



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

The power of 30

By Shira Goodman
Communications co-chair

As I sit during a rare quiet moment reflecting on the WIP’s busy spring and upcoming fall (including the retreat which you will read about in this issue), I notice some striking synergies between our recent programming and current events.

At our wonderful Annual Meeting, our first speaker, Linda Tarr-Whelan, focused on women and the power of 30 percent. And now, of course, the Senate confirmed Elena Kagan, crossing that threshold on the U.S. Supreme Court. Not too long ago the idea of three women justices serving simultaneously was unimaginable – in fact, it took until last year to have had three women ever serve on the court! We now have three women serving together.

Sandra Day O’Connor reached the court when I was in elementary school. It was not until after my first year in law school that another woman would reach the bench. But for a new generation of girls and women lawyers, it might not be a big deal for women to be on the court – it will just be the way it is. That alone demonstrates how far we’ve come. The fact that there were several women purportedly considered for this vacancy is further evidence.

We still have much work to do, of course. That is starkly apparent by the fact that the PBA is only up to our second woman president, the

WIP’s own Gretchen Mundorff. But as Mundorff, Kathleen Wilkinson and Judge Norma L. Shapiro continue to work on bringing more women and minority attorneys into the pipeline of PBA leadership and demystifying the process of attaining a leadership role in the PBA, we can soon expect that the pictures on the PBA wall of leaders will look different than they have for much of our history.

During our Annual Meeting, we honored someone who has been a trailblazer and leader in our profession, the WIP and the organized bar, someone who has been reaching back and pulling up women with her throughout her career. The tribute to Lila Roomberg was a highlight of our luncheon and a thoroughly deserved honor. The WIP has always taken care to honor our leaders – both in thanks to them and to inspire the rest of us to follow their examples. I think one of Roomberg’s greatest legacies will be the many, many women lawyers whom she inspired to mentor others.

As we each find our way in this profession, in our workplaces, in the bar association and in our communities and find ways to balance all of this with our personal and family lives, we should take time to remember those who had a harder path and who helped clear the way for us. We should also be mindful that having had the benefit of their hard work and willingness to help those who followed, we are obligated

to continue the work. We must lead as we have been led, and mentor as we have been mentored. Unless we do so, achieving that 30 percent goal won’t mean anything. We should continue to aim for a time when there are many women in the pipeline and many who’ve made it through.

As we discussed in our closing panel, it’s a tough economy, and the women coming out of law school now face challenges unlike what many of us faced. We must be there for them to help them find their way.



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Leadership Training Institute in Seven Springs



In July, Kathleen Wilkinson and Rhoda Neft co-chaired the Leadership Training Institute, in Seven Springs for the PBA Young Lawyers Division. Judge Norma Shapiro and Lisa Woodburn, YLD chair, made opening remarks. PBA President Gretchen Mundorff spoke about the PBA mentoring program. About 80 attorneys were in attendance at this inaugural event. The program also highlighted PBA governing structure, qualities of a leader and opportunities for leadership positions within the PBA.

The editors of *Voices and Views* encourage our membership to contribute articles and announcements, including articles on your area of practice, topics relating to women and the law, book reviews, save the date notices, members in the news and photos of members at events.

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A message from the chairs

By Bernadine J. Munley and
Melinda C. Ghilardi, co-chairs,
PBA Commission on Women
in the Profession

It is very exciting for us to write our first "From the Chairs" column for the Fall 2010 issue of *Voices and Views*. We have been conference calling, meeting and discussing all summer in order to assemble the best Executive Council to lead the Commission on Women in the Profession (WIP) this year. We are grateful to the many WIP members who accepted the challenge to lead our committees. We thank the members who were unable to accept our invitation to serve due to other personal and professional commitments and encourage them to remain active committee members.

The easiest way to become vested in the WIP is to work on a committee or project. We urge each and every WIP member to volunteer for at least one committee or project that interests them. We always need new committee members. It is never too late to get involved. Contact us to let us know of your interest, and we will put you in touch with the appropriate people.

Along those same lines, WIP is also looking for new members. At last count there were nearly 8,500

female members of the Pennsylvania Bar Association. We would love for each of them to be WIP members. Tell your colleagues and friends about the Commission. Urge them to attend one of our programs. We are the best-kept secret in the PBA, and we really don't want to keep it that way. We are thrilled to have the second woman leading the PBA this year. We want to make President Gretchen Mundorff proud of us!

Our first full Commission meeting of the year will be held on Sept. 14, 2010. Details on locations in Harrisburg, Philadelphia and Pittsburgh will be sent to Commission members by e-mail. If you are unable to attend one of the group locations, you can also participate from your office or other remote location.

The Annual Retreat will be held on Nov. 5-6, 2010, at the elegant Hotel Hershey. The theme for the program is "Different Personalities, Different Paths: Planning a Successful Course." Co-Chairs Andrea Tuominen and Bobbie Jacobs-Meadway are planning a very exciting and informational weekend for us. They recognize that every day you face challenges in your position, and sometimes, those challenges involve people, not legal issues. At the retreat, you will learn how

to handle those situations effectively, both inside and outside of your office. There will also be a discussion on how to chart a career in the non-traditional practice of law – academia, government and legal services. In conjunction with the retreat, the Report Card Committee will unveil the expanded 16th Annual Report Card on the status of women in our practice in Pennsylvania. We promise you that the retreat offers a wonderful opportunity to network with fellow Commission members, and The Hotel Hershey is the "icing on the cake!"

