



# Voices & Views



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

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## 22nd Annual Conference Brings Women Attorneys Together to Discuss “Pathways to Success”

By Jennifer Ellis, Esq.

This year WIP held its 22nd Annual Conference in Philadelphia. The event focused on “Pathways to Success: Building Blocks & Stumbling Blocks.” To help the audience learn about common stumbling blocks, the planning team brought together an extraordinary group of lecturers who led discussions on issues including:

- Networking, how to create an elevator speech and using networking to increase your marketing base
- Being confident and taking charge when encountering stumbling blocks

- The Media Toolkit developed by WIP and how it can be used to advance public relations and marketing goals, as well as assist in improving communications skills
  - Understanding communication skills, appreciating that different people have different styles and learning how to communicate with people who have those various styles
- Our speakers included WIP’s leadership: Roberta Jacobs-Meadway and Nancy Conrad; well-respected members of the legal community and the

*Continued on page 2*

**Right:**

Keynote speaker  
Nikki Johnson-Huston

**Below:**

Roberta Jacobs-Meadway  
and Nancy Conrad



**Right:**

Roberta Liebenberg,  
Sarah C. Yerger,  
Jennifer Coatsworth,  
Lynne Z. Gold-Bikin,  
Penina K. Lieber,  
Nikki Johnson-Huston,  
Ellen D. Bailey and Anne John.



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Speed networking session.

More  
Annual Conference  
photos on page 16.

## 22nd Annual Conference


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judiciary, the Honorable Susan Peikes Gantman, the Honorable Sallie Updyke Mundy, Mary C. Doherty, Sarah C. Yerger, Roberta D. Liebenberg, Maria Feeley and Kathleen D. Wilkinson; and last, but not least, Monica Gould, CMC, MBA, a consultant who is an internationally known expert on communication styles and travels the world training business executives on how to communicate effectively.

Each seminar was well-received. The faculty utilized their own communication techniques to encourage the involvement of their audiences. They were able to bring the attendees together through interactive training techniques. No doubt, all attendees left with new connections and a refreshed perspective on how to use communication to avoid and defeat stumbling blocks in their own careers.

During the luncheon, the audience was regaled by the humor of Lynnette Norton Award winner, Lynne Z. Gold-Bikin, and the wisdom of Anne X. Alpern Award winner, Penina K.

Lieber. In addition, the attendees heard the extraordinary story of the keynote speaker, Nikki Johnson-Huston. Everyone was inspired as Johnson-Huston explained how she overcame a childhood of poverty and homelessness to rise to becoming an award-winning tax attorney in Philadelphia.

As usual, the event was well-attended and well-received with evaluations letting the planners know how much those in the audience appreciated the perspectives of not only the speakers, but each other. Join us in 2016 for the 23rd Annual Conference; the planning has already begun. 



Jill M. Scheidt and Melinda Ghilardi, incoming and outgoing At-Large Women Governors on the PBA Board of Governors.





## Message from the Chairs

We are excited to move forward with another meaningful and eventful year for our Commission members. Our retreat on Nov. 13-14, 2015 promises to be another spectacular opportunity for professional development and personal growth. Please plan to join us for a thought-provoking discussion about “The House Girl,” a keynote presentation and related CLE programs on effective marketing and conversation about WIP committee matters and activities. Our Spring Conference will provide another opportunity for a book discussion and we welcome your suggestions, especially if you have a connection with an author. At the Annual Meeting on May 11, 2016, there will be a unique program in which we examine the personal and professional lives and achievements of the women of the United States Supreme Court.

And in between these events, we will continue in our mission to advance professionalism, well-being and leadership in the personal and professional lives of our members. Please consider participating in a committee, suggesting a topic of interest and being part of it all. 🏠



Mary Kate Coleman



Nancy Conrad



**Pennsylvania Bar Association  
Commission on Women in the Profession**

# 2015 Fall Retreat

*Articulate Your Personal Brand*



Featuring keynote speaker **Diane Darling**, principal consultant for **Effective Networking, Inc.**

**November 13-14, 2015**

**The Hotel Hershey,® Hershey, PA**

Does the word “networking” make you cringe? You are not alone. In this interactive, participatory session, you will learn what networking really is and how to make it work for you through tips and techniques that can be implemented immediately. Our speaker, Diane Darling, is an introvert who has developed successful systems that work for everyone, regardless of personal style.

**Additional sessions & CLEs include:**

- *Establish a Personal Brand and Avert Running Afoul of PA’s Attorney Advertising Ethics Rules*
- *Media Relations*
- *LinkedIn: Grow Your Practice & Build Your Personal Brand*

Click [here](#) for more information and online registration.



