

In This Issue

Features	2
WBA/WBAF 2015 Annual Dinner	2
2015 Woman Lawyer of the Year Acceptance Remarks	5
<i>Remarks by Judith A. Scott, General Counsel, Service Employees International Union; 2015 Woman Lawyer of the Year</i>	
Beyond Document Review: The Discoverability of Nontraditional Sources	7
<i>By Katie Askey, Associate Director, Navigant Consulting, Inc & Colleen M. Yushchak, Director, Navigant Consulting, Inc.</i>	
Scrubbing the Products that Clean Your Face: Legislation Prohibiting Plastic Microbeads in Cosmetics and OTC Drugs	8
<i>By Cathy Pagano, Co-chair, Energy & Environmental Law Forum</i>	
Dominating Divas: Q&A with Professor Naomi Schoenbaum	10
<i>By Kate Muetting, Senior Litigation Counsel, Sanford Heisler Kimpel LLP</i>	
President's Column	12
<i>By Susan Kovarovics, WBA President</i>	
WBA Foundation	14
WBA Foundation President's Letter	14
<i>By Nancy A. Long, WBAF President</i>	
WBA Foundation Donors	14
Grant Awards Ceremony	15
Committee & Forum Highlights	16
A Conversation with Marcia Greenberg	16
<i>By Laura Mow, The Law Office of Laura C. Mow; Co-chair, Communications Law Forum</i>	
Lessons in Rainmaking	16
<i>By Emilie de Lozier, Associate, Wilkinson Barker Knauer, LLP</i>	
Sharing Tips from Capitol Hill Experts	17
<i>By Cathy Pagano, Co-chair, Government Attorneys Forum</i>	
Pathways to Success	18
<i>By Cathy Pagano, Co-chair, Government Attorneys Forum</i>	
New Developments Radically Transforming DC Energy	18
<i>By Cathy Pagano, Co-chair, Government Attorneys Forum</i>	
Member News	19
Member Spotlight: Natalie Roisman	19
<i>Compiled by Sherlyn Wiggs, Attorney</i>	
Judge Law Releases Book	22
Masters on Cover of <i>Super Lawyers</i>	22
Adler Honored by Anti-Defamation League	22
Welcome New Members	22
Upcoming Events	23

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Features

WBA/WBAF 2015 Annual Dinner

Photos by Mark Van Bergh Photography



The WBA and WBA Foundation Annual Dinner was held Wednesday, May 20, 2015 at the National Building Museum. Over 500 legal professionals attended the 50th anniversary of this hallmark event.

The theme for the dinner, and for the WBA 2014-2015 bar year, was “Standing Together.” In her remarks, WBA President **Suzanne Reifman**, of Northrop Grumman, said, “Regardless of where you are on your professional and personal journey — the WBA is here for you. The WBA is the resource for providing mentoring, networking, speaking and leadership opportunities, skills-based training and programming you can’t find anywhere else on cutting edge legal issues, work/life balance, and other topics of interest to women lawyers.”



*WBA/WBAF Presidents’ Reception
Over 500 members of DC’s legal community
attended the Annual Dinner.*

Ms. Reifman announced the launch of WBA’s Centennial efforts; we will celebrate WBA’s 100th anniversary on May 17, 2017. The dinner program included a retrospective photo montage put together

by **Sarah Albro** of Arudia and a Centennial launch video produced by WBA Past President **Laura Possessky**, Gura & Possessky. Ms. Reifman noted of the presentations, “As you can see, for nearly 100 years, the WBA has been standing with women and for women. Hairstyles, hats and hemlines may change, but the WBA is there to support all women lawyers and law students in the DC metropolitan area.”

Many thanks to our Annual Dinner co-chairs, **Nancy Combs**, DLA Energy, and Nancy Kuhn, Jackson & Campbell, for their time and dedication in planning this important event.

WBA Foundation President **Nancy Long**, American Association of University Professors, also spoke during the dinner. She introduced a video highlighting the Foundation’s seven grantees. “These organizations are doing great work: through legal advocacy, each gives hope to those in hopeless situations.” The video can be viewed on the [WBA Foundation website](#).



Kathryn Ruemmler

Kathryn Ruemmler, a partner in the Litigation Department and the global Co-chair of the White Collar Defense and Investigations Practice at Latham & Watkins and former White House Counsel, gave keynote remarks. Her remarks were very much in line with our Standing Together theme. She spoke on the importance of women supporting one another and of the value of promoting women.

During the evening's program, the 2015 Woman Lawyer of the Year Award was presented to **Judith A. Scott**, General Counsel, Service Employees International Union. Ms. Scott addressed our theme in her remarks: "The theme of the WBA this year, 'Standing Together,' is the mantra of the labor movement that has been my home for over 40 years. It is why I fell in love with being a union lawyer. This movement is all about people standing together to help each other, being driven by the big goals of social and economic justice, but knowing that for so many working people, these goals often translate into day-to-day struggles for basic things like dignity and respect on the job, a living wage and decent benefits, protection from discrimination, and a safe workplace."

Ms. Scott's full remarks can be found on page 5 of this newsletter.

The evening concluded with remarks by incoming WBA President **Susan Kovarovics** of Bryan Cave LLP. She announced her theme of "Advancing Together," for the coming bar year. You can learn more about Ms. Kovarovics' goals for her bar year in her President's Column on page 12.



Susan Kovarovics, Suzanne Reifman, Kathryn Ruemmler, Judith Scott, and Nancy Long



Janalyn Schreiber, Melissa Nelson, and Diana Fleming



Nausheen Hassan, Lia Dorsey, Althea Evans, and Karen Destorel



Renee Weir, Andrea Tecce, and Deb Israel



Gwen DuBois, Judith Coburn, Eva Marie Carney, Lucinda McConathy, Ellen Sweeney, and Pamela Stirrat



Kate Dickerson, Jillian Volkmar, and Sonali Gunawardhana



Lucy Plovnick, Erica Litovitz, Kelly Voss, and Kate Mueting



Dora Chen and LaRell Purdie

Annual Dinner Sponsors

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2015 Woman Lawyer of the Year Acceptance Remarks

Remarks by Judith A. Scott, General Counsel, Service Employees International Union; 2015 Woman Lawyer of the Year

Photos by Mark Van Bergh Photography



Judith Scott and WBA President (2014–2015)
Suzanne Reifman

Thank you so much for this wonderful award. It is a real honor to be part of this dinner celebration of fabulous women lawyers.

