



## *Commission on Women in the Profession*

### 21ST REPORT CARD

PENNSYLVANIA BAR ASSOCIATION

*Welcome* to the 2016 Pennsylvania Bar Association's Commission on Women in the Profession's 21st **Report Card**. Originally patterned after the American Bar Association's Report Card, when this report began in 1995, most of the collected data focused on the Pennsylvania Bar Association's (PBA) membership and highlighted the positions and statistics of women members within the organization. This focus supported our endeavors to increase growth and visibility of women members holding key positions within the PBA.

The **Report Card** has advanced each year to include information pertinent to women lawyers and trends within the profession and Commonwealth. The 2016 **Report Card** provides concrete data on women judges sitting on all levels of the state and federal judiciary throughout Pennsylvania and the number of women participating on all levels of the PBA, highlights women serving as General Counsel and recognizes our annual award winners.

The Commission on Women in the Profession issues this 21st **Report Card** to serve as a measure of the evolving participation of women in the PBA, the judiciary and the practice of law. We continue to compare our current results with those from our initial year of reporting to better understand the progress that has already been made and with the hope that it will help identify deficiencies, reveal opportunities and inspire positive changes for women attorneys. Furthermore, this edition of the **Report Card** will compare the progress of women in the legal profession to that of our neighboring jurisdictions (Delaware, Maryland, New Jersey, New York and the District of Columbia).

Melinda C. Ghilardi  
Christine Lombardo-Zaun  
Melissa Wright  
2015-2016 Report Card Committee Co-Chairs

Ursula L. Marks  
Tameka L. Altadonna  
The Pennsylvania Bar Association

### INDEX

MISSION STATEMENT .....	2
JUDICIARY EXECUTIVE SUMMARY .....	3
2015 PENNSYLVANIA JUDICIARY .....	4
THE PBA EXECUTIVE SUMMARY .....	6
PBA Leadership .....	7
House of Delegates .....	8
PBA Members by County .....	10
Committees .....	11
Sections .....	12
Young Lawyers Division .....	13
MID-ATLANTIC STATE BAR COMPARISON .....	14
PROFILES OF WOMEN IN THE PROFESSION .....	15
Barbara Adams, Esq. ....	15
Dannielle Cisneros, Esq. ....	18
Madelyn Reilly, Esq. ....	21
Denise Smyler, Esq. ....	24
2015 AWARDS .....	26
REPORT CARD CONCLUSION .....	28
APPENDIX .....	29

### PENNSYLVANIA BAR ASSOCIATION

#### WOMEN IN THE PROFESSION MISSION STATEMENT

The mission of the Pennsylvania Bar Association (“PBA”) Commission on Women in the Profession is to assure full and equal participation of women in the PBA, the legal profession, and the justice system. In order to achieve this mission, the Commission is to:

1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and ways and means by which women can utilize the Bar Association as a continuing organization to help solve and resolve problems unique to women in the profession.
2. Monitor the current status of women in the legal profession, identify their career paths and goals, and promote their advancement and achievement.
3. Develop educational programs to address discrimination against women lawyers and the unique barriers they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action on issues the Commission identifies.
5. Make recommendations to the Courts, legislature, and other groups within the justice system on issues the Commission identifies through approval of the Board of Governors and House of Delegates.



## EXECUTIVE SUMMARY THE JUDICIARY IN 2015

### STATE

In 2015, women represented 20% of those elected to the Supreme Court, 71% of those elected to the Superior Court, and represented 63% of those elected to the Commonwealth Court.

Statewide, women represented 30% of the bench serving as Court of Common Pleas Judges. Of the 81 Court of Common Pleas Judges in Philadelphia County, women judges represented 52%.

Twenty-seven counties had no women judges.

### FEDERAL

In 2015, appointed women represented 21% of District Court Judges, 52% of Magistrate Judges, and 31% of Bankruptcy Judges.

- **EASTERN DISTRICT:** Women represented 16% of District Court Judges, 50% of Magistrate Judges and 33% of Bankruptcy Judges.
- **MIDDLE DISTRICT:** Women represented 15% of District Court Judges, 40% Magistrate Judges and 33% of Bankruptcy Judges.
- **WESTERN DISTRICT:** Women represented 42% of District Court Judges, 67% of Magistrate Judges and 25% of Bankruptcy Judges.

## 2015 PENNSYLVANIA JUDICIARY

### STATE

- Statewide in 2015, women represented 32% of Judges.
- Women represented 20% of those elected to the Supreme Court, 71% of those elected to the Superior Court and 63% of those elected to the Commonwealth Court.
- Women represented 30% of Judges serving as Court of Common Pleas Judges.\*
- Nine counties had 1 woman judge.
- Twenty-seven counties had no women judges.

### PENNSYLVANIA APPELLATE

PA Supreme Court 1 of 5 Sitting Justice seats was held by a woman  
 PA Superior Court 10 of 14 Sitting Judge seats were held by women  
 PA Commonwealth 5 of 8 Sitting Judge seats were held by women

*\* Cameron and Elk, Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. (We have not double counted the judges for these counties.)*

### FEDERAL

#### EASTERN DISTRICT

District Court Judges	Women occupied 6 of 37 seats; 16%
US Magistrate Judges	Women occupied 6 of 12 seats; 50%
Bankruptcy Judges	Women occupied 2 of 6 seats; 33%

#### MIDDLE DISTRICT

District Court Judges	Women occupied 2 of 13 seats; 15%
US Magistrate Judges	Women occupied 2 of 5 seats; 40%
Bankruptcy Judges	Women occupied 1 of 3 seats; 33%

#### WESTERN DISTRICT

District Court Judges	Women occupied 5 of 12 seats; 42%
US Magistrate Judges	Women occupied 4 of 6 seats; 67%
Bankruptcy Judges	Women occupied 1 of 4 seats; 25%

Appointed women represented 21% of District Court Judges, 52% of Magistrate Judges, and 31% of Bankruptcy Judges.

### THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, New Jersey and the U.S. Virgin Islands. There were 6 women appointed judges representing 26% of the 23 member Third Circuit Court of Appeals.

**PA COURT OF COMMON PLEAS SITTING JUDGES BY COUNTY**

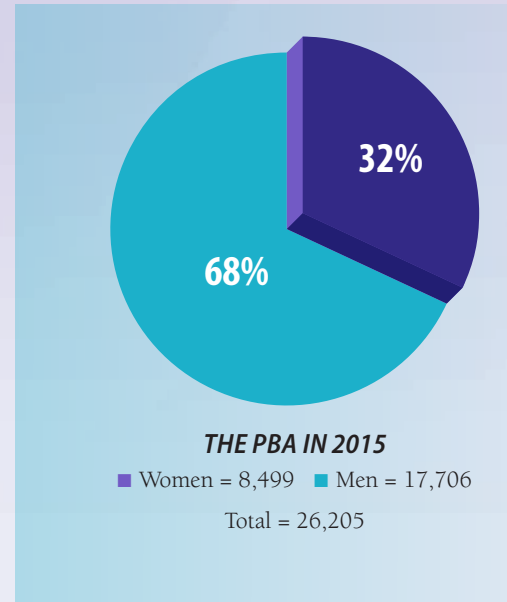
COUNTY	T	F	M	%F
Adams	3	0	3	0%
Allegheny	40	13	27	33%
Armstrong	2	0	2	0%
Beaver	6	1	5	17%
Bedford	2	0	2	0%
Berks	12	3	9	25%
Blair	5	2	3	40%
Bradford	1	1	0	100%
Bucks	12	2	10	17%
Butler	6	2	4	33%
Cambria	4	1	3	25%
Cameron/Elk	1	0	1	0%
Carbon	3	0	3	0%
Centre	4	1	3	25%
Chester	13	4	9	31%
Clarion	1	0	1	0%
Clearfield	2	0	2	0%
Clinton	2	0	2	0%
Columbia/Montour	2	0	2	0%
Crawford	3	0	3	0%

COUNTY	T	F	M	%F
Cumberland	6	1	5	17%
Dauphin	9	2	7	22%
Delaware	18	4	14	22%
Erie	7	2	5	29%
Fayette	5	2	3	40%
Forest/Warren	2	1	1	50%
Franklin/Fulton	4	2	2	50%
Greene	1	0	1	0%
Huntingdon	1	0	1	0%
Indiana	3	1	2	33%
Jefferson	1	0	1	0%
Juniata/Perry	2	1	1	50%
Lackawanna	8	2	6	25%
Lancaster	14	2	12	14%
Lawrence	3	0	3	0%
Lebanon	4	0	4	0%
Lehigh	10	4	6	40%
Luzerne	10	3	7	30%
Lycoming	5	2	3	40%
McKean	2	0	2	0%

