

# Voices & Views



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

## Women lawyers and economic independence

By Phyllis Horn Epstein, editor

It used to be said that women do not have a head for figures. Well, the women of the PBA are certainly the exception, and this year's annual conference proves that women are focused on the economy. More than ever, women know that they need to be aware of all the facts and the figures. Today, more than 40 years after the passage of the Equal Pay Act of 1963, pay discrimination still exists. **Bobbi Liebenberg**, chair of the ABA Commission on Women, reminds us in this edition that passage of the Paycheck Fairness Act in Congress is of critical importance because of the continuing paycheck inequality for women.

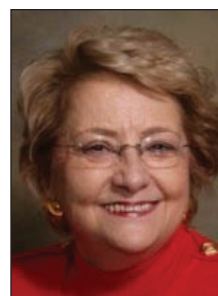
The 17th annual Women in the Profession conference on May 12, 2010, in Hershey is titled, "Women and the Economy: Securing Your Future." The conference features **Linda Tarr-Whelan**, leading "Tackling Gender Specific Challenges in Times of Economic Downturn," and luncheon speaker **Claire Shipman**, co-author of *The New York Times* best-seller, *Womenomics: The Workplace Revolution that Will Change Your Life* (2009). These programs are to be followed by two sessions: "Alternatives in Tough Economic Times" and "Securing Your Financial Future." There is no topic that is more timely, everlasting and

more important than women's economic independence.

During the annual conference luncheon, **Lila G. Roomberg** will be honored with a Lifetime Achievement Award from the Commission for her dedication to advancing opportunities for women in the law. We look forward, as well, to presenting **Judge Linda K. M. Ludgate** with the Anne X. Alpern Award and **Lynn E. Rzonca** with the Lynette Norton Award.



Roomberg



Ludgate



Rzonca

**See pages 6-7 for biographies of this year's award winners.**

The annual conference is an opportune time for volunteering for committee membership within the Commission. The committees have numerous opportunities for getting involved. I have on recent occasion been approached by women attorneys seeking new employment in their specialty. On these occasions, I feel like an advertisement for the Commission and urge every woman to join the Commission and become part of a statewide network of celebrated attorneys and lifetime friends. I would encourage each member of the WIP to extend an invitation to a new guest of the Commission and let the secret out: The WIP offers women attorneys

professional opportunities to network, learn, lead, mentor and create lasting relationships.

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## WILL Academy held April 29-30 in Phila.

By Phyllis Epstein, editor

The American Bar Association's (ABA) Commission on Women in the Profession sponsored Women in Law Leadership Academy ("WILL Academy") on April 29-30 in Philadelphia at the Loews Philadelphia Hotel.

The WILL Academy featured two keynote speakers: Lynn Laverty Elsenhans, chairman and chief executive officer, Sunoco, Inc. and Mary E. Snapp, corporate vice president, deputy general counsel, Microsoft Corporation and chair-elect of the Minority Corporate Counsel Association.

Sessions included "Attributes of a Leader;" "Navigating to Partnership, Rainmaking and Succession Planning;" "Best Practices and Advice From General Counsel;" "Advice from the Bench;" "Negotiation Skills for Lawyers;" "Developing Your Personal Strategic Plan;" "Alternatives to Law Firm Practice;" "Restructuring Law Firms in a Down Market: Alternative Models and Work/Life Flexibility as Part of the Solution."

I attended and plan to file a report in the next *Voices and Views*!



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.

### Submission deadline:

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*Voices and Views* Editorial Board also includes Shira Goodman as co-editor, Kellie MacCready as Committee Reports editor, Mary Kate Coleman as Book Review editor and Karen Jackson Vaughn and Kathryn M. Cooper as Midyear Meeting reporters.

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## Reflections from the departing co-chair

By Shelley Goldner, co-chair,  
PBA Women in the Profession

As I look back on my two years as co-chair of the Women in the Profession, I am so thankful for the many dynamic, engaging women I've gotten to know and with whom I've worked. From the new, young lawyers with your high energy and fresh ideas to the seasoned attorneys with your wisdom and strategic approaches, you have taught me so much. I consider every one of you valued mentors. Thank you for the friendship and support you have given during my tenure.

I am so proud of all that we've accomplished together. Some of the highlights include:

- Our always wonderful newsletter, *Voices and Views*, with timely articles on substantive areas of law, law practice management, topics relating to women and the law and lively book reviews.
- Our Fall Retreat, always with stimulating topics (this year on public relations, marketing and stress reduction) and an event at which long-term friendships often begin.
- Our Midyear Meetings in Pittsburgh, Harrisburg and Philadelphia. This year

our Promotion of Women Committee organized a fabulous program on effective self promotion.

- Mentoring. Both mentors and mentees enjoy and benefit from the relationships developed through this program.
- Our Report Card benchmarks progress and challenges for women in law and honors organizations with programs and initiatives that help women lawyers continue and advance their careers while maintaining work/life balance.
- Public Service. Continuing our commitment to give back, we collected career clothing for women transitioning from unemployment to the workforce, food for local food banks, cell phones for domestic violence shelters, and food, money and books for Ronald McDonald Houses across the state. We also fielded teams for the Susan G. Komen Race for the Cure in Philadelphia, Pittsburgh and Scranton.
- Membership. During the last two years, our membership has grown by leaps and bounds, from 700 to 834 members at last count. We also held programs at Pennsylvania law schools

sharing our knowledge and experience to assist women as they launch their legal careers.

- Our Annual Meeting. This year our program highlights women and the economy with strategies for tackling gender specific challenges in times of economic downturn. With keynote speaker Claire Shipman (ABC News senior national correspondent and co-author of *Womenomics: The Workplace Revolution That Will Change Your Life*) and Linda Tarr-Whelan (former ambassador to the United Nations Commission on the Status of Women) as a featured speaker, this is a "don't miss" event.

Thank you to all the wonderful women on our Executive Council. You did a fantastic job with the creative, innovative projects you've spearheaded while chairing our committees and task forces. Thank you to all the members who worked on our committees, to all the speakers who generously gave of their time and talents, enabling us to provide valuable programming, and to all our members who participate in our activities. You are an amazing group of talented women who have so

(Continued on Page 20)

## 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](http://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](mailto: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.

# Looking forward to seeing you at WIP 17th Annual Conference in Hershey

On behalf of the Pennsylvania Bar Association (PBA) Commission on Women in the Profession (WIP), you are cordially invited to attend the Commission's 17th Annual Conference on Wednesday, May 12, at the Hershey Lodge in Hershey.

This year's conference, with the theme "Women and the Economy: Securing Your Future," offers an exciting and timely program. The conference starts off with a stimulating CLE session, "Tackling Gender Specific Challenges in Times of Economic Downturn," presented by **Linda Tarr-Whelan**, a former U.S. ambassador to



Shipman

the United Nations Commission on the Status of Women and named as "One of the 50 Most Powerful Women in Washington."

The morning session is followed by the conference luncheon, which will feature the renowned **Claire Shipman**, senior national correspondent and substitute anchor for ABC News' Good Morning America and co-author of *The New York Times* best seller, *Womenomics: The Workplace Revolution that Will Change Your Life* (2009) as keynote speaker. During the luncheon, **Lila G. Roomberg** will be honored with a Lifetime Achievement Award from

the Commission for her dedication to advancing opportunities for women in the law. In addition, the **Judge Linda K. M. Ludgate** will be presented with the Anne X. Alpern Award, and **Lynn E. Rzonca** will be presented with the Lynette Norton Award.

The afternoon lineup consists of a CLE session, "Alternatives in Tough Economic Times," followed by "Securing Your Financial Future," a session that offers smart investment strategies for women of all ages from a panel of financial experts. The program ends with a reception for networking with your friends and colleagues.

We look forward to seeing you at the conference in Hershey on May 12!



