Goals Developed at Toftrees Retreat

Toftrees, State College - Oct. 22-24, 1999

By Bunny Baum, Marla Bigeleisen & Dr. Nancy Aronson

The retreat opened with words of support from Lou Teti, PBA President, and Barry Simpson, PBA Executive Director. Beatty O’Donnell, Kathie Mock and Mary Austin provided a brief history of the organization and the importance of the work accomplished at the retreat. We began to make connections by “Telling our Stories.” We shared a little about our backgrounds, why we went into the legal profession, our hopes for WIP, and expectations of the retreat. People were engaged and many common themes emerged (e.g. common goals for the organization, cohesiveness, being a force for change).

Led and encouraged by our facilitator, Dr. Nancy Aronson, we began Saturday morning by creating a “mind map” of all of the trends/issues impacting women in the profession. Individually we identified those trends we believed were most important to pay attention to as we move to the future. The most popular trends were as follows:

- Empowerment of Women
- Feminist Legal Theory - Living by Rules We Didn’t Make
- Quality of Life (including issues of health, money and family)
- Pressure for Productivity (including a decrease in collegiality)
- Dissatisfaction with the Law
- Women Not Helping Women (including the gender gap)

Groups chose key trends and analyzed them in terms of “what we’re doing now” and “what we want to do in the future that we’re not doing now.”

Next we shifted to the future. New groups envisioned the Commission on Women in the Profession in the year 2004. There was a great deal of common ground. Using this as a backdrop, the Commission’s goals were developed.

**Introduction/ Preamble**

Developing more meaningful relationships among commission members is an important overarching theme. This relates to building connections, networking, and supporting each other. We help each other succeed. Examples include mentoring, referring work and supporting each other’s projects on behalf of the WIP. We keep each other informed, and we tap each other’s expertise. It’s using our listserv and Web site to keep each other connected. The networking extends to collaborating with other groups (attorney and non-attorney) on common goals.

**Goals**

Three goals were developed with several “action items” that can help WIP achieve its goals.

Identify and promote women who share our common vision to:
- a) Elected office
- b) Appointed offices
- c) PBAleadership/local bar
- d) Leadership in law practice (partnership, etc.)

**ACTION ITEMS:**

- Create a PAC
- Form a Foundation
- Create a task force to identify appropriate candidates and develop standards
- Educate potential members through mentoring and seminars
- Educate current members: learning the system, cutting deals

WIP recognizes the need to transform the legal profession in a more positive direction to enable all members to experience the fullness and richness of law and life.

(Continued on page 4)
At the quarterly meeting and luncheon of the Philadelphia Bar Association on Oct. 14, 1999 at the Park Hyatt in Philadelphia, women leaders at the Bar were especially honored. In his opening remarks, Philadelphia Bar Association Chancellor Edward Chacker said, “We no longer honor the first woman to do something, but now honor succeeding, successful women in the law.”

The highlight of the meeting was the presentation of the Seventh Annual Sandra Day O’Connor Award to Leslie Anne Miller by Jane Leslie Dalton and Kathleen Wilkinson, co-chairs of the Philadelphia Bar Association’s Committee on Women in the Profession. The Sandra Day O’Connor Award is given annually by the Philadelphia Bar Association to an outstanding female attorney who exemplifies the qualities that Justice Sandra Day O’Connor has exhibited in her life and work. The award was created to honor a woman attorney whose career has demonstrated superior legal talent and ability by her significant achievements in the legal community, strong advocacy for the advancement and equal treatment of women in the profession and the community, and a reputation for mentoring other women.

In their presentation remarks, Jane and Kathleen spoke of Leslie’s many leadership activities, her active and effective membership in both the Philadelphia and Pennsylvania Bar associations, as chair of the First Annual Conference of the Pennsylvania Bar Association’s Commission on Women in the Profession held in Philadelphia, which attracted over 1,000 women lawyers, her advocacy for meshing a professional and family life, and her selfless service with good humor.

