When we read that Starbucks’ recent company-wide training “put a spotlight on the little known world of ‘unconscious bias training,’”1 we had to smile. Our commission presented CLE around this topic at both our Fall Retreat and Spring Conference! Under the leadership of WIP member and PBA President Sharon López, implicit bias was also explored in a class at the PBA Midyear Meeting. Just as when it started 25 years ago, WIP is ahead of the learning curve — thanks to Sharon and our event co-chairs Susan Bowen, Tiffany Raker, Liz Triscari and Melissa Wright, as well as our innovative attorney presenters and our many proactive attendees.

Jessie applied what she learned at the Spring Conference — the next day! — at the screening of a documentary about Lorraine Hansberry, the first African-American woman and the youngest person, age 28 in 1959, to have a play produced on Broadway. Headlines acknowledged that “A Raisin in the Sun” was a hit but minimized Hansberry’s achievement, referring to her as a “housewife” and “girl.” Sadly, minimization of women’s achievements did not end in 1959!

The play’s theme is about deferred dreams; our 25th Annual Conference was about Empowering Women to achieve their dreams. Disappointingly, Pennsylvania’s legal trailblazing women – the first women to be judges and legislators, public officials, managing partners and law school deans – had not been identified in any comprehensive way. Most of these women are still among us, working and mentoring. They have a place in history but also right now! We recognized some of these trailblazers at our conference, including our commission’s first chair, Leslie Miller, later the first woman to be PBA president. What a joy to meet some of the 55 women who formed the first commission during the leadership of PBA President Bob Fiebach and see where their dreams have taken them. Bob was the lone male on that commission; incoming PBA President Chuck Eppolito has been a long-time WIP member, and we look forward to his leadership. Anne John, who will follow Chuck as president, is a long-time WIP member and co-chairs our Oral History Project to capture and celebrate our trailblazers’ paths and insights.

At the conference, women leaders from all branches of government, including a panel of federal judges, gave us tips and identified opportunities. We covered research on gender barriers to leadership and the current lack of women as first chair trial counsel. Thanks to our esteemed speakers and moderators, our award winners Judge Anne Lazarus and Jennifer McHugh, our keynote speaker and former WIP co-chair Kelly Stapleton Conlan, and our Annual Conference Committee, including co-chairs Judge Renee Cohn Jubelirer, Carla Donnelly and Lisa Watson.

Jessie is the first commission co-chair to serve under two female bar presidents – Sara Austin and Sharon López. Sharon sought assistance for women attorneys navigating motherhood as well as legal careers. WIP’s Back to the Bar Project

Continued on page 2

1 Terry Tang, Experts: Starbucks Training a First Step in Confronting Bias, 5/28/18, Associated Press.
From the 2017-18 Co-chairs
Continued from page 1
continues under the leadership of Missy Leininger, with the goal of providing practical resources to our members. Other practical resources include our Report Card, “Voices & Views” newsletter and mentoring program. Thanks to Bebe Hohenadel, Christine Lombardo-Zaun, Lynn Marks, Karen Grethlein, Laura Williams, Bobbi Jacobs-Meadway and Liz Simcox for co-chairing these vital committees.

This year, our Public Service Committee identified a charitable cause, anti-human trafficking, and then organized two awareness presentations at law schools. Special thanks to co-chairs Ann Johnston and Lindsay Berkstresser. Our well-crafted recommendations on rape kit testing backlogs and workplace sexual misconduct policies were recently approved by the PBA Board of Governors and House of Delegates. Special thanks to Jen Coatsworth, Liz Triscari, Nancy Conrad and Renee Myers, as well as our Legislative Committee – Vicci Madden & Liana Walters – and PBA legislative staff. Co-chairs Stephanie Latimore and Kathleen Wilkinson brought Quality of Life activities to our events – thanks.

