



A NEWSLETTER FROM THE PENNSYLVANIA BAR ASSOCIATION COMMISSION ON WOMEN IN THE PROFESSION

Commission Holds Its Fall Retreat in Hershey

By Phyllis Horn Epstein

The Hotel Hershey provided a luxurious home for the 2006 fall retreat for the Commission on Women in the Profession. Preceded by a manicure or massage for some attendees, meetings got underway on Friday, Nov. 3, with dinner and discussion. Co-chairs for this year's retreat were Alyson Oswald and Lisa Woodburn. The Friday evening panel discussion following dinner was delightfully moderated by Penina Kessler Lieber. The assembled panel included PBA President Ken Horoho, Alexis Barbieri, Wanda Flowers and Gretchen Mundorff. Thanks to Jackie Shogan and Mary Sue Ramsden of the Promotion of Women Committee for orchestrating this event.

The Commission collected canned food to support the Central Pa. Food Bank, which distributes more than 15 million pounds of food each year to central Pennsylvania "soup kitchens" and shelters. Many thanks to Renee Myers for her work in coordinating the drive. A second collection of women's work clothes supported the "Dress for Success" program, which supports women transitioning from unemployment to

work. Thanks to Sara Yerger, Camille Kostelac Cherry and Kathryn Simpson for their considerable efforts in this mission.

The Commission meeting was held Saturday morning over coffee and croissants, followed by a program conducted by Sally Helgesen, author of *The Web of Inclusion*. The Commission was addressed by PBA President-Elect Andy Susko who gave some hint of his aspirations for his term next year as PBA president. At the meeting, members were introduced to the new Advisory Committee chairs and projects. All Commission members are reminded that their participation in these advisory committees is welcome at any time. Nancy Conrad of White and Williams will be leading the Public Service Advisory Committee for the Commission. Save the date for Commission teams to participate in the Susan G. Komen Breast Cancer Foundation Mother's Day races. Shelley Goldner of Hamburg & Golden, P.C., will lead the Diversity Advisory Committee. The goals of her committee will be to broaden the Commission's umbrella of inclusion in all that it does.

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Retreat attendees gather around the Hotel Hershey's famous fountain.

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Commission Holds Its Fall Retreat in Hershey

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WIP Retreat first-time attendees, including PBA President Ken Horoho.

Pamela Day of the Pittsburgh School of Law and Linda Kelley of the U.S. Department of Justice will be spearheading the Mentoring Advisory Committee for the Commission, with a focus on law students as well as women already in the work force.

This year the Commission circulated a survey at the fall retreat. Those who did not attend are urged to complete a questionnaire so that future program planning can reflect the interests of our members. Diann Stinney or one of our retreat co-chairs can assist you with this. Our Membership Committee continues to seek your responses to its survey so

that the Commission as a whole can understand the needs of our members. Diann Stinney or Linda Berman of the Membership Committee can provide you with a copy to complete. Many thanks to Diann Stinney for her efforts in every way that made this retreat a success.



Phyllis Horn Epstein, Penina Kessler Lieber, Ken Horoho, Mary Sue Ramsden, Jackie Shogan, Dana Baiocco

We look forward to seeing each of you at our mid-year meetings this winter. Stay tuned for more information and dates about these wonderful regional programs.

See more photos from the Retreat on the Women in the Profession Web site at www.pabar.org/public/committees/womenprf.



Open Letter on Women's Health Issues

I am still waiting. It's been 34 years since I chaired, with the late Dr. Walter Fair, the first-in-the-nation Pennsylvania hearings on health delivery, medical schools, insurance, education, protocols of the National Institute of Health (NIH), *et al*, for women in the U.S. and Pennsylvania.

It has been only within the last few years that these areas of discrimination against health practices regarding women have gotten the attention of some medical professionals, including doctors and the NIH. NIH came to the hearings at my invi-

tation from the Commission on Status of Women in the Commonwealth of Pennsylvania — I was the executive director at the time.

Women in Pennsylvania and the world are still waiting for the inclusion of relevant gender data by all health-related entities as soon as possible. Our lives depend on it.

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Nominations Sought for Anne X. Alpern and Lynette Norton Awards

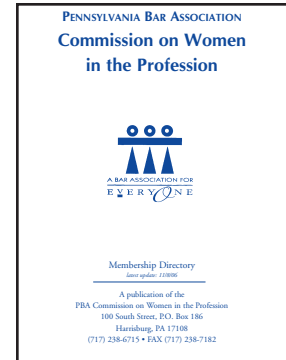
Anne X. Alpern Award

The time has come again for nominations for the PBA Commission on Women in the Profession Anne X. Alpern Award. Your nominee must be a female member of the Pennsylvania bar, either practicing law in the commonwealth or otherwise professionally based in Pennsylvania. The award recognizes a woman who has "had a significant professional impact in Pennsylvania, having demonstrated leadership in her law-related profession and her community and having participated in mentoring activities." Anne X. Alpern was Pennsylvania's state attorney general in 1959 and the first woman in the country to hold that position. Last year's award went to Pennsylvania Superior Court Judge Maureen Lally-Green. A nomination form and criteria are available online from the Women in the Profession Committee Web page at www.pabar.org. **Nominations must be submitted no later than January 16, 2007.**

Lynette Norton Award

Nominations are also sought for the 2007 Lynette Norton Award, established in honor of the passing of Lynette Norton, one of the founding members of the PBA Commission on Women in the Profession. A litigator and accomplished lawyer, Lynette Norton is remembered within the Commission as an untiring advocate, role model and mentor for women. The Lynette Norton award recognizes a Pennsylvania woman attorney and litigator who has been a leader in mentoring other women attorneys. The 2006 award was given to Elizabeth A. Maguschak of McNees Wallace & Nurick, Hazleton. A nomination form for this award may be found online at the cite for the PBA Commission on Women in the Profession at www.pabar.org. **Nominations must be submitted no later than January 16, 2007.**

WIP Member Directory



The Directory of the members of the Commission on Women in the Profession is available on the PBA Web site, www.pabar.org. You can reach it by clicking on "Committees/Sections" and then "Committees" and then "Commission on Women in the Profession." The electronic version includes everything that appeared in the hard copy, including indices by county and area of concentration.

