



Voices & Views



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

From the Co-Chair

*Time moves slow, But it's you who brought me here,
You, through all these years ...* Grouplove, lyric excerpt from Slow

Last month, we did not elect a woman president. But we did see the first woman as a major party nominee for President, Hillary Clinton, a lawyer and first chair of the ABA Commission on Women in the Profession. Women lawyers always lead, although we may not always succeed. We come to glass ceilings and cliffs, sometimes impassable. And face waves of disparity and discrimination, sometimes non-navigable. But “[w]omen’s progress has been a collective effort” (echoing Immediate Past Chair Nancy Conrad quoting Gloria Steinem). We celebrate and refine that effort every day.



Jessie L. Smith

Our Fall Retreat explored leadership paths. Post-election energy brought our group closer, and keynoter Heather Arnet gave us focus, speaking

on women presidents and a course for the future, including developing the women leaders of tomorrow. We had in attendance the PBA President Sara Austin, President-Elect Sharon López, future President Anne John, many past and present members of the Board of Governors, two past chairs of the House of Delegates, the first Director of Western PA Services Bridget Gillespie, Supreme Court Justice Christine Donahue, Cabinet Secretary Kathy Manderino, and corporate and law firm leaders. These women were not new to the retreat; rather they have “progressed” into an unprecedented array of leadership roles. Together, we had a great time.

Tracking our progress for 21 years is our Report Card. We are publicizing

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Below: WIP Fall Retreat attendees and panel



From the Co-Chair

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its findings in a Dec. 14 noon webinar CLE, “State of Women in the Law in Pennsylvania: Lessons from Two PA Initiatives to Track and Advance Women Leaders and Lawyers.” The other initiative is the Pennsylvania Commission for Women — first chaired by WIP member Arline Lotman, now chaired by CLE presenter Randi Teplitz — and with Leslie Miller, WIP’s first chair and later the first woman PBA president, as a member. Other presenters include Melinda Ghilardi, member and past chair of the Report Card Committee; and Bonnie Stein, chair of the first Report Card Committee and a partner in Curtis and Heefner LLP, which received a 2015 WIP Honor Roll Award for welcoming, mentoring and supporting women attorneys. Thanks to the Report Card Committee, led by Bebe Hohenadel, Christine Lombardo-Zaun and Melissa Wright, for this chance to earn CLE credit at your desk and learn about women leaders, progress and work to be done.

Our Mentoring Receptions in Oc-

tober brought WIP leaders, mentors and mentees together in informal gatherings around the state. Thanks to all participants, Mentoring Committee co-chairs Lisa Benzie and Marion Munley, and the Eckert Seamans and Munley Law firms for hosting these events.

In the PBA House of Delegates last month, we achieved approval of our Recommendation to amend **Rule 8.4 of the PA Rules of Professional Conduct** to include knowing harassment and discrimination as professional misconduct. This was accomplished by a task force led by Jen Coatsworth, Amy Coco and Kathleen Wilkinson, who built a strong coalition of support including the PBA Legal Ethics and Professional Responsibility and Minority Bar Committees. PBA will



Lynn Marks presented WIP’s memorial resolution honoring the late Honorable Norma Shapiro to the PBA House of Delegates.

now advocate that our Supreme Court amend this Rule.

WIP also presented a **Memorial Resolution** to the PBA House celebrating the late Honorable Norma Shapiro, a trailblazing leader and mentor extraordinaire who was the first woman Pennsylvania Supreme Court clerk, partner in a Philadelphia law firm, chair of the Philadelphia Bar Association Board of Governors and federal district judge in the Third Circuit — a job she held for 38 years. When her cousin told her, “Girls don’t become lawyers,” she replied, “I’ll show you.” When WIP formed, it met in her office. Thanks to presenter Lynn Marks and to the Resolution Committee of 14 women lawyers and judges.

And we celebrate WIP member Bobbi Liebenberg’s recent receipt of the ABA Margaret Brent Women Lawyers of Achievement Award. Only four PA attorneys (including Judge Shapiro) have ever gotten this award. Margaret Brent was the first woman lawyer in America — she practiced in Maryland in the 1600s, and began the journey that “brought us here.”

Lead on, enjoy the holidays, and plan to work and celebrate together in 2017!



WIP Mentoring Receptions in Scranton (above) and Philadelphia (right).



From the Co-Editor

By Kathryn L. Harrison, Esq.

I am honored to be the new co-chair of the Communications Committee with Jennifer Ellis. As 2016 ends and I personally find myself eight years into the profession, it seems particularly fitting that I get the chance to reflect on my experience at this year's Fall Retreat, held in November at the Bedford Springs Resort. The WIP was one of the first professional organizations I joined out of law school. I attended an all-women's college, so organizations with the specific mission of advancing women in the profession was a no-brainer for me — my college education was a bit like a four-year-long boot camp that trained women in leadership. What I did not realize is how relevant the WIP would become the farther I progressed in my professional life.

This year's Fall Retreat, "Leadership Authenticity and Forging a New Path," was a perfect refresher course in those lessons in leadership I learned when I was educated as a young woman (helpful, since those days now getting farther behind me!). Friday evening began with a viewing of Heather Arnet's documentary, "Madame Presidente: Why Not the U.S.?", followed by an extremely timely keynote address by Heather on the challenges that women running for office have in maintaining the perception of "authenticity" in the public eye. Heather's remarks led to insightful small group discussions about perceptions of women and how we, as women in the learned legal profession, can help to change misperceptions and create a new path for women's leadership.

Saturday was a day of action. The morning began with a panel discus-

sion of women who have excelled in leadership in the profession, providing guidance on leadership development, which gave way to a "Mini Leadership Academy" facilitated by Christy Uffelman. Christy's presentation allowed attendees to discuss our own leadership skills and needs with one another, with a call to action for WIP members to continue to be champions for one another in our development as professionals and leaders.

In full disclosure, I could not have been more excited that this year's Fall Retreat featured Heather and Christy, both of whom are personal friends and have had a great deal to do with my understanding of my own leadership skills and my personal development. But until the Fall Retreat, I did not have the opportunity and challenge to think about those skills and, more importantly, talk about them openly with women across the commonwealth of varied experiences in the legal profession. That type of engagement was liberating, particularly in the context of the theme of authenticity. When it often seems that a woman with leadership skills cannot win the battle of certain perceptions of that leadership, truly understanding our authentic leadership styles, goals, strengths and weaknesses in a space with other dedicated women leaders was invaluable.

The unique role of the WIP for me has been the relationships with and



Attendees at the WIP Fall Retreat reception

guidance from those women that have forged a path so that I can forge my own path to leadership in the profession. This year's Fall Retreat was a perfect example of how essential the WIP is to women in my position. In the exercise of engaging with one another, I was reminded that, as the WIP allows me to find mentors and guides, it is equally important that, as I move forward in my career, I share the insights and skills I've received from other women *with* other women.



Voices & Views co-editor Kathryn L. Harrison is an associate with Campbell & Levine. Her practice is focused on the representation of debtors, creditors and trustees in Chapter 7 and Chapter 11 cases. Katie also has experience representing clients in fraudulent transfer and preference actions and represents clients in out-of-court workouts. Katie has assisted clients in non-compete litigation and insurance coverage matters. Katie also represents closely held businesses in general business matters.

PBA House of Delegates Passes WIP Recommendation to Amend Rule 8.4 of the PA Rules of Professional Conduct

By Jessie L. Smith, Esq.

On Friday, Nov. 18, 2016, the PBA House of Delegates, by a substantial majority, passed the Women in the Profession's Recommendation to amend **Rule 8.4 of the Pennsylvania Rules of Professional Conduct** to add subparagraph (g) as follows:

"It is professional misconduct for a lawyer to:

(g) engage in conduct that the lawyer knows is harassment or discrimination as those terms are defined in applicable federal, state or local statute or ordinance, on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status or socioeconomic status in conduct related to the practice of law. This paragraph does not limit the ability of a lawyer to accept, decline or withdraw from a representation in accordance with Rule 1.16. This paragraph does not preclude legitimate advice or advocacy consistent with these Rules."

