



Voices & Views



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

Annual Conference is a "Perfect 10"

This year's Annual Conference featured a retrospective of Pennsylvania women in the legal profession. "Where We Have Been/Where We Are Now" featured a program by **Sandra Solomon** of Sandra Solomon Associates on relationship marketing as a means to promote client development.



(from left) *Roberta Liebenberg, Marina Angel, Judge Donetta Ambrose and Leslie Anne Miller were panelists for the Retrospective.*

The morning panelists, **Marina Angel, Roberta Liebenberg, Leslie Anne Miller, Audrey Talley and Judge Donetta Ambrose** concluded that despite the fact that almost 50 percent of graduating lawyers are women, their numbers are not reflected in the upper strata of the profession.

Sandra Solomon spoke on relationship marketing.



The panel stressed the need for mentoring, networking, and the importance of women promoting other women in order to begin to balance this inequity.

The first panel of the afternoon session took on the issue of quality of life, that is, balancing one's career with family responsibilities. The panelists, **Judge Maureen Lally-Green, Shira Goodman, Marci Alboher Nusbaum, Deborah Epstein Henry, Jennifer McHugh, Kathleen Wilkinson and Kelly B. Stapleton** all agreed that alternative work schedules required flexibility on all sides to succeed.

The second afternoon panel included **Judge Joy Flowers Conti,**

Lisa Detwiler, Nora Barry Fisher, Roberta Liebenberg, Lila Roomberg and Elizabeth Vrato, with valuable input from the floor by **Nicole Galli.** These panelists, too, emphasized the value of mentoring and the use of the power to appoint, hire and promote other women whenever appropriate.

At the luncheon, **Lisa Detwiler** introduced **Leslie Anne Miller.** Leslie summarized the commission's past 10 years, tracing its growth in both influence and number.

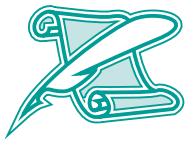


(from left) 2002 awardee *Lila Roomberg* presents the 2003 Anne X. Alpern Award to *Charisse Lillie.*

Award Winners

The commission was very pleased to present three special awards at the luncheon. **Charisse R. Lillie,** chair of the Litigation

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Editor's Message

In addition to the usual materials found in *Voices and Views*, I am especially pleased to include an article by **Lynn Marks** and **Shira Goodman** entitled, "Jurors are Essential to Justice." See Page 6.

I call to your attention the invitation (below) to all PBA members to join the commission. If you are already a member, please pass it on.

We hope to see you at the Retreat taking place at State

College on October 24 and 25. More details are on Page 4.

As always, I welcome articles of interest to our members as well as information and news about their accomplishments. Send your material to Lila G. Roomberg, Ballard Spahr Andrews & Ingersoll, LLP, 1735 Market Street, 51st Floor, Philadelphia, PA 19103-7599, (215) 864-8527, (215) 864-8999 (fax), roomberg@ballardspahr.com. 

Join The Women in the Profession Committee of the Pennsylvania Bar Association

The Women in the Profession Committee (WIP) of the Pennsylvania Bar Association (PBA) encourages you to join our ranks. Membership provides you with a unique opportunity to:

1. network with women lawyers, judges and legislators from across Pennsylvania;
2. establish referral networks;
3. explore opportunities for women in the legal profession;
4. play a role in the leadership of the committee and the Pennsylvania Bar Association;
5. discover what can be done to promote women lawyers!

To learn more about the WIP, please visit our Web page on www.pbabar.org.

It is easy to join! If you're already a PBA member, simply log onto www.pbabar.org, then click on "Committees Info." Once in the "Committees Info" file, click on "Committee Sign-Up Brochure," complete the requested information and then scroll down and check "Women in the Profession." It's that easy. Alternatively, if you're a PBA member, simply send an e-mail to: Diann Stinney, PBA Committee Relations Coordinator, at Diann.Stinney@pbabar.org.

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Annual Conference is a "Perfect 10"

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Department at Ballard Spahr Andrews & Ingersoll, LLP, was presented with this year's Anne X. Alpern Award. Prior to joining Ballard, Charisse served as Philadelphia's city solicitor and as general counsel to the Philadelphia Redevelopment Authority, assistant U.S. Attorney for the Eastern District of Philadelphia, a Villanova University School of Law professor, deputy director of Community Legal Services, a trial attorney in the Civil Rights Division of the U.S. Department of Justice and law clerk to Judge Clifford Scott Greene. She currently chairs the board of directors of the Federal Reserve Bank of Philadelphia and is a member of the Pa. Supreme Court Committee on Racial and Gender Bias in the Justice System. Past recipients of the Alpern award include **Lila G. Roomberg**, **Nora Barry Fisher**, **Judge Carolyn Engel Temin**, **Leslie Anne Miller**, **Professor Marina Angel**, **Judge Phyllis Beck**, **Professor Esther Clark**, **Judge Joy Flowers Conti** and **Judge Genevieve Blatt**.