Thank you to Suzanne, Nancy, and Susan and the WBA Board for your leadership at the WBA and for the crucial role this organization plays in helping woman lawyers succeed.

Thank you to Kathy Ruemmler, for your inspiring keynote address. Even more so, thank you for your leadership in shepherding so many federal judges through the arduous nomination and confirmation process. Your effort has expanded access to justice for everyday people for years to come.

And thank you to my husband and soulmate Don Stillman, and to our two wonderful children Scott and Sarah for all their love and support.

I accept this award in the name of my sister women union lawyers who have devoted their careers to empowering working women and men to improve their lives and their communities. Some of you are here tonight.

Bravo to you!

I am honored to join the company of past recipients of this award, including Supreme Court Justices Ruth Bader Ginsburg and Elena Kagan and last year's honoree, Judy Smith, the formidable crisis manager who inspired the TV show *Scandal*.

This makes me think that maybe my career could have a few more twists and turns left in it.

While I can safely predict I am not headed for a Supreme Court vacancy, I do have some great ideas for a TV series called *The Union Lawyer*. It would star an idealistic Tina

Fey type, fighting injustice on behalf of working people while wearing sensible shoes.

Even if I never get a TV show, my career in the labor movement has been a true gift. It has been a gift to see women workers, who are too often invisible in our society — home care workers, child care providers, janitors, factory workers — many who are immigrants living in the shadows or single heads of family households — find their voice in the union and grow as leaders and advocates for themselves, their families, and their fellow workers.

I am also blessed to work with an incredible team at the SEIU Legal Department, as well as committed staff and elected leaders throughout SEIU, and to have a second terrific home with the law firm of James & Hoffman...and to work with Mary Kay Henry, the dynamic president of SEIU.

What her video appearance tonight did not reveal is that Mary Kay spent today in Illinois, standing together with fast food workers outside the McDonald's annual shareholders meeting, supporting their demand for wages of \$15 an hour and the right to join a union without retaliation.

We union lawyers help craft and defend the tools that working people can use in our democracy to share in the American dream. It has been a complicated, often frustrating, but hugely exciting and satisfying place to spend my life.

The theme of the WBA this year, "Standing Together," is the mantra of the labor movement that has been my home for over 40 years. It is why I fell in love with being a union lawyer.

This movement is all about people standing together to help each other, being driven by the big goals of social and economic justice, but knowing that for so many working people, these goals often translate into day-to-day struggles for basic things like dignity and respect on the job, a living wage and decent benefits, protection from discrimination, and a safe workplace.

We stand together at the bargaining table, in the courts, on picket lines, packed in the rotundas of state capitols and walking door-to-door in voting precincts to try to change our political system so it responds to working families, not just to the one percent.

I came to this vocation by way of my first job after Wellesley College in 1971, when I accepted a job (sight unseen) at the Frontier Nursing Service in eastern Kentucky. (Some of my amazing Wellesley sisters are here tonight, but we agreed what happened at Wellesley, stays at Wellesley.)

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Little did I realize when I drove my VW bug from Boston to Hyden, Kentucky that my life would be changed when I was exposed to the dramatic impact that unions make in the quality of life for working people. The United Mine Workers union meant the difference between life and death in the mines. It brought quality health care to Appalachia, and decent living standards in a place of abject poverty.

I was hooked.

And what a remarkable thing that a union of mainly male coal miners recognized a woman, Mother Jones — an Irish school teacher and dressmaker living in the early 20th century — as their iconic organizer.

My own career in the labor movement has been quite varied; my younger women colleagues believe this gives me good material for the game, “Two Truths and a Lie.”

Here it goes; see if you can guess which one of these is NOT true:

First: When I worked for the Mine Workers, I carried my six-week-old daughter in a Snugli into bargaining between the union and the national coal operators;

Second: When I worked for the Auto Workers Union, the union lawyers were required to intern with a NASCAR racing pit crew to learn team work; OR

Third: When I worked for the Teamsters, in appreciation for defending an injunction against a national strike over unsafe conditions, a local union leader sent me a gift that consisted of a plaque of two brass balls.

You will have to see me afterwards for the answer.

But the bigger truth is that while I have worked for different unions with very different cultures, our mission has always been the same: to help change the world for the better.

Can you ask for a more satisfying job? Not really!

Plus, you are never out of work.

But frankly, there is something fundamentally wrong about the lack of progress we’ve made on issues so important to working women. Many goals we set over 30 years ago still remain on our wish list.

In those early days in the 70s and 80s, I helped women break into non-traditional industrial jobs with better pay in unionized industries. But these jobs have dried up and the gender pay gap and insecure jobs in the growing service sector are still very much with us.

As UAW counsel I handled a set of these issues at the big three auto talks of GM, Ford, and Chrysler in the late 1970s, working on complaint procedures for sexual harassment,

implementing the new Pregnancy Discrimination Act, and urging child care centers be made available at the workplace.

Sound familiar today?

It’s shocking to see that during this Supreme Court term, we were still debating an employer’s obligation to accommodate a medical restriction for pregnant workers. Fortunately the recent decision in *Young v. UPS* saved the day.

Still, I don’t know about you, but I am losing patience over how slow this is going.

In the early 90s, we thought the passage of the Family Medical Leave Act would start us down a steady path to winning paid time off for parental leave and sick days.

Yet over 20 years later, we are still pushing for paid leave in most states. Our country remains way behind our European counterparts.

And what’s happened with child care? While there is a growing recognition that working parents everywhere are scrambling for child care, the public money and resources available to provide quality affordable child care are tragically lacking.

It is a moral outrage that our society leaves poor families without access to a safe and nurturing place for their children while they try to piece together a livelihood, often working multiple jobs.

At the same time, child care providers, particularly those caring for the most at-risk children, make so little that many cannot afford to provide for their own families.

We need to fix this problem now!

And finally, unions have always worked to combat economic inequality. For much of the 20th century, strong unions helped to ensure that as productivity and corporate profits rose, wages of ordinary workers rose too.

But as union membership has declined, so has the middle class. That is one of the reasons SEIU has helped fuel a national fight for \$15 per hour minimum wage and the right to join a union without retaliation.

Yesterday we celebrated a major victory when Los Angeles adopted a minimum wage law to achieve \$15 per hour.