## NALP confirms slow progress for women attorneys after 17 years of study

By Phyllis Horn Epstein, editor

Recent statistics from the National Association for Law Placement for 2009 reflect slight gains for women and minority attorneys since 1993, when NALP first began gathering data from the 700 largest law firms. In 2009, women account for 19.21 percent of all partners compared to 12.27 percent in 1993. Minority women comprise just over 6 percent of all lawyers at these firms but just 1.88 percent of partners. Not surprisingly, NALP's executive director issued this statement: "It is clear that the overlap of race and gender is significant, and presents unique hurdles for minority women in the law firm setting. Despite the fact that minority women outnumber minority men in law schools, minority women continue to leave law firms at

a faster pace than their male and non-minority peers, often to pursue legal careers that are not law firm based."

The statistical results for women and minority women in law firms was impacted by geography, with women's representation in partnership ranks highest in the largest cities – Los Angeles, New York, San Francisco, Washington, D.C., Atlanta, Miami, and Seattle – exceeding or close to national averages. The data for the 2009-2010 NALP Directory of Legal Employers can be found [online](#).

Furthermore, The National Law Journal is reporting that a letter, dated April 6, 2010, was sent in protest to NALP for announcing plans to drop nonequity partners from its data gathering. ABA President Carolyn Lamm; Martha Minnow, dean of Harvard Law School; Robert Post, dean

of Yale Law School; Larry Kramer, dean of Stanford Law School, and the ABA Commission on Women were among the 75 judges, attorneys and legal scholars who signed the letter that was authored by Fernande Duffly, a judge on the Massachusetts Appeals Court. The matter is of particular interest to women and minority attorneys who disproportionately fill nonequity partnership positions. *The National Law Journal* reported that NALP Executive Director James Leipold explained his position, citing the reluctance of law firms to provide such information on an "office-by-office basis" fearing that the disclosures could unwittingly "jeopardize attorney privacy."



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Pennsylvania Bar Association  
**WOMEN IN THE PROFESSION 17th ANNUAL CONFERENCE**  
*Schedule of events*

**WEDNESDAY, May 12**

**8:15 a.m. – 9:30 a.m.**

**WIP Business & Breakfast Meeting**

**Commission Co-Chairs:**

Shelley R. Goldner and Bernadine J. Munley

**9:30 a.m. – 9:45 a.m.**

**Break**

**9:45 a.m. – 11:30 a.m.**

**“Tackling Gender Specific Challenges in Times of Economic Downturn” CLE 309**

This session will be led by Linda Tarr-Whelan, author of *Women Lead the Way: Your Guide to Stepping Up to Leadership and Changing the World*. Ms. Tarr-Whelan is the former U.S. Ambassador to the United Nations Commission on the Status of Women, Deputy Assistant to President Jimmy Carter and named “One of the 50 Most Powerful Women in Washington.” She will explore how the current economic environment offers new opportunities for women to step up to leadership and bring more women in and up with them. She will also delve into how old ways of doing business are increasingly discredited and the need is apparent for different management styles based on partnerships, collaboration and consensus. The session will also cover how women’s progress upward is stalled in the legal profession and across the board in government, business and the non-profit sector and provide steps that show how positive action is possible.

**Speaker:**

Linda Tarr-Whelan, Managing Director,  
 Tarr-Whelan & Associates, Inc.

*CLE Credit: 1.5 Substantive hours*

**11:30 a.m. – 12:00 noon**

**Book Sales & Signing:**

**Linda Tarr-Whelan, Author**

**12:00 noon – 2:00 p.m.**

**Annual Luncheon**

**Featured Keynote Speaker: Claire Shipman,  
 Senior National Correspondent,  
 ABC News and Co-author, *Womenomics:  
 The Workplace Revolution That Will  
 Change Your Life***

In keeping with the conference theme of “Securing Your Future” this year’s Annual Luncheon features Ms. Claire Shipman. Ms. Shipman currently serves as senior national correspondent and substitute anchor for ABC News’ *Good Morning America* and is co-author of *The New York Times* best-seller, *Womenomics: The Workplace Revolution That Will Change Your Life* (2009). The book addresses how today’s women’s management style is ideally suited for the 21st-century business

world as it produces more profitable companies with happier employees and addresses how women can use this power to get what they really want — more time and freedom in their jobs without falling off the professional ladder. Ms. Shipman also contributes to ABC’s *World News* and *This Week*.

During her keynote address, Ms. Shipman will provide insight as well as share her own personal stories on how to attain the right balance between careers and personal lives. She will cover topics such as:

- How the contributions of women are reshaping the workplace — and earning companies more money
- How to create the right work life balance for yourself
- What employers should be doing to keep and recruit women

**AWARDS PRESENTATIONS**

The Women in the Profession will be awarding the prestigious Anne X. Alpern Award to the **Hon. Linda K. M. Ludgate**, state trial and administrative judge, Court of Common Pleas of Berks County, and the Lynette Norton Award to **Lynn E. Rzonca** of Ballard Spahr LLP, Philadelphia.

This year, a special Lifetime Achievement Award will be presented to **Lila G. Roomberg**, Ballard Spahr LLP, for her untiring dedication in advancing opportunities for women in the law.

**2:00 p.m. – 2:30 p.m.**

**Break**

**2:30 p.m. – 3:30 p.m.**

**“Alternatives in Tough Economic Times” CLE 310**

Learn ways in which firms, corporations, and agencies are cutting costs and avoiding layoffs to get them through these difficult economic times. Hear about externships in government and public interest offices, where attorneys are getting great experience and firms are saving on salary, temporary in-house positions in corporations, where firms are establishing relationships with those corporations for lending their attorneys and corporations are saving money, and flexible working arrangements in all legal settings.

**Moderator:**

Lynn Rzonca, Managing Partner, Philadelphia Office, Ballard Spahr LLP

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## 2010 Lynette Norton Award Recipient Lynn E. Rzonca, Esq.

Lynn E. Rzonca, Esq. will be presented with the Pennsylvania Bar Association Commission on Women in the Profession's Lynette Norton Award.

The Norton Award was created in memory of Lynette Norton, a founding member of the PBA Commission on Women in the Profession who died in 2002. Norton was an advocate for young women in the legal profession and worked to promote literacy and women's rights. The award is designed to recognize and encourage female attorneys who excel in litigation skills and who are devoted to mentoring female lawyers.

Rzonca is managing partner of Ballard Spahr's Philadelphia office and a partner in the firm's litigation and intellectual property departments.

Rzonca has a longstanding commitment to supporting and promoting the growth of young women in the field of law. She is active in BALLARD WOMEN, the firm's affinity group for women attorneys that encourages young female lawyers to identify career goals and methods to achieve them. She also directs the firm's Associates Committee that helps young lawyers develop legal and client relationship skills.

She is co-chair of the PBA Commission on Women in the Profession's Mentoring Task Force, which matches young female bar members with experienced female lawyers.

In 2006 and 2007, Rzonca served on the Friends Committee for the National Association of Women Judges Conference, which was comprised of female lawyers who support female judges in Philadelphia.

Rzonca serves on the board of directors for the Juvenile

Law Center, Philadelphia, and the Pennsylvania Society for the Prevention of Cruelty to Animals.

She is an inaugural member of the advisory board of the Children's Justice Clinic at Rutgers University School of Law—Camden, a program providing an interdisciplinary approach to address juvenile delinquency in impoverished communities.

Rzonca works with Philadelphia Volunteer Lawyers for the Arts, which estimates it provides \$1 million in legal services each year to artists and arts and cultural organizations. She also is a volunteer for Wills for Heroes, a program providing wills and other estate planning documents to first responders and emergency personnel.

Also, Rzonca is a two-term member of the Borough of Narberth Planning Commission and has served on the committee for the Girl Scouts of Eastern Pennsylvania's annual Take the Lead Awards, which recognize women leaders in the corporate, civic and philanthropic arenas.

In 2009, Rzonca was named one of Pennsylvania's "Best 50 Women in Business," an award given by the business journals of Pennsylvania and the Pennsylvania Department of Community and Economic Development. She also was named a 2009 Women of Distinction by the Philadelphia Business Journal and the National Association of Women Business Owners in recognition of her leadership in her profession and community.

Rzonca holds degrees from Loyola University and Northwestern University School of Law.