Although May 2011 seems like a long way off, Annual Conference Co-Chairs Nancy Conrad and Jane Dalton have already started the planning process for another jam-packed conference. The big event will be held on Thursday, May 5, 2011, at the Sheraton Philadelphia City Center Hotel.

With your help, we are looking forward to another wonderful year at the WIP.



Bernadine J. Munley is with Eckert Seamans Cherin & Mellot LLC. Melinda C. Ghilardi is first assistant federal public defender, Scranton.

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 the directory from the home page by entering your PBA membership number to log in to the members-only area, clicking on "Committees/Commissions" at the upper left and then clicking on the "Women in the Profession Commission" button. On the WIP page, click on the "Membership" button. The online WIP directory lists 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. The button for the form is on the same Web page as the WIP directory. If possible, also send your photograph in digital format to 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 enhancing your satisfaction with and success in the law.

WIP annual Fall Retreat scheduled for Nov. 5-6

Don't forget to mark your calendars for the PBA Commission on Women in the Profession annual Fall Retreat. Scheduled for Nov. 5 and 6 at The Hotel Hershey, this year's retreat – "Different Personalities, Different Paths: Planning a Successful Course" – promises practical tips, CLE credits, opportunities for networking and relaxation.

The deadline for registration is Oct. 15. Space is limited, and we encourage you to register early, so you don't miss out on this meaningful retreat experience. A brochure containing detailed retreat information and the registration form can be found [here](#).

On Friday night, there will be opportunities to meet or reconnect with other WIP members at a reception and dinner. We are delighted that PBA President Gretchen Mundorff

This year's retreat focuses on 'Different Personalities, Different Paths: Planning a Successful Course.' Make plans to attend.

will be able to attend and speak to the retreat attendees that evening. Providing the keynote address will be Claudia Trupp, author of *Hard Time and Nursery Rhymes: A Mother's Tale of Law and Disorder*. A criminal defense attorney specializing in appellate litigation, Trupp wrote this memoir for her daughters, during sleepless nights as she waited for the results of a biopsy for breast cancer, to explain the importance of her work and the experience of being their mother. A review in the *New York Law Journal* concluded that "[a]nyone – lawyer or not, male or female – can relate to [Trupp's] stories. Many will make you sad or angry, and others you will find enlightening and funny." More information on Trupp and her book can be found at <http://claudiatrupp.com/>.

The schedule for Saturday will begin with some form of light exercise, to be followed by a full WIP Commission meeting. The retreat committee has scheduled three educational sessions that offer attendees the opportunity to earn up to three Continuing Legal Education (CLE) credits in ethics/professionalism. The sessions and topics are: "Inside the Law Office: Conflict, Bullies and Fragmentation," on



The WIP annual Fall Retreat will be held at the Hotel Hershey.

dealing with other lawyers, clients and judges; "Outside the Office: Managing Difficult External Relationships," on dealing with staff and lawyers in your office; and "Lawyering in Other Settings: Valuing Experience and Tackling Ethical Challenges," on non-traditional legal careers.

The retreat will conclude in the afternoon with lunch, and we anticipate a review of the soon-to-be released annual report card, an assessment of statistics and trends on women in the law in Pennsylvania.

So, whether this will be your first or 13th time attending the retreat, we hope you will join us in Hershey.



PBA 2011 Midyear Meeting

**Casa Marina Resort & Beach Club,
Key West, Florida
February 2-6, 2011**

**Mark your calendars and
watch for more information.**

Looking back at the WIP 17th Annual Conference

By Shelley R. Goldner

The Commission on Women in the Profession held its 17th Annual Conference on May 12 in Hershey. Co-chairs of this year's conference were Kim Jessum and Renee Mattei Myers. The program this year was "Women and the Economy: Securing Your Future."

Linda Tarr-Whelan, former U.S. ambassador to the United Nations Commission on the Status of Women and author of *Women Lead the Way: Your Guide to Stepping Up to Leadership and Changing the World*, discussed "Tackling Gender Specific Challenges in Times of Economic Downturn." Tarr-Whelan explored how the current economic climate offers new leadership opportunities for women and talked about the advantages and benefits that women's leadership styles offer to business.

Commission Co-chairs Bernadine Munley and Shelley Goldner presented the first Lifetime Achievement Award to veteran Commission member Lila G. Roomberg who, for decades, has served as a role model, mentor and leader of the profession. A video tribute featured a veritable who's who of judges and attorneys sharing personal anecdotes and thanking Roomberg for the meaningful ways in which she helped them advance their careers from assisting in the development of best practices and policies related to maternity and family responsibilities to hosting networking luncheons long before networking became part of our parlance.

The Anne X. Alpern Award, which honors a woman lawyer or judge who has had a significant professional impact in Pennsylvania, demonstrated leadership and engaged in mentoring activities, was presented to Judge

Linda K. M. Ludgate of Berks County. Lynn E. Rzonca was honored with the Lynette Norton Award, which recognizes an attorney who excels in litigation and demonstrates leadership in mentoring female attorneys.

Claire Shipman, senior national correspondent for ABC News and co-author of the *New York Times* best-seller *Womenomics: The Workplace Revolution That Will Change Your Life*, addressed Commission members during the luncheon, speaking about how the contributions of women are changing the workplace and earning companies more money. She also discussed what employers should be doing to recruit and keep women.



Claire Shipman speaks at the Annual Conference luncheon program in Hershey.

