From the 2018-19 Co-chairs

By AndreaTuominen and Renee C. Mattei Myers

Are you a glass half full or half empty kind of person? Are you an introvert or extrovert? A newly admitted attorney, one with decades of experience or somewhere in between? From western, central or eastern Pennsylvania? Do you identify as a woman, man, bigender, gender fluid? Great. We want you to be part of the PBA’s Commission on Women in the Profession (aka WIP).

WIP provides various opportunities for professional connection, education, advocacy, mentoring, and inspiration. And yet, there remains a certain amount of cynicism or perhaps naiveté about the utility and relevance of women’s professional groups and conferences. What good does belonging to such groups or attending such conferences do, some people ask? Are they really still needed today?

Interestingly, two researchers surveyed 2,600 attendees in advance of the 2017 Conferences for Women in Pennsylvania, Massachusetts and Texas to ascertain what impacts were measurable. And what good resulted from attending those conferences?

- 70% of prior conference attendees reported feeling “more connected to others” and “more optimistic about the future” than before the conference.
- 42% of those who attended the conference received a promotion, compared to 18% of those who had never attended during the same economic period.
- 15% of those who attended the conference received a pay increase of more than 10%, compared to 5% of women who had never attended the conference.

While we have not studied statistically what benefits accrue to WIP members who participate in our events and committee work, we are certain that there have been similar impacts based upon conversations with members and other anecdotal evidence. There is power in sharing our stories, making connections and establishing relationships with other WIP members. From this, we learn strategies about asking for that promotion, pay increase, flexible leave arrangement, or any other matters involving workplace equity and career growth. We are reminded that we are not alone and can gain strength and inspiration from others’ experiences and advice.

But WIP does measure women’s professional progress by compiling data in its annual Report Card, which was first issued in 1995. Here’s a snapshot of the growth and visibility of women as leaders in the PBA now, as compared to 24 years ago.

- 32.5% of PBA members are women, compared to 24%.
- 42% of the PBA’s Board of Governors are women, compared to 21%.
- 45% of the PBA’s Nominating Committee are women, compared to 9%.

Over the years, the Report Card has tracked the progress of women’s representation in the judicial branch of government, and we have witnessed more women being elected and appointed to judicial seats as well. This is all positive news, but there is more work to be done.

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The Benefits of Mentorship

By Renee Mattei Myers

The value and benefits of having a mentor are unparalleled. For lawyers, mentors can be beneficial from the very beginning. A mentor can assist in making law school class selections or even helping decide what type of law to practice. A mentor can also help ease in the transition from law student to practicing attorney. Mentors can show a new lawyer the practical applications of legal theories and substantive law learned in the classroom by job shadowing, observing depositions or court proceedings, and even handling cases together. More senior attorneys can benefit from mentoring by increasing their professional network, navigating potential career changes or even major life events.

A successful mentoring relationship can be beneficial to the mentor as well. By acting as a mentor, a more experienced attorney can utilize the mentoring relationship to become a better listener and strengthen interpersonal relationships. Mentors also have opportunities to share knowledge and experience, increasing the mentor’s self-worth.

The PBA Women In the Profession established a formal mentor program over 10 years ago. Each year, the program pairs law students and new attorneys with more experienced attorneys based on interests, practice areas and/or geography. Mentor groups are encouraged to meet regularly throughout the year, and often there is space and time set aside at WIP events for mentor groups to connect.

Not all mentor pairings are successful or long-term. Like any relationship, sometimes they fall victim to workload, conflicts or just a lack of chemistry. Others flourish and continue well beyond the initial one-year pairing. A great pairing does not happen magically. Admittedly, it does take a little effort on the parts of both the mentor and mentee to make it succeed.

How to be a good mentor:
• Gauge/help set expectations
• Be available
• Be committed
• Be prepared

How to be a good mentee:
• Be a good listener
• Be open minded
• Accept feedback
• Be prepared with goals and objectives
• Appreciate mentor’s time and advice

Some of our WIP members share their own mentor success stories, beginning on the next page.
The Benefits of Mentorship

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Jennifer Coatsworth

Mentoring has played an invaluable role in my career both as the mentee and the mentor. I know I would not have enjoyed many of the successes I have achieved without the encouragement and guidance of the very many mentors from whom I have benefited over years. So many of these women are members of the WIP. In fact, I would not have joined the WIP if it had not been for Jane Dalton initially encouraging me to come to a spring conference and then for the welcome I received from people like Judge Lazarus, Kathleen Wilkinson, Judge Gantman, Melinda Ghilardi and others.

Personally, outside of the WIP, I have had the opportunity to mentor several younger lawyers. The first story that stands out to me is Karen Grethlein, who I was randomly assigned to mentor through the Brandeis Law Society when she was in law school. Since then, we have developed a friendship and I am so proud to see all she has accomplished. The other two that have really impacted me are Lisa Margulies Silver and Steve Silver. Steve and Lisa taught me how mentorship is about paying it forward. When they were both nominated for Billy Penn’s Who’s Next in the Law award in 2015, they nominated me as well, so we got to be co-awardees. Mentoring relationships are special, and I truly treasure mine.

