One Hundred Years

By WIP Co-chair Renee C. Mattei Myers, Esq.

“The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any state on account of sex. Congress shall have power to enforce this article by appropriate legislation.”

Aug. 18, 2020, will mark the 100th year of the ratification of the U.S. Constitution’s 19th Amendment giving women the right to vote. While 100 years seems like a long time, it is important to put things into perspective. My daughter’s great-grandmother turned 102 this August. Which means, for the first two years of her life, women (including her own mother) were not permitted to vote. In addition, white men have had the right to vote since 1789 (or 231 years!). So, while 100 years may seem like ancient history, its really only only the tip of the iceberg in what women can accomplish across our nation when we get out to vote.

For example, as highlighted in the PBA WIP 24th Annual Report Card, in Pennsylvania, in 2018 women represented 34% of state court judges and 24% of federal district court judges (in the Third Circuit Court of Appeals, that number is 19%). While women make up 32.5% of the PBA membership, they represent 38% of the House of Delegates and 42% of the Board of Governors. Finally, Anne N. John took the helm in May 2019 as the PBA’s fifth woman president.¹ While the Report Card notes the increase in women in each of these areas, there continues to be room for progress.

Over the next year, the WIP will celebrate the momentous occasion of the 100th Anniversary of the 19th Amendment with a variety of programming starting with our Fall Retreat at the Omni Bedford Springs, Nov. 1-2.

The weekend will begin with a keynote by Lisa Tetrault, PhD, on the history of the suffrage movement, as well as a visit by historical figure Alice Paul (as portrayed by Taylor Williams). Paul not only helped secure passage of the 19th Amendment but also authored the Equal Rights Amendment in 1923 (which has yet to be adopted). On Saturday, panelists will address the history of women in the Pennsylvania Legislature as well as voting rights in Pennsylvania.

The weekend will also include opportunities to participate in quality of life and public service events. I also happen to know the Omni has a fantastic spa! I hope you are planning on joining us. (See page 2 for the full schedule and get more information here.)

The focus on the 19th Amendment will continue at our Annual Conference in May 2020, which will also include the unveiling of our commission’s capstone oral history project.

This year will definitely be a great year to celebrate women. To quote a famous commercial from my childhood, “We’ve come a long way, baby!,” but we still have a long way to go.

¹ Pennsylvania Bar Association Commission on Women in the Profession 24th Report Card
PBA Commission on Women in the Profession
Fall Retreat

Nov. 1-2, 2019 • Omni Bedford Springs Resort, Bedford

Friday, November 1
3:00 p.m.–6:00 p.m. Registration
4:00 p.m.–5:00 p.m. Book Group Discussion: “Daughters of a Nation: A Black Suffragette Historical Romance Anthology”
5:00 p.m.–5:45 p.m. Opening Reception and Cash Bar
6:00 p.m.–8:00 p.m. Dinner Program
Welcome Remarks: Renee Mattei Myers & Melissa Leininger, WIP co-chairs
Remarks: Anne N. John, PBA president
Dinner Service
Introductory Remarks: Elizabeth Flaherty & Katie Harrison, 2019 Fall Retreat co-chairs
Keynote Speaker: Lisa Tetrault, PhD, Carnegie Mellon University
Dr. Tetrault will kick off the weekend by speaking about the 19th Amendment and the history of the decades of the suffrage movement leading to its ultimate passage. She will discuss women's rights versus voting rights and the 19th Amendment's role in those debates and what the suffrage movement left behind in order to fulfill its goal of women's suffrage, namely, a new amendment related specifically to voting rights in the United States. She will draw from her research for her first book, “Myth of Seneca Falls: Memory and the Women's Suffrage Movement, 1848-1898” and her soon-to-be-published work, “Enter Woman Suffrage: A Wholly New History of Reconstruction, 1865-1878.”
1 substantive CLE credit
Visit by Historical Figure Alice Paul (portrayed by Taylor Williams)
Alice Paul was a leader of the 20th century women's suffrage movement. She advocated for and helped secure passage of the 19th Amendment to the U.S. Constitution, granting women the right to vote. Paul next authored the Equal Rights Amendment in 1923, which has yet to be adopted.
8:00 p.m.–10:00 p.m. After-Dinner Socializing
The evening’s socializing and discussions will continue so that everyone can further relax and enjoy themselves.

