



A NEWSLETTER FROM THE PENNSYLVANIA BAR ASSOCIATION COMMISSION ON WOMEN IN THE PROFESSION

Message from the co-chairs

By Nancy Conrad and Roberta Jacobs-Meadway, co-chairs, PBA Commission on Women in the Profession

As co-chairs for the 2014-15 bar year, we welcome you to the PBA Commission on Women in the Profession and our exciting new year ahead.

The executive council has held its initial meetings and our committees are planning programs and projects for the year. Of particular note is the annual Fall Retreat. We return to The Hotel Hershey on Friday, Nov. 14, and Saturday, Nov. 15, to focus on "Getting Down to Business." We encourage you to join us at the retreat; it is an optimal time in a pleasing setting to obtain useful information for your practice, share

insights and engage in valuable networking with your Commission colleagues. Many of us look forward to the retreat as one of the highlights of the year.

We are also excited to look ahead to several new initiatives and projects. Following review of recent articles and exchanges, a new task force has been formed – the WIP Task Force on Gender Equality and Professionalism. We invite you to join this task force that will serve as a resource and advocate for gender equality and professionalism within the Pennsylvania bar and legal community. Please contact us if you want to participate.

We are also looking forward to the 2015 Report Card. After careful review, thoughtful discussion and input from WIP members, the Report Card Com-

mittee will be re-examining the scope of the Report Card and focusing on issues that are relevant to our members and useful in the legal profession. Please contact Melinda Ghilardi, Barbara Ochs or Jill Scheidt if you want to assist in this process.

The Commission currently has 780 members and we strive to provide meaningful services and support for our members and a voice for our profession. Please consider participating this year in a Commission program, committee and meeting. A list of upcoming meetings and programs appears below. We hope to see you in Hershey on Nov. 14 and 15.



Mark your calendars

Women, Influence & Power in Law Conference
Sept. 17-19 • Washington, D.C.

PBA WIP Fall Retreat
Nov. 14-15 • Hotel Hershey, Hershey

PBA WIP Full Commission Meeting
Jan. 12, 2015 • Harrisburg, Philadelphia and Pittsburgh

PBA WIP Spring Conference
March 2015

PBA WIP Annual Conference
May 7, 2015 • Sheraton Philadelphia City Center Hotel, Philadelphia

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SAVE THE DATES: November 14-15, 2014

**PBA Commission on Women in the
Profession Annual Fall Retreat
The Hotel Hershey**

“Getting Down to Business”

According to recent studies, women and men are entering law firms in equal numbers. However, women are still behind when it comes to senior leadership-level positions. How can we break through? What can we learn from the Harvard Business School and ABA Grit initiatives to level the playing field?

Join your colleagues at the PBA Commission on Women in the Profession 2014 Fall Retreat as we focus on “Getting Down to Business” and look at how you can improve your networking/communication strategies, calculate and maximize your worth in any setting and get what you want out of your career and life. These topics will all be discussed and explored during this year’s Retreat.

Please join us for two-days of connecting with other women while you relax and enjoy the facilities of The Hotel Hershey and its amazing spa! *And don’t forget the chocolate!*

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.

Submission deadline:

Winter 2014 Edition: November 28, 2014

Please send information, news and articles to:

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PBA Commission on Women in the Profession Leadership

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Nancy Conrad*

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Sarah C. Yerger

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Coatsworth, Gretchen Mundorff

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Jennifer Ellis, Andrea Tuominen

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Sheryl Axelrod

GOVERNANCE: Phyllis Horn Epstein,
Susan Bowen

LEGISLATIVE: Kathy M. Manderino,
Alexis L. Barbieri

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PROMOTION OF WOMEN:
Kathleen Wilkinson, Maria Feeley

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QUALITY OF LIFE: Jill McComsey,
Kelly Phillips Erb

REPORT CARD: Jill Scheidt,
Melinda Ghilardi, Barbara Ochs

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** PBA Nominating Committee Representative

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From the co-editor

By Samantha E. Phillips, co-editor

Looking forward to a busy WIP-filled year!

With the dog-days of summer coming to an end, I can't help but look forward to the upcoming year. I hope this message finds all of you rested and that you were able to enjoy a vacation or even a "staycation" during the slower-paced summer months. I also hope it finds you getting ready for a busy and exciting upcoming season of PBA Commission on Women in the Profession events.

Our first big event where the entire WIP can get together to learn, chat, catch-up with old friends and meet new ones, will be the 2014 Fall Retreat. The retreat this year will be held on Nov. 14-15 at the luxurious Hotel Hershey. The retreat was the first WIP event I ever attended and it is still my favorite!

After that, we have a Full Commission Meeting on Jan. 12, 2015, being held in three locations: Harrisburg, Philadelphia and Pittsburgh. Get ready to round up new and existing members

to attend at one of the three accommodating locations. We will wrap up the year in May for the PBA's annual meeting and another Full Commission meeting on May 7, 2015. It is Philadelphia's turn to host the 2015 Annual Meeting.



Phillips

Of course, in between the "big" events, there will be numerous other events that WIP members will take part in throughout the year, so keep your eyes open for emails and updates in future editions of "Voices & Views." Also, to members who serve in other leadership positions and are taking part in charitable or leisurely events, feel free to get the word out through "Voices & Views." As always, we would love to hear your suggestions or items for the newsletter. We are always looking for writers as well!

I would be remiss if I did not end without commenting on some changes for "Voices and Views." As many of you know my former co-editor, Mary Kate Coleman has taken on the role of co-vice chair of the WIP for the 2014-15 year. Mary Kate was the first person I worked with when I joined WIP and I

learned an endless amount of valuable information from her as a person and through the articles she has written for "Voices & Views." I will certainly miss working with her on the Communications Committee, but look forward to working with her as co-vice chair!

I am pleased to announce that Jennifer Ellis has joined me as co-editor and as co-chair of the Communications Committee. Based out of Bala Cynwyd, Jennifer provides a unique perspective on issues including social media, legal ethics and technology for other attorneys through her business, Jennifer Ellis, JD. She also works for Lowenthal & Abrams and focuses her practice on legal ethics and malpractice. I am excited to be working with Jennifer this year on the newsletter and the WIP executive council!