(from left) Lynn R. Axelroth, managing partner of the Philadelphia office of Ballard Spahr Andrews & Ingersoll, LLP, accepting the award for the promotion of women to leadership positions from Marina Angel.

Last year, the commission presented its first award for the promotion of women to leadership positions in a firm to **Willig, Williams & Davidson**. This year's award went to **Ballard Spahr Andrews & Ingersoll, LLP**. **Marina Angel**, chair of the Women in the Profession's Report Card Committee, explained that the award was established to recognize the firm in Pennsylvania that has done the most to promote its women lawyers to leadership positions in the firm. The award recognizes standards to which other firms can aspire and highlights successful strategies that other firms can emulate.



(from left) Judge Donetta Ambrose presents the inaugural Lynette Norton Award to Bobbi Liebenberg.

This year, **Roberta (Bobbi) Liebenberg** was named the first winner of the Lynette Norton Award, established in honor of the late Lynette Norton for excellence in civil litigation. Bobbi, the first female partner at Fine, Kaplan and Black, serves on the Pennsylvania Bar Association's Board of Governors and the PBA House of Delegates. She is the past chair of the PBA Women in the Profession and is vice-chair of the ABA Commission on Women in the Profession. Her primary practice

areas include prosecution and defense of complex commercial litigation, particularly class actions in the areas of trust, consumer fraud, securities and representation of plaintiffs and defendants in employment matters, including discrimination, ERISA and sexual harassment.



Judge Marjorie O. Rendell was the annual conference keynote speaker.

Following lunch, **Bernadine Munley** introduced our keynote speaker, **Judge Marjorie O. Rendell** of the U.S. Court of Appeals for the Third Circuit. With wit and charm, Judge Rendell described the problems involved in her dual role as a judge and first lady of Pennsylvania.

New Leadership for the Coming Year

As recommended by the Nominating Committee, the leadership for the coming year was announced: **Jennifer McHugh** and **Brenda McBride**, co-chairs; **Kathleen Wilkinson** and **Rhoda Neft**, co-vice chairs; **Melinda Ghilardi**, secretary; **Jennifer Zimmerman**, treasurer. The conference ended with tea with the judges hosted by the Commission and the Philadelphia Bar Association Women in the Profession Committee.



More conference photos on Page 7.

Meeting Notes

A meeting of the full PBA Commission on Women in the Profession was held on April 24, and was attended by over 35 participants in addition to outgoing PBA President **Tim Carson** and incoming President **Tom Golden**.

Lisa Detwiler reported there were 320 people coming to the luncheon and 129 enrolled in the CLE classes. She was especially pleased to report that the results of our current membership drive show an all-time high of 275 members. Incoming co-chair of the commission, **Jennifer McHugh**, urged each member to get at least one person from each county of the commonwealth.

Copies of the final 2003 Report Card were distributed to the members at the meeting. The Report Card* showed the important strides women were making in all area of the profession, with the exception of leadership positions in the PBA, where our numbers are either stagnant or lower. The effort put into the Report Card was acknowledged and **Marina Angel** was presented with the PBA's Special Achievement Award for her work in this project. The mem-

bers then discussed ways to increase the number of women involved in PBA governance.

Proposed amendments to the commission's operating procedures were distributed and submitted to **Judge Maureen Lally-Green** as chair of the commission's Governance subcommittee. The members then discussed the question of whether to continue the annual meeting in its current one-day format. Jennifer McHugh suggested that it might be time to try something new and asked the subcommittee to look into other options.

Nicole Galli suggested that the commission provide more frequent and less-costly opportunities for younger people to get involved and told the commission members of the work she is doing with the Philadelphia Bar Association's Committee on Women in the Profession.

*While supplies last. Copies are available by contacting Diann Stinney at (800) 932-0311, Ext. 2280 or by e-mail at Diann.Stinney@pabar.org.



Get Ready to Retreat

The 2003 Retreat will follow the commission's time-honored tradition of bringing members from all regions of the commonwealth together to review, reconnect and retreat. This year's event will be held Friday and Saturday, Oct. 24 to 25, in State College. The chair of this year's retreat is **Carrie Matesevac** of Pittsburgh. **Jennifer Zimmerman** of Harrisburg and **Shira Goodman** of Philadelphia will serve on the Retreat Committee.