The afternoon continued the theme of "Securing Your Future." Panelists Wanda Flowers, chief employment counsel for Sunoco Inc., Philadelphia Assistant City Solicitor Nikki Johnston-Huston, Jennifer Will of McNees Wallace & Nurick, and Pennsylvania Deputy Attorney General Sarah Yerger explored "Alternatives in Tough Economic Times," including externships in

government and public interest offices, temporary in-house positions in corporations and flexible work arrangements in a variety of legal settings.

A well-attended and lively late-afternoon session saw Merrill Lynch financial planner Mary Jo Harper and estate planning attorney Jill Fowler of Heckscher Teillon Terrill & Sager discuss "Securing Your Financial Future." The panelists advised the audience on how to start planning for retirement, how to maximize your investment potential, how to recover from a stock market collapse and why it's important to have a will and life insurance.

The day ended with a wine and cheese reception, a chance to continue discussions started earlier in the day and an opportunity for informal socializing with WIP members.



In the photo at left, luncheon guest speaker Claire Shipman (center) is greeted by Shelley Goldner (left) and Judge Anne E. Lazarus and, in the photo at right, by Annual Conference Co-chairs Renee Mattei Myers (left) and Kim Jessum.





Judge Linda K. M. Ludgate (right), with Judge Susan P. Gantman (left) and Kelly B. Stapleton, was the recipient of the 2010 Anne X. Alpern Award.

Scenes from the WIP 17th Annual Conference



Lynn E. Rzonca (center), with Judge Susan P. Gantman (left) and Kelly B. Stapleton, was the recipient of the 2010 Lynette Norton Award.



Claire Shipman (above, center, and in photo at left) is greeted by Commission Executive Council members.



Judge Linda K. M. Ludgate speaks at the luncheon.



Lila G. Roomberg (center), with Shelley Goldner (left) and Bernadine Munley, received the Lifetime Achievement Award.

Loan repayment assistance programs ease law school debt for lawyers working for common good

By Jeanine L. DeBor

Editor's note: This article was originally published in the Allegheny County Bar Association's Lawyers Journal on July 30, 2010.

One of the main reasons a person chooses the legal profession is an innate desire to ensure justice for all. Whether a law student's journey leads them to a job in public service or the private sector will, unfortunately, depend upon the amount of debt he incurs as a result of his law school education. Nowadays, that debt may reach six-figures. How, then, is it possible for a lawyer to practice at Neighborhood Legal Services for less than \$40,000 a year when loan payment is more than her rent?

The Higher Education Opportunity Act of 2008, now titled the Civil Legal Assistance Attorney Student Loan Repayment Program (CLAAP), is one answer. CLAAP is a new loan repayment assistance program (LRAP) for civil legal aid attorneys that will repay a portion of eligible federal student loan debt for full-time employed attorneys. This year, \$5 million will be paid to attorneys who qualify; that is, attorneys who practice in "a nonprofit organization that provides legal assistance with respect to civil matters to low-income individuals without a fee" or full-time employees of a "protection and advocacy system or client assistance program" receiving federal funding. Anyone applying for CLAAP must be licensed to practice law and employed full-time at the time of application. For more information, visit the Equal Justice Works [website](#).

There is more good news: The Supreme Court of Pennsylvania recently announced that it will start a student loan forgiveness program for attorneys employed by agencies that help people who cannot afford legal representation. Applications for this program started being accepted on Sept. 1. This LRAP will be funded by proceeds from the *pro hac vice* fees out-of-state lawyers must pay to practice in Pennsylvania courts. The Interest On Lawyers' Trust Account (IOLTA) board and the Pennsylvania Bar Foundation, a charitable affiliate of the Pennsylvania Bar Association, will administer this fund for three years; each qualifying applicant will receive \$2,000. For more information on this program, visit the bar foundation [website](#).

The Allegheny County Bar Foundation's LRAP, which ran from 2007-09, was one of the first such programs and served as a model for others. At the conclusion of this program, the Public Interest Law Fellowship Program (PILFP) was created to award stipends to eligible ACBA members who are employed by the district attorney, public defender or other ACBA recognized civil service agency. "PILFP is funded by a \$100,000 state grant and runs for a two-year period," said Lorrie Albert, director, Allegheny County Bar Foundation. "Unlike LRAP, this program does not pay back student loans but awards stipends. Consideration is given for financial need, outstanding debt, current salary and the applicant's contribution to the community." More information on PILFP is available on the ACBF [website](#).

For those public interest and

government attorneys who are alumni of the Duquesne University School of Law, another answer is the William B. Billock Loan Repayment Assistance Program. The Billock LRAP is a \$1.4 million endowment fund, which provided \$70,000 of debt relief this year to 14 Duquesne law school graduates who are pursuing careers in nonprofit public interest law or in local, state or federal government. The Billock LRAP is named after the late William B. Billock, a 1938 law school graduate who served as vice president of Gulf Oil Corp. and represented the company around the world as head of industrial relations. Applications are now being accepted again for this annual program and can be found on Duquesne University's [website](#).

Pitt graduates may be able to receive help from their alma mater as well. There is a pilot loan repayment assistance program at the University of Pittsburgh School of Law for the class of 2009. Although the deadline for applications has ended, interested alumni should contact the office of financial aid at lawfa@pitt.edu for more information.

Many other law schools across the nation are implementing LRAPs for their public interest law alumni. Please contact your law school to determine if such a program exists. If not, urge them to consider putting one in place to help attorneys who work for the common good.



Jeanine L. DeBor is the director of law alumni relations and development at Duquesne University. She can be reached at deborj@duq.edu.

