Forging Connections through the PBA

By Co-editor Jennifer Ellis

PB A has been forging connections between lawyers for 125 years now. Between considering this long history and reading the piece PBA Past President Sara Austin wrote for this newsletter, I was driven to think about the impact PBA in general and WIP in specific have had on me. In her piece, Sara discusses the sisterhood that PBA has brought to her. I was touched by Sara’s piece, because it made me realize that PBA has brought me sisters (and brothers) as well.

In 1999, I joined PBI and my membership in PBA was part of my employment. The relationship between my employment and my PBA membership caused my PBA experience to be different from that of a traditional member. Then, in 2011, I left PBI to become a consultant. At that time, I chose to remain a member of PBA because of the relationships I had formed. I didn’t know what my future with PBA would be. I certainly didn’t know that I would become co-editor of WIP’s newsletter or chair-elect of the Solo and Small Firm Section. But I knew I wanted to remain involved.

One of the first things I did when I left PBI was to look at which PBA sections and committees I should join. It was an easy decision to join WIP. I knew many of the members and thought I would enjoy being part of it. As it happened, WIP’s Retreat was the first PBA event I attended as a regular PBA member. I was a bit nervous about attending the WIP Retreat. I wasn’t sure how I would be received. I never thought people would be unpleasant, but I wasn’t sure how this fundamental change in my connection with PBA would impact my relationship with members. As it turns out, I had nothing to worry about. I will never forget the amazing welcome I received. Everyone I saw at WIP’s meeting was excited to learn that I had begun a new chapter in my life. Everyone wanted to know how they could help and support me. I remember feeling warm and invigorated as I got in my car to drive home at the end of the retreat. I knew I had made the right choice to stay involved with the PBA and to become involved with WIP.

Over the years, many things about PBA have reinforced my decision to not only stay involved but to increase my involvement in this important organization. I know I am not the only woman who has been welcomed with such warmth and encouragement as a first-time WIP event attendee. And I know how important WIP can be to women lawyers, new and experienced, as we walk through both our careers and our lives. So, I would like to thank Sara Austin for reminding me of the warm welcome I received from WIP when I began my new career. I would like to thank the women who support WIP by writing for the newsletter every time I reach out. And I would like to thank each and everyone of you for being so welcoming when I joined you nine years ago and for continuing to inspire me today.

Last, but certainly not least, since I brought up career

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transitions, I would like to remind you that PBA President Anne John has created an important new Committee on Career Transitions. As women in the law, many of us will seek different roles as our careers advance. President John’s committee is here to help us as we do so.

And now, I invite you to peruse our newest newsletter. Thank you to the PBA staff for helping us to put this newsletter together. Co-editor Nicole O’Hara and I hope you enjoy this newsletter as much as we enjoyed editing it.

Co-editor Jennifer Ellis is an attorney and law practice management consultant. Her legal practice focuses on ethics, and her law practice management consulting business focuses on helping lawyers with their law firm technology and online presence. Her website is Jellis.net.

The Sisterhood That PBA Has Brought to Me

By Sara A. Austin

This is being written as I attend the PBA Midyear Meeting in Nassau, Bahamas. I am in the company of long-time colleagues and friends and also new colleagues and friends. We are sharing CLE sessions, good food and fun in the sun. It makes me think about what the female friends I’ve made through the PBA mean to me.

Anyone reading this will probably agree that women have different ways of relating to other women, especially attorney to attorney. We instinctively understand what the other is saying or means because we’ve (most likely) seen it, experienced it or heard about it somewhere else. We sympathize even if we cannot empathize. We listen, we talk, we cry, we learn, and we keep moving forward.

For several years now I have been getting together with a core group of female colleagues at various PBA meetings. We sit and talk and laugh over a glass of wine (or, in my case, water). We talk about PBA. We talk about our families. We talk about our practices. We talk about world and state and local events. We gripe. We applaud and encourage each other. We enjoy each other’s company. It is our little band of sisters.