It has been a gift to serve as WIP co-chairs this year! Our commission in 25 years has grown to over 800 members, with 16 committees, three events and special projects each year. We have outstanding support in our endeavors from Ursula Marks, Tameka Altadonna and Stacey Thomas. We are proactive, practical and so proud of the accomplishments of our members and women attorneys in Pennsylvania. We work collaboratively across our diversity, get a lot done, and provide a unique home for women in the profession to share, care, dream and get there. Welcome home!

PBA House of Delegates Approves WIP Recommendations

The PBA House of Delegates met on May 11 in Hershey and voted on legislative and policy-related items. Approved were Commission on Women in the Profession recommendations that the PBA:

- calls on members of the Pa. General Assembly to enact, and the governor to sign, HB 1821, Printer’s No. 2777, the “Sexual Assault Testing and Evidence Collection Act” or any similar legislation, which would amend Pennsylvania law as outlined in HB 1821.
  (Board of Governors’ vote: Y-24/N-0/A-1)

- urges all employers, and specifically all employers in the legal profession, to adopt and enforce policies and procedures that prohibit, prevent and promptly redress harassment and retaliation based on sex, gender, gender identity or expression, sexual orientation and the intersectionality of sex with race and/or ethnicity.
  (Board of Governors’ vote: Y-25/N-0, A-0)
The PBA Women in the Profession’s 25th Annual Conference on May 9 at Hershey Lodge featured a full day of CLEs and networking opportunities.

In the morning, after a WIP business and breakfast meeting, a panel of federal judges shared their experiences as women working in a field traditionally dominated by men and offered ideas for increasing the number of women in lead trial counsel roles. Another panel discussion, “More Women in the Law,” was presented to the law firm of Drinker Biddle & Reath LLP.

In the afternoon sessions, Dr. Amy Diehl of Shippensburg University shared the results of her survey and discussed steps toward eliminating gender bias, and a “Women in Government/Leadership” panel focused on women in leadership positions at all levels, including government and the judiciary. Panelists shared strategies for engaging as a leader, moving up the ladder and strengthening leadership skills.

The Public Service Committee collected donations for The Women’s Fund of The Foundation for Enhancing Communities, which broadens the awareness of, and response to, issues affecting women and girls.

“Empowering Women” at the Table as First Chair Trial Counsel, explored characteristics of cases, law firms and clients impacting the extent to which men and women serve in lead counsel roles and discussed ways to close the gender gap and set forth best practices and strategies to increase the ranks of women as lead counsel.

At the luncheon, WIP founder and past PBA president H. Robert Fiebach, Esq. gave remarks, and the keynote speaker was Kelly B. Stapleton, Esq., of Alvarez & Marsalin in New York City. The Anne X. Alpern Award was presented to Hon. Anne E. Lazarus, and Jennifer M. McHugh received the Lynette Norton Award. The 2018 WIP Award for the Promotion of Women in the Law was presented to the law firm of Drinker Biddle & Reath LLP.

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Welcome
New Commission Members!

The PBA Commission on Women in the Profession extends a warm welcome to new commission members who joined during February through June 2018. We hope the new members enjoy their membership and experience the many benefits of serving on the Commission on Women in the Profession.