COUNTY	T	F	M	%F
Mercer	4	0	4	0%
Mifflin	1	0	1	0%
Monroe	6	2	4	33%
Montgomery	20	8	12	40%
Northampton	8	3	5	38%
Northumberland	2	0	2	0%
Philadelphia	81	42	39	52%
Pike	2	0	2	0%
Potter	1	0	1	0%
Schuylkill	6	1	5	17%
Snyder/Union	2	0	2	0%
Somerset	3	0	3	0%
Sullivan/Wyoming	1	0	1	0%
Tioga	1	0	1	0%
Venango	2	0	2	0%
Washington	5	2	3	40%
Wayne	1	0	1	0%
Westmoreland	10	4	6	40%
York	12	2	10	17%
Total	407	123	284	30%

## EXECUTIVE SUMMARY THE PBA IN 2015

- Women represented 32% of the PBA membership.
- The Young Lawyers Division (YLD) represented 35% of the PBA membership. Women represented 45% of the YLD membership.
- With a total of 400 members in the PBA House of Delegates, women represented 35%.
- Women represented 31% of the PBA Board of Governors. In 1995, women represented 21% of the PBA Board of Governors.
- Women were the majority of the PBA committee membership, representing 57%.
- Of the 50 standing PBA Committees, 44% were chaired by a woman, either in a jointly chaired position or solo. In 1995, 32% of the 38 PBA Committees had women solo chairs.
- Women represented 33% of the PBA Nominating Committee. In 1995, women represented 9% of the members of the PBA Nominating Committee.
- The Commission on Women in the Profession had over 850 members; three times as many members as the next largest committee.
- Thirty-nine percent of the 18 Sections within the PBA, or 7 sections, were chaired by women. In 1995, there was 1 section chaired by a woman.
- Thirty-three percent or 6 women out of 18 section representatives participated in the House of Delegates. In 1995, there was 1 woman out of 16 section representatives.
- Women represented 29% of the leadership in the Young Lawyers Division.
- In 2016, the PBA will have been led by three women presidents; Leslie Anne Miller in 1999, Gretchen A. Mundorff in 2010 and incoming 2016 president, Sara A. Austin.



## PBA LEADERSHIP

### EXECUTIVE OFFICERS

- President* – William H. Pugh, V
- President Elect* – Sara A. Austin
- Vice President* – Sharon R. López
- Immediate Past President* – Francis X. O’Connor

### BOARD OF GOVERNORS

The PBA Board of Governors is comprised of PBA General Officers (President, President-Elect, Vice President, and Immediate Past President), Chair of the House of Delegates, Secretary, and Treasurer; three representatives from the Young Lawyers Division; one Zone Governor from each of the 12 zones; three Governors-At-Large; and one Unit County Governor.

- Eight women represented 31% of the 26 members of the Board of Governors.

### NOMINATING COMMITTEE

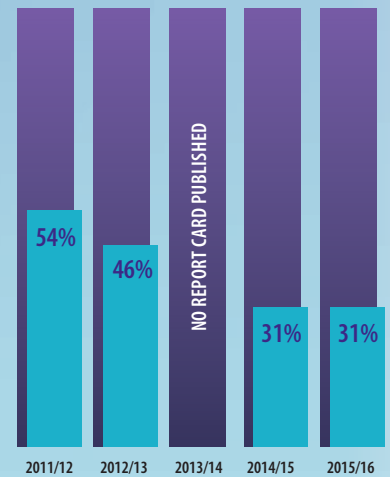
The Nominating Committee selects one candidate for each of the General Officers of the PBA to be presented to the House of Delegates.

The Committee consists of all Zone Governors, the Unit County Governor, the Minority Governors, the Woman Governor, the five living immediate past presidents of the PBA, the living immediate past chair of the YLD, two committee and three section representatives, a representative from the Conference of County Bar Leaders Executive Committee, a representative selected by the Executive Council of the Commission on Women in the Profession Committee and a representative selected by the Executive Council of the Minority Bar Committee, a representative selected by the Executive Committee of the Solo and Small Firm Section, and a representative selected by the Executive Council of the Young Lawyers Division.

Alternating odd and even years, beginning in 2011, the Committee also includes a representative selected by the members of the Gay & Lesbian Rights Committee (odd year) or a representative selected by the members of the Legal Services to Persons with Disabilities Committee (even year).

- Eleven women represented 33% of the 33 members of the PBA Nominating Committee.

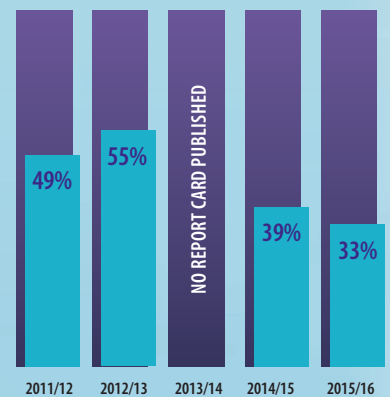
#### BOARD OF GOVERNORS



2015/16

Women = 8 Men = 18 Total = 26

#### NOMINATING COMMITTEE:



2015/16

Women = 11 Men = 22 Total = 33

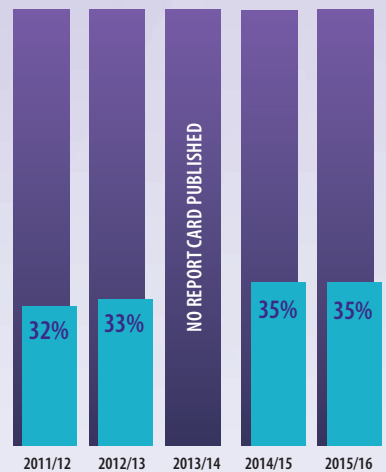
## HOUSE OF DELEGATES

The House of Delegates sets the policy of the PBA and is comprised of the following members: PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary, and Treasurer); all other members of the Board of Governors; one member from each zone for each 100 active members\*; one additional member from each unit membership zone; living former PBA presidents and chairs of the House; one representative of each county bar association; the immediate past PBA Secretary, Treasurer, and Zone Governors; representatives of sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; the state delegate to the ABA House; the Court Administrator of Pennsylvania; deans of Pennsylvania law schools; one Law School Division Delegate; and one student member from each accredited Pennsylvania law school.

*\*Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The zone members of the House of Delegates are selected by election within each zone.*

In 2015, 141 women delegates represented 35% of the 400 members of the PBA House of Delegates.

