



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

*Message From Your Co-chairs*

# Saluting Success: Women Lawyers as Leaders

Commission members have been very busy planning for our yearly Women in the Profession Conference, which will take place at the PBA Annual Meeting on May 6, 1999 at the Wyndham Franklin Plaza Hotel in Philadelphia. The theme for the Conference will be *Saluting Success: Women Lawyers as Leaders*. Many informative breakout sessions are planned, and we are working feverishly to sign an exciting luncheon speaker. In keeping with our history, this Conference is sure to be interesting, fun and well attended! We plan to fill 1,000 seats for the luncheon, which will certainly be a PBA record. We are raising funds for the Conference and are pleased to announce that Bank of America in Philadelphia has signed on as a title sponsor for \$10,000! Many of you will be asked to assist in this effort, and we certainly will appreciate your help. In fact, start asking at your own firms and companies now!

**Retreat**

All of the Commission members in attendance at the October retreat had a tremendous time. Ann Begler acted as retreat leader extraordinaire and led the participants through a number of



Nora Barry Fischer



Kathleen Daily Mock



Lisa Pupo Lenihan



Beatrice O'Donnell

exercises geared toward personal awareness and group consciousness raising. See the article on page five.

**House of Delegates Breakfast**

The Commission hosted a breakfast for the female members of the PBA House of Delegates on Friday, Oct. 30. This event was a great success. The Commission members who attended met a number of the members of the

House of Delegates, and we discussed issues of importance with both groups. We plan to hold similar breakfast get-togethers in the future.

**Gender Education**

The members of the Gender Education Committee spoke at State College for the recent Lancaster Bar Association event. Judy Berkman, Penina Kessler Lieber and their committee are working very hard at educating the state on gender sensitive topics.

*(See Co-chairs' Message, page 2)*

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## From the editor

A special thanks to all of you who have contributed ideas and articles for the newsletter! **Mar. 15** is the deadline for the next issue of *Voices and Views*, to be published in early April.

Please keep sending your material to Mary K. Austin, Eckert Seamans Cherin & Mellott, LLC, 600 Grant Street, 44th Floor, Pittsburgh, PA 15219; phone (412) 566-5995; fax (412) 566-6099; or e-mail [mka@escm.com](mailto:mka@escm.com).



## Commission Collaborates on Child-care Initiative

The PBA Commission on Women in the Profession (Commission) will collaborate with the Pennsylvania Commission for Women on a child-care initiative. The Commission was approached by the Pennsylvania Commission for Women to partner with them to hold three to five fact-finding hearings across Pennsylvania and then draft legislation.

"It's a wonderful opportunity to engage in an effort involving a substantive area of law on which we can have a direct impact," said Lisa Pupo Lenihan. The Pennsylvania Commission for Women would like for the

Commission to run the hearings and to help write legislation. This is an opportunity for the Commission to take a public policy role.

"The Pennsylvania Commission for Women is very enthusiastic about the potential for this collaboration," said Barbara Mistick, chair of the Pennsylvania Commission for Women. Committee co-chairs from the Pennsylvania Commission for Women are Jackie Fish of Westmoreland County and Shawn Murphy of Luzerne County.

If you would be interested in participating, please contact Lisa Pupo Lenihan at (412) 394-2510.



## PBA Commission on Women in the Profession

### CO-CHAIRS:

- Nora Barry Fischer
- Lisa Pupo Lenihan
- Kathleen Daily Mock
- Beatrice O'Donnell

### PBA BOARD OF GOVERNORS LIAISON:

Gretchen A. Mundorff

### 1999 WOMEN'S BENCH BAR CONFERENCE CO-CHAIRS:

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- Mary F. Platt

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## Co-chairs' Message

*(Continued from page 1)*

### New Members

Our membership continues to grow. We have concentrated recently on adding women from areas outside of Pittsburgh and Philadelphia in order to diversify our membership. We also have two representatives from the PBA Young Lawyers Division.

### Directory Update

Lila Roomberg is updating our directory. From this point forward, the directory will be updated every two years. Members should receive the updated directory in April.