And that sisterhood is important to me. I am an only child. I always hoped that when I married, my husband would have a sister so that I would gain a sister-in-law. Luckily, my life played out that way. But I’ve also gained sisters through PBA and WIP, and we share different things on a different level than I do with my sister-in-law. I know that I can call or email my PBA sisters with good news or bad news, or when I need help or to answer their call for help. I know that if we miss each other at one particular meeting, we will pick right up where we left off the next time we see each other, whether days or months later.

I won’t name names, but those in my sisterhood know who they are (and when they read this article, if they don’t already, they will know what they mean to me). I hope that all of you reading this look at your circles and find your sisters — those by blood or adoption or marriage or PBA — and treasure them as I do my sisters. Let us know about your stories of sisterhood.

PBA Past President Sara A. Austin has been representing clients in the Central Pennsylvania area since 1991. Sara is known for her work both in and out of court. A leader in the legal community, Sara continues her involvement as a leader in the PBA. She is chair of the PBA Solo & Small Firm Section.
Faster. Better. Happier. Block Scheduling for Lawyers

By Wendy Witt

We all get the same 24 hours a day, 168 hours per week, 365 days a year. It’s how you choose to use that time that determines whether you build the law firm and career that gives you the life you love.

Block scheduling helps you to get more done faster. You’ll enjoy a stronger focus that yields a more effective work product.

How will you spend your 168?

How to Get Started

Jot down the first draft of your block schedule.

Here’s how:

1. Make a list of all the things you need to get done during your work week. (Painful, I know, but that’s okay. We all need to do tedious things to move forward.)
2. Estimate how long it takes you to do each of the things on your list.
3. Determine when you’re at your best to work on each task or project.
4. Block out Fridays. For those who own their own firms, the first and third Fridays are FREE days to enjoy however you’d like. The second and fourth Fridays are CEO days for you to focus on metric analysis, strategic planning and employee coaching sessions.

How Your Schedule Evolves

New Lawyer Just Starting Out:

If you’re just starting out, it may be that 45% of your time is building relationships (i.e. marketing), 20% is learning business skills such as flat-fee billing and metric analysis, 15% is studying substantive law, 5% is CEO activities, 5% is FREE time and 10% is building out your systems and firm administration.

Lawyer with Employee(s):

If you have at least one employee, your schedule should look something like our sample block schedule. At this point, you’re no longer doing administrative work, an employee is making it all happen behind the scenes. Often a legal assistant is the best first hire.

If you’re an attorney who spends time in court, then block out court days. It’s okay to make adjustments as life unfolds.

Lawyer at $1 Million+:

It’s totally up to you whether you want to continue to practice or not when you hit the big numbers and transform the firm into a true business, meaning you own a business, not just your job. A business can run without you.

Your block schedule may look something like 50% building relationships and higher-end marketing such as TEDxTalk preparation, writing your book, or leading your own conference; 20% mentoring; 10% FREE time, and 20% CEO. If you want to cherry pick cases, add that in there.

Put Pen to Paper

How’s it going? If you have anything on paper, awesome job! Building the block schedule is often the hardest part. Now that that’s done, let’s talk about implementing your new block schedule.

A Word to the Wise

Before we dig in, I want to make sure that you realize and accept that transitioning to a block schedule will take a little time. How long is it going to take? That depends. If you already have new appointments booked out four weeks in advance, it will probably take about that long to have your block schedule fully implemented.

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Block Scheduling
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Change doesn't happen overnight, but if you hang in there, this block schedule will help you take control of your workday, be more productive and get more done.

Let’s Do This

Review It
Take one final look at your block schedule before you go over it with your team. Make sure you have accounted for all the things that need to fit into your work week and that you’ve been realistic with how long things take. This is a quick glance, not a complete rewrite.

Introduce It
It’s time to introduce your block schedule to your team. Take 15 minutes and explain why you’re implementing this and how it will ultimately help everyone. This is the time to talk about the big picture.

Yes, this block schedule is for you, but when you’re more productive and more efficient, the firm can grow, meet its goals, help more clients and help your team reach their own personal, professional and financial goals. Do this part well and you will have your entire team on board, ready to help make this a success.