- Jayne Blake, PENNVEST, Dauphin
- Lydia Caparosa, MacDonald Illig Jones & Britton LLP, Erie
- M. Abbeagel Giunta, Governor’s Office of General Counsel, Dauphin
- Francine Griesing, Griesing Law LLC, Philadelphia
- Amy Hirakis, PPL Corporation, Lehigh
- Rebecca Hobbs, O’Donnell Weiss & Mattei PC, Chester
- Elizabeth Hodgson, Fox Rothschild LLP, Chester
- Katherine Hopkins, Delaware
- Akanksha Kalra, Attorney at Law, Philadelphia
- Stephanie Klein, Law Office of Hon. Stephanie H Klein (Ret), Delaware
- Sara Beth Kohut, Young Conaway Stargatt & Taylor LLP, Out of State
- Christie Larochelle, Ballard Spahr LLP, Philadelphia
- Sarah Manning, Out of State
- Katherine Orr, Philadelphia
- Alyson Oswald, U.S. Attorney’s Office District of New Jersey, Out of State
- Melissa Pang, White and Williams LLP, Philadelphia
- Autumn Pividori, Burns White, Allegheny
- Christina Powers, Pennsylvania Immigration Resource Center, York
- Carolyn Purwin, Cipriani & Werner PC, Montgomery
- Keanna Seabrooks, Burns White, Allegheny
- Melissa Seiders, U.S. District Court Middle District of PA, Dauphin
- Laurie Shannon, Kilcoyne & Nesbitt LLC, Montgomery
- Taylor Thomas, Out of State
- Mariah Turner, Dauphin
- Emily Wajert, Duane Morris LLP, Philadelphia
- Linda Walters, Law Offices of Linda Walters, Montgomery
- Wendy Witt, Attorney Alchemy, Allegheny
- Molly Zarefoss, Commonwealth Court of Pennsylvania, Dauphin
**WORK & LIFE**

**Five tips to make work-life balance work for you**

*By Lynne O. Ingram, Esq.*

Just as diversity and inclusion in the workplace should matter to everyone, so should work-life balance. Work-life balance is a struggle for everyone — not just women or parents. But having my son a year and a half ago made me realize just how much of an issue it is for mothers. Here are five tips that have helped me in my quest to become the best mother and the law firm partner I can be.

1. **Remember you aren't perfect.**
   
   This should come as no surprise to anyone. So it’s surprising how many of us strive for this unattainable goal. Be good. Be darn good. Be great, even. But not perfect. Recognition and, more importantly, acceptance of this obvious fact is crucial. If you are able to make it to the gym six mornings a week, cook healthy dinners for your family every night and still bill 12 hours each day, then you can probably skip this tip. For the rest of us, we need to figure out a way to work within the parameters of our imperfection, while still striving for greatness. A recent acknowledgement of my imperfection was signing my family up for a food delivery service that brings healthy, all-natural, fully-cooked dinners to our door three nights a week. The new running joke in our household is who (my husband or I) is going to “cook” (i.e. reheat) dinner tonight. It doesn’t have the same feel as the home-cooked meals my own stay-at-home mom prepared daily in my youth, but it’s better than Chinese delivery and pizza every night. (Friday nights are pizza nights, and we just had Chinese last Monday.)

2. **Wherever you are, be there.**
   
   If you are always trying to be a good parent, you will never be fully present at work. Conversely, if you are always trying to be a good lawyer, you will miss out on so many moments with your family. I try to keep the two separate whenever possible. When I’m not traveling, I save two to three hours every evening and spend that time with my son and husband. We eat dinner as a family, watch Jeopardy (yes, we are trivia nerds) and enjoy our son’s bedtime routine. Oftentimes, I return to working after he falls asleep. But I find it’s easier to do so after having had that time with my family. Having said that…

3. **Work and life sometimes overlap – and that’s okay.**
   
   Perfect example: I am typing the first draft of this article one-handed on my iPhone while I rock my 19-month-old back to sleep. And, three weeks ago, I took a conference call while holding my sleeping son in the Pediatric Intensive Care Unit, where he was admitted for bronchiolitis. My client was aware of the situation and could not have been more supportive. Our clients understand that we are people, because they are people. Just as we are there for our clients when they lose a parent, are going through a divorce or are otherwise struggling, they will be there for us. It’s a good thing for our clients to see us as real people — and for us to remember that they are, too.