I hope you enjoy the last of those dog-days while you are gearing up for the exciting year ahead. I am looking forward to working with you on making 2014-15 a great WIP year!



Samantha E. Phillips, co-editor of "Voices & Views," is a judicial law clerk to Judge Steven T. O'Neill of Montgomery County.

New resource: WIP Toolkit

The WIP Promotion of Women Committee has developed a Media Toolkit to support the endeavors of the Commission to increase the visibility of women in the profession and to provide members with a resource to use when dealing with the media and seeking publicity. The Toolkit, which can be found under the "Publications tab" of the WIP website at www.pabar.org/public/committees/WOM01/pubs, provides practical information about how to prepare a media release and how to communicate with the media,

as well as a directory that includes hyperlinks to hundreds of newspapers, television and radio stations throughout the state. The Toolkit also provides helpful information about drafting an op-ed piece and/or letter to the editor of a publication, as well as tips on fielding phone calls from the press and participating in television and radio interviews. In addition, the Toolkit provides information about opportunities for publicity within the PBA.

Committee co-chair Maria Feeley noted, "The committee hopes that the Toolkit will inspire women in the pro-

fession in their public relations, promotion and marketing efforts."

Feeley also noted that the committee hopes to publish a companion Social Media Toolkit later this year to provide members with a resource to use to achieve their social media public relations and marketing goals.



Feeley

2014 Annual Conference

By Mary Kate Coleman

The 2014 PBA Commission on Women in the Profession Annual Conference, with the theme, "Lean In, Lean On, Lean Forward," took place at the Hershey Lodge on Wednesday, May 14 and was a success. This year's conference was co-chaired by WIP members Ellen D. Bailey and Jennifer S. Coatsworth. The theme continued the discussion of Sheryl Sandberg's book *Lean In* which began at the Fall Retreat and also allowed attendees to hear another perspective and discuss concepts from Debora L. Spar, the president of Barnard College and author of *Wonder Women: Sex, Power and the Quest for Perfection*.

The conference began with a business and breakfast meeting, chaired by Commission co-chairs Lisa M. Benzie and Roberta Jacobs-Meadway. The Report Card Committee reported that it will hold a brainstorming session over the summer to further explore how the Report Card will evolve. Jacobs-Meadway stated that the past focus of the Report Card has been on large law firms, and WIP will now shift that focus to include more input from solo and small firms, government attorneys, etc. Anyone interested in helping with the work of the committee is encouraged to join. The 2014 Fall Retreat will take place Nov. 14-15 at the Hotel Hershey. The Book Group will continue to meet in small groups. The next selection for the group is Justice Sonia Sotomayor's autobiography, *My Beloved World*.

During the Conference, four one-hour continuing legal education sessions were offered that drew on themes from Sandberg's and Spar's books. The first session was titled "The Leadership Ambition Gap/Sit at the Table," and the speakers were Judge Joy Flowers Conti, Sheryl L. Axelrod, Matthew J. Creme Jr. and Nancy R. Peterson. The session was moderated by Jacobs-Meadway. During this session, the panel discussed reasons why low



From left: Women in the Profession 2013-14 Annual Conference Subcommittee Co-chair Jennifer S. Coatsworth, then-WIP Co-chair Lisa M. Benzie, Annual Conference luncheon speaker and Barnard College President Debora L. Spar, WIP Co-chair Roberta Jacobs-Meadway and 2014 Annual Conference Co-chair Ellen D. Bailey

numbers of women as compared to men are reaching the highest leadership levels in the legal profession and the negative impact this phenomenon has on the bottom line.

The next session was moderated by Katelyn Marie Matscherz and was titled "It's a Jungle Gym, Not a Ladder." The panel consisted of Katayun I. Jaffari, Naomi K. McLaurin, Bridget E. Montgomery and Helen H. Richardson. This panel of attorneys who work in law firm, nonprofit and corporate settings talked about different paths and risks they took during the course of their careers and how they benefited from these moves.

Prior to lunch, a V.I.P. reception with photo opportunities was held with keynote speaker and author Spar, where attendees enjoyed the opportunity to speak on a one-on-one basis with her. Spar has been a vocal proponent of women's education and leadership.

The luncheon began with Benzie welcoming approximately 220 PBA members and guests. Immediately after lunch, Bailey introduced Spar, who spoke about her book and relayed some of her experiences as a working professional and a mother. Spar told us that although we can't do it all, we should focus on selecting some things to do well. Her speech, which was often infused with humorous anecdotes, was well received by the audience.

The conference continued the tradition of presenting the Anne X. Alpern and Lynette Norton Awards during the luncheon. Judge Marilyn J. Horan, who was this year's recipient of the Anne X. Alpern Award, was introduced by Kathleen D. Wilkinson, and Sarah C. Yerger, who was this year's recipient of the Lynette Norton Award, was introduced by Anne N. John. Horan and Yerger gave moving acceptance speeches.

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2014 Annual Conference

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The luncheon ended with the presentation of a thank you gift to Benzie, the outgoing WIP co-chair, and the introduction of incoming WIP officers: Jacobs-Meadway, Nancy Conrad, Mary Kate Coleman and Judge Karoline Mehalchick.

The third CLE session featured panelists Judge Susan Peikes Gantman, Judge Sallie Updyke Mundy, Linda Kaiser Conley and Monica Gould. Jennifer L. Ellis served as moderator. Topics addressed during this session included giving and receiving feedback and using humor to convey a point.

"The Myth of Doing It All" was the theme for the final CLE session of the day. Speakers Sara A. Austin, Kelly Phillips Erb, Wilkinson and Ellis dispensed sage advice such as "being done is better than being perfect," "understand what will work for you" and "set your own boundaries."

Throughout the day, attendees were offered the opportunity to contribute to the WIP Public Service Project. This year in-kind and monetary donations were solicited for the Central Pennsylvania Food Bank which serves 27 counties in central Pennsylvania. This effort was organized by the co-chairs of the Public Service Task Force, Alison Wasserman and Kristen Sinisi.



