collaboration between the Women's Bar Association, WBA Foundation, and the American University, School of Communication, focused on five themes: Diversity, Community, History, Advocacy, and Leadership. Through each video and the follow up discussion, the WBA's strong tradition of friendship emerged as a hallmark of the association.

For both men and women, our professional and personal lives are intertwined. The days of being work droids without acknowledgement of our personal lives are hopefully in the past. While we still have work to do, many employers are beginning to recognize that when either are out of sync, employee productivity begins to decline. However, why is it that so many of us are terrified to speak up when something is going on at home? Instead, we often burn the candle at both ends, fighting the fear of failure in our personal lives and as employees.

One of my dear friends, and fellow WBA leader, has told me often, "I have days when I am a phenomenal mother and days when I am a phenomenal lawyer. Rarely, can I be both on the same day." Yet, this same friend always

appears to handle all of aspects of her life effortlessly. I realized from her sage words that she fully embraces that there are not two separate sides of her life: personal and professional. Or rather, her personal and professional life are one continuum. By prioritizing her efforts and being realistic about her bandwidth, the overall affect is that the average of her days results in her being BOTH phenomenal as a parent and as a lawyer.

Our work environments continue to improve when we introduce the dialog of personal lives into the conversation, and work to reflect that both can operate on a continuum. Such continuum can actually help to improve performance, creativity, and overall satisfaction with employment. However, we as employees need to learn to empower ourselves to set reasonable expectations, and not be afraid of the word "no."

We at the WBA have embraced the duality of our leaders and members for many years, and often, our members will comment that their WBA family has been there for them as they have made transitions in their personal lives and careers. As a result, the organization has lifelong supporters and stands out in the DC metropolitan area as an oasis and resource to attorneys and other professionals.

While many of you have heard me say that we have much work to do, in the area of support and friendship, the association has continued to organically carry on the legacy of our founders. Hopefully, many of you have found comfort in sharing your work and personal achievements and leaned on one of your WBA sisters for support when obstacles arise at home and at the office.

It is the friendships and support circles that arise out of WBA volunteering that makes me so proud to be a part of this organization. For all of you struggling, remember one of your WBA friends is just a phone call or a cup of coffee away.

Best,

Kerri

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WBA Foundation News

WBA Foundation President's Letter

By Monica G. Parham, WBAF President

Welcome to 2018! The Women's Bar Association Foundation (WBAF) is coming off of a strong year that has seen our grant-making reach expand to provide even more funding to organizations that meet the legal and related needs of women and girls in the DC community. We thank each of you for your support in making this expansion possible!

On behalf of the Foundation Board, I am thrilled to announce the WBAF's 2018 grant recipients. Some of these organizations are well-established and known to most of you, while others are smaller and often newer organizations that the Foundation is pleased to bring to attention of a larger audience and supporter base. Each of these organizations is at the forefront of efforts to reach and serve some of the most vulnerable members of our community, who are facing challenges ranging from homelessness to domestic violence to workplace discrimination. It is our privilege to recognize and honor them through our grant-making process.

Amara Legal Center: Amara Legal Center serves individuals whose rights have been violated while involved in the commercial sex trade, whether involvement was by coercion, necessity, choice, or otherwise, in the DC metropolitan area. The WBAF grant will support Amara's Legal Representation Project, which provides full representation to survivors of sex trafficking with civil legal services, such as victim-witness advocacy, civil protection orders, and custody-related representation. amaralegal.org

Bread for The City: Bread for the City provides vulnerable DC residents with comprehensive services, including legal and social services, in an atmosphere of dignity and respect. The Foundation's grant will assist the operation of Bread for the City's Domestic Violence Community Legal Services Project, which serves low income minority women in their efforts to obtain protection from domestic violence. breadforthecity.org

DC KinCare Alliance: The DC KinCare Alliance supports kin caregivers



Monica G. Parham

(grandparents or other relatives) who have opened their homes to DC's most vulnerable and at-risk children when their parents are not able to care for them. The Foundation's grant will support KinCare's Legal Defense Project, which represents DC kin in court proceedings to obtain the resources and services needed to raise the children in their care. dckincare.org

DC Volunteer Lawyers Project:

The DC Volunteer Lawyers Project addresses the critical shortage of legal assistance for low income people in Washington, DC. The WBAF grant will support the Project's Domestic Violence Program, which provides pro bono legal assistance and social services to domestic violence victims, most of whom are women and families living below the poverty line. dcvlp.org

