From the 2017-18 Co-chairs

By Andrea Tuominen and Renee C. Mattei Myers

In a matter of days, the first month of the new year will have already gone by. As the cliché goes, it is hard to believe. Many of us will be reflecting on what occurred last year, as well as examining our plans and resolutions for the new year.

Looking back on the thought-provoking sessions at WIP’s fall retreat in November, the Commission continued to tackle the difficult subjects of harassment and discrimination in the workplace and Pennsylvania’s rape kit backlog. Both topics have been matters of considered importance and action for our membership.

Through the steady work of WIP’s legislative committee and PBA’s legislative affairs staff, WIP’s recommendation supporting legislation to increase the efficacy of the sexual assault evidence collection program and advance the rights of sexual assault victims, as approved by the PBA Board of Governors and House of Delegates, became reality with the enactment of amendments to Pennsylvania’s Sexual Assault Testing and Evidence Collection Act in October.

WIP’s commitment to preventing discrimination in the workplace and identifying barriers to women attorneys’ full participation in the work, responsibilities and rewards of the profession is always present. It is embodied in several recommendations (some jointly made with other PBA committees) in the past two years calling for adoption of sexual harassment policies by employers, amendment of Pennsylvania’s Equal Pay Law and continuing legal education and professional conduct rule changes. The efforts of the many WIP members who advised, drafted and advocated for these changes (and continue to do so) are important to acknowledge.

Thanks to WIP’s book group for its selection of “Dear Madam President: An Open Letter to the Women Who Will Run the World.” The author, Jennifer Palmieri, draws from her various political experiences, including the end of the Clinton presidential campaign, while her sister with early-onset Alzheimer’s was quickly declining, to inspire and advise women on how to be successful leaders. If you have not had a chance to read the book, make that one of your resolutions for the new year. In a relatable and intensely personal way, Palmieri reminds us that we should:
• Chart our own path and write our own story
• Keep our heads and our hearts during life’s storms
• Speak up, because our voices are needed
• Imagine what else may be possible, when the unimaginable happens
• Refuse to be defeated, even when we lose
• Share our stories, bind together and unite

We hope that you will also resolve to attend the upcoming spring conference and annual meeting and get involved with WIP. Best wishes for a happy and meaningful start to 2019.
Recap of the Pennsylvania Conference for Women  

By Lauren Hartley

I was fortunate to attend the Pennsylvania Conference for Women this year in Philadelphia on October 12. In 2017, I was able to attend with WIP; in 2018, my employer, Dickinson School of Law, generously sponsored a table for women law students. It was a privilege to attend this gathering with young women just starting out in their careers. Some personal highlights:

- Amal Clooney spoke eloquently about working with a young Yazidi woman to hold ISIS accountable for using rape as a weapon of war. Her client, it turned out, was Nadia Murad, co-winner of this year’s Nobel Peace Prize. Clooney operates at the highest levels of international jurisprudence, yet was able to make her client’s legal case understandable and compelling for a lay audience. It was a powerful example of a lawyer deploying non-legal soft skills in support of her client’s cause.

- Serena Williams, athlete, mother and advocate, spoke to a variety of her experiences and projects. One project of note she highlighted is Allstate Foundation’s Purple Purse project, which aims to break the cycle of domestic violence through financial empowerment. It is all too easy to see domestic violence as a one-dimensional issue; it is encouraging to see projects aimed at addressing other dimensions of the issue as well.

- Claire Wasserman, founder of the “Ladies Get Paid” community, led a panel discussion around knowing your worth, salary negotiation and the pay gap. She argues that the pay gap won’t close until we break the taboos around talking about money and start thinking about pay as more than just a personal goal or challenge – we owe it to each other and to the women who come behind us to get paid what we are worth now.

One of the things I value most about the conference is the breadth and depth of the women it convenes. There were teenage Girl Scouts in their uniforms and grey-haired women with friends; bankers; realtors; lawyers; pharmacists; HR specialists; small business owners; and speakers addressing health, beauty, financial well-being, resume-revision and career-coaching, communication skills and goal setting.

The conference took place a year after #MeToo broke out and just a few weeks before women were elected to office in record numbers. Against that cultural background, there was a certain sense in the air – optimism, yes, but tinged with a sense of determination and resilience. It is a powerful thing to be surrounded by thousands of other women.