From left: 2013-14 WIP Awards Subcommittee Co-chairs Anne N. John and Kathleen D. Wilkinson, Lynette Norton Awardee Sarah C. Yerger, Anne X. Alpern Awardee and Butler County Judge Marilyn J. Horan and 2013-14 WIP Awards Co-chair and Pennsylvania Superior Court President Judge Susan Peikes Gantman

Prior to adjourning, attendees took turns introducing themselves to others in the room, after which time everyone was invited to attend the WIP Reception. An open bar with hors d'oeuvres was the perfect ending for this busy, fun and educational day. After sampling a few of the delicious appetizers, WIP officers met with PBA Committee Coordinator Ursula L. Marks to start planning for the 2014-15 WIP year.

We hope to see you all at the 2015 Annual Conference in Philadelphia!



Mary Kate Coleman, co-vice chair of WIP is a civil litigation attorney, mediator and arbitrator with Riley, Hewitt, Witte & Romano PC in Pittsburgh.

Important news from the PBA:

PBA moves online legal research service to Casemaker

Casemaker became the PBA's free-with-membership online research tool on Aug. 1, replacing the InCite program. Casemaker, a national leader in legal research, offers comprehensive libraries and an easy-to-use suite of research tools, including CiteCheck, which provides reports on whether case citations continue to be good law.

PBA members now have access to Casemaker's broad libraries, which cov-

er all 50 states and federal-level materials, as well as access to a suite of tools that makes research faster and easier.

The PBA and Casemaker are dedicated to making the transition as smooth as possible for users. The PBA has posted a link to a series of helpful video tutorials on the PBA website home page. The videos are available 24/7 for viewing any time. Casemaker support is available Monday through

Friday, 8 a.m. to 8 p.m. EST, toll-free at 877-659-0801 or at support@casemakerlegal.com.

Clicking the "Live Chat" link from Casemaker's navigation bar will allow you to talk on-screen with customer support representatives during Casemaker's business hours. You can even sign up for a training webinar by clicking on "webinar" in the navigation panel.



Welcome new committee members

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the following new Commission members:

Lee B. Awbrey, Swarthmore

Sharon Barney, Law Office of Sharon Barney, State College

Alexis Anne Berg-Townsend, Law Office of George A. Berg, Whitehall

Mary Elizabeth Bogan, Bogan Law Group, Philadelphia

Amanda Brooke Bundick, Law Office of Robert A Eberle Esq., Pittsburgh

Christin Choi, Fisher & Phillips LLP, Radnor

Jennie Elizabeth Demjanick, Emmaus

Amy F. Ershler, PA Department of Environmental Protection, Williamsport

Maureen A Gallagher, McQuaide Blasko, Hershey

Whitney S. Graham, Graham & Mauer PC, Philadelphia

Lisa M. Grayson, Cumberland County Register of Wills, Carlisle

Laura Dawn Haber, Akman & Associates PC, Canonsburg

Kelly A. Hemple, Swartz Campbell LLC, Aston

Margaret Elizabeth Juliano, Obermayer Rebmann Maxwell & Hippel LLP, Philadelphia

Kristina Beth Magolis, Equinox Fund Management LLC, Bloomsburg

Inna Materese, Dischell Bartle & Dooley PC, Fort Washington

Mary Ann Mullaney, The Axelrod Firm PC, Philadelphia

Ashley Lynn Park, White and Williams LLP, Center Valley

Asha S.B. Ramachandran, Asha Ramachandran, Bensalem

Laura L. Smith, York County Bar Association, Red Lion

Jennifer Elaine St. Mary, Woodbury, N.J.

Cynthia K. Stoltz, Fifth Judicial District of Pennsylvania, Children's Court, Pittsburgh

Stephanie D. Taylor, Jones Day, Mars

Mary Keane Vilter, Administrative Office of PA Courts, Paoli

Tiffany Akeila Watson, Morris Hardwick Schneider, Steelton

Michelle Yen Yee, Philadelphia

The Commission hopes that these new members enjoy their committee membership and experience the many benefits of serving on the Commission on Women in the Profession.



Women lawyers – working in a man’s world?

By Jenna M. Fliszar

When I started law school in 2007, I knew that the legal field was one still dominated by men. According to the American Bar Association, at that time women only accounted for 30.1 percent of the over 1 million lawyers in the country. Only 17.9 percent of partners at private law firms were women, and only 16.6 percent were general counsel at a Fortune 500 company. The numbers were just as low for female judges at the federal level.

Now, seven years later, women still only account for 33.3 percent of all lawyers, 19.9 percent of partners, and 21.6 percent of general counsel at Fortune 500 companies. What I’ve learned in my time as a practicing attorney is that many of the men in the field, especially the older men, and even some of the women, believe that the field is a man’s world and do not treat women as equals. Here are just a few of my experiences.

There’s one county that I absolutely hated going to when I first started litigating because no one believed that I was an attorney. They have a very old-school way of thinking and even the tip-staff who check people in and run the courtroom are of an older generation.

When I first started going there, I would attempt to check in and would have to stand there and convince people I was an attorney despite the fact that I was in a suit, carrying files and pulling a rolling suitcase behind me. When I would give the staff my name, the most common response was “Oh, are you a court reporter?” “No, I’m an attorney,” I’d reply, and once they got over their shock they’d change their attitude and be much more professional with me. It took at least a dozen trips to that court before they actually recognized me as an attorney.

Another time, in that same county, I went into the courtroom, suit on and files in hand, and tried to walk to the front and speak with my incarcerated

client. The male sheriff stopped me and said I wasn’t allowed up there, although I saw a gaggle of male attorneys talking to their clients. I asked him if he was denying my client his right to speak with his attorney, and he shook his head and said, “Oh sorry, I thought you were his girlfriend,” and let me through. Apparently I’d been demoted from court reporter to defendant’s girlfriend.

Apparently I’d been demoted from court reporter to defendant’s girlfriend.

