

# Voices & Views



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

## Reflecting on PBA, WIP friendships

By Mary Kate Coleman, co-editor

With 2013 now behind us, it is a time for reflection. When I think about the past year, I realize that there is much for which I am grateful. One of the things for which I am grateful is the many wonderful attorney friends that I have made over the years.

In November, I attended the Pennsylvania Bar Association House of Delegates meeting. It is a huge meeting with hundreds of people. How wonderful it was that so many of the faces in the crowd were familiar to me from my participation in PBA activities over the years! Driving back home from the PBA House of Delegates meeting, I stopped at one of the rest stops. I ran into other House of Delegates and PBA Commission on Women in the Profession members who were making the trip home, and we had an enjoyable conversation while drinking our beverages. Afterward, I thought about how fun the day was! I graduated from an out-of-state law school, so when I returned to Pittsburgh as a young lawyer, I did not know a lot of people in town, let alone throughout the state. How that has changed!



Coleman

I have enjoyed the friendships that I have made through the PBA and WIP over the years. I enjoy catching up with friends at the WIP meetings and other PBA events. I like meeting new people. The great thing about the PBA and WIP is that you get to know others from all over the state.

One of the best ways to get to know people is to get involved. The saying that “you get out of something what you put into it” is so true, in my experience.

It is now time to make resolutions for 2014. Please consider making “becoming involved in WIP” one of your resolutions. Please take a look at the descriptions of the WIP committees to see which committees are of interest to you. (The list of committees appears on pages 4 and 5.) If you have any questions about what committee you might like to work on, please contact the committee chair or the officers, and we will be happy to discuss your interests and what committee might be a good fit for you.

It is appropriate to close this column by thanking the individuals who help make WIP the success that it is. We would like to thank Pam Kance, our former PBA staff liaison, for her

hard work over the years. Pam is now the section relations coordinator of the PBA. We are grateful for all that she did for the WIP in the past. We are happy to welcome very capable Ursula Marks as our new PBA staff liaison and look forward to working with her. We appreciate Ursula’s assistance in the short time that she has worked with us. Additionally, we would like to thank Tameka Altadonna, PBA assistant committee/governance coordinator, and Amy Kenn, our PBA newsletter liaison, for their ongoing, excellent work.

Wishing you a wonderful 2014! 

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See Page 2 for WIP Spring Conference information!

## Save the dates!

The **2014 WIP Spring Conference** is scheduled for the following dates:

**March 18 in Mechanicsburg**

**March 20 in Philadelphia**

**March 25 in Pittsburgh**

**March 27 in Scranton**

This year's speaker is Tara L. Mashack-Behney, CFP®, ChFC®. Mashack-Behney is president of Conrad Siegel Investment Advisors Inc., chair of the investment committee and a member of Conrad Siegel's actuaries' business development committee.

Mashack-Behney's presentation of "Purse Strings: Empowering Women to Get a Handle on Investing" will explore the importance of why women should be investing, different types of investments and the risks associated with such investments.

More details will be posted on [this page](#) of the WIP website.



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:

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## From the co-chairs

By Roberta Jacobs-Meadway and  
Lisa M. Benzie, co-chairs, PBA  
Commission on Women in the Profession

This year's Fall Retreat was an amazing experience, not least because so many members of the Commission on Women in the Profession were able to attend and participate actively, many for the first time. Kudos again to our co-chairs: Renee Mattei Myers, Laura Williams and Sarah Yerger.

The issues addressed at the Fall Retreat are those made prominent in public discussion by the book *Lean In*, but they are issues that have long been of concern to WIP members and women in the profession generally: sponsorship (as distinct from mentoring rela-

tionships), more successful negotiation for fair compensation, advancement and a "seat at the table" that is meaningful.

Stemming in part from the WIP Diversity Survey, we plan to continue to address these concerns, looking for ways to share experience and opportunities inclusive of women in all parts of the commonwealth, in and out of the current full-time practice of law, in and out of firms of different sizes and structures.

As you will see in this issue of *Voices & Views*, we are looking for women who have been active and who have not yet been active to join in the planning and the programs to whatever extent you can. And if you cannot find

a program, committee or activity that meets a need that the Commission on Women in the Profession should or can address, let us know.

We are now looking at developing "Lean-In Circles" for members to come together through the use of technology as well as in-person to work through some of the issues raised by the book. A task force is now being formed to work on the concept as a result of an email suggestion from Bobbi Liebenberg. Volunteers are welcome. We have the advantage of a significant and growing membership of talented, interested, interesting women from a wide range of backgrounds with a wide range of experience, and we have so much to learn – and to share. 

## PBA Board of Governors Report

By Melinda C. Ghilardi,  
PBA at-large woman governor


As has been my experience in the last year, the Board of Governors has been hard at work. Since my last article in *Voices & Views*, we met in September at Pennsylvania Bar Institute headquarters in Mechanicsburg and again in November in Harrisburg prior to the PBA House of Delegates meeting.

In September, we had reports and recommendations from the PBA Real Property, Probate and Trust Law Section, WIP and the Legal Services to Persons with Disabilities Committee.

In November, we met the members of the Bar Leadership Institute Class of 2013-2014, and they attended as much of our meeting as their busy schedule would permit. We had reports and recommendations from the Finance Committee, the Real Property, Probate and Trust Law Section, Diversity Team, Civ-

il and Equal Rights Committee, Federal Practice Committee and the Constitutional Review Commission. We heard reports from PBA President Forest Myers, the Pennsylvania Bar Foundation, PBA Treasurer and fellow WIP member Phyllis Horn Epstein, the Investment Committee, PBA Executive Director Barry Simpson, the Pennsylvania Bar Institute and PBA Young Lawyers Division Chair Robert Datorre as well as PBA Legislative Director Fred Cabell.

I continue to be amazed at the volume of work that the PBA staff and officers, as well as committees and sections, do on a daily basis on behalf of the members of this organization. Unfortunately over the years I have heard many lawyers question the value of PBA membership. One need spend just a few hours at a Board of Governors meeting in order to appreciate the true value of what the PBA offers each and every member.

The Board of Governors will meet again in January in St. Thomas, USVI, in conjunction with the PBA Midyear Meeting and in May in Hershey in conjunction with the PBA Annual Meeting. I welcome the opportunity to talk to any member about the work of the board. Feel free to reach out to me at [melinda\\_ghilardi@fd.org](mailto:melinda_ghilardi@fd.org). 

*Melinda C. Ghilardi is a member of the Board of Governors of the Pennsylvania Bar Association. She is the first assistant federal public defender for the Middle District of Pennsylvania and manages the Scranton office.*



# Join a committee

We have more than 700 attorneys as members of the Commission on Women in the Profession (WIP), and welcome the involvement of each member in the committees and task forces of the WIP.

The committees and task forces are as varied as the women who populate the Commission. See below for a synopsis of what each committee does, and find your niche. Participation is generally by conference call, with face-to-face meetings as needed. To sign up for a committee as a member of the PBA, click on the MEMBER DASHBOARD link at the upper right of [this page](#). On your dashboard, under the heading My Dashboard, click on Update My Information and on the next page click on the plus sign (+) under the heading My Committees to indicate your preference to join one or more committee(s).

Thank you for your involvement in the commission. Involvement in the committees and task forces are critical in order to make a difference in the PBA and in our legal community.

## Annual Conference Committee

The Annual Conference Committee shall plan an Annual Conference and shall propose programs for said conference consistent with and in furtherance of the commission's mission. All program proposals shall be submitted for prior approval by the Executive Council. Upon approval, the committee shall manage all affairs related to the conference, including but not limited to fundraising activities. All proposed fundraising plans shall be submitted for prior approval by the Executive Council.

## Awards Committee

The Awards Committee shall, consistent with and in furtherance of the commission's mission, solicit, consider and recommend nominees for awards within the profession and general communities. All such recommendations are to be submitted to the Executive Council for its consideration

and approval. Specifically, the Awards Committee shall, according to criteria established by the commission, solicit nominees for the Anne X. Alpern Award and the Lynette Norton Award and shall recommend an award recipient for each award to the Executive Council for its consideration and approval. Information about the awards can be obtained on the WIP website at [www.pabar.org/public/committees/WOM01/awards](http://www.pabar.org/public/committees/WOM01/awards).

## Communications Committee

The Communications Committee shall plan, implement and oversee the public relations activities of the commission, including but not limited to, placing articles and information about the commission and its activities in the media and in publications of the PBA. The Communications Committee shall implement said activities only with the prior approval of the Executive Council. The Executive Council, in consultation with the commission, may in its discretion appoint the following subcommittees: newsletter; networking directory; listserv; and website. The newsletter, *Voices & Views*, may be viewed on the WIP website at [www.pabar.org/public/committees/WOM01/pubs/Newsletters/wippublications.asp](http://www.pabar.org/public/committees/WOM01/pubs/Newsletters/wippublications.asp).

## Diversity Committee

The Diversity Committee works to create a culture within the WIP and the PBA that effectively values diversity and fosters inclusion. The Diversity Committee aims to promote the full and equal participation of women of all backgrounds in the WIP, the PBA, the legal profession and the justice system in general. In order to achieve this mission, the Diversity Committee will engage in proactive outreach to encourage women of all backgrounds to join the WIP, encourage (recruit, retain and engage) women of all backgrounds to participate fully in the WIP and the PBA, and assist women of all backgrounds to develop as leaders within

the WIP, the PBA, the legal profession and the justice system.