If you are not yet in the Directory, you can simply fill out the form online. It is on the Members-Only side so you will need your Pennsylvania Bar Association user name and password. If possible, also send your photograph (either by e-mail or by traditional mail) to Patricia Graybill, 100 South Street, P.O. Box 186, Harrisburg, PA 19108-0186, e-mail: patricia.graybill@pabar.org.

The Directory is a great source for referrals to hundreds of women lawyers skilled in every area of the law. These women are also available to answer questions you might have about practice in other areas of the commonwealth. This network of friends can be of immeasurable help in your satisfaction with and success in the law.



Invitation to Centre County Bar Event

The Women of the Bar Committee of the Centre County Bar Association are hosting Blair County President Judge Joline Grubb-Kopriva on Feb. 6, at the Alto Restaurant in Lemont at 6:30 p.m. The topic will be "Women in Law in Today's World, A Judicial Prospective." Each attendee orders off the menu and pays for her own meal. Reservations should be directed to LeDon Young at (814) 235-1110 or ledonyoung@aol.com.

First Annual Diversity Summit of the Pennsylvania Bar Association Minority Bar Committee Held in Philadelphia

The First Annual Diversity Summit of the Pennsylvania Bar Association Minority Bar Committee was held in Philadelphia on Nov. 29, with great success. The title of the Summit was "Overview of Diversity in the Legal Profession: Making It Real In Pennsylvania." PBA President Ken Horoho offered impassioned welcoming remarks, which are published below. Doug Gaston, senior vice president and general counsel, Comcast Cable Communications, was the keynote speaker and Samuel T. Cooper III, chair of the event,

addressed an audience that included many state and local bar association leaders, elected officials, attorneys, teachers and judges.

Several Commission members participated in this all-day event. Phyllis Horn Epstein was a participant in a panel discussion in the morning, offering a report on the status of women attorneys, the issues still being confronted, the recent report of the ABA on minority women attorneys, and the activities of this Commission. Also participating in an afternoon panel entitled "Report of

the Pennsylvania Judiciary, Legislature and Executive Branch Agencies" were Justice Cynthia A. Baldwin of the Pa. Supreme Court and Rep. Kathy M. Manderino. Karen J. Vaughn, diversity manager at Saul Ewing L.L.P., not only spoke in a separate afternoon panel session but also worked behind the scenes in the organization of the Summit. PBA Committee Liaison Diann Stinney was visible the entire day, meeting and greeting the more than 140 persons who attended this inaugural event.



Welcoming Remarks of PBA President Kenneth J. Horoho Jr., PBA Diversity Summit Nov. 29, 2006, PBI Education Center, Wanamaker Building, Philadelphia

I'm a firm believer in the adage that people need to *make* history, not just study it.

Today, thanks to your presence and your planning, we are making history here in Philadelphia as we open the Pennsylvania Bar Association's *first* Diversity Summit.

For the past 5½ months of my term as president of the Pennsylvania Bar Association, I have been emphasizing the importance of leadership – both to the profession and to the public.

I'd like to recognize the extraordinary leadership efforts of the chair of this summit, Sam Cooper from Harrisburg. Sam has served with distinction as the governor on the PBA Board of Governors representing the concerns of minority lawyers and as past chair of the PBA Minority Bar Committee.

I'd also like to recognize the co-vice chair of the PBA Minority Bar Committee, Prince Thomas from Philadelphia; and Karen Vaughn from Philadelphia, both of whom also spent considerable time and effort in making

this first summit happen. With their usual leadership flair and commitment to excellence, they have brought all of us here together today for this momentous occasion, and I want to commend them and their committee for their work.

How appropriate it is that we are here in the City of Brotherly Love, home of Pennsylvania's founder, William Penn. From his cell in the Tower of London to his founding of an American colony, William Penn was a tireless advocate for liberty and tolerance. His vision for his "Holy Experiment" here in "Penn's Woods" was for a land where each person could pursue his or her own dream and destiny, free from the bonds of intolerance, free from the threat of persecution for their beliefs, free to contribute to the betterment of society.

These were noble goals, and goals that unfortunately still have not been realized.

Today, the headlines point out instances of injustice, pockets of intolerance, and widespread public loss of

confidence in America's institutions. Consequently, the legal profession must assume leadership in assuring that the blessings of liberty are experienced by all of our citizens.

It is of critical importance that we reach out to *all Americans* and help them understand how the law protects their rights and responsibilities and how they need to participate in our democracy to keep it strong.

We are all here today because we recognize one very important fact: As America's population grows more diverse, its citizens need to have officers of the court with whom they can identify.

Yet, as the ABA's Diane Abraham so eloquently said, "Our system of jurisprudence is marked by racial injustice and gender bias. Because of these genuine inequities, the law becomes a paradigm of exclusion, rather than empowerment for both practitioners and those seeking judicial remedies. As America grows into the 21st century, our profession is in

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Welcoming Remarks of PBA President Kenneth J. Horoho Jr., PBA Diversity Summit

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danger of losing touch with reality because it fails to resemble the national population."

I can think of few other times in the history of this nation when diversity in the legal profession was as critical. The legal profession traditionally has played an historic role in connecting society with the rule of law, and we need to face the fact that we have a serious disconnect today between our citizens and this important concept. Today, the legal profession must be as varied and diverse as the public it serves in order to retain its role as the connecting link to the rule of law – for the appearance of justice is just as important as justice itself.

While our society is becoming more diverse, with people of color likely to reach majority status in the next 35 to 50 years, the legal profession has not kept pace. According to the American Bar Association, the legal profession still is more than 90-percent white. Only about 20 percent of the students in our law schools are representative of racial and ethnic minorities. When racial and ethnic minority law students graduate, they encounter little mentoring or opportunities for growth within law firms and often leave the profession.

Today, women account for more than 50 percent of the entering law school classes, up considerably from the three to 4½ percent from 1947 to 1967. But before we pat ourselves on the back for this statistic, we must look at what happens to women after they leave law school. In Pennsylvania, in 2006, the percentage of women equity partners and partners in law firms decreased. Women were over-represented in the lowest paying, least powerful and least prestigious positions within the firms. Not a very glowing statistic.