## MESSAGE FROM THE CO-EDITORS

# First Chairs at Trial: More Women Need Seats at the Table

An overview of research authored by Roberta Liebenberg and Stephanie Scharf

Recently, Roberta D. Liebenberg, senior partner at Fine, Kaplan and Black, R.P.C., and Stephanie A. Scharf, partner at Scharf Banks Marmor LLC, issued a groundbreaking research report on the participation of women lawyers as lead counsel and trial counsel in litigation. Liebenberg and Scharf's idea for the study came from their firsthand knowledge of having witnessed the significant disparity between genders as trial lawyers. On far too many occasions, they often found themselves "the only woman in the room" when they appeared in court as lead counsel.

The study was conducted with the support of the American Bar Association Commission on Women in the Profession and the American Bar Foundation. "First Chairs at Trial: More Women Need Seats at the Table" is the first-of-its-kind empirical study of the participation of women and men as lead counsel and trial attorneys in civil and criminal litigation. Liebenberg and Scharf's goal was to identify and un-

derstand the parameters of the gender gap in the ranks of lead trial lawyers, so that we in the legal profession will know how and where to seek changes.

Based on a random sample of all cases filed in 2013 in the United States District Court for the Northern District of Illinois, the report provides data concerning the uneven level of participation by men and women in litigation. This data identifies characteristics of cases, practice settings, type of clients and other characteristics impacting the extent to which men are more likely to serve in lead counsel roles.

The study revealed that women are consistently under-represented in lead counsel positions and in the role of trial attorney for all but a few types of cases. For instance, in civil cases, men are three times more likely than women to appear as lead counsel and to appear as trial attorneys.

Criminal cases also showed a pattern based on gender. Men are nearly four times more likely than women to appear as trial attorneys.


Moreover, type of client makes a difference, as the majority of male lead counsel (66%) in criminal cases appeared for defendants, while the majority of



women lead counsel (69%) appeared for the government. In civil cases, there is a higher percentage of women lead counsel representing federal, state and

local governments than representing individual litigants and businesses. However, males overwhelmingly dominated class-action cases, as 87 percent of attorneys appearing as lead counsel were men.

The report sets out some factors that explain why women are consistently under-represented as lead counsel and offers specific

best practices to ameliorate this disparity, including strategies to close the gap between male and female attorneys and increase gender diversity among trial lawyers. In particular, the report includes recommendations for law schools, law firms, judges, clients, bar associations and individual women lawyers. You can find the full study on the ABA's Commission on Women in the Profession website: <http://www.americanbar.org/groups/women/publications.html>. Take a look, if you haven't already! 

*The report sets out some factors that explain why women are consistently under-represented as lead counsel and offers specific best practices to ameliorate this disparity.*



Roberta D. Liebenberg



Stephanie A. Scharf

# An Overview of Title IX The Gender Equality Law

By Samantha E. Phillips, Esq.

**T**itle IX of the Education Amendments of 1972 is a federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. It requires that all educational institutions receiving federal financial assistance must implement policies and procedures to comply with Title IX, which, among other things, prohibits sexual harassment and discrimination in education programs and activities.

Title IX is enforced by the Office for Civil Rights (“OCR”) in the U.S. Department of Education and governed by the Code of Federal Regulations. Although Title IX is known by many individuals as the “equal opportunity in sports law,” it is more comprehensive than that. For example, other types of discrimination that are covered under Title IX include sexual harassment; discrimination in a school’s math and science courses and programs; discrimination on standardized testing; and discrimination based on pregnancy. Furthermore, it also prohibits retaliation for filing an OCR complaint or for advocating for a right protected by Title IX.

The U.S. Department of Education’s OCR has made it clear that the standard for investigating Title IX complaints is by a preponderance

of the evidence (more likely than not). Moreover, the preponderance of the evidence standard is also used when the OCR measures a school’s compliance with Title IX. This is obviously a lower standard than the criminal beyond a reasonable doubt. However, criminal investigations have no bearing on the school’s responsibility to investigate and adjudicate sexual based allegations. In fact, a law-enforcement investigation does not relieve a school of its duty to conduct a Title IX investigation.

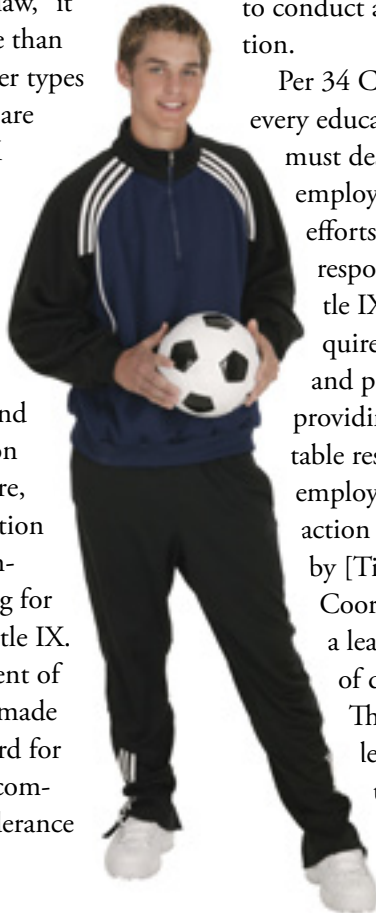
Per 34 C.F.R. § 106.8(a), every educational institution must designate at least one employee to coordinate its efforts to comply with its responsibilities under Title IX. Likewise, § 106.8(b) requires the institutions to “adopt and publish grievance procedures providing for prompt and equitable resolution of student and employee complaints alleging any action which would be prohibited by [Title IX].” It is the Title IX Coordinator’s job to promote a learning environment free of discriminatory behavior.

