



Voices & Views



A Newsletter from the Pennsylvania Bar Association • Commission on Women in the Profession

Summer 2017

From the Co-chairs

In some ways, this summer has been familiar — baseball and beaches, picnics and parks, family reunions and vacations. The bar exam and summer interns are part of our season too. But this year is also different. We have women president judges presiding over both our Superior and Commonwealth Courts – Judge Susan Peikes Gantman and Judge Mary Hannah Leavitt respectively – and a majority of our state appellate court judges are women. For the first time, our past and current PBA presidents, Sara Austin and Sharon López – are both women and active WIP members. President López, the first Latina president who is also a working mother, has committed herself to reaching out to mothers and minorities, as well as millennials.

Many counties have their first woman judge or, better yet, their first, second or even third woman judge on their bench. Women managing partners, general counsels, district attorneys, law school deans and cabinet secretaries are no longer rare. And we count them, as well as federal judges, magistrate judges and first-chair counsels in high profile cases, among our members.



Andrea B. Tuominen



Jessie L. Smith

These women are our friends and colleagues. Yet, 1,000 years from now, they will still have been the “firsts” – the pioneers and trailblazers in our profession. Beyond marveling at their accomplishments and cherishing their company and insights, we recognize the historic time in which we live. Through WIP’s Governance Committee, co-chaired by PBA Vice-President Anne John and former ABA Commission on Women in the Profession Chair Bobbi Liebenberg, we are interviewing these exceptional women to give their whole stories – beyond the bios – to ourselves and future generations.

Through our Report Card Committee, co-chaired by Bebe Hohenadel, Lynn Marks and Christine Lombardo-Zaun, we have chronicled women’s

progress in the profession since 1995. Our Awards Committee honors; our Mentoring Committee engages; our Membership Committee invites and welcomes; and our Promotion of Women Committee provides tools for trailblazers and all of us. Our events committees, the Public Service and Quality of Life committees and Book Group, help us learn, connect, assist and recharge throughout the year. Our Legislative and Diversity committees keep us relevant and active in our recommendations to the PBA governing bodies, where our members increasingly lead the discussion.

Many trails to blaze and travel lie ahead for us, and we are privileged to be making this journey this year with all of you.

Jessie & Andrea

From the Co-editors



Karen Grethlein



Laura Williams

Co-editor Karen Grethlein is a litigation associate at Kane Pugh Knoell Troy & Kramer LLP in Montgomery County. She practices insurance defense litigation.

Co-editor Laura Williams is the assistant dean for career services at Penn State, Dickinson Law School.

We would like to thank the wonderful co-chairs, Jessie Smith and Andrea Tuominen, for their leadership as we commence the 2017-18 year. We would like to emphasize at the outset of our term as co-editors that *Voices & Views* is meant to offer insights, updates and practice tips from our membership to our membership. To accomplish this goal, we both want and need your participation. Read a compelling book recently? Attend an interesting event? Been promoted or recognized for your professional achievement? Want to share your experiences from a challenge that you overcame? Please consider writing for this publication. Never hesitate to reach out and remember that we are here to serve you.

To those who are not as involved as they might want to be, or those who are not involved at all, please know that this commission is an inclusive, warm and tenacious group of women (and men!), who put on great events, offer support, and are generally fun to be around. From my perspective (Karen here), I know I wandered into the WIP Fall Retreat by happenstance during my 1L year of law school and immediately loved it. As a 1L, I knew nothing about the law and thought “networking” was a non-physical form of torture. Luckily, I persisted and have made some incredible friendships that I otherwise might not have made. Whatever indescribable quality this organization has, it’s kept me coming back, and I hope this publication can capture some of that uniqueness.

We hope that you sneak in a vacation or some relaxation time as the summer draws to a close. We have a busy year to look forward to and a full calendar. The Annual WIP Retreat will be on Friday, Nov. 10 and Saturday, Nov. 11 at the Hotel Hershey in Hershey. The Annual WIP Conference will also be held at the Hotel Hershey on Wednesday, May 9, 2018. In short...there is a lot of chocolate in your future!

We hope that you will continue to submit articles and photos to this publication. We look forward to seeing you at upcoming events! Karen’s email address is kgrethlein@gmail.com and Laura’s email address is lh10@psu.edu.