Within our own Pennsylvania Bar Association, we also have room for improvement. The PBA Leadership Diversity Task Force, in its May 2006 report to the PBA House of Delegates,

reported that while some progress had been made to promote diversity within the leadership of the PBA, the "incremental gains achieved over the years have not kept pace with the increasing diversity of the legal profession." Statistically, the leadership ranks of the PBA are less diverse than they were 10 years ago. The task force, which was chaired by Pittsburgh's Carl Cooper, also said that PBA "must walk the talk and not merely talk the talk" of inclusion.

Over the years, we've made strides through the work of our PBA Minority Bar Committee, Commission on Women in the Profession, our Gay/Lesbian Rights Committee and our Civil and Equal Rights Committee, but more needs to be done. In our 111 years of history, we have had only one woman president and one president of color.

We've come to a crossroad within the PBA where we, too, need to do some self-examination – however painful it may be – about our commitment to diversity and our true reflection. I believe that a "good look in the mirror" will put us on the same path as the one being set by the Pennsylvania citizens we serve. And with a 2005 estimated population of almost 12.5 million, our commonwealth continues to diversify.

Since 2000, immigration from Latin American and Asian counties resulted in an increase in almost 400,000 citizens. In 2006, five percent of Pennsylvanians were foreign-born. The foreign-born Pennsylvania population is largely from Asia, Europe, Latin America and Africa.

Pennsylvania's reported Hispanic population has markedly increased in the past few years. As of 2000, the Hispanic population in the United States had grown to 35 million people. Experts predict that if the demographics continue to move in this direction, by the year 2050, one out of four people in this country will be Hispanic.

Women make up 51.7 percent and African-Americans make up over ten

percent of our state's population. Over nine percent of our citizens speak a language other than English at home.

We must help all Pennsylvania citizens understand how the law protects their rights and responsibilities and how they need to participate in our democracy to keep it strong.

As we move forward to address this challenge, let us remember that our mistakes and the inequities of the past must guide, and not control, our future.

Winston Churchill once said: "If we open a quarrel between the past and present, we shall find that we have lost the future."

What are the strategies, then, and the solutions, and the means to achieving the change within the legal profession it so desperately needs?

Today, we have brought together all of you who represent some of the best and brightest of Pennsylvania's legal profession to examine these challenges.

I hope that through our dialogue today we can set a course of action for Pennsylvania.

I hope that we can offer a blueprint to transform the look of the Pennsylvania Bar to reflect Pennsylvania's diverse citizenry. Within the framework of this blueprint, we must unite our law schools, our bar associations, our law firms, large and small, in our mission to achieve a more racially, ethnically and gender-diverse law profession.

We all know that actions speak louder than words. The time has come to stop paying lip service to diversity, to echoing meaningless buzzwords and making empty promises. Today, ladies and gentlemen, I challenge you to make history. Let's move from aspiration to action.

Indeed, the very future, the very fabric, of our society, depends on it.



Allegheny Co. Publishes Survey Results

In Sept. 2005, the Allegheny County Bar Association's Women in the Law Division's Gender Bias Subcommittee distributed a survey to all active ACBA members to update data gathered during a similar membership survey in 1990. Unfortunately, the 2005 survey showed that little has changed for women practicing law in Allegheny County over the last 15 years.

Twenty-one percent of the ACBA membership returned the survey, which, according to the researchers who performed statistical analysis for the survey, is a return that was representative of the ACBA's overall membership in terms of gender and years of practice and made for a statistically valid survey.

The results showed:

1. Men and women are working virtually the same number of hours per week, 48.5 vs. 48.25, but women are earning significantly less than men.
2. While 20 percent of men earn more than \$250,000, only five percent of women earn more than \$250,000 per year.
3. No female graduates from the 1990s are earning more than \$250,000 per year, but 10 percent of male graduates from the same time period are earning more than \$250,000 per year.
4. No female graduates from top 10 schools have reached the \$250,000-per-year income threshold, but 35 percent of male graduates from the same schools earn more than \$250,000 per year.

5. Women earning \$300,000 per year or more work, on average, 10 hours more per week than men in the same income category.

In addition to income, there are a number of disparities between the sexes with respect to employment satisfaction, exposure to discriminatory conduct, and partnership-level positions.

As a result of the survey results, the ACBA immediately formed a task force, which is co-chaired by Federal Magistrate Judge and WIP member Lisa Pupo Lenihan and Gary Hunt, managing partner, Tucker Arensberg. The task force was formed to analyze, discuss and "drill down" into the issues uncovered by the survey. After adopting a mission statement, the task force divided into four subcommittees that will tackle these issues and offer a report to the full task force. The subcommittees are: Work Life and Compensation; Job Satisfaction and Retention; Perceptions and Attitudes; and Best Practices. The Best Practices Committee will be contacting law firms and corporate law departments, both locally and nationally, to gather information to address the issues outlined above. The task force thus hopes to spur movement forward to build on the positive foundations that have been built by many Allegheny County employers.

The full text of the survey report can be found on the ACBA's Web site at www.acba.org/ACBA/pdf/ACBAMemSurveyResults2005.pdf.

ABA Dues Waiver to Become Available for Pro Bono Work

Members of the American Bar Association received the following announcement rewarding pro bono work with a waiver of ABA dues:

Pro bono work has long been supported and encouraged by the ABA, and the association's Board of Governors has just approved a plan it hopes will further encourage lawyers to contribute to their community by making retired and inactive members who have provided 500 hours of pro bono service in the prior year eligible for a waiver of their ABA membership dues the following year. The dues waiver will start in the bar year Sept. 1, 2007, through Aug. 31, 2008.

The dues waiver program complements one of President Karen Mathis's core initiatives — the Second Season of Service — which seeks to harness the talents of lawyers in the Baby Boomer population, a generation that is redefining retirement from a time of leisure to a time of renewed vigor and purpose.

Upon request, an ABA member who is no longer in the active practice of law who completes 500 hours of pro bono legal service within a calendar year may receive a dues waiver with appropriate documentation. The definition of pro bono legal services work is set forth in Model Rule 6.1 (www.abanet.org/cpr/mrpc/rule_6_1.html). The applicant must show proof that at least 250 of the 500 hours of pro bono work involved direct representation of persons of limited means or organizations that provide services to those individuals, service on boards of organizations serving the poor, or serving as non-compensated legal staff for such organizations. Applicants will self-certify by submitting a signed document attesting to the 500 hours and the 250 minimum hours in the services outlined immediately above. To participate in this program, contact the ABA Service Center at (800) 285-2221 or Service@abanet.org.