Lauren Hartley is the recruitment coordinator at Penn State Dickinson School of Law in Carlisle. Previously, Hartley served as a law clerk to Judge Christylee Peck of the Cumberland County Court of Common Pleas. She graduated from Penn State Dickinson School of Law and Pepperdine University. Hartley currently serves as a YLD governor-at-large. She is the YLD liaison to the Commission on Women in the Profession and co-chair for the commission’s Membership Committee.
The PBA Commission on Women in the Profession held its annual fall retreat at the Hotel Hershey in November.

This year’s theme was “Making a Difference in the Me Too Era: Speaking Up, Taking Action andUniting for Change.” The retreat was filled with discussion among WIP members about how women can advocate for change in the legal profession and the criminal justice system.

Attendees began the retreat by viewing the documentary, “I Am Evidence,” which investigated the nationwide backlog of rape kits. The film shadowed several survivors of sexual assault, who each had rape kits performed after reporting assaults to law enforcement. Unfortunately, their rape kits sat on shelves and weren’t tested for years, which hampered the ability of law enforcement to investigate and close their cases. Each survivor expressed how the backlog affected her in different ways. But a common theme remained – an untested kit and an open case meant not knowing whether an assailant could harm again.

Representatives from Pennsylvania discussed how Pennsylvania law enforcement is utilizing rape kit testing and handling a statewide backlog during a CLE.

Law enforcement can input DNA found in a rape kit into the FBI database. This allows law enforcement to see whether DNA from a kit is linked to a rape case in another state. And often, it is, according to Dr. Ralph Riviello, professor of forensic emergency medicine at Drexel University. DNA from rape kits often allows law enforcement to identify serial rapists, he said.

“If the perpetrator isn’t identified, they may go on to do other rapes,” Riviello said. “That’s why it’s important to do the testing early.”

Continued on page 4
Riviello also said that the DNA from rape kits is often linked to other individuals charged or convicted of committing other crimes, like armed robberies or burglaries.

Similar to other states, Pennsylvania has faced a backlog in testing rape kits. Auditor General Eugene DePasquale attributed the backlog in part to law enforcement training and procedure. Some law enforcement throughout the state didn’t know what to do with the kits or that they could be linked to individuals in the FBI database.

Fortunately, the backlog in Pennsylvania is clearing, DePasquale said. His solution to prevent another backlog is more funding.

A rape kit can costs about $1,000 to $1,800, a small cost, according to DePasquale.

“If we had a state appropriation of $500,000 every year, we wouldn't have a backlog,” DePasquale said.

Despite the benefits of rape kits in solving crimes, they’re not perfect.

The administration of a rape kit lasts between four and six hours and can be distressing for survivors, Christina Hartman, a non-profit consultant, said.

Aside from clearing the backlog, Hartman also advocated for additional training of law enforcement on handling sexual assault cases. Hartman said that a disconnect often exists between law enforcement and sexual assault survivors. Too often, a survivor isn’t accepted as credible, she said.

“There’s still work to do,” Hartman said.

Christina Gallagher is a litigation associate with Kane Pugh Knoell Troy & Kramer in Norristown, Pennsylvania.
Public Service Project

The Commission for Women in the Profession raised $375 for Pennsylvania Coalition Against Rape at the WIP retreat and stuffed over 200 gift bags of toiletries, which were then delivered to the YWCA shelter.
WIP Members in the News

Karen Grethlein was elected to serve on the Board of Directors for the Philadelphia Chapter of the National Association of Women in Construction for 2018-2019.

Alaina C. Kolash is the chair of the PBA Young Lawyers Division.

Francine Friedman Griesing was named the 2018 National Woman Business Owner of the Year by National Association of Women Business Owners (NAWBO) & Bank of America. The award recognizes and rewards an entrepreneur who excels at strategy, operations, finances, problem solving, overcoming adversity and giving back to her community. She was also recently awarded the 2018 Small Business Person of the Year by The Chamber of Commerce for Greater Philadelphia. The award acknowledges a businessman/woman who has shown exemplary leadership in the civic community and demonstrated a positive social or economic impact on the Greater Philadelphia region while running an independently owned and operated business.