## Governance Committee

The Governance Committee shall consider matters and make recommendations to the Executive Council related to the governance, including the policies, operating procedures and other procedures, of the commission, the Executive Council, the committees, subcommittees and ad hoc committees. The Governance Committee shall be responsible for ensuring accurate records of said policies and procedures in a form readily usable by the Executive Council and other interested persons.

## Legislative Committee

The Legislative Committee will be a forum where members can discuss federal, state or local policy issues of interest. This committee may work in consultation with the PBA legislative staff. Actions may include a recommendation to the WIP Executive Council to pursue a PBA House of Delegates resolution or a recommendation to the WIP membership to pursue personal action. This committee shall be responsible for drafting any necessary resolutions and supporting reports to the PBA House of Delegates.

## Membership Committee

The Membership Committee shall be responsible for making recommendations for appointments to the commission. In making such recommendation the Membership Committee shall identify persons who have demonstrated their commitment to the mission of the commission and shall give appropriate consideration to the goal of diversity within the membership of the commission and the PBA. The committee shall make its recommendations to the Executive Council.

*(Continued on Page 5)*

## Join a committee

(Continued from Page 4)

### Mentoring Committee

This committee establishes and oversees the WIP Mentoring Program, which pairs new attorneys with accomplished attorneys. The mentoring relationship provides support and guidance to new women lawyers on topics including career development, leadership and networking. The program focuses on the individual needs of new lawyers by establishing for them a meaningful partnership with an established practitioner. For mentors, it offers the opportunity to provide support and encouragement to new lawyers and future leaders of the WIP and the profession.

### Nominations Committee

The Nominations Committee shall make recommendations for the appointment of the chair or co-chairs of the commission (and vice chair or co-vice chairs, as the case may be). These recommendations are to be submitted to the Executive Council for approval. The process by which the Nominations Committee makes such recommendations shall include a timely call for nominations and a process of active recruitment. The Nominations Committee is also authorized to make recommendations for the appointment of the secretary, assistant secretaries and treasurer. These recommendations are to be submitted to the chair or co-chairs and the Executive Council for its information and approval.

### Promotion of Women Committee

The Promotion of Women Committee shall, consistent with and in furtherance of the mission of the commission, consider matters and engage in activities related to the overall status of women in the legal profession. The Promotion of Women Committee shall implement any activity only with the prior approval of the Executive Council. The Executive Council, in consultation with the committee, may, in its discretion, appoint the following subcommittees: professional/personal leadership development/business development; women in leadership; PA/local bar associations; elected and appointed judicial and political positions; and mentoring program.

### Public Service Committee

This committee promotes and provides service opportunities for WIP members and identifies and provides support for programs that enhance the health, well-being and power of women in our membership, our communities and our world. Task force activities have included participation in the Susan G. Komen Race for the Cure, food drives to benefit food banks and clothing drives for the Dress for Success organization.

### Quality of Life Committee

The Quality of Life Committee shall consider matters relating to gender equity and flexibility within the workplace. The Executive Council, in consultation with the committee, may, in its discretion, appoint the following subcommittees: resource and clearinghouse of available programs; and alternative work schedules.

### Report Card Committee

The Report Card Committee shall monitor issues related to the careers, advancement and status of women lawyers within the PBA and the commonwealth, including but not limited to judicial, legislative and political office and other organizations' appointments. The committee may, in its discretion, honor law firms, legal organizations and/or law departments that demonstrate a continued commitment to the advancement of women. The Report Card Committee shall report at least twice a year to the Executive Council concerning its work. The Report Cards may be viewed on the WIP website at [www.pabar.org/public/committees/WOM01/pubs/wipreportcards.asp](http://www.pabar.org/public/committees/WOM01/pubs/wipreportcards.asp).

### Retreat Committee

The Retreat Committee shall plan an Annual Retreat and shall propose programs for said retreat consistent with and in furtherance of the commission's mission. All program proposals shall be submitted for prior approval by the Executive Council. Upon approval, the committee shall manage all affairs related to the retreat, including but not limited to fundraising activities, if any. All proposed fundraising plans shall be submitted for prior approval by the Executive Council.

### Spring Conference Committee (formerly the Midyear Meeting Committee):

The Spring Conference Committee shall organize and schedule the Spring Conference held every spring in Philadelphia, Pittsburgh and Mechanicsburg and any other location(s) as may be feasible. The committee shall propose themes for said conference consistent with and in furtherance of the commission's mission. All conference proposals shall be submitted for prior approval by the Executive Council. Upon approval, the committee shall manage all affairs related to the conference.



# 2013 WIP Fall Retreat: 'She Works Hard for Her Money'

By Samantha E. Phillips

The Commission on Women in the Profession held its annual Fall Retreat on Nov. 15-16 at The Hotel Hershey in Hershey, Pa. The theme for the weekend was "She Works Hard for Her Money," which focused on women in the law pursuing success in their careers while conquering professional and personal obstacles along the way. Event Co-Chairs Renee C. Mattei Myers, Laura H. Williams and Sarah C. Yerger provided an impressive agenda that featured many accomplished speakers.

The retreat commenced with a cocktail reception in the Fountain Lobby on Friday, Nov. 15, where WIP members were able to reconnect with friends and colleagues while also getting an opportunity to meet first-time retreat attendees (there were 50!). We then proceeded to a delicious dinner, and the co-chairs greeted us with welcoming remarks. While nibbling on the fantastic desserts served to us, we were presented with the keynote speaker, Leslie M. Turner. Turner is the senior vice president, general counsel and secretary for The Hershey Company and spoke to us about her career and the journey to get where she is today.

After dinner we headed back to the Fountain Lobby to engage in book group discussions on *Lean In* by Sheryl Sandberg. This gave WIP members the opportunity to discuss gender equality in the workplace and share stories with one another. There were many valuable discussions that occurred, and we were able to become more familiar with our friends and colleagues.

Saturday, Nov. 16, began with a continental breakfast buffet and a WIP Business Meeting. We then jumped right into three continuing legal education (CLE) programs. The first, titled "Bridging the Ambition Gap for Women Lawyers," was hosted by James Hoefler, professor of political science at Dickinson College, and Laura



*The Commission on Women in the Profession's 2013 Fall Retreat at The Hotel Hershey. To view more photos from the retreat, see Page 7.*

H. Williams, senior vice president and deputy general counsel of Ahold USA. This program explored the barriers women face in achieving leadership positions, starting with the disparity between girls and boys in grade school and continuing into professional work environments.

The next CLE, "Overcoming Obstacles to Success," featured a distinguished panel consisting of moderator Myers of Eckert, Seamans, Cherin & Mellott LLC and panelists Sarah C. Stoner and Bridget E. Montgomery, also of Eckert, Seamans, Cherin & Mellott LLC, and Claudia M. Williams of The Hershey Company. The panel members shared stories on how they overcame professional and personal obstacles on their paths to success.

The day concluded with a final CLE on "How to Negotiate a Killer Job Offer," which gave tips and techniques on negotiating tools and strategies to leverage for success in getting the pay we deserve. Because, after all, we do *work hard for our money*. The panel featured speaker Robin Bond, author of *How to Negotiate a Killer Job Offer*, moderator Yerger of Post & Schell PC,

and panelists Magistrate Judge Karoline Mehalchick, U.S. District Court for the Middle District of Pennsylvania; Mary Jane Forbes of Highmark Inc.; and Williams of Ahold USA.

The public service project for this retreat benefited Turning Point of Lehigh Valley, which provides a safe haven for domestic-violence victims and their children. WIP members were encouraged to donate toothbrushes, sheets and items of the like, while some members preferred to donate money. As another successful retreat came to an end, we bid farewell to our friends and colleagues and look forward to seeing one another at the next WIP event.



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

**A look at the  
WIP 2013  
Fall Retreat**



## Speaking out on 'speaking up'

By Carla Schiff Donnelly

Two days before attending the Commission on Women in the Profession Fall Retreat, I attended my first parent-teacher conference at my 3-year-old daughter's preschool. Although I was pleased to learn she's doing well academically, I was distressed to learn that she was having a "behavioral" issue in class. Indeed, her teacher was concerned that she has a habit of shouting out the answers during class before the other children have an opportunity to respond. At that point, it was of little comfort to me that the teacher noted that her responses were usually correct. All I could think was that my child was flagged as a problem child.

Fast forward to the discussion at the retreat on "Bridging the Ambition Gap for Women Lawyers," led by political science professor James Hoefler and attorney Laura H. Williams. I

quickly learned that from a very young age girls do not speak up in class as much as their male counterparts. Apparently boys do not care about being right nearly as much as girls. Girls, on the other hand, will generally raise their hands only if they are sure they have the correct answer. As girls become women, little changes in terms of their reluctance to raise their hands, both literally and figuratively. Attorney Williams stated that men will apply for a job if they believe they have 60 percent of the qualifications, while most women will only apply if they believe they have 100 percent of the qualifications.

I then did a little online research and read an article titled "How Schools Shortchange Girls," commissioned by the American Association of University Women Educational Foundation. According to a research study, "boys in elementary and middle school called out answers eight times more often than girls. When boys called out teachers

listened. But when girls called out they were told to 'raise your hand if you want to speak.' Even when boys do not volunteer, teachers are more likely to encourage them to give an answer or an opinion than they are to encourage girls."

Now I had to rethink my perspective on my daughter's "problem." Perhaps it is not a problem after all. In fact, now it is time for me to speak up, to my daughter's teacher that is.