Last year in January, I joined a diverse and dedicated group of women home care workers, represented by SEIU, who gathered in a snowstorm outside the Supreme Court to have their voices heard about the value of their work on behalf of disabled and elderly clients and the importance of being united to bargain for better wages and training opportunities. We lost that case (*Harris v. Quinn*) 5–4, but the three women justices in the dissent understood exactly what was at stake.

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It's time we women stood up together and said: "We're mad and we are not going to take it anymore!" We need our society to value the work and pay a living wage to the vast number of women workers in our service economy, establish affordable quality child care networks, and provide adequate paid time for family and medical leave.

And while we are at it, let's stand together to insist that Congress act to ban discrimination in employment based on sexual orientation and gender identity. Hopefully in the next few weeks the Supreme Court will affirm the freedom for all Americans to marry. But it should NOT be ok for

your employer to then fire you because of who you love!

In closing, I propose to call those who share these views: the "Daughters of Mother Jones." Or for those of you who saw these wonderful movies, you may prefer the "Sisters of Norma Rae" or the "Bearers of Bread and Roses."

But regardless of our labels, the type of law we practice, or the diversity of our backgrounds and affiliations, I know we can make a real difference if we stand together for women in the workplace.

Thank you!

Beyond Document Review: The Discoverability of Nontraditional Sources

By Katie Askey, Associate Director, Navigant Consulting, Inc. & Colleen M. Yushchak, Director, Navigant Consulting, Inc.

This is the first article in a series focused on the collection, processing, and review of non-traditional data sources as it relates to eDiscovery. The next article will address the collection aspect, best practices, and tips.



Katie Askey



Colleen Yushchak

Litigators are already intimately familiar with the identification, collection, review, and production of unstructured data such as emails, documents, and paper. More recently, they are faced with the task of collecting and producing data from formats such as financial or accounting systems, transactional databases, chat, voicemail, or even social media. While there are many tools on the market designed to efficiently and defensibly review and produce documents, few address this new frontier.

What Is Nontraditional Data?

To understand what "nontraditional" data means, it is important to first understand how traditional data is defined. In the context of e-discovery, traditional data refers to unstructured data that is not organized in a predefined manner or free-form text documents that are typically user-created. Examples include email, Microsoft Office files, or paper documents scanned and converted to images.

Nontraditional data is essentially anything that does not fit into this mold. This includes both structured and semi-

structured data sources. Structured data is information that is stored in relational database structures. For example, a human resources database might include tables with personal information like names, addresses, job titles, and salaries. While this data resides in different physical tables, all of the information can be easily linked back to one unique record (in this case, the employee), thus making it relational and structured.

Semi-structured data consists of everything that lies between unstructured and structured data. The distinction between the three data types is not always clear, but generally speaking, semi-structured data does not contain the same links between tables that relational databases have. However, it is typically organized into rows and columns. Examples of semi-structured data include social media, mobile device data, voicemails, and interoffice chat files.

Semi-structured and structured data are likely more prevalent in your daily life than you realize. Your TV is recording every show you watch and your GPS-enabled smartphone literally records your every move. The volume and variety of these sources will only continue to grow as new technologies emerge.

Why Is It Important to Capture This Data in a Meaningful Way?

Traditional data sources only illuminate part of the big picture. Through a standard email review, you may be able to ascertain what someone knew and when they knew it. However, this is only the start of the story. Capturing nontraditional data is important because it has the potential to complete the picture with proven facts, pinpoint the

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smoking gun, and reduce the risk of being surprised by previously unknown data.

Coupled with unstructured data, transactional data found in operational, financial, accounting, and human resources systems can strengthen a legal argument through supporting facts. Data gathered from these sources can prove that an event occurred, explain how it happened, quantify the impact, and point toward a mitigation plan if needed.

As technological advancements are made, people are getting smarter. What does someone do when he or she wants to communicate without leaving a paper trail? Pick up the phone or send a text message. By ignoring these nontraditional sources, vital information can easily be missed.

In the litigation process, the last thing an attorney wants is to be caught in a position of not having all the facts. Disregarding the nontraditional sources discussed in this article leaves your client vulnerable in the event that a competitor collects and uses this data.

Best Practices

The importance of using unstructured data sources in the litigation process is evident, but what is the best way to handle these sources? Transactional databases, audio, chats, and social media are all quite different from emails and documents. Each source requires additional considerations to ensure an efficient and effective collection and review.

In the past, the electronic discovery reference model (EDRM) has been used to provide guidance on the various stages of the e-discovery process. The EDRM provides a conceptual view of the e-discovery process from information governance and identification all the way through production and presentation. While very helpful

for outlining the process, the EDRM does not give an indication on how to approach nontraditional data sources. While a great starting point for addressing these sources, the EDRM must change with the times in order to remain effective.

As electronically stored information (ESI) and clients' needs have evolved, so too must the way we approach the EDRM. Given the competitive landscape of the e-discovery industry, clients often demand customized solutions that support new use cases, performance improvements, and efficiencies. In the future, successful e-discovery solutions will need to provide a combination of both traditional and customized solutions to address these new data sources. In some cases, such as with mortgage-backed securities litigation and anti-money laundering events, using traditional e-discovery platforms that have been tweaked through customization may be effective. In other cases, such as with audio and social media data, an innovative customized solution will be required.

Colleen M. Yushchak is a Director in Navigant's Legal Technology Solutions practice, where she works with clients on a broad range of engagements, including discovery and computer forensic investigations, breach of contract and contract termination cases for the government, construction dispute resolution, change management consulting, information systems consulting, insurer claims processing/cash flow managing, and market conduct examinations. Katie Askey is an Associate Director in the Legal Technology Solutions practice, specializing in complex data management and analysis and has advised clients in the financial services, healthcare, education, and oil & gas industries. She has experience in structured data analytics, data collection and preservation, complex financial reporting and analysis, claims management, business intelligence, fraud investigation, data incidents and breaches, and large-scale litigation coordination and project management.

Scrubbing the Products that Clean Your Face: Legislation Prohibiting Plastic Microbeads in Cosmetics and OTC Drugs

By Cathy Pagano, Co-chair, Energy & Environmental Law Forum



Cathy Pagano

Barely bigger than a grain of sand, small particles of plastic called microbeads are widely used in cosmetics as an abrasive or exfoliating agent, but that is now changing. Research done in recent years has revealed that particles containing synthetic microplastics are not extracted by wastewater plants and enter rivers, lakes, and the oceans, where they can remain indefinitely.