Voices and Views encourages your submissions.

We welcome articles (whether published elsewhere or not) of interest to our members. Also welcomed are information and news items about the activities, awards, honors and appointments of our members, including yourself.

Please send information, news and articles to Phyllis Horn Epstein, Epstein Shapiro & Epstein, 1515 Market St., 15th Floor, Philadelphia, PA 19102-1979, (215) 563-1200, fax (215) 564-5132, e-mail: phyllis@eselaw.com

Is Women-Only Networking – Working?

By Renee F. Bergmann,
Nixon Peabody L.L.P.

The invitations for networking events are plentiful these days, but time remains precious. There are billable hours to meet or basic commitments to your employer, and we all have family commitments in addition to our professional ones. When it comes to choosing which networking events to attend, you must be even more selective. Otherwise, you will be spending valuable time not only out of the office, but away from home – and at what price? To make the best use of your time, weigh these opportunities carefully.

Women today have many choices for networking. In-firm events, intra-firm events, events sponsored by the practice groups of various state and national bar associations ... the list is endless. Then there are women-only networking groups, which tend to be sub-groups of the associations just mentioned. Women-only networking events have been around for some time. This might be a good time to evaluate if these networking events are working.

Are the events simply functioning well, with adequate turnout, or are they truly effective? Do the women who attend leave with new business and name recognition among their peers from each event? Are new relationships within the legal community the goal of a networking event?

It depends upon how you define what “working” means. Are the events simply functioning well, with adequate turnout, or are they truly effective? Do the women who attend leave with new business and name recognition among their peers from

each event? Are new relationships within the legal community the goal of a networking event? Or are these just social events with no discernible business benefits?

Perhaps it depends upon the event or, more specifically, on your personal networking goal. These events come in all shapes and sizes. Networking events can be as simple as a lunch-time speaking program, with topics geared toward bringing women – both women lawyers and women clients (or decision-makers within an organization) – together to discuss common topics and themes. These get-togethers can be regularly scheduled “brown bag” lunches held at different firms around your city, with different topics, and speaking material geared toward women-friendly topics. Men are not excluded from these events; however, the groups tend to be influenced by women’s interests.

Events can also be much more elaborate and involved, such as a weekend-long getaway with the client and/or potential client to a nearby spa.

These events serve many functions, on many levels. Young women, in particular, may not be comfortable jumping into their first networking event, if, for example, that event is an evening cocktail party. But, if that same young lawyer has been going to regular monthly meetings of the local bar association’s Commission on Women in the Profession, not only to meet new people and engage in topics of interest, but also to practice “the art of networking,” she is likely to be much more comfortable with the opportunity (or requirement) to attend a co-ed networking function on a larger scale.

Women also seem to network differently than men. Women tend to be drawn toward relational networking settings. Women actually want to go to a spa together or meet at an art exhibit and enjoy a glass of wine. This

is not to say that women should be excluded from the golf course, the ball games and other typically male-oriented events, but women-only networking events provide unique opportunities as well as unique rewards for those who take advantage of them.

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When I return from such “women-only” networking events, I’ve sometimes heard male partners comment, “Great, but did you get business?” Maybe I did not meet anyone that evening with a fresh complaint in their bag, looking for a litigator to take the case, but I always form new relationships. Do not be discouraged if you don’t leave every networking event with a signed contract in hand. These new relationships provide opportunities for future business. New business relationships, whether formed at women-only events or in a traditional networking setting, can take a very long time to cultivate and turn into actual business.

Women-only networking events also provide potential leadership opportunities for the members of the bar associations or organizations sponsoring the events. Young or mid-level women attorneys, who may not otherwise have leadership opportunities available to them in the mainstream bar association groups, may find themselves in leadership positions in these organizations very early in their careers. Early leadership raises a young lawyer’s profile, not only in the legal and general community, but within your own firm or company as well. It also teaches you how to truly lead an organization, as well as

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Is Women-Only Networking – Working?

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work with a team of people from divergent organizations with diverse backgrounds. These skills are essential for any organization; the earlier in your career you acquire these skills, the more success you will enjoy.

There are skeptics who are of the opinion that these women-only events are not useful; that they are a waste of time and should not be supported. The argument is something like this: Most decisions are still made while networking on the golf course or at the ball game, so, like it or not, that is where you must be, and that is where my colleagues must also be, if they wish to advance their careers and obtain new business. That may be true to some degree, but if a young lawyer is uncomfortable in a given setting, she won't attend events in such settings.

Another issue to consider is your practice area. If you are in a practice area that remains dominated by men, such as investment banking or intellectual property, it is likely you will have to spend more time in traditional networking settings.

Women-only networking provides the unique opportunity for young lawyers to develop their networking skills in a comfortable environment, while they build confidence and perhaps some business at the same time. This same young woman who is simply not comfortable on the golf course in her first days of networking, or the new lawyer uncomfortable with the "usual (co-ed) cocktail party" networking event, may take over a leadership position in the women's division of a bar association and, when she is comfortable enough to network on a co-ed basis, will enjoy name recognition with her peers – both male and female. If this same young woman were required to network in the typical male-oriented style, she might just be an unknown young lawyer in the corner. Building confidence in those circumstances can

be very difficult for some young women.

If this same young woman did not have the opportunity to attend women-only networking events, she might have given up attending networking events altogether out of frustration, because time is limited and the traditional events always make her feel squeamish. It is not inconceivable to think that, without a blossoming book of business, this young to mid-year lawyer is heading toward leaving the practice of law. Dramatic? In today's demanding practice, which usually requires a book of business, not really.

Networking, client development and leadership skills – if these are the skills that women-only networking can provide, then I would suggest it is working.

Networking, client development and leadership skills – if these are the skills that women-only networking can provide, then I would suggest it is working. If young women lawyers get involved and learn these traits early in their careers, it just may be enough to keep them in the profession.

Women-only networking certainly has plenty to offer those more advanced in their careers, such as mingling with peers and opportunities to mentor newcomers to the profession, even for a brief time. That is enough to suggest that women-only networking is working.

