



WOMEN'S BAR ASSOCIATION

Committed to achieving the full and equal participation of women in the legal profession and in a just society.

2019 ANNUAL REPORT

SNAPSHOT

SPONSORED BY O'BRIEN & LEVINE

FIRESIDE CHAT WITH MA FEMALE JUDGES

6.27.2019

WOMEN IN THE COURTROOM COMMITTEE



SPONSORED BY BOSTON IVF

WOMEN'S HEALTH AND REPRODUCTIVE RIGHTS: LEGAL, MEDICAL AND POLITICAL PERSPECTIVES

11.14.2019



WBA GALA 10.10.2019

LJR AWARD



DEBORAH HARRIS (L) AND CARMEN ORTIZ (R) WITH WBA PRESIDENT
JENNIFER SAUBERMANN

WBA GALA 10.10.2019

EMERGING WOMEN LEADERS IN THE LAW AWARD



L TO R: WBA PRESIDENT JENNIFER SAUBERMANN, SOPHIA HALL, JESSICA RAGOSTA EARLY,
MEHREEN BUTT AND LINDSAY MANNING BURKE

WOMEN'S BAR ASSOCIATION 2019 ANNUAL REPORT

SECOND ANNUAL MIXER GOVERNMENT LAWYERS COMMITTEE 10.20.2019



ASK THE GC'S IN-HOUSE COUNSEL COMMITTEE 11.21.2019



SPEED NETWORKING WITH NONPROFIT BOARDS WOMEN OF COLOR COMMITTEE 8.14.2019



PROFESSIONAL DEVELOPMENT THROUGH WRITING WOMEN OF COLOR COMMITTEE 12.12.2019



FINANCIAL LITERACY FOR NEW NONPROFIT BOARD MEMBERS - WOMEN OF COLOR COMMITTEE 1.23.2020



NORTH OF BOSTON COMMITTEE SUMMER KICKOFF GATHERING 7.10.2019



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**ANNUAL LEGISLATIVE
BREAKFAST** 2.25.2020
LEGISLATIVE POLICY COMMITTEE



**PUBLIC OFFICIALS
OF THE YEAR**

**REP. MARJORIE C.
DECKER
AND
SEN. SAL N.
DIDOMENICO**

**WOMEN'S LEADERSHIP INSTITUTE
KICKOFF RECEPTION**

1.16.2020



**SUCCESS FROM THE START:
STRATEGIES FOR LAUNCHING AND
DEVELOPING A REWARDING CAREER**
9.10.2019
NEW LAWYERS COMMITTEE



**THE LAW FIRM ADVANCEMENT
COMMITTEE NETWORKING EVENT**
9.25.2019





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ANNUAL MEETING AND RECEPTION

3.28.2019



SUMMER ASSOCIATE, INTERN & LAW CLERK RECEPTION

7.18.2020



ROE ACT TESTIMONY AT STATE HOUSE LEGISLATIVE POLICY COMMITTEE 6.17.2019



PRESS CONFERENCE @ WBA OFFICE: CAMPAIGN FUNDS FOR CHILD CARE EXPENSES LEGISLATION LEGISLATIVE POLICY COMMITTEE 11.6.2019



WALK TO THE HILL FOR CIVIL LEGAL AID

1.30.2020



WOMEN'S BAR ASSOCIATION 2019 ANNUAL REPORT

MANAGING LITIGATION AS AN IN-HOUSE LAWYER

IN-HOUSE COUNSEL COMMITTEE
1.9.2020



CHANGING THE PERCEPTION OF MOTHERHOOD IN THE WORKPLACE

WBA AND MASSACHUSETTS WOMEN'S
POLITICAL CAUCUS 2.12.2020



Become a member today!

Over 1,400 members strong, WBA members practice in law firms, corporations, federal, state and local government, the judiciary and nonprofit organizations in a wide range of practice areas.

Our members develop dynamic business and personal networks, offer creative, innovative programming, gain leadership experience and are engaged in legislative and amicus advocacy.



Join the WBA today!