Be Open to Feedback
Encourage questions and feedback from your team. You’re not perfect — and they often know your schedule and to do list better than you do. Be open to feedback. If making an adjustment here or there will improve it, then it’s worth considering another perspective.

Get Started
Once everyone is on board and happy with the block schedule, pick a date and get started. Today’s a perfect day. Make sure everyone has a copy and understands the blocks, then do what you can to stick to your new schedule today.

You (and anyone else who makes appointments for you) needs to schedule everything going forward within the parameters of your blocks. Don’t forget - it may take a few weeks to fully transition to the new schedule, but do your best now.

Consider Tweaks
Try out your new schedule for the next 30 days, then, sit down with your team again and evaluate how things are going. What’s working? What isn’t? Is there anything you need to improve or revise to make it better?

Hopefully, everything is working like a Swiss watch and you don’t need to make any changes, but that would be rare.

If something is challenging or causing an issue, don’t be afraid to make tweaks as necessary.

FAQs

1. Can I use a block schedule if I don’t have a team to help me yet? I’m still a true solo.
Yes! You can still benefit from implementing a block schedule, even if you’re on your own. In fact, I think it’s more critical that you put this in place now before you have a team to manage. You can work out the kinks on your own and when you do hire your first employee, you can quickly and easily teach them how your block schedule works.

2. I have tried a block schedule before, but I never stick to it. I really want to get control of my work days, but as soon as I get busy or overwhelmed, the schedule goes out the window.
You can do it. It may feel as though you need to work hard to practice self-discipline at first, but I promise, you can do it. Once you start to feel more productive and efficient, it’s easy to stick to it. Until then, here’s what I suggest:
• During a focused block, close your email, stay away from social media and put your cell phone away.
• Set a timer or calendar notification to remind you when it’s time to move to a new task.
• Encourage your team to help hold you accountable.

What if I have an emergency come up and I can’t stick to my block schedule?
Listen, I get it. We all have the best of intentions, but, life happens. Things come up. That’s okay. Be prepared for an urgent or emergent matter to crop up here and there. You can confidently take the time out of your day to handle the situation — and reschedule the block that got replaced.

You may need to do more legal work on Wednesday or push your staff meeting to a Monday afternoon. That’s okay, but don’t let anything get scheduled over without the reschedule.

Just keep going. Pushing through challenges and adapting your block schedule will pay off. Most importantly, you don’t have to be perfect to be successful!

Wendy Witt, JD, founded the private consulting firm, The Making of a Million-Dollar Attorney.® She is a Master Law Firm Business Strategist and Mindset Mentor to entrepreneurial lawyers. Her mission is to tilt the legal universe toward wellness using her Operation Best Life signature system to help solo and small firm attorneys build their million-dollar law firm to give them the life they love. She practiced trusts and estates law for 15 years. You can find out more about Wendy at MillionDollarAttorney.com.
If your primary goal is to exist in a clutter-free environment, you need to devise a system in which you can keep the clutter under control. With a smart system in place, you will free up valuable time. By using systems, you will have methods of doing things and so you just keep moving as you are not paralyzed because you don’t know where to start. You create new ways of simplifying a task or operation and you will learn about how others keep clutter at bay and adopt their processes for your own.

Paper clutter is a very good example. We find papers thrown here, there and everywhere. Loose paper can be found in every area of an office. To transform a disorderly area into an orderly one, you first have to clean up the area of all paper by putting it in a designated place, or holding spot. Ultimately, the goal is to throw most of it away but until you can get to that stage, you first have to gather it all into one spot.

How do you wrangle too much paper? You can use folders, binders, baskets, drawers or shelving space to store paper. You can also scan to digital and decide to only store digitally. Once you have a designated place established for each type of paper, it is easier to remain organized going forward.

Think now about how your office became so messy in the first place. What did you do with the paper when it arrived? Did you put it into a basket or folder, something like an inbox, for example?

If you merely glanced at it and before placing it on the haphazard pile building on the nearest horizontal surface, right there is a very easy item to fix. Place a garbage pail by where you receive the mail and immediately toss anything that you do not need to keep. Once you have removed all the papers you don’t need to keep, your goal is to designate a place for every piece of paper you feel you must keep. That is the only way to be organized.