This person is responsible for leadership, coordination, and the overall compliance with Title IX. Finally, the Co-

ordinator must investigate or oversee prompt and equitable investigations of sexual harassment and sexual assault complaints.

Although Title IX was enacted more than 40 years ago, the U.S. Department of Education is becoming more aggressive in ensuring Title IX policies and procedures are being enforced at schools, especially in light of highly publicized sexual assault cases taking place on college campuses recently. The Department of Education’s OCR could potentially issue the “academic death penalty” on schools found in violation of Title IX by cutting all of their federal funding. While this punishment is unprecedented, schools should still fear the detrimental possibility of losing their funding. It is therefore imperative schools take Title IX seriously and successfully implement the complex intricacies of these laws and regulations. ❏

*Known as the “equal opportunity in sports law,” Title IX also covers other types of discrimination: sexual harassment, discrimination in math and science courses, standardized testing and pregnancy.*



Samantha E. Phillips, Esq., co-editor of *Voices and Views*, is an associate attorney at Summers Nagy Law Offices in Wyoming.



# Common Law Firm Marketing Mistakes

By Gina F. Rubel\*

**M**any would agree with Benjamin Franklin that silence is a virtue. However, I have never been known for keeping quiet. I recently received a magazine from a legal publisher and found so many law firm marketing mistakes and faux pas that my head began to spin.

**Your law firm and its lawyers are not known by initials.** No one is looking for me using “GFR” in the Google search tool, nor are they looking for our marketing agency using “FRC.” So why is it that so many law firms believe that their marketing copy or campaigns are in any way helped by referring to their law firm by the first initials of all of the lawyers in the firm’s name? There is a reason why Cozen O’Connor rebranded so many years ago. You’d never see them market themselves as “CO.”

**Most people are not impressed by photos of exclusively white, male lawyers.** I have nothing against white men. I was born the daughter of a white male Philadelphia lawyer. I am married to a white man and together we had a white son. However, in the age of diversity and inclusion, and in a profession that is constantly criticized for its lack of diversity, why would any law firm ever advertise using a photo of all men or all white men? This is a definite turn-off for many reasons.


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**Law firm marketing should not mirror clothing advertisements for high-end fashions.** I am and hope always to be a lawyer. I am aware that many people who go to law school are described as having Type A personalities. I am also aware that there must be some modicum of a healthy ego to not only survive law school, but to flourish in the practice of law and when working with attorneys. However, a legal marketing ad that is all about one attorney’s handsome face and couture dress does nothing to differentiate the law firm for the benefits it delivers to its clients or referring counsel. It screams arrogance.

**Gavels, scales of justice and pillars in law firm marketing are trite and overused.** Close your eyes and picture the traditional symbols and images that come to mind when you think of lawyers and the legal industry. I can point to hundreds, if not thousands, of law firm ads, logos and websites that use gavels, scales of justice, pillars, law books, courtrooms and skylines in their marketing. They are all trite and overused. It’s time to come up with something more interesting. More compelling. More exciting.

**Too much copy and too many fonts won’t move this audience to action.** Microsoft published a recent study (conducted in Canada) that suggests the average human attention span for one task is eight seconds—about one second less than a goldfish, according to Jon Fingas’s recent *Engadget* article titled “Microsoft Study Shows That Tech Is Shortening Your Attention Span.” In one quarter-page ad, I counted five different font treatments and 120 words that took several minutes to read. In another half-page ad, I counted 210 words with only one font type. It took me much longer than

eight seconds to read either advertisement. While there is no steadfast rule on how long ad copy should be, and every audience has a different tolerance level, one thing I do know is that the target audience for the publication I am referring to is lawyers and most of us have a very short attention span. Given our daily workloads and constant need to respond to email, calls, social media posts, blog comments, website queries, in-person communications and written correspondence (yes, we still get these “ancient” forms of communications, as labeled by some of our younger predecessors), the shorter and more impactful, the better. One retailer selling to lawyers got it right: six simple words that speak to the benefits of this retailer in the center of a full-page ad. Bingo.

**It’s not about you.** Poorly designed advertising is a waste of time and money. In today’s fiercely competitive legal industry, with ever-shrinking profit margins, no law firm can afford to throw resources away. Effective legal marketing depends on understanding your audience and what they want to see and the messages they want to hear. Listen to your clients, then work with professionals to design advertising that speaks not to partners’ egos but to the needs of your audience. 