In another county, I’ve built a very professional and friendly working relationship with the district attorneys there. So, during a day of status hearings for pending cases, the DA called my case near the top of the list and ahead of many of the older, male attorneys. When I returned to my seat, I overheard two male attorneys complaining about how quickly I’d been called when I was clearly younger than they were. As I gathered my things I jokingly said it must be that I’m there too much. One of them said, “Actually, no, I think it’s just because you’re blonde.” If I’d been a young man, do you think he’d have said something like that?

My first time in another (very small and “backwoods”) county, I wasn’t sure how they ran their hearings so I stopped and asked one of the men who had just been having a friendly conversation with another gentleman. He refused to help me and said “What do I look like, a public defender?” and walked away. I assumed he didn’t think I was an attorney and thought I was a pro se defendant trying to get free legal advice.

These are just some of my favorite interactions with male attorneys. But these types of experiences don’t stop with attorneys. Before I started my own law office, I worked at a firm where, for

a long time, I was the only woman providing consults with potential clients and handling cases. I was definitely treated differently than the men.

I can’t tell you how many times I covered hearings for one of the male attorneys and was treated incredibly rudely and disrespectfully by the client, only to be told by the attorney I was covering for that they’d never had that problem with that client. I’d do consults with potential clients who would then tell me they’d like to speak to one of the male attorneys before hiring our firm or that they wanted one of the other attorneys to represent them just because I’m a woman.

On the other hand, I had one client who hired me just because I’m a female because he said I’m a very good looking young woman. In his mind, we’d get at least one male on the jury who would side with me just because of my looks, which means he’d get a not-guilty verdict despite the horrible facts of his case.

Thankfully, my membership in the PBA Commission on Women in the Profession has allowed me to interact with strong, successful women who have had similar experiences.

Thankfully, my membership in the PBA Commission on Women in the Profession has allowed me to interact with strong, successful women who have had similar experiences. Through the committee I was assigned a mentor, Lisa Benzie. Lisa is just as dedicated to empowering women, especially women lawyers, as I am. She’s encouraged me to attend events such as the PBA Women in the Profession retreat and the Dauphin County Bar Association DIVA award presentation, and to become more active in the committee. This has certainly given me a new outlook on being a female working in

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Women lawyers — working in a man's world?

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a man's world. I no longer take it personally. Now I almost laugh at these ridiculous situations.

Once men see me in action and watch what I'm able to do as an attorney, I always get more respect and a completely different attitude than before. I'm often still treated differently and probably will be for quite some time. But I have a strong support system that I can vent to and, more importantly, I have teammates who are helping to change the legal profession from a man's world to one of equals.



A version of this article originally appeared on the "Common Law" blog, found at blog.fliszarlaw.com.

Jenna M. Fliszar is the owner of The Fliszar Firm, Bethlehem.

Commission members in the news



Janis L. Wilson, former WIP co-vice chair, recently appeared as a commentator on "Nightmare Next Door," a program on the Investigation Discovery Channel. The episode, which involved the murder of a young Mississippi Delta woman by her boyfriend, was entitled "Bloodshed in Biloxi."



Kathleen D. Wilkinson was recently named to the Board of the Forum of Executive Women, which is an organization of professional women located in Pennsylvania, which seeks to promote leadership of women as partners and leaders in the business and legal community, by working to "leverage the power of executive women."

She was also elected PBA Zone 1 Governor.

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.

The WIP Mentoring Committee is looking for you

By Kathryn Harrison

Lisa Benzie, a long-time active WIP member, has been a mentor through the WIP Mentoring Program for the last several years. In Lisa's own words, her role as a mentor has meant this:



Benzie

"I have been a mentor for WIP for the last several years and have found the experience to be very rewarding and worthwhile. My mentees have become my friends and they have also mentored me. I think we call this "reverse mentoring." My pairings have been well made....We share experiences, knowledge and express concerns. We both learn from the relationship and are equals in it. Since I have spent more time in practice and in the PBA, I serve as a resource center and usually can help my mentees open a door or, in instances where I am unable to do so, find the person who can. In return, they share their experiences which helps me become a better leader and to provide input to those who can make a change in our profession and in the PBA....My mentees have gone on to be active in the WIP and PBA generally. They are smart and successful and I find such joy in reading of their accomplishments and appointments. Being able to serve as a tour guide to the bar and our profession, as a mentor, has been one of the most worthwhile endeavors I have done in the PBA. Of course, you get out of it what you put into it and I certainly have found the experience to be incredibly rewarding. I encourage anyone who has the time to give it a try! I got where I am due to many fantastic mentors, some of whom didn't realize they were even mentoring me." — Lisa Benzie

The WIP Mentoring Committee is seeking mentors and mentees for the program, which matches new attorneys with accomplished attorneys. The Mentoring Committee is specifically in need of mentors. We currently have more than 20 mentees waiting to be matched. Do you have the skills to be a mentor? If so, please join the program and provide your valuable support and guidance on a variety of topics, including business development, leadership skills and networking.

Mentors have the opportunity to help provide support and encouragement to new leaders and future leaders of the WIP and the profession. We currently have more than 40 mentor/mentee pairs in the program, many of whom have maintained meaningful relationships over time. Mentors and mentees choose how often they meet or connect based on what works best for their needs.

The Mentoring Committee will offer opportunities to meet in person at a fall networking reception in September

and a Mentoring Committee holiday party in December. As Lisa described, the commitment benefits mentors and mentees alike, and your involvement in the professional development of young attorneys will benefit the WIP and the PBA in the future.

If you have any questions about the Mentoring Program or would like to volunteer to be a mentor, please complete the application at <http://www.pabar.org/pdf/WIPMentoringProgramApplication.pdf> or contact Ursula Marks or Tameka Altadonna or the Mentoring Committee chairs, Melissa Leininger (mleininger@paw-workers-comp-lawyers.com) or Katie Harrison (klh@camlev.com).



Kathryn L Harrison is an associate with Campbell & Levine LLC, Pittsburgh. Katie's practice is focused on the representation of debtors, creditors and trustees in Chapter 7 and Chapter 11 cases.