### 1999 PBA Midyear Meeting

The PBA's 1999 Midyear Meeting will be held in Orlando, Fla. The Commission has decided to put on a program for this event. The title, description and length of the program has been submitted to the PBA.

### Unified Family Court

Lisa Waldman and Hon. Cynthia Baldwin have been very active on the Unified Family Court initiatives. They are engaged in surveying 12 counties in Pennsylvania and are developing

liaisons in each county.

### Committee Reports

#### Report Card Committee

The Report Card Committee continues to move forward. A survey will be sent to the top 100 law firms in Pennsylvania with a goal of reporting the results at the Annual Conference.

#### Awards Committee

The Awards Committee, under the leadership of Cynthia Maleski, has expanded the awards to include not only the Anne X. Alpern award, but also to try to nominate other women, particularly Commission members, for awards throughout the Commonwealth. They are focusing on the Pittsburgh YWCA Tribute to Women Professionals Award, the Allegheny County Bar Association's Quality of Life Award and the Top 50 Women in Business Award for the Commonwealth of Pennsylvania. Anyone with other ideas of potential awards or nominations should contact Cynthia at (412) 544-4249.

In closing, get ready for May 6th!



Saluting Success: Women Lawyers as Leaders

# Commission Plans Annual Conference

## Upcoming Conference Promises to be Exciting Event

On May 6, the Commission will host its sixth annual PBA Commission on Women in the Profession Conference in conjunction with the PBA Annual Meeting at the Wyndham Franklin Plaza in Philadelphia.

As noted in the message from the co-chairs, this year's Conference titled *Saluting Success: Women Lawyers as Leaders* promises to be a very exciting event. Please plan to attend and be part of this event. The conference will provide a wonderful opportunity to get together with other women lawyers and judges from across the Commonwealth, so please encourage your friends, colleagues and clients to

attend. The conference provides the opportunity to earn CLE credits and to learn from experienced lawyers and judges.

Lisa Detwiler and Jennifer McHugh are working on fundraising for the event. So far, the Bank of America has signed on as the title sponsor for \$10,000. Lila Roomberg also is working on an ad book. Fundraising for this event is extremely important, so please call Lisa at (215) 751-2273, Jennifer at (215) 665-2035 or Lila at (215) 864-8527, to volunteer your services. Listed below is a tentative schedule for the conference that was available at press time.

PBA Commission on Women in the Profession's Sixth Annual Conference

## Saluting Success: Women Lawyers As Leaders

May 6, 1999

Wyndham Franklin Plaza, Philadelphia

Tentative Schedule

8:30 a.m. - 9:30 a.m. **Continental Breakfast**

9:00 a.m. - 10:30 a.m. **Women Lawyers as Leaders**

Moderator: Hon. Marjorie Margolis-Mezvinsky

Speakers: Laurel G. Bellows

Ellen R. Malcolm

Leslie Anne Miller

10:45 a.m. - 12:15 p.m. **Power and Professionalism in the Practice of Law (Breakout Sessions)**

• **Making an Impact in Litigation**

Moderator: Mary F. Platt

Speakers: Hon. Marjorie O. Rendell

Charisse R. Lillie

Linda Kelly

• **Making an Impact as a Business Lawyer**

Moderator: Roslyn G. Pollock

Speakers: Joy Flowers Conti

Julia A. Conover

• **Making an Impact in the Nonprofit Community**

Moderator: Lynn A. Marks

Speakers: Hon. Phyllis W. Beck

Frances M. Visco

Fran Fredericks

Anita Santos

• **Making an Impact in Government and Politics**

Moderator: Hon. Kathy Manderino

Speakers: Germaine Ingram

Hon. Jane Earl

M. Diane Koken

12:30 p.m. - 2:15 p.m. **Luncheon (with featured keynote speaker)**

2:30 p.m. - 4:00 p.m. **Breakout Sessions**

• **Women on the Cutting Edge**

Moderator: Carol Tracy

Speakers: Kathryn Kolbert

Amy E. Hirsch

• **Examining Witnesses in a Custody Hearing: Mock Trial**

Moderator: Hon. Norma L. Shapiro

Counsel: Linda Dale Hoffa

Robert E. Welsh Jr.