HOUSE OF DELEGATES



2015/16

Women = 141 Men = 259 Total = 400

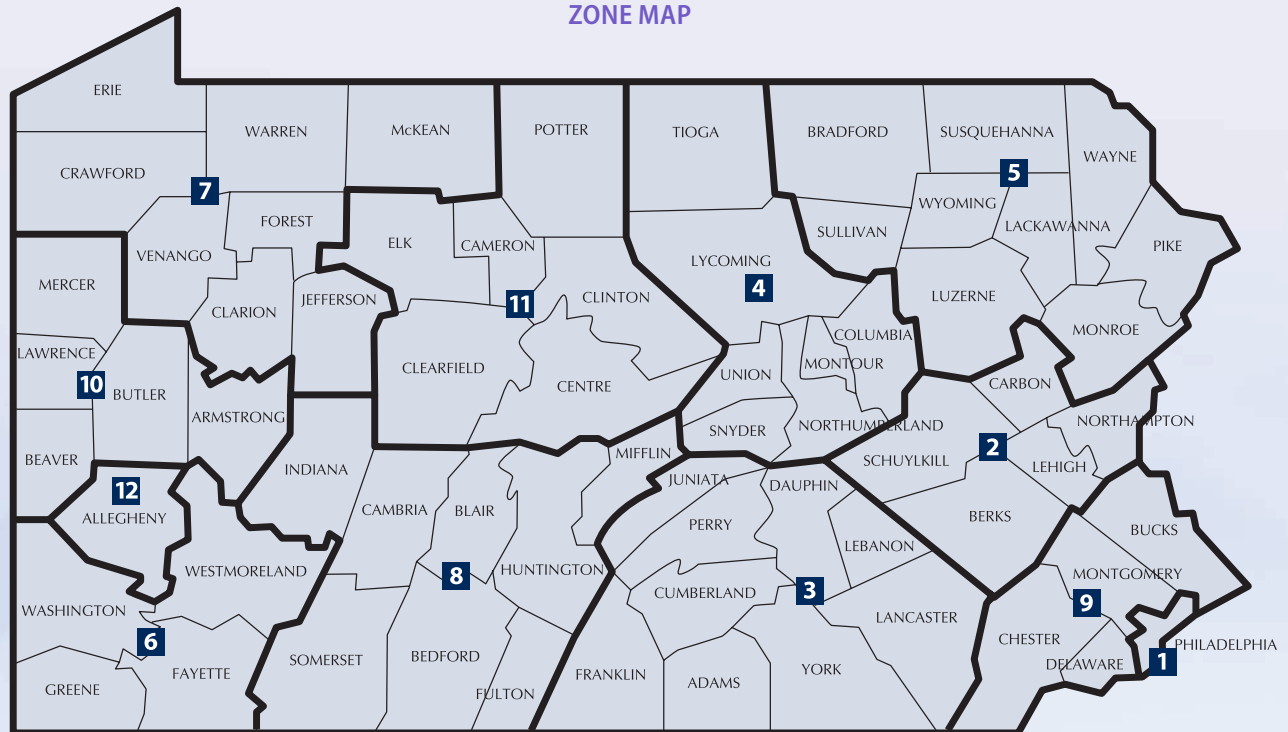




## HOUSE OF DELEGATES BY ZONE

	2011/12			2012/13			2013/14			2014/15			2015/16		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F
Zone 1	24	39	39%	24	39	39%	No Report			28	38	42%	25	35	42%
Zone 2	6	23	21%	7	21	26%	Card Published			10	21	32%	6	24	20%
Zone 3	31	32	50%	32	32	50%	-	-	-	33	33	50%	35	32	52%
Zone 4	3	11	22%	3	9	26%	-	-	-	3	8	27%	4	7	36%
Zone 5	7	18	29%	8	18	31%	-	-	-	8	19	30%	6	24	20%
Zone 6	6	14	31%	6	14	31%	-	-	-	8	13	38%	8	14	36%
Zone 7	4	13	24%	3	14	18%	-	-	-	3	12	20%	6	10	38%
Zone 8	2	15	12%	4	12	26%	-	-	-	4	13	24%	3	14	18%
Zone 9	14	50	22%	13	47	22%	-	-	-	15	46	25%	19	47	29%
Zone 10	7	9	44%	9	7	57%	-	-	-	4	12	25%	5	11	31%
Zone 11	3	9	26%	4	9	31%	-	-	-	4	10	29%	5	8	38%
Zone 12	19	32	38%	18	30	38%	-	-	-	17	31	35%	17	30	36%
Out of State	-	-	-	-	-	-	-	-	-	1	4	20%	2	3	40%
<b>Total</b>													141	259	35%

### ZONE MAP



## PBA MEMBERS BY COUNTY

COUNTY	T	F	M	%F
Adams	78	21	57	27%
Allegheny	3714	1287	2427	35%
Armstrong	38	8	30	21%
Beaver	174	42	132	24%
Bedford	29	9	20	31%
Berks	510	138	372	27%
Blair	109	29	80	27%
Bradford	44	13	31	30%
Bucks	705	220	485	31%
Butler	199	69	130	35%
Cambria	169	38	131	22%
Cameron	4	1	3	25%
Carbon	68	18	50	26%
Centre	314	131	183	42%
Chester	797	274	523	34%
Clarion	17	4	13	24%
Clearfield	49	11	38	22%
Clinton	37	4	33	11%
Columbia	48	14	34	29%
Crawford	104	27	77	26%
Cumberland	639	214	425	33%
Dauphin	1693	643	1050	38%
Delaware	1006	327	679	33%
Elk	22	3	19	14%

COUNTY	T	F	M	%F
Erie	478	112	366	23%
Fayette	124	39	85	31%
Forest	2	0	2	0%
Franklin	152	55	97	36%
Fulton	6	1	5	17%
Greene	38	12	26	32%
Huntingdon	30	5	25	17%
Indiana	65	16	49	25%
Jefferson	31	11	20	35%
Juniata	14	1	13	7%
Lackawanna	571	123	448	22%
Lancaster	685	200	485	29%
Lawrence	97	17	80	18%
Lebanon	106	25	81	24%
Lehigh	561	167	394	30%
Luzerne	377	83	294	22%
Lycoming	210	66	144	31%
McKean	27	6	21	22%
Mercer	149	33	116	22%
Mifflin	29	2	27	7%
Monroe	125	33	92	26%
Montgomery	2195	694	1501	32%
Montour	17	4	13	24%
Northampton	416	106	310	25%

COUNTY	T	F	M	%F
Northumberland	65	9	56	14%
Out-of country	13	6	7	46%
Out-of-state	2685	961	1724	36%
Perry	22	6	16	27%
Philadelphia	4495	1634	2861	36%
Pike	17	4	13	24%
Potter	12	3	9	25%
Schuylkill	172	43	129	25%
Snyder	22	4	18	18%
Somerset	71	18	53	25%
Sullivan	6	2	4	33%
Susquehanna	35	11	24	31%
Tioga	35	9	26	26%
Union	27	10	17	37%
Venango	44	9	35	20%
Warren	36	12	24	33%
Washington	344	107	237	31%
Wayne	56	17	39	30%
Westmoreland	453	124	329	27%
Wyoming	27	7	20	26%
York	478	139	339	29%
No County Specified	18	8	10	44%
Totals	26205	8499	17706	32%



## COMMITTEES

In the 2015 Bar Year, there were 50 active PBA Committees. Each committee addresses an area of the practice of law or an element of governance of the Association. Generally, committees have chairs and vice chairs, and can have co-chairs and/or co-vice chairs. The President-Elect appoints leadership for the committees.

Of the 50 standing PBA Committees, 44% were chaired by a woman, either in a jointly chaired position or solo.

The Commission on Women in the Profession was the largest committee in the PBA, with over 850 members.

COMMITTEE	F	M	%F
Agricultural Law Committee	26	36	42%
Alternative Dispute Resolution Committee	87	139	38%
Amicus Curiae Brief Committee	3	11	21%
Animal Law Committee	65	34	66%
Appellate Advocacy Committee	45	59	43%
Bar Leadership Institute Class	40	27	60%
Bar/Press Committee	4	17	19%
Bylaws Committee	9	16	36%
Charitable Organizations Committee	53	44	55%
Children's Rights Committee	75	23	77%
Civil & Equal Rights Committee	41	65	39%
Collaborative Law Committee	88	36	71%
Community & Public Relations Committee	8	16	33%
Corrections System Committee	19	23	45%
Editorial Committee	6	13	32%
Federal Practice Committee	65	101	39%
Gaming Law Committee	11	33	25%
GLBT Rights Committee	54	36	60%
Government Lawyers Committee	130	143	48%
Health Care Law Committee	47	51	48%
Immigration Law Committee	34	22	61%
In-House Counsel Committee	42	53	44%
Insurance Staff Attorney Committee	18	28	39%
Judicial Administration Committee	27	39	41%
Judicial Campaign Advertising Committee	4	9	31%
Judicial Evaluation Commission	7	9	44%