These small plastic particles, generally under 5 millimeters in size, are causing a large, worldwide problem. The research group, "5 Gyres" notes that 5.25 trillion pieces of plastics are in the world's oceans, **92% of which are microplastics**. By 2009, the average consumer likely used products containing microplastics on a daily basis. Over time, these plastics are degraded by UV light, and absorb water-hating materials like PCBs, which amplifies their dangers. Marine life mistaking microbeads for plankton consume them, potentially creating damaging effects for the ecosystem and the entire food chain.

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State legislatures are leading the way to phase out and eventually eliminate the use of synthetic plastic microbeads in consumer products. Fearing effects on the Great Lakes, Illinois was the first to enact legislation to phase out synthetic plastic microbeads in 2014. Under that law, in Illinois, no person is allowed to manufacture personal care products with synthetic plastic microbeads after 2017, or manufacture over-the-counter (OTC) drugs with those plastic microbeads after 2018. Accepting such products for sale also is prohibited under the Illinois law (after 2018 for personal care products and after 2019 for OTC drugs). Several other states enacted similar legislation in 2015, including Colorado, Indiana, Maine, Maryland, and New Jersey. Similar legislation has been introduced in 2015 in many additional state legislatures, including Alaska, Arizona, California, Connecticut, Hawaii, Iowa, Massachusetts, Michigan, Minnesota, Mississippi, New York, North Carolina, Oregon, Rhode Island, Texas, Vermont, Virginia, Washington, Wisconsin, and Wyoming.

On Capitol Hill, Congressman Frank Pallone, Jr. (D-NJ) and Senator Kirsten Gillibrand (D-NY) introduced plastic microbead legislation in 2014 during the last session of Congress, but neither bill was enacted. But the issue is gathering attention in the 114th Congress, including a [May 1, 2015 hearing](#), by the House Energy and Commerce Committee's Subcommittee on Health.

In 2015, Congressman Pallone and Senator Gillibrand again have re-introduced synthetic plastic microbead legislation. Congressman Pallone introduced [H.R. 1321](#), the "Microbead-Free Waters Act of 2015," on March 4, to prohibit sale or distribution of cosmetics containing synthetic plastic microbeads. Senator Gillibrand introduced similar legislation, [S. 1424](#), on May 21. H.R. 1321 amends the Federal Food, Drug, and Cosmetic Act (21 U.S.C. 361, Adulterated Cosmetics), to add a new subsection (g), to include in the statutory list of "adulterated cosmetics" those items which contain synthetic plastic microbeads. Should the bill be enacted in its current form, this amendment would apply beginning on January 1, 2018. As background, the Federal Food, Drug, and Cosmetic Act prohibits marketing of adulterated or misbranded cosmetics in interstate commerce. While cosmetics do not need FDA premarket approval, except for color additives, the FDA can pursue enforcement action against products on the market that do not comply with the law or against firms or individuals who violate the law.

Meanwhile, industry is responding to concerns about plastic microbeads. John Hurson, appearing on behalf of the Personal Care Products Council at the May 1, 2015 House Health Subcommittee hearing, [testified in support](#) of discontinuing the use of plastic microbeads in personal care cleansing products, noting that the Council's member companies have committed to discontinue formulating products with plastic microbeads in favor of other viable alternatives. He also noted that their industry supports federal plastic microbeads legislation establishing a national uniform standard in order to provide certainty for consumers and businesses, by setting appropriate and pragmatic phase out dates, appropriate definitions of synthetic plastic microbeads, and inclusion of OTC drugs containing plastic microbeads.

With about 20 additional bills pending in state legislatures around the country, along with two pieces of congressional legislation, we can expect to see additional action this year in the effort to "clean up" cosmetics and other products.

Links for further reading:

[Congress.gov](#)

["Plagued by Plastics, Microbeads in the Great Lakes,"](#) Tip of the Mitt Watershed Council

[Beat the Microbead website](#)

Sierra Club, Green Life: ["How to Handle Microbeads,"](#) by Bob Schildgen

["Unseen Threat: How Microbeads Harm NY Waters, Wildlife, Health and Environment"](#)

["\[NY\] AG Schneiderman Proposes Legislation Banning Plastic Microbeads in Commonly Used Cosmetics"](#)

["Microplastics in the Marine Environment,"](#) Anthony L. Andrady, Marine Pollution Bulletin, Volume 62, Issue 8, August 2011, Pages 1596–1605

["Contributing to Marine Pollution by Washing your Face: Microplastics in Facial Cleaners."](#) [Abstract], Lisa S. Fendall, Mary A. Sewell, Marine Pollution Bulletin, Volume 58, Issue 8, August 2009, Pages 1225–1228

Scientific American Article: ["Personal Grooming Products May be Harming Marine Life in the Great Lakes,"](#) by Christopher Johnston, June 25, 2013

["FDA Authority Over Cosmetics"](#)

Dominating Divas: Q&A with Professor Naomi Schoenbaum

By Kate Muetting, Senior Litigation Counsel, Sanford Heisler Kimpel, LLP

Naomi Schoenbaum, George Washington University Associate Professor, was among the speakers at the WBA panel on *Young v. UPS* in January 2015. Her research focuses on the intersection of work, family, and gender. Also on the panel was plaintiff Peggy Young's lawyer, Sharon Gustafson.



Naomi Schoenbaum



Kate Muetting

Before the Court announced its decision, I interviewed Ms. Gustafson (See the March/April issue of *Raising the Bar* for a reprint of "Young vs. UPS: Q&A with Sharon Gustafson"), and Professor Schoenbaum, who explained that she thought the importance of the decision was likely overblown, so I was interested to revisit this topic with her again after the Court announced its decision.

Kate: For readers who may not follow these issues as closely as we do, can you explain what the Court decided in *Young v. UPS*?

Professor Schoenbaum: The Court had to consider whether, under the Pregnancy Discrimination Act, an employer who provides accommodations to some of its employees, but not all of them, must also accommodate pregnant workers. The Court rejected the argument that employers have to accommodate pregnant women simply because they give some accommodations to some non-pregnant workers. The majority determined that the Pregnancy Discrimination Act requires employers to do more than simply not discriminate against pregnant women.

The Court rejiggered the standard that courts use in these cases to make it easier for pregnant women to prove discrimination. Typically, employees must show evidence that the employer had a discriminatory intent, and the Court's decision in *Young* makes it easier for employees to use circumstantial evidence to show this.