Organized ways to deal with paper that crosses your desk each day is to:
1. Put it in a folder, tray, basket, shelf or drawer designated for that type of paper: mail, receipts, financial documents, etc.
2. Spend the time you need to look into what the paper commands of you and calendar the time to get it done; then file or scan.
3. Scan and shred.

Once you have a paper flow system, you will be organized and it will prevent you from wasting so much time searching to find assorted pieces of paper everywhere throughout your office.

As soon as you receive the paper, you put it in its allotted place. From this, you will create a peaceful work area. You will automatically know where to go to get your paper and where to find paper that you need.

The same system can be applied to reorganizing any disordered environment. You can tackle your office, the supply closet and even your desk drawers by first organizing and then taking a look at how it got that way in the first place. Here is where new systems come into play. You need to be able to maintain the order you have created so that the same mess does not just develop all over again.


Andrea Cannavina, CEO, CTM, MVA helps attorneys fix their offices, workflows and websites. Visit www.andreacannavina.com to learn more.
As we welcome the new year, let us all pause to reflect on the sacrifices made by women before us to advance and secure so many of the basic rights we freely enjoy today. The year 2020 marks the 100th anniversary of the passage of the 19th Amendment, which guaranteed and protected women’s constitutional right to vote after almost a century of protest. The passage of the 19th Amendment marked one of the largest expansions of democracy in the history of our country. Fast-forward 73 years to our very own Commission on Women in the Profession’s (WIP) inception in 1993, where women in the legal profession organized to promulgate our mission and advocate our position on laws and policies affecting our everyday lives and careers.

On Nov. 1-2, 2019, the WIP came together at the Omni Bedford Springs Resort for its fall retreat to celebrate and commemorate the milestone ratification of the 19th Amendment. The retreat was organized by Co-chairs Elizabeth Flaherty and Kathryn Harrison and kicked off with a book group discussion on “Daughters of a Nation: a Black Suffragette Historical Romance Anthology.” Later that evening, WIP Co-chairs Renee Mattei Myers and Melissa Leininger and PBA President Anne N. John delivered thoughtful opening remarks to commence the dinner program.

The WIP welcomed Prof. Lisa Tetrault, PhD, from Carnegie Mellon University’s Department of History, Gender Studies, as our keynote speaker. Dr. Tetrault shared her expertise on the history of the 19th Amendment and the suffrage movement leading to its ultimate passage. She discussed women’s rights versus voting rights and sacrifices made by the movement in order to fulfill its goal of securing a constitutional amendment.

Dr. Tetrault made the following astute observation: “We have so much work to do in securing a democratic right to vote, and I worry that ‘celebrating’ obscures that, even as the 19th Amendment was inarguably important.” Reflecting on the evening, she stated, “It was an honor to speak to a room full of women lawyers about the long history of the ongoing fight for equity.”

American suffragist, feminist and women’s rights activist, Alice Paul, graced us with her presence to close the evening program. Alice Paul, portrayed by actor and attorney, Taylor Williams, gloriously recounted her life and unwavering advocacy as a leader of the 20th century women’s suffrage movement. Ms. Williams remarked, “Miss Paul provides to today’s women a model of perseverance and foresight. She knew that educating leaders and voters on equality issues is the difficult work of a lifetime, and, indeed, her very being was consumed by that work. She wanted no credit for her devotion and commitment. She tells us not to ‘spend one moment of our precious lifetimes’ remembering what she achieved, but to concentrate wholly on moving forward the cause of equality.”

When asked how portraying Alice Paul was significant to her legal career, Williams responded: “Studying about Alice Paul and bringing information about her life and her work...”
to others has given my legal career a special meaning. Her own push to study law as a means to the equality goal, and her respect for our profession has motivated me throughout my career, and is a source of pride; I feel fortunate, indeed to have ‘known’ Alice Paul and to have introduced her to a new generation of women and men.”