Saturday, November 2
7:00 a.m.–7:30 a.m. Meditation Time
The Quality of Life Committee invites all attendees to join together for quiet time and meditation led by a hotel spa professional. Mats will be available on site, but feel free to bring your own.
7:45 a.m.–9:00 a.m. Continental Breakfast Buffet
8:00 a.m.–9:00 a.m. WIP Business Meeting
9:00 a.m.–10:30 a.m. Update on the PA Legislature: Has the Election of More Women Led to the Introduction and Passage of More Laws Related to Women's Issues?
This panel will discuss the history of the role of women in the Pennsylvania Legislature and what the current “wave” of women elected to the Legislature means for laws related to women's issues, such as equal pay, gender discrimination, sexual harassment and women's health.
Moderator: Liana Walters, Esq., Pennsylvania State Senate
Panelists:
• Jennie Sweet Cushman, assistant director, Pennsylvania Center for Women and Politics, Chatham University
• Rep. Joanna McClinton, Democratic Caucus chair, Philadelphia & Delaware County
• Rep. Marcy Toepel, Republican Caucus chair, Montgomery County
1.5 substantive CLE credits
10:45 a.m.–12:15 p.m. The Status of Voting Rights in Pennsylvania and Beyond
Drawing on Dr. Tetrault’s keynote, the panel will discuss the League of Women Voters v. Scarnatti case; current lawsuits and/or pending legislation related to voting rights in the commonwealth; and how cases related to voting rights issues in Pennsylvania, including redistricting, absentee ballots and voter registration, may or may not affect cases currently in the Supreme Court or other state and federal courts.
Moderator: Kathryn L. Harrison, Esq., Campbell & Levine LLC
Panelists:
• Elizabeth Randol, legislative director, ACLU of Pennsylvania, Pittsburgh
• Mary McKenzie, Esq., legal director, The Public Interest Law Center, Philadelphia
• Suzanne Almeida Grubbs, Esq., Common Cause in Harrisburg; former executive director, PA League of Women Voters
1.5 substantive CLE credits
12:15 p.m.–1:15 p.m. Luncheon
1:30 p.m. Public Service Project
Quality of Life Committee Walk
Immediately following the public service project activity, the Quality of Life Committee invites everyone to join together for a group mindfulness walk on the trails surrounding the beautiful Bedford Springs property.

6:00 p.m. Optional Dinner Event at Jean Bonnet Tavern
A private room has been reserved at the Jean Bonnet Tavern for dinner for those attendees who wish to extend the retreat a bit longer. Reservations are required, and the cost of dinner is your responsibility and not included in the registration fee. Please indicate that you plan to stay for dinner when registering for the retreat.

Click here to get the brochure, register online and make hotel reservations.
Use Multi-Factor Authentication: It Blocks 99.9% of Account Takeover Attacks

By Sharon D. Nelson, Esq.

DNet published a post on Aug. 27, noting that Microsoft says that users who enable multi-factor authentication (MFA) for their accounts will end up blocking 99.9% of automated attacks. The recommendation applies not only to Microsoft accounts but also to any other profile, on any other website or online service.

If the service provider supports multi-factor authentication, Microsoft recommends using it, regardless if it’s something as simple as SMS-based one-time passwords or advanced biometrics solutions.

“Based on our studies, your account is more than 99.9% less likely to be compromised if you use MFA,” said Alex Weinert, Group Program Manager for Identity Security and Protection at Microsoft.

Weinert said that old advice like “never use a password that has ever been seen in a breach” or “use really long passwords” doesn’t really help.

Weinert was one of the Microsoft engineers who worked to ban passwords that became part of public breach lists from Microsoft’s Account and Azure AD systems back in 2016. As a result of his work, Microsoft users who were using or tried to use a password that was leaked in a previous data breach were told to change their credentials.

But Weinert said that despite blocking leaked credentials or simplistic passwords, hackers continued to compromise Microsoft accounts.