Kate: In other words, evidence that an employer accommodated a lot of workers, but not pregnant workers, may indicate that that the employer was intentionally discriminating.

You have explained earlier that the importance of the *Young* decision was overblown, in part because of changes made to another law, the Americans With Disabilities Act, and in part because a lot of states are enacting laws that require

employers to accommodate pregnant workers. Having reviewed the Court's opinion, do you continue to think this?

Professor Schoenbaum: Yes, with a slight modification to what I said before the Court issued the opinion. First, it remains true that the amendments to the Americans with Disabilities Act may require employers to accommodate pregnant women anyway, so the Court's interpretation of what the Pregnancy Discrimination Act requires may be less important. However, in light of *Young*, these two laws together will make it even easier for pregnant women to prove discrimination. *Young* made it easier for pregnant women to show discrimination by showing that they were denied accommodations that were given to others, and the amendments to the ADA require employers to accommodate a broader set of non-pregnant workers. Therefore, in light of the ADA amendments, the Court's decision in *Young* will make it even easier for pregnant women to show discrimination.

Second, it remains true that several states are enacting laws requiring accommodations for pregnant workers, and, as you know, they have received remarkable, notable bipartisan support from politicians on both sides who would otherwise be strange bedfellows. While this is happening at the state level, at the federal level there is uniform opposition from Republicans to the federal Pregnant Workers Fairness Act. So, absent *Young*, we cannot be confident that the issue of accommodating pregnant women would be addressed at a national level.

Kate: Relatedly, you have noted that you believe there are too many employment discrimination tests, or ways for courts to analyze whether someone was discriminated against. Can you explain what you mean by that?

Professor Schoenbaum: Courts have multiple ways to analyze employment discrimination cases. They use what's called the *McDonnell Douglas* test for disparate treatment cases and other tests for disparate impact cases. I think that in some ways all of these tests actually make it harder for employees to get their cases to a jury.

Kate: Instead, courts use these tests to kick out the employees' cases on summary judgment, and the employees' discrimination lawsuits stop there.

Professor Schoenbaum: This is a problem not of intent but of implementation. In fact, the Supreme Court developed the *McDonnell Douglas* test out of a recognition that it is often hard for an employee to prove the intent of the employer.

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Discrimination cases are about proving a state of mind, which is hard to prove — not like proving who was at fault in a car accident. So the *McDonnell Douglas* test was the Supreme Court's attempt to design a test that should have made it easier for employees' claims to get to a jury and prevail. But lower courts have applied this test so mechanically and have used the test more often to throw out employees' claims rather than to make them easier to proceed.

In light of this, it will be interesting to see how lower courts apply the *Young* decision, which, like *McDonnell Douglas*, was intended to make it easier for employees to show they were discriminated against.

Kate: What would be a better test to use?

Professor Schoenbaum: A simplified test would be better. Employees trying to prove discrimination should be able to put forward all the evidence they have, rather than parsing it out based on this test or that test. Cases would not be analyzed under different tests, but courts could use one analysis to determine whether there was discrimination.

Kate: I think that a simplified approach sounds appealing in a lot of ways, but I am concerned about splitting the tests for disparate impact and disparate treatment, when the law specifically provides for employer liability in both circumstances — one where there is discriminatory intent and one where there is not but where an employer policy nevertheless has a disparate impact on a certain group of people. Would conflating the tests allow employers to escape liability for policies that have a disparate impact on pregnant women, but where there is no intent?

Professor Schoenbaum: We do not want to lose claims for disparate impact, but employees' pregnancy discrimination claims analyzed under disparate impact generally have been unsuccessful. I think that having just one test under which courts analyze all the evidence together, including — any comments indicating discrimination, evidence of who the policy applies to and who it does not, the statistical evidence, and the employer justification — would be beneficial for plaintiffs.

Kate: In our panel discussion earlier this month on the *Young v UPS* case, we talked about how discrimination on the basis of pregnancy is different from other types of discrimination because in order to not discriminate based on race, for example, employers need to treat employees the same, but in order to not discriminate based on pregnancy, employers need

to treat pregnant women different. Do you think this is true?

Professor Schoenbaum: I think this question really gets to our core notions of the meaning of equality and discrimination. The assumption underlying the traditional view of anti-discrimination law is that everyone has the same baseline starting point. As a result, under this view, equality is achieved if we treat everyone equally.

Kate: Under this view, non-discrimination laws, which require the same treatment, are different from accommodation laws, which require different treatment.

Professor Schoenbaum: A lot of scholars have challenged this traditional view by noting that, in some instances, employers do have to “accommodate” certain people in order to treat them equally. For example, when women first entered the workplace, employers had to make sure women had bathrooms. Today we would think of having bathrooms for women as simply a matter of treating them equally, but at the time, it would have seemed as though it was an accommodation to women. Employers had to take affirmative steps and expend resources to treat women equally.

As another example, the pizza chain Dominos had a “no-beard rule” for the employees who delivered pizza. African-American men challenged this policy as having a disparate impact on them, in light of a physical condition disproportionately affecting African-American men that makes it unhealthy for them to shave. These men challenged this policy as discriminatory and won. Dominos had to allow a certain subgroup of employees to be exempt from the policy. The case was brought under traditional non-discrimination law, but the result was that the employer had to treat African-American men differently.

Kate: Those are great examples, and they really illustrate that in some cases treating people fairly under anti-discrimination laws requires more than simply treating people equally. Or, put another way, treating people equally doesn't necessarily mean treating people the same.

I can see how this may be confusing, even to well-intentioned employers, and I would encourage pregnant women and their employers to talk openly about how these issues are best addressed.

This interview originally appeared on June 4, 2015 on Shattering the Ceiling, a blog about women and work. You can check it out here: www.shatteringthecelling.com. Republished with permission.

President's Column

By Susan Kovarovics, WBA President

I am looking forward to the 2015–2016 bar year and am honored to be the WBA President for this year. I want to extend my thanks and congratulations to **Suzanne Reifman**, Immediate Past President of the WBA, and **Nancy Long**, President of the WBA Foundation, for leading our organizations through another successful year during this past bar year, continuing on our journey to the WBA's Centennial Celebration in 2017.

We celebrated throughout this past year how the WBA and all of us “**Stand Together**.” It is that sense of togetherness on which we will continue to focus in the coming year, with the theme of “**Advancing Together**” for the 2015–2016 year.