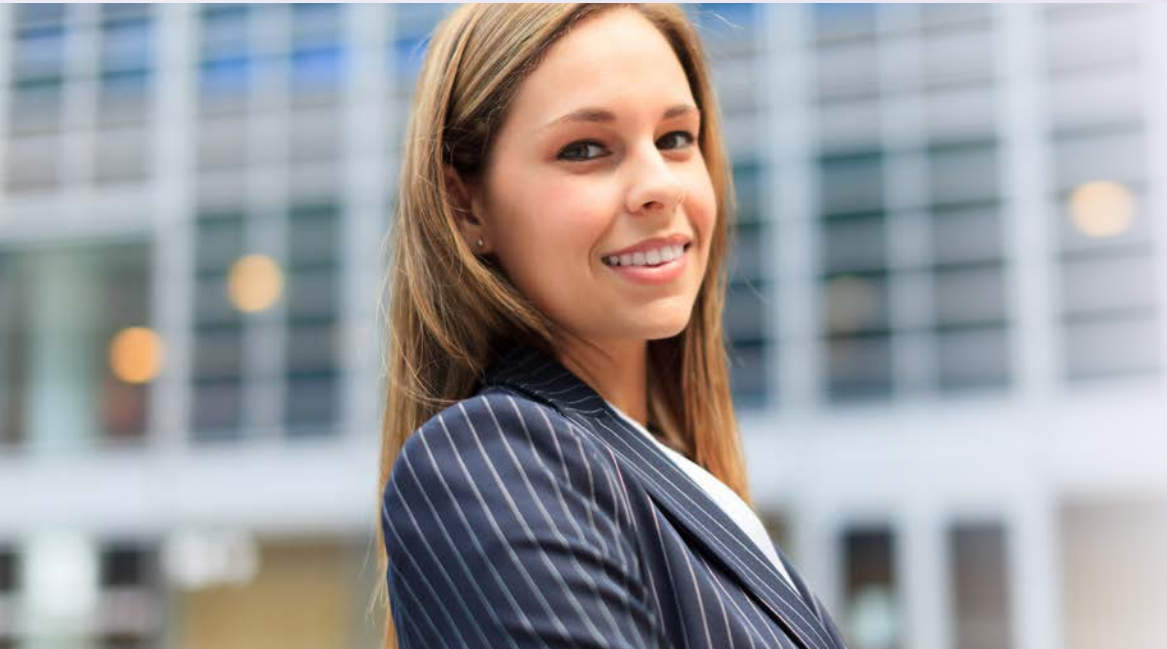
COMMITTEE	F	M	%F
Judicial Independence Committee	7	23	23%
Large Law Firm Committee	1	17	6%
Law-Related Education Committee	22	23	49%
Lawyers Assistance Committee	13	25	34%
Legal Ethics & Professional Responsibility Committee	15	63	19%
Legal Services for Exceptional Children Committee	43	19	69%
Legal Services to Persons with Disabilities Committee	30	20	60%
Legal Services to the Public Committee	47	37	56%
Membership Development Committee	24	25	49%
Military and Veterans Affairs Committee	20	52	28%
Minority Bar Committee	129	79	62%
PABAR-PAC	4	16	20%
PBA Diversity Team	10	8	56%
PBA Leadership Recruitment and Development Committee	14	4	78%
Plain English Committee	21	27	44%
Planning Committee	5	5	50%
Professional Liability Committee	23	48	32%
Quality of Life/Balance Committee	31	25	55%
Review & Certifying Board	10	3	77%
Senior Lawyers Committee	14	43	25%
Shale Energy Law Committee	41	84	33%
Statutory Law Committee	14	35	29%
Unauthorized Practice of Law Committee	13	41	24%
Women in the Profession Committee	839	13	98%
<b>Totals</b>	<b>2398</b>	<b>1818</b>	<b>57%</b>

## SECTIONS

Section membership is open to any PBA member who pays section dues. Sections elect their officers, council members, and House of Delegates representatives.

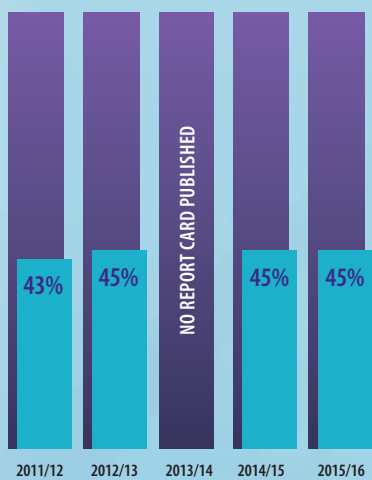
In the 2015 Bar Year, there were 7 women serving as section chairs, representing 39% of the total number of section chairs. There were 6 women representatives selected to represent Sections in the House of Delegates out of 18, which equaled 33%. The chart below represents the gender breakdown of the Section Council.

SECTION	F	M	%F
Aeronautical & Space Law Section	0	6	0%
Business Law Section	9	16	36%
Civil Litigation Section	15	27	36%
Administrative Law Section	10	14	42%
Criminal Justice Section	2	9	18%
Education Law Section	7	6	54%
Elder Law Section	15	14	52%
Environmental and Energy Law	4	10	29%
Family Law Section	24	35	41%
Intellectual Property Law Section	6	19	24%
International & Comparative Law Section	0	2	0%
Labor and Employment Law Section	7	16	30%
Municipal Law Section	3	18	14%
Public Utility Law Section	9	9	50%
Real Property Probate & Trust Law Section	10	30	25%
Solo & Small Firm Practice Section	15	18	45%
Tax Law Section	5	13	28%
Workers Compensation Law Section	12	37	24%
<b>Total</b>	<b>153</b>	<b>299</b>	<b>34%</b>



## YOUNG LAWYERS DIVISION

YOUNG LAWYERS DIVISION



**2015/16**  
Women = 4,157 Men = 4,992  
Total = 9,149

The PBA Young Lawyers Division represents 35% of the PBA's membership. YLD members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age. Membership in YLD is automatic for PBA members who fit this criterion.

In 2015, there were 9,149 members of the Young Lawyers Division; 4,157 women, or 45%, and 4,992 men, or 55%. Women held 29% of the leadership positions, 2 of 7 officers. To compare, in 1994-1995 women made up 57% of YLD membership.

## MID-ATLANTIC STATE BAR COMPARISON

### MEMBERS BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	8499	17706	26205	32%
DC	38596	63663	102259	38%
DE	1074	805	1879	57%
MD	9580	15620	25200	38%
NJ <sup>1</sup>	5173	9300	14473	36%
NY	-	-	-	33%

### NOMINATING COMMITTEE BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	11	22	33	33%
DC	3	4	7	43%
DE	15	14	29	52%
MD	16	29	45	36%
NJ	4	11	15	27%
NY	-	-	-	N/A

### BOARD OF GOVERNORS BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	8	18	26	31%
DC	14	9	23	61%
DE	11	14	25	44%
MD	16	29	45	36%
NJ	17	31	48	35%
NY	-	-	0	33%

### COMMITTEE CHAIRS BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	22	28	50	44%
DC	13	13	26	50%
DE	2	13	15	13%
MD	23	11	34	68%
NJ <sup>2</sup>	12	39	51	24%
NY	-	-	-	N/A

### HOUSE OF DELEGATES BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	141	259	400	35%
DC	N/A	N/A	N/A	N/A
DE	N/A	N/A	N/A	N/A
MD	N/A	N/A	N/A	N/A
NJ	N/A	N/A	N/A	N/A
NY*	-	-	-	38%

### SECTION CHAIRS BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	7	11	18	39%
DC	24	16	40	60%
DE	11	16	27	41%
MD	15	15	30	50%
NJ <sup>3</sup>	11	24	35	31%
NY*	-	-	-	35%

### YOUNG LAWYERS BY BAR ASSOCIATION

STATE	F	M	T	%F
PA	4157	4992	9149	45%
DC	9581	10049	19630	49%
DE	778	1101	1879	41%
MD	2789	2762	5551	50%
NJ	1250	1657	2907	43%
NY	2402	2250	4652	52%

### TOTAL JUDGES BY STATE

STATE	F	M	T	%F
PA	168	364	532	32%
DC	66	90	156	42%
DE	52	87	139	37%
MD	16	39	55	29%
NJ	169	299	468	36%
NY	551	1027	1578	35%

<sup>1</sup>The actual number of New Jersey State Bar Association members as of December 31, 2015 was: 18,193. (14,473 represent 80% of total NJSBA membership) The totals/percentages above represent breakdown by gender for only the portion of membership for which gender was a defined variable. (Undetermined/Unknown: 3,720 or 20%)

\* Only percentages were offered - not total figures

<sup>2</sup> One (1) non-attorney group (Paralegal Committee) was included in the total shown above. For this committee, a female member serves as chair for the 2015-2016 term.

<sup>3</sup> Sections of the NJSBA are designated by practice area; however, the group does include the Young Lawyers Division.

## PROFILES OF WOMEN IN THE PROFESSION



**BARBARA ADAMS, ESQ.**

Philadelphia Housing Authority Office of Chief Counsel

**How did you decide to go to law school and where to go?**

The only reason I wanted to go to law school was because I was interested in politics and back in the 1960s and early 70s, most Congressional representatives were lawyers. As a result, I thought it would be best to go to law school in my home state of Pennsylvania and I wanted to be in Philadelphia, so that meant Penn or Temple.