Liana Walters of the Pennsylvania State Senate moderated Saturday morning’s panel discussion. The panelists got to the heart of a pervasive issue: historic underrepresentation of women in the Pennsylvania Legislature. Democratic Caucus Chair, Rep. Joanna McClinton; Republican Caucus chair, Rep. Marcy Toepel; and Dr. Dana Brown, executive director of the Pennsylvania Center for Women and Politics at Chatham University scrutinized the issues of equal pay, gender discrimination, sexual harassment and women’s health in light of the recent increase in the number of women elected to the Legislature.

Next, Elizabeth Randol, Pittsburgh legislative director of the ACLU of Pennsylvania; Mary McKenzie, Philadelphia legal director of the Public Interest Law Center; and Suzanne Almeida Grubbs, Common Cause in Harrisburg and former executive director of the Pennsylvania League of Women Voters provided a legal update on current litigation and pending legislation related to voting rights in the commonwealth.

Kathryn L. Harrison of Campbell & Levine LLC moderated the panel discussion, which specifically examined League of Women Voters v. Commonwealth, 178 A.3d 737, and surveyed cases involving voting rights issues such as redistricting, absentee ballots and voter registration and the potential effects of those cases on cases currently in the Supreme Court or other state and federal courts.

The WIP concluded its 2019 fall retreat by hosting a letter-stuffing campaign for the League of Women Voters and gathering for a mindfulness walk organized by the Quality of Life Committee.

The stories shared and topics discussed during the fall retreat left us with much to contemplate. While we take a few moments to reflect, let us not only feel reverence and gratitude for our predecessors, but also feel reinvigorated and motivated to sustain progress, however big or small, toward a more equal society for all.

Tara Burns is an associate attorney at Eckert Seamans in Harrisburg, where she practices labor and employment and municipal law. Tara is a current member of the 2019-2020 PBA Bar Leadership Institute and is a WIP Fall Retreat 2020 committee co-chair.
It is a hallmark of the American legal system that “Justice is Blind” – an ideal that strives to ensure that everyone is treated equally. Yet, regardless of the commitment to meet this lofty standard, the reality is that implicit bias—the tendency to make quick, automatic assumptions about individuals or groups—is real and often surfaces in the legal profession.

“Everyone has implicit bias,” said Mary Kate Coleman, co-chair of the ACBA’s Women in the Law Division (WLD) Committee for Advancing Professionalism (CAP) and Ending Bias Education Subcommittee. “It is the brain’s shortcutting mechanism that uses subtle and automatic associations to quickly reach decisions. Our brains make millions of decisions every day, most without our conscious knowledge. Where implicit bias causes problems is when we make these automatic decisions about individuals or groups based on characteristics that are, in truth, unrelated to our conclusions.”

Coleman cited a number of examples, such as a belief that older persons are frail, thin people are always healthy or well-dressed individuals are more trustworthy.

“Implicit bias is not fundamentally bad but can be when used to reach a bad outcome,” said Emily Kinkead, who serves as CAP Education Subcommittee co-chair with Coleman. “Implicit bias is present in everything. When it negatively impacts our judicial system, it can be especially problematic. Our system depends on impartial, fair decisions.”

According to information provided by the committee, displays of bias, whether positive or negative, diminish the public’s trust in the integrity of the justice system and conflict with commonly understood concepts of professionalism and civility. Moreover, the vast majority of the judiciary wants to contribute to the fair and impartial administration of justice and are eager to have strategies that enable them to avoid bias, whether overt or implicit.

To help address this concern, last year the WLD championed a pilot program to include implicit bias/anti-bias content in all Continuing Judicial Education (CJE)-qualified CLE courses offered by the ACBA. It was approved as a standing program by the ACBA Board of Governors Oct. 8.

“The WLD was motivated to advocate for inclusion of anti-bias and implicit bias contents in CJE’s due to awareness that bias remains a serious issue in the legal profession,” said Coleman. “This awareness arose out of personal experiences, media reports, studies and other sources.”

“The approach we chose was preferred over developing a standalone course with the belief that the message would be more effectively delivered by incorporating it into multiple CJE programs.”