Snapshot: One Year of Programming

Committee Networking Events

1. The Law Student Committee Welcome Back Event
2. The Law Firm Advancement Committee Networking Lunch
3. Communications Committee Kick-off Conference Call
4. New Lawyers Committee Holiday Happy Hour
5. The Law Firm Advancement Committee Networking Event
6. The Parents' Forum SuperMom lunch meeting
7. Government Lawyers Committee Happy Hour
8. North of Boston Committee Summer Kickoff Gathering
9. Middlesex County Committee Spring Brunch
10. WOCC Happy Hour
11. Winter Warmup Social – North of Boston, Middlesex, Greater Boston, Solo & Small Firm Committee Mixer
12. North of Boston Get-Together
13. WBA Law Student Welcome Back Event
14. WBA Women of Color Happy Hour
15. Women's Leadership Institute Kick-Off Event

Substantive Programs

1. Demystifying & Diversifying Board Participation
2. Speed Networking with Nonprofit Boards
3. Financial Literacy for New Nonprofit Board Members
4. Professional Development Through Writing
5. Changing the Perception of Motherhood in the Workplace
6. How Much Do You Know About African-American Women's History?
7. Managing Litigation as an In-House Lawyer
8. Ask The GCs
9. 2nd Annual WBA Government Lawyers Mentoring Mixer
10. Women's Health and Reproductive Rights: Legal, Medical and Political Perspectives Shaping The National Conversation
11. Advancement In A Small Firm: What Does It Look Like?
12. Success from the Start: Strategies for Launching and Developing a Rewarding Career

13. A Fireside Chat with Massachusetts' Female Judges: A Look at the Judiciary's Past, Present, and Future
14. Power & Pumps: A Professional Clothing Drive to Benefit the Chica Project
15. Is Alternative Dispute Resolution Right for Your Clients' Business? Myths and Realities about Arbitration, Mediation and Staged ADR Processes
16. Mindful Practice
17. Paths to First Chair Litigation, Part II: Civil Litigation, Governmental and Pro Bono Opportunities
18. ROE Act Phone Bank

Signature Events

1. Legislative Breakfast
2. Pioneering Women of Color
3. Annual Meeting & Reception - Welcome Newly Admitted Lawyers
4. 2019 Women's Bar Association Gala
5. Summer Associate, Intern, and Law Clerk Reception



New Lawyers Committee Holiday Happy Hour



WBA Gala 2019



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Thank you to our Firm Members

Anderson & Kreiger LLP
Andrus Wagstaff, P.C.
Barrett & Singal
Baskin Kershner & Thorp, LLC
Bowditch & Dewey
Burns & Levinson LLP
City of Boston
Conn Kavanaugh Rosenthal Peisch &
Ford, LLP
Davis, Malm & D'Agostine, P.C.
Duane Morris LLP
Emerson College
Fish & Richardson P.C.
Foley Hoag LLP
Gesmer Updegrove LLP
Globalization Partners
Hartley Michon Robb LLP
Hirsch Roberts Weinstein LLP
Hogan Lovells LLP
Iandoli Desai & Cronin P.C.
Kimball Brousseau LLP
Krokidas & Bluestein LLP
Latham & Watkins LLP
Levitt Law Group
Middlesex District Attorney's Office
Morgan, Brown & Joy, LLP
Nelson Mullins Riley & Scarborough LLP
Nesenoff & Miltenberg LLP
Nutter McClennen & Fish LLP
Office of the Attorney General
Ogletree, Deakins, Nash, Smoak &
Stewart, P.C.
Peabody & Arnold, LLP
Pontikes Law, LLC
Prince Lobel Tye LLP
Rackemann Sawyer & Brewster
Riemer & Braunstein LLP
Seyfarth Shaw LLP
Sherin and Lodgen LLP
Sugarman and Sugarman, P.C.
Sugarman, Rogers, Barshak & Cohen, P.C.
Sunstein LLP
Tanowitz Law Office, P.C.
Todd & Weld LLP
Volunteer Lawyers Project