Judge: Hon. Cynthia A. Baldwin

• **Playing (and Defending Against) the Race and Gender Card in the Practice of Law**

Moderator: Deborah Weinstein, Esq

Speaker: Andre L. Dennis

4:15 p.m. - 5:15 p.m. **Reception**

## Report Card Update

In our own backyard, the Commission's Report Card is proceeding. Committee Chair Bonnie Stein of Bucks County reported to the *Pittsburgh Business Times* that the survey is not complete, but that she anticipates the Committee will be asking the top 100, in terms of size, Pennsylvania law firms for data on the number of women partners and attorneys hired in the past year. Managing partners of Pennsylvania's largest law firms should expect to see the questionnaire by January, and it is anticipated that results will be released in the Spring. The fact that this information was published in the *Pittsburgh Business Times* shows that the business community as a whole is taking notice of the Commission and its work.



## Web Committee Looking for Participants

The Commission is looking for interested members to serve on its Web Committee. The Committee is in charge of developing ideas for items to be placed on the Commission on Women in the Profession's web page within the PBA web site. Contact Jennifer Zimmerman, PBA staff liaison at (800) 932-0311, ext. 2286, to join.



# Pittsburgh Hosts 1999 International Athena Conference

The ATHENA Foundation, an international women's organization that recognizes outstanding women leaders, has chosen Pittsburgh as the site for its 1999 conference.

The 1999 International ATHENA Conference "Leaders in Action: The ATHENA Model" will be held April 29 through May 1 at the Westin William Penn, Pittsburgh. Gov. Tom Ridge will serve as honorary chair of the three-day conference. William R. Johnson, president and chief executive officer of H.J. Heinz Company, and Thomas A. McConomy, chairman of the Greater Pittsburgh Chamber of Commerce and former chairman, president and chief executive officer of Calgon Carbon Corp., will serve as co-chairs of the ATHENA Conference Executive Committee.

An estimated 300 leaders from across the United States and beyond will attend the conference where they will hear from several high-profile women, including Gloria Steinem. This nationally recognized writer, editor, lecturer and activist will be the keynote speaker at the ATHENA luncheon on Thurs., April 29.

The highlight of the conference is the National ATHENA Award Gala to be held on the evening of April 29. Kim Campbell, former prime minister of Canada, will introduce the 1999 National ATHENA Award recipient Laura Liswood. Liswood is founder and vice chair of the Council of Women World Leaders, which is comprised of current and former chiefs of states and heads of government and is an

internationally recognized organization established at Harvard's John F. Kennedy School of Government.

The conference and all of the events will be open to the public. This conference presents an excellent opportunity for women lawyers to network with other business leaders while gleaning excellent information on leadership. For ticket and conference information, contact the ATHENA Foundation at (800) 548-8247 or, you may contact Lisa Pupo Lenihan at (412) 394-2510, who is serving on the ATHENA International Conference Committee.

The national ATHENA Award is given each year to one individual who has achieved the highest degree of professional excellence, has assisted women in reaching their potential, and whose body of work has made a national impact. Previous national recipients include Brigadier General Sherian Grace Cadoria, National Public Radio's Nina Totenberg, U.S. Supreme Court Justice Ruth Bader Ginsburg, USA Today founding Editor Nancy Woodhull and Muriel Siebert, the first woman to gain a seat on the New York Stock Exchange.

Founded in 1982, the ATHENA Foundation's goal is to recognize those who demonstrate business excellence and community involvement and have opened the doors of leadership opportunity for women. To date, more than 2,500 men, women and companies in more than 400 cities worldwide have been recognized with ATHENA awards.



## Commission Retreat “Energizes” Participants

Taking a unique approach in defining its goals and objectives, members of the PBA Commission on Women in the Profession participated in “life exercises” at a retreat Oct. 2-3 in State College.

The exercises were designed by retreat facilitator and PBA Zone 12 Gov. Ann L. Begler of Pittsburgh as a way to help “people have more of a sense of who each other is,” according to Begler. She said the exercises were unconventional ways for the participants to identify the commission’s goals. “People work for people in associations,” said Begler, who frequently organizes similar retreats. “I wanted to provide a nurturing environment where people could be seen and heard and then have contact with others there. The exercises helped the participants gain individual clarity about being a lawyer, which we used as basis for knowing where they wanted to go with the commission collectively.”

Begler said the exercises helped participants identify diversity within the group, focus on finding space in a hectic, cluttered world and reflect on their pasts in order to visualize where they want to go in the future.

Commission Co-chair Beatrice O’Donnell of Philadelphia said the 45



From left, Joella Szabo, Jeannine Botta Guth, Linda Berman, Joann Jofery and Barbara Seman Ochs relax at the retreat.

women who attended the retreat were “inspired” by the exercises. “The retreat really helped to energize the commission so that we can go forward with our plans,” O’Donnell said. “The exercises helped us put ourselves in touch with how we felt as women lawyers.” She said the retreat served a dual purpose since it included the commission’s regular monthly meeting and presented an opportunity for the commission to discuss its projects, including the annual conference, the task force on Gender Fairness and the unified family court.

O’Donnell commended Begler and Bunny B. Baum of Philadelphia for serving as retreat facilitators.

### Miller Receives Star Award

On Oct. 20, the Forum of Executive Women presented to Leslie Anne Miller, PBA president and commission member, its Star Award.

In addition to Leslie’s acceptance speech, Commission Members Deborah Weinstein and Mary Platt presented a program entitled, “New Developments in Sexual Harassment Law: What Small and Large Employers Must Do Now.” The program was held at the Park Hyatt Philadelphia.

### Journal Reports More Women Lawyers at Firms

The Dec. 21 issue of the *National Law Journal* reported that the percentage of women lawyers at the 250 largest American law firms had grown from 26.6 percent in 1996 to 30.3 percent in 1998. Also, the proportion of women partners had grown from 13.6 percent in 1996 to 15.7 percent in 1998 at these firms.

The journal also reported that the percentage of women partners with equity had risen even more quickly. Charisse Lillie of Ballard Spahr Andrews and Ingersoll, LLP in Philadelphia, was quoted in the article. Ballard Spahr was also reported to have the highest percentage of women lawyers of the firms that were studied.

### Did you know ...

The American Corporate Counsel Association reports that the percentage of women in in-house counsel positions has grown from 24 percent in 1993 to 37 percent in 1998

# Commission Members Making News

**Ellen M. Cavanaugh**, assistant general counsel and supervising attorney for litigation at PECO Energy Company, has been elected President of the Philadelphia Association of Defense Counsel.

In Pittsburgh, the new chair of the Allegheny County Bar Association Young Lawyers Section is **Rosemary Crawford**, who is associated with Tucker Arensberg, PC.

**Hon. Maureen Lally-Green** has announced that she is going to run for Superior Court. Judge Lally-Green recently was appointed to the Superior Court bench.

**Rhoda Shear Neft**, co-chair of the ACBA Women in Law Committee, has become "of counsel" to the firm of Reiber & Sobkiewicz, LLP, as of Jan. 1. Rhoda is an environmental, real estate, corporate and litigation practitioner and can be reached at 300 Two Gateway Center, Pittsburgh, PA 15222; phone (412) 261-2753; or e-mail: neftrs@genco.com.

**Debra Olszewski** of Grogan, Graffam, McGinley & Lucchino, and **Stacey Vernallis** of Pietragallo, Bosick & Gordon, were identified as two of the four rising trial attorneys in Pittsburgh in a recent article in the *Pittsburgh Business Times*. Congratulations to Stacey and Debra!

**Mary Austin** of Eckert Seamans Cherin & Mellott, LLC, was recently quoted in the *Pittsburgh Business Times* on the subject of law firms' efforts to provide flexible working arrangements for their attorneys.