4. **Be on the lookout for burnout.**
   
   Merriam-Webster defines burnout as “exhaustion of physical or emotional strength or motivation usually as a result of prolonged stress or frustration.” A recent *Harvard Business Review* article states that “companies may be at
Work-life balance
Continued from page 5

risk of losing some of their most motivated and hard-working employees, not for a lack of engagement, but because of their simultaneous experiences of high stress and burnout symptoms.” (See Seppala, E. and Moeller, J. (2018, Feb. 2). 1 in 5 Highly Engaged Employees Is at Risk of Burnout. Available at www.hbr.org.) Chronic stress and overwork cause burnout, which is detrimental not only to your work life but also to your home life. Be on the lookout for burnout — not just in yourself, but in your employees and colleagues. You may be on the road to burnout if:
• Every day is a bad day;
• Caring about your work or home life seems like a total waste of energy;
• You’re exhausted all the time;
• The majority of your day is spent on tasks you find either mind-numbingly dull or overwhelming;
• You feel like nothing you do makes a difference or is appreciated.

If you see these signs in yourself, reach out for support. Evaluate how you can reduce stress in your job and at home.

Exercise. Get the sleep your body needs to refuel. Which brings me to my last tip...

5. There is not one right way.
You know what works and what doesn't work — for you, your family and your job — better than anyone else. Read articles. Listen to podcasts. Meditate. Do none of those things. Take advice if you find it to be helpful. Disregard advice if it's counterproductive to your goals. Thanks to the internet, information overload is a fact of life. You can quickly fall down the Google rabbit hole, never to be seen again. My idea to protect two to three hours every evening for dinner, Jeopardy and bedtime may be a nonstarter for you — so don't do it. You may think I'm an awful mother for being on a conference call while I'm with my sick kid in the hospital — but it works for me. Find what works for you and do that, because a perfectly imperfect work-life balance is something we should all embrace.

Lynne O. Ingram is an attorney at Campbell, Campbell, Edwards & Conroy PC in Berwyn. Lynne defends manufacturers, contractors and property owners in complex civil litigation matters throughout the country, from inception through mediation and trial. Prior to entering private practice, Lynne was an ADA in Philadelphia, where she tried over 40 felony jury trials. She is the co-chair of her firm’s Diversity Committee, active in the PBA, PADC, FDCC and DRI and volunteers at her local hospital’s NICU.

Disciplinary Board Collecting Diversity Data

The Disciplinary Board of the Pennsylvania Supreme Court has announced the addition of a voluntary question on 2018-19 annual registration forms to collect gender, racial and ethnic demographic information. The data will establish a demographic baseline and track demographic changes to help identify and eliminate barriers to fairness within the court system and the legal profession.

The PBA has long supported the collection of diversity data. A resolution by the PBA Diversity Team, Commission on Women in the Profession, Minority Bar Committee, and Civil and Equal Rights Committee calling on the PBA to request that the court and the Disciplinary Board to include a diversity question was approved by the PBA House of Delegates in November 2013.

Read the Disciplinary Board of the Pennsylvania Supreme Court’s announcement.

Contribute to Voices & Views

The editors of Voices & 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.

The submission deadline for the next issue is Dec. 3, 2018.

Please send information, news and articles to the 2018-19 WIP Communications Committee co-chairs:

Karen Grethlein
Marshall Dennehey Warner Coleman & Goggin
kgrethlein@gmail.com

Laura Williams
Penn State Dickinson Law
lhw10@psu.edu
The PBA Commission on Women in the Profession Spring Conference was held on April 16 at Pennsylvania Bar Institute CLE Conference Center in Philadelphia and simulcast in Erie, Mechanicsburg, Pittsburgh and Allentown. Dr. Tricia Jones, from Temple University and CEO of Conflict Coaching Matters LLC, discussed emotional labor and how it affects women in the workplace. The session explored gender roles and emotion, including:

- What are women generally expected to do (and how are they judged)?
- How do these gender differences affect us in the workplace?
- How do women navigate the tightrope of being either too feminine or too masculine?
- What are the consequences of emotional labor on our psychological and psychosocial health?

This interactive session provided attendees with new ideas about how women in the law and related professions can reduce the consequences of emotional labor in our workplace, as well as how to deal with difficult situations involving these issues.
Join the WIP goodreads.com group!