2019-2020 WBA Board of Directors

Executive Board

Jennifer Saubermann , President	Massachusetts Technology Collaborative
Nicole Forbes , President-Elect	Globalization Partners
Kimberly Donlon , V. P. of Membership & Statewide Outreach	Major, Lindsey & Africa
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Board of Directors

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WBA Emeritus Board

Pamela E. Berman, Robins Kaplan LLP
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Elaine Epstein, Todd & Weld LLP
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Andrea Kramer, Kramer Law
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Jayne Tyrrell, Massachusetts IOLTA Committee
Dorothy Varon, MassMutual Financial Group
Kimberly Winter, McLaughlin, Richards, Biller, Schindel & Winter LLP
Toni Wolfman

Snapshot: 2019 Advocacy

Legislative Advocacy:

- President **testified in person 3 times**: (1) ROE Act, (2) An Act to Require Sexual Harassment Training, (3) An Act Relative to the Penalties for the Crime of Female Genital Mutilation
- President submitted **written testimony in support of 6 bills**: including those listed above and (4) An Act Relative to Healthy Youth, (5) An Act Supporting Parents Running for Public Office, and (6) An Act to Reduce Deep Poverty Among Kids.
- In addition, **one of our priorities was passed early on in the year**: An Act to Lift the Cap on Kids

Amicus Advocacy:

- The WBA actively participates in a nationwide coalition of litigants and amici filing cases to protect the Affordable Care Act (“ACA”) contraceptive mandate. Over the past two years, we have vetted and signed on to **six amicus briefs** supporting litigation to uphold the ACA contraceptive mandate
- We signed on to a brief supporting Judge Shelly Joseph's Motion for Reconsideration on her suspension without pay
- We have been reviewing and vetting a brief in support District Attorneys' Marian Ryan and Rachael Rollins suit, which has temporarily blocked ICE from making civil arrests in state courthouses



Legislative Breakfast



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COMMITTEE REPORTS 2019

Alternative Dispute Resolution

The Alternative Dispute Resolution Committee discusses issues facing women attorneys in the alternative dispute resolution arena, including mediation, arbitration, and other forms of conflict management, and holds events. In addition, the ADR Committee serves as a resource for WBA members to expand their understanding of all ADR techniques and effective dispute resolution advocacy.

Co-Chairs: Jessica Block, Conna Weiner

Amicus

The Amicus Committee writes and joins amicus briefs on various issues affecting women and the law. The Committee's goal is to provide the Supreme Judicial Court, as well as other Commonwealth courts and federal courts, with well-written and researched briefs that support the positions and concerns of the WBA as an organization.

In order to ensure fulfillment of the WBA mission, the Committee evaluates and responds to requests from individuals and organizations that approach the WBA requesting amicus support. The Committee also independently reviews the amicus announcements from the appellate courts to determine if a pending case warrants WBA support. Consistent with the WBA's mission, the WBA has filed briefs in cases involving alimony, child support, domestic violence, domestic relations, employment, discrimination, sexual harassment, gender equality, spousal elective share, reproductive rights, and reproductive technology.

The WBA actively participates in a nationwide coalition of litigants and amici filing cases to protect the Affordable Care Act ("ACA") contraceptive mandate and have been reviewing and vetting a brief in

support of District Attorneys' Marian Ryan and Rachael Rollins suit, which has temporarily blocked ICE from making civil arrests in state courthouses.

The WBA seeks senior attorneys who can provide expertise in particular areas of law, experienced appellate writers, and new attorneys with an interest in crafting legal arguments that will articulate the position and concerns of the WBA as an organization.

Co-Chairs: Elizabeth Brusie and Anne-Marie Dinius

Awards and Recognition

The Awards and Recognition Committee promotes awards for women who have made exemplary contributions to the legal profession and society. The Committee oversees nominations for the Lelia J. Robinson Award. Named after the first woman admitted to the Massachusetts bar, the Lelia J. Robinson Award has been presented by the WBA since 1994 to recognize women who, like Robinson, have captured the spirit of pioneering in the legal profession and have made a difference in the community.

Co-Chairs: Kristin Shirahama and Patricia Rich

Cape Cod and Islands

The Cape Cod and Islands Committee engages the vibrant community of women attorneys who live or work on Cape Cod or the Islands by hosting meetings and programs to provide networking opportunities, promoting business development, and sharing ideas for the advancement of women in the profession. If you are interested in leading this committee, please contact Margaret Talmers, Executive Director, at mtalmers@womensbar.org.

Central Massachusetts

The Central Massachusetts Committee provides WBA members residing or practicing in Worcester County and surrounding towns with a forum where they may meet, network, share ideas, and participate in local programming. They host a regular monthly lunch – all are welcome!

Chair: Donna Truex

Communications

In 2019, the Communications Committee drafted press releases regarding WBA positions on issues

and WBA general news and disseminated press releases to media outlets. The Committee also edited and published articles for the Women's Bar Review.

Co-Chairs: Kate Isley, Catherine Lizotte and Amanda Schreyer

Gala

The Gala Committee collaborated with the WBA Board and various other Committee members to host the annual WBA Gala on October 10, 2020 at a new location – the Sheraton Boston. The Committee organized the logistics of event planning with the Sheraton's staff, along with various vendors and sponsors. A large portion of the Committee's time was dedicated to fundraising efforts, which were assisted by the active involvement of WBA Board members. We were delighted to honor the amazing 2019 Lelia J. Robinson award recipients, Deborah Harris and Carmen Ortiz, along with the four dynamic first-time honorees of the Emerging Women Leaders in the Law Award: Lindsay Manning Burke, Mehreen Butt, Jessica Ragosta Early and Sophia Hall.

Co-Chairs: Jessica Caamano, Kimberly Mason, Quincy Kayton

Government Lawyers

The Government Lawyers Committee (GLC) had a great year. We had two very successful evening mentoring/networking events. The first one was a networking happy hour on September 12, 2019 at Scholars American Bistro in Boston. The second one was a networking event on November 20, 2019 at the Atrium in TradeCenter in Woburn, featuring speakers Middlesex District Attorney Marian Ryan and former federal prosecutor Natasha Tidwell. We have also had several successful lunch crew meetings at Rebecca's Café in Boston. They always drew an enthusiastic group and good banter about potential upcoming events! The WBA, as always, provided great support for all GLC events. The GLC is thriving and providing a necessary forum for government lawyers to connect, share ideas, socialize and network with one another.

Co-chairs: Nancy Rothstein, MaryBeth Long, Elysa Wan

Greater Boston

The Greater Boston Committee met monthly for lunch, socializing, and networking in Dedham. Throughout 2019, we also co-hosted networking luncheons with the Solo & Small Firm Committee.

Chair: Lesley Leonessa

In-House Counsel

From general counsel, to corporate counsel, to J.D.s who work in a corporate setting, the In-House Counsel Committee addresses the needs and concerns of in-house practitioners, and helps connect women who work in-house with each other and with other members of the WBA. This past year, Committee events included *Ask the GCs* and *Managing Litigation as an In-House Lawyer* panels, and a networking social.

Co-Chairs: Kara DelTufo, Lurleen Gannon, Julie Heinzelman, Rachel Morse

Judicial Pipeline

The Judicial Pipeline Committee has had a busy year. The Committee met monthly last year to pursue its

mission of encouraging women to apply to the bench and assisting them in the process. This year, we helped numerous women by answering questions, reviewing applications, and conducting mock interview sessions when possible. The Committee keeps in close contact with the Governor's Chief Legal Counsel to advance our common goals of ensuring a diverse bench. The WBA was pleased to co-sponsor, along with Goodwin and other Affinity Bar Associations, the 2019 program "Crossroads and Connections—Connecting the Bar with the Judiciary and Enhancing Diversity in Our System."

Co-Chairs: Stefanie Balandis, Michelle Peirce and Marianne LeBlanc

Law Firm Advancement

The Law Firm Advancement Committee's goal is to help women and law firms advance women into partnerships and management positions. Events this year included a successful networking event, which included small group discussion on topics related to law firm practice, and a networking lunch.

We welcome women in private practice to join us!