In her acceptance speech, Leslie said that the last century has seen a number of remarkable legal milestones for women.

Leslie Anne Miller and U.S. District Court Judge Anita B. Brody at the Seventh Annual Sandra Day O’Connor Award luncheon in Philadelphia.

(Continued on page 3)
number of remarkable legal milestones for women. While she reported some positive statistics about women lawyers in Pennsylvania, Leslie also noted that only eight percent of the partners were women.

She said that women were at the crossroads of efforts to provide equality; that while the door has been opened, women must push harder to keep it wide open. “We need more women in leadership and management positions and on the state and federal benches.” She said that other issues which must be addressed include flexible work schedules, alternative partnership tracks, gender-neutral evaluation systems and equal opportunities for quality assignments and client contact.

In her conclusion, Leslie said that she had learned that men and women working together can generate the power to start a revolution to make the law more equitable, more respected and a more humane profession.

The Bar Association luncheon also included the presentation of the American Adjudicature Society Special Citation of Merit to Lynn Marks, executive director of Pennsylvanians for Modern Courts, and Ellen Mattleman Kaplan, a former associate director of the Pennsylvanians for Modern Courts. This presentation was made by Jean Reed Hayes, president of the American Adjudicature Society, in recognition of their special work to promote the effective administration of justice.

In her presentation, Hayes applauded Ellen and Lynn for their accomplishments, which include spearheading voter passage of a Constitutional Amendment dealing with judicial discipline and their ongoing efforts toward merit selection of appellate judges and reform of judicial system financing. Ellen, in her acceptance speech, thanked the American Adjudicature Society and all others who have worked and continue to work for judicial reform.

Lynn, in her remarks, spoke of the founding of Pennsylvanians for Modern Courts and remembered an editorial in the Philadelphia Inquirer quoted a state supreme court justice as saying that “judicial reform is not for the short winded.” She said that years later another editorial referred to them as “bull headed.” She went on to say that the award was for all the “bull-headed folks who are in it for the long haul,” and said she was proud to share it with them. Lynn also welcomed a dialogue with all in efforts to promote a justice system which is free from bias, to encourage people to participate on juries, to educate citizens about the court system, and to advocate for the independence of the judiciary.

The keynote speech at the luncheon was given by Judge Marjorie O. Rendell, U.S. Court of Appeals for the Third Circuit. Judge Rendell mentioned that all three of the award recipients were her friends.

Judge Rendell in her remarks said that women of this generation are “in control of their environment as much as, if not more than, any generation before it.”

Women of this generation are “in control of their environment as much as, if not more than, any generation before it.”

-Judge Marjorie O. Rendell

From left: Retired Pennsylvania Superior Court Judge Edmund B. Spaeth Jr, Ellen Mattleman Kaplan, Lynn Marks

Right to left: Lynn Marks, her son Zach Marks, and her father Ken Marks.
Toftrees Retreat Report
(Continued from page 1)

ACTION ITEMS:
• Report this goal and coordinate with Quality of Life Committee
• Establish a network of information re: alternative work schedules within firms
• Create a unified judicial system to ease frustrations/burdens on multi-county practitioners
• Establish mentoring network that includes law school students

Our Goal is to create a more diverse membership in our commission in terms of race, ethnicity, geography, age, sexual orientation, occupation, and areas of practice and other areas where the need for diversity becomes apparent.