Wherever you network, remember that people give business to people they know. If you are visible in women's groups, those women will think of you when they need legal counsel. If you are visible and active in your local networking group of co-ed IP lawyers, you will likely enjoy the same success.

New Member Profile: Sapna K. Anderson

I was born and brought up in the Midwest, in both Illinois and Ohio, and went to college at the University of Illinois, where I graduated *magna cum laude* with a degree in English literature. I took two years off between college and law school, and intermittently worked and traveled to Europe, India and Nepal. After fulfilling a lifelong dream of moving to Southern California, and completing my J.D. at UCLA School of Law in 2004, where I was involved with moot court, I began practicing law with Cohen & Lord P.C., a small Los Angeles firm practicing general commercial litigation with a niche practice in construction defects litigation.

I moved to South Jersey in late January of this year, after 1½ years in active practice in L.A., in order to be with my now-husband, who at the time was my fiance. He manages IT and web operations for Worldwide Jet Charter L.L.C., a privately-owned charter company based at the municipal airport in Millville, N.J., where we currently live. After taking the New Jersey and Pennsylvania bars in February 2006, I resumed part-time practice for Cohen & Lord as of counsel. Between late July and September, I was abroad for our wedding in India and our reception in Scotland, which is where my husband hails from. I continue practicing for Cohen & Lord part-time while seeking full-time employment.

I joined the PBA WIP because I saw it as a wonderful chance to get acquainted with other strong and intelligent professional women in the area, and to devote some of my time and energies to improving conditions and opportunities both for women who are already members of the Pennsylvania bar, and for women who may aspire to be members.

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New Member Profile: Sapna K. Anderson

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I am seeking to join a full-service law firm in the Philadelphia or surrounding area, with the following qualities: 1) a robust and diverse litigation practice, 2) accomplished yet affable attorneys who have a bent toward effective mentoring, 3) the institutional resources and reputation to help me take my practice to the next level, 4) a sense of community and collegiality among attorneys and support staff alike, and 5) a strong commitment to pro bono work and attorney involvement in professional and community organizations.

I can be reached by e-mail at skanoor77@hotmail.com



Welcome to New Members!

The Executive Council of the Commission for Women in the Profession joins us in welcoming the following new members since November 2006:

Diane Kathryn McKay, Dauphin County
Toolsi Gowin, Philadelphia
Rita J. Verga, Dauphin County
Lisa M. Watson, Philadelphia
Marie C. Cespuglio, Philadelphia
Heather Giordanella, Philadelphia
Laurel Grass, Montgomery County
Susan Oberlies, Montgomery County
Tyra Marlene Oliver, Allegheny County
Laura Phillips, Washington County
Karolyn V. Blume, Lehigh County
Kimberly Gamble, Delaware
Beth Gellman-Ber, Philadelphia
Chevyle A. Hertzog, Delaware
Penelope Jones, Philadelphia
Laura Ann Kibby, Allegheny County
Lisa A. Klingensmith, Allegheny County
Phyllis M. Parker, Philadelphia
Daina S. Wilson, Philadelphia
Carrie Wirsing, York County
Abby De Blassio, Westmoreland County
Kathryn Hart Crary, Philadelphia
Nnenna Ezekoye, Allegheny County
Milinda Fenkner, Allegheny County
Bridget M. Gillespie, Allegheny County
Jessica Holst, Cumberland County
Michele C. Hosner, New Jersey
Nancy Lanard, Montgomery County
Teresa Lazo, Dauphin County
Monica L. Rebuck, Dauphin County
Gerri V. Paulisick, Butler County

"Postcard" from Marina Angel, Temple Law Professor, in Albany

It has been wonderful spending the fall living in Saratoga Springs and teaching my Violence Against Women course at Albany Law School. I delivered one public lecture to a large audience of practitioners, faculty, staff and students on "Women in the Profession" and lead faculty workshops on "Integrating Domestic Violence into Courses Throughout the Curriculum," and "Faculty: The New Contingent Workforce." I helped the Albany Women's Law Caucus stage Susan Glaspell's 1916 play "Trifles" (the short story version is called "A Jury of her Peers"). I was featured on two TV news stations and in four newspaper articles. For fun, I visited Montreal (a 3½ hour drive from Saratoga), Vermont and New Hampshire. In New York, I visited Cooperstown, Corning and Seneca Falls.

- Marina Angel

Book Review: *Anonymous Lawyer*

Review of *Anonymous Lawyer* (Henry Holt & Co., L.L.C. 2006) by Jeremy Blachman

By Phyllis Horn Epstein

I can't say that I enjoyed reading *Anonymous Lawyer*. It was more like the experience of staring at a train wreck: you're horrified but can't look away. *Anonymous Lawyer* is a story told from the point of view of the hiring partner of a large law firm written as his computer blog from which he steps back to e-mail his niece, a law school student, for favors and feedback.

And what a tale he tells. This is, *hopefully*, a tongue-in-cheek, humorous and cynical account of abuse perpetrated by senior partners upon summer associates at the firm. It is a tale of indescribable torture worthy of consideration by the Geneva Conventions: associates condemned to organize mountains of random papers in page order; associates banished from

the office on nonsensical missions around the globe merely because they are too annoying to have around; associates misled and lied to merely for sport. To say nothing of the partners who compete for bagels in the coffee room and measure their worth by the square footage of their offices.

This book made me laugh but most of the time it made me wince. This book just wasn't as funny to me as it was to my non-lawyer friends. It was painful to read. Take for example Blachman's riff on female lawyers. First he concedes that women lawyers who make it past the gender hurdles are "usually better than the men." Okay, I can handle that. But then he continues, "If they want to have families along with careers, they're not going to make partner. And if you're not going to make partner, why bother?" Why indeed. He gloats about the firm's part-time policy: "It's great. We get to cut their pay while merely pretending they don't need to work as

hard as everyone else." He calls it the firm's "profit center." Is it sarcasm or truth when the author tells us the part timers "work 100 percent of the time they used to work but for only 80 percent of the salary?" Women, he opines, sacrifice 20 percent of their salaries to delude themselves into believing that they love their children more than work. He concludes, "A man once applied to work part-time. Good thing we found out it was just a practical joke before we fired him." By then I wasn't laughing.