PBA Commission on Women in the Profession Leadership

Co-Chairs

Jessie L. Smith*, Andrea B. Tuominen**

Co-Vice Chairs

Melissa M. Leininger, Renee Mattei Myers

Secretary

Elizabeth G. Simcox

Assistant Secretary

Ellen D. Bailey

Treasurer

Jennifer S. Coatsworth

Members-at-Large

Lisa Benzie, Mary Doherty, Jill Scheidt

Subcommittees

Annual Conference

Carla Donnelly, Hon. Renee Cohn Jubelirer, Lisa Watson

Awards

Mary Kate Coleman, Hon. Karoline Mehalchick, Sarah Yerger

Communications/Newsletter Editors

Karen Grethlein, Laura Williams

Diversity

Melinda Ghilardi, Elisabeth Shuster

Governance

Katherine Berquist, Anne John, Roberta Liebenberg

Legislative

Vicci Madden, Liana Walters

Membership

Lauren Hartley-Martin, Jill McComsey

Mentoring

Roberta Jacobs-Meadway, Elizabeth Simcox

Nominations

Mary Kate Coleman, Nancy Conrad

Promotion of Women

Amy Coco, Jennifer Ellis

Public Service

Ann Johnston, Lindsay Berkstresser

Quality of Life

Kathleen Wilkinson, Stephanie Latimore

Report Card

Bernadette Hohenadel, Christine Lombardo-Zaun, Lynn Marks

Retreat 2017

Susan Bowen, Elizabeth Triscari

Retreat 2018

Jennifer Coatsworth, Beth Flaherty

Spring Conference

Tiffany Raker, Melissa Wright

Book Group

Ellen Bailey, Desiree Brougher

Diversity Ambassador

Sheryl Axelrod

PBA Newsletter Liaison

Diane L. Banks

PBA Staff Liaison:

Ursula Marks

* PBI Board Liaison

** PBA Nominating Committee Representative

Pennsylvania Bar Association Commission on Women in the Profession

2017 Fall Retreat

NOV. 10-11, 2017 • HOTEL HERSHEY

Overcoming Unconscious Gender Bias: How to Navigate Subtle Sexism in the Workplace

Featured speaker Amy Herman will present:
“The Art of Perception & Visual Intelligence”



Amy Herman

This professional development workshop teaches leaders how to enhance their observation, perception and communication skills by learning to analyze works of art. In this highly participatory session, individuals will reconsider the skills they use to fulfill their responsibilities and revisit their ability to communicate concisely and effectively in a variety of scenarios. In addition to addressing the role of non-verbal communication and how it relates to work with clients and colleagues, art and photography are used as tools to consider bias, prejudice and related ethical issues. The presentation

will discuss the relevance of visual literacy across the professional spectrum and how the analysis and perception of works of art has afforded the participants in this program a new and innovative way to refresh their sense of inquiry and reconsider the skills necessary for effective leadership.

Save the date and watch for more information!