Gina F. Rubel is an integrated marketing and public relations expert with a niche in legal marketing. The owner of Furia Rubel Communications Inc., she and her agency have won national awards for law firm marketing,

PR, website and graphic design, social media, strategic planning, corporate philanthropy and leadership. She maintains a blog at [www.ThePRLawyer.com](http://www.ThePRLawyer.com). Follow her on Twitter@ginarubel.

## Just Say “Yes”

Getting involved in charitable organizations to grow personally and professionally

By Emily Hippler Geer, Esq.

When asked by a colleague recently whether I would be interested in contributing to this edition of the PBA Commission on Women in the Profession’s *Voices & Views*, I put aside my customary skepticism and leapt at the opportunity. Similarly, when I was invited earlier this year by a friend, who is general counsel for a large international, technology innovation corporation, to join a planning committee for a nationally recognized charitable organization, I thanked her for her consideration and enthusiastically accepted.




For the last six months, I have worked with a handful of local women to plan and orchestrate an evening fundraiser for the American Cancer Society. Unfortunately, we all have been touched by this disease in one respect or another, so the decision to share my time for the benefit of this organization was an easy one. What I did not anticipate was the inspiration I would glean from my participation.

Truthfully, it has been too long since I have volunteered my time to charitable work. In high school, college and even law school, one could hardly help tripping into at least three charitable causes offering services to those most in need. And certainly obligations arise in my professional life from time to time for donating time or financial support, and I find myself at my children’s elementary school book fair every fall, but this opportunity feels different to me. I think it is precisely because I already had enough on my plate to consume every waking moment and thus did not need to commit, but decided to in any event, I find myself more deeply dedicated to its success of this endeavor. What is more compelling is the commitment reflected in all of the individuals engaged in this cause. Their lives all filled to the brim professionally and personally and yet, they show up at meetings, or make time for the conference calls and reach out to friends, neighbors, and colleagues to inform them of our campaign so that we can make this year’s event a success.



My participation in this committee has educated me not only on the challenges faced by the American Cancer Society, but it has also provided me the impetus and voice to reach out across professions, offering those in my own network a marketing opportunity for a great cause. The highlight of my involvement is the opportunity to make a difference, and it is that potential that gives me the courage to continue our campaign. The fact that this organization and these women are counting on me has given me the courage and confidence to put aside any hesitance.

It has often been said, and its truth certainly resonates deeper with me with each passing year that “Life is not a dress rehearsal.” Now it is your turn, if you have not already, identify a charitable organization about which you are passionate, reach out today to make a difference, and grow personally and professionally. 



## Scams, Phishing and a Nigerian Prince

How to protect yourself and your clients in an increasingly digital world

By Katherine P. Berquist, Esq.

technology. Every single day, most lawyers open their email, perform legal research and check the news. Technology is so commonplace that email and internet usage sometimes lulls us in to a false sense of security. Consequently, we act reflexively and without thinking, making it easier to fall victim to a scam.

As technology advances, internet scammers are becoming increasingly savvy. Lawyers should be aware of the three most common online threats. First, there is phishing via email. Phishing is an email that looks legitimate and that directs you to a malicious website. The website then downloads malware directly onto your computer. These malicious websites appear as trusted sources, such as PayPal or even your own bank. The email usually invokes some sense of urgency in the mind of the recipient – “Problems have been detected with your account.” Phishers are becoming more sophisticated. Authorities have noted a new tactic called “spear phishing” – a phishing email that targets a specific individual rather than a group. This is more dangerous to the individual, as an email that is directed only to one person creates an appearance of authenticity. The simple solution to this scam is to never provide personal information in response to an email that you did not initiate. A lawyer should directly contact anyone he or she knows who is mentioned in the email (friends, family, co-workers); contact the court,

judge or company to confirm the validity of the email and the information provided within it.

Another common threat to be cognizant of are web browser vulnerabilities. These can be particularly difficult to detect. For example, you are attempting to browse a legitimate website (bank, email provider, credit card provider, etc.). Instead, you are secretly directed to a “spoofed site.” This tactic, called pharming, is more sophisticated, and thus harder to detect, than phishing. A well-known pharming operation used a Trojan horse virus to connect to bank sites in order to ultimately steal the log-in information for more than 500,000 bank and credit card accounts. Not only can web hijackers redirect your browsing, but they can take over your computer by using it as a “zombie” in a “botnet.” When this occurs, your computer can then be utilized by criminals to send spam and perform illegal activities. The only way to combat this type of threat is by maintaining up-to-date antivirus, antispyware and firewall software. It is also critical to check regularly for updates and software patches.

Lastly, and perhaps most concerning to lawyers, are lawyer email scams. These come in the form of emails presenting the sender as a prospective client. The emails are not just from foreign senders as most people expect, though this is the most common origination. These scams can result in

*Continued on page 9*

Internet scams are as old as the internet itself. Your sister lost her passport and money in Spain – she needs you to wire her money so she can get home. You have inherited a large sum of money from a foreign prince, and all you must do is wire a relatively small amount of money to secure your claim to the inheritance. Everyone is familiar with these ploys, and most people have received one by email at one time or another. Lawyers, particularly sole practitioners and small firms, are not immune to receiving these offers. While it is unlikely that they are targeted more frequently than medium and large sized firms, sole practitioners and small firms are less equipped to weed out the scams than larger firms with designated technology departments.