The accompanying comments to the Rule make it clear that the Rule does not affect legal remedies for harassment/discrimination, or a lawyer's discretion to accept or reject the representation of any client.

This recommendation was unanimously approved by the PBA Board of Governors at its Nov. 16, 2016 meeting. The Legal Ethics and Professional Responsibility, Professional Liability, Minority Bar, Civil and Equal Rights, and GLBT Rights Committees and the Civil Litigation and Worker's Compensation Law Sections voted to support the recommendation.

Much last-minute work was involved, by a WIP task force and a subcommittee of the Legal Ethics Committee, to craft modifications to both the ABA Model Rule 8.4 and its comments (adopted by the ABA on

Aug. 8, 2016) to address various concerns and achieve this result.

Consequences for harassing and discriminatory behavior have been an action item for WIP for more than 20 years, and this recommendation and its approval goes to the core of WIP's mission:

"[WIP] shall assess the current status of women in the legal profession and identify barriers that prevent them from full participation in the work, responsibilities and rewards of the profession; make recommendations to the PBA Board of Governors and House of Delegates for action to solve problems the Commission identifies and develop educational programs to address discrimination against women lawyers and the unique problems they encounter in pursuing their professional careers."

Special thanks to:

- Mary Kate Coleman and Kathleen Wilkinson, who presented this Recommendation to the Board of Governors;
- Amy Coco and Kathleen Wilkinson, who presented at the House of Delegates meeting;
- The WIP Task Force, including Jen Coatsworth, Dolly Shuster and Liz Triscari;
- Bebe Hohenadel, WIP's Board of Governors Liaison, and Jill Scheidt, the Board's At-Large Woman Governor;
- Dan Harrington, co-chair, and Tom Wilkinson, past chair, of the Legal Ethics Committee, who formed the subcommittee to work with WIP on this (Dan was also a presenter of the Recommendation at the Board and House meetings);

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Rule 8.4 Amendment

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- WIP members Jen Coatsworth, Jane Dalton, Penina Lieber, Lynn Marks, Mimi McCormick and Lori E. McMaster, who eloquently spoke in favor of the Recommendation on the House floor;
- PBA staff members Tameka Altadonna, Ursula Marks, Kelly Myers and Victoria White, who all worked last minute to get the Recommendation ready for presentation at the Board and House meetings;
- Sara Austin and Sharon López for supporting WIP initiatives as PBA president and president-elect;
- All of you for keeping WIP strong and focused.

The second paragraph of the Recommendation states: "... the [PBA] President and/or the President's designee(s) shall communicate [the PBA] position to the Supreme Court of Pennsylvania, the legal profession and the public and take such other action as may be necessary to effectuate this Recommendation." We anticipate that PBA President Sara Austin will soon send a letter to the Pennsylvania Supreme Court advocating for this rule change. It was important that the PBA act quickly on this matter because several other proposals have been or will be submitted to the court. We intend to follow this matter closely and will update you as to its status.

Welcome New Commission Members!

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the new Commission members who joined during the months of August through November, 2016. The Commission hopes that these new members enjoy their membership and experience the many benefits of serving on the Commission on Women in the Profession.

- *Anna Haslinsky, Robert H Montgomery III Esquire PC, Philadelphia*
- *Jillian Kochis, Dauphin*
- *Amanda Kraft, Feldstein Grinberg Lang & McKee PC, Allegheny*
- *Tracy Liberatore, Med Legal Pro LLC, Lackawanna*
- *Alisha Lubin, Philadelphia Court of Common Pleas, Philadelphia*
- *Lauren Martin, Cumberland County Court of Common Pleas, Cumberland*
- *Debra Mehaffie, Law Office of Debra R Mehaffie, Cumberland*
- *Deborah Minkoff, Cozen O'Connor, Philadelphia*
- *Rebecca Myers, Gentile Horoho & Avalli PC, Allegheny*
- *Melissa Norton, Judicial Conduct Board of Pennsylvania, Dauphin*
- *Christina Novajosky, NOVA Law, Lackawanna*
- *Michelle Payne, Public Citizens for Children and Youth, Philadelphia*
- *Daniella Price, Philadelphia Court of Common Pleas, Philadelphia*
- *Shannon Sargent, Pennsylvania State Senate, Dauphin*
- *Narisa Sasitorn, Montgomery County Solicitors Office, Montgomery*
- *Jill Spott, Sheils Law Associates PC, Lackawanna*
- *Colleen Trembl, Burns White, Allegheny*
- *Heather Zambelli, Post & Schell PC, Allegheny*

Words of Appreciation to WIP Mentoring Co-Chair Lisa M. Benzie

A few weeks ago, I had an opportunity to meet you at the Pennsylvania Bar Association's Women in the Profession Retreat.

Although I was excited about attending the retreat where I would meet women practitioners like you, who are doing exactly what I am working towards, I must say I was also reluctant. I felt that way because I thought I would not fit in, since I haven't yet passed the bar exam. But, boy, am I glad that I didn't let that stop me from going! Meeting you on Saturday during the breakout discussions was definitely an encouraging moment for me. In fact, I believe every law student should know about the retreat and consider attending because of the practical and empowering opportunity it creates for professional growth and personal development for women working towards a career in the law.

Thank you so much for your encouraging words, thoughtful advice and, most of all, warm welcome.

Réb B noit, Drexel University - Thomas R. Kline School of Law, Class of 2016



R b B noit

Forging A New Path

By Heather Arnet, adapted from her keynote remarks made at the WIP Fall Retreat at Bedford Springs on Nov. 11, 2016.

Several months ago, Carla Donnelly and Ursula Marks invited me to be the keynote speaker at the WIP annual Fall Retreat at Bedford Springs. What an extraordinary opportunity to convene with a large group of smart women just a few days after the 2016 presidential election.

Many WIP members had seen my film, “Madame Presidenta,” when it was shown by WIP last year, so all of us thought it would be especially interesting to be together after the 2016 election came to a close. While probably none of us could have predicted the final outcome of the election, it certainly did make a provocative and striking backdrop for conversation at the Bedford Springs retreat on Nov. 11.

The theme of the retreat/conference, “Leadership Authenticity and Forging a New Path,” could not have been more perfect, because authenticity was a constant theme during the 2016 election season. In those first few days after the election, so many of us were wrestling with the question of how we would begin to forge a new path moving forward — for ourselves, our families, our communities and our nation.

The results of the presidential election (and Trump’s Cabinet appointments) certainly raise serious concerns regarding safety and civil rights. I imagine each of you, as attorneys, is already thinking about:

- How you might volunteer your time to help immigrant families in your community that are terrified of mass deportations;
- What the ramifications will be for sexual assault, rape or harassment victims you might represent in the

future;

- How you will help those who might be discriminated against because of their religion, and protect themselves and the first amendment of our constitution;
- How you can help women protect their constitutional rights to make their own personal healthcare choices;
- How you will help your own children feel safe and continue to mentor the young women in your life to keep dreaming big.

At the retreat, I invited the room to join me in considering what it was that we had to learn from the 2016 presidential race in regards to gender, authenticity and leadership. Certainly, we could have no more perfect case study on the complexities of being authentic and female in America than former Secretary of State Hillary Rodham Clinton.

In the story of Hillary Rodham Clinton, we witness first a young, smart, passionate woman presenting the commencement speech at her Wellesley graduation, speaking of her strong commitment to making the world better. Then we see how complicated it was for her to navigate her public and private life as a smart independent woman growing up in the 1960s, marrying in the 1970s, and building a professional career in the 1980s and public persona in the 1990s. First, she was demonized for being herself — an unapologetically intelligent, opinionated, openly feminist woman with brown hair, big glasses and no makeup. Then, through the years, we saw her change to fit what so-



*WIP Retreat Keynote Speaker
Heather Arnet*

ciety thought of as a more appropriate “authentic woman” – blonder, coifed, wearing contacts, standing next to her man, taking his name, moving into the background, being more careful about what she said. America didn’t like her more...we only trusted her less.

Even if we never run for office, we should think about how these stereotypes and unrealistic, unhealthy expectations and biases impact us daily as lawyers, advocates, partners and executives. What does being authentic and female mean in America today?

Throughout the campaign, we kept hearing that people did not trust Hillary, that they did not feel she was authentic enough. And yet, can any of us imagine a woman behaving or looking like Bernie Sanders or Donald Trump and being applauded and embraced for it? Imagine a female candidate looking disheveled, wearing an ill-fitting wrinkled suit and no makeup, with hair blowing in all directions, yelling at the top of her lungs about how only she could save us. Is this the authentic

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kind of woman America embraces? From where does this deep distrust come?

The pollster Celinda Lake has deeply studied this phenomenon. Celinda says that, for female candidates, the issue of authenticity is a double-edged sword. At first, a female candidate can have an “authenticity advantage” as a new unknown candidate. We are seen as being more trustworthy because we are women. We are seen as nurturers. In an electoral race, a man can be caught in a series of lies and yet still be leading in the polls. But for a woman, all the press or the opposition needs to do is raise the idea of her being untrustworthy or a liar, and even if no proof is ever found or the charge is proven to be untrue, the charge sticks and the electorate will continue to refer to that woman as untrustworthy.

Why? Because it confirms everything we have been taught about women since a very young age. Think about it. One of our earliest stories about Adam and Eve and the apple is a tale of a good man being tricked by a sneaky, doublecrossing woman, seeking out more knowledge and power than she has the right to. In her ambition, she tricked the man and led to everyone's downfall.

From Lady Macbeth to Barbara Stanwyck, *The Wicked Witch* to the *Real Housewives*, images and tales of ambitious women who cannot be trusted bombard us. In these stories it is their ambition itself that is cause of distrust. As we walk into a boardroom or courtroom, we each encounter these unconscious biases every day.

So, what can be done? And where does that leave us in regards to our

chances of ever electing a female president?

For one, we need to create new models and new narratives. We need to start applauding ambition in one another. We need to encourage our daughters and mentees to have honest conversations with one another and with their male counterparts about what it means to be authentic and female in America. We need to trust one another more, admire one another more, forgive one another more. We need to have honest conversations in private and in public about women, ambition and power. And we need to show the world that we women can use our ambition, drive and intelligence to bring about positive change for everyone ... that we can be Samson and not just Delilah.

Many of you have seen my film, in which part of my argument is that nearly all of the other countries that have had female presidents have experienced some sort of constitutional crisis or revolution prior to electing their first female president. My theory is that in order for a country to be ready to elect a female president, first it needs to have some policies in place that value women and treat them as full and equal citizens in society and that citizens need to see women lead the way in advancing revolutions and reforms.

This is clearly a critical moment in the evolution of our democracy. Will we now begin to move backward to a time when there was less social equality, when women and minorities were seen and treated daily as explicitly less than equal? Or will women be the leaders in a revolutionary movement that brings our country together? Will we be in the lead in advancing and protecting the freedoms of the most vulnerable? Will we demand our seats at the table? Will we run, and when we do, will we be

fearless? Will we cut each other some slack? Will we support one another and stop holding each other to an unfair expectation of perfection? Will we forgive one another? Will we work together to forge a new path forward?

If women can work together, if white women can reach across racial lines to support black women, Asian women, Latinas, Muslim women, if we can move forward in the world as leaders together...refusing to allow hate and bigotry to rule our nation, but instead demanding that we create a better world moving forward. A more just world. A world with more opportunities and not less. A world with more freedoms and not less. A world with more feminism and not less. This is our moment.

Madame Presidenta: Why Not U.S.? Only we can answer that question and only we can change it. At the WIP conference each year, you designate a non-profit organization to be the recipient of donations collected throughout the conference. I was especially grateful that WIP selected the Women and Girls Foundation (WGF) to be the recipient of your charitable giving this year. Now more than ever, we need an organization solely focused on expanding rights and opportunities for women and girls.

I am convinced that we can create a better and more equitable world for our daughters and granddaughters to inherit. One of the surest ways to create that world is to ensure that our daughters and granddaughters are the future leaders of tomorrow. The GirlGov program at WGF trains 100 high school girls each year to be our future elected officials. Each summer we take them to Harrisburg where they learn about civics and shadow their state legislators. Then at their monthly meetings, which occur throughout the

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school year, we train them in organizing, advocacy, campaign development and personal leadership.

WGF provides this year-round program to 100 girls annually for free – at absolutely no cost to the participants. The girls represent 42 different school districts from throughout SWPA. We might not have elected our first female president this year, but part of forging the new path has to be developing a more robust pipeline.

At the conference, several attendees asked me if the Women & Girls Foundation would be interested in working with WIP members to bring GirlGov to more girls throughout the state. We would love to work with you to do that. If you are interested in helping us to raise funds and develop the partnerships and infrastructure needed to expand the program to your area please email Blayre Holmes, GirlGov Program Manager, at blayre@wgfpa.org

Blayre & I will then conduct a webinar in early 2017 explaining how you can work with us to bring GirlGov to girls in your community. We look forward to working with each of you to transform hundreds of girls a year from high school students into future presidents.

Heather Arnet is the CEO of Women and Girls Foundation. For more information about WGF or to make a donation to support its work, visit www.wgfpa.org If you are interested in bringing GirlGov to your region, please email Blayre@wgfpa.org

Apple Automatically Uploads iPhone Call Logs to iCloud Drive

By Sharon D. Nelson, Esq.

It's not a bug – it's a feature. Right? Many Apple users were not happy to learn that researchers at the Russian proactive software firm Elcomsoft found that iPhones silently upload call logs to the iCloud. According to an SC Media report, Apple automatically uploads iPhone call logs to Apple's remote servers where the data may be stored for months with no option for the end user to entirely disable the feature on their device.

The feature is available on all devices running on iOS 9.x and 10.x and there is no official way to disable it other than to disable the iCloud Drive functionality. Elcomsoft says that disabling the feature would greatly affect the usability of the device since Apple delivers a number of features via iCloud Drive.

An individual's communication history can reveal a lot about a user life including sexual preferences, medical issues, infidelities, illegal activities, business dealings, and more, Tripwire Cybersecurity Researcher Craig Young told SC Media.

"Unlike the encryption employed on an iPhone's local memory storage, data stored within iCloud is encrypted in such a way that it can be retrieved with the assistance of Apple or through the use of an authentication token such as what might be stored on the device owner's computer," Young said. "A compromise of Apple's servers could therefore expose the data from a large number of users thereby enabling social engineering attacks as well as extortion schemes."

Not precisely the holiday gift we might have wanted from Apple!



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Santa Claus Isn't the Only One Who Knows Where Your Clients Go – So Do Their Phones

By Jennifer Ellis, Esq.

In some areas of practice, where a client or the opposing party were at a given time can matter. Well, if the right settings are on, iPhones track where you are located at any given time. Some of that tracking information is preserved right on the phone. Even more tracking information is available on most Android phones, again, assuming the right settings are turned on.

Getting the Data from an iPhone

The setting that must be turned on to get location history from an iPhone is under a “Frequent Locations.” If Frequent Locations is on, you can see where someone spends a lot of time.

1. Press Settings
2. Privacy
3. Location Services
4. System Services
5. Frequent Locations
6. History
7. You will now see a map containing quite a bit of information about where the person has been. Most of the information will be commonly visited places. For example, bars, hotels, someone's home and, of course, work. You can look at a close-up of any available location.

This will include times and dates the phone was at those locations.

If you are so inclined, you can clear your history in the Frequent Locations page. You can also turn this setting off on the same page, so your phone doesn't store the information. You are still being tracked by Apple, but the data isn't quite as easy to access.



Getting the Data from an Android Phone

As with an iPhone, “Location History” must be on to access someone's travels on an Android. However, the Android reports substantially more information, not just common locations. “Location History” can be turned on or off on the Location page. The Android doesn't require quite so many clicks to get to the information you want.

1. Begin with Settings
2. Location
3. Google Location History
 - a. Up to 30 days are viewable.

Another way to access location history for a specific phone is online at <https://maps.google.com/locationhistory>. The person must be logged into their Google account that is connected to their phone.

Admissible in Court?

As with a lot of electronic data, getting location history information into court as evidence can be quite challenging. Location history tells us where the

phone was at any given time, but that does not prove the person was with the phone. This means, here in Pennsylvania, you will need to provide extrinsic evidence that the person was with the phone at the time you are alleging. Extrinsic evidence would include a witness who saw the person with the phone, testimony that the person is never without his phone, or even an admission on the part of the person in question. You are looking for enough evidence to satisfy the judge, normally a preponderance, that the person was with the phone when it was in the location in question.



Jennifer Ellis, co-editor of the WIP *Voices & Views* newsletter, is a legal ethics attorney with the firm of Lowenthal & Abrams, PC. (<https://lowenthalabrams.com>).

She also manages the firm's online presence. In addition, Jennifer serves as a law firm marketing consultant under the name Jennifer Ellis, JD.

WIP Members Attend the 2016 Pennsylvania Conference for Women

By Anne N. John, Esq.

Members of WIP joined over 9,000 attendees for the 2016 Pennsylvania Conference for Women at the Philadelphia Convention Center on Oct. 6, 2016. The largest crowd in the event's 13-year history enjoyed presentations keyed to this year's theme, "The Power of Us: Amplify Your Voice." Attendees enjoyed presentations by dynamic speakers, including Anita Hill, Abby Wambach, Mindy Kaling, Annie Clark and Adam Grant. The 13th annual conference was an opportunity to explore various areas of personal and professional development, and gave us insight into our areas of interest, from entrepreneurship, to transitions and health and wellness.

The opening keynote was presented by news anchors and media powerhouses, including 6ABC co-anchor Tamala Edwards. Ms. Edwards kicked

off the event by encouraging us to give ourselves a round of applause, and to enjoy the speakers who would challenge us throughout the day. Ms. Edwards was followed by The Wharton School's top-rated teacher, Adam Grant, who is recognized as one of the world's 25 most influential management thinkers. Mr. Grant asked us to look at the "givers" and "takers" in the workplace in our efforts to achieve success.

The next keynote speaker was Annie Clark, executive director of End Rape on Campus and author of "The Hunting Ground." Ms. Clark's moving account of her experience as a victim of assault shortly after arriving as a young student on the campus of the University of North Carolina Chapel Hill, reminded us that one of the most important things we can do for survivors of assault is to believe them. Her



"The Power of Us: Amplify Your Voice"

speech was followed by ground-breaking attorney Anita Hill, who eloquently spoke about the ongoing struggles faced by women. She pointed out that the issues we face start in elementary school and implored us to continue to fight against harassment and discrimination. She sat there alone 25 years ago

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WIP members at the Conference:
Front: Missy Leining, Susan Bowen, Jessie Smith, Liana Walters
Back: Desiree Brougher, Keisha Parker, Elizabeth Triscari, Kathleen Wilkinson, Anne John



Ground-breaking attorney Anita Hill eloquently spoke about the ongoing struggles faced by women.

Pennsylvania Conference for Women

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when an official said he didn't know that harassment existed. When asked if she would do it again, to thunderous applause, she responded, "YES."

After the opening, we had the opportunity to break out into groups, where we enjoyed book signings, browsed the Health and Wellness pavilion, or got tips for improving our social media profiles. We also chose from more formal sessions such as "Redefining Leadership: The Core Behaviors of Successful Leaders," and sessions with panels of experts focused on Emerging Professionals, those in transition, as well as personal development. Other presentations included the health and wellness workshop titled "Why Your Fluctuating Moods are a Strength, Not a Weakness," and a personal development session entitled, "Transform Your Norm... Success Lies Outside Your Comfort Zone." Panels were composed of corporate executives,



Abby Wambach, goalie on the 2015 Women's World Cup Champion soccer team, inspired attendees with her message about leadership.



Annie Clark, executive director of End Rape on Campus and author of "The Hunting Ground"

health and wellness experts and other professionals. Participants chose events based upon their professional as well as personal interests.

The luncheon featured a host of powerful, inspirational women. Lesley Jane Seymour interviewed Mindy Kaling. Of her time filming "The Office," Ms. Kaling noted that the show was beautiful because it was real: "We looked like normal women." Her words of wisdom included an exhortation to "be decisive." Next up was Abby Wambach, goalie on the United States National soccer team when it became the 2015 Women's World Cup Champion. Ms. Wambach inspired all of us to remember that every person in the room is a leader. The luncheon was followed by more author signings, interview and resume workshops, mentoring and career coaching and social media and small business workshops.

The day included time for browsing the Career, Health & Wellness and Technology pavilions, the Women-Owned Business Marketplace, and the Community Connection Pavilion, where attendees were given the opportunity to join Amerisource Bergen employees in assembling 2,000 personal care bags for donation to the

Salvation Army Eliza Shirley House, which provides emergency housing for women and children fighting homelessness throughout Philadelphia.

As the day ended, the words of Pennsylvania Conference for Women Board president Leslie Stiles resonated in our minds: "This room is a powerhouse of wisdom and the person sitting next to you may be a door to opportunity". The opportunities seemed limitless as we concluded our day, strengthened and empowered by each other and ourselves. The 2016 Pennsylvania Conference for Women was an inspirational event that strengthened our resolve to continue to amplify our voices and invest in "The Power of Us."



Anne N. John practices law with her family at John & John. She is currently president of the Fayette County Bar Association. She has served as course planner and speaker for the Pennsylvania Bar

Institute (PBI), the continuing legal education arm of the Pennsylvania Bar Association, on oil and gas issues, including lease interpretation, groundwater contamination and litigation. She is an active member of the Pennsylvania Bar Association, where she serves in various capacities.



Anita Hill at the book signing

A Look at the Film, “Balancing the Scales”

By Jennifer Ellis, Esq.

As I was looking for articles for our newsletter, I reached out to my lawyer friends on Facebook. An amazing number of them came through. Imagine my surprise when my friend and colleague, Jeanine van der Linden, told me she had a connection with filmmaker and attorney Sharon Rowen and that she would contact her on my behalf. Sharon recently finished her film, “Balancing the Scales,” an exploration of women in the legal profession. Next thing I knew, I was watching Sharon’s compilation of 20 years of interviews with five generations of women attorneys, many of whom made the legal profession what it is today. Truly, social media is an amazing thing.

“Balancing the Scales” goes back 60 years and “delves into topics ranging from discrimination to work life balance, what it takes to become a partner in today’s firms and what we need to change for women to break the glass ceiling and really have a seat at the table where society wide decisions are made.”

In “Balancing the Scales,” Sharon explains how an interview with Supreme Court Justice Ruth Bader Ginsburg in 2009 led her to explore the state of women in the legal profession. Sharon wanted to understand why women lawyers have not achieved full equality in numbers of equity partners and in compensation, and wondered what is necessary for us to reach such a place. She even wondered, for the sake of her own daughter, whether it is

This documentary shows generations of female lawyers in a one-hour testament to our struggles, how far we have come and how far we must yet go.

possible for us to reach true equality in our profession.

Over the past 20 years, Sharon interviewed many of the extraordinary women upon whose shoulders we stand on our own paths in this profession. She interviewed five generations of lawyers.

Through these interviews, we learn what law school and the law was like for women in the 1940s and 1950s and follow our own history as the interviewees work their way up through the decades to discuss how things have changed — and how they

haven’t — for women lawyers. We learn how the discrimination women experience has changed from obvious and in your face, to subtle and implied. How women of color are forced to fight discrimination related to both their race and their gender. And how sometimes, they don’t know exactly know why they are being discriminated against, just that they are.

Women partners talk about what young female lawyers must do to stay in the game. Young lawyers talk about how the law is for them today. The catch-22 of trying to raise children while working 80 or more hours is explored — a topic we in WIP have dis-

Continued on page 13



A film by Sharon Rowen
Click [here](#) to see the trailer



Attorney/filmmaker Sharon Rowen has been a practicing attorney for 37 years and has interviewed American women lawyers for over 20 years, in her quest for answers as to why gender equality for women in the law and in all professions has been elusive in our society. She hopes this film will add to the national conversation about gender equality, not only in careers, but in all aspects of life. To learn more about the film, see <http://www.balancingthescalesmovie.com/> and <https://www.facebook.com/balancingthescalesmovie/>.

“Balancing the Scales”

Continued from page 12

cussed many times. The film explores the idea that the culture of the woman being the person to step back from her career to raise children or take care of the sick and elderly is so ingrained in our society, that both men and women believe it, making it more difficult for women to have a full career, and more difficult for men to spend more time with family.

U.S. Supreme Court and State Supreme Court Justices discuss their own experiences in and after school. Justice Ginsburg tells how she didn't experience discrimination by her professors in law school, but she experienced formidable roadblocks, including the lack of a woman's bathroom in one of Harvard's law school buildings. This caused problems during exams, Justice Ginsburg noted wryly.

In one poignant moment, former Chief Justice of the Supreme Court of Georgia, Leah Ward Seers, explains, quite simply, that other judges could put on the robe and that was that. She

put on the robe and still had to prove herself. People lined the outside of her courtroom, she said, to look in through the glass and see this African American female jurist take her place in the court and in history. It was very interesting to hear from Justice Ward Seers in the mid-90s and then again more recently, to gain her perspective on how some things have changed, and how many others have stayed the same.

Younger lawyers might be surprised to know that for many years, women weren't even allowed to attend law school. Then, once some law schools allowed women to attend, others, such as Harvard Law, wouldn't even allow them to apply. The next problem? After graduation, women still weren't allowed to take the bar exam. They couldn't work in law firms and were relegated to banks and real estate firms. At those businesses, they could do the work, but male lawyers had to sign the letters — an especially degrading experience. Later, once women could take the bar, many firms still didn't want to hire them. And if they did get hired, law firms didn't want to promote them to

partnership. Equal pay? Forget about it.

I learned a great deal about our profession and its history by watching “Balancing the Scales.” I am honored to have had the opportunity to review it prior to its release, which I hope will be soon. I am also thrilled to tell you that Sharon Rowen has agreed to do an interview with me for our next newsletter.

I have never seen so many brilliant legal minds in one film — generations of female lawyers in a one-hour testament to our struggles, how far we have come and how far we must yet go. Hopefully, you will have the chance to see this extraordinary look at the history of women in the profession yourself.



Jennifer Ellis, co-editor of the WIP *Voices & Views* newsletter, is a legal ethics attorney with the firm of Lowenthal & Abrams, PC. (<https://lowenthalabrams.com>). She also manages the firm's online presence. In

addition, Jennifer serves as a law firm marketing consultant under the name Jennifer Ellis, JD.



Spearheaded by Sheryl Axelrod, WIP Diversity Committee co-chair, (7th from left), the first-of-its-kind diversity networking event for members of the Pennsylvania Bar Association, Philadelphia Bar Association, and Philadelphia-area affinity bars was held Nov. 15, 2016. PBA President-Elect and WIP member, Sharon López (center) attended. Other WIP members included, Marisa Lattimore (2nd from left) and WIP Diversity Committee co-chair, Sheryl Axelrod (7th from left), among others.

Use Storytelling Techniques to Make Your Briefs More Persuasive

By Lisa Solomon, Esq.

You've undoubtedly had the experience of reading a book that's so compelling you can't put it down. You can make your briefs more compelling — and therefore more persuasive — to the judges and law clerks who read them by applying in your briefs the same storytelling techniques used by creative writers.

In fiction, stories have three primary elements: character, conflict, and resolution. The story you tell in your brief will have characters and conflict: the court's ruling provides the resolution. Your goal is to tell the story so that the resolution will be almost self-evident.

In briefs, you tell your client's story in the statement of facts. You can make your statement of facts compelling by carefully selecting the details you want to call to the reader's attention, arranging the details in a maximally effective way and using evocative language.

Carefully selecting the details doesn't mean presenting only the facts that favor your client's position. Just the opposite is true: you'll lose credibility if you omit relevant facts from your brief, and the court will give little credence to your legal argument. Nevertheless, as lawyers familiar with appellate brief-writing know, even in a self-contained universe where all facts are established and equally available to both parties, the appellant's statement of facts and the respondent's are often quite different.

Arranging the details in a maximally effective way means giving the story of the case a narrative flow. The classic three-part structure of a story moves



from order, to disorder/chaos, to re-order. In brief writing, this structure corresponds to introducing the characters (particularly your client), describing the conflict and its effect on your client, and setting forth the resolution for which you are advocating.

Using evocative language doesn't mean hitting the reader over the head with bombastic, overblown rhetoric, in either your marketing materials or your briefs. Sophisticated potential clients will tune you out if your prose is larded with adjectives and exclamation points (both literal and figurative). Judges, too, will reject any overt attempt to appeal to their emotions.

Finally, remember that sensational, inflammatory language tends to arouse skepticism and reduce your credibility. Instead, use vivid words (including powerful verbs) and "show, don't tell": set forth the facts, and let the reader come to an independent (but subtly guided) conclusion about their import.

Arranging the details in a maximally effective way means giving the story of the case a narrative flow.



Lisa Solomon is the Founder and CEO of Now Counsel Network (<http://nowcounselnetwork.com/>), which helps solos and small law firms slay the professional staffing dragon by matching them with

members of its curated network of experienced freelance lawyers for temporary or project-based engagements. Before launching Now Counsel Network, Lisa practiced exclusively as a freelance lawyer for 20 years, providing legal research and writing services to solos and small firms nationwide. She is a nationally known author and speaker about freelance lawyering and persuasive legal writing.

How to Waste Time and Money in Legal Marketing

By Gina F. Rubel, Esq.

Almost daily, one of my colleagues or I receive an email from a lawyer or non-market-er in charge of legal marketing asking us to review an email solicitation that they received and asking us to make a recommendation. These emails often promise better SEO rankings, better news pick up for a law firm press release, better law firm website, blog and social media content that will bring in clients, and access to contacts across the globe.

Unfortunately, these sales pitches are usually nothing more than a colossal waste of time. Here are some examples of solicitations that should be deleted as soon as you receive them.

We can get you on the first page of Google

This is a bogus solicitation. No company can get you “on the first page of Google” without your firm investing a great deal of resources in Google Adwords or in an extensive organic SEO campaign. For example, one personal injury law firm in Philadelphia invests nearly \$150,000 per month in Google Adwords alone. Is your law firm willing to make that type of investment?

The first clue that these emails are bogus often is the poor grammar and wording in the messages themselves. Here is an example of one that was sent to a client of ours recently:

“I am Business Development Executive working with a reputable SEO and Web Development Company. I visited your website and found being having good design it's not ranking well in search engines. When we search for any keyword pertaining to your domain, your website



does not come on the first page of Google. So how would people come to know about your website? If you want your website to appear on first page of Google then please let me know. We can provide you guaranteed Top 10 Google rankings.”

Domain Registration Service SEO Company

THIS IS A SCAM. I cannot stress this enough. Do not click on any of the links, do not forward this email to your web developer or strategic partner. Just delete it.

This is what they usually say:

“This important expiration notification proposal notifies you about the expiration notice of your domain registration for XYZ.com search engine optimization submission. The information in this expiration notification proposal may contain confidential and/or legally privileged information from the notification processing department to purchase our search

engine traffic generator. We do not register or renew domain names. We are selling traffic generator software tools. This information is intended only for the use of the individual(s) named above. If you fail to complete your domain name registration XYZ.com search engine optimization service by the expiration date, may result in the cancellation of this search engine optimization domain name notification proposal notice.”

I'd like to turn your press release into a video news release

Just because you can doesn't mean you should. If your firm is working with a reputable marketing partner, they are not going to advise a law firm to turn every press release into a video news release – especially not the standard board appointments, CLE programs and other day-to-day press releases that the public relations team

Continued on page 16

How to Waste Time and Money in Legal Marketing

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uses for the firm's website, social media shares, and to update an attorney's bio on the website.

Here is a sample of one we received this week:

"I would like to turn this press release into a video news release. I have learned, from research conducted by google, that conversion rates skyrocket when you add video to a marketing campaign. My company can create a video news release starting at just \$99. At that low price it is easy to test this powerful publicizing tool. We have professional scriptwriters, producers, and actors ready to turn your press release into something special. We have marketing specialists who know how to get your message seen and heard."

We can get your press release picked up by hundreds of outlets

Do you want your press release on "hundreds of outlets," many of which are blacklisted, anyway? I think not.

One of our clients forwarded this last week:

"We recently read your news release and thought you should know how we can help you. Our new press release distribution service can get your new release picked up in hundreds out outlets throughout the US and abroad. We have a low monthly subscription or annual rates and we do all the work for you. We will issue your release in such a way that it will get picked up on the first page of Google. Let me know when is a good time for me to call you this week to discuss."

I'd like to guest blog for you

Why would an intellectual property law firm want canned content from a family law firm? And why would a corporate law blog want to include

criminal law content? There is no good reason. Just don't do it.

"I've been following your blog for quite some time now, and I love your content and the lessons you share with your readers. Every time I read a post, I feel like I'm able to take a single, clear lesson away from it, which is why I think it's so great. I'm reaching out to see if you'd be interested in featuring a guest post from XYZ lawyer in XYZ state. I know you are probably busy and won't blog about it, so I'm going to make you an offer you can't refuse. How about I write it for you? Don't worry, I'm a great blogger and have had my posts featured on XYZ blog. Thanks so much for considering my request!"

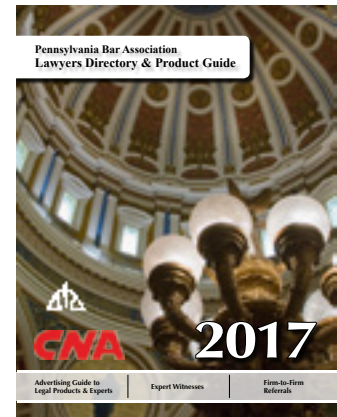
The bottom line

These messages are almost always a waste of time, resources and ultimately money for the law firm – especially when your marketing partner is asked time and time again to review these phony solicitations. Delete. Delete. Delete. And then empty your deleted items folder.



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

for law firm marketing, public relations, websites and strategic plans. She maintains a blog at www.ThePRLawyer.com, is a contributor to The Legal Intelligencer, Avvo Lawyernomics and The Huffington Post. You can find her on LinkedIn at www.linkedin.com/in/ginafuriarubel or follow her on Twitter at <http://twitter.com/ginarubel>. For more information, go to www.FuriaRubel.com.



The 2017 PBA Lawyers Directory and Product Guide is Available Now!

The 2017 PBA Lawyers Directory & Product Guide is available in traditional print format or via online subscription.

The directory features a wide range of accurate, up-to-date information, including:

- The master list of names, geographic locations and phone numbers (if available) of more than 70,000 lawyers licensed to practice in Pennsylvania
- Listings of federal and state courts — judges, administrative offices, key personnel
- County-by-county listings of judges, county offices, key personnel
- Listings of the state's law libraries and law schools
- Key contact information for the American Bar Association, the PBA and local bar associations in Pennsylvania.

The online version of the directory is updated daily and includes email addresses (if provided). Order via the PBA website at www.pabar.org

The print version of the directory is \$45 per book, plus handling and tax, or \$36 per book for orders of 10 or more, plus handling and tax per copy. A one-year license to the online version is \$35, plus tax. The online version is password protected.

The Unofficial User Guide to New Casemaker Features

By Carole A. Levitt, Esq. and Mark E. Rosch,
Principals of Internet For Lawyers, Inc.
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Carole Levitt (clevitt@netforlawyers.com) is president of Internet For Lawyers (www.netforlawyers.com). She is an acclaimed CLE seminar speaker and best-selling ABA Law Practice Division co-author of seven books. Carole has also co-authored 13 editions of *The Cybersleuth's Guide to the Internet*. Her areas of expertise are: internet research (investigative, legal, and social media); social media ethics; Google search and Google cloud apps. Carole was a California attorney, a law librarian, and a legal research and writing professor at Pepperdine. To view Carole's webinars on legal and investigative research, see <http://cleseminars.com/all-partners/>.

The folks at Casemaker have been extremely busy adding new features and materials to their database, and extending date coverage further back in time, all of which we will explain in this white paper. With so many new additions, the 2014 online User Guide is now out of date. This is our attempt to explain the new additions. We have added screen shots to illustrate many of the features.

The Same Basic Core Materials Are Now Provided for All States

Each state's database now offers the minimum of Case Law, Statutes, Administrative Code, Administrative Register (in all states where they are published), Court Rules, Legislative Acts, and the State Constitution.

Case Law Date Coverage Expanded

Casemaker has increased Case Law date coverage for every state; coverage now goes back to statehood or earlier, or at least to the first state reporter volume.

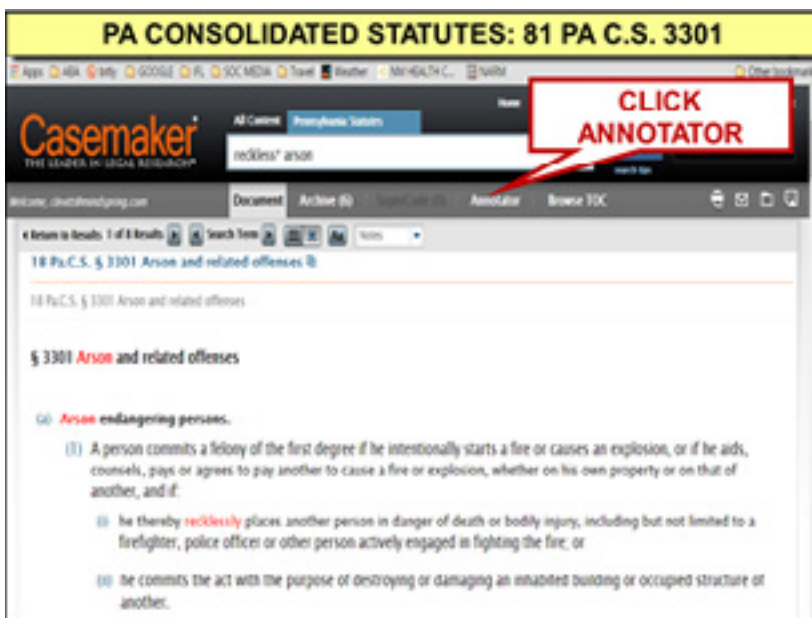
Some States' Databases Offer More Than Other States

Some states have added additional materials (e.g., Attorney General Opinions or Ethics Opinions). Recently, Casemaker added new state material to its database for the following select states:

- Environmental Hearing Decisions: Pennsylvania
- Workers' Compensation Decisions: Arkansas, Kansas, Michigan, Minnesota, South Dakota and Wisconsin
- Office of General Counsel Formal Opinions: Alabama

Currency of Statutes and Administrative Codes

Casemaker's editors continuously update all State Statutes directly from the legislative acts as they are passed. State Administrative Codes are treated in a similar fashion. They are continuously updated directly as regulations are adopted or amended in the State Registers. Now, you no longer have to check two different places to view the most up-to-date Statutes and Regulations.