Amanda Klopf

I’ve never had much luck with mentorship programs. I always get involved in hopes that just one time I will have a great experience. Most of the time, making time is the hardest part. Also, finding a common connection is usually pretty difficult and my assigned mentors or mentees lose interest just like I do…

So you can imagine that when I reached out to my mentor assigned to me through the PA Bar I had very low expectations. I thought “okay, if we meet up once, at the very least, I have her contact info and can add another lawyer to my network.” Well, I was very wrong!

Fran Rayer, an immigration attorney in Philadelphia, was assigned to be my mentor. At our first lunch, she asked me what I was hoping to get out of the relationship. I was speechless. Because honestly, I hadn’t thought about it one bit. It was then that I realized why I wasn’t successful with mentorship relationships in the past.

Through lunches and coffee dates with Fran, I’ve gained a type of confidence I didn’t have before – the confidence to know my worth as a woman in this field. She is always available and ready to be a sounding board whenever I need it and I am so thankful for her presence in my life.

Most importantly, she helped me figure out what I want in a mentoring relationship – a woman who is willing to listen and encourage me to be the best woman I can be. I only hope I can offer the same to a new attorney someday, and hopefully I will through the WIP mentoring program.

Melissa Leininger

Several years ago, I was a Bar Leadership Institute member, and Jessie Smith was assigned to be my mentor. She took the time to meet with me, explain the PBA structure and introduce me at PBA functions. She was always a friendly face in a crowd of unknown people, and I knew that she would welcome me at her table or in a conversation with others. Over the years, our relationship has continued, and Jessie has become a good friend. I look to her for career advice, and we still periodically meet for lunch or exchange emails. I know she continues to be a strong PBA presence and mentors other PBA “newbies.”

PBA as an entity can be a little intimidating as someone new decides to become more active and involved. Jessie is always a welcoming face to all. Her bright outlook as well as her personal knowledge and experience are truly a PBA treasure.

Penina Kessler Lieber

Everybody needs a mentor – especially women in the profession. While it may sound trite to say that women lawyers need mentors more than men lawyers, my experience has been that women do, in fact, need role models and support systems. Maybe it’s because men have an easier time bonding over

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sports, golf games and happy hours - but success in the profession for women is a bit more complicated. Personally, I found my comfort zone in the PBA Commission on Women in the Profession. I was still a relatively “new” lawyer when I was appointed as one of the initial commission members. Preceding me were women who have become legends in our history: Lila Roomberg, Leslie Miller and Bobbi Liebenberg. Also of great value as far as my own advancement were the judges who gave of their time to support women lawyers and their efforts. In particular, I think of two of my (still) close friends – Judge Donetta Ambrose and Judge Maureen Lally Green, as well as Judge Maureen Kelly, Judge Lisa Lenihan and Judge Joy Conti. I should note that all of us were active in the commission at the same time and worked together to level the playing field for women lawyers.

I have found unique opportunities to mentor other women through my teaching. Three of my women students are now full-time associates at my law firm – and better yet, they work with me. I am so pleased to have brought them along and enjoy keeping an eye on their progress. There have been other opportunities as well, outside of my firm, where my students have embarked on careers related to nonprofit and tax exempt law practice. I am proud to think that I had a role in their choices.

Paying it Forward: How Mentorship, Ethics and Leadership Have Played a Role for Superior Court Judge Anne E. Lazarus

By Karen E. Grethlein

Judge Anne E. Lazarus breaks barriers. With earnestness and a profound work ethic, she has worked tirelessly as lawyer, jurist, teacher and mentor throughout the course of her accomplished career. In her capacity as a judge on the Pennsylvania Superior Court and in her capacity as a woman in the profession, Judge Lazarus continues to be committed to pushing the profession and the women within it forward.

A Brooklyn native, Judge Lazarus moved to Philadelphia to attend Temple Law School. Indicative of the environment at Temple Law School in the 1970s, there were no women’s bathrooms on the main floor of the law school. Such an omission reveals much about the then-state of our profession if it neither prioritized nor accommodated the needs of its female law students at a time when women started entering the profession in larger numbers. Emboldened to action by this inequity, Judge Lazarus and a cadre of female law students placed letters over the door of one of the men’s rooms, thereby annexing it as a much needed women’s bathroom. Unacceptable situations require change, and Judge Lazarus has frequently been the one leading the call for such change or taking the requisite actions herself.

After law school, Judge Lazarus began her legal career as a law clerk, first for Judge George J. Ivins of the Philadelphia Court of Common Pleas, and then for Orphans Court Administrative Judge Edmund S. Pawelec. A different environment then, Judge Lazarus notes that there was no maternity policy in place when she clerked. Female law clerks were at the mercy of their individual judges, most of whom were male, to see if their jobs were waiting for them after pregnancy or not. Not surprisingly, this arbitrary treatment often yielded unsavory results. Despite the prevalence of such treatment, Judge Lazarus also recounts fondly that there were male allies who supported and advised her during these years. Indeed, it was a male

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Judge Anne E. Lazarus

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judge who first put the idea of her running for office into her head. Not only did he offer this encouragement, but he also said he would keep her job open until after the election – just in case.