CLE prompts questions about ethical obligations to report judicial misconduct

By Erica Beinlich,
Suffolk Law School student and
Pennsylvanians for Modern Courts intern

Although it may be difficult to draw anything positive from the now infamous “kids for cash” scandal in Luzerne County, one possible silver lining is the conversations about legal ethics it has prompted among lawyers and judges.

Two recent Continuing Legal Education panels, organized by PBA Vice President Thomas G. Wilkinson Jr., addressed not only the recommendations of the Interbranch Commission on Juvenile Justice (tasked with studying the Luzerne County scandal) but also the ethical role attorneys have in helping ensure judicial scandals do not occur in the future. The programs – titled “Juvenile Injustice in Luzerne County: What Can Be Done to Restore Faith in the System?” – were presented in Philadelphia and Pittsburgh in June.

Panelists included Allegheny Common Pleas Court Judge Kim Berkeley Clark; Shira J. Goodman, deputy director of Pennsylvania for Modern Courts; Hank Grezlak, editor-in-chief of *The Legal Intelligencer*; Berks County Court of Common Pleas Senior Judge Arthur E. Grim; Scott M. Hollander of KidsVoice; PBA Past President Kenneth J. Horoho Jr. of Goldberg Gruener Gentile Horoho & Avalli; Superior Court Judge Anne E. Lazarus; Marsha Levick, chief counsel to the Juvenile Law Center; Robert L. Listenbee of the Defender Association of Philadelphia; John W. Morris of Kaufman Coren & Ress; Robert D. Schaub of Rosenn Jenkins & Greenwald; and Allegheny Common Pleas Court Judge Dwayne D. Woodruff.

During the first part of the program, panelists discussed and reviewed the Interbranch Commission’s recommendations, which include

classifying all juveniles as indigent for the purpose of appointment of counsel, expediting the appeals process, discouraging zero-tolerance policies, and making some changes to the procedures governing investigations of judicial misconduct.

Many in the room placed much of the culpability on the Judicial Conduct Board, which initially failed to fully investigate a report about judicial misconduct in Luzerne County when it received an anonymous complaint

of judicial misconduct and files formal charges when necessary. The Court of Judicial Discipline, which is made up of different members, hears the formal charges and decides whether to impose discipline and what form of sanctions the misconduct warrants. Websites for both the [Judicial Conduct Board](#) and [Pennsylvanians for Modern Courts](#) provide more information on how complaints are filed.

In many situations the practical and ethical duties of attorneys conflict

Two recent Continuing Legal Education panels addressed not only the recommendations of the Interbranch Commission on Juvenile Justice (tasked with studying the Luzerne County scandal), but also the ethical role attorneys have in helping ensure judicial scandals do not occur in the future.

in September 2006. Other audience members, however, felt that casting the Judicial Conduct Board as the scapegoat unfairly faulted one entity when there was plenty of blame to go around.

The second half of the program focused primarily on the ethical duties of attorneys to speak up when they witness judicial misconduct. Some audience members voiced concern that expecting an attorney to “turn a judge in” for misconduct could lead to a backlash against that attorney, as many attorneys stand before the same judge in multiple cases.

Many in the room, however, were adamant that lawyers are ethically obligated to report judicial misconduct and that the failure of Luzerne attorneys to do so contributed to the breakdown of the system in Luzerne County.

The judicial discipline process in Pennsylvania is a two-tiered system composed of the Judicial Conduct Board and the Court of Judicial Discipline. The Judicial Conduct Board investigates initial complaints

with each other. Judges exercise an enormous amount of discretion in how strictly or loosely they enforce rules and the situations in which they will make exceptions. Human nature dictates that judges will be more receptive to arguments from an attorney whom they trust and like.

This is particularly true in small communities where there are fewer judges, because judges and lawyers are often more familiar with each other. Lawyers may feel their hands are tied and that making a complaint will hurt them – and their clients – in the future. In addition to worrying about the reaction of the judge who is the subject of the complaint, attorneys worry about alienating other judges who might perceive the lawyer to be attacking the bench as a whole or who might feel an allegiance to the accused judge. And although the Judicial Conduct Board accepts anonymous complaints, it strongly encourages people to identify themselves, because anonymous complaints prove difficult

(Continued on Page 14)

PBA Quality of Life/Balance Committee launches listserv

By Karen J. Vaughn

PBA's Quality of Life/Balance Committee has embarked on a new venture. Thanks to the diligence of Vice Chair Shira Goodman, the committee has launched a listserv. In keeping with our charge to both identify barriers which impede lawyers' attainment of a healthy balance between their personal and professional lives and recommend strategies for overcoming these barriers, the listserv will function as a forum for PBA members to share individual concerns, challenges and success stories regarding work-life balance issues. The goal is to generate an ongoing dialogue that lawyers across the state can easily access to seek advice, support and direction.

The committee anticipates that over time, the listserv will provide valuable information about the dilemmas lawyers typically face as they pursue work-life balance, as well as challenges unique to those who engage in particular types of practice. We've already discovered that in many respects, the needs of solo practitioners differ significantly from those who work in large firms. What are the experiences of public interest and public sector lawyers? Is the conventional wisdom that corporate legal departments are somewhat more supportive of quality of life, in fact, true? How do

plaintiffs' law firms deal with such issues? The real-life observations that the listserv will elicit will help the Quality of Life/Balance Committee develop educational programs tailored to the specific concerns of PBA members.