Why should lawyers care? The Rules of Professional Conduct require a lawyer competently represent his or her clients, a requirement that encompasses





## Scams, Phishing and a Nigerian Prince

*Continued from page 8*

the loss of thousands of dollars, the freezing of law firm bank accounts, a possible report by the financial institution to the state disciplinary board, and lawsuits by the bank against the lawyer.

Picture this scenario: You receive an email from someone who indicates that he or she has a matter that he or she wishes for you to handle. The email may appear to originate from the United States or, though less common, the same state. The person is willing to send you a retainer promptly, which upon receipt, you deposit into your firm's escrow account. A signed retainer agreement is also quickly returned. Later that day or shortly thereafter, you receive a follow-up email from the new client, thanking you for your help and requesting the return of his

or her funds. You write a check drawn upon your firm's escrow account in the amount of the retainer and return it to the prospective client. Several days or weeks, later, you discover that the check was a counterfeit. The bank may not advise you of this for weeks following the deposit. If this happens, not only may the lawyer be responsible for repaying the funds to the bank, but the bank may also elect to freeze the lawyer's account and report the lawyer to the state disciplinary board. If there are insufficient funds in a lawyer's IOLTA account, the deficiency triggers an automatic reporting to the Client Security Fund, which will then contact the lawyer for an explanation. In an even worse scenario, the bank could begin to take steps towards filing suit against the lawyer. Where the account holds money from other legitimate clients, the counterfeit check triggers a violation of 1.15 of the Rules of Professional Conduct, which imposes a fiduciary duty upon a lawyer to protect client funds.

How does a lawyer protect him or herself from falling prey to one of these schemes? The simplest way is to be cautious of anything and everything that seems like easy money or too good to be true. Vigilance is critical when pursuing a client relationship based upon a solicitation by email. Lawyers should do their due diligence and conduct a search into the identity and background of the individual doing the soliciting. Do not solely rely on addresses and telephone numbers set forth within the email. The information may seem legitimate at first blush, particularly if it seems connected to a well-known company. Instead, conduct your own research. It can be helpful to ask around; talk to your colleagues and peers. Confirm the accuracy of

names, addresses, telephone numbers, web addresses and any referral sources provided. The investigation into the individual or company should not stop there: it is wise for the lawyer to call the individual or company to confirm that they in fact sent the email. Many scammers use a recognizable company, unbeknownst to the company, as a front for its wrongful operation. Review the sources available online, including company websites, Westlaw or Lexis, Facebook, LinkedIn, criminal and civil dockets, and utilize a basic search engine such as Google. Sometimes, it is as simple as entering the sender's email address into a search engine. Frequently, the lawyer is not the first individual to receive an email from the sender.

Other red flags include if the email sender is based out of the country or the grammar and phrasing is poor. Consider if there is no referral source provided, and the sender does not address the lawyer by name, instead relying upon general titles like barrister or counselor. Check to see if the recipient list is undisclosed or you have received the email as a blind copy recipient. This is an indication that the email was sent to others, possibly thousands.

Lawyers are prohibited from revealing any information related to the representation of a client under Rule 1.6. While communications from a client must be kept confidential, this scenario presents a question of the applicability of Rule 1.6. The Rule provides that a lawyer may reveal information where such reveal is necessary to "prevent, mitigate or rectify the consequences of a client's criminal or fraudulent act in the commission of which the lawyer's services are being or had been used." Comment 25 to Rule 1.6 goes further, requiring "a lawyer to act competently

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## Scams, Phishing and a Nigerian Prince

*Continued from page 9*

to safeguard information relating to the representation of a client against unauthorized access by third parties and against inadvertent or unauthorized disclosure by the lawyer..." While a retainer agreement was executed, the fraudulent basis of the relationship potentially invalidates the relationship and presents legitimate grounds for a lawyer to conclude that no duty is owed to the "client." Further, even if an attorney-client relationship is formed, the fraudulent conduct of the prospective client was not related to the representation by the lawyer. As the prospective client's reason for contacting the lawyer was fraudulent, this would be the basis for representation that the lawyer believed to be retained. Accordingly, it is unlikely that the prospective client is owed a duty of confidentiality. The Rule permits the lawyer to report the fraud to the appropriate law enforcement agencies.

A pressing concern for lawyers is that if you fall victim to one of the scams, and your computers have been "hacked," you may have inadvertently revealed your confidential client information and breached your duties under Rule 1.6. Depending upon the content of your client files, you may also have a duty to give notice to clients and others under a Breach of Personal Information Notification Act.