Co-Chair: Heather Gamache, Kathleen Ceglarski Burns, Kristen Grannis.

Law Students

The Law Student Committee met with students from various Boston law schools in the surrounding area to discuss what types of events would be most helpful for students. The Committee found that students really enjoyed the less formal networking sessions that seemed beneficial to developing strong relationships and ties to the legal community through informal events where they were provided more opportunity to develop genuine connections with local Boston attorneys. Students also showed interest in attending events to educate them about what types of questions to ask and how to best navigate networking as they shift into various phases of their law school experience. Committee Tri-Chairs are preparing to host another wellness/mindfulness event to introduce students to more WBA members in a relaxed environment. The Committee is excited to hold more events like this after we

after we received a lot of positive post-event feedback from the attendees and will ensure that all genders feel free to participate in all our future events.

Co-Chairs: Mandy Cheung, Allie Mitropoulos, Alicia Selman

Legislative Policy

The Legislative Policy Committee ("LPC") plays a key role in carrying out the WBA's mission as a voice for social justice. The Committee develops and monitors the WBA Legislative Agenda, prepares testimony for hearings, and drafts letters to elected officials on the bills and issues the organization supports or opposes. The WBA meets with legislators and other groups concerned about issues on the Legislative Agenda.

This past year, the LPC organized the WBA's Annual Legislative Breakfast to connect members of the organization with legislators and to discuss the progress of key bills. The WBA presents its Distinguished Public Service Award to honor a legislator or public official. The LPC welcomes new members, regardless of their level of experience.

Co-Chairs: Jessica Babine, Rachel Biscardi, Krina Patel and Kate Symmonds; Co-Chair Emerita: Ann Morse Hartner

Metro West

The MetroWest Committee provides an opportunity for women attorneys who live or work in the MetroWest region to form unique connections. The Committee's events, including regular lunch meetings, are intended to provide opportunities for women to network with one another, share strategies for success, and bring the great assets of the WBA to their hometowns.

Co-Chairs: Kristine Romano, Kristina Vickstrom

Middlesex County

The Middlesex County Committee is one of the largest and oldest of the WBA Committees. We are a welcoming group, with a focus on lawyer-to-lawyer networking and social support. Our signature event is our monthly lunch, held on the second Friday of each month at noon at The Great Wall in Bedford (off of the intersection of Rt. 3 and Rt. 128). We have a good time together at our lunches! We often feature speakers of professional and public interest.

In addition to our monthly lunches, we offer additional speaker and networking events throughout the year. We have an active email list, for lawyer-to-lawyer referrals and other sundry communications.

Co-Chairs: Marianne Brown and Rebecca Neale

New Bedford/Fall River

The New Bedford/Fall River Area Committee provides WBA members residing or practicing in Southeastern Massachusetts with a forum to meet, network, share ideas, and participate in local programming. The Committee seeks to support the personal and professional goals of members in this geographical location through social and educational events.

Co-Chairs: Julie Lynch, Sharon Sullivan-Puccini

New Lawyers

The New Lawyers Committee (NLC) is a forum for new women lawyers to share experiences, provide career advice and meet similarly situated professionals. NLC held a well-attended fall program, *Success from the Start: Strategies for*

Launching and Developing a Rewarding Career, which included a dynamic panel discussion, followed by small group discussions with the panelists who shared their knowledge and engaged attendees in career-related discussions. NLC also held more social networking events, such as the New Lawyers Committee Holiday Happy Hour.

The New Lawyers Committee meets monthly, currently on the second Tuesday, for educational events, community service, social events, and planning meetings. The NLC is a great gateway to the WBA. Many new attorneys have made new friends and colleagues, individuals that they can join at the WBA's other larger events. We encourage new members to join us!

Co-Chairs: Sarah E. A. Sousa and Jaclyn McNeely

North of Boston

The North of Boston Committee is focused on women attorneys and related professionals who work or live North of Boston. The Committee is a diverse group, where members range from those the recently admitted to seasoned attorneys and practice in a variety of areas.

The Committee meets 4 to 6 times per year to network, exchange ideas, mentor each other, and lend mutual support. The Committee is open to everyone.