Carla Schiff Donnelly is an attorney with the Pittsburgh-based family law firm of Gentile, Horoho & Avalli PC, where she handles all aspects of family law with a concentration on high asset financial and com-

plex custody issues.

## PBA panel meets with Widener law students

By Lisa M. Benzie

On Tuesday, Oct. 1, the Pennsylvania Bar Association hosted a law school panel at Widener School of Law in Harrisburg. I represented the Commission on Women in the Profession on a panel. There also were representatives from the PBA's Young Lawyers Division and Solo and Small Firm and Administrative Law sections. We discussed the role of state and local bar associations, as well as our individual professional paths and how we were assisted by our bar association involvement.

The panel lasted approximately one hour and included a very interactive and informative question-and-answer session. Many of the law school student attendees expressed an interest in joining the commission and were provided with contact information and advised of the benefits of PBA law



Lisa M. Benzie, second from right, represents the PBA Commission on Women in the Profession at a law school panel at Widener School of Law in Harrisburg.

student membership. The PBA and the commission will continue our efforts to enlist law students, as many will be future Pennsylvania lawyers and bar association members. Hopefully we will

see good attendance at the retreat and upcoming commission activities!



Lisa M. Benzie is co-chair of the PBA Commission on Women in the Profession.



# Report of the WIP Public Service Committee

■ **More than \$1,200 in monetary and gift-card donations plus boxes and bags of needed items were collected for Turning Point of Lehigh Valley, a nonprofit domestic-violence program.**

By Alison Wasserman and Kristen Sinisi, co-chairs, WIP Public Service Committee

At the Commission on Women in the Profession's Fall Retreat in November the WIP Public Service Committee partnered with Turning Point of Lehigh Valley, a nonprofit domestic-violence program that provides refuge for victims of abuse and their children, to collect monetary and in-kind donations.

Turning Point is a local-level, member organization of the Pennsylvania Coalition Against Domestic Violence. Its mission is threefold: (1) to work toward the elimination of domestic violence; (2) to increase community awareness of the problem; and (3) to empower victims of domestic violence by providing shelter and support services. Turning Point offers free court advocacy, counseling, support services, family-service programs and transitional-living programs to its participants. From mid-2010 to mid-2011, the organization assisted 3,210 adult and child victims of domestic violence, provided 14,970 hours of counseling service to adults and children, provided 3,905 nights of shelter to 169 adults and 176 children and assisted approxi-

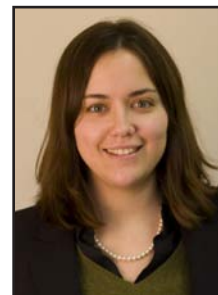
mately 1,500 individuals who sought court advocacy services.


The Pennsylvania Coalition Against Domestic Violence explains, "As diverse as the victims are – from all corners of the commonwealth and of all ages, races, incomes and educational levels – their struggles often share eerie similarities. Many were attempting to end abusive relationships, seeking legal protections and hoping to obtain custody of their children, while trying to stay safe."

Sadly, domestic violence is all too common. One out of every four women will experience domestic violence in her lifetime, with 85 percent of domestic-violence victims being female. Most cases of domestic violence are never reported to the police. This is not an exclusively female issue, however. Boys who witness domestic violence are twice as likely to abuse their partners and children when they become adults. Moreover, the national cost of intimate-partner violence exceeds \$5.8 billion each year, \$4.1 billion of which is for direct mental health and medical services. Each year 16,800 homicides and \$2.2 million in medically treated injuries are due to intimate-partner violence.

The generosity of our PBA members allowed the Public Service Committee to collect more than \$1,200 in monetary and gift-card donations in addition to many boxes and bags of needed items. These donations will be used by residents of Turning Point's

shelter program and by families in establishing violence-free homes. We cannot thank you enough for your kindness during the holiday season.



 Alison Wasserman is a civil litigator with the law firm of Dimmich & Dinkelacker PC in Orefield. She is an alumna of the PBA's Bar Leadership Institute Class of 2011-12 and serves on the Executive Council of the PBA

WIP and PBA YLD, where she also holds the post of associate editor for the YLD newsletter, *At Issue*. She can be reached at [awasserman@lvlawpractice.com](mailto:awasserman@lvlawpractice.com).



Kristen Sinisi graduated magna cum laude from the Catholic University of America's Columbus School of Law in 2011. She is an associate at Angino & Rovner PC, where she works on a variety of complex civil-litigation matters,

including medical malpractice, products liability, insurance liability and employment cases.

## Mark your calendars for WIP Annual Conference

Please save the date for the PBA Commission on Women in the Profession Annual Conference on May 14, 2014, at the Hershey Lodge! The theme of the conference will be based around Sheryl Sandberg's book, *Lean In*, continuing the conversation from the Fall Retreat. Our panel presentations will be centered on various chapters in the book. We are also very excited that our luncheon keynote speaker is Debora Spar, president of Barnard College, who will present a somewhat alternative view about the book. Mark your calendars and plan to attend this exciting event!



# ACBA's Back to the Bar initiative provides valuable lessons

Reprinted with permission from the Allegheny County Bar Association.

By Matt Sober

The inaugural Back to the Bar program accomplished what ACBA leaders had hoped it would by giving attorneys the confidence to return to the legal profession.

After spending the past 14 years of her career in the classroom, high school teacher Lisa Fevola needed a refresher course. The former practicing attorney wanted to return to the legal profession but realized the transition might be challenging.

As luck would have it, the ACBA was offering its first Back to the Bar program, a series of six sessions designed for attorneys who have left the profession to raise children, pursue different career opportunities or for other reasons.

Fevola, who became a teacher because she wanted to make a difference in the lives of children, said the 36 hours of programming from late September to early October [2013] provided just the right balance.

"The training, networking, career coaching and the legal writing skills we received provided a perfect reintroduction to a field many of us have been so far from," said Fevola, who has maintained a law license and fulfilled continuing legal education requirements during her time as a teacher. "The program built confidence."

Alysia Keating, the ACBA's director of diversity and gender equality, crafted the program with that very goal in mind.

"It was not designed to be a job-placement program, and we were very careful not to market it as such," said Keating. "It was designed to better position the participants for re-entry into the legal profession by refreshing necessary skills and building, or rebuilding, confidence."

Michelle Ferry, who left a position

as a workers' compensation attorney about 15 years ago to raise her children, was also among the program's 25 participants.

"My children are older, and I would like to use my skills and education. It was a long break, and I'm ready to go back," said Ferry. "The whole program was valuable. For me, it was feeling reconnected with the Pittsburgh legal community. There were a lot of lawyers who gave their time to present to and meet with us."

Keating reinforced that notion, saying that such a comprehensive program with subject matter focusing on everything from legal research to resume creation would not have been feasible without countless volunteers.

"The program would not have been a success without the people who volunteered time to present different components of the program," she said, noting that the \$395 cost also included 11 CLE hours. "It would never have happened, if not for the members of the bar supporting it and volunteering their time as panelists, mentors, interviewers – whatever the case may be."

One such volunteer was Lori McMaster, director of the Office of Professional and Career Development at the University of Pittsburgh School of Law. She described her role in planning and executing part of the program as "a labor of love."

"I am the mother of 19-year-old triplets, and one of our sons was diagnosed with autism when he was 2 years old," said McMaster. "I took time away from the practice of law when our children were born and again after my son's diagnosis so I could oversee his treatment plan. I remember well the anxiety of returning to practice."

The program was also supported by volunteers from the Duquesne University School of Law. Leading two three-hour segments designed to offer a refresher on legal writing, revision and citation were Erin Karsman, director of appellate advocacy programs, and

Julia Glencer, assistant professor of legal research and writing.

"I felt strongly about volunteering because I, too, have had times in my life where family responsibilities have influenced my career path," said Glencer. "In addition, I firmly believe that becoming a better writer requires a lifelong commitment and that hands-on, targeted workshops can help practitioners at any level improve."

Keating was pleased with the professional diversity among the 20 women and five men who were accepted as participants.

"They came from a variety of backgrounds with different ages and life experiences," she said. "In putting the program together, we thought it would appeal to women who had left the profession to care for children, but we did not design it for women and marketed it to any attorney who had taken time off from the practice of law."

Martin Fritz, who stopped practicing about 10 years ago to pursue other career opportunities, agreed that the diverse composition of the group was beneficial.

"The networking was fabulous," he said. "It was interesting to see all of the career paths that were in the room."

He also noted the value of sessions that focused on everyday skills.

"Things have changed," he said. "I hadn't done a Lexis or Westlaw search in 10 years, so it was fantastic to brush up on all of those different things."

Although the formal programming has ended, opportunities for the participants will continue. Keating said ACBA Executive Director David Blaner has offered to meet with participants individually to assist in their re-entry to the marketplace.

"We are also making space available for participants to meet on their own to foster that sense of community that they have established because we don't want it to end for them," Keating added. "We want them to develop as their own network."



# Disregard diversity at your financial peril: Diversity as a financial competitive advantage

*The data is in: Diversity is far more profitable than less diverse business models*

Reprinted substantially in its original form. The original piece was published by the Minority Corporate Counsel Association in the May/June 2013 issue of its national magazine, *Diversity & the Bar*. A version of this article was published in the July/August 2012 issue of *The Pennsylvania Lawyer* magazine.

By Sheryl L. Axelrod

Supposedly, the business case for diversity is weak. It's mainly "wishful thinking." That's what the Chicago-based Institute for Inclusion in the Legal Profession (IILP) concluded in its 2011 report, "The Business Case for Diversity: Reality or Wishful Thinking." The IILP's review of data was so comprehensive, the study was widely accepted as definitive. There's just one problem: The report never actually took a direct look at whether diversity is profitable.