### Annual Conference Schedule of Events

(Continued from Page 5)

#### Panelists:

Wanda Flowers, Chief Counsel, Sunoco, Inc.  
Nikki Johnson-Huston, Assistant City Solicitor,  
City of Philadelphia Law Department  
Jennifer Will, Member, McNees Wallace & Nurick  
Sarah Yerger, Deputy Attorney General,  
Pennsylvania Office of Attorney General  
*CLE Credit: 1.0 Substantive hour*

**3:30 p.m. – 3:45 p.m.**

**Break**

**3:45 p.m. – 4:45 p.m.**

#### **"Securing Your Financial Future"**

Learn smart investment strategies for women in their 20s, 30s, 40s, 50s and beyond from a panel of financial and industry experts, as well as estate planning attorneys. The session will include 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. Learn how to effectively plan for major life changes, including marriage, divorce, starting a family, making partner, and changing careers.

#### Panelists:

Jill R. Fowler, Esq., Heckscher, Teillon, Terrill & Sager PC  
Mary Jo Harper, CIMA, CRPC, WMA, CFM, Vice-President, Wealth Management  
Advisor, Merrill Lynch Private Client Group  
*Does not qualify for CLE*

**5:00 p.m. – 6:00 p.m.**

**WIP Reception**

## 2010 Anne X. Alpern Award Recipient Honorable Linda K. M. Ludgate

Berks County Court of Common Pleas Judge Linda K. M. Ludgate will be presented with the Pennsylvania Bar Association Commission on Women in the Profession's Anne X. Alpern Award.

The Alpern Award is presented annually to a female lawyer or judge who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law. Established in 1994, the award was named for Anne X. Alpern, Pennsylvania's attorney general in 1959 and the first woman state attorney general in the nation.

Judge Ludgate has established and advanced programs to protect battered women and abused children. She is a founder of the Berks Women's Network, Berks Women in Crisis and the Rape Crisis Center.

Judge Ludgate began her career working as a lawyer for Central Pennsylvania Legal Services, fighting for the rights of low-income clients.

Since her election as a state trial judge in 1989, Judge Ludgate has led numerous law-related programs to educate legal professionals and the public. She initiated a "Saturday Morning in Court" session to train young lawyers on court procedures and created the "Meet Your Judges" program to provide a forum for dialogue between judges and the public. She was the principal founder of the Justice William Strong Chapter of the American Inns of Court, which provides networking opportunities among young lawyers, experienced lawyers and judges.

Judge Ludgate lectures at Albright University, Alvernia University, Kutztown University and Reading Area Community College and visits elementary schools and high schools to share information about the rewards and opportunities offered by careers in the law and related fields. For several years, Judge Ludgate was an educator at the Victims Assistance Academy at the University of Scranton.



She has attended international academy educational programs in London, Oxford, Paris and Strasbourg.

Last year, Judge Ludgate was appointed to the International Judicial Academy Board of Directors.

Ludgate is a graduate of Alvernia College and Temple University School of Law.

Judge Ludgate has received numerous accolades for her efforts. She is the recipient of the Alvernia College's Trustee Emerita Award, the Ellen Frei Gruber Alumni Service Award (for outstanding service to the college and community) and the Distinguished Alumni Award from the college's Criminal Justice Alumni, the Voice of Change Award from Berks Women in Crisis, the Berks County Woman of Distinction Award from the Girl Scouts Great Valley Council, the W. Richard Eshelman Award from the Berks County Prison Society and the President's Award from the Pennsylvania Conference of State Trial Judges.

## Commission on Women in the Profession Lifetime Achievement Award Lila G. Roomberg

Lila G. Roomberg of Philadelphia will be honored with a Lifetime Achievement Award, the first such award to be presented by the Pennsylvania Bar Association Commission on Women in the Profession, for her dedication to advancing opportunities for women in the law.

Roomberg has been an active member of the PBA Commission on Women in the Profession since its establishment in 1993, frequently planning and moderating programs at the group's annual meetings and preparing directories of women lawyers that served as statewide networking tools. Roomberg currently serves as a member of the commission's executive council.



For decades, she has served as a role model, mentor and leader of the profession and, perhaps most importantly, offered wise counsel to women striving to combine demanding careers with family responsibilities. And the commission has long recognized and appreciated Roomberg's contributions. In

2002, the commission presented Roomberg with its Anne X. Alpern Award, which is given to a female lawyer or judge who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law. The award, established in 1994, was named for Anne X. Alpern, Pennsylvania's attorney general in 1959 who was the first woman state attorney general in the nation.

Roomberg co-authored an Alternative Work Arrangements Model Policy that was adopted by both the Pennsylvania Bar Association and Philadelphia Bar Association. Her book, *Turning Adversaries into Allies in the Workplace*, is devoted entirely to the successful implementation of alternative work arrangements. Roomberg was the founder of the Philadelphia Bar Association Child Care Services Committee.

Roomberg was one of the first women to practice in the area of public finance and in 1970 became the first woman partner at Ballard Spahr in Philadelphia. Roomberg is a graduate of Washington Square College and the School of Law of New York University.

# A personal call to service

By Sarah C. Yerger,  
Senior Deputy Attorney General,  
Office of Attorney General,  
Civil Litigation Division

I came to know “George” after I went Christmas caroling with some friends at a local nursing home. I’m certain that it was not my singing that caused George to grab my arm when the caroling ended and say, “Will you come again?” I replied that we come every year and without letting go of my arm, George begged, “Please visit me sooner than that....and bring a pizza!”

Without understanding why, I answered his “call to service” and for the next half-year before his death, I visited George, heard his stories, and yes, brought him pizza (with the OK of his nutritionist), and on one hot spring day, I brought him one very cold beer (not with the blessing of his nutritionist!) When that beer top popped open, a tear actually welled in George’s eye and with a very big grin, he said, “My life is good.” With that pizza and beer (and perhaps my weekly visits), I believe that I made the last months of this 80-plus-year-old’s life happier, and I found an unexpected friendship that benefitted me as much as the person I wanted to help.

That’s the thing about service – the cliché about getting back what you give is absolutely true. So why don’t more of us do it? Time constraints and money constraints are the reasons I hear from people. But perhaps the right service may not exhaust either time or money? Maybe all we need to do is adapt “service” to our schedules? In my experience, folks just need to be directed to find the volunteer activity that gives them meaningful experience that incorporates all aspects of their life. Service comes in many forms, and the opportunities to serve, particularly

today in this economic climate, are all around us.

President Obama in his inaugural acceptance address reminded us to serve our country and declared Martin Luther King Jr. Day a national day of service. His words followed from his actions just the day before when he helped build houses in a Washington, D.C., community. The president nudged us in the right direction: Take this day that you are off work, and do something for others. President

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***That’s the thing about service – the cliché about getting back what you give is absolutely true. So why don’t more of us do it?***

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Obama’s call to service was not new; many leaders before him reminded us that we have an obligation to the world beyond our own lives and problems. Remember “Ask not?”

As a kid growing up in a poor blue-collar family, I remember President Kennedy’s words being repeated throughout my childhood and interpreted them to mean “help others.” I came from a family that was on the benefiting end of that help. I was embarrassed by our receipt of food stamps and the assistance that local churches gave my family around the holidays. Thankfully, somewhere along the way, I was shown or taught that my future was not automatically set to receive help from others and that through hard work and perseverance, I could change my path and be the aider instead of the aided. My own call to service was forged in those early days and has grabbed me in unexpected ways like when a war hero begged me for a pizza.

But you don’t have to be grabbed by a nursing home resident to

answer your own call; there are more organized channels. And I have followed that path as well. When I was in college, I joined the Big Brother/Big Sister program and had a little sister in Huntingdon, Pa. Later, when I graduated from law school, I again found my way to mentoring another little sister. Over the years, I have served many charities, including the American Cancer Society and the American Heart Association (AHA).