We want to hear your voice on the listserv! To sign up, [go to the listserv form](#), and complete the required information, check the box listed under the "Other" category titled "Let's Really Talk about Quality of Life," then click on the submit button. Access to the listserv will be provided within 48 hours of submitting the form.

In order to begin the conversation, we ask that you do two things. First, read a brief article, "[Virtual Escape,](#)" from [the ABA Journal](#). Then, send an e-mail message to TalkQOL@list.pabar.org, and share your personal experiences about managing a law practice while away on vacation. Let us know whether you prefer to disconnect altogether, check e-mails and voicemails during certain times of the day, or instruct an assistant or someone else in the office to contact you only in the event of an emergency. It also would be helpful to hear the advantages and disadvantages of the various options.



Karen J. Vaughn is a diversity and inclusion strategist and chair of the Quality of Life/Balance Committee.

ABA's 2010 WILL Academy held in Philadelphia

By Phyllis Horn Epstein

The ABA Commission on Women held its annual Women in Law Leadership (WILL) Academy in Philadelphia in April. Three judges – U.S. District Judge Norma L. Shapiro, former Chief Judge Judith S. Kaye, who recently retired from the New York Court of Appeals, and U.S. District Judge for the Northern District of Texas Barbara M.G. Lynn – shared their thoughts in a special panel session. The overriding theme of their remarks was "confidence."

The judges shared this secret: The key to confidence is preparation. Preparation encompasses full knowledge and awareness of the case, one's client and the courthouse. I would add to this definition and include full knowledge of opposing counsel and the judge through Google and Bar relationships. Being prepared

is certainly a key ingredient in feeling confident.

But the judges had another important lesson, one that is key for those of us who sometimes feel shaky. The judges advise us to "agonize privately" and project confidence, even when we don't feel fully confident. This makes sense: Sometimes it's enough for others to believe we possess a confidence that we may not fully believe in ourselves. To "fool" those others and ourselves, we need to play the part of the confident lawyer. Part of this, as Shapiro urged, is to speak up, so we can be heard. This, too, makes a lot of sense: Sometimes how you say something is just as important as what you're saying.

The judges' lessons were not things we didn't know, but they do bear repeating and remembering. And it's helpful to know that others share our "shaky" feeling. But a large part of

confidence is appearances, so never let them see you sweat.

As a luncheon keynote speaker, Mary Snapp, counsel to Microsoft, offered her company's view on diversity in the workplace. In simple terms she urged women and their firms to set goals, devise a strategy and formulate tactics to achieve those goals. In practice, Snapp's strategy to address diversity at Microsoft, which she urges others to follow, is first to set clear goals and deadlines. Second, share those goals and make them transparent; third, develop strategic focus, for example recruiting and lawyer development; fourth, accountability – make goals have meaning; and fifth, broaden the pipeline of women in the profession. The ultimate goal that none can dispute is to make the legal profession as diverse as the people it serves.



Report of Cheryl L. Young, PBA at-large woman governor

Well, it was a busy spring, and the summer didn't bring any respite. The Board of Governors has been meeting regularly and tackling some interesting issues. Of course, we are thrilled to welcome Gretchen Mundorff as the new president of the PBA, and she is already doing a magnificent job. Two of Mundorff's main focuses this year are a mentoring program and a diversity outreach. Both of these issues have great impact on the WIP. The WIP, as all the readers, of course, are aware, has had a very active and successful mentoring program. Mundorff now wishes to expand on mentoring throughout all of the sections and committees of the PBA. She has been actively recruiting

mentors and then reaching out to mentees, particularly seeking out future leaders and diverse candidates. Mundorff is following in Cliff Haines' footsteps with regard to diversity and is quite focused on expanding the PBA's diversity and leadership. At our board retreat in June in St. Michael's, Md., we broke into small group workshops to focus on how to recruit and retain more diverse members and promote them to leadership positions within the PBA. The definition of diversity is, of course, expanding all the time, and the PBA is looking to be more inclusive in its definition. This includes gender diversity, geographic diversity, as well as women and minorities.

By the time this is printed, we will have had our board meeting in Seven Springs at the end of July. That meeting is attached to the Young Lawyers Division Summer Meeting. We will be addressing the status of a committee studying the wisdom of recommending a constitutional convention. That committee is meeting regularly and working extremely hard on a limited budget.

As always, please contact me at cly@hanglely.com with any comments, questions or concerns. I will be happy to answer when I can and raise any relevant issues with the board when necessary.



The kids may be 'All Right,' but the parents need help!

By Arline Jolles Lotman

If you are looking for profound verities about same-sex marriage, parenting, common sense and heterosexuality, this isn't your best movie of the summer. But, if you want stereotyping for all sexuality with a comedic touch and some irony, try "The Kids Are All Right," the latest attempt to deal with "gays" and "lesbians" in a "normal" home setting, with two parents, two kids and a house in the suburbs.

The use of male "porno" flicks as a panacea for female/female sex will incite no dearth of comments, pro and con.

The film is a satire. Like all satire, it has ironic truths. The viewer will decide what those truths may be and, if so inclined, have some genuine laughs

to go with it. Others may just enjoy the film, and go out for a midnight snack afterward. I suggest you see this film with friends so you can react to the daughter being the smarter of the two "Kids." Annette Bening portrays the wiser of the women who "marries" beneath her station but doesn't want to get off at the next stop – or detour. Julianne Moore's character gives hope to all women over 50 to re-affirm their own still intense sexiness and sex-drive. Whether they are same-sex or bi-sex or plain, ordinary, hetero, the chances of meeting up with an honest cad, like Mark Ruffalo's character, would probably have the same statistical probability for actually meeting one's sperm donor. Hey, that's why it's a movie.