By Desiree Brougher

A conversation with some fellow attendees at the Spring Conference in Hershey led us to sharing our book recommendations with one another – what we read and loved, what we want to read, what we are currently reading. As co-chair of the WIP Book Group, I was looking for a way for us to have these discussions despite not meeting more than a few times a year. Through the magic of Google, I found goodreads.com and started a private group for WIP members.

Goodreads allows you to share and recommend books you’ve read with other WIP members by adding them to our bookshelf or rating and reviewing them. You can also start discussions online with other book group members, whether related to a particular book or an entire genre. You could create a reading challenge for yourself or a group to encourage others to read more. From time to time, you may see a poll asking for votes on our next Fall Retreat book selection. The functionality of the online group will serve us well!

To join the group, simply go to the group page on goodreads.com and request to be added. You may need to create a profile in order to join. From there, interact, add books that will be relevant to your fellow professionals, ask questions, give a review! If you’re anything like me, a good book makes you want to immediately tell someone about it and with the book group you have a captive audience!
WIP Members in the News

Jennifer M. McHugh was presented the PBA Commission on Women in the Profession’s Lynette Norton Award at its 25th Annual Conference on May 9 at the Hershey Lodge. The Norton Award recognizes female attorneys who excel in litigation skills and who are devoted to mentoring female lawyers. Jennifer is a partner at Cozen O’Connor, where she represents corporate clients in insurance, professional liability, commercial, real estate and medical malpractice litigation. Read the news release.

Read Jennifer’s acceptance speech on page 11.

Judge Anne E. Lazarus, Superior Court of Pennsylvania was awarded the Anne X. Alpern Award by the PBA Commission on Women in the Profession at its awards ceremony on May 9 during the commission’s 25th Annual Conference at the Hershey Lodge. Judge Lazarus was honored for her commitment to protecting individual rights, improving the administration of justice, promoting judicial ethics and supporting the advancement of women in the profession. Read the news release.

Mary Cushing Doherty, a partner at High Swartz in Norristown, was presented with the PBA Family Law Section Eric Turner Memorial Award on July 14 at the section’s Summer Meeting in Hershey. The Eric Turner Memorial Award honors a lawyer who is dedicated to the practice of family law and who serves as a mentor and teacher to fellow lawyers. As part of the award, a $1,000 donation will be made to the Eastern Pennsylvania Chapter of the Leukemia & Lymphoma Society, a charity selected by Doherty. Read the news release.

Mary Kate Coleman received the Allegheny County Bar Association’s Carol Los Mansmann Helping Hand Award, which is given to a person who embodies Judge Mansmann’s values and dedication to advancing and improving women lawyers’ roles in the profession.

Elizabeth A. Flaherty, Deputy Counsel to the Judicial Conduct Board, was elected to the Board of Directors of the Association of Judicial Disciplinary Counsel.
Roberta Liebenberg, a partner at Fine, Kaplan and Black, received the Hortense Ward Courageous Leader Award from the Center for Women in Law at the University of Texas School of Law in Austin, Texas, on April 13. This prestigious award, bestowed once every two years, recognizes an outstanding woman lawyer who displays tenacity, courage and commitment in her efforts to achieve gender parity in positions of leadership, influence and responsibility in the legal profession. Roberta focuses her practice on antitrust, class actions and complex commercial litigation.

Carla Schiff Donnelly was elected to the board of the Allegheny County Bar’s Family Law Council. Carla is a principal at Gentile, Horoho & Avalli PC. She focuses her practice on divorce litigation, with a concentration on complex financial and custody issues, including grandparent rights matters.

Jill Scheidt (left) and Mary Cushing Doherty (right) gave an excellent presentation at the Women’s Law Caucus brunch at Villanova Law on April 15.

Francine Griesing, founder and managing member of Griesing Law LLC, has been selected by “The Philadelphia Inquirer” for its 2018 Influencers of Law Lifetime Achievement Award. Fran was selected by Inquirer readers and evaluated by expert panel judges based on her accomplishments in specialized practice, business impact and community service.