While clerking, the court appointed Judge Lazarus to serve in the newly created position of counsel to the Orphans’ Court while she worked towards her master’s degree in estate planning from Temple University. The judge served as Orphans’ Court counsel for 15 years. As she prepared to transition to the next phase of her career, the judge was interviewing for associate positions with law firms in the Philadelphia market. While interviewing for associate positions, the judge was asked if she wanted children and, if so, whether she was willing to put the hours and effort in to become a partner. Sadly, other female practitioners have recounted many similar stories – namely, how they were vetted for the “mommy track” when they were starting out and not even given the presumption by their firms that they could be both a successful professional and a caregiver to their families.

But fortunately for Judge Lazarus, she landed at Ballard Spahr, where she worked for an enjoyable year in the Estates Department. While at Ballard Spahr, she was nominated by Gov. Robert Casey to the Philadelphia Court of Common Pleas. She was elected to a full term as judge in 1991. Judge Lazarus served as a trial court judge in the criminal, civil, and Orphans’ Court divisions of the Philadelphia Court of Common Pleas until 2010.

In so doing, Judge Lazarus followed in the footsteps of her mentor, Philadelphia Court of Common Pleas Judge Judith J. Jamison. Judge Jamison was a trailblazer in her own right, as she became the first female Orphans’ Court judge ever to serve in any jurisdiction. Judge Jamison started mentoring Judge Lazarus as well as Judge Sandra Moss (ret.) during Judge Lazarus’ clerkships, providing advice and support in those formative professional years. It was Judge Jamison who impressed the importance of “paying it forward” as a mentor on Judge Lazarus. That is, not only does a great mentor support her mentee, but a great mentor also pulls her mentee forward with her. Taking these lessons to heart, Judge Lazarus has mentored many women in the profession as her own position rose in stature. A testament to the judge’s resolve in this regard, it should be noted that two of Judge Lazarus’ mentees currently sit on the Philadelphia Court of Common Pleas as Judges.

In 2009, when Judge Lazarus ran and was elected to the Pennsylvania Superior Court, she became the first Philadelphia woman ever to win a statewide election. A leader in the realm of judicial ethics, Judge Lazarus chaired the ad hoc committee assembled by Chief Justice Castille to revise the Canons of Judicial Conduct from 2010 to 2012. This committee produced the Revised Canons of Judicial Ethics, which were adopted by Pennsylvania in 2014. In 2011, Judge Lazarus was appointed to the Pennsylvania Judicial Conduct Board. She went on to chair this board from 2013 to 2015. As the prosecutorial arm of the judiciary, the board investigates allegations of ethical misconduct against Pennsylvania judges. The board’s role is critical, as Judge Lazarus notes, because its goal is to catch a judge going down a bad or questionable path and to prevent him or her from engaging in unethical conduct. Judge Lazarus is considered a national expert on judicial ethics and frequently lectures on the subject.

Respected amongst her peers on the bench and in the bar, Judge Lazarus has been recognized countless times for a commitment to the advancement of women in the legal profession, judicial ethics and for community service. She was the 2018 recipient of the WIP Anne X. Alpern Award, an annual award that recognizes a female lawyer or judge who demonstrates excellence in the legal profession and who makes a significant impact on women in the law. She was the 2013 recipient of the Philadelphia Bar Association Sandra Day O’Connor Award, which is annually given to a female attorney or judge who has a reputation for mentoring women in the profession and who has advocated for the advancement and equal treatment of women in the profession. She was the 2008 recipient of the Brandeis Law Society Benjamin F. Levy Community Service Award, which is annually given to an attorney or judge who has demonstrated a sustained commitment to serving the legal and broader community. But of all these accolades, when I asked her about her proudest accomplishment, the judge beamed and showed me pictures of her brand new grandson, Emmett.

With the independence and credibility of judges under attack, Judge Lazarus values the role of the judiciary now more than ever as the last wall between civility and anarchy. She impresses on me that we can never forget that there are real litigants behind all the papers and that the decisions she makes have consequences for these people. Judges must treat litigants with respect, whether they are wealthy and

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It was my first year of practice when I applied to the PBA Women in the Profession Commission's professional mentor program. Having moved to central Pennsylvania to attend law school, I understood that developing a professional network in the area would primarily be based upon my effort alone. I had begun to develop a sound professional network during my law school career, but I appreciated the fact that I had a long way to go if I were to make lasting connections in both the local and state bar associations in my professional career.

At the time I received Renee C. Mattei Myers as a professional mentor, I was working at a firm in the greater Harrisburg area. Renee, a member at Eckert, Seamans, Cherin, & Mellott LLC, was a labor and employment expert and bar leadership guru. I was a new lawyer practicing in an entirely different area of law. Like any good associate, I did my research and was thrilled to learn that I was fortunately paired with a dynamic female mentor.