Coleman said the pilot program generated “very positive feedback” from both the CLE attendees and course planners, as well as the volunteers the committee trained to work with them. She said close to 30 volunteers were trained in 2018 and it is hoped that an additional dozen will be trained by the end of 2019.

“It doesn’t take a lot of time to incorporate this information into the programs we offer,” said Kinkead. “Everyone has been very enthusiastic. Most people acknowledge the justice system does have some work it needs to do in this area.”

“Judges are the first best line of defense against bias in our justice system. Getting judges to become more aware of this issue is tremendously helpful in moving the ball forward.”

Coleman said the programs that include implicit bias/anti-bias content are garnering positive feedback from the volunteer trainers who are part of the program. She said the trainee’s comments emphasize the importance of being aware of bias and the need for judges and other court personnel to work toward its elimination. The trainee feedback also includes appreciation for the program because of its focus on impartiality and justice.

Anti-bias training is important, Coleman said, because judges and other court personnel can be impacted by bias in their decision-making. She said judges need to be aware of their own biases to be able to make fair decisions.

“Judges are human and have biases but they need to be able to manage those biases in order to have a fair and impartial decision,” she said. “The training helps them identify their biases and manage those biases.”

The WLD is working with the ACBA’s Commission on Continuing Legal Education (CCE) to incorporate anti-bias and implicit bias training into the ACBA’s CJE program. The committee is also working with the ACBA’s Department of Continuing Professionalism (DCP) to help judges understand the importance of anti-bias training and to help them complete the training.

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Minimize Implicit Bias in the Legal Profession

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“Simply put,” Coleman said, “we hope to reduce bias in the legal profession and in the judiciary.”

Anyone with questions about this program can contact Mary Kate Coleman (mkcoleman@rhwrlaw.com) or Emily Kinkead (ekinkead@graillaw.com). The WLD implicit bias resources can be found at https://www.acbawld.org/implicit-bias.

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Deepfake Videos Overwhelmingly Used to Degrade Women

By Sharon Nelson

I’ve spent a lot of time, on RTL and offline, worrying about the possible effect of deepfake videos on the 2020 election.

While that’s a real concern, I was blown away by the stats in a post published by Vox a couple of months ago. The post looked at a report from Deeptrace Labs. The most startling statistic to me was that 96% of fake videos across the internet are of women, mostly celebrities, whose images are used in sexual fantasy deepfakes without their consent.

Deeptrace Labs identified 14,678 deepfake videos across a number of streaming platforms and porn sites, a 100% increase over its previous measurement of 7,964 videos in December 2018.

Sadly, I imagine we’ll see a surge in lawyers representing exploited celebrities whose publicity rights have been violated. Far worse, I am quite sure those women (non-celebrities too) feel physically violated by these images. Revenge porn (targeting ex-girlfriends/wives) has also been taken to a whole new level.

The top four websites dedicated to hosting deepfakes received a combined 134 million views on such videos.

There are places you go on the internet (I’m not going to give them publicity here) with a lineup of celebrities. Their faces move, smile and blink as you move around them. They are fully nude, waiting for you to decide what you’ll do to them as you peruse a menu of sex positions. Inevitably, because there is so much money to be made, the sex will be of all kinds, including rape.

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

**10 February 2020**

**Voices & Views**

**February 2020**

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**Pennsylvania Bar Association**

**Commission on Women in the Profession**

**2020 SPRING CONFERENCE**

**Monday, March 30, 2020**

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**The ERA: The Past, Present and Future!**

Join the PBA Commission on Women in the Profession as we continue our celebration of the ratification of the 19th Amendment and take an in-depth look at the Equal Rights Amendment. We are excited to welcome scholars and national experts on the ERA, who will take us through its history of legal battles and case law. We will also review the current status, examining ERA-related legislation and the strategies and tactics the ERA Coalition is employing on Capitol Hill. Finally, we will explore what lies ahead and what passage of the ERA means not only to women in general, but how it will affect the practice of law in areas of equal pay, gender equality, sexual harassment and more. Learn how you can prepare for this exciting time in history, not only for women, but for the practice of law and our society in general.