He attributed this to the fact that passwords or their complexity don’t really matter anymore. Nowadays, hackers have different methods at their disposal to get users’ credentials. Read the post to understand the methods being used.

With over 300 million fraudulent sign-in attempts targeting Microsoft cloud services every day, Weinert says that enabling a multi-factor authentication solution blocks 99.9% of these unauthorized login attempts, even if hackers have a copy of a user’s current password.

The 0.1% number accounts for more sophisticated attacks that use technical solutions for capturing MFA tokens, but these attacks are still very rare when compared to the daily grinding of credential stuffing botnets.

Microsoft’s claim that using MFA blocks 99.9% of automated account takeover (ATO) attacks isn’t the first of its kind. Back in May, Google said that users who added a recovery phone number to their accounts (and indirectly enabled SMS-based MFA) were also improving their account security.

“Our research shows that simply adding a recovery phone number to your Google Account can block up to 100% of automated bots, 99% of bulk phishing attacks, and 66% of targeted attacks that occurred during our investigation,” Google said at the time.

When both Google and Microsoft are recommending the same thing, it’s probably a good time to start following their advice.

Sharon D. Nelson is the president of Sensei Enterprises Inc., a digital forensics, cybersecurity and information technology firm in Fairfax, Virginia. Nelson is the author of the noted electronic evidence blog, Ride the Lightning and is a co-host of the Legal Talk Network podcast series called “The Digital Edge: Lawyers and Technology,” as well as “Digital Detectives.” She is a frequent author (17 books published by the ABA and hundreds of articles) and speaker on legal technology, cybersecurity and electronic evidence topics. She was the president of the Virginia State Bar from June 2013 to June 2014 and a past president of the Fairfax Law Foundation and the Fairfax Bar Association. She can be reached at snelson@senseient.com
Do you feel like your day is spent in “firefighter” mode – putting out one emergency blaze after another? You can easily spend eight hours or more at the beck and call of the urgent activities on your list: The phone call that comes right when you’re sitting down to do some much-needed drafting, spending hours searching for a document you know you had, the desperate plea from a friendly colleague to take care of an appearance … tomorrow. While these all might be worthy tasks, they’re not necessarily related to your high-level goals. And as a result, the time you’ve set aside for your important tasks can be usurped by the tyranny of the urgent.

Yes, it’s hard to ignore a ringing phone or a full email inbox. But if you want to have a sane practice, you need to have a system for focusing on the important tasks instead of the urgent ones. Here are five quick tips for keeping your attention in the right spot:

1. **Know what “important” is.**
   You have to have your high-level goals in front of you, literally and figuratively. You must know what you’re trying to accomplish, so you can filter your activities accordingly. I use the “Rule of 3” for this on a daily basis. Each morning, I start with dating my journal page and adding a 1-2-3 for my three things to get done. When I complete a task, it gets crossed off. If any tasks are left at the end of the day, they are added to the next day’s three things to get done.

2. **Create zones with no distractions.**
   It’s not practical to turn off your phone ringer for hours at a time or to check your email only a few times a day. But you can set up zones where you limit outside interruptions. Start with a quiet time first thing in the morning for one hour. Get one big item off your three things list before you check email. If that works well, add another quiet zone in the afternoon, maybe right before you quit work, so you can plan out the following day.

3. **Set expectations.**
   You train people how to treat you and what to expect from you. If you always respond immediately, they’ll grow to expect immediate answers. Slowly wean them from expecting you to be on-call, 24/7.

4. **Create systems to support your new habits.**
   Use filters to shuffle noncritical messages to other folders for later reading is one way to help keep you from getting sidetracked in your inbox. Removing all nonessential programs and icons from your computer desktop (and from your physical desktop, too) can also help keep you focused. Figure out where you’re getting derailed and create some boundaries to keep yourself on task.

5. **Remind yourself you can’t do everything.**
   Admitting you can’t respond to every demand for your time no matter how much you want to can go a long way to helping you see your limits. Realize you’re only human, and if you can’t do everything, you have to be strategic about where you do spend your time. It can be very uncomfortable to learn to delegate or to choose not to accept certain invitations or requests. Remind yourself of the big picture, and hold fast to the limits you set for your time.