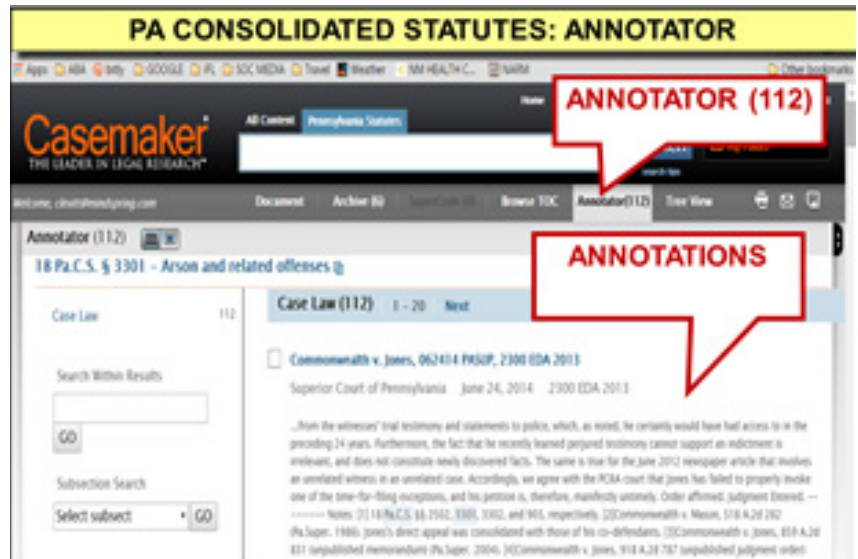


Statute Annotator

Many legal researchers dislike using free and low-cost online legal research databases because their Statutes/Codes lacked the case annotations that they were used to reading in the print sources and the pay databases. This issue has been eradicated now that Casemaker has added the Statute *Annotator* to its federal and state Statutes/Codes. Although this feature is mentioned in the Casemaker User Manual, it's worth pointing it out because you might not notice it on your results page. When viewing any statute on Casemaker, click the *Annotator* button (as shown in the screen shot at left).

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You will then receive a list of linked cases that cite the statute with enough words around the statutory reference to help discern the context of the reference (as shown in the next screen shot). Casemaker’s Statute Annotator, as explained by a spokesperson at Casemaker is, “unlike those of some other services; it is the product of much editorial effort to retrieve as many references as possible and, perhaps more importantly, to avoid references to other works that happen to use the same number as the statute.”



New Time Graph

In its attempt to add visuals to its database results, Casemaker has introduced a “time graph” to show all cases citing each case in your results list over time. To access this time graph pop-up, simply click the graph icon as shown in the next illustration. Although Casemaker’s User Manual mentions this graph icon, it doesn’t show you what it looks like, so here is a screen shot of the graph on the left-hand side. The manual explains that the graph will plot the number of times a case has been cited over the years on a line graph, but fails to tell you that it is possible to re-sort the graph to display cases by jurisdiction.



Case Summaries from the CasemakerDigest Now Displayed In Two More Places

Back in 2011, Casemaker introduced the CasemakerDigest so subscribers could keep up-to-date by reading summaries of recent cases from any federal or state jurisdiction they were interested in. For those who have access to CasemakerDigest, which is almost all users, if there is a case summary it will be noted in the case results list with a link labeled CS (as shown in the next illustration). The Digest was rolled out over time to all states, so not all cases will display summaries back to 2011.



Continued on page 19

After you click CS you (as shown in the next illustration) you can quickly read the case summary to ascertain whether the case is relevant. If it's not, this saves you the time of reading the full-text of the case.

If you click the link to the case displayed at the top of the Case Summary, you will be able to read the full-text of the case and an abbreviated case summary is also displayed (its heading will say Short Summary).



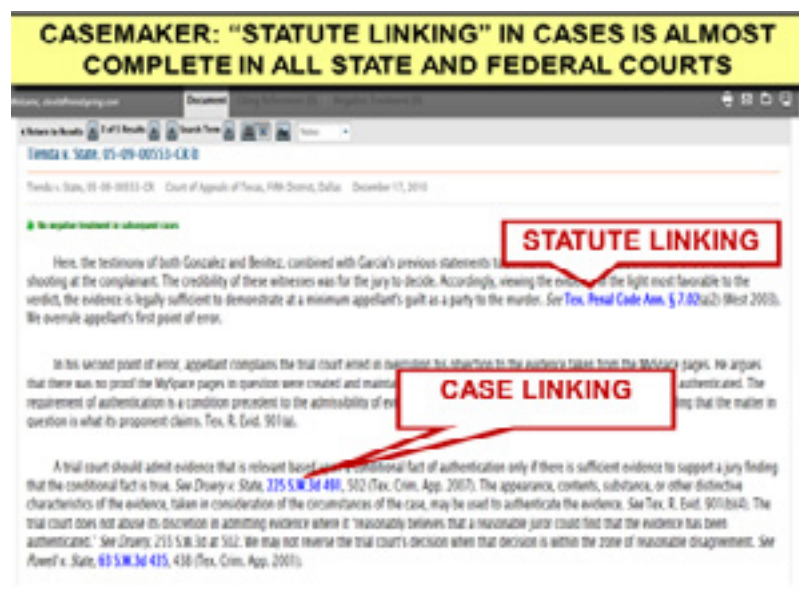
“Search Within Results” Now Available for “Citing References”

As you review a specific case’s “Citing References” overview, notice that the “Search Within Results” feature, which you have always seen in the Case Law Overview, has now been added to the Citing References Overview. This allows you to enter a new search term (e.g., *police*) into the “Search Within Results” search box to pinpoint which of the Citing References includes that search term.



Case Law Database Offers “Case Linking” and “Statute Linking”

“Statute Linking” in cases is almost complete in all state and federal cases. This works the same way as “Case Linking” (which has been available in all state and federal cases on Casemaker for some time). Statute Linking and Case Linking are useful if the case you are reading doesn’t provide the full-text of the statute (or case) it cites to and you need to quickly review it. Just click on the statute (or case) citation and you will be taken directly to it. For example, as shown in the next illustration, as you are reading the Tienda case, you can click on the link to Tex. Penal Code Ann. § 7.02(a)2) to go directly to that exact statute for review or you can click on the link to 225 S.W.3d 491 to go directly to that case for review.



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Statutory and Administrative Codes Now Include Tagged Subsections

Hand in hand with “Statute Linking,” Casemaker now displays “Tagged Subsections” for all statutory (and administrative) codes to allow for quickly linking to the subsection level. This feature is proving most useful when working with lengthy sections. For example, as you view the case shown in the prior illustration, if you click the link to Tex. Penal Code Ann. § 7.02(a)2), you will be taken to that subsection because it is now “Tagged” in Casemaker’s Texas Statutes. Previously, only the main section (§ 7.02) was tagged, but now all the subsections are tagged, such as (a), (b), etc.



Copy and Paste Feature Now Includes the Case and Statute Citation and the Case Pin Citation

When you highlight a portion of a case or statute’s text because you plan to copy it and then paste it into another document, be sure to right click to take advantage of the *Copy* pop-up menu. This menu now offers you the choice to automatically insert the full *Citation* or the *Pin Citation* to the end of your highlighted text selection when you paste it into a document. For example, if you highlight the paragraph from 224 P.3d 437 (shown in the next screen shot) and then right click the highlighted paragraph, you can choose *Copy with pin citation*.

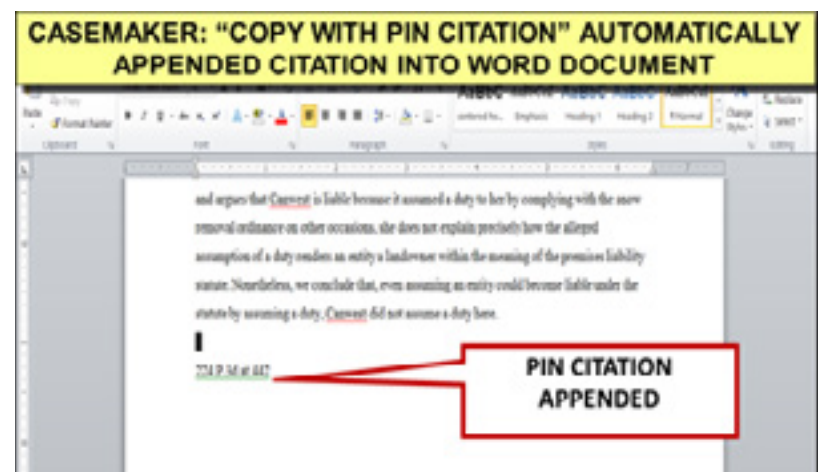


This will paste the highlighted paragraph into your Word document, with the *Pin Citation* 224 P.3d at 442 appended at the end of your pasted selection (see next screen shot).

If you right-clicked the highlighted paragraph and instead chose “Copy with citation,” then the case title and citation [Burbach v. Canwest Investments, LLC, 224 P.3d 437 (Colo.App.Div. 5 2009)]” would be appended to your pasted selection.

Need More Help?

Live chat was added to Casemaker’s customer support, expanding Casemaker’s email and toll-free phone customer support and free webinars and video tutorials.



PBA Commission on Women in the Profession Leadership

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Jennifer Ellis, Kathryn Harrison

Diversity

Sheryl Axelrod ‡, Melinda Ghilardi

Governance

Anne John, Roberta Liebenberg

Legislative

Vicci Madden, Liana Walters

Membership

Carla Donnelly, Lisa Watson

Mentoring

Lisa Benzie, Marion Munley

Nominations

Nancy Conrad, Roberta Jacobs-Meadway

Promotion of Women

Amy Coco, Kathleen Wilkinson

Public Service

Hon. Karoline Mehalchick, Stephanie Latimore

Quality of Life

Jane Dalton, Jill McComsey

Report Card

Bernadette Hohenadel, Christine Lombardo-Zaun, Melissa Wright

Retreat 2016

Ellen Bailey, Carla Donnelly

Retreat 2017

Susan Bowen, Elizabeth Triscari

Spring Conference

Melissa Leininger, Samantha Phillips

Book Group

Mary Cushing Doherty, Bernadette Hohenadel

PBA Newsletter Liaison

Diane L. Banks

PBA Staff Liaison:

Ursula Marks

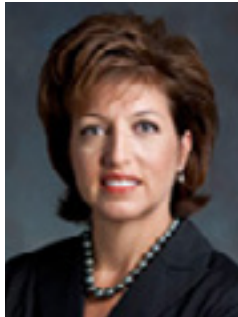
* PBI Board Liaison

** PBA Nominating Committee Representative

‡ Diversity Liaison



Cheryl Lynne Austin



Marie Milie Jones



Kathleen Wilkinson



Pictured left to right: National Diversity Council Founder and Chairman Dennis Kennedy; Dr. Velma Scantlebury, Associate Director, Kidney Transplant Program at Christiana Care Health System; Lisa Tillman, Executive Assistant, Campbell Soup Co.; Kathleen Wilkinson; Crystal Thomson, Vice President of AmerisourceBergen; Kim Hopkins, Novo Nordisk, Inc.

WIP Members in the News

Judge Cheryl Lynne Austin, Montgomery County Court of Common Pleas, 38th Judicial District, was honored as Woman of the Year by Central Montgomery County Business & Professional Women on Oct. 20, 2016.

Marie Milie Jones, a founding partner of JonesPassodelis, PLLC, recently won the Allegheny Bar Association Professionalism Award presented at the Civil Litigation luncheon.

Kathleen Wilkinson was a speaker and organizer for the “Most Powerful and Influential Women Roundtable” on Sept. 1, 2016, in Philadelphia by the Pennsylvania Diversity & Leadership Conference. The panelists offered insightful answers to some pressing questions surrounding what it takes to become a woman of power and influence in today’s world. The panelists discussed how women can gain trust and credibility; lessons learned from the panelists’ careers; how mentoring impacted their career success; and advice for other women seeking to advance in their careers. Wilkinson, a partner at Wilson Elser Moskowitz Edelman & Dicker, LLP is the PBA Zone One Governor, past WIP co-chair and past Philadelphia Bar Chancellor.



Contribute to *Voices & Views*

The editors of *Voices & Views* encourage our membership to contribute articles and announcements, including articles on your area of practice, topics relating to women and the law, book reviews, save-the-date notices, members in the news and photos of members at events.

The submission deadline for the Spring 2017 issue is March 1, 2017.

Please send information, news and articles to the
2016-2017 WIP Communications co-chairs:

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or 717-256-1638

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Upcoming PBA Events

Jan. 9, 2017	Commission on Women in the Profession Meeting Harrisburg, Philadelphia, Pittsburgh More information
Jan. 13-15, 2017	Family Law Section Winter Meeting Philadelphia More information
Feb. 23-25, 2017	2017 Conference of County Bar Leaders Nittany Lion Inn, State College Event brochure Register online
March 16, 2017	WIP Spring Conference Philadelphia Simulcast to: Mechanicsburg, Pittsburgh, Scranton and Erie Details Coming Soon!



Pennsylvania Bar Association Commission on Women in the Profession Communications Committee

Editorial Policy

Voices & Views is a publication of the Pennsylvania Bar Association (PBA) Commission on Women in the Profession and is published by the Communications Committee three times per year. The purpose of the publication is to facilitate communication among the membership of the commission on topics and events of general interest to women lawyers. The editors of *Voices & Views* reserve the right to accept or reject any submission and to edit any submission to ensure its suitability for publication, its adherence to the Mission Statement of the Communications Committee and its furtherance of the objectives of the Commission on Women in the Profession.

The articles and reports contained in *Voices & Views* reflect the views of the writer and do not necessarily represent the position of the commission, the editors of *Voices & Views* or the Pennsylvania Bar Association.

Mission Statement

It is the mission of the PBA WIP Communications Committee to foster improved communication among its members in the furtherance of the goals of the commission. To this end, the publication, *Voices & Views*, provides a forum for professional and open exchange among the WIP membership on all issues related to women and the law. *Voices & Views* shall be utilized for the following purposes:

- To publicize opportunities and events that may be of interest to the WIP membership;
- To provide information to the membership on topics that may be of general interest to women lawyers;
- To reach a wider audience and increase the visibility of the commission;
- To inform the WIP membership of the projects and goals of the commission; and
- To share information with the WIP membership regarding accomplishments of the members, other women lawyers and public figures.

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