The entire cast is excellent if you can decide that this really is a comedy,

despite the illogical advice Bening dishes out to her male counterpart at the end. Be sure not to invite a sociologist or psychiatrist – unless you are one – to this film. This film seems to have captured a genuine slice of life but is sure to be loved and repudiated at the same time – just like many marriages?



Lotman is a Philadelphia practicing attorney in Gender Discrimination and writes on gender policy and other public policy issues. She is an adjunct professor at Georgetown Center for Study of Sex Differences in Health, Aging and Disease. Lotman served in the Pennsylvania Governor's Commission on the Status of Women as its first executive director and chaired the first health hearings on gender discrimination in the U.S.

www.pabar.org

Book review

By Mary Kate Coleman

The Guernsey Literary and Potato Peel Pie Society

The Dial Press, 2008

By Mary Ann Shaffer and Annie Barrows

The Women's Bar Association of Western Pennsylvania has a mystery lovers' book club to which I have belonged for about 16 years. We meet once a month to discuss a book we have read that month (mostly mysteries, although we do branch out into other subject matters from time to time). However, at our December meeting, we do something different. After our traditional white elephant gift exchange, we go around the room and ask each book club member to name the book that was the best non-book-club book she read that year and that she would recommend to others. *The Guernsey Literary and Potato Peel Pie Society* was mentioned as being one such book. I can report that it is worthy of being on the list of "best books we read this year."

The story takes place in England shortly after World War II. A young woman writer is searching for a subject for her next book. By chance, she receives a letter from a man

who lives on the isle of Guernsey, a British island between England and France that was occupied by the Germans during the war. The letter writer had gotten hold of a book that the woman previously owned and was writing to see if she could tell him about any other books written by the same author. The relationship continues, through letters, and expands to include letters/relationships between the woman and other members of the society, which was formed on the spur of the moment to prevent the arrest of the islanders by the Germans for being out after curfew. The woman travels to Guernsey to meet the society members, and her life is forever changed.

The book describes the war and the German occupation and the effect these events had on the characters. The story includes romance, a little bit of mystery and a cast of quirky local characters. It is a quick, easy and enjoyable read. The book is sweet without being cloying and historical without being boring. I was charmed by this book and highly recommend it to you.



Mary Kate Coleman is a civil litigation attorney, mediator and arbitrator with the law firm of Riley Hewitt Witte & Romano in Pittsburgh.

Pennsylvania Bar Association Commission on Women in the Profession

COMMUNICATIONS COMMITTEE EDITORIAL POLICY

Voices & Views is a publication of the Pennsylvania Bar Association (PBA) Commission on Women in the Profession and is published by the Communications Committee three times per year. The purpose of the publication is to facilitate communication among the membership of the Commission on topics and events of general interest to women lawyers. The editors of *Voices & Views* reserve the right to accept or reject any submission and to edit any submission to ensure its suitability for publication, its adherence to the Mission Statement of the Communications Committee and its furtherance of the objectives of the Commission on Women in the Profession.

The articles and reports contained in *Voices & Views* reflect the views of the writer and do not necessarily represent the position of the Commission, the editors of *Voices & Views*, or the Pennsylvania Bar Association.

MISSION STATEMENT

It is the mission of the PBA WIP Communications Committee to foster improved communication among its members in the furtherance of the goals of the Commission. To this end, the publication, *Voices & Views*, provides a forum for professional and open exchange among the WIP membership on all issues related to women and the law. *Voices & Views* shall be utilized for the following purposes:

- To publicize opportunities and events that may be of interest to the WIP membership;
- To provide information to the membership on topics that may be of general interest to women lawyers;
- To reach a wider audience and increase the visibility of the Commission;
- To inform the WIP membership of the projects and goals of the Commission; and
- To share information with the WIP membership regarding accomplishments of the members, other women lawyers and public figures.

Commission members in the news

Ann Begler, founder of the Begler Group, completed an advanced training in conflict management with Ralph Kilmann, co-creator of the Thomas Kilmann Inventory (TKI), an assessment tool for identifying conflict styles. The training focused on working with organizational conflicts and incorporating the TKI and the Meyers Briggs Type Inventory (MBTI) into Kilmann's model of problem management as a foundation for organizational interventions. Begler will be using this work, along with her certification to use the Conflict Dynamics Profile (CDP), as part of the theoretical foundation for her mediation, conflict coaching and organizational consulting practice.

Melissa M. Boyd of Norristown reports: "My proudest accomplishment: I welcomed my third child, Sean Jeffrey, 8 pounds 1 ounce, on Feb. 25, 2010. Big sister Grace and big brother Brendan couldn't be more proud." And if being a working mom of three isn't enough to her credit, Boyd was also named to the Ten Leaders Age 45 and under in the Greater Philadelphia for Matrimonial and Divorce Law; authored a chapter in the new book, "Slicing Up The Pie: Property Distribution in Pennsylvania," just published by the Pennsylvania Bar Institute; and was selected as a Rising Star 2010 in family law by the *Super Lawyers/Philadelphia* magazine.

Jeanine L. DeBor, J.D., A'89, director, law alumni relations and development, Duquesne University, was elected to the board of SharpVisions, a nonprofit organization that customizes support for people with challenging disabilities to fulfill their own visions of a successful life.