Having lost both my parents to heart disease, the AHA did not have to ring twice for me to answer. I have served the local chapter of the AHA for more than 10 years as a local board member and for three years as the president. When my first child was born, he was three weeks old when he attended his first fundraiser for the AHA, the Jail Bail. He was nestled to my chest in his Baby Bjorn and my pleas – “Help me and my baby get out of jail with your donation.” – were particularly effective that year. After my daughter’s birth, I recall presiding over an AHA board meeting with my daughter in her baby bucket, being rocked with my foot over the course of the meeting. Most of the board members had no idea that I was so skillfully multi-tasking by parenting and running a board meeting. In addition, both of my children have walked (or been pulled) in many Heart Walks and Relays for Life. The most unexpected benefit of volunteering is all of the friendships I have made over the years. Some of the kindest, most hardworking and creative people I have ever known, I met in the AHA board room and then worked along side them at events. Their enthusiasm for the projects was infectious, turning a tedious job like stuffing bags for walkers into a party. Although I have left the AHA board to pursue other calls to service, those friendships endure.

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## A personal call to service

(Continued from Page 8)

One of the most personally rewarding programs that I have organized and participated in is a gifts for kids program, in which you get the preferences of a child and then shop, spending as much as you want on the child who might not otherwise have many presents at Christmas. I started participating in the program back in the 90s when I worked at the Department of Labor & Industry and found having the name, age, sex and preferences of a child personalized the gift giving and made it far easier than shopping for my own loved ones. When I switched jobs and came to the Attorney General's office and learned that there was not a similar program, it seemed natural to organize the program for my new office. The first year, we had about 40 participants, so 40 kids got presents. Ten years later, we are at more than 200 participants. Gift pick-up day is always a great day for me; there is a mountain of presents going to kids who truly are in need. My co-workers love this program as well. Not only have they voiced their happiness with participating but their satisfaction in giving. Again, I have made this a family affair. My husband usually shops for a child, as do my children. It is a lesson for them to see presents being bought and given to children who are not as fortunate as them.

When work and family are busy, many of us feel that we do not have time for service and feel that our precious free time should be spent with our families. Not wanting to give up activities, I combine, whenever possible, spending time with my family and service. My children are too young for me to

know the affect on them, but I'm hoping my service teaches them by example the importance of service to others and enriches them as it has me. Just recently, my almost 7-year-old son, Jack, joined me in a service project at the Central Pennsylvania Food Bank. I had signed up for the project and decided my son would benefit from a little work for others. I was a bit worried that in seeing all the food, including candy, my son would whine and beg to eat it. However, he seemed to understand that some other little boy, much less fortunate than him, would be getting those treats. Like me, he went out of his way to make sure that every box he packed had food staples that HE likes to eat and a special treat. Jack's enthusiasm while doing the project was a reward in and of itself, and my heart did swell with pride. So, if you choose service well, you do not have to forfeit time with your family if you find ways to incorporate them, and you can make the service project a teaching project, as I did in taking my son to the food bank.

As for giving up money, the reality is that many charities need money to do the good work that they are charged to do. If you have limited resources, you can still help. For example, for just \$25 you can buy and wrap a gift for a child and give that child a million-dollar holiday. Or perhaps your forte is convincing others to give money? Or perhaps your skill is in organizing events for those raising the funds – no money required!

Why give if you can? As lawyers, we are ideally situated to help. First off, most of us, including government lawyers like me who are still paying back student loans after more than 15 years post-law school, are better

off than 90 percent of the rest of the world. Our schooling has allowed us to attain affluence that so many people can never know. For those of you reluctant to part with your hard-earned cash, charitable donations are tax deductible!

If you find the organization (or create the organization) that gives you meaning, from there your talents will emerge as will so many other benefits, such as great friendships, life lessons to our youth, core satisfaction and yes, tax shelter. In discussing the topic of "Why do you serve?" with friends and colleagues, the clear message was do not do it because you think you should or because someone else tells you to do it, because that will be clear to everyone around you and will affect your experience. Find what gives you meaning.

I realize that not everyone will see the same value in giving back as I do. However, aside from all of the touchy-feely reasons that I have outlined here, giving back has another benefit that lawyers in particular can relate to – networking. By being active in community and charity events, you become more visible to future clients and future bosses. You can develop relationships outside the workplace that directly impact on your business. If helping others helps them, helps you, and brings in more business, why not do it?

I hope reading about my experiences with service inspires you to find the service that gives you meaning and helps you answer your own call. Service can benefit one, or it can benefit many, but the idea is that if everyone answers the call to serve, everyone benefits, families, neighborhoods, communities, countries. Good luck answering the call waiting for you!



[www.pabar.org](http://www.pabar.org)

# American Bar Association state delegate report

By Roberta D. Liebenberg,  
ABA Pennsylvania State Delegate

The American Bar Association convened for its 71st Midyear Meeting at the Walt Disney World Dolphin Hotel in Orlando, Fla., on Feb. 8-9, 2010.

The [Daily Journal](#) of the actions of the House of Delegates can be found on the House of Delegate's [website](#). The [Select Committee Report](#) is a more comprehensive summary of all of the activities of the House.


Following a comprehensive dues pricing study, which included a survey of 9,000 lawyers of both members and non-members, and upon recommendation from the Standing Committee on Membership, the House revised part of the ABA's dues pricing structure, in an effort to attract more solo practitioners, government lawyers, judges and legal services attorneys. The House also agreed to consider other pricing incentives for other dues categories in an effort not just to retain but to attract a larger percentage of our profession. Over the course of time, it is hoped that increased membership will produce an increased overall dues revenue that will allow the association to continue its many important services and initiatives and to remain

a valued resource and strong advocate for lawyers, judges and the public for years ahead.

The ABA continues to work to offer additional benefits of use to its members both on the job and off. It has partnered with several major companies that offer ABA member advantages including HP, Office Depot, Mozy, Paychex, Starwood Hotels and Resorts, Sprint, Toshiba, Chase Bank, Xerox and UPS, which is offering a discount on secure computer backup to ABA members. To see information on the many discounts that are available, please visit [Member Advantage](#).

Also, a service of the ABA Governmental Affairs Offices is providing up-to-date information on federal legislative issues to national, state and local bar leaders. The publication is produced exclusively in electronic form and the latest version can be viewed [here](#).

I hope you will be able to join us at the ABA's Annual Meeting to be held in San Francisco, Calif., from Aug. 5-10, 2010. [Click here](#) for details and to register.

As always, if you have any questions or comments or I can be of assistance helping you navigate the many programs and benefits of our association, please [e-mail](#) me or call me at 215-567-6565. 

## 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](http://www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp)

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

As always, both the Board of Governors and the Women in Profession have had an extremely busy spring. The Board was scheduled to meet at CCBL in Lancaster; however, it was cancelled, although the Board did meet informally. The Board met again with the Minority Bar Committee to strengthen our relationship with that committee and to send a clear message that we are committed to diversity in the PBA. Although this was a meeting with the Minority Bar Committee and not the Women in Profession, obviously, it was attended by several women on behalf of the Minority Bar

Committee, and the issue with regard to women in PBA leadership positions was certainly a matter that was up for discussion at that meeting. There is a general feeling of great enthusiasm to welcome the second female president of the PBA. We are sure that Mundorff will continue Haines' commitment to diversity in all aspects of importance in the PBA.

The Board is, of course, meeting in Hershey in May right before the annual House of Delegates meeting. Mundorff will transition into her role as president of the PBA at that time. Although we do not yet have an agenda, I am sure

there will be follow-up to the Minority Bar Committee, as well as follow-up to the Constitutional Review Task Force, which remains an ongoing and extremely busy committee. I understand that Mundorff's platform will include mentoring, which I know is a very important function of the WIP as well. I am sure that we will have great opportunities to work in conjunction with PBA leadership on mentoring projects, and I would suggest that our mentoring sub-committee chairpersons contact Gretchen to exchange ideas on this topic.



## Contribute your advice to new ABA publication

The Women's Commission of the American Bar Association is seeking contributions for a new book titled, *The Road to Independence: A Woman's Guide to Forming Her Own Law Firm*. This volume will be a collection of letters focusing on the experiences, challenges and opportunities of women-owned law firms. The book's audience is primarily women who are thinking about starting their own law firms, as well as those who already have taken that step. The deadline for submitting letters is **Tuesday, June 1**.