The point is not to be working more and not to be working in crazy mode all the time. Rather the goal is to put in place the right processes, people and products to allow your office and workflow to run efficiently (with and without you).

**Andrea Cannavina, CEO, CTM, MVA helps attorneys fix their offices, workflows and websites. Visit [www.andreacannavina.com](http://www.andreacannavina.com) to learn more.**
Would it surprise you to know that the majority of visitor traffic to a law firm’s website does not come in through the home page?

It’s true. Only about four in 10 visitors enter through the home page. Most visitors enter a law firm’s website through a personal biography page for an individual attorney. Some get there by searching for a specific lawyer’s name, while others searched for a phrase like “Philadelphia tax attorney” and ended up on the bio page for a specific attorney.

These website user statistics should convince today’s law firm leaders that creating an effective website biography page for every individual attorney in a firm can have an immediate, positive impact on both that attorney’s personal book of business and the firm’s bottom line. A personal bio helps interested parties get to know the attorney and validate their legal prowess, long before they pick up the phone to call the firm.

The Importance of Attorney Biographies – The Evidence

How important are attorney bios? Consider the following evidence:

• 90% of in-house counsel rely on attorney bios when researching and hiring outside counsel.
• 83% of in-house counsel ranked lawyer bios as important when researching outside lawyers and law firms.
• 77% of in-house counsel are attracted to content utility / usefulness.
• Attorney bios rank as the second-most important resource when researching lawyers and law firms. The first is recommendations from trusted sources.
• As far back as 2013, nearly 60% of law firm clients said they used online profiles to compare their lawyers to the competition (BTI Consulting).

The Attorney Bio Must-Haves

Data tells us the type of information that law firm website visitors expect. Every bio should include a professional headshot, the attorney’s formal name, title (partner, associate, etc.), city and state, detailed contact information and social media links, as long as the profiles are kept up-to-date. Each attorney’s practice areas and industries also should be reviewed for accuracy. Industries change and attorneys’ practices evolve. Do your web visitor a favor and make sure the info they are looking at is correct.

Attorneys should plan to update their bios at least annually. Review the overview and experience, honors and activities, and insights and presentations to ensure that the most recent accolades and experiences are included. Consider removing those that are more than 10 years old, unless they are significant.

How to Improve Your Bios

Here are some tips for writing effective, personable attorney bios.

Know your audience: As lawyers, it is important to know your legal services buying audience – your current and past clients, prospective clients and referral sources. While other audiences, such as the media, opposing counsel, prospective new hires and your internal audience are important, it is the retention and acquisition audience that you should focus on. Just as you would not address a judge without first knowing her background or a jury without having conducted voir dire, know your audience and address their wants and needs in your bio.

Heed the 6-second rule: You have six seconds to make a good impression. Use it wisely to differentiate yourself, be concise and specific, unique and memorable. Online readers want short sentences and short paragraphs. Think bullet points. Your bio is not an obituary. Provide just enough information so a client can say: “This person has the skills I need; let’s talk to him/her.”

“I” is okay: It’s permissible and often prudent to use the first-person vernacular, but use it wisely in order to convey how you serve the needs and interest of your clients and understand their industries.

Highlight your industry or practice area: Be sure that your industries or practice areas are obvious and unmistakable to the visitor who only scans the page without fully reading it. GC’s care less about where you went to law school than
Tips for Writing Effective Attorney Bios
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the recent matters you have handled successfully. Emphasize case studies and victories won for clients to demonstrate your successes.

Repurpose content: There are many places to find valuable content for your bios. Reuse approved client testimonials, review your Chambers rankings and seek feedback from other attorneys you work with. The favorable things that others have to say about you serve as de facto reviews and testimonials to your legal prowess.

Focus on benefits and demonstrate client service and value: Always remember the adage, “what’s in it for me.” Answer these questions: What differentiates you from other lawyers? What are the benefits of working with you? How do you make your clients’ lives easier? Why should they hire you?