As **Judith Scott**, the **2015 Woman Lawyer of the Year**, so aptly described, her work is very much about people working together to help each other. The same is true when it comes to advancing women in the profession of law. **Kathy Ruemmler**, the keynote speaker for the 2015 Annual Dinner, described how important it is for women (and men) to promote women in the profession of law.

Among the key tenets of the WBA mission are to advance and protect the interests of women lawyers; promote their mutual improvement; and encourage a spirit of friendship among our members. This mission does not get fulfilled by any single one of us. And success with respect to advancing women is not achieved by a single person. The WBA is well positioned to be a catalyst for women helping women. And, yes, for men helping women, for we do not live in a vacuum and cannot make all the changes necessary without involving our fellow male lawyers.

Although each of us may think on occasion that we can get it all done by ourselves, it is impossible to be Superwoman every day. Rather, it is important to recognize the benefits of helping each other to be the greatest success possible. Rarely is life a zero-sum game, where one must lose for another to win. Acknowledging that up front allows us to let go of the concept that to succeed, we must do so on our own or at the expense of others. Together we will advance further.

The WBA is a great vehicle for helping us to advance — to help us develop our skills and networks to best position each of us to advance to the next stage in our career, to be promoted, to take a position at a new organization, to transition out of or back into the work force, or to advance into a leadership position.



Susan Kovarovics

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Advancing Together also envisions working collaboratively with our male colleagues to advance women. With respect to increasing the number of women at the top in companies, **Mike Kaufmann**, chief financial officer of Cardinal Health was quoted as saying “If you want to change the numbers, you have to get men involved.”¹ The same is true in the law.

The WBA recognized the importance of engaging men, by including in our strategic plan a goal to engage in more outreach to men, particularly leaders and decision-makers in the profession, so as to develop a dialog about and support for overcoming the challenges facing women lawyers and the role the WBA plays in addressing such challenges. By working with our male colleagues, we can advance together by continuing to break the glass ceiling, by working to ensure pay equity, and by increasing the numbers of women general counsels, partners, law firm chairs, and other women leaders.

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Over the course of this year, we will continue our abundance of programming in various substantive areas of law to help lawyers advance in their existing or progress into a new area of practice. We will provide additional programming in our Leadership Task Force series to help develop skills for effective leaders and prepare women attorneys for the next stage in their careers. We will continue the [WBA's Initiative on Advancement and Retention of Women](#) by focusing on pay equity and other benefits (such as unpaid parental leave) that have a disproportionately negative impact on women. We will also continue the journey to our Centennial Celebration

I am excited to work with our board and co-chairs to bring you these and other events throughout the coming year as we **Advance Together**.

¹Joanne Lipman, [Women at Work: A Guide for Men](#), *The Wall Street Journal*, Dec. 12, 2014.

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WBA Foundation



WBA Foundation President's Letter

By Nancy A. Long, WBAF President

What a spectacular 2015 Annual Awards Dinner! A very big thank you to all who made the WBA/WBAF Annual Awards Dinner a great success — our Woman Lawyer of the Year **Judith Scott**, SEIU, captured the audience with her gracious and inspiring words and our keynote speaker **Kathy Ruemmler**, Latham & Watkins, charged us all to do a better job promoting women in our profession. Thank you to all of our sponsors, especially SEIU! Finally, I was honored to introduce the WBAF's **amazing grantee organizations** that, every day, serve the legal and related needs of women and girls in the DC community.

Also, thank you very much for making this year's DO MORE 24 campaign a great success! The WBAF raised close to \$5,000, a 69% increase from last year. These donations will allow the WBAF to continue its important work on behalf of women and girls in the DC Community.

Finally, the WBA and WBAF leadership will be participating in a joint retreat in July. The WBAF leadership looks forward to working with its sister organization in 2015–2016!



Nancy A. Long

Make a donation to support the Foundation's work. The WBA Foundation does not receive membership dues; it instead relies on the support of donors, like you, who wish to support organizations that promote greater understanding, awareness, legal service representation, and advocacy for women and girls in our community.

WBA Foundation 2014-2015 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between April 1 and May 31, 2015. These gifts will be used to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan community. For a list of all fiscal year donors and recognition of giving levels, visit wbadcfoundation.org.

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Grant Awards Ceremony

Photos by Timothy Lundin Photography



Over 80 people attended the event.

The WBA Foundation held its 6th Annual Grant Awards Ceremony on April 16. Our new grantees — Amara Legal Center, Bread for the City, Break the Cycle, DC Volunteer Lawyers Project, Domestic Violence Legal Empowerment and Appeals Project, Legal Aid Society of the District of Columbia, Legal Counsel for the Elderly — were introduced and had an opportunity to give a brief presentation about their services and how the WBA Foundation grant would impact them. Grantees each had a table for their materials and networking opportunities with attendees.



Karen Barker Marcou and Isabelle Johnson of DC Volunteer Lawyers Project

The evening concluded with inspiring keynote remarks by **Neil Irvin**, Executive Director, [Men Can Stop Rape](#).



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Committee & Forum Highlights

A Conversation with Marcia Greenberg

By Laura Mow, *The Law Office of Laura C. Mow*; Co-chair, *Communications Law Forum*



Lorie Masters interviewed Marcia Greenberger.

Almost 40 people gathered in the law offices of Sterne Kessler Goldstein Fox on Tuesday, March 31, 2015, to honor **Marcia Greenberger**, the special guest featured at the WBA Communications Law Forum's annual Women's History Month luncheon. Everyone enjoyed a delicious buffet and visited with friends and colleagues before former WBA President and Perkins Coie partner **Lorelie S. (Lorie) Masters** started her interview of Ms. Greenberger.

Under the skillful questioning of Ms. Masters, Ms. Greenberger related detailed anecdotes, highlighting various aspects of her professional life. In particular, Ms. Greenberger regaled the audience with her experiences in law school during the years when women in the law were scarce, and the challenges she faced in the job market as a woman lawyer. She also discussed how she first became involved with the women's movement, which led to her founding and becoming co-President of the National Women's Law Center. Ms. Greenberger touched on the various campaigns to pass landmark legislation providing critical protections for women, including the fight for passage of the Lily Ledbetter Fair Pay Act.