Jessie Smith (center) was honored with the 2018 Gilbert Nurick Award at the 2018 Conference of County Bar Leaders (CCBL) in Lancaster for her commitment to the Pennsylvania and Dauphin County Bar associations.

Carla Schiff Donnelly was elected to the board of the Allegheny County Bar’s Family Law Council. Carla is a principal at Gentile, Horoho & Avalli PC. She focuses her practice on divorce litigation, with a concentration on complex financial and custody issues, including grandparent rights matters.

WIP Members in the News
It is with great honor that I accept this award. Thank you!

I did not know Ms. Norton, but I do remember the inaugural award in Pittsburgh in 2002. I remember the tears of the people who spoke of Ms. Norton’s dedication to the profession and who spoke of her many kindnesses to the countless women who sought her guidance. When Sarah Yerger called, I thought it was to tell me that my nominee for the Alpern Award had won. I had no idea that I had been nominated. Never in a million years did I think that I would receive this award. When she told me, I burst into tears because, in my mind, there was nothing I did to deserve the award, and that sounds so insincere but it really isn’t.

You see, doing my best work and mentoring others is what I had been taught by the many people in my life. My grandmothers—one of whom was a Delaware County legal secretary for a judge. From her, I learned that the law was a jealous mistress, but you had to have balance. From my parents, Judy and Michael, I learned to carpe diem — seize the day. So I accepted every challenge — even when I had no idea where it might lead. Did I whine about it in private — especially when I felt that I was being treated differently because I was female? Sure. But ironically, there were fellow male colleagues who acknowledged that I was correct and offered me opportunities just the same. Men like Steve Shibla, Dean Dusinberie, Pat O’Connor, Steve Cozen, Bob Fiebach, Fred Jacoby, Bill Winning, Ross Weiss and Tom Wilkinson.

And overall, I learned and shared the knowledge that I gained — especially about the practice of law — from the many female lawyers and legal secretaries I met and practiced with. From Jennifer Patton’s legal tip of keeping a steno pad of the work I did and the messages I received, to value civility from Judge Turgeon and Magistrate Schwab’s tactful way of discussing salary issues. Donna Clark taught me family comes first, but sometimes you had to burn the midnight oil.

From Sarah Davies and Sarah Kelly I learned knowledge is power and to know my worth. From Sarah Yerger, Kelly Stapleton and Lisa Detwiler I learned and shared when not to speak and when to speak. In other words, sometimes less is more, and don’t start anything you can’t finish. And Sandy Bloch and Elaine Rinaldi taught me that hard work does pay off, there is sacrifice, and sometimes you just have to walk out of a settlement conference — even if you just traveled to Pittsburgh from Philadelphia.

I also accept this award on behalf of the numerous administrative professionals I have worked with during the years, who taught me the practical aspects of the profession. These are the unsung heroes. Mary Lou Brosky, Lynne Ritter, Carol Buck and Pauline Joy taught me how to format and type a letter and discovery requests, Rosemarie Bonavitacola, Barbara Kauffman and the entire staff of the West Conshohocken office, who indulgently watched my son growing up and bought his Pokemon cartoons. I would especially like to thank Anita Mack and Gailmarie Rizzo, who always go above and beyond the call of duty.

To my sister and brother and their families: you have shown me love and loyalty — even though I can be quite difficult — and for that I am extremely grateful. And for my dear Aunt Kay and Uncle Paul: thank you for always laughing at my jokes. We will get a cheesesteak for dinner from Our Deli.

So my final message is for my son. The light of my life, my greatest joy, my Star Lord and the million dollar baby. Do you remember your presidential dream? You advocated at the age of six that there shouldn’t be any homeless because everyone who had a house should take in a homeless person, but then after a couple of months, you decided to give up your dream because being president meant that you had to care about everyone and you couldn’t care about murderers. Oh, out of the mouths of babes what we can learn!

So, my dear Maximus, my wish is that you don’t judge, that you be fair to all, and that you be the very best person that you can be each and every day, for you never know what challenges and joy you will find. In other words, go for the gold and keep an open mind and know always how very much you are loved!
Two great PBA events:
Save the dates and watch for more information!