The Commission website offers the following guidelines for submissions:

**Your voice for this audience should be personal.** We want these letters to describe your experiences, feelings and concerns involved in founding your own practice. It will be very useful if you could provide guidance and lessons learned to women who may be considering following in your footsteps.

As part of your letter, please include specific tips and words of advice – a strategy for success you would like to pass on to your colleagues. The letter should be no more than four pages, double-spaced – approximately 1,200 words/8,000 characters, including spaces – and must be submitted by Tuesday, June 1, 2010.

Some of the insights that we expect to emerge from the body of responses include:

- making the decision to start a firm or practice
- how your previous practice experiences influenced the decision and the ultimate direction of your new firm
- what benefits and advantages you gained by starting or owning a women-owned firm

- what new challenges emerged as you started the firm and as work expanded
- business development by a women-owned firm
- business models – Is it a growth strategy? Is it a solo or combined practice strategy?
- what you wish you had known before you began and what you would do differently today
- billing rate and other economic issues presented in starting and owning a women-owned firm
- developing and executing a business plan, including obtaining start-up financing, bringing clients and matters from a former firm, renting office space, and the nuts and bolts of running a law practice
- your view backward: What does this endeavor represent in your career path, and how did your career evolve into who you are now and what you now do?
- your view forward: What is the future for your firm? What is the future for your own career path? Are you still operating under the same business model as you created when you founded your firm? Is your firm still in business?

A one-page biography with contact information should accompany your submission. You may send your submissions to Phyllis Horn Epstein, Esquire, Epstein, Shapiro & Epstein, PC, 1515 Market Street, 15th Floor, Philadelphia, Pa., 19102, [Phyllis@eselaw.com](mailto:Phyllis@eselaw.com) or utilize the online submission form at <http://www.abanet.org/women/independence.html>.



# PBA conducts first Leadership Training Institute

By Kathleen Wilkinson

The PBA Leadership Recruitment and Development Committee conducted its first Leadership Training Institute on Dec. 3, 2009, in conjunction with PBA Committee and Section Day. The event was attended by approximately 30 PBA members who were interested in learning more about the PBA and how to become a leader in the association. The committee, chaired by U.S. Eastern District Court Judge Norma L. Shapiro, planned this program to help guide PBA members who have an interest in becoming more involved in the association but are not quite sure what steps to take to do so.

There were two sessions that attendees could attend. The morning session, moderated by committee members Rhoda Shear Neft and Kathleen D. Wilkinson, focused on recruitment and included the following panelists: Barry M. Simpson, PBA executive director; Carl G. Cooper, law firm consultant; Linda Hernandez, Gender Equity Institute; and Penina Kessler Lieber, former woman at-large governor. PBA President Clifford E. Haines welcomed everyone to the institute. The morning panelists discussed the importance of involvement in the PBA, the need for diversity in leadership, opportunities for relationship building, the relationship of the PBA with local bar associations and possible impediments to leadership.



*Panelists at the Leadership Training Institute (from left): Linda Hernandez of the Gender Equity Institute; Carl G. Cooper, law firm consultant; Penina Kessler Lieber, former PBA woman at-large governor; Judge Norma L. Shapiro of the U.S. District Court for Eastern Pennsylvania and PBA Recruitment & Development Committee chair; Barry M. Simpson, PBA executive director; Rhoda Shear Neft, co-moderator; and Kathleen D. Wilkinson, co-moderator.*

The afternoon session, also moderated by committee members Neft and Wilkinson, centered on development. Panelists included Gretchen A. Mundorff, PBA president-elect; Matthew J. Creme, Jr., PBA vice president; Andrew F. Susko, former PBA president; Samuel T. Cooper, III, committee member; and David Sorin, CEO, Management Mpowerment Associates. The afternoon session focused on the governing structure of the PBA, leadership positions within the association, how to become a leader in the PBA, qualities of a good leader

and the core functions of leadership.

A networking reception for program attendees and panelists followed the institute. Refreshments were provided by Esquire Deposition Solutions.

If you are interested in leadership opportunities in the PBA and you missed the Leadership Training Institute, you can listen to the session online [here](#). Please contact PBA Governance Manager Sandra L. Graver if you would like a copy of the written material provided to program attendees.



## PBA 2011 Midyear Meeting

**Casa Marina Resort & Beach Club,  
Key West, Florida**

**February 2-6, 2011**

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

# The return of the mother

By Becky Byers Kcehowski

So you've done it. You're a responsible and hardworking lawyer who has experienced a miracle. You have a child.

Before the big birthday, you took initiative, finished your projects and recruited others to cover you for the next 12 weeks. You dutifully disclosed your condition to your superiors and clients. Your nurses pried the Blackberry from your hands as you entered the third phase of labor, and somehow – just somehow – when you finally got to meet your baby for the first time, you forgot for a minute about who else you needed to call. For a little while, at least, you relax, put down the cell phone and concentrate on being a loving and caring mother to an infant who depends on you completely. Your life changes gears beautifully.

But from the moment the baby arrives, the "Day" looms.

For the first few weeks, you are all-consumed with your little miracle. The "Day" seems a distant future event. You've got more than two months to learn how to be a mother. You don't worry about the "Day" yet, and besides, you're an admitted workaholic who never once envisioned yourself staying home full time. When the time comes, you're sure you'll be ready.

But the days home turn into weeks and then months. The interrupted nights have been rough, but you've become accustomed to being home. You've enjoyed the extended break – the first since you graduated from law school. Your world now revolves around diapers, feedings, naps and ensuring that your baby is the smartest 2-month-old ever. Perhaps you've even created a spreadsheet to track these critical daily details.

Yet the "Day" approaches. As you contemplate the "Day," you ask

yourself: Am I sure? How can I leave this little one? No one could possibly care for her like I do. I'm the only one who understands what she needs. How is this going to work? Can I really speak and write coherently when I'm up three times a night?

At that moment you need an ear. A particular ear. Sure, you've talked to your husband, your mother and your friends from high school, but maybe – just maybe – you need someone who has experienced the "Day" and not only survived but succeeded. And, there, as you contemplate the direction



*Future Commission member*

of your career and your family, at that moment, the question is whether there is someone at your firm – some other lawyer – you can call.

For me, there was. I am lucky enough to work in an office managed by a mother who experienced the "Day" herself. I was also preceded in my own personal miracle by a few other mid-level female associates who had recently experienced the "Day." Another senior female attorney took a keen interest in my return and checked regularly as to my thoughts, feelings,

workload and home balance.

This, for me, made all the difference. With access to sympathetic and encouraging ears, I asked basic questions about how it feels to be back to work, how to find the right child care or what to do when I had to manage a project and a baby simultaneously. The experiences of those mothers who had been through the "Day" and, miraculously, remained happy reassured me. I saw that their children were smart, well-adjusted and well-behaved. I saw that they loved their kids as much as the mother next door who chose to stay home with hers. I saw that their children admired and respected the role models that their mothers had become. And, even now, when the pangs of guilt rise as my oldest daughter, now 3, says, "Mommy, you're going to work AGAIN?" I need only walk down the hall, share the story and ask, honestly, whether I've made the right decision.

The responsibility to mentor and encourage new mothers as they transition back to work falls to those of us who have experienced the "Day" and still work on. If a woman chooses to stay home with her children, I applaud that choice. But any such decision should be informed and supported and, if desired, made after discussion with those who have chosen it and those who have not. A new mom should not leave the profession frustrated because there was no one to ask and she was out of ideas. If you've experienced the "Day" yourself, and you remain a happy and committed working mother, I encourage you to make yourself available to those women working through it themselves.

*Becky Byers Kcehowski is an associate at Jones Day in Pittsburgh.*



# Valuable lessons learned from Phila. Midyear Mtg.

By Karen J. Vaughn

Thanks to the dedication and hard work of the Promotion of Women Committee and its co-chairs, Mary Cushing Doherty and Lisa Watson, women lawyers gathered in Philadelphia on March 11 for the annual Midyear Meeting. This was the second in a series of programs designed to address the common theme, "Marketing Yourself from the Inside Out: Show Your Professionalism, Know Your Talents and Promote Your Legal Skills."