Using the 2003 Report Card as a catalyst, the committee is planning on a discussion of leadership and governance in bar associations to demonstrate why bar leadership is important and how to move up in the ranks. A panel including commission members who have served in various leadership positions, as well as a representative of the PBA, is contemplated.

Also being discussed is a program on financial planning, with special emphasis on issues faced by women of the "sandwich generation" — those who are caring for children and aged parents. Student loans, IRAs and investment vehicles would also be covered.

More information about the programs and registration will be sent as the date approaches. Any questions or suggestions can be directed to any members of the Retreat Committee or to Diann Stinney at the PBA at (800) 932-0311, Ext. 2280, or Diann.Stinney@pabar.org.



Are you getting the PBA E-News?

If the PBA doesn't have your e-mail address, you're missing out on the latest member benefit, the PBA E-News. This new electronic publication features up-to-the-minute announcements of PBA special events, legislative action, member benefits, meetings and more.

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Commission Members in the News

Judge Maureen Lally-Green and Jennifer McHugh, chair and vice chair of the Quality of Life/Balance Task Force of the PBA, presented a program on Quality of Life and Civility to the Northampton County Bar Association in November 2002. They also co-moderated a similar program in February 2003 at the Pittsburgh meeting of the State Conference of Trial Judges. The February program focused on quality of work life concerns, as well as issues in the area of professionalism and civility.

Judge Lally-Green received the Saint Thomas More Award from the Saint Thomas More Society and Bishop Donald Wuerl in October 2002.

Congratulations to **Liz Preate**, annual conference co-chair, who missed the conference due to the birth of her son, Jack, on March 23. **Sarah Yerger** also had to miss the annual conference to welcome a baby boy, John Walton Cunningham, on April 15. **Shira Goodman** just made it; Brandon Samuel Waronoff was born four days after the conference, on April 28.

Rhoda Neft was elected to the Allegheny County Bar Association's Judiciary Committee. This committee reviews and rates candidates running for judge.

Janis L. Wilson, a Philadelphia litigator, has been elected vice chair of the PBA's Civil Litigation Section. She focuses her practice in the areas of professional liability, insurance coverage, and bad faith litigation.

Melinda C. Ghilardi was elected president-elect of the Lackawanna Bar Association in January and will assume the presidency next year. She was also recently appointed to the board of directors of Community Medical Center in Scranton.

Mary Kate Coleman published an article in the March/April 2003 edition of *The Pennsylvania Lawyer*, "West Virginia as a Model: The Value of Mediation Training." She mediates cases in West Virginia state and federal courts and is certified as a mediator in the U.S. District Court for the Western District of Pennsylvania.

The Pennsylvania Supreme Court has announced the formation of two task groups to recommend means of implementing the report of the Supreme Court's Committee on Racial and Gender Bias. **Judge Maureen Lally-Green** will chair the Gender Task force, which also includes **Lisa Pupo Lenihan** and **Charisse Lillie**.

The Real Property Section of the Philadelphia Bar Association presented **Judy Berkman**, managing attorney of Regional Housing Legal Services, with a check for \$5,000 to be used to hire a summer intern.

Roberta Jacobs-Meadway spoke on trademark searches at a conference presented by LexisNexis in Chicago on April 15.

Gretchen A. Mundorff has begun her third one-year term as secretary of the Pennsylvania Bar Association.

Lisa J. Fanelli-Greer has opened her own office, and will concentrate on estate planning, estates and trusts, labor, employment, discrimination law and nonprofit law, and would welcome referrals from commission members. She can be reached at PO Box C, 2806 Sunset Court, Grantham, PA 17027, (717) 802-0922, (717) 790-0233 (fax). The earlier report had the wrong telephone number.

Marie Milie Jones, a senior partner and managing attorney of Meyer Darragh Buckler Bebenek & Eck, was elected to a three-year term on the board of directors/trustees of Duquesne University.

Rep. Kathy Manderino has been appointed at-large governor on the PBA Board of Governors.



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The 2003 PBA LAWYERS DIRECTORY & PRODUCT GUIDE is available now.

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- Online version updated biweekly.
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A one-year license to use the online Directory is \$45, plus tax, for PBA members and must be ordered via the PBA Store at www.pabar.org.

(Upon ordering, you will be issued an individual password to use the electronic database for one year.)