I work in a small firm and always have, so I would be most interested to hear from my sisters in larger firms once they have read *Anonymous Lawyer*. Do the partners really plot their advancement with the charm of Richard III and practice the techniques of torture sanctioned by Torquemada? Maybe I should lighten up. Enjoy.



Using Your PBA Listserv

PLEASE TAKE NOTE: With the recent enhancements and redesign of the PBA Web site (at www.pabar.org), some of your listserv processes have changed.

NEW! To subscribe to the WIP listserv, login on the PBA Web site with your PBA member username and password, select the "Committees /Sections" tab, then the "Committees" tab, then the "Commission on Women in the Profession" tab, then the "Listserv Sign-Up" tab.

The subscription form can also be accessed directly at www.pabar.org/public/listservform.asp. Once subscribed to the listserv, you will get the following confirmation message:

"File sent due to actions of administrator traci.raho@pabar.org."

To send a message to members of the Commission listserv, address your e-mail to Wip@list.pabar.org.

To reply only to the sender, hit "Reply," and type your personal reply to the sender. This response will only go to the sender, not to the entire listserv membership. You can manually add other recipients outside of the sender or the membership.

To reply to the entire listserv membership, hit "Reply to All," and type your response. This response will go to the sender and to the entire listserv membership.

NEW! To unsubscribe, send a message to listserv@list.pabar.org with "unsubscribe Wip" in the body.

To change your e-mail address, you must unsubscribe the old e-mail address using the old e-mail address and subscribe the new e-mail address using your new e-mail address. Sending an e-mail to the list will not change your e-mail address on the listserv.

For customer service, contact Traci Raho, PBA internet coordinator, (800) 932-0311, ext. 2255.

Commission Members in the News

On, Nov. 29, President George W. Bush announced his intention to designate **Mary Beth Buchanan**, U.S. Attorney for the Western District of Pennsylvania, as the acting director of the Justice Department's Office on Violence Against Women (OVW).

This Washington, D.C.-based office administers financial and technical assistance to communities around the country that are creating programs, policies and practices aimed at ending domestic violence, dating violence, sexual assault and stalking. OVW's mission is to provide leadership in developing the nation's capacity to reduce violence against women through implementation of the Violence Against Women Act. The Office's ultimate goal is to change perceptions around violence against women so that those crimes are considered unacceptable and no longer tolerated in our society.

Similar to her service as director of the executive office of U.S. Attorneys, Mary Beth will continue to serve as U.S. Attorney for Western Pa., in addition to her new challenges leading the OVW.

A reception for U.S. District Court Senior Judge **Norma L. Shapiro** and former ABA President Jerome J. Shestack was held in Philadelphia on Nov. 30, during a stop along PBA President Ken Horoho's "Tour de Pennsylvania." Judge Shapiro recently received the ABA's 2006 John Marshall Award in recognition of her exemplarily lifelong commitment to improving the administration of justice in the categories of judicial independence, justice system reform and public awareness regarding the justice system. Jerome received a 2006 ABA Medal, the association's highest recognition to honor individuals rendering exceptionally distinguished service to the cause of American jurisprudence.

Andrea M. Bartko has been elected partner at Pietragallo Bosick & Gordon L.L.P. Andrea is a member of the firm's Business Practice Group and is based in the Pittsburgh office. Pietragallo Bosick & Gordon is a 70-attorney regional business and litigation law firm with offices in Mechanicsburg; Sharon; Steubenville, Ohio; and Weirton, W. Va.

Renee Bergmann, an attorney in the Franchise and Distribution Team at the Philadelphia office of Nixon Peabody, has been recognized as a "2006 Lawyer on the Fast Track," an annual award given to lawyers under 40 by the publishers of *The Legal Intelligencer* and *Pennsylvania Law Weekly*. The award is based on a peer-review survey. Members of the selection committee included Ret. Justice Russell M. Nigro; Cathy Abelson of Legal Search; Jennifer J. Clark of the U.S. Attorney's Office, Middle District of Pa.; Professor Lawrence A. Frolik of the University of Pittsburgh Law School; Rhoda Shear Neft of GENCO Distribution Systems; Fast Track 2005 winner Pedro Rivera of Wachovia Wealth Management; and Professor Kermit Roosevelt of the University of Pennsylvania Law School.

Renee was recognized in 2005 as a "Rising Star" by *Philadelphia Magazine*. She was appointed to the Commission on Women in the Profession of the PBA in 2000 and presently serves as the treasurer. She also serves on the executive council, the Governing Committee, and is co-chair of the Communications Committee and co-editor of the Commission on Women in the Profession's newsletter.

Nancy Conrad of White and Williams L.L.P., presented a CLE program on ethics and media relations and presentation skills for professional women at the first Virginia Barton Wallace Award Luncheon sponsored

by White and Williams to honor its first female law partner. The 2006 award was given to Renee Chenault-Fattah, news anchor for NBC-10.

Mary Cushing Doherty, partner at High, Swartz, Roberts & Seidel L.L.P., Norristown, has, for the past 11 years, been working with Dublin High School's classes on Advanced Child Development as a visiting instructor. Mary works with Jann Maclean, a "Family & Consumer Sciences" teacher at Upper Dublin, under the ABA's Partners Program. The ABA curriculum addresses consequences of separation and divorce, including economic issues such as child support and spousal support. Mary explains custodial issues, grandparents and sibling rights, domestic abuse, as well as the effects of litigation on children and their rights in the process.

Carolyn L. Dorazio of Dorazio Law Group P.C. recently passed the Licensed Title Agent Exam in Pennsylvania to perform residential and commercial real estate closings. Her firm is a Certified Woman-Owned Business or "WBE" for Allegheny County and for the commonwealth.

Phyllis Horn Epstein has been appointed to the Publishing Board of the American Bar Association's Law Practice Management Section. This September, she addressed the Young Lawyers' Division of the ABA at its Northeast regional conference at the University of Pennsylvania.

Nora Barry Fischer, a partner with the law firm of Pietragallo Bosick & Gordon L.L.P., and group leader of its Litigation Defense practice, was named the recipient of the 2006 Professionalism Award by the Civil Litigation section of the Allegheny County Bar Association. The award is

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presented annually by the ACBA in recognition of many years of faithful adherence to the highest standards of legal professionalism.