Phyllis Horn Epstein of Epstein, Shapiro & Epstein, P.C. participated in the planning of the 10th annual Eastern

Pennsylvania Working Together Conference, where she was also a speaker before an audience of more than 200 accountants and attorneys on corporate dissolution in Pennsylvania. The conference was held on May 20 at Philadelphia University and was co-sponsored by the Internal Revenue Service, Pennsylvania Department of Revenue, Pennsylvania Institute of Certified Public Accountants, Pennsylvania Society of Public Accountants, Pennsylvania Society of Enrolled Agents, Philadelphia and Pennsylvania Bar Associations, Pennsylvania National Association of Tax Professionals, and the Philadelphia University Graduate Business Program. Epstein serves as a member of the Eastern Pennsylvania Working Together Conference Steering Committee, "A Joint Effort of Public & Private Tax Professionals," which "promotes the positive ongoing relationship between the tax practitioner community and two taxing agencies, the Internal Revenue Service and the Pennsylvania Department of Revenue."

Epstein was recently appointed editor of the newsletter for the Business Law Section of the Philadelphia Bar Association and was named a Vision 2020 Ambassador to participate in a decade-long national project inspired by the 100th anniversary of the Nineteenth Amendment to the U.S. Constitution granting the right of suffrage to women. The goal of Vision 2020 is to move toward gender equality and to inspire new generations of leadership.

Shelley R. Goldner is joining LaSalle University where she will teach business law in both the undergraduate and MBA divisions. Goldner is the immediate past co-chair of the Pennsylvania Bar Association Commission on Women in the Profession.

Joyce A. Hatfield-Wise has been elected to the position of president of the Pennsylvania Children and Youth Solicitors Association, effective this past July 1. As a founding member of the association in 2004, Hatfield-Wise has served as its first treasurer and secretary and most recently as vice president. The Pennsylvania Children and Youth Solicitors Association is a private, nonprofit organization formed to assist child-welfare attorneys in representing the interests of children. In 2010, under the leadership of Hatfield-Wise and the association's Immediate Past President Jason Kutulakis, Pennsylvania has been selected as the next state to become certified as a "ChildFirst state" through the National Child Protection Training Center. For more information, please contact Hatfield-Wise at hatfieldwise@co.washington.pa.us. Hatfield-Wise has been the solicitor for Washington County Children and Youth Services since January of 1998.

Kim Jessum was recently appointed editor-in-chief of *The Philadelphia Lawyer* magazine.

Marie Millie Jones was honored as the recipient of the 2010 Susan B. Anthony Award, the most prestigious honor bestowed by the Women's Bar Association of Western Pennsylvania, on Feb. 16.

On May 27, Jones presented a Legal Update as part of the County Commissioners Association of Pennsylvania Prison Risk Management Workshop. The following month, on June 17, Jones presented as a panelist on the topic of "The Scary Case – Facts or Allegations That Make You Wince – Assessing and Handling the Punitive Damages Claim" as part of the 2010 ALFA International Seminar on Employment Practices Liability Insurance (EPLI), ERISA, D&O

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Commission members in the news

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Issues and Managing the Tripartite Relationship.

Jones is listed in *2010 Pennsylvania Super Lawyers*, a publication of *Law & Politics* magazine and is also identified on its list of 2010 Top 50 Women Super Lawyers, a listing of lawyers who received the highest point totals in the Pennsylvania nomination, research and blue-ribbon review process.

Judge Maureen Lally-Green, retired, received the Presidents' Award from the president of Duquesne University and the president of Saint Francis University at an event at Duquesne University School of Law. The award recognized her involvement/contributions to both universities. Also, on Sept. 9, Lally-Green was admitted into the Century Club at Duquesne University.

Penina Kessler Lieber spoke to 270 IL's entering University of Pittsburgh School of Law on Aug. 20 on the topic "Becoming A Professional." This is the largest first-year class Pitt has ever taken.

Suzanne S. Mayes of Cozen O'Connor was recently elected to the board of directors of the Forum of Executive Women.

Rhoda Shear Neft was appointed by Kim Brown, president of the Allegheny County Bar Association, to be the ACBA's representative to the ABA House of Representatives.

Joo Y. Park was selected along with 10 other attorneys to participate in the PBA Bar Leadership Institute for 2010-2011. The focus of this program is to teach BLI participants the day-to-day operations, governance, resources and



This photo shows Kathleen D. Wilkinson delivering her remarks at the Kean University awards dinner.


staffing of the association. Participants will be introduced to the various leadership opportunities within the PBA, and each participant will be paired with an experienced and committed mentor who is a member of the Board of Governors.

Karen J. Vaughn, chair of PBA's Quality of Life/Balance Committee, moderated a panel, "Breathe Out, Breathe In and Move On: Quality of Life," on July 30 during the PBA Young Lawyers Division Summer Meeting. On July 31, also in connection with the Summer Meeting, Vaughn discussed the need for diversity in leadership as a panelist for the PBA Leadership Training Institute.

Claudia M. Williams recently joined the firm of Thomas, Thomas & Hafer LLP in Harrisburg. As a partner at TT&H, she represents both public and private employers in the defense of employment-related lawsuits involving discrimination, FMLA, ERISA, ADA, ADEA, wage and hour law, employee tort, wrongful discharge, non-compete and unemployment compensation claims. Her work involves drafting and reviewing employee handbooks and policies. In addition, she assists clients with traditional labor matters such as negotiations, grievance and interest arbitrations, and unfair labor practice charges. Williams currently serves as secretary for the Labor and

Employment Section of the PBA and at-large zone co-chair for the Young Lawyers Division of the PBA.