ACTION ITEMS:
• Establish one-day facilitation dialogue among a multi-cultural group of lawyers
• Conduct demographics survey of current membership
• Identify other committees and specialty bar associations who would share our interest in strengthening the value of diversity in the legal profession
• Invite a lawyer with diverse qualifications to meet with WIP

New Committee Structure

1. Report Card Committee
2. Annual Conference Committee
3. Fundraising Committee
4. Communications Committee
   • Newsletter
   • Networking Directory
   • List Serv
   • Web Site
5. Promotion of Women
   • Professional/Personal Leadership Development/Business Development
   • Women in Leadership
   • PBA/Local Bar Association
   • Elected and Appointed judicial and political positions
   • PAC Committee
   • Mentoring Program
6. Diversity in Membership
   (use current membership model and restructure)
7. Quality of Life
   • Resource/clearinghouse of what programs are available and have been developed
   • Committee on Alternative Work Schedules
8. Foundation Committee

Retreat Participants

Nancy Aronson, Ph.D.
Mary K. Austin
Bunny B. Baum
Ann L. Begler
Judy F. Berkman
Marla B. Bigeleisen
Toby L. Dickman
Liz Goldstein
Lisa Jo Fanelli-Greer
Nora Barry Fischer
Andrea Geraghty
Melinda C. Ghilardi
Shira Joy Goodman
Jeannine Botta Guth
Kimberly Hamilton
Carol A. Hess
Joann M. Jofery
Lisa Pupo Lenihan
Margaret T. Lucas

Rep. Kathy M. Manderino
Lynn A. Marks
Brenda K. McBride
Christine M. Metzner
Kathleen Daily Mock
Beatrice O’Donnell
Barbara Seman Ochs
Mary Suzanne Ramsden
Lila G. Roomberg
Judge Carolyn Engel Temin
Roselle G. Tena-Trello
Sandra Weyant Upor
J. Marie Webb
Joanne Ross Wilder
Kathleen D. Wilkinson
Lindsey Elizabeth Wilkinson
Harriet F. Withstandley
Sarah C. Yerger
Jennifer Zimmerman

*WIP Members: Don’t miss the committee sign-up sheet included in this issue.

Pennsylvania Corporation Bureau
HELPLINE
717-705-CORP
Roselle Tena-Trello gets input on action items for the diversity of membership goal.

From left: Lynn Marks, Mary Austin, Harriet Withstandley, Jennifer Zimmerman and Joann Jofery present their views on what the profession will look like in the year 2004.

From left: Kimberly Hamilton, Roselle Tena-Trello, Sarah Yerger, Judge Carolyn Temin, Andrea Geraghty, Rep. Kathy Manderino and Lisa Pupo Lenihan tell retreat participants the importance of quality of life with their song “Stop—In the Name of the Law Before it Kills Us All.”

Lindsey Wilkinson, daughter of Kathleen Wilkinson, helps set goals for the future of the Commission.

Facilitator Nancy Aronson explains the next retreat activity to the group.
Commission Members in the News

Bernadine J. Munley, a partner in Rawle & Henderson, LLP, Philadelphia, has been appointed to the board of Wheels Medical Transportation, a non-profit provider of non-emergency medical transportation.

Mary Sue Ramsden, a shareholder in Raphael, Ramsden and Behers, P.C., Pittsburgh, was nominated by Vectors/Pittsburgh as one of the 1999 Women of the Year in law and government.

In the Oct. 22, 1999 issue of The Journal of the Allegheny County Bar Association, Superior Court Judge Maureen Lally-Green, Joy Flowers Conti, Nora Barry Fischer, and Lisa Pupo Lenihan were extensively quoted on their views concerning the progress made by women in the law, what special skills they bring to the practice, and what changes have yet to be made to put women's chances for success on an equal footing with men's.

Nancy Winkelmann, partner in Schnader, Harrison, Segal & Lewis, LLP, Philadelphia, has been appointed to the board of the Bancroft Schools and Communities, Haddonfield, NJ, a non-profit human services organization.

Bobbi Liebenberg has been appointed vice-chair of the American Bar Association Commission on Women in the Profession.

Mary Cushing Doherty has merged her family law practice and joined as a partner in High, Swartz, Roberts & Seidel, LLP of Norristown.

Named among Philadelphia's best lawyers by Philadelphia Magazine were Lynne Z. Gold-Bikin and Barbara Oaks Silver for their expertise in family law.