Kathleen D. Wilkinson received the PBA C. Dale McClain Quality of Life/Balance Award at Committee/Section Day in Harrisburg in November 2018.

Hon. Marilyn Horan was confirmed to the U.S. District Court in the Western District of Pennsylvania.

Hon. Joy Flowers Conti, former chief judge of the U.S. District Court Western District of PA, moved to senior status in December.

Also on the Western District Court:
- **Hon. Cynthia Eddy** was named chief magistrate judge;
- **Hon. Carlota Bohm** became the chief bankruptcy judge; and
- **Hon. Susan Baxter** was named a district magistrate judge.

**Hon. Kim Berkeley Clark** became president judge of the Allegheny County Court of Common Pleas.
Voices & Views • Pennsylvania Bar Association • Commission on Women in the Profession

January 2019

WIP Members in the News

Carla Donnelly and her daughter Harlie attended a discussion with Supreme Court Justice Sonia Sotomayor in Pittsburgh in December. Dressed as Justice Sotomayor, Harlie made quite an impression!
WIP member and PBA President-elect Anne N. John joined Gov. Tom Wolf and Sharon Dietrich of Community Legal Services of Philadelphia at a Harrisburg news conference to announce a joint initiative and pro bono project to help Pennsylvanians navigate the new Clean Slate law. Enacted Dec. 26, 2018, Clean Slate expands criminal record sealing to include more types of offenses, including some first-degree misdemeanors, which can be sealed by filing petitions.

For more information on Clean Slate, see pages 9-10.

PBA President-elect Anne N. John and Pro Bono Coordinator David K. Trevaskis (right) discussed the new Clean Slate law on Pennsylvania Newsmakers with host G. Terry Madonna. The show is available to watch at http://www.newsmakerstv.com/shows.

Jennifer Marie McHugh passed away in August 2018. Jennifer was a graduate of the Dickinson School of Law. She worked at Cozen O’Connor as an associate in the commercial litigation department. In March 2004, Jennifer was appointed by Gov. Edward Rendell to serve as the Deputy Insurance Commissioner where she was responsible for fairly resolving some of the most significant malpractice claims in the Commonwealth. Jennifer was the May 2018 recipient of the Lynette Norton award, which recognizes women attorneys who excel in litigation skills and who are devoted to mentoring women lawyers.

Jennifer Marie McHugh

Weber Gallagher Simpson Stapleton Fires & Newby and chair of the firm’s family law department, and was actively practicing law until the end of her life. She was trailblazer for women lawyers and family law. In 2015, Gold-Bikin won the 2015 Lynette Norton Award from the PBA Commission on Women in the Profession as well as The Legal’s 2015 Lifetime Achievement Award. The PBA Family Law Section awarded her the Eric Turner Memorial Award in 2014.

Lynne Z. Gold-Bikin, an outspoken authority in family law, died at age 80 in October 2018. Gold-Bikin was a partner at

In Memory

WIP Members in the News
Gov. Tom Wolf was joined on Jan. 2 by representatives of Community Legal Services, the Pennsylvania Bar Association, Center for American Progress, the Pennsylvania Department of Labor & Industry, legislators, and various stakeholder and advocacy groups at the PA CareerLink Harrisburg Region to announce a program aimed at making it easier to navigate Pennsylvania’s new Clean Slate law.

“My Clean Slate” is a program created by Community Legal Services in partnership with the Pennsylvania Bar Association to provide free legal consultation to Pennsylvanians in determining if they are eligible for the provisions of Clean Slate legislation, which went into effect on Dec. 26.

Non-violent first-degree misdemeanors and most simple assault convictions became eligible for sealing, if the individual has not been convicted for 10 years and if no fines and costs are owed.

“Clean Slate is an incredibly important piece of my administration’s commitment to helping formerly incarcerated or arrested individuals get their lives back on track,” Gov. Wolf said. “For those who wish to wipe clean the slate of their past, there is help navigating the process, thanks to the organizations present here today.”

PBA President-elect Anne N. John said, “The Pennsylvania Bar Association is proud to be a part of this new effort to help Pennsylvanians better understand the Clean Slate law and, more importantly, to assist those with criminal records understand their rights under this new law.”