The IILP considered a number of factors: whether corporate law departments incentivize law firm diversity; whether corporations disengage from law firms that fail diversity standards; whether corporate clients ask about law firms' performance in becoming diverse; and how many lawyers are told they received business as a result of their firm's diversity. These are all important issues, but they don't directly speak to the profitability of diversity. If you want to know whether one product is more profitable than others, you could ask consumers whether they will buy it, but that won't answer the question. You could ask them whether they will stop going to stores that don't sell it, but that won't answer the question, either. You need to look at customer, revenue and profit figures.

The same holds true for the business case for diversity. The issue is whether diversity is more, less or equally profitable than less diverse

business models. Specifically, the issue is whether it is more profitable for law firms to have diverse leaders — people who look more like the composition of the legal community in terms of their gender, race, religion, sexual orientation, nationality, age, disability and other metrics — or whether law firms with more homogeneous leaders are more profitable. You can't find out from asking in-house counsel whether they seek out diverse law firms. You have to look at which companies are more profitable.

## I. MOVING PAST ASSUMPTIONS: DIVERSE COMPANIES OUTPERFORM THEIR HOMOGENEOUS COUNTERPARTS

### A. HAVING WOMEN AT THE TOP PAYS

A number of recent business studies including a 2011 research report in *Catalyst Inc.* by Nancy M. Carter and Harvey M. Wagner titled "The Bottom Line: Corporate Performance and Women's Representation on Boards (2004-2008)," looked at the financial returns of companies with three or more women on the board. The findings are astounding. Those companies outperform companies with all-male boards by 60 percent in return on invested capital, 84 percent in return on sales, and 60 percent in return on equity.

Compare the *Fortune* 500 companies with the most women on their boards with those with the fewest. The companies with the most outperformed those with the fewest by 66 percent in return on invested capital, 42 percent in return on sales and 53 percent in return on equity. Firms with few to no women at the helm should take stock of the enormous economic advantage their competitors with more women in charge have over them.

You can see it looking at *Fortune* 500 companies. The positive influence of female board members is so strong that as the percentage of women board members of *Fortune* 100-500 companies drop, so does the success of the companies, according to the *Catalyst Inc.* report, "2010 Catalyst Census: *Fortune* 500 Women Executive Officers and Top Earners." Women represent 18 percent (nearly one in five) board members of the most successful U.S. companies, the top *Fortune* 100 companies. *Catalyst* found that as you move from *Fortune* 100 companies to their slightly less successful *Fortune* 200 counterparts, the number of women on the board decreases to 16.7 percent. *Fortune* 300 companies have slightly fewer women on the board, 14.9 percent and so on down to *Fortune* 500 companies. Less women in leadership equates with less financial success.

This squares with what Brian S. Moskal discussed in "Women Make Better Managers" in *Industry Week* in 1997. Looking at more than 900 managers at top U.S. corporations, "women's effectiveness as managers, leaders, and teammates outstrip[ped] the abilities of their male counterparts in 28 of 31 managerial skill areas."

Forward thinking companies as trailblazing as The Coca-Cola Company are paying attention. *Catalyst* reports in "The Coca-Cola Company — Global Women's Initiative: Women as the Real Drivers of the 21st Century" (2013):

"Externally, 5by20 is Coca-Cola's global commitment to enable the economic empowerment of 5 million women entrepreneurs across the company's value chain by 2020 [thus the name, 5by20 for 5 million women entrepreneurs by 2020]. Through this effort, Coca-Cola helps women overcome barriers

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## Disregard diversity at your financial peril

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that they face in the marketplace and grow their businesses sustainably.

Coca-Cola's initiative has significantly increased women's representation around the world. Between 2008 and 2012, the proportion of women leaders increased from 23 percent to 29 percent among senior-level women and the proportion of immediate pipeline women increased from 28 percent to 34 percent, with consistent increases across regions. Globally, Coca-Cola's external recruitment of women leaders rose from 13 percent in 2007 to 41 percent in 2011. The representation of women in Coca-Cola's key assessment and development programs rose from 21 percent in 2007 to 49 percent in 2011. The reach of 5by20 has recently expanded to include 12 countries; by 2011, it had impacted 130,000 women, and was on track to reach 300,000 women by the end of 2012."

### B. RACIAL DIVERSITY AT THE TOP PAYS, TOO

Companies with greater racial diversity at the top leave their more homogeneous counterparts in the dust, too. According to research cited in a 2009 article, "Does Diversity Pay?: Race, Gender, and the Business Case for Diversity," by Cedric Herring in the *American Sociological Review*, on average, the most racially diverse companies bring in nearly 15 times more revenues than the least racially diverse. In fact, for every percentage increase in racial or gender diversity up to that represented in the relevant population, sales revenues increase approximately 9 and 3 percent, respectively.

Racial diversity, Herring found, is a better determinant of sales revenue

and customer numbers than company size, age or number of employees at a worksite. Companies with the highest rates of racial diversity reported having on average 35,000 customers, whereas companies with the least racial diversity reported having only 22,700. According to Herring, companies that even only marginally increase their racial diversity gain an average of more than 400 customers.

### II. IBM: AN EXAMPLE OF DIVERSITY AND REVENUE GROWTH

Diversity represents a competitive advantage, and you can measure it financially just as IBM did. As a result of implementing a diversity task force initiative, IBM grew its female executives' ranks by 370 percent, its ethnic minority executives' ranks by 233 percent and the number of self-identified gay, lesbian, bisexual and transgender executives by 733 percent. The result, as David A. Thomas wrote in "Diversity as Strategy" in the *Harvard Business Review* in 2004, was stunning:

[T]he work of the women's task force and other constituencies led IBM to establish its Market Development organization, a group focused on growing the market of multicultural and women-owned businesses in the United States. ... In 2001, the organization's activities accounted for more than \$300 million in revenue compared with \$10 million in 1998. Based on a recommendation from the people with disabilities task force, in October 2001 IBM launched an initiative focused on making all of its products more broadly accessible to take advantage of new legislation — an amendment to the federal Rehabilitation Act requiring that government agencies make accessibility a criterion for awarding federal contracts. IBM executives estimate this effort will produce more than a billion dollars in revenue during the next five to 10 years. ...

Workforce diversity helped IBM attract a more diverse base of customers that included women and minority-owned businesses. As Thomas put it:

IBM's efforts to develop the client base among women-owned businesses ... quickly expanded to include a focus on Asian, black, Hispanic, mature (senior citizens) and Native American markets. The Market Development organization has grown revenue in the company's Small and Medium-Sized Business Sales and Marketing organization from \$10 million in 1998 to hundreds of millions of dollars in 2003."

When IBM became more diverse, its revenues skyrocketed.

### III. DIVERSITY: THE POTENTIAL FOR MUCH HIGHER LAW FIRM PROFITS

The benefits corporate America reaps from diversity apply to law firms. Douglas E. Brayley and Eric S. Nguyen, authors of "Good Business: A Market-Based Argument for Law Firm Diversity" in *The Journal of the Legal Profession* in 2009, studied the data from the 200 highest-grossing firms (the Am Law 200). Highly diverse law firms report, on average, much higher profits per partner and revenue per lawyer than the rest of the Am Law 200 firms.

Even controlling for hours, location and firm size, the study's authors found that "differences in diversity are significantly correlated with differences in financial performance." In fact, according to the study, "a firm ranked in the top quarter in the diversity rankings will generate more than \$100,000 of additional profit per partner than a peer firm of the same size in the same city, with the same hours and leverage but a diversity ranking in the bottom quarter of firms."

What is stunning about these figures is that the most diverse of the Am Law 200 firms could be far more diverse and inclusive than they

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## Disregard diversity at your financial peril

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currently are. The \$100,000 per partner additional profit differential could presumably be far greater.

In addition, money at law firms is of course not equally distributed among partners. Those at the top are paid far more than the partners below them. That means those in the highest positions of law firms, those in the best position to change the direction of their firms, have the greatest economic incentive to embrace diversity and inclusion. They stand to profit the most from it. To do so, they should not only recruit diverse talent, but retain, engage, promote and invite it to the management table.

The reason diversity works is that when a company's leadership becomes more diverse, far more changes than the fact the people in it become a melting pot microcosm of their community. Studies show the company performs better.

There may be a host of reasons why. Perhaps women and minorities see that they have a real opportunity for advancement and become more motivated not only stay in the company but to invest themselves in its success.

Maybe when companies become more diverse, they are better able to solve problems and seize potential opportunities. There is data suggesting so. According to Scott E. Page, author of the 2007 book *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*, on almost every measure, greater racially, ethnically and culturally diverse workplace teams function more effectively than more homogenous teams. In fact, Page found diverse thinkers (defined as those with different educational backgrounds, experience levels, and/or racial, gender and ethnic identities) are markedly better at solving problems than teams selected for their intellectual ability. The diverse team's collective intelligence, he found, is generally significantly greater than a team whose individual members are uniformly "smart." According to consulting and professional services

company Deloitte, *Only skin deep? Re-examining the business case for diversity* (Sept. 2011), the most plausible explanation for these findings is that teams with members from diverse backgrounds, experiences and perspectives avoid "groupthink,"

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***The positive influence of female board members is so strong that as the percentage of women board members of Fortune 100-500 companies drop, so does the success of the companies.***

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whereas non-diverse teams approach problems from the same angle.

### IV. COMPANIES THAT DON'T DIVERSIFY FACE GREATER EXPOSURE

Diversity not only holds great potential to increase law firm profitability; openness to candidates from diverse backgrounds — for employment, raises, bonuses, equity, etc. — is essential to minimizing a law firm's exposure.

In December 2012, Sanford Heisler LLP, which had won a massive judgment against Novartis for gender discrimination, announced that it was representing Francine Griesing, founder of Griesing Law LLC, in a discrimination suit against Greenberg Traurig LLP, where she had previously been a partner. Griesing claimed that Greenberg Traurig officials denied her the compensation, promotions and support that the firm accorded to less-productive partners. Sanford Heisler sought class action certification for the 215 current and former female Greenberg Traurig partners who could join the lawsuit.

The lawsuit followed a multi-year investigation by the Equal Employment Opportunity Commission that concluded, according to a Sanford Heisler news release, that there is "reasonable cause to support class-wide claims of gender discrimination in compensation" and "reasonable cause to support claims that women are treated less favorably in the terms and conditions of their employment." The matter settled for an undisclosed amount.

Griesing's lawsuit should be a wake-up call to law firms engaging

in discriminatory practices. A great many law firms fall into that category. While just under one-third of lawyers reported in the National Association for Law Placement (NALP) Directory of Legal Employers are women — 32.67 percent in 2012 — female lawyers

make up only 15 percent of equity partners, and female equity partners are paid 86 percent of what their male peers are, according to a study of the nation's 200 largest firms conducted by the National Association of Women Lawyers and the NAWL Foundation using data provided by law firms. The numbers are worse for women of color. In its news release, NALP said women of color made up a mere 2.16 percent of law firm partners in 2012. When they added male attorneys of color the numbers improved, but were still not representative of minorities' numbers in law firms. Minorities account for 6.71 percent of partners in the nation's major law firms whereas they "make up 12.91 percent of lawyers reported in the NALP Directory of Legal Employers." On average, law firms are failing to promote women and minorities to partnership in representative numbers, and law firms are paying those that are equity partners less than their white, non-diverse male counterparts.

I minimize companies' exposure to employment and general liability matters for a living. A great way companies can lower their exposure is by implementing practices to correct these discrepancies. Law firms should conduct internal audits and actively work to lessen the chance women and minorities will be passed over for opportunities they deserve or treated less favorably in other terms or conditions of their employment.

From corporate America to American law firms, the business case for diversity is overwhelming. Law firms that hold women and minorities back from their full potential not only expose themselves to liability, they

(Continued on Page 14)

# Domestic-violence awareness update

By Jill C. Engle

In March 2013, the Family Law Clinic at Penn State's Dickinson School of Law lost a client to domestic violence. Traci Raymond Miscavish was murdered by her estranged husband, who then committed suicide. In the last issue of *Voices & Views* we reprinted a newspaper column I published in the *Centre Daily Times* several weeks after Traci's death. I thought it might be interesting to mention in this issue of *Voices & Views* some of the additional projects I have done with my clinic students since then, all inspired by this tragedy:

- A panel discussion on domestic violence, which honored Traci's life and educated law students and community members about separation violence. Several clinic students helped plan and implement it. One student composed a collage of photos of Traci, news clips about her death and supportive messages from colleagues. The collage was framed and displayed at the event. The event was co-sponsored by Penn

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prevent themselves from potentially multiplying their customer base and earning greatly increased profits. They lose out on the great financial competitive advantage that diversity and inclusion represents.

Sheryl L. Axelrod, a diversity fellow in the American Bar Association, is president of The Axelrod Firm PC, a four-attorney, certified woman-owned law firm in Philadelphia that is a member of NAMWOLF (the National Association of Minority and Women Owned Law Firms).



Jill C. Engle, center, is shown with the students and clinical fellow who worked in the clinic during the spring 2013 semester, when their client, Traci Raymond Miscavish, was killed.

State's Center for Women Students and Penn State's Center for Ethics and Religious Affairs, a new partnership for the clinic.

- A "Day of Remembrance" of domestic-violence victims, also co-sponsored by Penn State's Center for Women Students and Center for Ethics and Religious Affairs. The day-long event offered a quiet, spiritual space for Penn State students, faculty and staff to stop by, reflect and view domestic-violence awareness displays. Clinic students and our clinical fellow created marketing materials and music for the event. One student recruited Black Law Student Association members to assist with set-up and tear-down.

- A brochure for Penn State students about how to get a domestic-violence protective order (called a "Protection From Abuse" or "PFA" in Pennsylvania). Clinic students conceived, produced and placed the brochure in under two weeks. Our new partners, Penn State's Center for Women Students and Center for Ethics and Religious Affairs, both displayed the brochures in their high-traffic lobbies. The idea stemmed from one student's work last semester in our clinic but also her current externship with a local domestic violence attorney at Legal Services. The student and attorney had a discussion about how low awareness is among PSU students (especially undergraduates) about what domestic violence is and what their legal options are. The student then shared the idea

with me and two current clinic students, who teamed up with her and our clinical fellow to complete the project.

- A screening of "Telling Amy's Story," a documentary film about a domestic-violence murder in our community in 2002, was held at the law school in November, co-sponsored by the Women's Law Caucus, which is led by a current clinic student who fostered that partnership. That same student, Casey Bogner, authored a column for the *Centre Daily Times* on domestic violence from the law student perspective, which appeared on Nov. 20.

Pictured with me in the photo above are the students and clinical fellow who worked in the clinic during the spring 2013 semester, when our client, Traci, was killed. We are wearing T-shirts honoring Traci that were produced by community members for the candlelight vigil held in her honor.



PBA Commission on Women in the Profession member Jill C. Engle is the director of the Family Law Clinic and an associate professor of clinical law at the Penn State Dickinson School of Law.



# 2013 Pennsylvania Conference for Women recap

By Anne N. John

On Nov. 1, members of the Commission on Women in the Profession joined more than 7,000 attendees for the 2013 Pennsylvania Conference for Women at the Philadelphia Convention Center. The feeling of empowerment was palpable as we listened to speakers as diverse as former Secretaries of State Hillary Rodham Clinton and Madeline Albright to the uplifting Linda Cliatt-Wayman, principal at Philadelphia's Strawberry Mansion High School. Themed "The Power of Possibilities: Define Your Own Success," the sold-out conference was an opportunity to explore various areas of personal and professional development.

Attendees began the day with speakers that included the inspirational Glenda Hatchett, host and star of "Judge Hatchett," who told us that "[t]here's no such thing as failure; you're just warming up for success." A fireside-chat format gave us an opportunity to hear Albright, who graciously conducted signings of her book, *Prague Winter*. Attendees broke out into smaller groups and chose events based upon their professional as well as personal interests, such as "5 Seconds to Getting Everything You Want – And a Happier, Healthier You" conducted by CNN/HLN legal contributor Mel Robbins and "How to Use Body Language to Influence Human Behavior and Enhance Your Presence" by Janine Driver, author of *You Can't Lie to Me*. Other speakers included Sallie Krawcheck, Tory Johnson, Dr. Vonda Wright, Jacqueline London, numerous corporate executives, health and wellness experts, and others.

The luncheon was the highlight of the day. Former Pennsylvania Gov.



*PBA WIP members who attended the 2013 Pennsylvania Conference for Women included (from left): Anne N. John, Alexis Barbieri, Lynn Marks (front), Ellen D. Bailey (back), Roberta Jacobs-Meadway, Magistrate Judge Karoline Mehalchick (back), Jennifer Coatsworth (front), Elisabeth "Dolly" Shuster, Liz Simcox, Nancy Conrad, Commonwealth Court Senior Judge Rochelle "Shelly" Friedman and Monique Pattillo.*

Ed Rendell welcomed everyone to the 10th annual conference and introduced keynote speaker Clinton. Consistently committed in her efforts to empower women and girls, Clinton announced the launch of the initiative "No Ceilings: The Full Participation Project" through the Bill, Hillary and Chelsea Clinton Foundation.

Book signings, resume reviews and local leader "meet-ups," which included WIP's own Kathleen Wilkinson, rounded out the conference. By the end of the day we had experienced the "Power of Possibilities"; we look forward to returning in 2014!

*Anne N. John maintains a private practice in Fayette County and southwestern Pennsylvania. She is the current secretary of the PBA.*



*Former Secretary of State Hillary Rodham Clinton speaks at the conference.*

[www.pabar.org](http://www.pabar.org)

# WIP Mentoring Receptions held in 3 locations

By Kathryn Harrison

The WIP Mentoring Committee held its annual Commission on Women in the Profession Mentoring Receptions on Dec. 5 in Harrisburg, Philadelphia and Pittsburgh. The three receptions were sponsored and hosted by Eckert Seamans Cherin & Mellott LLC. In Pittsburgh, guests enjoyed a lovely spread at the Pittsburgh Grille. In Harrisburg, the PBA headquarters served as the beautifully decorated location of the event. In Philadelphia, Eckert Seamans graciously opened its downtown office space. The committee hosted mentors and mentees paired through the WIP Mentoring Program and their guests for wonderful holiday fare and poignant and lively discussions on the importance of mentor/mentee relationships.

All three events encouraged new membership to the WIP and new mentors and mentees to the Mentoring Program. If anyone is interested in participating in the Mentoring Program as either a mentor or mentee, please contact Tameka Altadonna at [tameka.altadonna@pabar.org](mailto:tameka.altadonna@pabar.org).



Attending the WIP Mentoring Reception in Harrisburg are (from left): Lindsey Bierzonski, Sheila O'Rourke, Francesca Schultz, Vera Kanova, Lisa Benzie, Jenna Fliszar, Sarah Hyser and Melissa Leininger.

[altadonna@pabar.org](mailto:altadonna@pabar.org) or Ursula Marks at [ursula.marks@pabar.org](mailto:ursula.marks@pabar.org). We thank those already involved in the program and look forward to new participants.



Kathryn Harrison is an associate at Campbell & Levine LLC in Pittsburgh, where she focuses on commercial insolvency law. Along with Melissa Leininger, she co-chairs the WIP Mentoring Committee.

## WIP member directory

The directory of the members of the Commission on Women in the Profession is available on the PBA website, [www.pabar.org](http://www.pabar.org). You can reach the directory from the home page by entering your PBA membership number to log in to the members-only area, clicking on "Committees/Commissions" at the upper left and then clicking on the "Women in the Profession Commission" button. On the WIP page, click on the "Membership" button. The online WIP directory lists everything that appeared in the hard copy, including indices by county and area of concentration.

If you are not yet in the directory, you can simply fill out the form online. The button for the form is on the same Web page as the WIP directory. If possible, also send your photograph in digital format to [patricia.graybill@pabar.org](mailto:patricia.graybill@pabar.org). The directory is a great source for referrals to hundreds of women lawyers skilled in every area of the law. These women are also available to answer questions you might have about practice in other areas of the commonwealth. This network of friends can be of immeasurable help in enhancing your satisfaction with and success in the law.

**We have the clients . . . you have the expertise.**

Join the PBA Lawyer Referral Service today.

It's a win-win situation!

For additional information, contact the PBA LRS at  
800-932-0311, ext. 2209.



# Wine, Women & Shoes – all for a good cause

By Jennifer J. Riley

The Alzheimer's Association's Delaware Valley Chapter brings Wine, Women & Shoes, a national fundraising event, to Pennsylvania. The first (of a planned annual) event will be held at the Valley Forge Military Academy on Sunday, March 30, 2014, from 2 to 5:30 p.m.

Created for women who enjoy fine wine, great style and supporting a noble cause, Wine, Women & Shoes is a festive fundraiser. Several wineries from across the nation will be represented, and attendees will sample fine wine, enjoy gourmet food, shop designer fashions and enjoy red-carpet treatment on their way to the fashion show – all while demonstrating their commitment to the Alzheimer's Association. What's not to love?

Like so many of you reading this article, I care for a family member with dementia, and the work of this organization is especially important to me. I am a proud volunteer on the Steering Committee of this fabulous event, and I invite you to contact me for ticket in-

formation or to learn about the exciting (and creative!) sponsorship opportunities available to firms – big and small. By becoming a sponsor, your firm will be recognized as a supporter of the Alzheimer's Association and will reach an audience of dynamic, influential women who support the cause.

The Delaware Valley Chapter of the Alzheimer's Association has regional or branch offices in 18 counties in Delaware, southern New Jersey and southeastern Pennsylvania. The chapter provides programs and services to more than 294,000 individuals with Alzheimer's disease or a related disorder, including a 24/7 helpline, caregiver support groups, early stage initiatives, consumer education, community outreach and many more.

Every 68 seconds someone in the United States develops Alzheimer's, a progressive, irreversible neurological disease. Approximately 200,000 are younger than 65, and although it is rare, some are as young as 30. Alzheimer's is the nation's sixth-leading cause of death and the only top-10 leading cause of death that does not

have a cure or a way to prevent or slow its progression. Fundraisers such as Wine, Women & Shoes help to generate much-needed funds to find a cure and provide attendees a wonderful day of stress release, camaraderie ... and wine and shoes!

For more information on attending or sponsoring the event, please contact me at [jennifer@jjrlawfirm.com](mailto:jennifer@jjrlawfirm.com) or at 215-283-5080. Individual and ticket packages will be available shortly. Please join us!



*The Law Offices of Jennifer J. Riley are located in Blue Bell, Pa. Riley practices family law and is the co-chair of the Promotion of Women Committee for the Commission on Women in the Profession. She is a volunteer for the Alzheimer's Association and chairs the Marketing and Public Relations Subcommittee of the Wine, Women & Shoes event.*



## 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/WOM01/Membership/mentoringprogram.asp](http://www.pabar.org/public/committees/WOM01/Membership/mentoringprogram.asp).

# Racing for charitable causes, personal goals



Alison Wasserman and a friend at the Women's 5K Classic.

## A win for Women's 5K Classic

By Alison Wasserman

More than 1,700 runners and walkers participated in the 21st annual Women's 5K Classic, a womens-only race that was held on Oct. 12 in Allentown. According to the race website, the Women's 5K Classic organization is "a non-profit, all-volunteer organization supporting programs which educate, support and help prevent female cancers. We welcome grant proposals from any Greater Lehigh Valley nonprofit agency whose mission also supports this philosophy," and it looks "on track to net more than \$200,000 again this year, pushing our grand total to

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Roberta Jacobs-Meadway (front) runs the Justice for All 5K.

## Justice for All 5K

By Roberta Jacobs-Meadway

Oct. 13 saw the running of the 4th Annual Justice for All 5K, supporting Community Legal Services in Philadelphia. CLS provides free legal services to low-income Philadelphians in civil matters. My son had a co-op in the CLS Aging and Disabilities Unit while at Drexel Law, and we have been longtime supporters.

This year I was on the race committee working on sponsorship (Thank you, Caesar Rivise, et al.), and ran for the second year. The course starts up at Memorial Hall in Fairmount Park, a pretty run with some hills but nothing

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## My New York City Marathon experience

By Renee C. Mattei Myers

*"A journey of a thousand miles begins with a single step."* Chinese philosopher Lao -Tzu

When I was younger I really hated running. I did it only when I had to, and I wasn't very good at it. It wasn't until I was in my mid-30s and struggling as a senior level associate at a large law firm that I came to fully enjoy running and appreciate its benefits. I also recognized that it wasn't important to measure my progress against other runners but only look to my own personal goals to define a run as a success.

I ran my first 5K race in May 2001.



Renee C. Mattei Myers at the conclusion of the New York City Marathon.

After that I quickly set the bar progressively higher until I ran my first full marathon in 2006 (with a second to follow in 2008). In 2009, a good friend gave me a book for Christmas about running. It was titled *A Race Like No Other*, by Liz Robbins, and chronicled the journey of several runners in the 2006 New York City Marathon. I was immediately hooked and began what would turn into a five-year journey to reach the starting line of that epic race. The difference between the Boston Marathon and New York City Marathon is that any average runner has a shot at running the NYC Marathon by virtue of its lottery. About 10,000 run-

*(Continued on Page 19)*

## Women's 5K Classic

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well over 2 million dollars. All funds that STAY IN THE LEHIGH VALLEY!!!" PBA WIP's vice-chair, Nancy Conrad, sits on the board of the Women's 5K Classic.

The organizations listed on the website as being the recipients of \$231,550 in funds distributed by the Women's 5K Classic in 2012 are:

**Comprehensive breast and gynecological cancer support programs**, which involve support groups, fitness classes and stress reduction workshops. **Women's cancer education, outreach, screening and digital mammography/diagnostic ultrasound project** for low or uninsured women. **Filling the Gap with Practical Help at Home**, which offers services for qualified cancer patients such as shopping,

prescriptions and meal preparation. **Breast and cervical cancer screenings** for low-income women in the Lehigh Valley. **Better Start Early Program** for high school girls about the importance of self-examinations as well as signs, symptoms and risk factors associated with other female cancers such as ovarian and cervical. **A community outreach program in several languages** focusing on education and preventive services for breast, cervical and ovarian cancers and support and further testing for women who have a cancer diagnosis. **Social work fund** to help with transportation, co-pay for prescriptions and other non-covered expenses for women with cancer. **An education/running program for girls in grades 3-8** that combines training for a non-competitive 5K event with workouts that encourage positive emotional, social, mental and physical development while building self-esteem.

On a personal note, it was incredibly inspiring to see so many women of every size, shape, age and color imaginable, along with cancer survivors and supporters of survivors and people that simply cared about the cause, show up and run and celebrate life, health and community. It might have been my first Women's 5K Classic, but it certainly won't be my last.



*Alison Wasserman is a civil litigator with Dimmich & Dinkelacker PC in Orefield. She is an alumna of the PBA's Bar Leadership Institute Class of 2011-12 and serves on the Executive Council of the PBA*

*WIP and YLD, where she is associate editor for the YLD newsletter, At Issue.*

## NYC marathan experience

(Continued from Page 18)

ners are selected by this method each year, and an entrant has about a one in 10 shot at being selected. In addition, at that time, a runner who was denied entry via the lottery for three consecutive years would receive a guaranteed entry in year four (this entry option has since been phased out).

What could I lose?

I put my name in the lottery in 2009 PRAYING I would NOT be selected, because I really wasn't prepared. The next two years I was more optimistic about running but was not selected those years either, which meant guaranteed entry for 2012.

I spent a large chunk of 2012 training and the rest in physical therapy for tendonitis. Despite my injuries, I was thrilled to be able to be a part of one of the biggest marathon events in the world. Then the unthinkable happened: Hurricane Sandy. And, for the first time in the history of the NYC Marathon, the race was canceled. It would take several months for the New York Road Runners to come up with a solution for the runners registered for 2012,

which included the option of a guaranteed entry for 2013 (which I jumped at).

They say that everything happens for a reason. And, as it turns out, I was thankful to have marathon training to turn to in 2013 during what was to be a difficult year for me all around. Running became a way to escape and handle the stresses life threw at me. The months passed, and then in a blink of an eye, it was November, and I was on a train headed to NYC with some good friends and my 10-year-old daughter. I found myself overwhelmed by the sheer grandness of the race with 51,000 runners from all over the world. Everything from picking up my race number to getting to the starting line was a BIG DEAL. I found myself getting choked up just seeing the banners or hearing a news broadcast. Next, I was standing on Staten Island at one end of the Verrazano Bridge, listening to Frank Sinatra followed by "The Star-Spangled Banner," and after a long five-year journey it was time for a little 26.2-mile jaunt through the boroughs of New York. I will not lie. The race was both physically and mentally rough for me. Despite all of my training, due to a last-minute illness, by mile 12 I was hurting. I knew my original time goal was

a pipe dream. But I was determined to finish. I will recommend to anyone running a large (or even small) race to print your name in large letters across your shirt. Having thousands of random strangers along the course yelling my name kept me moving for a good part of those miles. The best motivation (of course) was seeing my daughter and friends screaming their hearts out for me at miles 8, 17, 23 and the finish, even in the bitter cold. And then, before I knew it, it was over. I was standing in Central Park clutching my race medal, wrapped in a mylar blanket, again overwhelmed by it all. I had run and finished the New York City Marathon.



*Renee C. Mattei Myers, a partner at Eckert Seamans Cherin & Mellott LLC in Harrisburg, focuses her practice on employment law.*

## Book review

By Mary Kate Coleman

### How to Negotiate a Killer Job Offer

By Robin F. Bond  
2013

I enjoyed hearing the author speak at this year's WIP Fall Retreat, so I bought her book. Bond is a principal in a boutique employment law firm in Philadelphia and represents employees in all aspects of work-place-related legal matters. As such, she helps executives negotiate pay, perks and protections in employment contracts and severance deals. In this book Bond reveals some of the secrets she utilizes to achieve success in the negotiation of all types of employment deals for those individuals she represents.

I really enjoyed this book and highly recommend it

to you. It is an easy read and can be read in a few sittings. Much wisdom is packed into the book's 157 pages. Bond teaches the reader how to analyze job offers, create a wish list in order to propose a good counteroffer and how to make the case so that the hiring manager accepts the counteroffer. Additionally, the book contains a quick refresher on basic contract law. Other chapters include information on how to do your homework before the negotiation to find out salary ranges for the position in which you are interested and what to do if you reach impasse in the negotiation.

The book is a "must-read" if you think that you might be negotiating a job offer in the future. If negotiations are part of your job, you will enjoy this book as well.

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

## New how-to book distills practical advice that 'really works for women in law'

The [American Bar Association Commission on Women in the Profession](#) has published *Learning to Lead: What Really Works for Women in Law*, aimed at female lawyers looking for strategies that will increase their odds for success in the legal profession.

Written by Gindi Eckel Vincent, who serves as counsel in ExxonMobil's law department, the book provides a concise road map of the latest collective wisdom on leadership and applies those principles to female lawyers.

"The advice in the book works," said Vincent, who ended up with her dream job after putting the book's principles to work. "No matter where you are in the practice of law," she said, you will find answers that can help you develop "the critical leadership skills needed to be the best of the best in your

field and your sphere of influence."

The book distills current research and provides key concepts to help working women hone their skills. It also includes interviews with legal leaders and judges "who have led their way straight to the top." The final chapter features total leadership makeovers for real-life lawyers at different ages, stages and practices. Readers are encouraged to apply those lessons to transform their "career confusion into clarity and their limbo into leadership."

"One of the commission's highest priorities throughout the years has been to provide female lawyers with the information and tools they need to advance into leadership positions," commission Chair Roberta D. Liebenberg said. "We published this book to help women, at any rung on the career

ladder, chart their ascent to the top of the profession."

Vincent wrote the book at the urging of Mary B. Cranston, chair of the Commission on Women in the Profession from 2011 to 2013, who served as an adviser for the publication. Vincent has more than 15 years of experience as an environmental attorney, including previously advising energy companies on complex environmental challenges at Pillsbury Winthrop Shaw Pittman LLP.

Cranston praised Vincent's ability to synthesize all the existing research and create transformative case studies. "You don't really need to read anything else," Cranston said. "This [book] is enough to launch your career."



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For all the information you need about  
the Pennsylvania Bar Association

# Working Mother & Flex-Time Lawyers 'Best Law Firms for Women' survey

*Working Mother* and Flex-Time Lawyers LLC are pleased to announce the 2014 Best Law Firms for Women Initiative. *Working Mother* is a division of Working Mother Media, which launched the initiative with Flex-Time Lawyers in 2007. The 2014 Best Law Firms for Women will be featured in the August/September 2014 issue of *Working Mother* magazine, and the winning firms will be honored at a special awards event in Chicago on Sept. 16, 2014.

The 2014 Best Law Firms for Women application went live on Nov. 1, and it will stay active until Feb. 7, 2014. In order to receive all announcements about the initiative, law firms will need to [register online](#). Registration is free, and there is no obligation to complete the application after registration. Your firm's registration will remain confidential if you ultimately choose not to participate.

For firms that register, your designated contact will receive an email with a link to access the application. All law firms with a total of 50 or more lawyers in the United States are invited to participate. **The deadline for submission of the completed application is Feb. 7, 2014.**

## Why Apply?

The survey results will be an invaluable tool for your firm, not only to know how it compares but, more importantly, to improve its future standing. All applicant firms receive valuable and confidential feedback on their own performance in the form of a scorecard that provides the firms' ranking in each of the key areas of the application as compared to all applicants. Law firms will also have the opportunity to purchase benchmarking reports that provide a more in-depth analysis of their results, revealing how to make the firm a better place for women to work and thrive.

Rather than surveying female practicing lawyers, we collect hard data from the law firms themselves. The application includes questions about female representation, women's initiatives, workplace culture, networking, flexibility, mentoring, compensation, partnership and advancement. Thus, the scoring is determined by female presence, roles, policies, programs and usage rates, as reported by the law firms. There is no risk for law firms to apply. The identity of the applicant law firms, other than those that make the Best Law Firms for Women list, is

kept confidential. All data provided in the scorecard to non-winning firms, aside from the information addressed to a specific applicant firm, is aggregate and anonymous. Additionally, the winners who make the list are not ranked but instead listed alphabetically.

Additionally, winners will be publicized to general counsel from around the country so that they can celebrate firms that are focused on women's success. Winning firms will also be marketed to law students nationally and the list will be used as a recruiting tool to select prospective law firms. The Best Law Firms for Women initiative is free and an important means for winning firms to distinguish themselves.

If you have any questions or comments about the substance of the application, please contact [Deborah Epstein Henry](#), founder and president, Flex-Time Lawyers LLC, by email or phone at 610-658-0836. If you have any questions about the application process, eligibility requirements, or anything else pertaining to this initiative, please contact [Kristen Willoughby](#), senior manager, editorial and research initiatives, *Working Mother*, by email or phone at 212-219-7491.



## Justice for All 5K

(Continued from Page 18)

too daunting. Once again, the local law schools turned out in force with teams, and so did a number of firms. (Thank you, Morgan Lewis, et al.)

Truth: Turning 60 a couple of years ago was great for my race results. Once you turn 60, the pack thins. And I can place in my bracket with time under 30 and well over what the overall winners do. This year I placed first for women 60+ with a time of 28:55. There were nine of us. And Sue Levy won the 70+ category for women. Way to go, Sue.

But the run is for a great program, and everyone who runs accomplishes so very much by contributing and raising funds to support CLS. And now we're planning for next year's race, looking for an even better turnout than this year.



*Roberta Jacobs-Meadway is co-chair of the PBA Commission on Women in the Profession.*

# Save the Date!

WIP Annual Conference

May 14, 2014

Hershey Lodge,  
Hershey, Pa.

## Commission members in the news

WIP member **Amy S. Newman** is pleased to announce that Alicia K. Reiff has joined The Law Offices of Amy S. Newman PC as an associate and will concentrate her practice in family law.

\*\*\*

WIP Executive Council member **Renee C. Mattei Myers** was selected by her peers for inclusion in *Best Lawyers in America* (copyright 2014 by Woodward/White Inc. of Aiken, S.C.). In addition, Myers was the 2013 recipient of the Dauphin County Bar Association Women in the Profession's DIVA Award. This award is presented annually to a member of the bar who is: a DCBA member in good standing; Involved (a go-to person); Visionary (a woman with original ideas, imagination and wisdom); and Accomplished (a highly skilled woman who has it all, including grace, manners and professionalism).



\*\*\*

Philadelphia antitrust lawyer **Roberta D. Liebenberg** has been appointed chair of the [American Bar Association Commission on Women in the Profession](#), whose mission is to secure the full and equal participation of women in the ABA, the legal profession and the justice system.

Liebenberg, a senior partner at Fine, Kaplan and Black, Philadelphia, is a leader in the field of class action lawsuits. She has been recognized as one of the country's pre-eminent antitrust lawyers in *The Best Lawyers in America* and *Chambers USA: America's Leading Lawyers for Business*. She was also named one of the



"50 Most Influential Women Lawyers in America" by *The National Law Journal* and has been listed by *Philadelphia Magazine* as one of the "Top 10 Super Lawyers in Pennsylvania," the only female lawyer to achieve that distinction.