Laura Mow, Marcia Greenberger, Lorie Masters and Natalie Roisman

Throughout the interview, Ms. Greenberg displayed charm and humor and insight into human nature. She managed to underscore both how far we have come and how far we have to go. At its conclusion, it was clear why she has a reputation as a superlative mentor of both men and women, as well as being known as an inspiring leader in efforts to advance the rights of women. The Forum was honored to have had this opportunity to pay tribute to another female trailblazer in the local legal community.

The WBA's Communications Law Forum recognizes host law firm **Sterne Kessler Goldstein Fox** for making this program possible.

Lessons in Rainmaking

By Emilie de Lozier, *Associate, Wilkinson Barker Knauer, LLP*

On April 28, 2015, the WBA's Communications Law Forum presented a buffet dinner and panel discussion titled, "Lessons in Rainmaking," featuring communications and technology company distinguished in-house counsels and top legal executives. This was the second year for the Lessons in Rainmaking event, following last year's successful panel with law firm partners.



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The panel, moderated by co-chair **Natalie Roisman** (Partner, Wilkinson Barker Knauer, LLP) and **Kathleen Kirby** (Partner, Wiley Rein LLP), attracted over 30 attendees. Panelists **Adrienne Biddings** (Policy Counsel, Google), **Luisa Lancetti** (Chief Counsel for Law and Policy, T Mobile), **Jennifer Warren** (Vice President of Government and Regulatory Affairs, Lockheed Martin), and **Kathy Zachem** (Senior Vice President of Regulatory and State Legislative Affairs, Comcast) generously shared their time to offer inside, client perspectives on hiring and utilizing outside counsel.

Topics included best practices for building a client base, earning client trust, and the role of organizations such as the WBA in facilitating these relationships. Panelists also shared useful information about the counsel selection process. Effective communication, expertise, creative advocacy, good interpersonal rapport, and adherence to agreed-upon time commitments were all cited as top considerations. In addition, the panel provided advice to young lawyers, both in-house and in private practice, regarding key skills and professional development.

The Communications Law Forum would like to thank **Wiley Rein LLP** for sponsoring the event and **Cooley LLP** for hosting it.

Sharing Tips from Capitol Hill Experts

By Cathy Pagano, Co-chair, Government Attorneys Forum



Lynne Milne, Natalie Roisman, Kelsey Guyselman, Patricia Paoletta, Laura Mow, and Roger Sherman

On June 2, over 30 people attended “A Lawyer’s View from Capitol Hill,” sponsored by the Communications Law Forum and the Government Attorneys Forum. Our expert panelists were **Kelsey Guyselman**, Counsel to the Subcommittee on Communications and Technology for the Energy and Commerce Committee of the U.S. House of Representatives; **Patricia Paoletta**, Partner, Harris, Wiltshire & Grannis LLP and former Majority Counsel to the Energy and Commerce Committee; and **Roger Sherman**, Chief of the Federal Communications Commission’s Wireless Telecommunications Bureau and former Democratic Chief Counsel to the Energy and Commerce Committee.

Our attendees heard great advice from these Capitol Hill experts about career opportunities on the Hill, and about the unique challenges and opportunities derived from legislative and policy work. **Lynne Milne**, Co-chair of the WBA’s Communications Law Forum, introduced the program, and **Natalie Roisman** and **Laura Mow**, also Co-chairs of the Communications Law Forum, moderated the panel discussion. The speakers also answered lively questions from the audience.

Pathways to Success

By Cathy Pagano, Co-chair, Government Attorneys Forum

Over 40 attendees heard an excellent panel discussion at the WBA's May 4 program, "Pathways to Success in the Federal Government." The panel featured **Margaret Doane**, General Counsel of the U.S. Nuclear Regulatory Commission; **India Pinkney**, General Counsel at the National Endowment for the Arts; and **Susan Pascocello**, Deputy General Counsel at the U.S. Agency for International Development.

Our panelists shared advice about how they achieved their giant strides in the legal profession, along with tips about reaching high level management and Senior Executive Service positions. They shared stories about their career path, professional experiences, and suggested moving out of your comfort zone to enhance and expand your experience.

Please watch for future Government Attorneys Forum Programs helping us toward our career and life goals!

COMING UP!

New Developments Radically Transforming DC Energy

By Cathy Pagano, Co-chair, Energy & Environmental Law Forum

Technology is shattering old ways of distributing the energy we use every day. Renewables, new ways to transport energy, and developments in electric grid communications are radically transforming how we get our needed energy today.

Join the Energy & Environmental Law Forum for a panel discussion on new energy initiatives in the District of Columbia, including topics ranging from the Capitol Partners Solar Project to microgrids. The session will be followed by a Q&A session. Come as we hear from the experts about what's happening and what's to come in this burgeoning field!

New Developments in DC Energy

Date/Time:	July 8, 2015, 12:00–2:00 pm
Location:	Venable LLP, 575 7 th Street, NW, Washington, DC
Featuring:	Bicky Corman , Partner, Venable LLP; Karen Lefkowitz , Vice President, Business Transformation, Pepco Holdings, Inc.; Donna Attanasio , Senior Advisor for Energy Law Programs, George Washington University Law School; and Merrill Smith , Program Manager, Office of Electricity Delivery and Energy Reliability, U.S. Department of Energy (moderator)

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Member News

Member Spotlight: Natalie Roisman

Compiled by Sherlyn Wiggs, Attorney

For nearly a decade, **Natalie Roisman** has brought her unique insights on the power of relationships and leadership — and the interplay between the two — to the WBA. Ms. Roisman credits her mother with instilling in her an appreciation for meaningful connections with peers, mentors, and clients, one of whom has described her in the Chambers USA rankings as “a master at client relations.” Such powerful relationships are a motivating force for Ms. Roisman, and although nurturing these relationships is challenging and time-consuming, it is essential to her communications law practice at the boutique firm of Wilkinson Barker Knauer, which depends in large part on strong, career-long connections with policymakers, clients, and colleagues. As an extrovert who thrives on high levels of interaction, Ms. Roisman emphasizes the importance of relationships to young lawyers and the law students she teaches at the George Washington University Law School, encouraging them to volunteer in ways that will benefit themselves, their employers, and the profession.

Ms. Roisman also champions volunteering for leadership roles as a way to build valuable relationships that result in personal fulfillment and additional career opportunities. Leadership in any capacity results in interaction with peers, clients, and other leaders, whether it’s asking for a sponsorship or moderating a panel. In a small bar like communications, seizing leadership opportunities provides more avenues to foster the crucial relationships that can have career-long payoffs. Moreover, leadership roles not only hone such valuable skills as public speaking and strategic planning, they are welcomed by employers as a contribution to the profession. In addition to career benefits, Ms. Roisman finds personal fulfillment in leadership: by taking charge, she creates opportunities to effectuate positive change in accord with her own vision.