The PBI CLE Conference Center was the venue for the meeting, which took place from 3 to 5 p.m. WIP Co-Chairs Shelley Goldner and Bernadine Munley welcomed the audience and made opening remarks. For the rest of the afternoon, Doherty served as moderator.

Before the formal program began, committees made brief announcements. Ariel Lager of the Public Service Task Force encouraged the audience to donate used cell phones to be repurposed and given to the Hopeline Program to support domestic violence victims. Lynn Rzonca brought a sign-up sheet for anyone interested in the LINK Mentoring Program. On behalf of the Membership Committee, Maria Feeley solicited volunteers for

the Law School Outreach Interviewing Program.

In her opening remarks, Doherty asked those in attendance to consider a novel approach to the marketing issue. If you're interested in being recognized as a specialist in your practice area, consider assisting a substantive PBA section or committee with an application for certifying

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***A distinguished panel of women lawyers, representing a range of experience and perspectives, provided a wealth of information, including practical tips and creative approaches to marketing and self-promotion.***

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organization status, pursuant to Rule of Professional Conduct 7.4 (b). Doherty is a member of the Review and Certifying Board, and she was candid about the rigor and time commitment required to successfully complete this process. Currently, the Workers Compensation Law Section has such an application pending.

However, since having your expertise recognized by a certifying organization is another avenue for raising your professional profile, the extra effort required is worthwhile.

For the rest of the afternoon, a distinguished panel of women lawyers, representing a range of experience and perspectives, provided a wealth of information, including practical tips and creative approaches to marketing and self-promotion. The panelists were Stacy Hawkins, independent diversity consultant; Janis Wilson, trial attorney and author; Ariel Lager, manager of Governmental Affairs and in-house counsel at Customized Energy Solutions; Marie DeForest, associate at Conrad O'Brien; and Maria Feeley, partner at Pepper Hamilton.

Consistent with this year's theme, the conversation centered on five key marketing strategies. Hawkins initiated discussion of the first one, "Become Knowledgeable in a Legal Area." From her point of view, it's critical to be self-directed. Unlike many lawyers she encountered who appeared unfocused, she specifically chose civil litigation and quickly developed an affinity for employment law. Likewise, it's important to actively manage your career by finding the right practice setting and the right people with whom

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## Midyear Meeting a success in Pittsburgh

By Kathryn M. Cooper

The Pennsylvania Bar Association's Commission on Women in the Profession held its Pittsburgh Midyear Meeting on Tuesday, March 23, at the Pennsylvania Bar Institute's Professional Development Center.

The meeting had a panel discussion titled "Marketing Yourself From the Inside Out: Show Your Professionalism, Know Your Talents and Promote Your Legal Skills."

The panel discussion, focusing on professionalism and self-promotion, was moderated by Stephanie D. Taylor. The panelists spoke on the primary topics, as well as various

other topics including: (1) "Become Knowledgeable in a Legal Area" by Deborah L. Brake; (2) "Write Articles, Teach What You Know" by Andrea Geraghty; (3) "Building Respect for the Profession by Community Involvement" by Marie Milie Jones; (4) "Find a Mentor, Be a Mentor" by Rachel Lorey Allen; and (5) "Effective Self-Promotion: Go with Confidence, Avoiding Arrogance" by Chaton T. Turner.

The panel discussion stimulated positive audience participation and was followed by a networking reception.

*Kathryn M. Cooper is an associate at Beck & Thomas, P.C. in Pittsburgh.*



## Valuable lessons learned from Phila. Midyear Mtg.

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to work. In a large firm environment, scour new matter listings to discover which attorneys have substantial books of business in your target areas, then offer your assistance. Make an effort to become the “go-to” person in the firm for a particular issue.

Wilson cautioned the audience to become knowledgeable in a very specific area, to avoid being overwhelmed. For example, although she handles professional liability cases, she only represents lawyers and psychologists, not doctors. Feeley’s sub-specialty in insurance litigation led her to join the ABA Section of Litigation’s Insurance Subcommittee. By volunteering to write a chapter for a book on insurance law that the subcommittee will publish this year, Feeley’s expertise in this area will be showcased from a national platform. Lager recommends developing expertise by dedicating yourself to what you know or can learn, then jump in, and do the work!

The second marketing strategy is “Write Articles, Teach What You Know.” At the outset, Wilson encouraged the group to reject the feeling, common among women, that we have nothing to say or that our point of view isn’t valuable. To the contrary, self-promotion isn’t selfish, and it makes good business sense. Writing is an excellent marketing tool. According to Wilson, there are two types. The first, writing to assist, is exemplified by the associate who helps a senior attorney advance an argument by setting forth the necessary elements, along with up-to-date case law. This document can be used throughout the firm and will help the associate gain name recognition and respect for her work, especially since it helps others avoid reinventing the wheel. This also opens the door to other opportunities, such as speaking at departmental meetings. An example of writing to inform, the second type, is sharing what you have learned, an

argument that you advanced and found successful. This will be of interest to many. Wilson suggested that a junior lawyer who wants to make sure that her analysis is accurate should ask a more experienced lawyer to critique her work before it’s distributed. Offering to include a quote from that person is a nice touch. In terms of marketing your work externally, law review articles (in perfect *Bluebook* form), specialty publications, WIP’s *Voices and Views* and the PBA’s *The Pennsylvania Lawyer* are options. Blogs and other social media are outlets to consider. However, be sure to request permission from your employer in advance.

Lager shared insights on the third strategy, “Building Respect for the Profession by Community Involvement.” She recommends finding an organization that’s a good fit, whose mission is something you enjoy or a cause you support. Focus on bringing valuable service to the organization by providing pro bono legal assistance, taking on leadership roles, sharing contacts, writing grant requests or using organizational skills. Such service helps you meet new people, including potential clients, demystifies women lawyers and improves the reputation of the profession as a whole. Doherty interjected a sentiment expressed by Munley in the course handbook – community involvement is a way to network for those who don’t like to network. Feeley related a personal story about business development in the context of community activities. She once chaired an organization involved with special-needs schools in the Archdiocese of Pennsylvania. Senator Casey spoke at one of the events that the organization hosted. As chair of the organization, Feeley was allowed to invite clients and potential clients to this event, thereby enhancing her relationship with them, as well as keeping her name out front in the community.

“Find A Mentor, Be A Mentor” is the fourth strategy. DeForest told the audience that the mentoring experience affords significant benefits to mentor and mentee alike. Often this

activity causes the mentor to pause for self-reflection upon her personal and professional life, resulting in a decision to make changes for the future. Serving as a mentor also helps experienced lawyers gain insight into the perspective and concerns of junior lawyers. Mentees, on the other hand, gain advice, a sounding board, an expanded network and exposure to other practice areas. Both parties motivate each other since they set goals and hold each other accountable. However, if for any reason the relationship becomes counter-productive, don’t hesitate to end it. She reminded everyone that WIP’s LINK Mentoring Program is readily accessible.

Goldner echoed DeForest’s comments about the value of mentoring, noting that WIP members, some of whom were in the room, served as mentors for her throughout her career. She encouraged everyone to seek mentoring relationships, formal and informal. Mentor up, down and sideways – you can learn from everyone! Seeking a mentor through WIP is particularly advantageous when, for purposes of confidentiality, you need to get advice from someone outside of your place of employment.

Feeley covered the final strategy, “Effective Self-Promotion: Go With Confidence, Avoiding Arrogance.” She began by asking audience members to reflect on situations in which they may have felt passed over for promotion or an assignment. At the time, did you feel the decision was unfair or driven by favoritism? Feeley suggested that honest introspection could reveal that better self-promotion might have changed the result. Did the decision-maker know you were interested in the promotion or assignment? Did that person know about your skill set? Did the lawyer who was selected just do a better job of communicating desire and skill set? To avoid this problem in the future, Feeley shared six tips: (1) Accept the fact that self-promotion is part of your job. Use your performance evaluation to brag; simply doing good work isn’t

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# New report on presence of women in the judiciary

By Karen J. Vaughn

Several organizations regularly issue reports on the status of women in the legal profession. The annual review of the demographics of law firms across the nation published by the National Association for Law Placement (NALP) tracks, among other things, the presence of women at all levels – partners, associates and summer associates. Catalyst’s extensive body of research on women in business includes several studies of women lawyers. In November 2009, the National Association of Women Lawyers (NAWL) issued its fourth annual Survey on Retention and Promotion of Women in Law Firms.