Christina D. Frangiosa of Montgomery, McCracken, Walker & Rhoads, wrote an article with her colleague, Christopher Scott D'Angelo, entitled "Awards of Attorney Fees to 'Prevailing Parties' in Trademark Cases: Both Sword and Shield for Defendants." The article was published by the Defense Research Institute in conjunction with its Intellectual Property Litigation and Insurance Seminar in a compendium entitled *Defending Intellectual Property Claims – 2006*. The collection of news articles, authored by experienced defense litigators on intellectual property issues, is aimed at experienced intellectual property litigators and insurance claims professionals.

Amy Clothier Gaudion, an associate with Hangley Aronchick Segal & Pudlin, received the American Red Cross Southeastern Pennsylvania Chapter's 2006 Rising Star Award at the Spectrum Awards Breakfast on Nov. 1. The Spectrum Awards honor and recognize the special accomplishments of women in the Greater Philadelphia region who exemplify the principles of the Red Cross and have distinguished themselves as corporate and community leaders. Amy was recognized for her work in combating domestic violence and her general efforts to better the lives of women in Pennsylvania.

Shelley R. Goldner, co-vice chair of the Commission, announced her new professional association with Hamburg & Golden P.C., 1601 Market Street, Suite 3310, Philadelphia, PA 19103-1443; (215) 255-8597 (direct dial); E-mail: goldnersr@hamburg-golden.com.

In Sept., **Deborah Epstein Henry** moderated a program co-sponsored by Flex-Time Lawyers L.L.C. and the New York City Bar Committee on Women in the Profession on best practices for the hiring, training and advancement of women attorneys. At the forum, "The Cheat Sheet," a tool for women law students deciding where to work after graduation and attorneys contemplating lateral moves was released. The Cheat Sheet is a reference guide for lawyers, law schools, law firms and other legal employers seeking to assure women's retention and advancement. Deborah moderated a program at the Second National Forum on Law Firm Diversity entitled "Overcoming Adversity Within Diversity – Success Stories;" co-taught a seminar entitled "Establishing a Win/Win Work-Life Program for Women," in San Francisco; and gave a talk at the University of California, Hastings, entitled "Are You Concerned About the Long Hours Lawyers Work?"

In Oct., Deborah moderated a program sponsored by Pace Law School and the Westchester Women's Bar Association on re-entering the legal profession, in White Plains, N.Y.; and ran a workshop for Main Line School Night entitled "Comeback Moms: How to Re-Enter the Working World," in Bryn Mawr.

In Nov., she moderated a program for the New Jersey Women Lawyers Association entitled "Balanced Hours: The Dollars and 'Sense' of Attorney Retention," in Newark, N.J.

Miriam N. Jacobson, a solo attorney in Philadelphia, has been elected to the Philadelphia Bar Association Real Property Section Executive Committee and the Pennsylvania Bar Association Solo and Small Firm Section Council. Miriam had a first career working in law offices, non-profit organizations and real estate management. After 13 years of work, she returned to school

to get her B.A. (Hunter College/CUNY 1975), and was awarded her J.D. from Yale Law School in 1978. Since then, she has practiced law in Philadelphia and New Jersey, with law firms and as in-house counsel to regional commercial banks. She is in private practice, having established her own firm in 1987 concentrating on real estate transactions and wills and estates, and also works part time as the staff Tangled Title (Home Ownership) attorney at Philadelphia VIP (Volunteers for the Indigent Program).

Stradley Ronon Stevens & Young L.L.P. has added **Kim R. Jessum**, former patent counsel for Rohm and Haas Company, as of counsel in the firm's intellectual property practice group. Based in the firm's Philadelphia office, Kim focuses her practice in patent, trademark, copyright and trade secret matters. She represents chemical, pharmaceutical and biotechnology clients in both intellectual property litigation and transactional matters.

Kim holds a M.S. in biotechnology/biopharmaceuticals from the University of Pennsylvania and a B.S. in chemical engineering from Lehigh University. She received her J.D. from Chicago-Kent College of Law, Illinois Institute of Technology. She currently serves as president of the Benjamin Franklin American Inn of Court.

Roberta D. Liebenberg was one of eight women awarded a "Distinguished Daughter of Pennsylvania" medal by Gov. Edward G. Rendell and First Lady Marjorie O. Rendell on Oct. 11, at the 59th annual presentation luncheon. This award is presented annually to women who have made significant contributions to the commonwealth. Bobbi is a member of Fine, Kaplan and Black, and concentrates her practice in complex com-

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mercial litigation. She presently serves as chair of the ABA's Standing Committee on Federal Judiciary. Bobbi previously served as chair of the PBA's Commission on Women in the Profession, and currently serves as co-chair of the Philadelphia Bar Association's women in the Profession Committee. She has been appointed by the Pennsylvania Supreme Court to committees dedicated to eliminating bias in the justice system.

Penina Kessler Lieber, of counsel to Obermayer Rebmann Maxwell & Hoppel, was appointed by the Pennsylvania Supreme Court to the Pennsylvania Interest on Lawyers Trust Account (IOLTA) for a three-year term. Penina is the at-large woman governor on the Board of Governors of the PBA, a member of the Board of the Pennsylvania Bar Institute and a member of the PBA House of Delegates. She is appointed by the Federal District Court for the Western District of Pennsylvania to its pilot program for mandated Alternate Dispute Resolution (ADR) and serves as a mediator and as an early neutral evaluator.

Penina practices exclusively in the area of nonprofit and tax-exempt law and is adjunct professor at the University of Pittsburgh School of Law.

On Nov. 10, she was the keynote speaker at the Faith-Based Roundtable of Allegheny County. Her topic was "Hiring for Mission" and covered the many legal issues relating to employment law and religious discrimination concerns.

Cynthia M. Maleski has been appointed to the Law Committee of the National Fraternal Congress of America, a nine-member board comprised of prominent national attorneys of member societies. Cynthia, past cabinet secretary and Pennsylvania insurance commissioner, is also

a National Trustee for the First Catholic Slovak Ladies' Association, a fraternal benefit society founded in 1892 and licensed in 21 states. She operates her own law practice in Natrona Heights. She also serves as vice chair of the PBA Judicial Administration Committee and Public Service Task Force.

Suzanne S. Mayes, a partner with Saul Ewing L.L.P., was a speaker at the National Council of State Housing Agencies Annual Conference in San Francisco in September. Suzanne has been chosen to participate in the 2006-07 Class of the Anne Anstine Excellence in Public Service Series.