WANTED: Women lawyers in search of a mentor relationship

PBA WIP presents the LINK MENTORING PROGRAM

We're looking to match women attorneys seeking advice about career development, leadership, networking and work-life balance with those who have wisdom to share. Please join the program as a mentor, a mentee, or both — we all can learn from each other.

For more information and to join the program, go to www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp

Like a girl

By *Samantha E. Phillips*

What does it mean to run, throw, fight and cry “like a girl”? The same questions were asked to men, women and young boys. Their responses? Acting silly, throwing their hands out with weak slaps as to emanate fighting like a girl, and jogging (for lack of a better term) slowly and weakly. Overall, their responses reinforced the stereotype that generally women are weaker and less determined than men. This was all captured by director Lauren Greenfield, who created a documentary (that can be found on YouTube) for the feminine-products company Always.

Always produced this documentary as a social media campaign in an effort to redefine the “like a girl” expression from a negative connotation to a phrase of empowerment. Greenfield told ABC News, as reported by

Mattie Kahn, “One of the things that Always was interested in looking into is how girls deal with the confidence crisis that happens around puberty. Everyone knows that ‘crying like a girl’ or ‘running like a girl’ isn’t a compliment, but no one takes the off-the-cuff remark too seriously or considers its damage.” Greenfield also indicated that the responses made them realize how deeply ingrained stereotypes are in our society. However, she also noted the presence of people’s desire to change these stereotypes.

Perhaps the most awe-inspiring part of this documentary is when Greenfield asks young girls what “like a girl” means. These little girls ran, fought, and threw as hard as they could. One girl was asked, “What does it mean when I say ‘run like a girl’?” Her response, “It means run as fast as you can.”

Although gender stereotypes are clearly still apparent, it is also refreshing to know our messages of female empowerment are reaching little girls in this country. All the more reason to keep it up! It was best said by Greenfield herself to ABC, “ ‘Like a Girl’ should never be used as an insult. It means being strong, talented and downright amazing.”



Samantha E. Phillips, co-editor of “Voices & Views,” is a judicial law clerk to Judge Steven T. O’Neill of Montgomery County.

Women, Influence & Power in Law

By *Roberta Liebenberg*

The Women, Influence & Power in Law network (WIPL) will hold its second annual conference in Washington, D.C., from Sept. 17-19. Established in 2012, WIPL was created to accelerate economic empowerment and leadership of women in corporate law departments and law firms. This conference is aimed at providing meaningful substantive programming and training and significant opportunities to network to foster mentoring and sharing of ideas and best practices within the context of workshops, conferences, informal luncheons, dinners and


awards events. For further information, see the WIPL brochure at <http://www.wiplevent.com/ehome/index.php?eventid=81638&>. I hope that you will think about attending this Conference and will help spread the word to others.

“InsideCounsel” recently launched its online portal and weekly newsletter dedicated to WIPL Network. You can sign up for this newsletter to access articles pertaining to influential women working in the law community at <http://www.insidecounsel.com/enewsletters/?ref=sidebar>



Roberta “Bobbi” Liebenberg is a partner at Fine, Kaplan and Black in Philadelphia. She currently serves as chair of the American Bar Association’s (ABA) Gender Equity Task Force.

She previously served as chair of the ABA Commission on Women in the Profession; chair of the PBA Commission on Women in the Profession; and co-chair of the Philadelphia Bar Association Women in the Profession Committee.



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Leading the way: Kathleen D. Wilkinson appointed to two key leadership positions in 2014

By Kristina B. Magolis



Wilkinson

Kathleen D. Wilkinson is a true example of female leadership in Pennsylvania. An active member in the legal community, Wilkinson has certainly made her mark. This year she has already received impressive appointments to two very prestigious organizations. In May, she assumed the role as PBA Zone 1 (Philadelphia) governor. In mid-June, she was appointed to the Board of Directors for the Forum of Executive Women.

As a Zone 1 governor, Wilkinson has taken on an exciting and demanding position. Zone 1 is the largest PBA zone, representing the most attorneys and most PBA members from a single county. In this position, she will work closely with other governors on issues impacting the PBA as a whole and will also be focused on issues specifically impacting Zone 1 attorneys. Wilkinson was nominated for this position and assumed the position at the conclusion of the PBA Annual Meeting in May. Since taking on this position, she has been actively involved in several Board of Governors' meetings and is excited about the opportunity to represent lawyers and members of Zone 1 and being directly involved in PBA policy-making.

In June, Wilkinson was appointed to the Board of Directors for the Forum of Executive Women. The Forum was founded in 1977 and strives to leverage the power of executive women in the Greater Philadelphia region to expand

the impact and influence of women leaders. Members of the Forum come from several industries including law, medicine, education, and finance. Wilkinson will serve as the program chair and will be looking to arrange member events that give members the opportunity to socialize, network and build relationships through programming, wine and dine events, a Forum Day at Cape May and networking dinners.

As an avid member of the PBA and the PBA Commission on Women in the Profession, Wilkinson has a long history of service and leadership in Pennsylvania. She got her start in the PBA by joining the WIP, where she found many opportunities to grow as a lawyer and to network and develop long-standing relationships with other female lawyers. This was a launching point for a notable career in leadership.

Since then, she has held leadership positions in several PBA sections, including co-chair of the WIP and member of the Executive Council of the Civil Litigation Section. Most recently, she served as chancellor for the Philadelphia Bar Association, which has 13,000 members and is the second largest bar association in Pennsylvania. In this role, she started the "Chancellor's Leadership Institute" which offered free programs for bar association members on leadership development, tools for professional success specifically tailored for women lawyers, and included programs geared toward younger attorneys and attorneys from diverse backgrounds.

In March 2014, Wilkinson received the Gilbert Nurick Award from the Conference of County Bar Leaders (CCBL) of the PBA, in part for creating the Chancellor's Leadership Institute. This award is given to a PBA member

who exhibits dedication and service to the leadership and promotion of the organized bar and its activities. This September, Wilkinson will receive the Leadership Excellence in the Law Award from the National Diversity Counsel. This award recognizes attorneys in the Greater Philadelphia Area who have distinguished themselves through their leadership, resolve and outstanding achievements for the benefit of their clients, their collaborators and their communities.