The print version of the Directory is on sale! The sale price is \$25 per book, plus tax, until Sept. 30, 2003. Call the PBA Member Service Center at (800) 932-0311, or visit the PBA store at www.pabar.org.

Jurors are Essential for Justice: Americans' Disdain for Their Civic Duty Undermines the Nation's Legal System

By Lynn A. Marks and
Shira Goodman

In our system of justice, the most important participants are a group of ordinary people. It is on this group that the entire system's operation depends. We refer, of course, to the jurors who sit and decide cases.

Jury service is one of the few opportunities citizens have to participate directly in our process of governance. The American jury system has been lauded as a crucial development and emulated throughout the world. At home, however, disillusionment with the system is high. Citizens do not view jury duty as an honor or a privilege, but as an inconvenience, something to be escaped at all costs.

This attitude toward jury duty poses a grave threat to our justice system. Without citizens willing to both show up for jury duty and perform their obligations as jurors with the solemnity the job demands, the foundation of our system is weakened. The constitutional guarantee of a jury of one's peers also is diminished. For the system to work, we need citizens to commit to uphold their obligation to serve.

If you were involved in litigation, either as a crime victim, criminal defendant or a party in a civil suit, you would want thoughtful, dedicated jurors deciding the outcome of your case. Granted, all citizens have responsibilities that are difficult to take time from. Most have jobs that pay much more than the outdated \$9-a-day juror compensation. But these compet-

ing demands must not be allowed to override the critical need for all citizens to fulfill their jury-duty obligation.

To the parties involved in a dispute in court, nothing is more important than having a fair jury resolve the case. Thus, no one should expect to be automatically exempt from jury service because he or she has an "important" job. Until we recognize that jury duty is one of the most important duties we as citizens can perform, our system is in danger.

The government & the people share the responsibility to make the jury system work.

Citizens should not attempt to evade jury service, but instead should embrace the opportunity to perform a vital civic duty. In return, government, through the courts, should make every effort to minimize the burdens of jury duty and make it more convenient. Courts throughout the commonwealth are doing just that:

- Philadelphia has arranged for discounted parking for its jurors.
- Philadelphia and other counties allow citizens to use an automated telephone system the night before they are scheduled to appear to determine whether they are needed for jury duty. If "called off" by the telephone system, the citizen need not appear and has fulfilled his or her jury duty for at least 12 months.
- Montgomery County provides child care in the courthouse for jurors.

These efforts are a good start, but more is needed. Juror compensation should be increased; citizens should not lose money when they fulfill their civic duty. And employers should be required to pay employees who are out because of jury duty. Finally, courts must allow jurors the tools they need to effectively perform their fact-finding and decision-making roles, including allowing jurors to take notes, providing more comprehensible instructions to jurors, and finding ways to ensure a more satisfying level of participation for jurors.

Recognizing the critical role jurors play, Pennsylvania designated the week ending May 11 as Juror Appreciation Week and the Philadelphia Court of Common Pleas held a special ceremony for Juror Appreciation Day. These celebrations honored jurors and demonstrated the courts' appreciation of those citizens who heed the call and fulfill their obligation to serve. They also highlighted for others the importance of serving.

These are important steps toward developing a more "juror-friendly" system. The government and the people share the responsibility to make the jury system work. A strong, respectful partnership is critical to ensure the viability of the cornerstone of our justice system — the jury.



Lynn A. Marks is the executive director and Shira Goodman is the associate director of Pennsylvanians for Modern Courts, a statewide nonprofit organization leading the effort to reform the state's judicial selection, discipline, financing and jury systems.

Seen at the 10th Annual Conference



The Mentoring panelists included (from left) Elizabeth Vrato, Lila Roomberg, Judge Joy Flowers Conti, Nora Barry Fischer, Roberta Pichini and Elizabeth Detwiler.



Renee Bergmann and daughter Danielle Bergman participated in "Take Our Daughters and Sons to Work Day."



Deborah Epstein Henry (standing) greets Judge Norma Shapiro at the Tea with the Judges.



Marina Angel and Martin Milz, research assistant, Temple Law School '04, took part in the conference.



(from left) Judge Marjorie O. Rendell, outgoing PBA President Tim Carson and Charisse Lillie share their comments on the annual conference.



The panelists for the Quality of Life Session included (from left) Jennifer McHugh, Deborah Epstein Henry, Judge Maureen Lally-Green, Shira Goodman, Kathleen Wilkinson, Marci Alboher Nusbaum and Kelly B. Stapleton.

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