**Where did you go to law school?**

Temple (now Beasley) Law School. I began in the day division, took a leave of absence and returned to the extended evening division and then finished in the regular evening division.

**What were you looking for when you went to law school?**

I was looking for the law school credential and was not necessarily planning to practice law in a law firm.

**How many companies did you work for/ how many different organizations, before your present company?**

Before my present company, apart from summer jobs as a waitress and hostess at a restaurant during high school and college, I worked for the Schuylkill County Pennsylvania Office of Technical Assistance on the railroad reorganization in the mid-70s, then I worked for First Valley Bank in Bethlehem, then with Duane Morris, a large Philadelphia law firm for 28 years, then as General Counsel for the Commonwealth of Pennsylvania in the Rendell Administration.

**What did you do before you started your current position?**

I was the General Counsel for the Commonwealth for the last 5 ½ years of the Rendell Administration.

**How long have you held your current position?**

I have been the General Counsel for the Philadelphia Housing Authority (PHA) since August 1, 2011, so I have had this position for about 4 ½ years.

**Have you learned anything about the position or your role that you wish you had known before you accepted the position?**

I was fairly well-informed about the PHA and was very eager to be involved in helping PHA recover from the crisis it was in. The position has more than met my expectations.

**What led you to seek a new position?**

The Pennsylvania Governor's term is limited and the Rendell Administration ended in January 2011. All new Administrations select their own General Counsel. I wanted to continue working, and I enjoyed public service so I looked for a position in public service.

## PROFILES OF WOMEN IN THE PROFESSION

### *Barbara Adams, Esq. (Continued)*

#### **And, what attracted you to your current position?**

I had been watching the PHA go into crisis in the fall of 2010 and was very interested in working to help the agency recover. A few people reached out to me to suggest this, which was flattering. While at Duane Morris, one of my main practice areas was affordable housing finance, and I had in fact represented PHA over the years regarding a number of initiatives, so I was well-acquainted with the agency and felt that my background and interests uniquely qualified me for this position.

#### **Who have been your mentors?**

My mentors have been a number of senior attorneys at Duane Morris.

#### **How did you connect with them?**

Duane Morris had a culture of collegiality, which naturally resulted in young associates meeting older attorneys and the older attorneys just naturally mentored the associates with whom they worked.

#### **Are any of them still your mentors?**

I still seek counsel from some of the same attorneys still at Duane Morris. It has been a while since my mentoring in the late 70s and early 80s, so sadly, a number of my mentors have died.

#### **What advice or recommendations would you give to women lawyers who are starting out in the profession?**

Commit to your work, but do not ignore the opportunities to get to know your colleagues socially as people outside of work, since this is where friendship and the best mentoring will naturally arise. Do not become mired in the fact that you are a woman; if you effectively solve problems for your clients and colleagues, that factor will become insignificant.

#### **Is that different from any advice you would give to women who have been in the profession for five years and more?**

No, that advice applies, but at 5+ years and frequently thereafter, I would also suggest a continual re-evaluation of one's career, financial requirements and options and remain aware of new opportunities you may want to consider.

#### **There has been much discussion of work/life balance – is this a meaningful discussion for you or not?**

This is very significant. My approach was to live in town not far from the office. Although that means I paid lots of Philadelphia taxes and the cost of private schools, I was in a position to handle doctor's appointments and emergencies without needing to take too much time away from work. I was also able to go home for dinner and return to the office when necessary. I saved all the time people spend commuting, and childcare resources in Philadelphia are abundant when you are in a position where your caregiver does not need to have a car.

#### **Do you take steps to limit work hours and have you been successful?**

As a result of living close to work, I did not need to take steps to limit work hours.

#### **What do you enjoy most outside of work?**

Travel, sitting by the pool reading and swimming in the summer, cooking, opera and ballet performances, skiing, fixing up the house (but not cleaning.)

#### **Has your gender been either an advantage or disadvantage in your prior positions or in your current work?**

I do not think my gender has had a meaningful impact.



## PROFILES OF WOMEN IN THE PROFESSION

*Barbara Adams, Esq. (Continued)*

**Has gender become less of an issue as you have advanced in your career or not?**

There are many more women attorneys now as compared with when I started practicing, so gender is not as much of a novelty as when I started; to that extent, gender is less of an issue. Since I did not have the experience where I thought gender was meaningful, its becoming less of an issue is not very meaningful.

**What role, if any, does gender play in your workplace?**

None.

**How did you decide which bar association(s) and other professional organizations to get involved in? In particular, if you are a PBA member, how and why did you get involved in the PBA?**

Since much of my legal practice involved municipal finance, I became involved and focused my attention on the national and Pennsylvania associations of bond lawyers and less on the city, state and American bar associations. I am a PBA member and became one when I went to Harrisburg to be General Counsel. I was invited to speak at the PBA meeting a few weeks after I started and recognized how important the Pennsylvania Bar Association was to me in my new position. I was involved in numerous PBA events while I was in Harrisburg. I have been somewhat less involved in PBA events in my current position.

## PROFILES OF WOMEN IN THE PROFESSION



**DANNIELLE CISNEROS, ESQ.**

Senior Counsel at Holdings Acquisition Co., L.P. (dba Rivers Casino)

**How did you decide to go to law school, and where to go? Where did you go to law school? What were you looking for when you went to law school?**

When I was seven years old, I decided I wanted to go to law school. My grandfather had his law degree and he became a FBI special agent. Originally, I wanted to follow in his footsteps. After getting my undergraduate degree at Carnegie Mellon University in Pittsburgh, I chose Duke University School of Law to get back to my southern roots (i.e., get away from the snow!). Duke enticed me, because it has a beautiful campus and is a wonderful, challenging school. My original goal was to get my law degree then apply for the FBI Academy. I thought I'd be headed to Quantico, Virginia after graduation. I was in the fall semester of my first year of law school when the September 11th [attacks] happened. I realized that if I followed my original plan, I would likely be stepping into a world for which I was ill prepared, and the safer bet for me would be a modest, "boring" life in private practice. Even though it wasn't originally planned, Duke was a good stepping stone for starting my career in private practice. My southern return was short lived, and I moved back to Pittsburgh immediately after law school graduation.

**How many companies did you work for/ how many different organizations, before your present company? What did you do before you started your current position?**

Prior to starting my in-house position at Rivers Casino, I worked for two private practice firms: first, Kirkpatrick & Lockhart (now K&L Gates) and then Pepper Hamilton LLP. I was a general corporate attorney while at K&L and moved over to Pepper Hamilton LLP to focus on a transactional real estate practice.

**How long have you held your current position? Have you learned anything about the position or your role that you wish you had known before you accepted the position?**

I've been Senior Counsel at Rivers Casino since September 2010. I wish I would have known how demanding a solo practitioner's job is! As the one and only attorney at a property employing more than 1,700 team members, I have learned that there are no magic elves (i.e., junior associates, assistants, word processing departments, etc.) that can help out or work on things if I take a vacation. I have to rely a lot on outside counsel for larger matters.

## PROFILES OF WOMEN IN THE PROFESSION

### *Danielle Cisneros, Esq. (Continued)*

#### **What led you to seek a new position? And, what attracted you to your current position?**

I started looking for a new position when I realized that I didn't have the passion for real estate law that I once thought I did. I was immediately drawn to the job posting for the role at Rivers Casino. It did not have a company name listed or even an industry. What it did have was a description that was a little bit of everything under the sun in terms of law practice. It was like the buffet of job descriptions! When I met with the COO of the company, I shared with him that I never want to be bored, and I didn't want a role that would become routine or stale, pushing paper. He laughed and assured me that in this industry, being bored is highly unlikely. So far, I can honestly say I have never been bored. I learn something new every single day.

#### **Who have been your mentors? How did you connect with them? Are any of them still your mentors?**

I'm not sure I have ever had a true mentor in the traditional sense of the word, formal or informal. What I have had are a few very supportive, slightly more experienced friends in the legal profession and in the gaming industry whom I've learned to trust. I met each of them either through work or through another friend. We still bounce ideas off each other or seek advice for a variety of reasons, both personal and professional.

#### **What advice or recommendations would you give to women lawyers who are starting out in the profession? Is that different from any advice you would give to women who have been in the profession for five years and more?**

First, I would say: Never let anyone refer to you as a "woman lawyer." No one refers to someone as a "man lawyer."

