



voices & views



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

Commission on Women in the Profession "Tackle Workplace Issues" at Seventh Annual Conference

"Tackling Workplace Issues: Balance, Empowerment, Diversity" is the theme for the PBACommission on Women in the Profession's Seventh Annual Conference, which will be held May 10 during the PBA Annual Meeting at the Hershey Lodge and Convention Center.

The conference will feature two CLE courses entitled "Strategies for Working the Law into Life" and "Diversity Works!"


"Strategies for Working the Law Into Life" will run from 10:30 a.m. to noon and will be worth 1.5 hours of ethics credit. Sarah C. Yerger of the Pennsylvania Department of Labor and Industry will moderate the session, which will focus on programs for law firms that can help lawyers achieve balance between their professional and personal lives. Some of the programs that will be discussed include flexible scheduling, job-sharing and part-time work. The speakers for this session will be Susan D. Colwell and Elizabeth A. Lion

Januzzi, who job-share at the Pennsylvania Public Utility Commission; Alice Sacks Johnston of Buchanan Ingersoll P.C., Pittsburgh; and Marie Milie Jones of Meyer Darragh Buckler Bebenek & Eck.

The conference luncheon will take place from 12:30 to 2 p.m., featuring Anita Hill as the keynote speaker and the Anne X. Alpern Award presentation. All Annual Meeting attendees are invited to the luncheon.

The "Diversity Works!" CLE session will follow the luncheon at 2:30 p.m. and run until 4 p.m.. Commission Co-chair Beatrice O'Donnell of Duane Morris & Heckscher, Philadelphia will moderate this course, which will be worth one substantive and .5 ethics CLE credits. Discussing the value of diversity in the legal profession will be Allegheny County Judge Cynthia Baldwin; PBA At-Large Governor Stephanie F. Latimore of the Pennsylvania Legislative Reference Bureau; Professor Marina Angel of

Temple University Law School; and Commission Co-chair Vicki Linn Beatty of Campbell Durrant & Beatty, Pittsburgh.

The conference's traditional tea will begin at 4:15 p.m. with the Alternative Conjunction Clinic and School of Massage Therapy providing complimentary chair massages. 

The conference will feature two CLE courses entitled "Strategies for Working the Law into Life" and "Diversity Works!"

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Annual Conference Registration Form Enclosed!

Editor's Message



Voices and Views, the newsletter of the PBA Commission on Women in the Profession, is now being distributed to every female member of the Pennsylvania Bar Association. This gives us a wonderful opportunity to reach almost 6,500 women lawyers throughout the Commonwealth in our continuing efforts to succeed in our chosen career without sacrificing personal goals.

In a later edition, I hope to be able to include more contributions from our membership, articles you have written, and talks or seminars you have given or will give.

Since the newsletter comes out only three times a year, you may want

to use the listserv (see page 3 for more information) to request information, ask for or tell about employment opportunities, or request referrals. Please don't forget the Commission Directory when making a referral.

The Commission is trying to compile an e-mail list of our members. This is proving to be a bit more difficult than first appeared, because our only sources did not always include an e-mail address, and also because we are so fortunate to have many new members. If the directory did not include your e-mail address (and you have one), or you are not yet listed in the directory, or the e-mail address is inaccurate, please send, by your

favorite method of communication, your name and e-mail address. Please type or print carefully, the computer is a stickler for accuracy and does not countenance the slightest deviation.

Many thanks for the news items you have been sending. Please keep them coming.

Your e-mail address and any other material you have should be sent to Lila G. Roomberg, Ballard Spahr Andrews & Ingersoll, LLP, 1735 Market Street, 51st Floor, Philadelphia, PA19103, (215) 864-8527 (phone), (215) 864-8999 (fax), or roomberg@ballardspahr.com (e-mail).



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Welcome to Recent Appointees to the Commission

Susan Paradise Baxter
Elaine M. Bourne
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Carrie Matesevac
Carol S. Mills McCarthy
Christine Marie Metzner
Linda Wallach Miller
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Kathleen R. Mulligan
Valerie J. Munson
Lisa M. Passarello
Kathryn Lease Simpson
Jill M. Szafranski
Roselle G. Tena-Trello
Louis N. Teti
Debra Barnhart Todd
Wrenna Leigh Watson
Joanne Ross Wilder
Sarah C. Yerger
LeDon Young



Commission Members in the News

Lisa Pupo Lenihan has left the law firm of Burns, White & Hickton to accept the position of corporate secretary to the board of directors of the University of Pittsburgh Medical Center Health System. New address: Forbes Tower, Room 10062, 2000 Lothrop Street, Pittsburgh, PA 15213-2582, (412) 647-4840 (phone), (412) 647-4841 (fax), lenihanlp@msx.upmc.edu (e-mail).

At its meeting on Dec. 20, 1999, the board of governors of the Philadelphia Bar Association unanimously adopted the Women in the Profession Committee's Model Employer Policies for Parenting Lawyers. These policies were presented to the board by 1999 Committee chairs **Jane Leslie Dalton** and **Kathleen Wilkinson**. In her remarks, Kathleen explained that, since the Bar's first policies were finalized in 1989, more women have entered the work force, and work force trends such as part-time and flex-time work and telecommuting have become more common.

Debra Weinstein, as chair of the Philadelphia Bar Association's Labor and Employment Law Committee, presented a resolution endorsing proposed amendments to the Internal Revenue Code to exclude certain damages from gross income in employment and civil rights cases. This resolution was subsequently adopted by the Philadelphia Bar Association's board of governors.

Leslie Anne Miller has been appointed to the board of the Regional Performing Arts Center in Philadelphia.

Kudos for **Judge Kathleen R. Mulligan** for her efforts to improve the experience of victims of domestic abuse in Western Pennsylvania. She was instrumental in setting aside a new space for Protection of Abuse.

Carmina J. D'Aversa, who concentrates her practice in estate planning, has relocated her office to Bala Cynwyd. (610) 660-7712 (phone),

daversa@aol.com (e-mail).

Congratulations to **Judge Debra Barnhart Todd** on her election to the Pennsylvania Superior Court in November of last year and to **Judge Cynthia A. Baldwin** for success in her retention race.

The Honorable **Cynthia A. Baldwin**, Civil Division, was recently named a Pittsburgher of the Century by *African-American-in Pittsburgh Magazine* and a Mon Valley Newsmaker of the Century by the *McKeesport Daily News*.

Many, many thanks to **Nora Barry Fischer** for keeping your editor up-to-date on member doings in Western Pennsylvania.

Janice Griffin O'Reilly of Pittsburgh PA has been certified as a member of The Million Dollar Advocates Forum.



PBA Listserv Update

A growing number of PBA committee/section members are keeping on top of the latest news through committee/section listservs.

Are you confused about what a listserv is, or how to subscribe to one? Here are answers to the most commonly asked questions about listservs:

What is a listserv?

A listserv is an electronic mailing list that allows subscribers to exchange information with the entire list of subscribers. Joining a listserv is like having a continuous conversation with a group of people, only all comments and responses are sent through e-mail. When you subscribe to a listserv, you are able to e-mail all listserv members

via one e-mail address.

How does it work?

Any subscriber may post a question or share some information, simply by sending it to the listserv address. All subscribers will then receive the first subscriber's e-mail, and they may answer the question, or comment on the information by replying to the first subscriber's e-mail. Any responses will also be received by all the listserv subscribers.

I'm a PBA member. Can I subscribe to any listserv I want?

No. Only members of the committee/section can subscribe to the com-



mittee/section's listserv.

How do I subscribe to my committee/section's listserv?

Send an e-mail to the listserv address with "-subscribe" inserted before the "@" Do not type anything in the subject line or the message body — they should both remain blank. For example, members of the Commission on Women in the Profession would send an e-mail to Wip-subscribe@list.pabar.org.

For more information, contact PBA Internet Coordinator Traci Klinger at (800) 932-0311 ext. 2255.

Commission on Women in the Profession Listserv: Wip@list.pabar.org.



WIP Annual Conference Schedule - May 10, 2000

10:30 a.m. - 12:00 noon

STRATEGIES FOR WORKING THE LAW INTO LIFE CLE (302)

A life in the law often results in no life outside the office. What creative strategies can law firms and legal departments undertake to assure that lawyers and their staff achieve satisfaction in both their profession and their personal lives? The panel, consisting of representatives from government and the law, will discuss such initiatives as flexible schedules, job-sharing and part-time work.

Moderator: Sarah C. Yerger, Esq.

Speakers: Susan D. Colwell, Esq.
Elizabeth A. Lion Januzzi, Esq.
Alice Sacks Johnston, Esq.
Marie Milie Jones, Esq.

CLE Credits: 1.5 Hours - Ethics

12:30 p.m. - 2:00 p.m.

LUNCHEON

Keynote speaker:
Anita Hill
Presentation of
Anne X. Alpern
Award.



Anita Hill

2:30 p.m. - 4:00 p.m.

DIVERSITY WORKS! CLE (304)

The search for "diversity" began as an accommodation to civil rights activists who sued to ensure that both men and women of different ethnic, cultural and religious backgrounds were fairly represented in the work force of America. Now that businesses have begun to institutionalize their commitment to this concept, they are also recognizing that there is value in diversity. Hear first-hand from the perspective of the bench and bar just

how much value there is in diversity for the legal profession.

Moderator: Beatrice O'Donnell, Esq.

Speakers: Hon. Cynthia Baldwin
Stephanie F. Latimore, Esq.
Prof. Marina Angel, Temple University Law School
Vicki Linn Beatty, Esq.

CLE Credits: 1.5 Hours - 1.0

Substantive - 0.5 Ethics

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

TEA & RELAXATION

Relax after a busy day with tea and a complimentary chair massage provided by the Alternative Conjunction Clinic and School of Massage Therapy.



**PBA COMMISSION ON WOMEN IN THE PROFESSION
NEWSLETTER**

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