Your Other Partner

WIP Annual Conference Recap

By Karen Grethlein

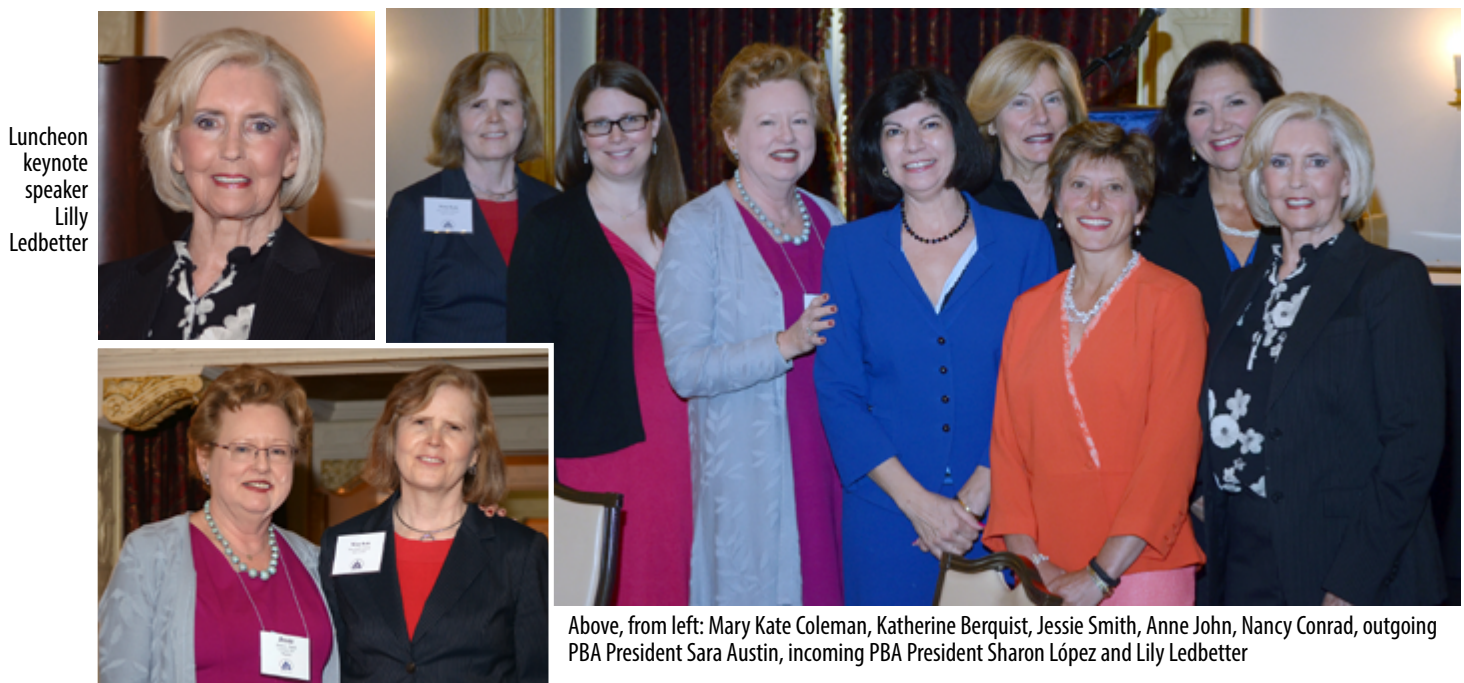
This year the 24th WIP Annual Conference was held on Thursday, May 11 at the Omni William Penn Hotel in Pittsburgh. Members came from across the state to network and enjoy a variety of thought-provoking CLEs featuring this year's conference theme, "Lessons Learned from the Women's Movement." The conference events included:

- An amazing keynote speech by Lilly Ledbetter. Lilly addressed a packed crowd about the circumstances that prompted her to bring her namesake lawsuit, *Ledbetter v. Goodyear Tire & Rubber Co.*, 550 U.S. 618 (2007), the challenges she faced and the advice that she offers to other working women who are simply looking for a fair wage and equal treatment in the workplace.
- Heather Arnet, the CEO of the Women and Girls Foundation, moderated a panel on the history

- of the women's movement, which featured Jessie B. Ramey, Ph.D., director, Women's Institute, and associate professor, Women's & Gender Studies, Chatham University; Lisa Tetrault, Ph.D., associate professor, Department of History, Carnegie Mellon University; and Patricia M. Ulbrich, Ph.D., director, In Sisterhood: The Women's Movement in Pittsburgh.
- Author Gillian Thomas, author of the recent book, *Because of Sex: One Law, Ten Cases and Fifty Years that Changed American Women's Lives at Work*, moderated a panel, "Key Cases of the Women's Movement," which featured Judge Nora Barry Fischer, U.S. District Court Western District of Pennsylvania; Nancy Conrad, Esq., White and Williams LLP; and Patricia V. Pierce, Esq., Greenblatt, Pierce, Funt & Flores LLC.

- The Awards Committee presented the Anne X. Alpern Award to Deborah Epstein Henry, the Lynette Norton Award to Victoria S. Madden, and the inaugural Award for the Promotion of Women in the Law to the law firm of Cozen O'Connor.
- The Report Card Committee, chaired by Bernadette M. Hohenadel, Christine Lombardo-Zaun, and Melissa Wright, released the 2016-2017 Report Card on the state of women lawyers in Pennsylvania.
- The historic first passing of the president's gavel from a woman PBA President, Sara Austin, to a woman PBA President, and/or a woman Latina PBA President, Sharon López.

Concluding the Annual Meeting, Mary Kate Coleman ended her tenure as senior co-chair of the commission and the incoming commission co-chairs Jessie Smith and Andrea Tuominen took over. Best of luck to the new officers and co-chairs!