The best way to protect oneself from the prospective client scam is to make it very clear to the prospective client that no attorney-client relationship will be created until a complete conflict check has been performed and

the retainer check has been verified as valid by the bank. The utmost of care is necessary when wiring funds from a deposited check to another party. Once the check is deposited, it is critical that a lawyer wait for the bank to verify that not only is the check not a counterfeit, but also that the funds are available. The check simply "clearing" is not adequate, as different banks have different rules regarding the availability of funds, sometimes depending upon their relationship with the party depositing the funds. Only after a lawyer has done his or her due diligence will attorney client confidentiality be waived. This only applies after the lawyer has determined that the prospective client was attempting to defraud him. The lawyer is prohibited from disclosing any information learned in consultation with the prospective client.

Under Rule 1.1, a lawyer has a duty to competently represent his clients. The comments to the rule go further, acknowledging that this duty encompasses technology: In order to "maintain the requisite knowledge and skill, a lawyer should keep abreast of changes in the law and its practice, including the benefits and risks associated with relevant technology..." R.P.C. 1.1, comment 8. Today, the duty of competence encompasses a lawyer's reasonable efforts to identify and avoid common internet and email scams in order to protect the client's funds. If a lawyer falls victim to a scam, he or she has failed to competently represent those clients whose funds have been deposited into the now-deficient trust account.

Rule 1.4 provides that a lawyer has a duty to communicate with his or her client. The rule requires that not only

must a lawyer keep his client "reasonably informed about the status of the matter," but he must also advise the client regarding any "reasonable limitations on the lawyer's conduct." Where the lawyer has deposited a counterfeit money order or check, the account is then deficient. If this occurs, the lawyer must promptly notify in writing any clients whose funds are held in the account.

In the end, the best approach is simply to ignore these types of emails altogether. Unsolicited emails are rarely good news. An attorney does not have an ethical obligation to respond to unsolicited letters or emails. When in doubt, hitting the delete button is a safer alternative than being faced with the adverse consequences of a successful scam. 



Katherine P. Berquist is an associate attorney at the firm of Weinheimer, Haber & Coco, P.C. Her practice has focused on the defense of lawyers, as well as general liability defense. She is a member of the Lawyer

Insurance Committee for the Allegheny County Bar Association, a member of the 2015-2016 PBA Bar Leadership Institute, the PBA Professional Liability Committee, and is an active member of the Executive Council of the Commission on Women in the Profession.



# Mindfulness

## Quiet the Inner Critic; Focus on Positive Thoughts

Find Ways to Live in the Moment!

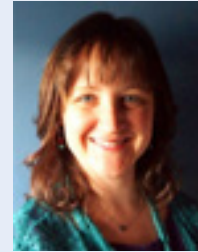
**Conference Call: Sept. 30, 4:00 p.m.**

Please join the Pennsylvania Bar Association Women In the Profession's Quality of Life Committee in welcoming Alexandra T. Milspaw, Ph.D., M.Ed., LPC, on a conference call on Sept. 30, 2015, at 4 p.m. to teach us about "mindfulness" and how to practice it in our daily lives in order to find more peace and happiness. Mindfulness is a state of active, open attention on the present. When you're mindful, you observe your thoughts and feelings from a distance, without judging them good or bad. Instead of letting your life pass you by, mindfulness means living in the moment and awakening to experience.

Please RSVP to [JKM@ValleyInjury.com](mailto:JKM@ValleyInjury.com) so that we can be sure to send you the Powerpoint presentation in advance of the conference call.

### Instructions to join the conference call:

- At 4 p.m. on Sept. 30, 2015, at 4 p.m., dial into the conference line. When prompted, enter the Access Code followed by the pound key.
- Dial-in Number: (712) 775-7031
- Access Code: 971-585



Alexandra T. Milspaw, Ph.D., M.Ed., LPC is a licensed professional counselor specializing in sexual health,

post-traumatic stress disorder, and chronic pelvic and sexual pain disorders. Alex earned her Masters in Counseling Psychology and Human Services from Lehigh University and her Masters and Doctorate in Human Sexuality from Widener University. Alex is a certified Master Neuro-Linguistic Programmer (NLP) and Mindfulness-Based Stress Reduction (MBSR) Trainer. She utilizes NLP, MBSR, and hypnosis in her work with clients as well as cognitive-behavioral therapeutic techniques. Her private practice is located in Bethlehem, PA. She also offers mindfulness training and educational consultations via Skype and FaceTime for clients around the world. Alex is a co-founder of the Alliance for Pelvic Pain and co-manages the Pelvic Messenger BlogTalk Radio. She is a professional member of the International Pelvic Pain Society (IPPS), the American Counseling Association (ACA), the National Guild of Hypnotists (NGH), and the American Association of Sexuality Educators, Counselors and Therapists (AASECT). Alex is also a sex therapist within the I.S.I.S. (Integrating Spirituality In Sexuality) Network ([www.isisnetwork.org](http://www.isisnetwork.org)), providing a four-dimensional approach to sexual healing.