The program will be held live in Philadelphia and simulcast to locations in Allentown, Erie, Mechanicsburg, Pittsburgh and Scranton.

**Special guest speakers:**
- Linda T. Coberly, Esq., Winston & Strawn, Chair of National ERA Coalition Task Force
- Roberta W. Francis, ERA Education Consultant, Alice Paul Institute
- Jovida Hill, Executive Director, Philadelphia Commission for Women
- Linda J. Wharton, Esq., Professor of Political Science, Stockton University

The book group will also meet at each location. The featured book is *The Woman's Hour: The Great Fight to Win the Vote* by Elaine Weiss. We will begin delving into the book in preparation for meeting Weiss in person in May, when she will be one of our special guest speakers at the WIP Annual Conference. The book can be purchased on Amazon.

2:00-3:00 p.m. Registration
2:00-3:00 p.m. Book group discussion: *The Woman’s Hour: The Great Fight to Win the Vote*
3:00-5:00 p.m. Presentation of “The ERA: The Past, Present and Future!”
5:00-6:00 p.m. Networking and light refreshments at all locations

**Registration deadline: March 20, 2020**

**Register online here.**

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**Registration Fees:**

**PBA Members:**
- Not Receiving CLE Credit .........$35
- Receiving CLE Credit .............$85

**Non-Members:**
- Not receiving CLE Credit ..........$50
- Receiving CLE Credit .............$110

**Law Students**
- 2 Substantive CLE Credits
  - $10

**Live in Philadelphia:**
- PBI CLE Conference Center
  - Wanamaker Building (now Macy’s)
  - 10th Floor, Ste. 1010

**Simulcast in:**
- **Pittsburgh**
  - PBA Western PA Office/PA Bar Institute
  - Heinz 57 Center, 7th Floor, 339 6th Ave.
- **Erie**
  - Erie County Bar Association
  - 429 West 6th Street
- **Mechanicsburg**
  - Pennsylvania Bar Institute
  - 5080 Ritter Road
- **Scranton**
  - Lackawanna Bar Association
  - 233 Penn Avenue
- **Allentown**
  - Bar Association of Lehigh County
  - 1114 West Walnut Street
Welcome New Commission Members!

The PBA Commission on Women in the Profession extends a warm welcome to new commission members who joined October 2019 through January 2020. We hope the new members enjoy their membership and experience the many benefits of serving on the Commission on Women in the Profession.

- Gabrielle M. Beers, Philadelphia
- Justine Louise Bressler, Office of Inspector General, Harrisburg
- Sarah Elizabeth Connor, Margolis Edelstein, Philadelphia
- Joanne Curley, West Chester
- Julie Anne Delker, Phoenix Contact, Harrisburg
- Karen Lynn DeMarco, Coyne & Coyne PC, Camp Hill
- Allison Marie Erndl, Pittsburgh
- Arielle Rose Gold, Philadelphia
- Mackenzie Doska Hayes, Philadelphia District Attorneys Office, Philadelphia
- Nicola V. Henry-Taylor, Henry-Taylor Law, Pittsburgh
- Melissa Anne Hubshman, Progressive Insurance, Plymouth Meeting
- Alyson Tait Landis, Esq, Boyer Paulisick & Eberle, Butler
- Emily E. Litka, San Francisco
- Maura Jane Lynch, Lyman & Ash, Philadelphia
- Kathryn Angela Malpezi, PA Department of Labor & Industry, Harrisburg
- Jennifer Angela Migliori, Duane Morris LLP, Miami
- Leah Ariel Mintz, Duane Morris LLP, Philadelphia
- Alexandra L. Nigida, Pittsburgh
- Jane Gowen Penny, Penny Legal LLC, Harrisburg
- Emily Dawn Peters, Northwestern Legal Services, Farrell
- Christina Maria Reger, Law Offices of Christina Reger, Newtown
- Yudelkys Rodriguez De Vargas, Pennsylvania Immigration Resource Center, Allentown
- Angela Brosnan Ryan, Philadelphia
- Anupma Sahay, Washington, DC
- Amanda Slezk, Carlisle
- Madelyn R. Snyder, Mount Holly Springs
- Maria Solomidou, Eagleville
- Lori L. Thierfeldt, Thierfeldt Law PC, Jamestown
- Christine Trotz-Cosgrove, Spence Custer, Johnstown
- Pamela A. Van Blunk, Van Blunk Law LLC, Yardley
- Jessica Marie Van Dame, PNC Wealth Management, Aliquippa
- Rachel J Wilcove, Carlisle
- Molly Renee Williams, Fox Rothschild LLP, Nazareth
- Michaela E. Zanis, Carlisle
- Jennifer Zerfing, East Berlin