Wednesday, October 17, 2018
Minority and Women Lawyers’ Business Development Forum
Come • Connect • Succeed!

Learn how to improve your business development contacts and skills. Corporate and government legal departments will outline their practices to promote women and minority lawyers as outside counsel.

Morning CLE Programs:
- Thinking Outside The Box: Perspectives and Practices for Legal Departments to Retain Minority and Women Lawyers as Outside Counsel
- Public Contracting: Incentives, Processes and Opportunities for Building Diverse Legal Teams and Partnering with Minority and Women Lawyers
- Pathways to Success: Developing Successful Careers through Relationships, Leadership and Opportunities Both Within and Outside the Legal Profession

Following lunch and a keynote address, afternoon sessions will include:
- Speed Networking: Short one-on-one discussions with government and corporate representatives.
- Workshop: A facilitated, interactive discussion CLE will address business development issues including implicit bias and opportunities for diverse lawyers.
- Networking Reception

The Forum qualifies for 1 ethics and 3 substantive CLE credits.

Thursday, October 18, 2018
10th Diversity Summit
“Advancing Inclusion, Justice and Fairness in the 21st Century”

A forum for lawyers, law firms, public officials, bar associations and public interest organizations throughout Pennsylvania to share their approaches to fostering diversity and inclusion in the legal profession.

Attendees will receive updates on hot diversity legal issues, disability services, race and wrongful convictions, supplier diversity and implicit bias in eyewitness expert testimony.

The Summit qualifies for 5 ethics CLE credits.

“Great discussions and eye opening lessons about bias”
“The program was compelling and should be shared with all PA attorneys.”
“This was an excellent program. Well done!”
“Immensely important content”

PBI CLE Center, The Wanamaker Building
100 E. Penn Square, 10th Floor, Philadelphia, PA 19107
23rd Report Card on the State of Women Lawyers in Pennsylvania

The Commission on Women in the Profession issued its 23rd Report Card to serve as a measure of the evolving participation of women in the PBA, the judiciary and the practice of law. WIP continues to compare current results with those from its initial year of reporting to better understand the progress that has already been made and with the hope that it will help identify deficiencies, reveal opportunities and inspire positive changes for women attorneys. The 2018 report also features interviews with some of WIP’s highly respected female trailblazers.

Thanks to Bernadette M. Hohenadel, Christine Lombardo-Zaun and Lynn Marks, 2017-2018 Report Card Committee co-chairs, as well as Ursula L. Marks and Tameka L. Altadonna of the Pennsylvania Bar Association.

Click here to see the report.
PBA Commission on Women in the Profession Leadership 2018-2019

Co-Chairs ................................................................. Renee Mattei Myers*, Andrea B. Tuominen**
Co-Vice Chairs ......................................................... Stephanie F. Latimore, Melissa M. Leininger
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Public Service ........................................................................... Lisa M. Benzie, Amy C. Coco
Quality of Life ................................................................. Rebecca Finkenbinder, Kathleen Wilkinson
Report Card .......................................................................... Susan N. Bowen, Bernadette Hohenadel, Lynn Marks
Retreat 2018 ............................................................................. Jennifer Coatsworth, Elizabeth Flaherty
Retreat 2019 ............................................................................. Elizabeth Flaherty, Kathryn Harrison
Spring Conference ............................................................ Hon. Stephanie Domitrovich, Ellen D. Bailey, Sarah C. Yerger
Book Group ............................................................................ Desiree Brougher, Lindsay Berkstresser
Diversity Ambassador .......................................................... Desiree Brougher, Lindsay Berkstresser
YLD Liaison ............................................................................ Sheryl Axelrod
PBA Newsletter Liaison ........................................................ Diane Quinn
PBA Staff Liaison .................................................................... Ursula Marks

* PBI Board Liaison
** PBA Nominating Committee Representative

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 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.

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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.