# Save THE Date

ALPHA KAPPA ALPHA SORORITY, INC., EPSILON SIGMA OMEGA CHAPTER  
AND AKA FOUNDATION OF CENTRAL PENNSYLVANIA, INC. PRESENT

IT'S ABOUT YOU!  
WOMEN'S  
LEADERSHIP CONFERENCE

*Friday*  
09.18.15

JOIN FELLOW PROFESSIONAL WOMEN FOR A DAY OF ENGAGING DISCUSSIONS  
AND ACTIVITIES DESIGNED TO HELP YOU ACHIEVE WORK-LIFE BALANCE.



*Keynote Speaker*  
CECE JONES-DAVIS

- Founder of Women and Girls Working Group
- Founder of Sing for Change, Inc.
- Recording Artist

8:00 A.M. – 4:00 P.M.

THE RED LION HOTEL  
HARRISBURG EAST  
(Formerly Holiday Inn East)  
4721 Lindle Road • Harrisburg, PA

REGISTRATION: \$55  
(includes continental breakfast and buffet lunch)

Stay tuned for more information!  
[www.akaepsilonsigmaomega.com](http://www.akaepsilonsigmaomega.com)



- /ItsAboutYouConference
- /AKA\_ItsAboutYou
- @AKA\_ItsAboutYou





# WIP Announces Changes to Listserv

The WIP leadership and Executive Council have held discussions regarding the WIP listserv and how we can make it a better tool for everyone. During those discussions, we explored several options and came to the following decisions:

## 1. The existing listserv has been converted to an announcement-only vehicle.

This type of forum will permit PBA staff only to post to it, and it will not include an option for replies. Members wanting to post announcements on this listserv will send those announcements to either Ursula Marks at [Ursula.Marks@pabar.org](mailto:Ursula.Marks@pabar.org) or Tameka Altadonna at [Tameka.Altadonna@pabar.org](mailto:Tameka.Altadonna@pabar.org), who will include them on the listserv announcement that will be posted once a week on a designated day. If the individual making the announcement wants to receive responses, she will have to include her own email address in the announcement for this purpose.

## 2. A second listserv has been created and will be designated as a discussion-type forum.

Subscribers will be able to post discussion topics to this listserv, as well as congratulatory notes and other items. All subscribers will have the ability to post to this listserv, and all subscribers will have the ability to reply. PBA staff will not post to this listserv. It will be strictly member-driven. The address for this listserv is: [WIPdiscussion@list.pabar.org](mailto:WIPdiscussion@list.pabar.org)

## 3. The second listserv will function as an “opt-in” only listserv.

In other words, members must indicate that they want to participate by subscribing to the listserv. No one will be automatically added as a subscriber to this listserv group. To subscribe to the discussion listserv, please click here: <http://www.pabar.org/public/listservform.asp> and follow the directions on how to subscribe to the listserv. Be sure to check the box designated for the WIP Discussion listserv.

For those of you who opt to subscribe to the new listserv, several guidelines and procedures have been developed:

## Guidelines for Listserv Use

The PBA Web Site hosts listservs, which enable participating members to exchange e-mail concerning a wide variety of management, legal and practice issues. Ideas, comments, and other content posted by members belong to the members who post them and do not become the property of the PBA. Further, use of any listserv for any purpose other than the exchange of information and ideas concerning matters related to legal practice is strictly prohibited. If you elect to post information on the PBA website, please post content that is on-topic, and do not post content that is illegal or offensive or inappropriate. The PBA is not responsible for any material posted on any listserv or elsewhere on this site. The PBA may monitor and/or remove any posted content on any listserv, but does not represent that it will monitor and/or remove posted content even if made aware of problematic content. The PBA specifically disclaims any and all liability for any claims or damages which may result from content posted by you or other third parties. By using any PBA listserv, you agree to indemnify and hold harmless the PBA against any claims or damages related to any content you post to a listserv. The PBA does not endorse the opinions or facts posted on any listserv. You are encouraged to independently validate the information obtained on any listserv.

## Additional Guidelines

1. The WIP Discussion listserv will be used for discussion and dialog between subscribers. Please understand that you will receive all responses by other subscribers, and that when you use the Reply All feature, all subscribers will receive your response. There is no expectation of privacy when you use the WIP Discussion listserv.
2. Please refrain from duplicating ideas or comments.
3. If at any time the PBA administrators find the content of a discussion becomes inappropriate or offensive, the PBA reserves the right to end the discussion.

We encourage you to take advantage of the WIP listservs as they are a valuable resource and tool for communication with our members. If you have any questions, please contact Ursula Marks at [Ursula.Marks@pabar.org](mailto:Ursula.Marks@pabar.org).

## Welcome New Committee Members!

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the new Commission members who joined during the months of April through July, 2015. 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.