Renee and I met for coffee and breakfast over the next several months and developed a connection. We discovered that we both grew up in northeastern Pennsylvania and were drawn to serving others through our volunteerism and leadership. We discussed the important things, like the value of professional mentorship, satisfaction and advancement in one’s career, the duty and rewards of leadership and community involvement and our love of Old Forge Pizza. Little did I know that coffee with Renee would change the course of my career for the better in a matter of weeks.

One summer morning, Renee and I were chatting at our local coffee spot when I first communicated that I intended to begin looking for another position. Although I appreciated the experience I gained at my then-current firm, it was apparent to me that I needed something different. She patiently listened and asked a few follow-up questions about whether I had considered labor and employment law. She understood my desire to grow as an attorney in a challenging, yet supportive, environment. After all, development and training is critical at an early stage in an attorney’s career. Renee mentioned that her practice group was increasingly busy and that she would speak to her colleagues. I was immediately interested but understood that a position was not currently available and that hiring didn’t happen overnight.

I received an email from Renee

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only days later inviting me to interview with the team. Two interviews and a few weeks later, I happily accepted a position as a labor and employment associate at Eckert. Because I knew Renee and her character, I trusted that she would not steer me wrong. She was familiar with my goals, personality and work ethic. Today, I am grateful to have the career and colleagues that I do.

This story is a testament to the power of mentorship and networking – it works if you work it. The effort you put in to seeking mentorship, developing (and maintaining) professional relationships and making a good impression will open doors and present you with opportunities you never thought possible.

WIP 2019 Spring Conference:
Making a Cultural Difference with Diversity in the World of Politics

by Judge Stephanie Domitrovich, PhD

On the heels of the #MeToo movement and the knowledge and awareness we have gained since then, the co-chairs of the PBA Commission on Women in the Profession (WIP) Spring Conference, Ellen Bailey, Sarah Yerger and Stephanie Domitrovich decided solutions were necessary consistent with WIP’s mission to find ways to change our world. Hence, the birth of WIP’s Spring Conference, entitled “Women in Office—Solutions to the #MeToo Dilemma” held on April 8, 2019. The overall theme of this conference encompassed educating attorneys on ways to expand their legal careers into leadership positions in the political arena.

This conference’s panel discussion was comprised of prominent experts in elective and appointive offices: members of judicial and executive offices, former members of the legislature, an attorney who works primarily in this area and a spokesperson with the media. Moderated by Deborah Acklin, panel members included Judge Marilyn Horan, Kathleen Dahlkemper, Kathy Manderino and Emily Kinkead. These women leaders shared their stories about their experiences involved in the complex and complicated process regarding elected and appointed positions. They provided tips and lessons they have learned along the way. Panelists discussed what it takes to become part of the vital movement for cultural change regarding diversity so that future generations of women can live in a world where sexual harassment and violence are no longer tolerated. Panel members shared candidly their own stories and experiences in the “battlefield,” explored the “how to’s” regarding seeking office (both appointed and elected positions), and related campaigning issues in all three branches of government. Attendees learned the types of tools needed to run for office and discussed ethical issues faced when campaigning and taking the high road when others do not. Panelists shared their varied perspectives on how to address the media effectively, how to finance a campaign properly and how to advertise. Panelists also discussed building community connections and the importance of participation in WIP and other organizations in networking and mentoring.

The conference began with the panelists introducing themselves. Judge Marilyn Horan is a judge for the U.S. District Court for the Western District of PA. She has

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What do women running for office need to know?

Judge Marilyn Horan gave advice on what women running for office need to know. She highlighted the importance of knowing yourself, why you want to run and what you want to do when in office. These set goals are important because you should make sure the position is a good fit with you and worth the hassle of running a campaign. She explained the pursuit of an office is difficult so if you do not have a sense of your purpose of why you want this position, “you will get lost in the weeds.” Judge Horan said that it may be a generational thing, but it was not thought for women to become elected officials, most women, including everyone on this panel, got their beginnings “from being nudged.” Judge Moran stated: “No matter where you are in your career, today is the day to start to build your path to the judiciary.” And she cautioned us that “People are watching everything you do, if you know it or not.”

Attorney Emily Kinkead highlighted that “studies show that it takes seven asks for women to say yes to running for office. While men are more likely to put themselves into running for office, women have to be asked.” She explained three main places to start when running: 1. make sure you are qualified; 2. consider how many petition signatures you need; and 3. how many minimum votes you need to win.

Kathleen Dahlkemper spoke on the likelihood of women running for office. She feels that, unlike men, women have to be nudged to run for office. It is important for women to know their worth because in most cases they are more qualified than their male counterparts. It is also important to think about our support systems. You should also consider how running for office is going to affect your friends, family and spouse. It is important for you to know that you have your support system when things get tough. She emphasized the importance of going to your Rolodex and contact lists to make these important connections. She prefers to have house parties, where you ask your friend to host 10-15 people you do not know and make those connections.