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 April 17, 2020.

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

Jennifer Ellis: jennifer@jlellis.net
Nicole O’Hara: nicoleohara@gmail.com
WIP Members in the News

WIP Executive Council member Lynn A. Marks presented at the “Fair and Impartial Judiciary Symposium” in October 2019, co-sponsored by The Rendell Center for Civics and Civic Engagement, the PA Supreme Court’s Commission on Judicial Independence, the Annenberg Public Policy Center at the University of Pennsylvania and the University of Pennsylvania Law School. Former U.S. Supreme Court Justice Anthony Kennedy was among the many other dignitaries who spoke.

Roberta “Bobbi” Liebenberg, a senior partner at Fine, Kaplan and Black, was 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. Additionally, Roberta was the 2019 inductee to the American Antitrust Institute’s Private Antitrust Enforcement Hall of Fame, which recognizes practitioners for distinguished service to the private antitrust enforcement community, commitment to the enforcement of the antitrust laws and success in fighting for competition, consumers, and workers. She was honored at a Hall of Fame luncheon during AAI’s Private Antitrust Enforcement Conference on Nov. 12, 2019 at the National Press Club in Washington, D.C.

President Judge Emeritus Susan Peikes Gantman, Superior Court of Pennsylvania, was presented with the 2020 PBA Family Law Section Eric Turner Memorial Award on Jan. 18 during the section’s Winter Meeting. The Eric Turner Memorial Award honors a lawyer who is dedicated to the practice of family law and serves as a mentor and teacher to fellow lawyers.

As part of the award, a $1,000 donation will be made to an organization of Judge Gantman’s choosing: the Montgomery Child Advocacy Project, an organization that aims to end and prevent child abuse and neglect in Montgomery County through legal services, advocacy and education.

Nancy Conrad, partner, White and Williams LLP, and managing partner of its Lehigh Valley office, was featured in State of the Lehigh Valley: Community Trends at a Glance 2018-2019 C-Suite Executives and Gender Balance section. The State of the Lehigh Valley is a report published annually by the Lehigh Valley Research Consortium that showcases consortial faculty research on the quality of life in the Lehigh Valley region.

Congratulations to WIP member Andrea Tuominen on receiving the 2019 Government Lawyer of the Year Award! Andrea was honored during the PBA’s Committee/Section Day luncheon on Nov. 14 for her many years of dedicated service at the Administrative Office of Pennsylvania Courts and on behalf of the Commonwealth. Andrea is a past co-chair of the Commission on Women in the Profession and serves as an active member on Executive Council.

WIP congratulate Kathleen Wilkinson, recipient of the Philadelphia Bar Association’s 2019 Sandra Day O’Connor Award. The award was presented during the Philadelphia Bar Association Annual Meeting Luncheon on Dec.12, 2019. The O’Connor Award is presented to a woman attorney who has demonstrated superior legal talent, achieved significant legal accomplishments and has furthered the advancement of women in both the profession and the community.
PBA Commission on Women in the Profession Leadership 2019-2020

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Public Service .......................................... Amy Coco, Kim Meyer
Quality of Life .......................................... Roberta Jacobs-Meadway, Kathleen Wilkinson
Report Card ............................................ Susan N. Bowen, Elizabeth Flaherty, Lynn Marks
Retreat 2019 ............................................. Elizabeth Flaherty, Kathryn Harrison
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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.

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