"WIP allows women attorneys to come together through a variety of different events and if you are willing to step out of your comfort zone, it gives you opportunities for speaking engagements, networking and friendships."

Wilkinson is passionate about helping attorneys grow in their profession through meaningful leadership and career development. She has spent her career dedicated to giving attorneys the opportunity to network and build meaningful relationships in Philadelphia and beyond. She encourages young attorneys "to get involved in the local and state bar associations, whether you are in a law firm or solo practice." Wilkinson is a longstanding member of the WIP and encourages young female attorneys to get involved with the Commission. "WIP allows women attorneys to come together through a variety of different events and if you are willing to step out of your comfort zone, it gives you opportunities for speaking engagements, networking and friendships."

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Women lawyers wearing pants: Parts I-III

By Gina F. Rubel

Part I

Imagine being a few seconds into one of the biggest presentations of your professional life, then being told to sit down and be quiet by someone who didn't like what you were wearing.

It happened to one lawyer, whom I'll call Grace. She allowed me to share her story with you on the condition that I didn't share her real name. Grace worked for a big Manhattan firm's bankruptcy group and usually appeared in bankruptcy courtrooms in and around New York City. On one occasion, though, she had to travel to the courtroom of "an elderly federal judge" in what she calls "the Heartland."

"I was second chair, but had been given the rare opportunity to argue a motion. When introducing myself to the judge, he interrupted me," Grace said. "He said, 'I don't know what they do in New York, but here, women wear skirtsuits.' He told me to sit down and would not allow me to participate."

You might wonder what Grace was wearing. A tie-dyed T and shorts? A cocktail dress, maybe?

"I was wearing a conservative, tailored black pantsuit," Grace said. "Almost 10 years later, I still wear a skirt the first time I appear before a new judge, for fear of ever again feeling so powerless and so silenced."

Grace's story wasn't set during the "Mad Men" era, or even the 1970s, when women associates at law firms still were treated as novelties. It happened in 2005, long after most of the woman attorneys on television had added pantsuits to their professional wardrobes.

We are all — men and women alike — judged on our appearance when we walk in the door, but it's tough to shake the feeling that, in law, we women are scrutinized more closely than our male counterparts. In some cases, like that of the aforementioned federal judge, it is



not unreasonable to wonder whether that scrutiny is fueled by an increasingly frustrated desire to keep "up-pity" women, like those of us who had the audacity to become lawyers, sitting quietly in our courtroom seats while the men do the talking.

While Anita Hill certainly led the way for what we now know as legal sexual harassment in the workplace, women in law are still fighting an uphill battle for gender equality. At a Philadelphia Bar Association luncheon recently, retired Philadelphia Court of Common Pleas Judge Sandra Mazer Moss (for whom I served as a law clerk in the early 1990s) was presented with the association's Sandra Day O'Connor Award. In her remarks, the judge cited various statistics about women in the practice of law. The most disturbing: less than 5 percent of law firm managing partners are women. She said, "The higher you climb in our profession, the fewer women you will find."

I can't help but wonder if the women that make up the 5 percent of managing partners wear pants.

Part II

We are all — men and women alike — judged on our appearance, but it's tough to shake the feeling that in law, we women are scrutinized more closely than our male counterparts.

And it isn't always the men who are doing the judging. In many instances it is other women who are the arbiters of the dress code for women lawyers.

Pennsylvania attorney Debra Nathanson was just out of law school when she worked for the Atlanta office of a large Chicago law firm in the late 1980s. She tells a story of being corrected by a female colleague when she got a little "too comfortable" at work.

"One day, I wore a skirtsuit, hose and heels to work, but wore a short-sleeved blouse under my suit jacket," Nathanson said.

"I was warm, so I took off my jacket in my office. Sometime after I had taken off my jacket, I left my office to go to another attorney's office to ask a question. Later that day, an older female attorney came into my office, shut the door, and instructed me that I was not to leave my office without my jacket again, because women attorneys could not walk around the office in short sleeves."

As Staci Zaretsky noted in her blog for "Above the Law," and as most of us know all too well, women don't even need a senior or enforcement role to use appearance as a weapon against other women. In addressing alleged remarks about a woman attorney from women staffers in the chambers of blogging federal judge Richard Kopf, Zaretsky echoes the plea that we have been making to men in the workplace for decades: stop focusing so much on what we look like, and start focusing on how well we do our jobs.

I do my job very well. As a former litigator who has chosen an alternative career in legal marketing and communications, part of my job has been

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to develop a keen awareness of how I will be perceived by my clients, employees and other business partners. For instance, one of my former clients repeatedly complained about how the professionals in his office dressed, in particular the women, and often criticized women who wear open-toe shoes. The result? I wear open-toe shoes when appropriate but never to his office.

Unfortunately, this makes me just as guilty as others of choosing my attire based on how I might be perceived. Yet, to be as effective as I can be, I evaluate each audience as best I can and take them into account when choosing how to present myself. This dance – of balancing the desire to be true to oneself with the anticipated perceptions of others – never stops. It's relentless.

Not everyone agrees. Also blogging for "Above the Law," Tamara Tabo says that dress codes, whether written or unwritten, "cover up distracting superficial individual differences, so that character, intellect, and skill get the attention. ... Women in law ought to acknowledge that the uniform of courtroom-ready attire is meant to help them. Should a woman refuse that help, she assumes the consequences. Those consequences may include scorn from women, ogling from men and not being taken seriously as a professional from both."

Having been caught off guard on a casual Friday many years ago when a client was dragged into court on a bench warrant, I do agree with Tabo that attorneys need to have courtroom-ready attire available at all times. I don't agree, however, that women need to wear suits (i.e. what I define as courtroom-ready attire), to work on a daily basis.

And while I agree that "uniforms" deflect distraction, I also take issue with telling women who stray from the proverbial legal "dress code" that they

are inviting scorn. That is just as bad as saying it is okay for a man to be inappropriately aggressive when a woman wears sexy clothes.