As a testament of her many years of work in support of gender equality in society and the legal profession, Liebenberg has received numerous awards, including most recently the Florence K. Murray Award from the National Association of Women Judges and the inaugural Chambers Women in Law Award for "outstanding contributions to gender equality and diversity." Liebenberg also received the Philadelphia Bar Association's Sandra Day O'Connor Award and was honored as a "Distinguished Daughter of Pennsylvania" by then-Gov. Ed Rendell. She also received the Lynette Norton Award from the Pennsylvania Bar Association's Commission on Women in the Profession.

A graduate of the University of Michigan and the Catholic University Columbus School of Law, Liebenberg has held numerous leadership positions in the ABA. This past year she served as chair of the Task Force on Gender Equity. A former member of the Board of Governors and a longtime member of the House of Delegates, Liebenberg previously served as chair of the Commission on Women in the Profession from 2008 to 2011 and the Standing Committee on the Federal Judiciary. She has also served as chair of the Class Actions and Derivative Suits Committee of the Litigation Section.

Liebenberg now serves as chair of DirectWomen, an initiative to enable female lawyers to prepare for service as directors on boards of public companies, and she is a leader-in-residence at the Center for Women in Law at the University of Texas School of Law.

She has held leadership roles in the Pennsylvania and Philadelphia bar associations as well as many other organizations, including Vision 2020, the National Association of Women Lawyers Foundation and the Pennsylvania Interbranch Commission for Gender,

Racial and Ethnic Fairness.

\*\*\*

The *Philadelphia Business Journal* has announced that WIP Executive Council member **Kathleen Wilkinson**, a partner at Wilson Elser and the 86th chancellor of the Philadelphia Bar Association, has been honored as a 2013 Women of Distinction award recipient. The region's most dynamic women were recognized on Nov. 19 at the Sheraton Philadelphia Downtown Hotel.



"Kathleen is most deserving of this honor," shared Ken Scott, regional managing partner of Wilson Elser's Philadelphia office. "Her accomplishments as a lawyer and as a leader in the community are truly outstanding. She is committed to improving the legal profession as well as to access to justice for all. In her quest, she has earned an impressive list of accolades, of which this is the most recent."

Presented by Wells Fargo, the event gathered 500 of the region's newsmakers for networking and an inspiring awards ceremony. Winners were profiled in a special section of the *Philadelphia Business Journal's* Nov. 15 issue. A day of event raffle benefited the National Association of Women Business Owners (NAWBO).

"*Philadelphia Business Journal* is thrilled to honor the women who are true role models in our region in professional achievement and in community service," said Craig Ey, editor-in-chief, of *Philadelphia Business Journal*. "The 2013 Women of Distinction winners, in particular, embody all of what makes the Philadelphia region great; people who are very talented, passionate about what they do and committed to personal, professional and community success."

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(Continued on Page 23)

## Members in the News

(Continued from Page 22)



U.S. District Court Senior Judge **Norma L. Shapiro** has been selected as the recipient of the Philadelphia Bar Association's Justice William J. Brennan Jr. Distinguished Jurist Award. The award

was presented at the association's Dec. 10 Annual Meeting Luncheon.

The award recognizes a jurist who adheres to the highest ideals of judicial service. Any member of the state or federal bench, whether active or retired, who has made a significant, positive impact on the quality or administration of justice in Philadelphia is eligible for consideration. Examples of accomplishments worthy of nomination include innovations in court administration, implementation of pioneering case-management techniques, assumption of a leadership role in areas affecting the administration of justice, publication of a significant opinion, article or other scholarly work, or the like.

\*\*\*

**Marie Milie Jones** was a speaker at the County Commissioners Association of Pennsylvania Prison Personnel Workshop at The Penn Stater Conference Center Hotel in State College on Nov. 7. She presented on the topic of "Getting Ready for Litigation and Addressing Issues Involving Temporary

Detainees."

Jones practices law in the boutique litigation firm of JonesPassodelis PLLC, formed in June 2011 and located in the Gulf Tower in Pittsburgh, where she focuses on employment and civil rights matters. She currently serves as the chairman of the board of directors of Duquesne University as well as a member of the Board of Regents of St. Vincent Seminary. Jones lives in Cranberry Township, Pa.



\*\*\*

**Jennifer Ellis**, an attorney at Lowenthal & Abrams in Bala Cynwyd, recently wrote a book, *WordPress in One Hour For Lawyers*. The book shows, step-by-step, how to create a website for a law firm. The book



will be out in January 2014 and will be available on the American Bar Association's website.

\*\*\*

The James S. Bowman American Inn of Court received the highest honor an Inn of Court can achieve, the Platinum Excellence Award for hard work and dedication to being a model inn in

achieving and performing the national organization's best practices. The Excellence Awards recipients were invited to Washington, D.C., to the U.S. Supreme Court for a dinner and a reception hosted by Supreme Court Justice Clarence Thomas. The president of the Bowman Inn of Court, **Sarah Yergler**, a WIP Executive Council member, attended the gala reception on behalf of the inn and is pictured below with her husband, Martin Cunningham.



\*\*\*

The PBA Nominating Committee has nominated WIP Treasurer **Sara A. Austin** for the PBA leadership position of vice president. The PBA House of Delegates will hold its election during its meeting on May 16 at the Hershey Lodge.



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# WIP members at PBA House of Delegates meeting



The photos above show PBA Commission on Women in the Profession members participating in the PBA House of Delegates meeting on Friday, Nov. 22, in Harrisburg. In the photo at right are: (from left) Anne N. John, PBA secretary; Jacqueline B. Martinez; Lisa M. Benzie, chair, House of Delegates; Jessie L. Smith; and Stacy L. Hawkins. Martinez, Smith and Hawkins made a presentation concerning diversity matters at the meeting.

## 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.



## Welcome new committee members

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

Alyssa Au, Law Student, Pittsburgh  
 Jessica Bae, Eckert Seamans Cherin & Mellott, Philadelphia  
 Alyssia Beverly, Law Student, Philadelphia  
 Ashley Clements, Pittsburgh  
 Weldianne Climo, Law Student, Swissvale  
 Jerika Cumiskey, Law Student, Harrisburg  
 Jessica Cunningham, Law Student, Media  
 Carmina Yolanda D'Aversa, Rosemont  
 Veronica DeAngelo, Law Student, Philadelphia  
 Emily Derstine-Friesen, Law Student, Philadelphia  
 Kristina DeSenze, Berman & Asbel LLP, Media  
 Carla Donnelly, Gentile Horoho & Avalli PC, Pittsburgh  
 Máire Donovan, Morgan Lewis & Bockius LLP, Philadelphia  
 Elizabeth Galvin, Law Student, Bryn Mawr  
 Rachel George, Law Student, Erie  
 Rebecca Glenn-Dinwoodie, Law Office of Rebecca Glenn-Dinwoodie, Ambler  
 Susan Gogniat, Law Student, Squirrel Hill  
 Erin Whitney Grewe, Koller Law PC, Philadelphia  
 Rhashea Harmon, RLH Maat Law Offices, Philadelphia  
 Ashleigh Helbert, Law Student, State College  
 Judge Marilyn Horan, Butler County Court of Common Pleas, Butler  
 Yalonda Houston, Law Office of Yalonda Houston, Media  
 Antoinette Hubbard, Maron Marvel Bradley & Anderson LLC, Wilmington, Del.  
 Amie Hyde, Law Student, Philadelphia  
 Carole Katz, Carole Katz LLC, Pittsburgh  
 Katherine M. Kennedy, Law Student, Grundy, Va.  
 Teresa Eileen Kibelstis, Bryn Mawr  
 Jody King, Office of General Counsel-PennDOT, Harrisburg  
 Kimberly Attardo Kipnis, York

Dina Kopansky, Law Student, Philadelphia  
 Brigid R. Landy, Pennsylvania Supreme Court, Mechanicsburg  
 Tamara Lesh, New Hope  
 Renee Leverette, Law Student, Wilmington, Del.  
 Christine Lombardo-Zaun, CLZ Law, Allentown  
 Jessica Martyn, Jessica Link Martyn, Attorney at Law, Philadelphia  
 Katelyn Matscherz, Jones Day, Pittsburgh  
 Kristen Mazzeo, Law Student, Philadelphia  
 Elizabeth Mercogliano, Malvern  
 Yingchuan Mo, Law Student, University Park  
 Natalie Molz, Law Student, Philadelphia  
 Sheila O'Rourke, U.S. District Court for the Middle District of Pennsylvania, Camp Hill  
 Joseph Pangaro, Law Student, Philadelphia  
 Lindsay Darling Petrosky, Jackson Kelly PLLC, Pittsburgh  
 Carsen Nesbitt Ruperto, Knox McLaughlin Gornall & Sennett PC, Erie  
 Francesca Schultz, Attorney at Law, Lemoyne  
 Alix Schwartz, Cherry Hill, N.J.  
 Penny Scudder, Law Student, State College  
 Laura Shingles, Laura Shingles, Esq., Allentown  
 Nicole Simpson, Law Student, Philadelphia  
 Christina Giollotti Sloss, Superior Court of Pennsylvania, Pittsburgh  
 Catherine L. Stehlin, King, Spry, Herman, Freund & Faul, Bethlehem  
 Michael Tang, Law Student, Philadelphia  
 Catherine Malia Ting, Eckert Seamans Cherin & Mellott, Philadelphia  
 Jessica Titler, Law Student, Philadelphia  
 Amy Wall-Monte, Howard Burde Health Law LLC, Springfield  
 Phoenicia Williams, Philadelphia  
 Melissa Wright, Northampton

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.