Karoline Mehalchick will be the WIP liaison for the PBA Young Lawyers Division.

Renee Mattei Myers was recently named one of Central Pa's "Forty Under 40" by the *Central PA Business Journal*.

Rhoda Shear Neft was featured in the July issue of *Pittsburgh Magazine* for her collection of American Southwest Indian silver boxes and fetishes. She was the "Profile of the Week" in the *Pittsburgh Post-Gazette* business page on Aug. 28. In May she received the Carol Los Mansmann Helping Hands Award for service to the Gender Bias Subcommittee of the Women in the Law Division of the Allegheny County Bar Association. Rhoda was appointed to the Allegheny County Bar Association's Gender Equality Task Force Subcommittee on Best Practices.

Alyson Oswald, formerly with Jones Day in Washington, D.C., has joined the Philadelphia office of Dechert L.L.P. She is an associate in the commercial litigation group.

Roberta D. Pichini, a former chair of the Philadelphia Bar Association's Women in the Profession Committee, was selected as the recipient of the Association's 2006 Sandra Day O'Connor Award. At the awards luncheon, Mary Robinson, the first woman to serve as president of Ireland and the former United Nations high commissioner for human rights, delivered the keynote address.

A member of the Philadelphia Bar Association's Board of Governors from 1993 to 1996, Roberta chaired the Association's Women in the Profession Committee in 2002 and 2003. She also serves in the PBA House of Delegates

Kimberly Ruch-Alegant, an associate with Brett Tessler & Associates P.C. in Philadelphia, has been named managing director of the Buxmont Chapter of eWomenNetwork, an international networking organization. In addition, Kimberly will plan and present a CLE entitled "Preparing Your Witness to Testify: Tips and Techniques To Win Your Case," in January and February.

Jackie Shogan is president-elect of Neighborhood Legal Services Association, which provides legal services to the poor in Allegheny, Beaver, Butler and Lawrence counties.

Caroline Smoot was recently named the Women in the Profession Commission's liaison to Pennsylvania Institute of Certified Public Accountants mid-state division. Caroline earned a B.A. from Tennessee State University as an Oprah Winfrey Scholar. Prior to law school, she taught U.S. history and economics in the Detroit public school system. She earned her J.D. from Thomas Cooley Law School in 2001 and received an L.L.M. from Villanova Law School in 2003. For three years, she served as a

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tax attorney for a manufacturing corporation. She is a former intern for General Motors where she was involved in tax and environmental law research. Recently, she taught persuasive written communication. She is as a member of the WIP and the Minority Bar Committee of the PBA.

Susan N. Williams has been appointed to the PATLA Board of Governors for the Western Region.

Lisa Woodburn has been named a member of The Million Dollar Advocates Forum. Membership is limited to attorneys who have won million and multi-million dollar verdicts, settlements and awards. Less than one percent of all U.S. lawyers are members. The organization was founded in 1993 and there are approximately 3,000 members located throughout the country.

Susan M. Zeamer of Harmon & Davies P.C., has changed her contact information. She can be reached at 2306 Columbia Avenue, Lancaster, PA 17603 and by e-mail at szeamer@h-dlaw.com.



SAVE THE DATE! PBA WIP Teams



Susan G. Komen
Race for the Cure
Philadelphia – May 13, 2007
Pittsburgh – May 13, 2007

Contact Nancy Conrad:
conradn@whiteandwilliams.com

More information to follow
and at www.komen.org.


National Bar Association, Women Lawyers Division, Philadelphia Chapter Making a Difference – Yesterday, Today and Tomorrow

On October Oct. 25, the Philadelphia Chapter of the National Bar Association (NBA) Women Lawyers Division celebrated its 25th anniversary by offering an afternoon symposium at the CLE Conference Center, Wanamaker Building, in Philadelphia.

The symposium committee, co-chaired by Judge Jacqueline F. Allen of the Philadelphia County Court of Common Pleas and Adiah Ferron of Ballard Spahr Andrews & Ingersoll L.L.P., provided a program designed to appeal to both lawyers and non-lawyers alike. The Philadelphia Chapter of the Women Lawyers Division of the NBA encompasses an extensive network of lawyers, jurists, scholars and law students of color living and working in the greater Delaware Valley area. The NBA is the oldest and largest association of African-American attorneys in the country.

The symposium featured plenary session speaker Michele Coleman Mayes, senior vice president and general counsel, Pitney Bowes, who devoted her remarks to extolling the benefits of mentoring. Two concurrent sessions followed on issues facing women in the 21st century. The first, "Surviving and Thriving In and Out of the Workplace," addressed the questions: Can women have it all? Is there a glass ceiling? Professor Regina Austin, the William A. Schnader Professor of Law at the University of

Pennsylvania, moderated a thought-provoking discussion with Audrey Talley, partner, Drinker Biddle and former chancellor of the Philadelphia Bar Association; the Rev. Lorina Marshall-Blake, vice president of Government Relations, Independence Blue Cross; and Paulette Brown, a partner at Edwards Angell Palmer & Dodge L.L.P. and co-chair of the ABA initiative, which just published *Visible Invisibility: Women of Color in Law Firms*. The second session, "Women in Prison: Who is Paying Attention?" examined the causes, effects and long-term consequences of the proliferation of women behind bars. Judge Kathryn Streeter Lewis facilitated a brainstorming session with panelists Marilyn S. Brooks, superintendent II at the State Correctional Institute (SCI) in Albion; Angela J. Davis, professor of law at the American University Washington College of Law; Antoinette Jackson-Aziz, executive vice president of the Ex-Offender's Association of Pennsylvania; Shirley R. Moore, superintendent, SCI Muncy; Judge Renee Cardwell Hughes; and Sharon M. Dietrich, an attorney with the Employment Unit of Community Legal Services in Philadelphia.

In addition, the symposium marked the kick-off of an initiative to fully endow the Justice Juanita Kidd Stout tuition scholarship. WIP Commission member Karen Jackson Vaughn was a member of the symposium Planning Committee. 

"Something which we think is impossible now
is not impossible in another decade."

— Constance Baker Motley

(First Black Woman in the U.S. to become a Federal Judge)