Kean University in Union, N.J., recently honored **Kathleen D. Wilkinson**, Philadelphia Bar Association secretary, as one of its Alumni of the Year. Wilkinson graduated Kean summa cum laude with a B.A. in political science and a minor in secondary education. Wilkinson was recognized by Kean primarily for her work as an officer of the Philadelphia Bar Association, her work with the Interbranch Commission on Gender, Racial, and Ethnic Fairness, and her work as president of the Villanova Law School Inn of Court. Wilkinson has served as co-chair of the committee on Women in the Profession and is a partner at Wilson Elser in Philadelphia, handling complex civil litigation.

Lisa Woodburn, 2010-2011 PBA YLD Chair, was named a 2010 Rising Star in the category of Plaintiffs Medical Malpractice for attorneys under the age of 40. 

CLE prompts questions

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to investigate.

Another risk that attorneys face when reporting judicial misconduct is the possible perception that they are out to get a judge. Attorneys must ensure that their complaints are backed up by facts, and this requires additional investigation to authenticate the complaints. If lawyers levy accusations that are unfounded, they face their own possible ethical sanctions for making unsubstantiated claims. And even if the complaints are founded, the attorney may create the impression that he or she is pursuing a personal vendetta against the judge by making an extra effort to confirm facts.

Yet there are many reasons – ethical, practical and otherwise – why lawyers should come forward with judicial misconduct complaints. Everyone in the judicial system has an investment in a fair judicial system and benefits when corruption is excised from the courts.

The Model Rule of Professional Responsibility 8.3 requires attorneys to report unethical behavior of both other attorneys and judges. The rule has proved hard to enforce, and the consequences of filing a complaint may threaten the attorney’s career. But clearly the consequences of failing to report misconduct may have much wider repercussions.

As the Luzerne scandal demonstrated, the failure of attorneys to report judicial misconduct can lead to disastrous consequences. Even though these were just two CLE sessions addressing the topic, lawyers, the bar and judges should explore the issue further. Hopefully the conversation it sparked during these programs will continue.



Mark your calendars for upcoming PBA events

Minority Bar Committee Diversity Summit

Oct. 29

PBI CLE Conference Center, Wanamaker Building, Philadelphia



Board of Governor’s Meeting

Nov. 17

Holiday Inn East, Harrisburg



Committee/Section Day

Nov. 18

Holiday Inn East, Harrisburg



House of Delegates Meeting

Nov. 19

Sheraton Harrisburg-Hershey, Harrisburg



PBA Midyear Meeting

Feb. 2-6

Key West, Fla.

WANTED:

Women lawyers in search of a mentor relationship

PBA WIP presents the LINK MENTORING PROGRAM

We’re looking to match women attorneys seeking advice about career development, leadership, networking and work-life balance with those who have wisdom to share. Please join the program as a mentor, a mentee, or both — we all can learn from each other.

For more information and to join the program, go to

www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp

Join a committee or task force

We have more than 750 attorneys as members of the Commission on Women in the Profession (WIP), and welcome the involvement of each member in the committees and task forces of the WIP. The committees and task forces are as varied as the women who populate the Commission. Please study the list of committees and task forces and contact either the Membership chairs, or the individual co-chairs listed.

See below for a synopsis of what each committee/task force does, and find your niche. Participation is generally by conference call, with face-to-face meetings as needed.

Thank you for your involvement in the Commission. Involvement in the committees and task forces are critical in order to make a difference in the PBA and in our legal community.

Annual Conference Committee:

Plans the Annual Conference, which is held on one day in May or June, as part of the three-day PBA Annual Meeting. Helps plan the conference programs and select the luncheon keynote speaker.

Awards Committee:

WIP confers two awards at the PBA Annual Meeting: one for leadership/mentoring of women; the other for a woman litigator. This committee considers nominees and recommends recipients to the Executive Council for its consideration and approval.

Communications Committee:

Publishes our newsletter, *Voices and Views*, and plans and oversees the public relations activities of the Commission.

Governance Committee:

Makes recommendations related to governance, including the policies and operating procedures of the Commission.

Membership Committee:

How do we attract new members? With more than 750 WIP members, how can we serve them better? How do we encourage greater participation?

Nominating Committee:

Makes recommendations for the appointment of co-chairs and co-vice chairs of the Commission. Can also make recommendations for the appointment of secretary, treasurer and committee chairs.

Promotion of Women Committee:

Develops programs to promote and showcase women attorneys. Has helped plan the Midyear Meetings in Philadelphia, Harrisburg and Pittsburgh.

Quality of Life Committee:

Women together can identify the stressors and the solutions involved in the practice of law. WIP takes a leadership role to defend the right of lawyers to have balanced lives. This committee addresses issues relating to gender equity and flexibility within the workplace.

Report Card Committee:

Surveys the status of women in the legal profession in the commonwealth including law firms, government, judicial, legislative and political office, and prepares an annual report card as to how we are doing. Annually recognizes one firm for promoting women to leadership positions.

Retreat Committee:

Plans our annual Fall Retreat which is usually held in October or November. Helps develop the retreat's theme and programs.

Diversity Task Force:

Our legal community needs to reflect the diversity of our greater community – WIP seeks to identify opportunities for diverse women and encourage leadership.

Mentoring Task Force:

Helps seasoned and less experienced lawyers meet and provide support and guidance.

Public Service Task Force:

Identify service opportunities and provide support for causes that affect women.