I would try to determine what the new lawyer's biggest concerns or challenges are before giving any recommendations or advice. I don't believe in a one-size, fits all approach. People's experiences are all different so I can't give any overarching advice except on maybe one front: professional attire. I once had a boss who told me that she was happy I wore suits every day even though the office was business casual. She said it was hard enough to have "the men" take us seriously without distracting casual clothes. While I hate to admit that appearances matter, she was right in a way. I've seen men who dress much more casually than permitted, and it doesn't seem to detract from the level of respect people show them. Professional attire is exactly that...professional. It doesn't have to be a skirt and 3-inch heels (you won't catch me dead in either of those, ever) but dressing professionally has a positive effect for both males and females.

#### **There has been much discussion of work/life balance – is this a meaningful discussion for you or not?**

#### **Do you take steps to limit work hours and have you been successful? What do you enjoy most outside of work?**

Ha, ha! I'm convinced that true work/life balance is a fallacy. It's an ideal that was originally created by someone who didn't work in the legal profession or have a family. For me, work/life balance is like trying to keep a rhinoceros on one end of a child's see-saw and a hippopotamus on the other end, hoping both sides don't snap the see-saw in half. At any one point, either side could end up in the dirt. It's not easy. It's a constant battle, and I can't say that I've ever been fully successful at that balancing act. I do attempt to limit work hours, but it is next to impossible considering my professional role. My family is wonderful and generally accepting of the demands of my job, even if they don't understand it or like it all the time. My boss is also flexible and understanding of family obligations. I'm almost always available by phone or email, even when watching my eight-year-old son play soccer.

When I'm not at work, I'm generally spending time with my wife and our son. We love to play cards and board games. I'm a proud mother who has a young child capable of shuffling a whole large deck of Uno cards, including bridging them during the shuffle. We're also big into sports and attend as many Pittsburgh Penguins, Pittsburgh Pirates and Pittsburgh Steelers games as we can.

## PROFILES OF WOMEN IN THE PROFESSION

### *Danielle Cisneros, Esq. (Continued)*

**Has your gender been either an advantage or disadvantage in your prior positions or in your current work? Has gender become less of an issue as you have advanced in your career, or not? What role, if any, does gender play in your workplace?**

I think my gender has been both an advantage and a disadvantage at various points throughout my career. I had a child while practicing at a big firm and maternity leave is definitely not advantageous to a woman's career. I struggled to find my place again upon returning from leave. I've dealt with both male and female partners at law firms who did not understand the concept of needing to pick up a sick child from school. A lot of the unsympathetic partners had stay-at-home spouses or nannies available.

Even though I have met some very open-minded people throughout my career, I've also had negative experiences. Off-putting comments regarding "women's roles" are highly inappropriate but have been, unfortunately, far too commonplace in my experience. As a Type-A personality (as a lot of lawyers are), my words and tone have been misconstrued as aggressive or emotional when a male counterpart's words and tone would have been viewed as confident and assertive. I don't know that gender has become less of an issue as I've advanced in my career; I have just become more experienced and better equipped to deal with and overcome the issues it creates.

I believe diversity and inclusion benefits us all and have been lucky to work with some people who encourage and appreciate my diversity (on multiple levels, not just gender.) At Rivers Casino, there are currently three men and three women (including myself) at the level of Vice President. This is the first time where I've worked for a company in which women make up an equitable proportion of leaders at the highest level. While we still have work to do, I have been impressed with the amount of focus and resources Rivers Casino and Rush Street Gaming devotes to diversity and inclusion efforts.

**How did you decide which bar association(s) and other professional organizations to get involved in? In particular if you are a PBA member how and why did you get involved in the PBA?**

I have been a member of the PBA since the inception of my legal career, as well as the Allegheny County Bar Association and the American Bar Association. I was more active in the various bar-related organizations when I worked in downtown Pittsburgh. It's been harder to stay involved now that I'm outside of downtown, working in-house. After joining the Rivers Casino team, I became a member of the Association of Corporate Counsel. I use the resources available and, despite the hectic schedule, it's still very important to me to stay connected to the profession and the related associations.

## PROFILES OF WOMEN IN THE PROFESSION



**MADELYN REILLY, ESQ.**

VP for Legal Affairs and General Counsel, Duquesne University

**How did you decide to go to law school, and where to go? Where did you go to law school?**

**What were you looking for when you went to law school?**

I taught high school for five years prior to law school. I finally realized that high school sophomores and juniors did not care about photosynthesis as much as I did, so I decided it was time to move on. I attended law school at Duquesne University. I really did not consider other law schools. My grandfather had graduated from Duquesne, and it was just a natural fit for me. In fact, my original consideration was medical school, but my mother encouraged me to attend law school, which better suited my strengths and interests.

**How many companies did you work for/ how many different organizations, before your present company?**

**What did you do before you started your current position?**

After law school, I spent three years as a litigation associate at Eckert Seamans in Pittsburgh and then the next 15+ years as in-house counsel for PPG Industries (a global manufacturer of chemicals, coatings and glass) in various positions, culminating in my final position with the company as Associate General Counsel, Compliance and Enterprise Risk. I worked for a short time as in-house counsel with a national systems integration company and also as the director of a non-profit for environmental professionals. Since 2009, I've served Duquesne University as Director of EHS and Risk Management and then as Associate General Counsel.

I have served on many local non-profit Boards and currently serve on the Board of Oakland Catholic High School, an all-girls Catholic high school in Pittsburgh, and the Board of Holy Ghost Preparatory School, an all-boys Catholic High School in Philadelphia.

**How long have you held your current position? Have you learned anything about the position or your role that you wish you had known before you accepted the position?**

I became Vice President and General Counsel in July 2015. I had a fairly good sense of what to expect and I have not been too surprised - although the volume and variety of the work is occasionally overwhelming.

I often describe my role as one of a General Counsel to a small city. The University has "hotels/apartment complexes," restaurants, theatres and other performance venues, sports teams, chapels, a police force, a parking authority, retail shops, libraries, research laboratories, vendors, construction and maintenance crews and more. There is also, of course, a full spectrum of people across all age groups that keep all of those moving parts operating. So higher education lawyers deal with all the legal ramifications and regulations that accompany the structure and functioning of these moving parts.

## PROFILES OF WOMEN IN THE PROFESSION

### *Madelyn Reilly, Esq. (Continued)*

Of course, the legal questions that arise for a university are full spectrum and range from policy and procedure to full-blown litigation. Key areas where legal questions often arise include employment, intellectual property, contracts, insurance, disability, tax, athletics, governance, grants, data protection, environment health and safety, public safety, accreditation, and immigration.

### **What led you to seek a new position? And, what attracted you to your current position?**

I thoroughly enjoy higher education law. Every hour of every day is different and challenging. One of the benefits of this position is that it allows me the opportunity to work with a great diversity of programs and personnel across the entire landscape of the University. In the course of resolving legal issues, I often learn something new myself and certainly meet interesting, educated and committed people.

### **Who have been your mentors? How did you connect with them? Are any of them still your mentors?**

“Mentors” come in all forms and at various times in a career. I certainly have been given opportunities for growth and have been guided through experiences and issues from multiple folks along the way including faculty, fellow students, supervisors, and colleagues (both lawyer and non-lawyer). I am blessed that many of those who at one time were my supervisors are now friends and/or colleagues. For example, in law school I had no intention of practicing environmental law but was recruited by an environmental partner at Eckert Seamans, and it became the focus of my practice for a large part of my career.

### **What advice or recommendations would you give to women lawyers who are starting out in the profession?**

### **Is that different from any advice you would give to women who have been in the profession for five years and more?**

I am not sure that the advice would differ that much between the two. I think the development and constant nurturing of a network of strong, trusted colleagues (women and men) is crucial throughout one’s legal career. Leadership skills and flexibility/willingness to learn are essential for being able to cope with the many unusual situations and legal matters that may arise over the years. You never stop learning. The legal landscape is constantly evolving and you must adapt. The following are also key ingredients for effectiveness as a lawyer and should be well honed:

- Good listening skills
- Strong analytical skills
- Strong organizational skills
- Good judgment
- Patience
- Decision-making and
- Circus skills like juggling are a big plus!!