Now a report is available which provides a statistical analysis of the presence of women on the bench in the federal and state courts. “Women in Federal and State-Level Judgeships” was published earlier this year by the Center for Women In Government & Civil Society, University of Albany, State University of New York. As is stated therein, “[w]

omen’s equal representation matters, not only because of their different life experiences which makes their perspectives diverse, and in turn enrich and broaden knowledge of the courts but because it is critical to a representative democracy and to equal citizenship.”


A key issue the report seeks to address is the extent to which a critical mass of women judges exists. It makes reference to research that defines critical mass as the point at which the presence of women becomes significant enough to instigate change in the stereotypical conception of gender roles. It goes on to say it’s estimated that women achieve critical mass when they comprise one-third of the membership of a group.

Accordingly, to highlight the critical mass issue, the report ranks the federal and state courts based on five tiers. Women’s share of judgeships in Tier 1 courts is 30 percent or more. In Tier 2 courts, it’s 20 to 29 percent. Listed below are some key findings:

- Overall, women make up 22 percent of federal judgeships

and 26 percent of state-level positions;

- In the federal system, New Jersey is in Tier 1 and has the highest percentage of women judges, at 44.4 percent;
- Women’s share of federal judgeships, at 21.8 percent, places Pennsylvania in Tier 2;
- There are no women on the federal bench in Montana and New Hampshire;
- Pennsylvania also falls within Tier 2 in the state court system. Women’s share of state level judgeships in the commonwealth is 26.8 percent.

The report contains the all too familiar observation that despite making up 48 percent of law school graduates and 45 percent of law firm associates, women are not adequately represented in the ranks of the judiciary. To view this document in its entirety, visit [this link](#). 

Karen J. Vaughn is a diversity and inclusion strategist

## Valuable lessons learned from Phila. Midyear Mtg.


(Continued from Page 15)

enough; (2) Implement by keeping a running tab of your accomplishments. Create a Word document with a list of speaking engagements, publications and significant results in cases; (3) Be prepared to self-promote when the opportunity arises. Have a 30-second elevator speech ready at all times and constantly update your bio; (4) Be

prepared when the opportunity does not present itself. Use social media such as LinkedIn and Facebook. (Stay on top of updates in privacy settings.) Also, ask how to get involved in bar associations and similar activities. (5) Accept well-deserved praise. A response along the lines of, “Thanks for noticing; I really worked hard!” is appropriate. (6) Be proactive. Ask for

work.

At this juncture, the panel discussion ended. Doherty invited the audience to ask questions, make comments and share reactions. A lively discussion ensued. Shortly thereafter, the attendees adjourned to the PBI CLE Conference Center lobby for the networking reception that followed.

Karen J. Vaughn is a diversity and inclusion strategist. 

## SAVE THE DATES!

2010 Fall Retreat •

Nov. 5 and 6  
The Hotel Hershey in Hershey, Pa.

## Book review

By Mary Kate Coleman

### **Bargaining with the Devil: When to Negotiate, When to Fight**

*Simon & Schuster, 2010*

By Robert Mnookin

Not only did I read this book, but I had the pleasure of hearing this very knowledgeable author speak about it at this year's ADR Institute in March. Robert Mnookin is a mediator, consultant, teacher and the chair of Harvard Law School's Program on Negotiation. As such, he is uniquely qualified to write about the negotiation process.

Mnookin offers assistance in making wise decisions about whether to negotiate or fight with the various devils in our lives. He analyzes several historical negotiations/decisions about whether or not to negotiate, such as Winston Churchill's decision not to negotiate with Hitler and Nelson Mandela's decision

to start negotiating with the apartheid government of South Africa, and discusses the lessons learned from those case studies. He also draws on his personal involvement with the San Francisco Symphony contract negotiations and the negotiations to resolve the IBM/Fujitsu software lawsuit, among other disputes.

The book is clearly written and is easy to read. It illustrates the interest-based negotiation theory taught by Harvard's Program on Negotiation. One does not need to be involved in the high level of negotiations in which Mnookin has been involved to appreciate the book and learn from his case studies. "Star Trek" fans will enjoy the references to Spock, who Mnookin uses to coolly and dispassionately analyze whether it is wise to negotiate or fight. I would recommend the book to anyone involved in any type of negotiation, whether as a party, advocate or neutral.



*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

**Jenimae Almquist** will be joining the firm of Lopez McHugh, which has a national practice focusing on pharmaceutical, products liability and plaintiffs' catastrophic personal injury cases. Almquist was recently appointed to the Philadelphia Bar Association's Green Ribbon environmental task force and is serving on the planning committee for PBA's Minority Law Day for high school students.

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**Ann L. Begler**, a Pittsburgh mediator and organizational consultant, recently became certified to use the Conflict Design Profile assessment tool for her work in conflict coaching with individuals and groups. The Conflict Design Profile helps clients better identify and understand the "hot buttons" that can trigger conflict for them, as well as their habitual behavioral responses to conflict. This assessment enables clients to work within their coaching relationship to decrease destructive responses to conflict while, at the same time, enhancing their abilities to engage in more constructive conflict behaviors. Begler works with the Conflict Design Profile in her conflict coaching work and in her organizational consulting practice, as it is a valuable assessment tool for individuals, and as a 360 assessment for work groups and teams within organizations.

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**Phyllis Horn Epstein**, of Epstein, Shapiro & Epstein, PC, participated in The Brandeis Law Society of Philadelphia's ninth annual Law

Student Networking Night on Wednesday, Jan. 27, by leading a breakout session focusing on beginning a career in private practice. The networking event has proven to be beneficial to countless young lawyers making their way into the Philadelphia legal community. This year's guest speaker was Philadelphia Common Pleas President Judge Pamela Pryor Dembe.

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**Sabina I. Howell**, counsel, State Board of Medicine, Harrisburg, was a co-presenter at a workshop that was part of PBI's Health Law Institute. Howell's workshop was titled "Allied Health Professionals: From Licensing to Discipline." Howell is board counsel to the State Board of Medicine and the State Board of Osteopathic Medicine.

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**Marie Milie Jones**, of Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C., spoke at the Pennsylvania Bar Institute fifth annual ADR Institute on March 4 at the PBI Professional Development Center in Pittsburgh. She spoke as part of a panel presenting on the topic "How Settlement is Transforming the Practice of Law."

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**Joanne Ross Wilder**, of Wilder & Mahood, Pittsburgh, was named Westmoreland County Pro Bono Attorney of the Year. The award was presented to Wilder by Federal District Court Judge Donetta Ambrose at the annual meeting of the Westmoreland County Bar Foundation on April 5.

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**Kathleen D. Wilkinson**, former co-chair of the PBA Commission on Women in the Profession has announced her 2010 candidacy for vice chancellor of the Philadelphia Bar Association. Wilkinson is currently the secretary of the Philadelphia Bar, in her ninth year of service on the association's Board of Governors, and in her sixth year of service on the Cabinet of the association.



*Wilkinson*

Also, Wilkinson, Kean University (N.J.) Class of 1978, was recently honored as a Distinguished Alumni of the Year. At Kean University, Wilkinson earned her undergraduate degree (summa cum laude) in political science and secondary education, completing her degree requirements in only two and a half years! Wilkinson was recognized at a reception at the university on April 24.

Wilkinson, the 2008 recipient of the Anne X. Alpern Award, is a partner at Wilson, Elser, Moskowitz, Edelman, and Dicker, LLP in Philadelphia. She was appointed by Gov. Edward G. Rendell to the Interbranch Commission on Gender, Racial, and Ethnic Fairness, a statewide committee that makes recommendations to the state government on how to eliminate gender, racial and ethnic bias.



# WIP Committee reports

The various WIP committees continue to be very active. All WIP members are encouraged to become involved in the committee(s) of their choice to encourage the growth and vitality of the Commission.

## Diversity Task Force

*Submitted by Stacy L. Hawkins*

There is now a link to the Diversity Task Force on the members page of the WIP website! Currently, the link contains a post of the mission statement, but stay tuned for additional content. The Diversity Task Force's aim is to create a central Web-based resource for accessing information on diversity initiatives and programs throughout the bar. Also, last spring's Diversity Task Force webinar presentation on "Championing Diversity Throughout the Bar" is available under the Presentations & Seminars section of the WIP webpage. If you are interested in participating on the Diversity Task Force and assisting in promoting diversity within the WIP and throughout the bar, please contact Stacy Hawkins at [stacyhawkinsesq@comcast.net](mailto:stacyhawkinsesq@comcast.net) or Dolly Shuster at [dollyshuster@dejazzd.com](mailto:dollyshuster@dejazzd.com).

## Public Service Task Force

*Submitted by Andrea B. Tuominen*

Several dozen cell phones and phone accessories were collected at the Midyear Meetings and provided to Verizon Wireless' HopeLine program, which refurbishes or recycles the equipment to provide it (or equivalent funding) to domestic violence shelters. Thanks to all the WIP members who participated and helped to ensure that domestic violence victims can remain connected to emergency and support services. During the Annual Meeting on May 12, the task force will be collecting small, unused toiletries and cosmetics for distribution to women's homeless shelters. Please join us in helping to make a difference with this important public service activity.

## Promotion of Women Subcommittee

*Submitted by Lisa M. Watson*

The Promotion of Women Subcommittee was busy this season developing the programs for this year's regional Midyear Meetings. The meetings were held in Mechanicsburg on March 2, 2010, Philadelphia on March 11, 2010, and Pittsburgh on March 23, 2010. This year's theme was "Marketing Yourself From the Inside Out: Show Your Professionalism, Know Your Talents and Promote Your Legal Skills." The emphasis was on effective self-promotion and how women can gain success by utilizing various tools, mentoring relationships, tips and techniques to promote themselves in professional, as well as personal, settings. The program was designed to present information from the many practice areas of law including the court system,

law firms, corporations, public defenders offices and the government. In addition, attendees were able to hear from attorneys that were just entering into the legal professional as well as more senior attorneys about their experiences with self promotion. All three meetings were a great success and there were about 74 attendees at the meetings collectively.

## Quality of Life Committee

*Submitted by Molly Barker Gilligan*

The Quality of Life Committee has been working with the Communications Committee to set up a WIP blog. We encourage anyone interested in writing for the blog to contact co-chair Molly Gilligan at [mgilligan@danieljsiegel.com](mailto:mgilligan@danieljsiegel.com). We hope to report that the blog is up and running soon.

At the last committee meeting, we also discussed the role that commitment to quality-of-life issues plays in retaining associates in firms. Those on the call agreed that part of the role of our committee is educating attorneys about the spectrum of challenges faced over the course of a legal career and how others have overcome these challenges. We are discussing the next step for our committee and welcome suggestions from any and all members.

## Report Card Committee

*Submitted by Penina K. Lieber and  
Lila Roomberg*

The Report Card Committee has been busy planning for the 2010 Report Card. This year, the committee decided to change the time frame for the publication of the Report Card. The current action plan contemplates presenting the Honor Roll at the Annual Meeting and the Report Card at the Fall Retreat. We felt that this was a more realistic undertaking and would provide a good topic for discussion at the retreat.

The committee discussed ways to revise and update the surveys for this year. Given the size of our sampling and the technological difficulties involved with compiling and inputting the substantial amount of relevant data, the committee agreed to hold off on updating for this year; instead, we plan to get the project moving as quickly as possible. We felt that the current survey could be used again this year, while we continue to attempt to broaden the base of our constituency. Melinda Ghilardi and Molly Barker Gilligan are working with Tammie Spicjarich to prepare and e-mail the survey questions and letters.

The committee has decided to incorporate the valuable suggestions of Barbara Seman Ochs and Nora Winkelman and enlarge the Report Card survey to include women in solo and small firms and government lawyers. The committee also decided to enlarge the Report Card's demographics to include public defenders and district attorneys. Penina Lieber recommended that we prepare a certain number

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# Senate passage of Paycheck Fairness Act advocated

The American Bar Association lobbied for passage of the Paycheck Fairness Act at ABA Day in Washington, D.C., in April. Roberta D. Liebenberg, chairwoman of the ABA Commission on Women in the Profession, recently filed this letter to the editor in the March 26 *Philadelphia Inquirer*:

"With a record 71 million women in the workforce, wage discrimination hurts the majority of American families, particularly single-parent families,

80 percent of which are headed by women. Pay discrimination not only adversely affects the current economic well-being of working women, but it also undermines their retirement security because retirement benefits are often based on earnings.

"The recession has made more women the family breadwinners, making pay equity that much more important. Congress sought to eliminate pay discrimination against

women when it enacted the Equal Pay Act in 1963, but unfortunately that goal remains unfulfilled. Recognizing that the Equal Pay Act needs to be strengthened, the American Bar Association recently called upon the Senate to approve the Paycheck Fairness Act, which was overwhelmingly passed by the House of Representatives more than a year ago. Pay equity for women is long overdue."



## Reflections from departing co-chair

(Continued from Page 3)

much to contribute to the Commission and to our profession.

A very special thank you goes to Tammie Spicijarich, our PBA staff liaison, and to the other PBA staffers, the behind-the-scenes angels whose tireless work makes all things possible.

Last, but certainly not least, a million thanks to my co-chair Bernadine Munley. Bernie brought energy, creativity and a sense of humor to everything we did. With Bernie, the work was always fun. I wish Bernie and her new co-chair, Melinda Ghilardi, the best of luck in the coming year. With their exciting ideas and dedication, no doubt great things are in store for the Women in the Profession.

I am privileged and honored to have served in this position. It's been great, and I can't wait to see all of you at all of the 2010-2011 activities.



## Mundorff to be second woman to serve as PBA president

Gretchen A. Mundorff, of Watson Mundorff Brooks & Sepic, will become the second woman president of the Pennsylvania Bar Association at the annual meeting in May. Mundorff, who will be the 116th PBA president, has been an active PBA member for many years and served as vice chair of the PBA Women in the Profession Commission. She is a former PBA secretary, PBA Zone 6 governor, chair of the PBA Young Lawyers Division and Bar Leadership Institute, and she served on the PBA Legal Services to Middle-Income Persons Committee, PBA Leadership Diversity Task Force, PBA Task Force on the Pennsylvania Judiciary and the PBA Legal Access Task Force. Presently, Mundorff is a member of the PBA House of Delegates and serves on the board of directors of the Pennsylvania Bar Institute.



Mundorff

## WIP Committee reports

(Continued from Page 19)

of standard questions to be used as a template for interviews, either written or oral. Barbara Ochs will chair that effort.

The committee is exploring ways to expedite the overall process. We will contact schools in Harrisburg to hire an intern with some experience in data input. The surveys will be distributed by e-mail this year. We realize that we may have to send some surveys via

U.S. mail to practitioners who do not have e-mail. We are on a tight schedule for mailing purposes and may need to jumpstart the process if we intend to make our deadlines. To be ready for the retreat, we must complete all work by mid-September.

The Report Card Committee is pleased to announce the 2010 Honor Roll of Legal Organizations Welcoming Women Professionals:

- Duane Morris LLP
- Eckert Seamans Cherin &

Mellott LLC

- Lavin, O'Neil, Ricci, Cedrone & DiSipio
- Littler Mendelson PC
- Meyer, Darragh, Buckler, Bebenek & Eck PLLC
- While and Williams LLP
- Willig, Williams & Davidson.

These firms were selected from nominations submitted to the Report Card Committee. They will be honored at the WIP 17<sup>th</sup> Annual Luncheon Program.



# 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.