Show, don’t tell: Demonstrate that you are a leader in your field instead of simply stating it. Provide specific examples that illustrate how you are the best lawyer in your field. Demonstrate your knowledge and let your accomplishments speak for themselves. Include client names when relevant and when you have client permission.

Avoid legalese: Use language that your prospects understand. Legal jargon has its place but your bio is generally not it. Read your bio out loud. If it sounds like something you’d never say, then edit it.

Be personable: This is a relationship business. Adding a bit of personality (while remaining professional) to your bio shows that you are human. It’s okay to bring your personality to the forefront. Here are some questions to answer that can help: What made you decide to practice law? What types of matters are you most passionate about? What issues are keeping your clients up at night? What are your greatest strengths as an attorney? Why do your clients like working with you?

Don’t forget the robots: Remember that many “bots” search your bios, too, as they index the web. This is what we call search engine optimization (SEO). Use descriptive language based on how your audience searches for your services. For example, don’t just say “Jane is a lawyer.” Instead, say “Jane is an employment lawyer in Philadelphia.”

Keep it current: A common mistake of attorney bios is to include outdated information, which makes you appear out of touch and out of date. Update your bio at least once a year. If you have information in your bio that is compelling but the dates suggest that it is stale, consider removing the dates.

A good bio can help to bring in new business. A bad bio can put you out of the running before you even know you were in it.

Voices & Views • Pennsylvania Bar Association • Commission on Women in the Profession

Why do we, as women, sell ourselves short?

As a young lawyer, I spent my days, like most of us did, focusing on the things I did not know and perpetuating a cycle of negative self-talk. They say, “comparison is the thief of joy,” because it is. Instead of appreciating the skills I was developing, the opportunities I had been blessed with for professional growth, my God-given talents and my drive to come up with a plan and execute it, I chose fear. I chose shame. I chose to believe I was not enough.

Did you know it is possible to make a different choice?

I learned I needed to make a different choice. I had a heart attack caused by spontaneous coronary artery dissection, a healthy woman’s heart attack, at the age of 36 and fear became my new normal. Fear was a constant in my life, but the focus was on the fear of dying. I could not live like that. I had to make a different choice. I started immersing myself in articles, books, podcasts and TedTalks of leaders who chose a different way of thinking. I needed to look death in the eye and steal its power over me, and, in the process, this terrible experience enriched my life in more ways than I can count.

I am confident. I enjoy what I do. I recognize that, as a personal injury attorney, I am blessed with the opportunity to help people rebuild their lives from devastation and fear, a process with which I am now acutely familiar. I am resilient. I am strong. And, my clients are, too.

If you are choosing fear, if you are choosing shame, if you are choosing to believe you are not enough, make a different choice. It will change your life. Choose to see yourself as imperfectly perfect. Choose to focus on gratitude. When you look for the good, it’s not hard to find. You, too, are enough.

Who Needs a Pep Talk? Who Needs a Refresh? Press the Pause Button and Focus on the Good

By Jill Kelly McComsey, Esq.

McComsey Law LLC recently opened its doors to personal injury victims in the Lehigh Valley (Northampton and Lehigh counties) and Upper Bucks County. With over a decade of experience handling personal injury matters, Jill Kelly McComsey is excited about this new venture and continuing to provide compassionate and reliable counsel to those devastated by life-altering accidents. Read more about McComsey Law LLC and Jill’s mission of empowerment and compassion at fb.me/McComseyLaw.

Legislative Update

Sarah Yerger, the WIP Legislative Committee chair, and the PBA Legislative Department have been closely monitoring three pieces of key legislation.

- **Bill HB 12**, introduced by Rep. Seth Grove of District 196 (part of York County) proposes to amend Titles 18 (Crimes & Offenses) and 42 (Judiciary) and relates primarily to the offenses of trafficking in individuals and of patronizing a victim of sexual servitude and related provisions pertaining to public indecency, prostitution and testimony.

- **Senate Bill 337** was introduced by Sen. Judy Schwank of District 11 (part of Berks County) and proposed to amend Title 18 (Crimes and Offenses) in sexual offenses, providing for the offense of sexual extortion, before being removed from the table for later consideration in June.

- **House bill 755** was sponsored by Rep. Marcy Toepel (District 147; parts of Montgomery County) to provide express obligations for workplace sexual harassment policies, prevention measures by employers and for duties of the Pennsylvania Human Relations Commission. Sarah Yerger testified in House discussions surrounding the measure and a primary concern of the Labor and Industry Committee was funding.
When you review your monthly law firm financial reports, decision making transforms from a guessing game to powerfully strategic next steps. Those strong decisions propel you forward toward your goal of creating the law firm – and life – you want.

If law firm financial analysis is new to you, I invite you to start with these six basic monthly financial reports. A CPA or accountant (or maybe a super-qualified bookkeeper), especially one who specializes in law firms, will be able to produce these for you. Once you get comfortable, you’ll be able to review and analyze these reports in 10 to 20 minutes a month. The information you glean from them: pure gold.

Here’s where to start:
1. Rolling 12-Month Revenue and Expense Report
2. Accounts Receivable Report, including receivables at 30 days, 60 days and 90 days
3. Budget Variance Report by Month
4. Cash Flow Forecast (six to eight weeks ahead)
5. Balance Sheet
6. Billable Employee Collectibles (compared to total compensation package)

Rolling 12-Month Revenue and Expense Report
This trailing report shows what’s happened over the past 12-months. What revenue has been earned? What monies have gone out to keep the lights on? This report is used to feed cash flow reports, balance sheets and income statements and make smart decisions about how to move your firm forward.

Accounts Receivable Report
“Accounts receivable” refers to the money your clients owe you. While I work with my clients to have this number at a big fat zero, many attorneys have a serious AR issue. You can eliminate AR by first tracking it so you know it exists and in what amount and then doing something about it.

To avoid AR, set clear client expectations, collect significant retainers, bill contemporaneously, send out bills in a timely manner via email, accept credit cards, use evergreen retainers with a credit card and send reminders immediately if late. If AR hits 45 days, your billing person needs to start calling. If AR hits 60 days, you make the call. It’s your money; go after it – and do better with your billing practices next time.

Budget Variance Report by Month
Your monthly budget variance report shows how reality differed from your annual budget. A variance is not good or bad in and of itself; this report provides value by identifying variances; then, you must determine the cause. Did you have an influx of referrals from a new source? Did you close fewer of your consultations? Did you fail to bill contemporaneously and lose 40% of your billable hours? Make adjustments to either enhance or diminish the variance moving forward.

Cash Flow Forecast (six to eight weeks ahead)
Your cash flow forecast alerts you to any oncoming cash crunches. The more notice you have that a cash crunch is on the way, the more opportunity you’ll have to do something about it. Being able to produce cash when you need it is empowering. You’ll sleep better at night, make smarter decisions, absorb risk and take advantage of awesome opportunities.

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6 Financial Reports

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To avoid cash crunches, the ideal is to have one month of overhead in your operating account and two months of operating expenses in a safe interest-bearing account you can access quickly.

Balance Sheet

Your firm’s balance sheet is a statement of firm value and health at a given time. Your balance sheet will show: assets, liabilities and capital. Assets refer to what your firm owns; liabilities are what the firm owes; and capital (or equity) shows your accumulated assets invested.

Billable Employee Collectibles Report

Employees need to produce value between four and five times their total compensation package. For billable employees, this is revenue. This report compares monthly compensation to monthly collectibles indicating whether the 4x – 5x threshold has been met. Bonuses would be invoked over that threshold.

Each step forward while basing your decisions on the numbers instead of what’s on fire or what your gut is telling you, leads you closer to the law firm and life you want and having significantly greater impact in your community. It’s time to put your CEO hat on and know your numbers.

Welcome New Commission Members!

The PBA Commission on Women in the Profession extends a warm welcome to new commission members who joined June through September 2019. We hope the new members enjoy their membership and experience the many benefits of serving on the Commission on Women in the Profession.

- Valerie Beaston, Metzger Wickersham PC, Harrisburg
- Rachel Berman-Vaporis, U.S. Department of Justice, Washington, D.C.
- Meghan Carey, Marshall Dennehey Warner Coleman & Goggin, Moosic
- Christina Gallagher, Rubin Fortunato & Harbison PC, Paoli
- Melanie Garner, Langfitt Garner PLLC, Philadelphia
- Alicia Hickok, Drinker Biddle & Reath LLP, Philadelphia
- Adrienna Hunsberger, Timoney Knox LLP, Fort Washington
- Melissa Krishock, Bingaman Hess, Wyomissing
- Karen Kuebler, Manchester & Associates, Bellefonte
- Erica Laughlin, Strassburger McKenna Gutnick & Gefsky, Pittsburgh
- Melissa Liddell, PNC Wealth Management, Glenshaw
- Maureen Maley, Saxton & Stump LLC, Lancaster
- Kumbukeni Mjuweni, Havertown
- Maxelle Neufville, Philadelphia
- Stephanie Shortall, Antheil Maslow & MacMinn LLP, Doylestown
- Monica Uglizza, Lemoyne

Wendy Witt, JD, serves as a master law firm business strategist. Her mission is to tilt the legal universe towards wellness. Witt is fulfilling that mission by helping solo and small firm attorneys create million-dollar (or multi-million dollar) law firms and the life they love. She practiced estate planning law for 15 years. Learn more at MillionDollarAttorney.com
WIP Members in the News

Nancy Conrad, White and Williams LLP, has been recognized by Best Lawyers in America© 2020 in the practice area of Litigation - Labor and Employment. Inclusion is based on peer-review by colleagues within the same geographical area and legal practice area.

Francine Friedman Griesing, founder and managing member of Griesing Law LLC, received the 2019 WBE Leadership Award on behalf of Women’s Business Enterprise Center East at the Annual Awards Celebration on Sept. 26, 2019. The WBE Leadership Award honors a WBE that is certified by and actively participates in WBEC-East, and whose leadership, mentoring, business acumen and community service have contributed significantly to the growth and development of WBENC-certified WBEs in her community.

Fran is also the recipient of the Lifetime Achievement in Diversity & Inclusion Award on behalf of The Philadelphia Inquirer. Fran will be honored for her career devotion to diverse professional leadership and inclusive workplace initiatives at the Diversity & Inclusion Awards Gala on Nov. 13, 2019.

Roberta “Bobbi” Liebenberg, a senior partner at Fine, Kaplan and Black, was named by The Philadelphia Business Journal as one of the 2019 “Best of the Bar: Philadelphia’s Top Lawyers” in the Business Litigation category. This award honors lawyers who have distinguished themselves in their practice areas based on significant and recent achievements. Bobbi represents both plaintiffs and defendants and focuses her practice on class actions, antitrust and complex commercial litigation, and white collar criminal defense.

Liebenberg was also honored by The National Law Journal as one of the country’s “Elite Women of the Plaintiffs’ Bar” at an awards dinner in New York on July 18, 2019. When she served as chair of the ABA Commission on Women in the Profession, she coauthored the first-of-its-kind study concerning the underrepresentation of women as first chairs at trial entitled, “First Chairs at Trial: More Women Need Seats at the Table.”

WIP Co-chair Renee C. Mattei Myers was selected by her peers as a Lawyer of the Year for her work in Litigation - Labor and Employment in Harrisburg. This prestigious honor is given to only one lawyer in each practice area and location.
PBA Commission on Women in the Profession Leadership 2019-2020

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Quality of Life .................................. Roberta Jacobs-Meadway, Kathleen Wilkinson
Report Card ........................................... Susan N. Bowen, Elizabeth Flaherty, Lynn Marks
Retreat 2019 ............................................... Elizabeth Flaherty, Kathryn Harrison
Retreat 2020 .................................................. Tara A. Burns, Laura Williams
Spring Conference .......................... Gina Miller, Elizabeth Triscari
Book Group ........................................ Desiree Brougher, Katherine Kennedy
Diversity Ambassador .......................... Sharon R. López
YLD Liaison .................................................. Rachel King
PBA Newsletter Liaison .......................... Diane Banks
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 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.

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