## PROFILES OF WOMEN IN THE PROFESSION

### *Madelyn Reilly, Esq. (Continued)*

**There has been much discussion of work/life balance - is this a meaningful discussion for you or not?**

**Do you take steps to limit work hours and have you been successful? What do you enjoy most outside of work?**

It is very meaningful. I actually chose to take some time off when my daughter was young to get work/life back in balance. It was a very difficult but very rewarding decision. You must constantly assess this balance no matter where you are in your career. Attention to self is often very difficult- but paramount - for women. If you are healthy and your family dynamic is healthy, you will be a much more effective lawyer. I can't be helpful to others if I don't take care of myself. The work itself is inherently rewarding, but so are other things in my life. Sacrificing all of one or the other is not the answer.

**Has your gender been either an advantage or disadvantage in your prior positions or in your current work?**

**Has gender become less of an issue as you have advanced in your career, or not? What role, if any, does gender play in your workplace?**

I can honestly say that I do not believe gender has played a significant role at any stage of my career. I certainly worried about it as a young lawyer in law firms and legal departments where the majority were men. There was a time when being a lawyer meant acting like a man (I specifically recall in amusement, a period when we all wore silk ties.) While today I feel entirely supported in my career as a female attorney, my early years in the profession were definitely influential and have made me conscious of the need for equality and support for young women lawyers. However, I do believe there are certain sectors where equal pay continues to be an issue.

**How did you decide which bar association(s) and other professional organizations to get involved in?**

**In particular if you are a PBA member how and why did you get involved in the PBA?**

I think it is important to be involved in your local and state bar associations, especially as a young lawyer. Participation in committees, events and programs is a great way to build leadership skills and relationships for the future. These organizations help contextualize your individual work by exposing you to current legal trends and support constant learning in the face of an ever-changing legal climate.

## PROFILES OF WOMEN IN THE PROFESSION



**DENISE SMYLER, ESQ.**

General Counsel  
Commonwealth of Pennsylvania

**How did you decide to go to law school, and where to go? Where did you go to law school? What were you looking for when you went to law school?**

Although I was working for a company making a very good salary, I did not feel personally gratified and/or fulfilled. Thus, I decided to apply to law school. I applied to the evening division at Georgetown University Law School, as I already had entered the working world, and had financial obligations for which I deemed it preferable to maintain full-time employment. I did not have any specific expectations of law school, other than my hope to be well prepared to become a member of an intellectually challenging profession.

**How many companies did you work for/ how many different organizations, before your present company? What did you do before you started your current position?**

I had two careers prior to attending law school. Upon graduating from New York University, I entered a retail management program at a reputable department store in New York City. Upon relocating from New York City to Washington, D.C., I was hired as an account executive for AT&T. I continued working for AT&T while attending law school during the evenings and weekends. My legal career began as an assistant district attorney in Philadelphia. I subsequently worked for the Philadelphia City Solicitor's Office serving as counsel to the Prison Commissioner and then to the Philadelphia Police Commissioner. Thereafter, I opened my own boutique law firm, which focused on civil litigation and public finance. I operated that firm for more than sixteen years.

**How long have you held your current position? Have you learned anything about the position or your role that you wish you had known before you accepted the position?**

I have been General Counsel of the Commonwealth of Pennsylvania since January 20, 2015. Prior to assuming the position, I met with several of my predecessors. They all provided invaluable information. However, I may not have fully appreciated how I would be confronted with a plethora of often wildly varying legal, political and personnel issues on a daily basis.

**What led you to seek a new position? And, what attracted you to your current position?**

I was not seeking a new position. I was fortunate and honored to be asked to serve as general counsel for Governor Wolf's transition team. While working in that capacity, I grew to know and greatly admire the Governor. I additionally shared and supported his vision and agenda. My attraction to his Administration was fueled by the opportunity to continue to work with this incredible individual and to move the Commonwealth of Pennsylvania forward in numerous and tangible ways.



## PROFILES OF WOMEN IN THE PROFESSION

### *Denise Smyler, Esq. (Continued)*

#### **Who have been your mentors? How did you connect with them? Are any of them still your mentors?**

I have had many mentors throughout my life, beginning first and foremost with my mother. My mother was not only a mentor, she was an inspiration and a role model. If I attempt to name all of my other mentors and influences, I will inevitably forget to mention someone. Thus, in order not to offend, suffice it to say, I will be forever grateful to those who have been, and remain, supportive of me personally, professionally and politically.

#### **What advice or recommendations would you give to women lawyers who are starting out in the profession? Is that different from any advice you would give to women who have been in the profession for five years and more?**

I recommend that women lawyers establish a support system. Developing relationships with individuals with whom you feel comfortable and persons you can trust is essential. Our profession can be very challenging and competitive. It is important to have a “network” for support, guidance and direction. Women should not lose sight of the world around them. Networks can and should include lay persons in addition to lawyers. I would not change my advice for women in the profession for five years or more. However, I would supplement it by advising them to “give back” and “mentor” the younger professionals. The late Maya Angelou once reportedly said, “I’ve learned that you shouldn’t go through life with a catcher’s mitt on both hands; you need to be able to throw something back.” There is no substitute for sharing real life practical experiences with others.

#### **There has been much discussion of work/life balance - is this a meaningful discussion for you or not? Do you take steps to limit work hours and have you been successful? What do you enjoy most outside of work?**

I have achieved a balance between work and life that is good for me. My husband is a very understanding partner. He completely supports my 24/7 schedule. When time permits, I escape to our vacation home, which abuts a wildlife preserve. The landscape is beautiful and the atmosphere extremely relaxing -- even when I am working from that location.

#### **Has your gender been either an advantage or disadvantage in your prior positions or in your current work? Has gender become less of an issue as you have advanced in your career, or not? What role, if any, does gender play in your workplace?**

In my previous careers, I experienced and observed acts of gender and racial discrimination. As a lawyer, I also have had clients who treated me differently from other lawyers and/or law firms, because of my sex and race. Many of those incidents provided me with opportunities to educate the offenders. They additionally strengthened my resolve to maximize my legal skills and talents. I am presently in a position where I can further assist the professional development of women and minorities, with the support of the Governor. Governor Wolf’s second Executive Order, executed on Inauguration Day, directs that Commonwealth legal services contracts be competitively bid. We have encouraged female, minority, veteran-owned and small firms to be certified and become part of the pool. The Administration is already seeing the fruit of this effort as the number of certified minority and women-owned law firms has grown from approximately seven to over thirty. More importantly, a number of smaller firms have bid and won significant engagements. We are also encouraging women and minorities in majority law firms to participate in this process; our goal is to acknowledge larger firms who value having diverse attorneys in their ranks.

#### **How did you decide which bar association(s) and other professional organizations to get involved in? In particular if you are a PBA member how and why did you get involved in the PBA?**

My membership decisions have been based primarily on information received from friends and colleagues. I have always been very active in the Philadelphia Bar Association, as I have resided and worked in Philadelphia for most of my legal career. I was also a long standing member of the Barristers’ Association, which is the African-American bar association in the Philadelphia region. I have been intermittently a member of the Pennsylvania Bar Association, and actively encourage lawyers to be active in professional legal activities, wherever they reside in the Commonwealth.

## 2015 AWARDS

**The Anne X. Alpern Award** is given to a Pennsylvania woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, and who has participated in mentoring activities. **The recipient of the award for 2016 is the Honorable Norma Shapiro.**

**2015** Penina K. Lieber

**2014** Hon. Marilyn J. Horan

**2013** Gretchen A. Mundorff

**2012** Hon. Susan Peikes Gantman

**2011** Roberta Jacobs-Meadway

**2010** Hon. Linda K.M. Ludgate

**2009** Hon. Cynthia A. Baldwin

**2008** Kathleen D. Wilkinson

**2007** Ann L. Begler

**2006** Hon. Maureen Lally-Green

**2005** Hon. Sandra Schultz Newman

**2004** Hon. Donetta W. Ambrose

**2003** Charisse R. Lillie

**2002** Lila G. Roomberg

**2001** Nora Barry Fischer

**2000** Hon. Carolyn E. Temin

**1999** Leslie Anne Miller

**1998** Prof. Marina Angel

**1997** Hon. Phyllis Beck

**1996** Prof. Esther Clark

**1995** Hon. Joy Flowers Conti

**1994** Hon. Genevieve Blatt

**The Lynette Norton Award** is given to an outstanding woman litigator who has demonstrated leadership in mentoring other women attorneys and who is devoted to assisting other women who follow in the profession. **The recipient of the award for 2016 is Marion Munley.**