- *Clair Papieredin, Pennsylvania Bar Institute, Cumberland*
- *Megan Consedine, Pennsylvania State Senate, Dauphin*
- *Meredith Buck, Law Offices of Meredith J Buck PC, Bucks*
- *Tyra Oliver, Superior Court of Pennsylvania Central Legal Staff, Allegheny*
- *Alexandra Sipe, Maxwell Sipe Law Offices, Franklin*
- *Judith Weintraub, Weintraub Legal Services, Chester*
- *Virginia McMichael, Appellate Law PA, Montgomery*
- *Kelsey Knish, Philadelphia*
- *Melissa Towsey, Law Offices of Gregory P. Lamonaca PC, Delaware*
- *Julia Herzing, Knox McLaughlin Gornall & Sennett PC, Erie*
- *Heather Harmon, Allegheny*
- *Melissa Nagata, Kane Pugh Knoell Troy & Kramer LLP, Montgomery*
- *Kimberly Furmanek, Washington*
- *Tonya Harris, White and Williams LLP, Philadelphia*
- *Aya Samra, Philadelphia*
- *Kathryn Urbanowicz, Centre*
- *Jessica Tully, Thomas Development Law LLC, Allegheny*
- *Wendy Gavin, Gavin Law LLC, Chester*
- *Anne Gruner, Out-of-state*
- *Denise Buell, Buell, Erie*

## WIP Member Directory

The WIP Directory is integrated with PBA membership records to ensure that information is up-to-date in real time with changes made to those records. Members can search for each other by name, city, county and area of practice. Members can also upload photos of themselves to attach with their Directory profile. Also available in the profile is the year that the member was admitted to practice.

To access the WIP Directory, go to the PBA website and log in using your user I.D. and password. This will bring up your member Dashboard. Under the “My Dashboard” category, click on the “My Committees” link. You will then see a list of the committees to which you belong. Click on the “Women in the Profession” link, and you will open the WIP Directory at the “Search” page. Click Search and complete the criteria that you would like to search, i.e. name, address, county, etc.

If you have any problems accessing the Directory, please email [Ursula Marks](mailto:Ursula.Marks@pba.org) or [Tameka Altadonna](mailto:Tameka.Altadonna@pba.org).

### 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.



## WIP Members Recognized



**Mary Sue Ramsden**

At the 55th annual Amen Corner Judicial Reception, the Judge James R. McGregor award was presented to Attorney **Mary Sue Ramsden**. The Dauer Award for Outstanding Judicial Leadership was presented to the Honorable Justice **Debra Todd**. Congratulations to Justice Todd and Attorney Mary Sue Ramsden.

**Amy J. Coco**, an active WIP executive council participant, is pleased to announce a restructuring of the firm in which she practices. The firm's name is now Weinheimer, Haber & Coco, P.C. WHC is committed to promoting women in the legal practice. To that end, **Katherine Berquist**, also an active participant in WIP's executive council, will join Amy as a partner in the firm. Amy has more than 21 years of experience representing lawyers in professional liability and ethics matters. Katherine has practiced for 10 years, with six of those years including representing lawyers. Katherine and Amy look forward to representing lawyers in a firm structured to more closely resemble the diversity of the legal profession as a whole.



**Katherine Berquist** has also been selected as one of 11 members to the Pennsylvania Bar Association's Bar Leadership Institute class of 2015-16. Past PBA President Arthur L. Piccone developed the BLI in 1995-96 to recruit and develop leaders of the PBA. The first chair of the institute, Gretchen A. Mundorff of Connellsville, re-launched the BLI as PBA president during 2010-11. Other WIP members selected for the 2015-16 class are **Laura Smith** and **Jennifer Menichini**.



**Debra Todd**



**Katherine P. Berquist**

**Lori E. McMaster**, Director of Pitt Law's Office of Professional and Career Development, was honored with the Carol Los Mansmann Helping Hand Award at Allegheny County Bar Association's WLD Annual Meeting on May 20. The award is annually given to a member of the bar who has been an exemplary mentor of others through continued support, counsel, friendship and leadership.



**Lori E. McMaster**



*Your Other Partner*

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:**  
**Fall 2015 Edition: Nov. 30, 2015**

**Please send information, news and articles to:**

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# 22nd Annual Conference



**Left photo:**  
Sarah Yerger,  
Nikki Johnson-Huston  
and Ellen D. Bailey.  
**Right photo:**  
Roberta D. Liebenberg,  
Melinda Ghilardi and  
Hon. Karoline Mehalchick.



**Left photo:**  
Alison Wasserman,  
Roberta Jacobs-Meadway  
and Dolly Schuster.  
**Right photo:**  
Hon. Susan Peikes Gantman  
and Roberta D. Liebenberg.



**Left photo:**  
Mary C. Doherty,  
Hon. Susan Peikes Gantman,  
Hon. Sallie Updyke Mundy,  
and Sarah C. Yerger.  
**Right photo:**  
Kathleen D. Wilkinson  
and Maria Feeley.



**Left photo:**  
Penina K. Lieber (right) received  
the Anne X. Alpern Award.  
**Right photo:**  
Lynne Z. Gold-Bikin (center)  
received the Lynette Norton  
Award. Both are pictured with  
Jennifer Coatsworth  
and Anne John.