Domestic Violence Legal Empowerment and Appeals Project (DV LEAP):

The Foundation's grant will support DV LEAP's DC LEAP project, which provides essential services including appellate representation, in-depth consultations at the trial level, and technical assistance to victims of domestic violence. dvleap.org



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First Shift Justice Project: First Shift Justice Project empowers low-income pregnant women and parents to safeguard the economic security and health of their families through assertion of their workplace rights. The WBAF's grant will fund the continued build-out of a pro bono volunteer program that will allow First Shift to engage more attorneys on behalf of its clients. firstshift.org

The Human Trafficking Legal Center: The Human Trafficking Legal Center provides pro bono legal services for trafficking survivors seeking justice. The WBAF's grant will bolster the Human Trafficking Legal Center's efforts to identify and train pro bono attorneys, provide direct services to survivors, advocate with federal authorities for survivors trafficked by diplomats, and incorporate survivors into training programs as leaders. htlegalcenter.org

Legal Aid Society of The District of Columbia: The Foundation's grant will fund the Legal Aid Society's Domestic Violence Underserved Communities Project to address the need of domestic violence survivors living in underserved areas – particularly in Wards 4, 5, and 6 - where poverty rates and incidences of domestic violence are high. legalaiddc.org

Legal Counsel for The Elderly: The Legal Counsel for the Elderly aims to improve the quality of life for elderly District residents. The WBAF grant supports the Schedule H Program, an innovative project assisting older low-income DC residents (nearly 3/4ths of whom are women of color) obtain funds through D.C.'s Schedule H Tax Credit via pro bono clinics at area law firms. aarp.org/states/dc/LCE

Tahirih Justice Center: The Tahirih Justice Center provides services for immigrant survivors of violence. The Foundation's grant will allow Tahirih to provide holistic legal and social services to immigrant women and girls in the wake of extreme violence including domestic violence and sexual assault, female genital mutilation, trafficking, honor crimes, and forced marriage. tahirih.org

Tzedek DC: Tzedek DC's mission is to safeguard the legal rights of low-income DC residents dealing with often unjust, abusive, and illegal debt collection

practices and related consumer protection problems like credit reporting issues, identity theft, and predatory lending. The WBAF grant will help Tzedek provide free legal services to DC residents who are 400% below federal poverty guidelines, with a specific focus on single mothers and other vulnerable community members. tzedekdc.org

Our grantees will formally be recognized at the WBAF's Ninth Annual Grants Awards Ceremony on March 13, 2018, graciously hosted by Sterne, Kessler, Goldstein & Fox, P.L.L.C. We are honored to have as our keynote speaker **Dawn Dalton**, a long-time advocate for women and girls and current Policy Director of the DC Coalition Against Domestic Violence. There is no charge to attend the Grant Awards Ceremony and we hope you will join us. Register at wbadc.org.

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

Monica

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WBAF Seeks Board Candidates

The Women's Bar Association Foundation is seeking candidates to fill vacancies on the Board of Directors for terms commencing on June 1, 2018.

The WBAF is the 501 (c) (3) sister organization of the Women's Bar Association, and makes grants to nonprofits in the Washington, DC community, consistent with its mission of leveraging the generosity of supporters to support nonprofits that serve the legal and related needs of women and girls in the DC Metropolitan community.

The WBAF seeks candidates with a commitment to its mission. The Foundation is particularly interested in candidates with experience and / or interest in charitable fundraising and development, finance, branding, marketing and social media. The Board meets monthly, alternating telephone and in-person meetings.

If you are interested in being considered for a seat on the WBAF Board or if you would like more information, please contact the WBAF office at 202-639-8880 or at info@wbacfoundation.org.

Survey Gives a Nuanced View of Life for Recent Law Grads

When asked about their degree, their job-hunting experience, and whether law school turned out to be worth it, many JDs who graduated between 2009 and 2017 essentially said, "It's complicated." In a Gallup survey commissioned by the AccessLex Institute, only 44 percent of respondents who graduated with law degrees during the "Great Recession" said they had a "good job" waiting for them after graduation, and 26 percent said it took them more than a year to find a good job. However, 53 percent said they'd suggest law school for someone else. The study included adults who graduated with a bachelor's degree or higher in any field, between 1941 and 2017.

How do the Great Recession JDs compare with those from prior years, and how do law grads compare with those in other fields? Learn more at abajournal.com/news/article/less_than_half_of_recent_law_grads_had_good_jobs_waiting_for_them

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 95)

The Truth about Millennials and How Some Young Lawyers Are Making Their Own Success

Even as Millennials head further into adult life, certain stereotypes—that they're entitled, lazy, disloyal, and very different from the rest of us—are still hanging around. At ABA Journal, Kate Rockwood highlights the career paths of several young lawyers and calls on Lauren Stiller Rikleen (lawyer, author, generational expert, and member of the ABA Standing Committee on Bar Activities and Services) to help separate fact from fiction. As a bonus, an infographic at the end of the article offers data from Thomson Reuters regarding Millennials in the workforce.

Click here to read more: abajournal.com/magazine/article/millennial_stereotypes_these_lawyers_object

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 94)



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Diversity of Thought.

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Committee & Forum Highlights

The Annual Holiday Tea Sparkled Again

By Lynne Milne, Co-chair, Communications Law Forum

Photo Credit: Mark Van Bergh Photography

For the 15th year, the Women's Bar Association's Communications Law Forum hosted its popular, elegant, and enriching afternoon high tea. On Tuesday, December 12, almost 200 guests gathered at the splendid St. Regis Hotel for the 2017 Holiday Tea. This annual event has become a highlight of the holiday season for many members of the WBA and serves as an introduction to the WBA for many non-members.

A favorite feature for many in 2017 was the initial hour of networking in the Winter Pavilion. With classical holiday music playing in the background and sparkling wine punch available to all, the guests enjoyed a festive atmosphere while visiting with colleagues and long-time friends.

After the pre-Tea reception, the attendees moved into the adjoining magnificent Astor Ballroom to take their seats at tables already replete with multiple platters of holiday themed and decorated food. Communications Law Forum co-chair **Kathryne Dickerson** welcomed attendees and graciously thanked the long-time Holiday Tea sponsors: **Comcast Corporation, Google, Inc., T-Mobile US, Inc.,** and the law firms of **Wiley Rein LLP, Wilkinson Barker Knauer, LLP,** and **Willkie Farr & Gallagher LLP.** Each sponsor's generous support through the years has been indispensable to the growing success and prominence of the WBA's Holiday Teas.



The Wilkinson Barker Knauer, LLP sponsor table.

With afternoon high tea service underway, attendees enjoyed their holiday fare, consisting of delicious savory sandwiches, holiday scones with sinfully decadent accoutrements, and cleverly decorated pastries all accompanied by continually replenished hot teas specially blended by the St. Regis Hotel. Cordial and interesting conversations highlighted each table over the next hour, until the guests were replete with good cheer and anticipating the distinguished speaker's upcoming remarks.



Communications Law Forum co-chair **Laura Mow** next introduced the featured speaker – Amazon Web Services Vice President Teresa Carlson. Ms. Carlson made inspiring remarks from the podium about her career as a business executive, highlighting the encouragement that she received from mentors (both male and female) along the way. While acknowledging the under-representation of women at the highest levels of U.S. corporations, including technology businesses, Ms. Carlson encouraged women who serve on corporation boards of directors or as company senior executives to avoid a passive figurehead role, but to “speak up” and provide proactive advice in the best interests of that particular business. Most importantly, Ms. Carlson stressed that women should be fearless in their pursuit of career goals and ideas, and not deterred by traditional limits or frameworks. The afternoon program concluded with co-chair Laura Mow presenting Ms. Carlson with a beautifully-decorated teapot as a fitting token of appreciation for her sharing of inspiring observations on current leadership opportunities for women business executives. The Communications Law Forum co-chairs already are working on planning the 2018 Holiday Tea!



Teresa Carlson

...continued on next page ►

◀ continued from previous page...



Anna Rappaport, Laura Stefani & Angie Simpson



WBA past presidents: Jessica E. Adler, Martha JP McQuade, Nancy A. Long & Monica G. Parham (Long)



Holli Feichko, Yolanda Hawkins-Bautista & Michelle Roberts



Stephanie Kuhl & Kerry Loughney



Christina Chou, Nirali Patel, Leora Hochstein & Brooke Ericson

A Conversation with Congresswoman Yvette Clarke: Encouraging Women to Run for Office

By Taylor J. Phares, Associate, Paul, Weiss, Rifkind, Wharton & Garrison LLP



Last fall, the Women in Politics Committee and the 20+ Years of Expertise Committee hosted a Conversation with **Congresswoman Yvette Clarke**—the first of what will hopefully be many events spotlighting women in political roles and encouraging other women to run for elected office.

Congresswoman Clarke represents Brooklyn's 9th District in Congress, and was formerly a New York City Council Member, holding the seat previously occupied by her mother, Una T. Clarke. The senior Clarke was certainly an influence in Congresswoman Clarke's career. The congresswoman recognized that she entered into politics without the hesitations that face many women candidates, in her words because she "had seen it done" by her mother. At the same time, she recognized that female candidates for elected office "always have to go through extra hurdles." Congresswoman Clarke also acknowledged the importance of two other mentors in her career—Barbara Clark (New York State Assembly) and Velmanette Montgomery (New York State Senate)—who took her under their wings.

Congresswoman Clarke noted one specific area in which women face a distinct disadvantage to men running for

office—fundraising. She noted men often enter politics with a ready-made "universe of influence" and an inherent benefit of the doubt with donors. She finds, compared to her male peers, she must explain and prove herself to donors, often for less in donations. On the other end of fundraising, she has seen that for women in a contested election, there is no option of saving campaign funds (or "building a war chest"). Whereas male candidates have often raised enough to keep some contributions for future elections, women must spend it all in order to run a campaign sufficient to win. This contributes to less longevity in women candidates.

From a strategic standpoint, the congresswoman emphasized the importance of knowing and focusing on the community in which you serve. "All politics are local," she reminded the audience, and noted that women often have an advantage in being able to listen, empathize, and collaborate with many diverse stakeholders.

Congresswoman Clarke believes strongly in the importance of increasing the number of women in local government and on Capitol Hill (and works to improve representation of young women, especially women of color, through her position as Chair of the Multicultural Media Caucus). She says there are too many spaces in government where conversations are taking place—often about issues central to a woman's life—without the input of any female legislators. No matter the party, Congresswoman Clarke believes we would all benefit if more women were in these spaces. For her part, the congresswoman serves as a mentor to up and coming female politicians, and sees it as an imperative duty of hers to help "build out a deep bench" of women in politics. She believes women serving in office should make themselves available to younger women and girls interested in running for office to "demystify how we got there."

The Women in Politics group seeks to do just that—demystify how women can run for and obtain elected office—in future events.

Big Law and Babies

By Michelle Kallen, Associate, Paul, Weiss, Rifkind, Wharton & Garrison LLP, WBA Board Member

On Wednesday, November 1, the WBA's Working Parents Committee and the DC Bar's Law Practice Management Community sponsored a panel entitled "Big Law and Babies." The speakers were **Maureen Hardwick** of Drinker Biddle, **Tracie Bryant** of Kirkland & Ellis, LLP and **Michelle Kallen** and **Ravi Sharma** of Paul, Weiss, Rifkind, Wharton & Garrison, LLP. The moderator was **Tom Spiggle** of The Spiggle Law Firm. The topics ranged from working while pregnant, the challenges and joys faced when the baby is first born, and best practices for time management.

The dialogue was wide-ranging and informative. One panelist described how he was at his firm for only one month when

he and his wife found out they were expecting. When he took the "leap of faith" to tell his firm, he was impressed with how supportive his firm was.

Sleep deprivation was also a topic of interest. The panelists uniformly agreed that with parenting, came new levels of sleep deprivation. The moderator added, "There were times when I woke up with oatmeal in my pockets, and that was OK."

The speakers discussed their individual childcare arrangements and the need to learn to "get comfortable with the chaos."

The speakers emphasized the importance of mentoring other parents and parents-to-be and serving as a source of support for others juggling hectic work and family schedules.

How Does an Economic Downturn Affect Collaboration at Work?

When times are tough—such as during the Great Depression or the recession of 2008—people naturally collaborate and work through the crisis together. Right? Not always, according to recent studies conducted by researcher Nina Sirola and her colleagues. The researchers found that during economic downturns, people tend to think of workplace success in "zero sum" terms—meaning that they think very carefully about whether helping another employee means putting themselves at a disadvantage. At Harvard Business Review, Sirola shares more about how recessions affect workplace behavior.

Click here to read more: hbr.org/2018/01/research-were-less-likely-to-collaborate-in-bad-economic-times

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 94)

For the Legal Profession, Does a Failure to Adapt Come at a High Price?

The average law firm is losing \$74,100 per lawyer each year, and the average attorney bills 156 fewer hours than a decade ago. Why? "Law firms have not been stepping up and introducing bold strategies, so they are unprepared for the rapid transformations sweeping the legal industry," according to James W. Jones, senior fellow at Georgetown University Law's Center for the Study of the Legal Profession. Jones, the lead author of a study released recently by the Georgetown center and the Thomson Reuters Legal Executive Institute, talked with Big Law Business about these and other sobering findings from the research.

Click here to read more: biglawbusiness.com/lawyers-bill-fewer-hours-than-a-decade-ago-report/

(From ABA Division for Bar Services, *Bar Leader Weekly*, Issue 96)

WBA Member News

Ford Named Co-Chair for IP & Technology Practice



Ann Ford

DLA Piper has named **Ann Ford** co-chair of its U.S. Intellectual Property and Technology (IPT) practice.

Ms. Ford, a member of the WBA Foundation Board of Directors, previously served as vice chair of the U.S. IPT practice, is also the U.S. chair of the Trademark, Copyright and Media practice, the global co-head and U.S. head of Sectors, and a member of the firm's Executive and Policy committees.

In her practice, Ford works with clients on business, litigation, strategy, and transactional aspects of intellectual property. She has extensive experience working with both mature and emerging companies on developing, strengthening and enforcing brands in a wide variety of industries.

Click [here](#) to read more.

Bess Quoted in SHRM Article



Amy Bess

Amy Bess, Shareholder and Chair of Vedder Price's Labor & Employment practice, was recently quoted in a Society for Human Resource Management's (SHRM) article on harassment in the workplace. Ms. Bess commented on HR professionals responsibilities in the article, "Protect Workers Whose Jobs Make Them Vulnerable to Harassment," noting that HR should pay particular attention to isolated workers to ensure that they are aware of the employer's complaint processes. These types of workers the author is referring to are gig economy workers,

employees on the third shift, farmworkers, and other employees who often work in isolation. They [HR professionals] also should provide targeted training to this group of workers on the company's anti-harassment policies and procedures," she continued.

Ms. Bess is a past president and current Board member of the WBA Foundation.

Click [here](#) to read more.

Judge Law Honored by Nova University



*Judge Janice Law,
front row, 4th from right*

Judicial member **Hon. Janice Law** was among those Nova University graduates who became judges honored at a recent reception at the law school in Fort Lauderdale, FL. The event was attended by about 500. Photos of each judge are displayed permanently on the atrium walls. Judge Law, a print journalist, served on the county criminal bench in Houston, TX. She also served as a federal and state prosecutor, and did nine years of indigent defense. She is the author of seven books, one of which was a nonfiction finalist for the Texas Book Award.

Welcome New Members

The following persons joined the WBA in December 2017 and January 2018..

Joan Churchill

Sally Battaile

Michele Crymes

Andrea Lea Charters

Paul Wickham Schmidt

Laura M. Berman

Meha Patel

Meaghan Rose Fitzpatrick

Emily Kvalheim

Yasmine Amensua

Amber Cleaver

Pamela Rathbone

Lisa Markman

Mariana Jantz

Rosemarie Longo

Alexis Kaufman

Sarah Elizabeth Amendola

Janel Fitzhugh

Rana Khandekar

Miranda Elizabeth Lee

Samantha Alicia Malone

Melinda Cooperman

Bernice (Bicky) Corman

Jill Morrison

Sarah Lorraine Martin

Tia Trout-Perez

Kelsey Rule

Kathleen Borschow

Caroline Rieger Brownlie

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

Upcoming Events

Tuesday, March 6, 2018

[Brand Yourself and Attract Opportunities!](#)

Presented by Career Development Committee

Anne Collier, Founder, Arudia, will discuss how your personal brand defines your distinctive strengths, abilities, and unique perspective while helping you to inspire and connect effectively with clients and colleagues alike. Have fun learning how to create your personal brand and to use it to your greatest advantage in an authentic way.

Wednesday, March 7, 2018

[GAF Exploring and Finding Careers in State and Local Government](#)

Presented by Government Attorneys Forum

Our panel will discuss the unique opportunities available for attorneys in state and local governments. We will discuss the varied careers at the state and local level, how employment by a local jurisdiction differs from federal government employment, and how to find and apply for these jobs.

Tuesday, March 13, 2018

[WBA Foundation's Ninth Annual Grant Awards Reception](#)

The WBAF will recognize its eleven 2018 grantees at this networking event. The evening will bring together Foundation supporters and friends committed to supporting nonprofits that serve the unmet legal and related needs of women and girls in the DC Metropolitan community. Keynote remarks will be given by **Dawn Dalton**, a long-time advocate for women and girls and current Policy Director of the DC Coalition Against Domestic Violence. We invite you all to join us as we recognize and celebrate those who are on the front lines of serving some of our most vulnerable neighbors.