Co-Chairs: Michele Liu Baillie and Brianna Sullivan

Parents' Forum

The Parents' Forum hosts events and, in collaboration with LCL/LOMAP, holds monthly SuperMom networking and support meetings in Boston (with a dial-in option).

Co-Chairs: Christine Thompson and Eliza Minsch

Rosa Parks

The Rosa Parks Committee, named for an important leader in civil rights and social justice, is a key network for legal services attorneys, bar advocates, public counsel, and other attorneys working in the non-profit and non-traditional law firm settings that focus primarily upon the representation of indigent and low-income clients. Members seek to bring about positive social change through activism and advocacy. ,

Co-Chairs: Rachel Benedict, Sarah McClean and Jessica White

Solo and Small Firm

This past year, the Solo and Small Firm Committee teamed up with a few other WBA committees to offer networking and business development programs. We met for a social in the winter months with the Greater Boston Committee, North of Boston Committee, and Middlesex Committee. We will join the Greater Boston Committee for their March luncheon at Wellesley Bank for a chat with assistant bar counsel. To conclude the year, we have plans with the Greater Boston Committee and Middlesex Committee for a mixer at a local restaurant in Waltham. We also rolled out a new communications tool using Google Groups for our Committee members.

Co-Chairs: Heidi Alexander and Madeline Cronin

South Shore

The South Shore Committee was created to provide networking and support to WBA members residing or working the South Shore area. The Committee hosts meetings to provide networking opportunities, promote business development, and share ideas for the advancement of

women in the profession. If you are interested in leading this committee, please contact Margaret Talmers, Executive Director, at mtalmers@womensbar.org.

Western Massachusetts

The Western Massachusetts Committee developed a training for new lawyers based on the "Tips for Women Litigators" training we held in 2017. Additionally, we collaborated with the Western Massachusetts Women's Fund and promoted the WBA's legislative agenda's areas of concern.

We continued judicial recruitment efforts to encourage more women to become judges (following up from our October 2018 event) and hosted a networking event at the MGM Grand.

WMC continued recruiting new members at various outreach events and supported equity and inclusion efforts at various regional agencies. Finally, we commenced planning an important seminar about "Collateral Consequences and the Law", scheduled for April 23, 2020.

Co-Chairs:
Christa Douaihy and Laura Mangini

Women in The Courtroom

The Women in the Courtroom Committee provides forum and support for women trial lawyers who practice throughout the various court systems in Massachusetts. In the past year, we have held panels on the paths to first chair litigation and to the bench. This past year, we held a special Fireside Chat with Massachusetts Female Judges, sponsored by O'Brien & Levine Court Reporting Services. We welcome as members anyone who practices in court, or who has an interest in doing so.

Co-Chairs: Lindsay Manning Burke and Christina Miller

Women of Color

The Women of Color Committee offered programming over a wide variety of practice areas and sectors, featuring women of color speakers, presenters and moderators in various fields of the legal profession.

One special focus this year was a series of events aimed at increasing diversity on nonprofit boards by educating women lawyers about the

mechanics of nonprofit board participation and closing information gaps about a critical professional development activity: nonprofit board participation. *Demystifying & Diversifying Board Participation*, a program providing an overview of board service and related resources with Colette Phillips of Colette Phillips Communications, was followed by *Speed Networking with Nonprofit Boards*. This event created an opportunity for members to meet and network with interested women-led and diverse-led area nonprofits who were looking to recruit diverse board members. Panels to develop professional skills, including *Professional Development Through Writing* and *Financial Literacy for New Nonprofit Board Members* provided expert guidance and suggestions.

The WoCC looks forward to working with its members to put on programs and provide networking opportunities and resources to support, advance, and advocate for women of color attorneys.

Co-Chairs: Sophia Hall, Julia Ong, Christina Simpson



WOMEN'S BAR ASSOCIATION

Committed to achieving the full and equal participation
of women in the legal profession and in a just society.

2019 ANNUAL REPORT

Staff



Margaret E. Talmers
Executive Director



Sophia Simeone
Data and Communications
Specialist

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