**J. Marie Webb** has been nominated for a second term as secretary of the PBA.

**Wendelynne Newton** of Buchanan Ingersoll P.C., recently was profiled in *The Allegheny Lawyer* for her sig-

nificant contributions to the United Way. In addition to her monetary contributions, Wendy serves on the United Way's board of directors and the board's executive committee. She also co-chairs the Advisory Board for Good Neighbors, the volunteer center the United Way manages for the community.

The Mount Holyoke Alumni Quarterly recently profiled PBA President **Leslie Anne Miller** in connection with her role as the first woman president of the PBA. **Mary Platt**, also a Mount Holyoke alumna, was quoted in the article.


**Prof. Marina Angel** of Temple Law School delivered a presentation on "Abusive Boys Kill Girls Just Like Abusive Men Kill Women: How Did We Miss the Obvious" at a conference on domestic violence in October 1998. Prof. Angel's paper analyzed the schoolhouse killings in Jonesboro, Ark., Pearl, Miss., and Paducah, Ky. The paper will be published in Spring 1999 by the *Temple Political and Civil Rights Law Review*.

**Karen Shichman Crawford** of Pittsburgh has been selected by the American Inns of Court Foundation to receive the 1998 A. Sherman Christiansen Award, which is bestowed upon a member of the American Inns of Court who has provided distinguished, exceptional

and significant leadership to the Inns movement. Karen received the award at the AIC Leadership Conference Dinner in Washington in October 1998. Ms. Crawford is a shareholder with Buchanan Ingersoll P.C.

**Penina Kessler Lieber** spoke at the "Nonprofit Corporations: Getting There, Staying There" seminar sponsored by ART/LAW Junction. Other participants in the daylong program included representatives from the Internal Revenue Service and the Attorney General's Office.

**Susan Yohe** of Strassburger, McKenna, Gutnik & Potter, served as a moderator, and **Vicki Beatty** of Campbell, Durrant & Beatty, P.C., served as a panelist for a CLE program entitled "Marketing and the Media, Gender Bias and Ethics" in Pittsburgh. An experience-laden panel of newspaper editors, lawyers, accountants, marketing executives and others provided an excellent program, which was sponsored by the Women's Bar Association of Western Pennsylvania.

If you have an item to submit for this column, please send it to *Mary K. Austin*, Eckert Seamans Cherin & Mellott, LLC, 600 Grant Street, 44th Floor, Pittsburgh, PA 15219; phone (412) 566-5995; fax (412) 566-6099; or e-mail [mka@escm.com](mailto:mka@escm.com) 



Ellen Cavanaugh



Mary Platt



Hon. Maureen Lally-Green



Penina Kessler Lieber

## Marketing Event Teaches Methods and Techniques of Networking

By Joella M. Szabo

Burns White & Hickton, Pittsburgh, sponsored a marketing event titled, "Savvy Networking ... the Wise Women's Guide to Success" at the Rivers Club in June 1998. A reception followed with featured speaker Susan RoAne, a nationally known writer and expert on networking.

RoAne, a self-described "mingling maven," has authored best sellers such as "How to Work a Room, the Secrets of Savvy Networking," and

"What Do I Say Next?" She provided a delightful set of anecdotes about her experiences and provided methods and techniques of networking specifically geared toward women.

While all attorneys from Burns White & Hickton were invited to attend the event, the event clearly catered to females, both inside and outside of the firm. The event promoted the firm to potential clients and gave attendees the opportunity to learn and practice networking skills.