Thursday, March 15, 2018

[A Women's History Luncheon](#)

Presented by Communications Law Forum

Firmly committed to helping advance women, Stasia Kelly is a mentor to a number of women lawyers and is on the leadership committee of the DLA Piper Leadership Alliance for Women. Stasia has been honored with many awards that underscore her contributions to the legal profession, including the ABA Commission on Women in the Profession's prestigious Margaret Brent Women Lawyers of Achievement Award, for her many career successes and her extensive involvement in assisting other women to succeed in the field of law.

Each year, Inside Counsel presents the Anastasia D. Kelly Transformative Leadership Award to a general counsel who has sustained a commitment to accelerate the ascendancy of women lawyers to senior leadership roles in the law department and beyond. The National Law Journal named Stasia to its 2014 list of "Trailblazers & Pioneers," citing her fifteen-year career as a general counsel at four leading public companies.

During this Luncheon, Lorelie S. Masters, past president of WBA and a Partner at Hunton & Williams LLP, will interview this local legal luminary.

Tuesday, March 20, 2018

[Current and Emerging Trends in Trademark Law](#)

Presented by Intellectual Property Committee

Interested in hot topics, current trends, and case law impacting your trademark practice? This presentation will include industry experts, USPTO officials, and practitioners who will discuss recent developments in trademark law. The panel will discuss important decisions from 2017-2018, trademark remedies, trademark enforcement, and strategies for protecting your brand. Trademark attorneys who practice regularly in the trademark area will greatly benefit from this program.

Tuesday, March 27, 2018

[A View from the Top: Conversation with Executives in the Non-Profit and Government Sectors](#)

Presented by Leadership Task Force, Non-Profit Organizations Practice Forum, 20+ Years Expertise Committee, & Diversity Committee; Co-Sponsored by Government Attorneys Forum

Join us for an exciting panel featuring two prominent women executives in the government and non-profit sectors (Natalie Ludaway, Chief Deputy Attorney General, D.C. Office of the Attorney General; Caroline Fredrickson, President, American Constitution Society for Law and Policy), as they discuss their journey to these high-profile roles. The panelists will share insights into their careers paths, with a special focus on how they developed the management skills necessary to lead large organizations and teams.

Saturday, April 7, 2018

[Mentoring & Mimosas](#)

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well! An advance RSVP is needed to reserve a spot at the table. Seating is limited. This is an informal event, and everyone who attends is responsible for the full price of their meal and gratuity. All are welcome to attend.

Wednesday, April 25, 2018

[Nonprofit Board Service: What, Why, and How to Get Started](#)

Presented by Mentoring Committee

Presented by Non-Profit Organizations Practice Forum; Co-Sponsored by Community Projects Committee, Litigation Law Forum, 20+ Years of Expertise, Tax & Business Law Forum, Health Law Forum, Working Parents/Lawyers at Home Committee, In-House Counsel Forum, International Law Forum, Young Lawyers Committee, and Leadership Task Force.

Join us for an interactive panel to learn more about nonprofit board service, including what to expect, why you might want to consider it, and how to get started! Our panel includes women attorneys with board member experience at a wide variety of organizations and a nonprofit expert who knows how important it is to find the right match between an organization and board member candidates. Both potential board members and organizations looking to recruit new board members are encouraged to attend!

◀ *continued from previous page...*

Thursday, April 26, 2018

[Executive Presence and Personal Styling for Women Attorneys](#)

Presented by Immigration Law Forum

Award-winning media consultant and stylist Lena Burns (My DC Dress) will conduct a workshop on public speaking, image, and executive presence. Does the idea of public speaking make you sweat? Need an upgrade to your personal style? Want to feel more in control of your image and career? Get help with these and more in a friendly, fun, and supportive atmosphere.

Thursday, May 18, 2018

[WBA/WBAF Annual Dinner](#)

Our theme for this 2017-2018 bar year is “marching on” together. We have arrived at our Centennial anniversary year and have celebrated the great advancements women have made in the profession. However, our work is far from done and the WBA is committed to moving forward and continuing to advance women lawyers. The WBA looks forward to honoring and publicly saluting their achievements.

Saturday, June 2, 2018

[Mentoring & Mimosas](#)

Presented by Mentoring Committee

Meet your mentee or mentor for brunch and get to know other members as well! An advance RSVP is needed to reserve a spot at the table. Seating is limited. This is an informal event, and everyone who attends is responsible for the full price of their meal and gratuity. All are welcome to attend.