Kathy Manderino emphasized the value and importance of those who support her: “The grunt work that gets you into office is not beneath me, and it should not be beneath you.”

What is the biggest surprise you discovered when running for office?

Judge Horan explained how everything in your life becomes public and you lose your sense of privacy. Kathleen Dahlkemper indicated that “campaigning was really fun” for her, but she acknowledged the negative side to campaigning. She warned how you may discover friends and associates do not support you. However, she follows “the third/third/third rule”: A third of the people will always support and love you; a third of the people will always hate you no matter what you do; and a third will give you an opportunity to win them over and push you past the “50% plus one” you will need to win. Kathy Manderino found going door to door “was very intimidating,” but she loved the personal connection. She acknowledged opponents will paint you in a way you do not see yourself, and this can be upsetting so be prepared by having a support group of friends and family members to assist you.

What is the most valuable lesson from the “battlefield” you have learned?

Judge Horan stated: “I think you should define your reason you are pursuing the office you are going to pursue. Have a good reason to run and be honest.” She believes “the public will see your honest.” She explained you should run for the right reason, and, if you do not run for the right reason, you will misstep “or end up somewhere you do
not belong.” She believes you should volunteer to assist in other’s campaigns, and you should volunteer to serve others in areas and causes that you would like to get involved with. Volunteering can be very rewarding for you as the volunteer. Members of these organizations will flock in droves to support you because you are one of them.

Kathleen Dahlkemper explained it is so important to be honest with your voters. During a debate with her opponent, she was very transparent about experiences that shaped her into the person she is today. She acknowledged her college experience of being 21 and receiving food stamps while pregnant. She felt she connected with average voters by being frank about who she was and where she came from. Consistent with Kathy Dahlkemper’s approach, Kathy Manderino explained: “Be yourself, connect with voters, and run because you want a more just world.” She emphasized the importance of building your strategy based on your strengths and “stick to your game plan.”

Attorney Emily Kinkead emphasized the importance of managing your time: “Think very seriously about seeing a therapist who will help you stay in check with yourself.”

Judge Horan emphasized the importance of following the ethics rule from the moment you become a candidate because candidates must follow the Pennsylvania Rules of Judicial Conduct. She said “the public has to have confidence in you and that you are going to decide every case on its own merits.”

What is the most effective way to communicate with the media?

Judge Marilyn Horan warned: “As a judge, you have to be very careful when working with the media….I rely on the bar to step up and make comments or do what needs to be done … Judicial speech is different from political speech.” She started to be very careful with the words you use.

Kathleen Dahlkemper advised the audience to try to be accessible. She said to “be wary about getting involved in issues you do not have a say in.” She also cautioned the audience about use of social media: “there are studies showing that women are treated much more negatively on social media platforms.” For her own well-being and good health, she does not read social media blogs, especially the comment sections.

Kathy Manderino explained that one of the most helpful things she did as a candidate early in her career was to participate in a media training session. She indicated that if a reporter calls you, you do not have to answer immediately. In fact, you can return the call after you have had ample opportunity to collect your thoughts and stay on message. In fact, she stated local press may even publish your press releases if you send those releases to them.

On the issue of campaign financing, what is it like asking people for money?

Judge Horan explained “from a judicial perspective, judges cannot solicit money for elections.” Judge Horan stressed the importance of having a good and ethical finance committee.

Kathleen Dahlkemper was concerned that asking for money stops women from running for office. However, she stated, “you are not running for yourself but instead running to help serve others.”

Kathy Manderino indicated how very important it is to have the correct mindset when you are asking for money. You are not asking for money for yourself. Instead, she believes that you are asking for money to serve the people and for good government.

In conclusion, the above is just a taste of the lessons and advice provided by prominent statewide and federal leaders who have experienced the world of “running” from the perspectives of their appointive and elective offices.

I personally thank my co-chairs, Ellen Bailey and Sarah Yerger, with whom we worked diligently together on this worthy project.
Judge Horan’s “Top 10 List of Tools”

As a bonus to our readers, the following are Judge Horan’s very informative “Top 10 List of Tools,” which was also available to our seminar attendees to assist in any future endeavors.

1. **Regardless of your personal timeline to pursue office, BEGIN NOW.** Assess your compatibility for the position. “Will I be a good fit for the job, and will the job be a good fit for me?”
   - Research elements of the position.
   - Interview and shadow with persons who are already in the office.
   - Seek positions as law clerks, interns, etc.
   - Soul search: “Will my personality and demeanor fit for me and for the public?” “How do I need to change my lifestyle to obtain a fit?” “Are the necessary changes possible, worth it?”

2. **Mind your “P’s and Q’s”!**
   - Always be professional, prepared, personable.
   - Strive for quality in your performance and in how you prepare yourself and your clients.
   - Respect everyone and expect respect in return.

3. **Always remember that your REPUTATION is an extremely valuable asset!** Start now to build (or rebuild) it as you need to so that all voices speak to your high quality, all around. YOU are in control of how you project yourself and your abilities to others. Be HONEST with yourself and with others. When you are wrong, admit it and fix it. When others are wrong, be direct yet professional in making your point heard, especially when someone is wrong about their perception about you.

4. **Be aware and beware that the position you seek will make you a public figure.** It will impact your privacy and put our private and public life into a ‘fish bowl.’ This involves sacrifice and vigilance for you and for those associated with you.

5. **Your behavior and decisions every day, beginning today, (and unfortunately) yesterday, will be viewed by a very judgmental public and opponent.** Facebook, electronic media, etc. can be dangerous and brutal. What gets put “out there” does not go away!

6. **VOLUNTEER your time and talents.** Get involved with the community and do service that will build your visibility within the community.
   - Assume and perform well in leadership roles.
   - Become active in social circles.
   - Be a good friend and neighbor.

7. **Engage with political circles.** Judicially, at the common pleas level, you will run on both tickets, so be as compatible with both parties as possible. If you are running for partisan position, get tightly involved with that party. Know the ‘players’!

8. **Work on your resume and keep it up-to-date.**
   - Keep a detailed log of cases, opinions in which you are involved.
   - Keep a detailed list of all speeches and appearances. This includes copies of the speech content, the date and place and the organization affiliated with the programs.
   - Keep a list of all teaching activities.
   - Keep a list of all recognitions and awards you receive, including dates and organizations.
   - Keep a scrapbook or electronic file of all news articles about you or your work.
   - Keep a list of all of your publications, articles written, etc.

9. **Involve your family.** They enter public life along with you, make sure they understand and they are “on board.” Transition for them and for you with them can be ROUGH, even when you and they think everyone is prepared and ready for the journey.

10. **Assess your financial resources and needs and fund raising issues for the pursuit.** This requires a lot of planning. Get good helpers and be mindful of ETHICS requirements!

BONUS TIP:

11. **Starting today, BE CONTENT AND HAPPY wherever you ARE TODAY!** Keep your eye on tomorrow, but don’t lose yourself in the future. Life is happening today, make the most of it. Your life journey happens one day at a time; make every day count. So much of the election or appointment process will be out of your control, don’t let yourself get bogged down. You are in control to you choose how you live your life in the present.
   “Someday you will be someplace else. Enjoy HERE today!”
Held Wednesday, May 15, 2019, the highly anticipated Women in the Profession 26th Annual Conference, “The Credibility Gap: Why Women Are Still Striving to Be Heard,” showcased hot topics faced by female attorneys in the profession.

An early morning (6:15 a.m.) yoga session kicked off the day in a small, but light-filled room at the Lancaster Marriott. Laura Liss, yoga instructor, led a hardcore group in the poses and postures. This work-life balance session was sponsored by the WIP Quality of Life/Balance Committee and the Lancaster Bar Association Women in the Profession Committee. Thanks to LBA WIP Chair Claudia Shank of McNees Wallace & Nurick LLC for collaborating with us.

Following the WIP business meeting, the first panel session tackled “Hostile Work Environments and Sexual Harassment,” moderated by PBA Past President Sharon R. López of Triquetera Law, with Hon. Lawrence Stengel, retired, U.S. District Court, Eastern District of PA; Stephanie Gantman Kaplan, Blank Rome LLP; Sarah Pontoski, associate general counsel, Employment Law at NFI; and Shelley R. Smith, Archer & Greiner PC. The panelists surveyed harassment in the judicial system, BIG Law, corporate training and risk reduction, and litigation from a defense and plaintiff’s perspective. This session gave an informative overview of #MeToo issues, thanks to our experienced panelists.

The next panel gave participants an opportunity to recognize and reflect on “Where Have All the Senior Women Gone?” moderated by Roberta D. Liebenberg, Fine Kaplan and Black RPC; former chair of the ABA Commission on Women in the Profession Hilarie Bass, president and founder, Bass Institute for Diversity and Inclusion, former president of the American Bar Association; and Paulette Brown, Locke Lord LLP, former president of the American Bar Association. Young law graduates have been nearly 50% female in recent years; however, by age 50, the percentage decreases to only 27% of lawyers. This panel was a call to action to stem the attrition of senior women lawyers from the profession. Thank you to this All-Star panel for framing and explaining this important topic for us!

WIP Co-chairs Andrea Tuominen and Renee Matrei Myers ably presided at the Annual Luncheon and Awards. Before a packed house, featured speaker Kristen M. Gibbons Feden, Stradley Ronan, focused her keynote on, “How achieving credibility, particularly in the workplace, can be quite different and increasingly difficult depending on your gender, as well as your race.” Attorney Gibbons Feden shared why credibility was deeply personal to her: why were people always asking her whether she was selected for the prosecution team in the William Cosby case because she is female? Or because she is black? Yet, the same questions were not asked of her young, white male co-counsel. The frank answer is conscious and unconscious race and gender bias that presumes competency of white male attorneys.

After the keynote, Nancy Conrad, White and Williams LLP, received the Anne X. Alpern Award from Jessie Smith, and Sarah Yerger presented the Lynette Norton Award to Lisa M. Benzie, Navitsky Olson & Wisneski LLP. Well-deserved awardees!

The second half of the conference featured an intimate 1:1 “Fireside Chat with Kristen Gibbons Feden,” hosted by Cheryl L. Young, Hangley Aronchick Segal Pudlin & Schiller. Here,
participants had an opportunity to hear Gibbons Feden share her insights from the Bill Cosby case – how such a high-profile case and surrounding publicity affected her personally and professionally. Thank you to both Attorney Young and Gibbons Feden for providing participants the opportunity for this intimate and meaningful dialogue.

Not to be outdone, the conference finale, “On the Move – How to Lay Down Your Path at a Firm, In-house or On Your Own” with panelists Jessica Mazzeo, Griesing Law LLC; Lynda Caldersone, Calderone Bullock; Stephen Driscoll, FisherBroyles LLP; and Dredeir Roberts, Core States Group, featured professional development tips for lawyers on how to market themselves, whether the venue be a firm, corporate department or solo/small firm. Taking charge of one’s career requires methodical and strategic self-promotion, and this panel shared their insights and perspectives that proved successful for them.

A networking reception closed the day with many participants fulfilled—yet wanting more—the hallmark of a successful day to be sure. Here’s a shout out to attendees, panelists, moderators, collaborators, PBA staff and WIP organizers who came together to make this 26th Annual Conference a smashing success!
2019 Anne X. Alpern Award Recipient

Nancy Conrad, Esq.

The Anne X. Alpern Award is presented annually to a female lawyer or judge who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law. Established in 1994, the award was named for Anne X. Alpern, Pennsylvania's attorney general in 1959 and the first woman state attorney general in the nation.

The PBA Commission on Women in the Profession presents its annual Anne X. Alpern Award to Lehigh County attorney Nancy Conrad of White and Williams LLP in Center Valley.

Over the past 20 years, Conrad has successfully balanced an employment law practice with the demands of parenting, mentoring, providing leadership in the legal community, sharing legal scholarship through presentations and articles and giving back to her community. The chair of White and Williams’ Labor and Employment and Education groups, she represents businesses, educational institutions and non-profit organizations in workplace disputes including wrongful discharge, whistleblower and federal and state discrimination claims, and provides counsel on workplace issues. Most notably, she led the defense in several high-profile cases involving claims of discrimination, defamation and under the Whistleblower Law.

A partner at a large law firm, Conrad shares her knowledge and experiences of successfully developing new business by taking part in interviews and workshops. Through her in-

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2019 Lynette Norton Award Recipient

Lisa M. Benzie, Esq.

The Lynette Norton Award is designed to recognize and encourage female attorneys who excel in litigation skills and who are devoted to mentoring female lawyers. The award was created in memory of Lynette Norton, a founding member of the PBA Commission on Women in the Profession who died in 2002. Norton was an advocate for young women in the legal profession and worked to promote literacy and women’s rights.

The PBA Commission on Women in the Profession presents its annual Lynette Norton Award to Dauphin County attorney Lisa M. Benzie of Navitsky, Olson & Wisneski LLP in Harrisburg.

The Norton Award was created in memory of Lynette Norton, a founding member of the PBA Commission on Women in the Profession who died in 2002. Norton was an advocate for young women in the legal profession and worked to promote literacy and women’s rights. The award is designed to recognize and encourage female attorneys who excel in litigation skills and who are devoted to mentoring female lawyers.

Benzie’s practice focuses on representing claimants in workers’ compensation matters and plaintiffs in civil litigation, including premises liability, medical malpractice, professional negligence, nursing home negligence and legal malpractice. Her cases often involve complex medical issues where she strives to be the best advocate for her clients, while being sensitive to their needs and prognosis.

Outside of the courtroom, Benzie dedicates time to improving the legal profession, especially for women lawyers, through bar association work. As president of the Pennsyl-
Anne X. Alpern Award: Nancy Conrad
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volvement with the PBA WIP and the Women’s Initiative at White and Williams, Conrad helps women lawyers identify ways to achieve their goals and find work/life balance. She is also involved in several other women-focused organizations and often writes and presents on topics to assist women lawyers to succeed.

For many years, Conrad has been actively involved in the PBA WIP, serving on its Executive Council and as commission co-chair in 2014 and 2015, developing WIP’s educational program themes that explore the cross-section of history and its impact on women lawyers. Some topics include “Women of the U.S. Supreme Court,” “Lessons Learned from the Women’s Movement” and “The Law and Cases that Changed American Women’s Lives at Work (because of sex).”

Conrad has held other leadership positions at the PBA. She currently serves as at-large governor representing the interests of women lawyers in Pennsylvania, a voting member of the House of Delegates, co-vice chair of the Federal Practice Committee and past chair and Executive Council member of the Labor and Employment Law Section and Executive Council of the Civil Litigation Section.