## Commission Welcomes New Members

The following lawyers have joined the Commission since July 1998:

**Tina Leah Colman**, *Weir & Partners LLP in Philadelphia*

**Karen Sue Darby**, *Dresher, PA*

**Natalie A. Finkelman**, *Liebenberg & White in Jenkintown*

**Melinda Christina Ghilardi**, *Federal Public Defender's Office in Scranton*

**Judith Marie Gilroy**, *Grantham, PA*

**Kimberly Hamilton**, *Hamilton & Kimmel in Bellefonte*

**Karen Spencer Kelly**, *Kelly and Monaco-Han in Philadelphia*

**Julia Kathleen Munley**, *Mazzoni & Mazzoni Associates in Scranton*

**Janice Griffin O'Reilly**, *Moran & O'Reilly LLP in Pittsburgh*

**Lisa Marie Passante** of *E.I. du Pont de Nemours & Co. in Wilmington, DE*

**Mary Suzanne Ramsden**, *Raphael Ramsden Behers & Franks PC in Pittsburgh*

## YLD Appoints Commission Liaison

The Young Lawyers Division of the PBA has appointed Jacqueline Vigilante as a liaison to the Commission. Commission co-chair Lisa Pupo Lenihan reports that Kathryn Meloni, chair-elect of the YLD, recently attended a breakfast the Commission held for the female PBA house delegates and said that she would like to see the Commission and the YLD work together.

## PBA Task Force on Family Court Reform Update

By Mary Cushing Doherty

The Pennsylvania Bar Association Task Force on Family Court Reform, which is compiled of members from the Commission on Women in the Profession and the Family Law Section, collected survey results from Family Court judges from the sixty-seven counties in Pennsylvania. PBA President Leslie Anne Miller sent the survey out on Oct. 9, 1998, and forty-one of the sixty-seven counties have replied. Task Force members are making personal contact with every county and will provide a synopsis of the results. A preliminary report was made to the Family Law Section at its Winter Meeting in Pittsburgh on Sunday, Jan. 17.

Also, a four-hour program on Family Court reform is planned for the 1999 State Trial Judges Conference in February. Task Force Chair Mary Cushing Doherty will present survey results at that time, as well as observations on county procedures that work well. By July 1999, the Task Force hopes to have a proposed model for reform, which builds on the positive changes that already have happened in Pennsylvania. The Task Force's goal is to provide a model for Family Court administration that is consistent throughout the state and serves the needs of families and children who want prompt and consistent help from the courts.

## Competition in the Legal Profession

A competitive drive serves as a useful and often necessary tool in professions such as the law, athletics and politics. Yet while competition plays an important role in these fields, it sometimes can be perceived as aggressive and self-serving. The Allegheny County Bar Association Women in the Law Committee, at its recent fifth annual meeting and reception, discussed the perception and the value of competition in the legal profession, as well as the importance of assisting other attorneys.

At this year's meeting, the Women in the Law Committee presented a program entitled, "Can the Generations of Women Lawyers Bridge the Gap to Help Each Other in the Practice of Law?" The program featured a panel of lawyers and Moderator Carol S. Mills McCarthy. Although the program included a panel of

speakers, much of the meeting centered on general discussion and a question and answer format.

"It's an opportunity for women to exchange ideas and experiences for the advancement of the profession," said Ms. McCarthy. Vicki Kuftic Horne, co-chair of the Committee, added that programs like this give women the chance to "assist, support and promote each other." Through these types of programs a forum is created for women to sound off about their problems and gripes within the profession. In particular, women discussed ways of helping other lawyers in the various stages of their careers.

Commission members Rhoda Shear Neft and Vicki Kuftic Horne co-chair the Women in the Law Committee.

*A substantial portion of this report was taken, with permission, from The Allegheny Lawyer of December 1998.*

## Alpern Award Nominations Sought

The Commission is seeking nominations for its 1999 Anne X. Alpern Award.

The award is given annually in memory of the first female attorney general in the United States.

Nominees must satisfy the following criteria:

- Must practice or conduct professional activity primarily in Pennsylvania
- Must be a female member of the bar, although she may be a non-practicing lawyer or educator
- Must have had a significant professional impact in Pennsylvania, having demonstrated leadership in her law-related profession and her community, including mentoring activities.

The award will be presented at the Commission's May conference. Nomination forms may be obtained by calling the PBA Member Service Center at (800) 932-0311. Deadline for nominations is April 1.



### PBA COMMISSION ON WOMEN IN THE PROFESSION NEWSLETTER

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