In Part I, I recounted the story of a female attorney who, in 2005, was not allowed to participate in a federal judge's courtroom because she was wearing a pantsuit instead of a suit with a skirt. One male commenter wrote, "That is, quite simply, completely [messed] up. Time for that old codger to retire and do some macramé or something." A woman named Valarie said, "It's unacceptable, but one of those times that a woman has to stand up for herself. What does it say about everyone else in the courtroom, including the first chair [who did nothing to stand up for his colleague]? I would have asked for a continuance to put on a skirt. How ridiculous would that have been?"



While I was criticized 20 years ago for wearing pantsuits into court, I always have preferred them and continue to wear them instead of skirts. And this was back in the day when Philadelphia District Attorney Lynne Abraham required her women lawyers to wear skirts.

Sometimes, being the arbiter of change requires that we stand up for what we believe is right – especially when it's for a woman who wears the pants.

Part III

Many of today's women lawyers are pushing back against their employers and judges who prescribe antiquated and unsubstantiated dress codes for their offices and courtrooms. Other women lawyers have said both publicly and privately to me that "they are appalled that this discussion is even going on."

[T]hey are appalled that this discussion is even going on.

And while I sympathize with the desire to strike a blow for gender equality in the legal profession's dress codes, knowingly picking that fight while you're standing before the bench on behalf of your client is not only unwise, it's arguably unethical. There is a time and a place.

The nature of our profession means contending with the reality that our courthouses and boardrooms remain home to a significant population of troglodytes, even in 2014.

Unfortunately, the same seniority that has contributed to the lack of advancement of women in the legal workplace has also made many of them the kings of their particular hills. If your circumstances require that you practice law on that hill, be prepared, to some extent, to do as the king decrees. The existing powers that be don't seem too concerned about the fact that less than 5 percent of law firm managing partners are women.

In some cases, and when circumstances permit, it might be time to find another hill. That's what ultimately worked for Pennsylvania attorney Debra Nathanson, a lawyer who was scolded by a more senior woman lawyer at an Atlanta firm for wearing short sleeves under her suit jacket at the office. I covered the details of Debra's story in Part II.

"I started looking for a new job within a couple of months of that incident," Nathanson said. "I returned to Philadelphia after I realized that all of the firms I interviewed with in Atlanta

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were [the same way].”

I hate to admit it but when I was a young lawyer (two decades ago), I used to wear a navy blue skirtsuit with a long-sleeved neutral-colored blouse and navy blue closed-toe heels to court. My hair was pulled back so that I would appear older, more sophisticated and smarter (or so I thought). It wasn't until I gained a little bit of confidence that I started wearing pantsuits in which, to this day, I feel less vulnerable and more self-assured.

That's just the way it was and we went along with it. In fact, Roberta (Bobbi) Jacobs-Meadway, an advocate for gender equality and recipient of the Anne X. Alpern Award for mentoring of women in the legal profession, confessed that there was a time when she “insisted the female attorneys in the office wear skirts or dresses.” She said, “I had a concern about meeting the expectations of clients for what business attire was, as well as the expectations of the court.”

Women's total share of the talent and institutional knowledge in the legal field has never been greater than it is today and will continue to rise. As that influence grows, the competitive advantage that accrues to firms that properly recognize the value of diversity in the legal workplace will take center stage — leaving in the wings the issue of women wearing pants.

Bobbi went on to say, “At some point about 25 years ago, I saw changes and dropped the ‘no pantsuits in the office’ dictate. The world did not end. Clients did not leave. And we still won and lost cases.”

The last of the chauvinistic old guard are on their way out. Some of their apprentices might have picked up their outmoded attitudes, but most of them can at least recognize that expressing those attitudes in public or turning them into official workplace policy is highly unfashionable. It's also becoming increasingly bad for business.

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A three-part series reprinted with the author's permission from “Women Lawyers Still Contend with Dress Code,” <http://lawyernomics.avvo.com/ethics/>

Gina F. Rubel is a former trial attorney and is owner of Furia Rubel Communications Inc., a strategic marketing and public relations agency with a niche in legal marketing. For more information, go to www.FuriaRubel.com.



Leading the way: Kathleen D. Wilkinson

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Kathleen Wilkinson is a partner at Wilson, Elser, Moskowitz, Edelman & Dicker LLP in Philadelphia. Her practice areas include products liability with an emphasis on medical devices and pharmaceuticals, property, professional liability and insurance, directors' and officers' liability, general liability and construction, and

employment. She also serves as a judge pro tem, special discovery master and handles mediations in state and federal courts through court appointments as well as privately for parties in lawsuits, using her consensus-building skills from being chancellor and active in the legal community. She is a graduate of Villanova University School of Law, where she was a member of the Villanova Law Review and Reimel Moot Court Competition semifinalist.

We look forward to the future for Wilkinson and the meaningful impact

she will undoubtedly continue to have on attorneys in Pennsylvania.



Kristina B. Magolis is assistant general counsel & business manager for Equinox Fund Management LLC.

The value of the PBA WIP listserv and proper netiquette

By Karen Ulmer Pendergast

As a member of the PBA, two local bar associations and several online groups, I find myself on various listservs. Listservs are an important way to reach a broad spectrum of people with similar interests without having to individually email every person. For example, if you have a legal question and want to get an opinion from colleagues that may have faced a similar issue or have more experience in the area, what better way to get help than to post a question on a listserv geared to lawyers in your particular field? I find the listservs offered by the PBA to be invaluable, but underutilized.

It could be, if you are like me, that you forget how to post to the listserv. You may not even realize that there is a listserv you could join. Recently, I found this to be the case for a PBA colleague. When I suggested that he post his question to the listserv, I realized he had no idea that there were listservs available through the PBA.

PBA's listservs

Listserv is a trademark for an automated email management program developed in 1986 by Eric Thomas. The PBA, like many bar associations, uses listservs to manage emails to members as well as to groups such as committees and sections. PBA hosts 48 different listservs. A complete list can be found at www.pabar.org/public/listservform.asp. When you join a PBA section or committee, you are *not* automatically subscribed to the related listserv.

Joining or leaving a listserv

To join a listserv, fill out the form at the provided URL. If you want to be removed from a listserv, email listserv@list.pabar.org with the words "unsubscribe *name of listserv*" in the body of the email. For example, if you want to be unsubscribed from WIP's listserv,

type "unsubscribe wip." You can also email Traci Raho, the PBA Internet coordinator, at traci.raho@pabar.org.

Posting on a listserv

To post a message to a listserv, you need to put the name of the listserv group prior to the @ sign and then type list.pabar.org. For example, if you belong to the Family Law Section listserv, you would email: family@list.pabar.org. This will send your message to everyone in the group. If you want to respond privately to a posting on the listserv, don't just hit "reply" or your message will go to everyone in the group. Instead, press "reply all" and then delete the email address for the listserv, leaving just the email address for the person who sent the message in the reply box.

Listserv netiquette

Since you are posting to a group of attorneys, it is important to follow certain rules so as not to offend the majority and to insure that the listserv is not abused. While some bar associations have adopted specific rules and "netiquette" on the use of their listservs, there are no formal rules set forth by the PBA to date. Perhaps this is something we should consider as members to make it easier on all of us who choose to engage in the listserv conversation. Common sense should prevail, however, it's not always the case as I can testify firsthand. I have witnessed lawyers chastise other lawyers on the listserv for various reasons and it makes me cringe.

A review of what other bar associations have adopted gives some guidelines on what we members of the PBA should consider when using a listserv. These are merely suggestions, not official PBA policy:

1. Clearly state in your subject line what the issue is about. This makes it much easier to scan the emails to see if there is a topic of

interest without having to open the body of the email.

2. Always include your name and contact information when posting or responding. This is simple courtesy. In addition, in some cases, it is proper to respond off the listserv and essential in order for someone to do so who does not know you personally.

3. Keep the content as brief as possible. We are busy lawyers. Just like in a brief, it is important to be succinct.

4. Treat other lawyers civilly and with respect. This rule is the one I see violated the most. Public condemnation not only makes everyone uncomfortable but it also does not portray you in a good light to your peers. If someone posts something that you feel is improper, it best to email them directly, not the whole listserv. Remember, if you hit "reply," your response will go to everyone on the listserv. "Do unto others as you would have them do unto you" works well here.

5. Do not advertise or post commercial messages. This is different than asking for a referral or responding if someone asks for a referral, both of which are acceptable and useful in a listserv in order to serve our client's needs.

6. Do not attach documents to the listserv. Send them individually due to the risk of viruses. While you may feel you are being helpful to everyone on the listserv by sending the documents to all, it is best not to attach documents to emails on the listserv. You can send the documents individually to anyone

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The value of the PBA listserv and proper netiquette

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who asks, or allow the moderator of the listserv or PBA liaison to send the documents to everyone if they are essential to the entire group.

7. Do not violate anti-trust laws. The Colorado Bar Association and Maryland Bar Association have specifically stated that messages about hourly rates, flat fees, charges for copies, fax, etc. could be constructed as collusion.

8. Do your own research before posting a question. The listserv should not be used as your first research attempt. Respect everyone's time and indicate what research you have already done. That being said, if someone violates this rule, it is not proper netiquette to call them out publicly on it. Send a private message with your thoughts on the matter.

9. Thank people individually, not the group. If someone responds to your question, send them a personal thank you. While you may want to acknowledge publicly how helpful a colleague was, the goal is to cut down on emails that are not relevant or useful for the whole group. If it is necessary then, in addition, post what information you learned so that at least it will benefit everyone.

10. Do not send a "remove me" from list to the listserv group. Send it privately. To be removed from a listserv, you should send a private message to traci.raho@pabar.org. This is the proper way to be removed from a group. No one on the listserv needs to know you left and the additional emails are just that, unnecessary additional emails.

11. Do not post anything protected by copyright.

12. If you use vacation messages either remove yourself from the list or use "Auto-Reply" in your header. Everyone will get your message so it is important to put "auto reply" in the beginning to allow people to skip your answer. Alternatively you can request Vacation Mode from Traci Raho at PBA.

13. Do not use listservs for campaign or political purposes.

14. Do not use all CAPs when writing, it is considered to be shouting.

15. Give unto others. Take the time to respond to your fellow lawyers who need your insight. The more you give, the more you get in return. The more attorneys who use and engage the listserv, the more we will all learn from each other.

Managing emails from a listserv

If you choose to participate in the listservs offered by the PBA, you may want to also first set up folders in your email program to allow you to migrate the emails that come in to a dedicated folder. Another option offered is to receive the Digest Mode version, which sends you only one email a day with a list of discussions that you can view at your convenience. If you want a break from the listserv, you can ask to be placed in Vacation Mode. You can request both from PBA Internet Coordinator Traci Raho at traci.raho@pabar.org. You can also log into your PBA account and access the link to make changes or request removal of your listserv.

Usually, I only see a handful of emails a day and it is not a problem to have them in my general mailbox. This, however, was put to the test this summer on the WIP listserv when a hot topic was raised by one member regarding the proper attire for female

lawyers. At first, I noticed a few emails came in on a topic related to dress and women's attire sent on the WIP listserv. I ignored the emails at first, despite my interest, as I did not have time to read them. It was not until I started receiving 10, then 20 emails on the topic that I realized I may be missing out on some interesting conversation. I enjoyed reading what other women experienced and thought on the topic.

Then the emails on the WIP listserv took a new turn and people were asking to be removed from the listserv. It was almost a chain reaction. Some gave no explanation and some apologized but could not handle the volume of emails that the prior discussion generated. The mass exodus led to even more of an overflow of emails and a loss of valuable insight from members who chose to leave the listserv. Setting up folders, and following the guidelines on the listserv can help keep it from becoming an annoyance. Hopefully, the choice to leave the listserv was temporary and our fellow members will rejoin the listserv group as it truly is a valuable, yet underutilized, service provided by the PBA.



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