**2015** Lynne Z. Gold-Bikin

**2014** Sarah C. Yerger

**2013** Candy Barr Heimbach

**2012** Mary Cushing Doherty

**2011** Ann Thornton Field

**2010** Lynn E. Rzonca

**2009** Mary Sue Ramsden

**2008** Kimberly A. Brown

**2007** Carolyn P. Short

**2006** Elizabeth Maguschak

**2005** Melinda C. Ghilardi

**2004** Kerry A. Kearney

**2003** Roberta Liebenberg

### *Honor Roll of Legal Organizations Welcoming Women Professionals*

- 2015** Curtin & Heefner LLP and McQuaide Blasko, Inc.
- 2014** Commonwealth of Pennsylvania Governor's Office of General Counsel / Cozen O'Connor / Daley Zucker Meilton & Miner LLC / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Law Offices of Lisa P. Wildstein LLC / Marshall Dennehey Warner Coleman & Goggin PC / Pepper Hamilton LLP / Philadelphia VIP / Seidel Cohen Hof & Reid LLC / White and Williams LLP / Willig Williams & Davidson
- 2013** Ballard Spahr LLP / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Fox Rothschild LLP / High Swartz LLP / Lamb McLane PC / Pepper Hamilton LLP / Reed Smith LLP / Saul Ewing LLP / Seidel Cohen Hof & Reid LLC / White and Williams LLP
- 2012** Ballard Spahr LLP / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / White and Williams LLP / Willig Williams & Davidson
- 2011** Duane Morris LLP / Exelon Corporation Legal Department / High Swartz LLP / McNeese Wallace & Nurick LLC / Saul Ewing LLP
- 2010** Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Lavin O'Neil Ricci Cedrone & DiSipio / Littler Mendelson PC / Meyer Darragh Buckler Bebenek & Eck PLLC / White and Williams LLP / Willig Williams & Davidson
- 2009** Cozen O'Connor / Hangle Aronchick Segal & Pudlin PC / K&L Gates / Meyer Darragh Buckler Bebenek & Eck PLLC / Oliver Price & Rhodes / Raynes McCarty

### *The Women in the Profession's Award for the Promotion of Women to Leadership Positions within the Firm (chosen from the 100 Largest Firms)*

- 2008** Willig Williams & Davidson
- 2007** No Firm Award
- 2006** Lavin O'Neil Ricci Cedrone & DiSipio
- 2005** Houston Harbaugh
- 2004** Woodcock Washburn
- 2003** Ballard Spahr Andrews & Ingersoll
- 2002** Willig Williams & Davidson

*Criteria for these recognitions are referenced in the Appendix*

## REPORT CARD CONCLUSION

It is the intention of the PBA Commission on Women in the Profession, through the presentation and history of this **Report Card**, to highlight the significant service rendered by women in the legal profession. It is also a valuable instrument to monitor future participation and progress of women members in all aspects of the PBA and the legal profession. In the 21 years since the commencement of the **Report Card**, the growth in women leadership in the PBA has increased, but there is still progress to be made.

As the membership of women in the PBA increases, the Commission is hopeful that the number of women in leadership positions will increase proportionately. For the first time in the history of the Association, two successive women presidents will serve in the years 2016 – 2017 and 2017 – 2018 — Sara A. Austin and Sharon R. López, respectively. It is the belief and goal of this Commission that all members working together to achieve such an increase will serve to create a stronger and more dynamic PBA.



## APPENDIX

### ANNE X. ALPERN AWARD

Each nominee must satisfy the following requirements:

1. Must be a female member of the Bar of the Commonwealth of Pennsylvania, although she may be a non-practicing attorney or an educator.
2. Must practice or conduct professional activity primarily in Pennsylvania.
3. Must have had a significant professional impact in Pennsylvania, having demonstrated leadership in her law-related profession and her community and having practiced in mentoring activities.
4. Must have engaged in significant activities on behalf of women in the profession.

Candidate must be a member in good standing of the Pennsylvania Bar Association (PBA) at the time the award is presented to her at the WIP Annual Conference.

Candidate does not have to be a member of the PBA's Commission on Women in the Profession (WIP) when nominated; however, the Awards Committee may take such membership into consideration when evaluating candidates.

Candidate cannot be a member of the Awards Committee or a member of the immediate family of a member of the Awards Committee or WIP co-chairs.

Unless the award is given posthumously, Candidate must be able to attend the WIP Annual Conference and accept the award in-person.

### LYNETTE NORTON AWARD

Lynette Norton, a founding member of the PBA's Commission on Women in the Profession, passed away suddenly in 2002. Lynette did much to significantly improve the status of women in the legal profession, by her own personal professional excellence, as well as her untiring efforts to fight discrimination and help other female attorneys to succeed.

- Lynette was a 1978 graduate of the Duquesne University School of Law. She was a highly accomplished trial lawyer as well as an expert in insurance law and the author of the definitive treatise on insurance law in Pennsylvania, *Insurance Coverage in Pennsylvania* (PBI Press 1997).
- Lynette was active in numerous professional and community activities, always willing to give back and constantly mentoring young women attorneys in particular. She had various favorite causes, including women's rights and literacy. In addition, she was a role model for countless lawyers, many of whom were underprivileged women. And to all who knew her, Lynette Norton was a warm, unselfish and gracious friend. This award was created to memorialize the legacy of Lynette Norton, by recognizing and encouraging female attorneys who excel, as she did, in litigation skills, and who are devoted to assisting other women who follow in the profession.

Each nominee must satisfy the following criteria:

- Nominee must be a female member of the Bar of the Commonwealth of Pennsylvania.
- Nominee must be an attorney who excels in litigation of any type.
- Nominee must have demonstrated leadership in mentoring female attorneys.
- Nominee does not need to be a member of the PBA's Commission on Women in the Profession (WIP) when nominated; however, the Awards Committee may take such membership into consideration when evaluating the nominee.

## APPENDIX

### HONOR ROLL OF LEGAL ORGANIZATIONS WELCOMING TO WOMEN

In 2009, the Commission on Women in the Profession established its Honor Roll of Legal Organizations Welcoming to Women Professionals, which honors Pennsylvania firms, corporate law departments or other organizations providing legal services, either public or private, that have instituted programs or initiatives that help women lawyers continue and advance in their careers while maintaining a work/life balance.

Recognized organizations must be able to demonstrate the successful creation and establishment of such programs or initiatives. These programs include but are not limited to formal mentoring; social networking; flexible scheduling or child care options. Continuity of such programs must be present, as well as evidence that the organization (if nominated for more than one year) strives to continue the growth and development of established programs or that new programs have been created. Honor Roll Awardees also will be able to demonstrate the success of their programs by indicating how their initiatives have resulted in retaining women in the practice of law and advancing in the organization.

### THE WOMEN IN THE PROFESSION'S AWARD FOR THE PROMOTION OF WOMEN TO LEADERSHIP POSITIONS

This award was established in 2002 to recognize the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. By celebrating the accomplishments of the firm that is selected to be honored, the award recognizes standards which other firms can aspire to meet. By describing the methods the firm uses to promote women to leadership positions, the award highlights successful tactics that other firms can emulate. This recognition was transitioned to the Honor Roll in 2009.

#### METHODOLOGY

##### Sources:

- 2016 Resource Guide to the Pennsylvania Bar Association.
- 2016 Pennsylvania Bar Association Lawyers Directory & Product Guide.
- 1995 PBA WIP Report Card
- NYSBA Diversity Report Card, 2015
- NYSBA Judicial Diversity: A Work in Progress
- Pennsylvania Bar Association membership records as of December 2015.
- Administrative Office of Pennsylvania Courts Judicial Data
- Delaware, Maryland, New Jersey, New York and the District of Columbia Bar Associations
  - New Jersey Judiciary report (updated: December 8, 2015), c/o Winnie Comfort, via Kate Coscarelli
  - <http://www.fjc.gov/servlet/nGetCourt?cid=107&order=c&ctype=dc&instate=nj>
  - <http://www.njd.uscourts.gov/newark>
  - <http://www.njb.uscourts.gov/court-info/staff-directory/newark>
  - <http://www.njd.uscourts.gov/newark>

##### Factors to consider:

- Some members of the PBA have gender neutral names or did not specify a gender so some errors may exist.
- Sample sizes must be recognized in the interpretation of these statistics.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail.