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Voices & Views

A BAR ASSOCIATION FOR EVERYONE

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

Lawyers and Leaders Gather for WIP Retreat in State College

By Phyllis Horn Epstein

As goblins howled and witches sat poised to take over the night, the commission gathered in beautiful State College for its annual retreat Oct. 29 and 30. This year's retreat at the Nittany Lion Inn in State College was a huge success, with over 80 commission members gathered for the first of a two-part instructional workshop designed to enhance their leadership skills conducted by Leadership, Inc.

The retreat began Friday night with a full meeting of the commission officers and committees. Retreat Committee Co-chairs **Laura Williams** and **Sarah Yerger**, along with **Penina Lieber** of the Promotion of Women Committee, introduced the agenda for the retreat and signaled the kick-off of an annual theme of leadership set out by Commission Co-chairs **Kathleen Wilkinson** and **Rhoda Neft**.

As part of the retreat, the commission participated in Make a Difference Day, a *USA Today*-sponsored event, by collecting donations of items for women in need. Among those helping out by accepting and distributing donations in their individual counties were **Barbara Smith**, **Joann Jofery**, **Kathleen Yurchak**, **Marion Laffey-Ferry**, **Renee Bergmann**, **Rhoda Neft**, **Mary Louise Parker**, **Sarah Yerger**, **Kelly Stapleton** and **Allyn Starry**.

At dinner, **Mike Reed**, president of the Pennsylvania Bar Association, spoke briefly in support of the commission and its choice of programming topic. His words were backed by generous financial support from the PBA that was much needed to defray the cost of the workshops.

Later that evening, the commission was introduced to the program and to its speakers, **Elizabeth Dow** and **Doug Richardson**. In an hour-long presentation, we learned that all of the battles for women lawyers have not been won; that women graduate as 50 percent of their law school classes but make up only 30 percent of all lawyers, 15 percent of all law partners, 5.9 percent of all tenured law faculty and 19 percent of all district judges.

Thanks to our own "Report Card" prepared annually by **Marina Angel**, we learned that in Pennsylvania, in private law firms, women make up 17 percent of all partners, 15 percent of all equity partners and 75.7 percent of all part-time workers. The program then adjourned for the day to give us time to reflect on these statistics.

From time to time the next morning, members' conversations spilled over the voices of the moderators as our members enjoyed

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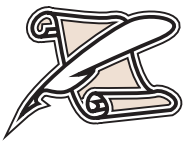

Editor's Message

This is my first induction into the job of editor of *Voices and Views*, a position formerly and masterfully held by **Lila Roomberg**. Lila has left some big shoes to fill and I thank her for her guidance, her help in making the transition, and for agreeing to continue to contribute photographs for our publication and maintain the membership directory. For those who need more information about the directory, we have included an article in this issue *(See Page 4.)* about how to gain access and how to be listed. The directory is an all-important resource for our commission members.

This issue of *Voices and Views* has numerous photographs from our fall retreat at the Nittany Lion Inn in State College. The program led by Leadership, Inc. afforded our members the opportunity to interact with one another in a way that provided a lot of insight and as you can see, a lot of laughs.

Our newsletter includes an insightful article by member **Arline Jolles Lotman** on the subject of parenting. *(See Page 5.)* Arline is working to have a bill introduced presenting a model program to oversee the collaborative efforts of parents, teachers and the courts when dealing with violence against youths.

And last but not least, many thanks to PBA Committee Liaison **Diann Stinney** for her support. Diann is the force that makes everything possible. I hope you enjoy this edition of *Voices and Views.*

Leadership, continued Mark your calendars!

The mid-state mid-year meeting of the commission will be held on March 1, 2005, at the Dauphin County Bar Association, beginning at 11:30 a.m. Continuing the commission's theme of Women as Leaders, the program will be a panel discussion entitled "Perspective on Effective Tools for Women Leaders: Public, Private and Corporate Viewpoints."

Prominent women lawyers will discuss the skills required for effective leadership in the public, private and corporate sectors. Watch your e-mail for more information and registration. Other mid-year meetings on leadership will be scheduled in Philadelphia and Pittsburgh.

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.

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Lawyers and Leaders Gather for WIP Retreat in State College

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workshops that had them comparing leadership styles, techniques and issues — assignments all designed to have us examine our purpose as lawyers, our motivations for becoming lawyers and our effectiveness in our work. From the sounds of laughter and the buzz in the room, I think it safe to pronounce the workshop a huge success. Many thanks to moderator **Doug Richardson** for his endorsement of my own recent book, *Women-at-Law: Lessons Learned Along the Pathways to Success* (ABA, 2004), and many thanks to those of you (you know who you are) in the commission who participated by sharing your "Lessons Learned" along your individual pathways to success.

We look forward to being joined by Leadership, Inc. in Pittsburgh in the spring for the next component of their leadership skills workshop. The commission plans to hold mid-year mini-sessions to continue the discussion of leadership.

Nominees Sought for Anne X. Alpern and Lynette Norton Awards

The time has come again for nominations for the PBA 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 **Chief Judge Donetta Ambrose** of the U.S. District Court for the Western District of Pennsylvania. A nomination form and criteria are available online from the Commission for Women in the Profession Web page at: www.pabar.org. **All nominations must be submitted no later than Dec. 31, 2004.**

Nominations for the 2005 Lynette Norton Award are also being accepted. The award was established in honor of the recent passing of Lynette Norton, one of the founding members of the PBA Commission on Women in the Profession. An accomplished litigator and 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 2004 award was given to **Kerry A. Kearney**. A nomination form for this award may be found online at the cite for the PBA Commission for Women in the Profession at www.pabar.org. **All nominations must be submitted no later than Dec. 31, 2004.**

Join the PBA Commission on Women in the Profession

The Commission on Women in the Profession continues to grow, a tribute to the commission's ability to provide women lawyers with a friendly venue for networking, mentoring and sharing experiences.

All members of the PBA are welcome. We offer three convenient methods to join:

1. Check "Committee on Women in the Profession" on the next Committee Request form.
2. Go to the PBA Web site: www.pabar.org; then click on "Committees Info." Then, click on "Committee Sign-Up Brochure," complete the requested information and then scroll down and check "Women in the Profession."
3. Contact Diann Stinney, PBA, 100 South Street, P.O. Box 186, Harrisburg, PA, 17108, e-mail: diann.stinney@ pabar.org.

Remember: In order to maintain membership in the Commission on Women in the Profession, you must renew your commission membership each year.

Directory! Directory! Directory!

By Lila Roomberg

The Commission on Women in the Profession Membership Directory is available on the PBA Web site, www.pabar.org. You can reach it by clicking on "Committee Information" 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 in order to be added. The online submission form is on the "Members Only" side of the commission Web site, so you will need your Pennsylvania Bar Association membership number in order to log in.

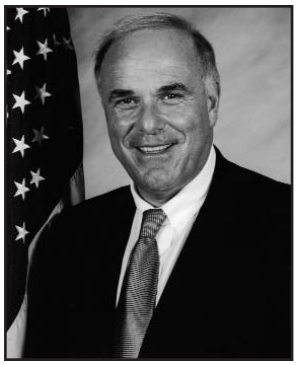
If possible, either e-mail a digital photo (300 dpi or higher) or send an original photograph (at least 2" x 3") to Patricia Graybill, Pennsylvania Bar Association, P.O. Box 186, Harrisburg, PA 19108-0186, e-mail: patricia.graybill@pabar.org.

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 counties of the commonwealth. This network of friends can be of immeasurable help in your satisfaction with and success in the law.

Pennsylvania Governor's Conference for Women Attracts 3,000 Attendees

By Allyn Starry

On Sept. 14, the first Pennsylvania Governor's Conference for Women was held at the Pennsylvania Convention Center in Philadelphia. The event was co-hosted by Gov. Edward G. Rendell and the Pennsylvania Commission for Women. This one-day conference was attended by over 3,000 women from across the commonwealth and was designed as an educational opportunity for women interested in building a stronger social and economic future for themselves. Based upon the overwhelming turnout, Gov. Rendell promised to make the conference an annual event.



Gov. Edward G. Rendell

Leslie Stiles, executive director of the Pennsylvania Commission for Women joined Gov. Rendell and more than 130 sponsors "to help bring the women of Pennsylvania together for this unprecedented, exciting event."

Keynote speakers for the event included Ann Richards, former Texas governor and author of her latest book, *I'm Not Slowing Down, Winning My Battle With Osteoporosis*; Jean Chatzky, financial editor for NBC's *Today Show* and columnist for *Money* magazine; Bertice Berry, award-winning entertainer and comedienne; Laura Liswood, founder of the Council for Women World Leaders; and Zainab Salbi, founder and CEO of Women for Women International, a nonprofit organization dedicated to providing women survivors of war with the tools and resources necessary to move from crisis to self-sufficiency.

Participants were able to select from a wide range of seminars on leadership, health issues and success strategies, presented by more than 60 speakers. Topics included women who shattered the glass ceiling and became leaders in their fields, strategies to prevent heart disease, tips for aspiring writers, roadmaps for achieving financial security, strategies from successful female entrepreneurs, overcoming adversity, communication skills and networking.

Over 90 exhibitors were on hand to provide valuable literature and product samples to attendees.

Parenting Court: Stop Childhood Crime at Root

By Arline Jolles Lotman

The following op-ed appeared in The Philadelphia Inquirer *on May 27, 2004.*

Recently, State Rep. Dwight Evans held a "private summit" to discuss ways to combat violence against children in the city. Regrettably, women appeared to have been left out of the initial meeting and subsequent ones brought together mostly men.

Women are the primary caregivers in our society, and in the past they have not been consulted on important matters — in this case how to stop the cycle of violence ...

Women are the primary caregivers in our society, and in the past they have not been consulted on important matters —- in this case how to stop the cycle of violence against our city's youth, how to prevent more 10-year-olds like Faheem Thomas-Childs from dying. Women know this issue up-close and personal, in a way the law enforcement officials may not, and they have something to contribute.

Here is one mother's idea of what can help us stop the violence, something I think was missing from the summit: the idea of a "parenting court."

It has been suggested that a statewide "gun court" be established to expedite offenses committed with guns. But what about a parenting court?

A parenting court would hold parents accountable for violent acts committed by their children against other children. It would involve parents in a quasi-judicial setting so that they aren't written off as though they are not part of the problem — or the solution.

The truth is that many parents do not know how to connect the early signs of violence to real acts of violence toward others, or they can't cope if they do know.

Parents are the key to ending criminal behavior *before* it leads to violence. Children learn responsibility from their parents and from their peers. When we blame kids for their problems, we are asking, "Where will it end?" Instead, we should be asking, "Where does it begin?"

A parenting court would lend judicial, advisory oversight to a parenting curriculum that would be mandatory for first[-time] offenders' parents.

It begins with each parent.

Now that the bloodshed in our neighborhoods has the public's interest and the attention of elected officials, it's time to confront parents and children with this truth. A parenting court would lend judicial, advisory oversight to a parenting curriculum that would be mandatory for first[-time] offenders' parents. Staffed by volunteers, who receive a modest stipend, it could have parents teach other parents how to gain insight into guiding and disciplining their children. Parents also would learn how to interact with their children's teachers during regularly scheduled visits in-person or by phone.

Here is where school chief Paul Vallas can demonstrate his creativity. He could establish this approach by involving teachers in this aspect of the parenting court. (Now is the time to do this, since a new teachers' contract is being negotiated by the Philadelphia Federation of Teachers. These mandated parent-teacher talks would have to be included in the contract.)

Parents of children who commit violence aren't bad. They may be unknowledgeable about rearing or incapable of doing so without assistance. This plan would not punish these parents or excuse their behavior. On the contrary, it is meant to offer ways to help them.

This new type of adjudication would require more thought so that it was well defined before it began. It also would require funding. That could be accomplished by the state or city without raising taxes.

We should begin a model program immediately to start testing what a parenting court should include in its new paradigm.

Clearly, the answer to ending violence against children can't come only from policy-makers, some of whom have failed us in the past. We applaud them for finally taking action, but we expect them to bring women into the system and to think outside the box when seeking solutions. We can use the court system for an affirmative program and not just for a punitive process.

Commission Members in the News

Charisse Lillie, former Philadelphia city solicitor and recipient of the commission's 2003 Anne X. Alpern award, and Superior Court **Judge Phyllis Beck** have been appointed by Philadelphia Mayor John Street to the newly reconstituted Philadelphia City Ethics Board, to be chaired by Charisse. In a memo to the editor of *Voices and Views*, Charisse described the mission of the board: It is expected that the board will adjudicate complaints of ethical violations under a new mayoral executive order prohibiting gifts to city employees. The board will also assist the city's law department in drafting a new Omnibus Code of Ethics for the City of Philadelphia and a Home Rule Charter Amendment that would create an Ethics Committee with enhanced powers. It is expected that the Ethics Committee would participate in Philadelphia's efforts to introduce statewide campaign finance reform legislation in Harrisburg.

Marie Milie Jones was recently honored by the County Commissioners Association of Pennsylvania with the Friend of County Government award, its highest award to a non-member. The award is given to an individual who demonstrates a commitment to the improvement of county government by assisting CCAP and its member, while demonstrating the highest ethical standards. Marie is an Allegheny County attorney specializing in civil rights and employment litigation with Meyer Darragh.

Mary Beth Buchanan, U.S. Attorney for the Western District of Pennsylvania since 2001, was recently appointed director of the Executive Office for the United States Attorneys at the Department of Justice. Her new office is responsible for providing administrative support to U.S. Attorneys across the country and is a liaison between U.S. Attorneys and other federal agencies. Mary Beth was the chair of Attorney General John Ashcroft's Advisory Committee of U.S. Attorneys from April 2003 to May 2004.

Congratulations are also extended to Mary Beth for being the recipient of the 2004 Athena Award, given by the Greater Pittsburgh Chamber of Commerce. The award honors a woman leader dedicated to helping those in her community and in her profession.

Allegheny County's **Joan Ellenbogen** was nominated to the Port Authority Board by the county's chief executive officer.

Ourania Papademetriou was named director of public policy and planning for Women Against Abuse, Inc. In her new position, Ourania will carry on the work of her organization seeking an end to domestic violence.

On Sept. 22, the University of Pennsylvania School of Law honored **Judge Norma L. Shapiro** of the U.S. District Court for the Eastern District of Pennsylvania, in ceremonies celebrating "Five Distinguished Jurists and Penn Law Women Graduates." Judge Shapiro was appointed to the Eastern District Court by President Jimmy Carter in 1978, where she became the first woman jurist in the Third Circuit. She has received many awards, served on a number of distinguished judicial committees and can proudly claim to be the first recipient of the ABA's Margaret Brent Award.

The *Philadelphia Legal Intelligencer* listed these members of the commission as "Lawyers on the Fast Track" in a September special supplement: **Regina Foley**, **Joyce Hatfield-Wise**, **Deborah Epstein Henry**, **Carrie Matesevac** and **Molly Peckman**. Congratulations.

The Philadelphia Bar Association announced the nomination of **Jane Dalton** to the position of vice chancellor, **Kathleen Wilkinson**, co-chair of our commission, to assistant secretary and **Mary F. Platt** to treasurer.

Roberts Jacobs-Meadway spoke at the third annual ALI-ABA course of study "Intellectual Property Licensing Today" and served as co-chair of the program.

Arline Jolles Lotman, chair of the Philadelphia Bar Association's Bar-News Media Committee, was appointed by Chief Judge James T. Giles of the U. S. District Court for the Eastern District of Pennsylvania to the court's merit selection panel for the reappointment of a magistrate judge for 2003-2004.

Phyllis Horn Epstein announced the publication of her book *Women-at-Law: Lessons Learned Along the Pathways to Success* (ABA, 2004), with over 100 interviews addressing the challenges facing women lawyers today.

Arline Jolles Lotman and **Phyllis Horn Epstein** gave a CLE seminar on Dec. 1 at Gratz College on "Women, the Workplace and the Law."

"Scene" at the Retreat - Oct. 29-30, 2004, State College

The traditional "fireside" photo of all retreat attendees.

Amanda Smith, Jennifer Zimmerman and Jennifer Valencia

Rhoda Neft, Laura Williams, Sarah Yerger and Kathleen Wilkinson

Victoria Freimuth, Penina Lieber and Tracy McCurdy

Elizabeth Dow and Douglas Richardson

"Scene" at the Retreat - Oct. 29-30, 2004, State College

A "fireside" photo of this year's first-time retreat attendees.

Mike Reed and Ourania "Rainy" Papademetriou

Mary Cushing Doherty, Kathleen Wilkinson, Rhoda Neft and Andrea Geraghty

Mary Cushing Doherty, Laura Williams, Chief Judge Donetta Ambrose, Susan Garrison and Deborah Weinstein

Douglas Richardson and Deborah Weinstein

Penina Lieber, Andrea Geraghty and Allyn Starry

"Scene" at the Retreat - Oct. 29-30, 2004, State College

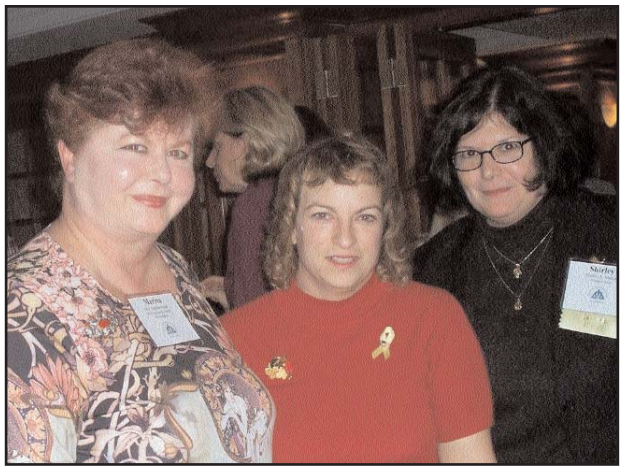
Rep. Kathy Manderino, Kelly Stapleton, Sandy Upor and Mary Schellhammer

Kathleen Yurchak and Dianne Murphy

Phyllis Epstein, Allyn Starry, Joann Jofery and Lila Roomberg

Pam Cross, Margaret Boyce Furey, Mary Howard Powell and Stephanie Latimore

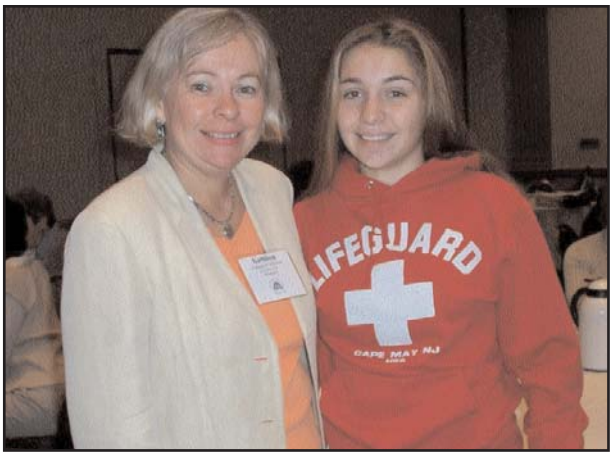
Danielle Bergmann and Renee Bergmann



Marina Angel, Jeannine Guth and Shirley Makuta

"Scene" at the Retreat - Oct. 29-30, 2004, State College

Barry Simpson, Douglas Richardson and Rep. Kathy Manderino



Kathleen Wilkinson and Lindsey Wilkinson

To Facilitate Use of Your PBA Listserv

To subscribe to the WIP listserv, complete the form on the front page of the PBA Web site (www.pabar.org). Once subscribed to the listserv you will get the following confirmation message:
"File sent due to actions of administrator traci.raho@pabar.org."

To unsubscribe, send a message to Wip-request@list.pabar.org with "unsubscribe" in the subject.

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.

To send a message to members of the Commission on Women in the Profession 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 in the message body. This response will go to the sender and also to the entire listserv membership.

IMPORTANT:
When you reply to the message, make sure that the listserv name is included either in the "to" or "cc" fields. If you see the listserv name with "bounce" included in the name, remove that address. The "bounce" address is a black hole. You may have to manually add the listserv address to one of the address fields in order for your reply to make it to the members of that list.

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

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