Luncheon keynote speaker Lilly Ledbetter

Above, from left: Mary Kate Coleman, Katherine Berquist, Jessie Smith, Anne John, Nancy Conrad, outgoing PBA President Sara Austin, incoming PBA President Sharon López and Lily Ledbetter

Jessie Smith and Mary Kate Coleman

Lynette Norton Award recipient Victoria S. Madden (right) with Sarah Yerger



Deborah Epstein Henry (center) received the Anne X. Alpern Award. She is shown with Jennifer Coatsworth and Sarah Yerger.



Jessie Smith, Nancy Conrad, Katherine Berquist and Mary Kate Coleman



Ingrid Welch and Julie Trester, representatives from Cozen O'Connor, recipient of the WIP Promotion of Women in the Law Award



"History of the Women's Movement" panel



"Key Cases of the Women's Movement" panel

WIP's Diversity CLE Proposal Passes at House of Delegates

By Jennifer Coatsworth & Karen Grethlein

At the full meeting of the House of Delegates on May 12, 2017, in Pittsburgh, the Commission presented its endorsement that the PBA support a recommendation to the Pennsylvania Supreme Court, which would amend the mandatory CLE rules to require one separate CLE credit every other year be devoted to bias elimination, diversity and inclusion in the legal profession and society related to the same classes enumerated in Rule 8.4(g).

Commission leadership argued that this proposal is a logical extension of Rule 8.4(g), which would amend the definition of misconduct to include a wide range of discriminatory conduct. The proposal is almost identical to a measure that unanimously passed with the Philadelphia Board of Governors and enjoys co-sponsorship by the PBA entities that helped create it.

This proposal seeks to accomplish several objectives. It aspires to provide a lawyer life skill, which is necessary in diverse and non-diverse areas alike. By mandating a baseline of diversity training, it may help prevent discriminatory conduct from occurring, help employers lower liability and help attorneys better connect with clients. Diversity training may also help make us more competent attorneys as we must be prepared to represent a wide variety of clients and entities. Diversity training may yet help with our other requirements to provide competent and ethical representation to our clients.

This CLE requirement is malleable and should be able to incorporate substantive CLE courses. We note that providing diversity on our speaker panels and at events is important but has not historically proven to be enough. After spirited debate and salient points from many delegates, the House of Delegates voted to pass this resolution. WIP looks forward to this next chapter for the PBA.



Promoting leadership development, diversity and inclusion

Seeking Candidates for PBA Woman At Large Governor Appointment

PBA President Sharon R. López is seeking members interested in being considered for the PBA Woman At Large Governor appointment for 2018-21.

Click [here](#) for information regarding the duties and responsibilities of the position and how to apply for consideration. The deadline to apply is Sept. 29, 2017.

President López will make her final nomination for the position no later than 30 days before the next annual meeting on April 11, 2018. The nomination is subject to the approval of the Board of Governors. The three-year term will begin May 11, 2018.



Immediate Past PBA President Sara Austin and PBA President Sharon López at the PBA Annual Meeting in May

Young Lawyers Summer Summit Recap

By Karen Grethlein

This year the PBA Young Lawyers Division (YLD) met at the Penn State Hotel and Conference Center in beautiful State College for a three-day summit in July. Young lawyers from across the state met for a full YLD business meeting, informative and compelling CLEs, as well as some fun diversions, which included a whiskey distillery tasting and an improv comedy troupe production. Sharon López, PBA president and WIP member, was in attendance, as well as many members of the Board of Governors, zone chairs and newly admitted members representing each county. An outstanding group of speakers included the following:

- Judge James J. Ross of the Beaver County Court of Common Pleas offered insightful remarks on the importance of bar association involvement as the keynote speaker at the summit's opening dinner.
- Judge H. Geoffrey Moulton of the Superior Court and Judge Michael H. Wojcik of the Commonwealth Court presented a substantive CLE on state practice tips from the appellate bench.
- Parviz Ansari of the Centre County Public Defender's Office, Paul D. Edger of MidPenn Legal Services, David K. Trevaskis of the PBA, and Yvette L. Wilson of the Centre County Women's Resource Center presented a CLE on the importance of pro bono and crucial role it plays in Pennsylvania.
- Judge Kim R. Gibson of the Western District, Judge Malachy E. Mannion of the Middle District and Judge Mark A. Kearney of the Eastern District presented a CLE on practice



WIP members at the 2017 Young Lawyers Summer Summit: Bridget Gillespie, Rita G. Alexyn, Karen Grethlein, Keri Schantz, PBA President Sharon López, Tracy Liberatore, Katie Nealon and Melinda Ghilardi.

tips from the federal bench.