Clean Slate was passed with a near unanimous vote (188-2) and signed into law by Gov. Wolf on June 28. The law expands criminal record sealing to include more types of offenses, including some first-degree misdemeanors, which can be sealed by filing petitions. The law also creates an automated computer process to seal arrests that did not result in convictions within 60 days, summary convictions after 10 years, and some second and third-degree misdemeanor convictions if there are no subsequent misdemeanor or felony convictions for a period of 10 years after the time of conviction. The automatic sealing provision will go into effect on June 28, 2019.

Pennsylvania was the first state in the country to pass Clean Slate and is the only state with this law. Other states are interested in and focused on Pennsylvania’s implementation.

More information on My Clean Slate and how to access to free legal consultation is available here.
PBA Seeks Volunteers for Clean Slate Initiative

The PBA held a training CLE on Jan. 7 in Philadelphia for lawyers interested in doing pro bono work with the My Clean Slate PA program.

My Clean Slate PA (www.mycleanslatepa.com) is a program created by Community Legal Services in partnership with the PBA to provide free legal consultation to Pennsylvanians in determining if they are eligible for the provisions of Clean Slate legislation, which went into effect on Dec. 26, 2018. The law expands criminal record sealing to include more types of offenses, including some first-degree misdemeanors.

Trained lawyer volunteers are needed to review information and advise each filer whether his or her record qualifies for sealing under the law. A second training will be held March 13 at PBI in Mechanicsburg and will be simulcast statewide. Contact the PBA Pro Bono Office at 800-932-0311, ext. 2571, or visit www.paprobono.net for more details.
Welcome New Commission Members!

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

• Amanda Capaldi, JAG Corps, U.S. Air Force, Philadelphia
• Jenni Chavis, Chavis Law Firm LLC, Dauphin
• Jaimie Cremeans, Morais Law, Philadelphia
• Sarah Denis, Out-of-State
• Suzanne Estrella, Pennsylvania Coalition Against Rape, Dauphin
• Jill Gorman, Cumberland
• Diane Hlywiak, Philadelphia
• Tara Hutchinson, Pittsburgh Family Law Services PC, Allegheny
• Christine Kuntz, Concerto Law, Warren
• Sarah Lloyd, Cognetti & Cimini, Lackawanna
• Melissa Martinez, Saul Ewing Arnstein & Lehr LLP, Philadelphia
• Jennifer McCracken, Archer Greiner, Out-of-State
• Marianne McGinty, Law Offices of Michael Kuldiner PC, Bucks
• Skye Nickalls, Dilworth Paxson LLP, Philadelphia
• Nicole O’Hara, Saul Ewing Arnstein & Lehr LLP, Delaware
• Jessica Pelliciotta, K&L Gates LLP, Allegheny
• Kayci Petenko, Conley Fleming LLP, Philadelphia
• Cara Phillips, Law Offices of James J. O’Connor Esq., Lackawanna
• Angela Sanders, Brubaker Connaughton Goss & Lucarelli LLC, Lancaster
• Joan C. Scarpa, Attorney at Law LLC, Delaware
• Jay Silberblatt, Silberblatt Mermelstein, Pittsburgh
• Amber Reiner Skovdal, Houston Harbaugh PC, Pittsburgh
• Christie Susi, The Bowman Law Firm LLC, Philadelphia
• Tayce van Zoete Galea, Delaware
• Kellie Wiltsie, Montgomery

Save the Dates!

WIP Spring Conference
Monday, April 8
“Women in Office—Solutions to the #MeToo Dilemma”
Live in Pittsburgh; Simulcast in Philadelphia, Mechanicsburg, Erie, Allentown and Scranton
The program will begin at 3:00 p.m. and will be followed by light refreshments at each location.

WIP Annual Conference
Wednesday, May 15
“The Credibility Gap: Why Women Are Still Striving to be Heard”
Lancaster Marriott at Penn Square
We are very excited to welcome as our luncheon keynote speaker, Kristen Gibbons Feden, the prosecutor in the Bill Cosby case.

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 May 25, 2019.

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

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PBA Commission on Women in the Profession Leadership 2018-2019

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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 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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