Conrad currently serves as treasurer of the Lehigh County Bar Association and is on its Board of Directors. She is a member of the National Association of College and University Attorneys. She also serves as a Hearing Committee Member for the Disciplinary Board of the Supreme Court of Pennsylvania in Disciplinary District II.

Conrad’s community involvement includes membership in the Women’s Business Council of the Greater Lehigh Valley Chamber of Commerce. She is vice president of the board for the Lehigh Valley Women’s 5K Classic. An advocate and fundraiser for breast cancer research and awareness programs, she is a member of the Community Advisory Board of the CancerCare Community of Greater Lehigh Valley.

She is the recipient of a number of awards, including The Greater Lehigh Valley Chamber of Commerce’s 2006 Athena Award, which honors women striving for the highest levels of professional accomplishment, excelling in their chosen field and devoting time and energy to their community. Lehigh Valley Magazine honored Conrad in 2008 as a “mover and shaper” in recognition of her contributions to the region. The Girl Scouts presented her with its 2009 Take the Lead Award, which honors women whose professional and personal accomplishments exemplify the organization’s mission to build girls who lead with courage, confidence and character. Lehigh Valley Business named Conrad a Woman of Influence in 2013 in recognition of her leadership and positive impact in the Lehigh Valley.

Conrad holds a bachelor’s degree from Lycoming College, a master’s degree from the Pennsylvania State University and a Juris Doctor from Temple University School of Law.

Lynette Norton Award: Lisa M. Benzie
Continued from page 9

vania Association for Justice (PAJ) in 2017, she appointed a Women’s Committee and its co-chairs to provide opportunities for women members to network and share ideas. Additional leadership positions at the PAJ include various officer positions and past chair of the New Lawyers’ Section, Workers’ Compensation Section and Legislative Committees.

As co-chair of the Dauphin County Bar Association’s Women in the Profession Committee in 2012, Benzie re-energized the committee scheduling meetings, networking events and informal opportunities for members to connect. She also spearheaded the creation of an annual award honoring the work of women member visionaries. In addition, Benzie is the association’s current president-elect and a past member of its board of directors. She has held leadership positions on various committees.

Benzie is a member of the Pennsylvania Bar Association where she is a former chair of the House of Delegates, a member of the Civil Litigation Section Executive Council, past co-chair of the PBA Political Action Committee (PBA PAC), past co-chair of the Commission on Women in the Profession, past co-chair of the Health Law Committee, and past chair of the Young Lawyers Division.

Active in her community, Benzie serves as the co-chair of the Salvation Army of Central Pennsylvania’s Shoe Strut Planning Committee and is a member of Women Involved.

Benzie received a B.S. from the University of Pittsburgh and a J.D. from Penn State Dickinson Law.
WIP Members in the News

Melinda C. Ghilardi joined Munley Law in March 2019 as a client value officer. She previously worked for 33 years as an assistant federal public defender and served as first assistant federal public defender from 1988-2017. Before that, she was an assistant district attorney in Lackawanna County.

Melinda has spent many years representing the interests of women and woman lawyers in Pennsylvania. In 2005, she received the Lynette Norton Award, presented by the PBA Commission on Women in the Profession, and the inaugural Athena Award presented by the Greater Scranton Chamber of Commerce.

She is a past president of the Lackawanna Bar Association and is co-chair of both the Geisinger Health System’s Women’s Health Volunteer Leadership Council and the Geisinger Northeast Advisory Council.

She was a member of the University of Scranton’s board of trustees, where she chaired the student life and presidential search committees. At the university, the Ignatian Scholarship was established in her name. She was honored with the Frank J. O’Hara Alumni Award for outstanding achievement in the field of law in 2000 and the Robert W. Munley Distinguished Service Award in 2016.

Melinda received her Juris Doctor from the University of Pittsburgh School of Law.

Sheryl L. Axelrod, founder of The Axelrod Firm PC, was inducted into The League for Entrepreneurial Women of Temple University Hall of Fame. The League seeks to address the challenges and interests of entrepreneurial women in the Temple community, the Greater Philadelphia region and beyond.

A former WIP Executive Council member, Diversity Committee co-chair, and Diversity Team member, Sheryl also received a Peter Perlman Service Award for her work on behalf of Litigation Counsel of America, an honorary society of top trial lawyers that accepts less than one half of one percent of American lawyers. She was also awarded a diversity award by the Diversity Law Institute (DLI). Her law firm, The Axelrod Firm PC, was also awarded a DLI diversity award.

Sheryl provides strategic, results-driven advice and representation to businesses in their general liability, employment, commercial and appellate litigation matters and serves as a judge pro tempore/settlement master, helping parties resolve their disputes. Her firm, The Axelrod Firm, has offices in Philadelphia and Washington, DC.

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 Sept. 30, 2019.

Please send information, news and articles to the 2019-20 WIP Communications Committee co-chairs:

Jennifer Ellis: jennifer@jellis.net
Nicole O’Hara: nicoleohara@gmail.com
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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 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.