- Melinda Ghilardi, WIP Executive Council member and Bar Leadership Institute (BLI) co-chair, introduced the 10-member 2017-2018 BLI class to the YLD.

During the YLD business meeting, the division discussed a proposed amendment to the bylaws, which would raise the age of eligibility for YLD membership from 38 to 40 years old. This proposal, as explained by

Chair Jonathan Koltash and Chair-elect Alaina Koltash, is designed to accommodate the pragmatic realities that many PBA members, notably women with children, face when it comes to balancing their time with family and professional development. By raising the age of eligibility by two years, the YLD chair hopes to accommodate working mothers who are looking to get more involved in the PBA in a leadership capacity. The measure

Continued on page 8



WIP members Kathleen Wilkinson, Brenda McBride and Karen Grethlein enjoy a tour of Beaver Stadium during the 2017 Young Lawyers Summer Summit in State College.

Young Lawyers Summer Summit Recap

Continued from page 7

passed resoundingly in the YLD and now heads to the Board of Governors, which will determine whether the measure becomes effective.

Stay tuned for announcements about ways to get involved with the PBA Mock Trial Program, legal education and the 2017-2018 BLI Class.



Above: The 2017 Bar Leadership Institute Class at the Young Lawyers Summer Summit



PBA President Sharon López addressed the 2017 YLD Summit attendees.



Panel on federal practice tips: PBA YLD Secretary Jennifer Menichini; Judge Malachy Mannion, Middle District of Pennsylvania; Judge Kim Gibson, Western District of Pennsylvania; and Division Delegate Colin O'Boyle

Right: New YLD admittees



YLD business meeting at the 2017 Young Lawyers Summer Summit

WIP Members in the News



Sarah C. Yerger

Sarah C. Yerger, a principal at Post & Schell PC in its Harrisburg office, was selected for *Central Penn Business Journal's* Women of Influence Award. She was one of 30 women professionals in the Central Pennsylvania region recognized at an awards luncheon on June 26 at the Hilton Harrisburg and in the June 30 issue of the *Central Penn Business Journal*. She was selected for her professional accomplishments, community involvement and leadership in mentoring other women professionals.

Yerger is a member of Post & Schell's Employment & Employee Relations, Professional Licensure and Commercial Litigation practice groups.



Mary Sue Ramsden

Mary Sue Ramsden, of Raphael Ramsden & Behers, presented to the Washington County Bar Association and the Women's Bar Association on "Strategic Advice: Protecting Assets, Families and Financial Future" at an event held at the Liberty Pole Distillery in Washington, Pennsylvania. Also speaking were Wendy Denton Heleen, of Goehring, Rutter & Boehm, and Elisa Cavalier, of Hefren-Tillotson.

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 April 2017 through July 2017. 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.

- Heather Batzel, Batzel Law PLLC, Allegheny
- Leticia Chavez-Freed, The Chavez-Freed Law Office, York
- Tiffany Feria, Duane Morris LLP, Philadelphia
- Joy Fleming, Law Offices, Dauphin
- Lisa Goodman, Goehring Rutter & Boehm, Allegheny
- Anne Hunter, Shanahan Law Offices PC, Schuylkill
- Colleen Reed, DeForest Koscelnik Yokitis Kaplan & Berardinelli, Allegheny
- Catherine Rowe, Strokoff & Cowden PC, Dauphin
- Jennifer Sticha, Cumberland
- Deborah Winokur, Cozen O'Connor, Philadelphia



Join the Quality of Life/ Balance Committee Team for Hershey Miracle 5K Race and Fun Run/Walk, Sept. 9

The Quality of Life/Balance Committee is assembling a team of runners/walkers to participate in the 14th Annual Hershey Miracle 5k Race and 1 Mile Fun Run/Walk on Saturday, Sept. 9, 2017, at the Milton Hershey School campus. All proceeds go to the Children's Miracle Network. You can either participate in the 5k run (beginning at 8 a.m.) or the 1 mile fun run/walk (beginning at 9 a.m.) The cost to register for the 5k is \$28.25 and the 1-mile fun run/walk is \$13.25. If you want to be part of our team:

- Send an email to Chris Gvozdich at cgvozdich@gvozdichlaw.com and include your name, preferred email address and t-shirt size;
- Upon receipt, Chris will send you a link so you can register for the event;
- Register for the event using the link sent to you.

The deadline to register for the PBA Quality of Life/Balance Committee Team is Aug. 18. After that date, you may still register for the event; however, t-shirts will not be available.

Sign in and register for both events from 6:45-7:45 a.m. The starting line will be in the parking lot near Henry Hershey Field at the Milton Hershey School, 635 Brook Drive, Hershey, PA 17033. Team shirts will be given to the first 35 people to sign up.

Get ready, set, GO!


 #PBAdv17

Pennsylvania Bar Association MINORITY AND WOMEN LAWYERS' BUSINESS DEVELOPMENT FORUM

Thursday, September 28, 2017

Omni William Penn Hotel • 530 William Penn Place, Pittsburgh, PA



Government & Corporate Entity Representatives

Participating:

- Allegheny County
- Allegheny County Bar Association
- Arconic Inc.
- bit-x-bit
- Carnegie Mellon University
- City of Pittsburgh
- Commonwealth of Pennsylvania
- Covestro LLC
- Duquesne University School of Law
- FedEx Ground
- Headwaters Incorporated
- MSA
- National Association of Minority and Women Owned Law Firms
- Oxford Development Company
- PNC
- RAND Corporation
- Robert Morris University
- University of Pittsburgh
- University of Pittsburgh School of Law
- UPMC
- Urban Redevelopment Authority of Pittsburgh
- U.S. Small Business Administration
- Wabtec Corporation
- ... and more

* Participants and speakers are current at time of printing but subject to change.

The Pennsylvania Bar Association will convene a **Business Development Forum in Pittsburgh** to provide information and opportunities specifically for women and minority attorneys to learn more about growing their practice and contracting with government and corporate entities. The day-long program includes an impressive list of speakers on business development and diversity, from high-profile attorneys to representatives of local corporations with diversity and inclusion programs.



Key components of the forum include a [lunch panel](#) of community leaders and afternoon [workshops](#) and [takeaway sessions](#) where attendees will gain tips and advice from attorneys, rainmakers and business leaders and learn from decision-makers at corporations and government entities about the processes private and public entities use in hiring in-house and outside counsel. The forum ends with a reception where attendees can continue making business connections.

The workshops and get-acquainted sessions will provide the opportunity for organizations with a proven commitment to inclusive hiring practices or looking to increase the diversity of their legal teams to make connections with women and minority attorneys and to exchange diverse hiring ideas.

A total of 4 hours of continuing legal education credits are available, 3 substantive and 1 ethics. To receive the 1 hour of ethics credit, you must attend the entire course.

If you have questions or would like to learn more, please contact:
Trent Hargrove, Esq., Diversity Officer, Pennsylvania Bar Association
800-932-0311, ext. 2281, or trent.hargrove@pabar.org

[Get the brochure.](#)



Register Early!

Limited seating is available.
Program is expected to sell out.
Don't miss out!

[Register online.](#)



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 next issue is Dec. 1, 2017.

Please send information, news and articles to the
2017-18 WIP Communications Committee co-chairs:

Karen Grethlein
Kane Pugh Knoell Troy & Kramer
kgrethlein@gmail.com

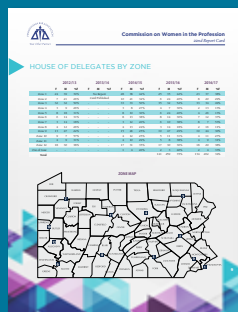
Laura Williams
Penn State Dickinson Law
lhw10@psu.edu

Upcoming PBA Events

- Aug. 16-18 **Real Property, Probate and Trust Law Section Annual Retreat**, Farmington. Get the [brochure](#).
- Aug. 31 **Best Sentencing Practices in the Middle District of Pennsylvania**, Scranton. Get [more information](#) and [register online](#).
- Sept. 28 **Minority and Women Lawyers' Business Development Forum**, Pittsburgh. Get the [event brochure](#) and [register online](#).
- Oct. 12-13 **Minority Attorney Conference**, Philadelphia. Download the [brochure](#).

PBA Commission on Women in the Profession
22nd Report Card
on the State of Women Lawyers
in Pennsylvania

Click [here](#) to see the report.



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.

Copyright © 2017 by the
PBA Commission on Women in the Profession