The Philadelphia Bar Association Board of Governors adopted a resolution favoring changes to the tax laws to exclude certain damages from gross income in employment and civil rights cases. The resolution was presented by Deborah Weinstein, chair of the Labor and Employment Law Committee. Debbie is now a member of the Board of Governors of the Philadelphia Bar Association. Out of the six candidates running, she received the most votes.

Ellen Cavanaugh has been named Vice President of Electric Supply and Transmission at PECO Energy Company.

Roslyn Pollack has been named Supervising Attorney for Litigation at PECO Energy Company.

Penina Kessler Lieber is now a full-time professor at the University of Pittsburgh School of Law. Penina is director of the program on law and global philanthropy.

Michele Daniele was elected as a shareholder in Harvey, Pennington, Cabot, Griffith and Renneisen, Philadelphia. Michele, a former nurse at Presbyterian Medical Center, practices medical malpractice defense.

Congratulations to Judge Maureen Lally-Green on her election to the Superior Court.

Part Timers/ Job Sharers

The PBA Task Force on Quality of Life/Balance is reviewing policies with respect to flexible and alternative working arrangements. Since these arrangements are relatively new to our profession, it is important to know as much as we can about their use and usefulness. Please share your experiences or let us know who else we can call.

Send any information you have to: Lila Roomberg, phone (215) 864-8527; fax (215) 864-8999; e-mail roomberg@ballardspahr.com or to Kathleen Wilkinson, phone (215) 627-6900; fax (215) 627-2665; e-mail wilkinson@wemed.com.
Looking Ahead...
Upcoming WIP Meetings

February 2000
Wednesday, February 9

March 2000
Wednesday, March 8

April 2000
Wednesday, April 12

Reminder: Listserv Available to Commission Members

The PBA Commission on Women in the Profession has set up a listserv for all interested participants.

A listserv is an electronic mailing list that allows subscribers to exchange messages on a particular topic. The Commission’s listserv currently has more than half of the Commission’s members as subscribers, and we would like to increase this to 100 percent.

If you send an e-mail or post a question to this address, everyone who subscribes to this listserv will receive it and will have the opportunity to respond, either personally or to the entire list. The name of the listserv is wip@list.pabar.org. There is no charge for this service.

To subscribe to the Commission’s listserv, the user should send a message to wip-subscribe@list.pabar.org. To unsubscribe to the list service, send a message to wip-unsubscribe@list.pabar.org.

If you have any questions, call Jennifer Zimmerman, PBA staff liaison at (800) 932-0311, ext. 2286 or e-mail: committees@pabar.org.

Mark your calendars today...

and plan to attend the 7th Annual Women’s Conference on Wednesday, May 10 at the Hershey Lodge—Hershey, PA.

Keynote Speaker: Anita Hill

Hill is a member of the American Bar Association’s Business Law Section and is on the board of the National Women’s Law Center. She began her law career in 1980 as an associate with the Washington, D.C. firm Wald, Harkader & Ross. In 1981, she became special counsel to the assistant secretary of the Department of Education’s Office of Civil Rights. From 1982 to 1983, she was advisor to the chairman of the Equal Employment Opportunities Commission.

Watch your mail this Spring for complete details. Call Jennifer Zimmerman at 1-800-932-0311, ext. 2286 with questions.

Keynote Speaker: Anita Hill
The Verdict Is In:
The PBA is sending you back to school

Please join PBA members statewide as we “Celebrate Students: Judges & Lawyers Go Back to School.”

The PBA is asking its members to go back to school for one hour during the week of May 1-5, 2000, to help students learn more about the law. Easy-to-use lessons for every grade level already have been prepared. Bring your knowledge and enthusiasm about the law to students. It’s a gift worth sharing.

For more information, call the Law Day 2000 toll-free hotline at 1-877-329-7621.