Tell us a little about yourself

I am a Wilmington, Delaware, native and faithful Philadelphia sports fan. My undergraduate degree is from the University of Chicago, and my J.D. is from the University of Pennsylvania Law School, where I served as president of my class and return regularly for guest lectures and mentoring activities. I have worked in Washington, DC, since graduating from law school in 1999 and currently am a partner at Wilkinson Barker

Knauer, a regulatory boutique with offices in DC and Denver. I previously worked at a large law firm and in the FCC’s Media Bureau. I am extremely fortunate to have been recognized by Super Lawyers, Legal 500, and Chambers USA and enjoy speaking on industry panels. Some fun facts: I am a “strong E” on the Myers-Briggs personality indicator and relish almost any opportunity to interact with others in a positive way — it’s what keeps me energized. I live in Arlington with my husband, our 7-year-old son, and our crazy hound dog.



Natalie Roisman

Why did you join the Women’s Bar Association?

When I graduated from law school in 1999, women were half the student body, and the same held true for my first-year associate class at a large law firm. So, although I have always been interested in women’s issues and advancement, it did not occur to me early in my career that there would be any reason to join a women’s bar. As I have advanced to partner, the need for organizations like the WBA — and for women of all stages in their legal careers to join and support such organizations — has become patently clear. We have a lot of work to do to ensure that the practice of law remains appealing to women and offers environments where they can succeed. This point was driven home to me even more when I became a working mom. That being said, the issue of advancement and retention of women clearly is not limited to those seeking “balance” with their family life — it resonates with most women lawyers. The WBA provides opportunities to achieve greater clarity and advancement in my own circumstances and also to help make a difference for others, including young women lawyers.

How did you get involved?

I attended the WBA Communications Law Forum (CLF) Holiday Tea about nine years ago, when it was a much smaller event than it has become in recent years.

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I immediately grasped that there was something special about bringing together a diverse group of women lawyers, and I wanted to be more involved. It meant a lot to me that women I had seen as senior leaders in the communications bar also were strong supporters and members of the WBA.

How do you stay involved?

For a number of years, I attended events and helped with sponsorship solicitation and other small tasks. I also participated in a task force focused on advancement and retention of women. Ultimately, I was encouraged to become a co-chair of the CLF and have served in that capacity for two years. In this role, I work with two wonderful co-chairs, **Lynne Milne** and **Laura Mow**, to plan programs, solicit sponsorships, develop panel questions, and undertake other projects relevant to the CLF and the WBA. I use my role as a co-chair to increase visibility for my law firm and my practice within the women's bar and as a way to encourage other women lawyers at my firm — particularly associates — to get involved in the WBA. Overall, working with the WBA also offers me opportunities to connect young women lawyers and law students with this important organization.

What benefits do you get from being a part of the WBA?

I am building relationships with women in different areas of law that I would not otherwise encounter in my communications practice, and I have been fortunate to develop relationships with many impressive women in government and private sector roles who have generously volunteered their time to participate in CLF programs and other programs. The WBA offers a lot of exciting opportunities that I am just beginning to unlock, and I'm excited to see how these relationships evolve in the future.

Do you have a mentor or hero?

I have never had just a single mentor — no matter the stage in life, I tend to seek out advice and input from a variety of people, both women and men. I don't believe in one-size-fits-all advice, because I think the only sustainable practices are ones that are tailored to an individual's strengths and weaknesses. I like to curate the advice I receive from multiple sources and refine it into something that works for me and my particular personality and style.

I learned a tremendous amount from former FCC Commissioner **Kathleen Abernathy**, now executive vice president of external affairs at Frontier, when we worked together for three years at two law firms. Kathleen

taught me when to use a soft sell and when to use a hard sell, showed me how to boil things down to “ducks and bunnies” for certain government and executive discussions, and introduced me and vouched for me to many high-level individuals. She was my first boss when I became a working mom. She demonstrated that family comes first and that it's possible to be respected for your work while also organizing carpools and bake sales.

Susan Fox of the Walt Disney Company was one of my first clients and is a long-time friend, mentor, and champion. She has been supportive of my professional and personal endeavors for more than a dozen years. Not only is she extremely successful at her job, she is also intelligent, thoughtful, authentic, and kind in her interactions with other people, and a mom. I value all the advice that Susan has shared with me over the years and can honestly say that I would not have the career I have without her help.

My client, **Jennifer Hightower**, senior vice president of law and policy at Cox Communications, gave an amazing speech at the Multichannel “Wonder Women” luncheon in New York this spring. She spoke about the importance of working for an organization that truly supports you as an individual and as a woman, describing Cox as a company that “enables women to advance, while being a mom and an active member of the community.” Jenn sets a great example for how to produce great work, cultivate internal relationships, and manage teams and projects in a way that promotes long-term success and personal satisfaction.

I am fortunate to have a managing partner at my firm who is supportive of my various extracurricular efforts. **Bryan Tramont**, former Chief of Staff at the FCC, is known for his vast network and for cultivating personal relationships. He is a model mentor to law students and young lawyers and is active in professional and political organizations. I have learned an amazing amount in our nearly seven years working together and am grateful that he sees the value in many of the same endeavors that I do. He offers sage professional advice and — one sign of a great boss — is not afraid to take off his firm “hat” and encourage me to follow a path that might bring individual advancement and opportunity.

I do not have a personal relationship with her, but I recently heard **Marcia Greenberger** of the National Women's Law Center speak at a WBA CLF event. The stories she tells made me realize how far we've come and how far we need to go. She is truly an inspiration.

Importantly, as I have progressed in my career, I have come to recognize the value of “peer mentors.” Who better to help me navigate the sometimes rough waters of

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work and life than peers — both women and men — who are grappling with the same issues I face? For example, more than 15 years after my law school graduation, I am still very close with a group of women from my class at Penn: the head of litigation at a major corporation, an assistant U.S. Attorney, a program director for refugee assistance, and a former senior homeland security official. Two of these women are founding members or core leaders of social action nonprofits, and all are moms. I rely on this group of women for all sorts of career and home advice, and their love and support has been key to my professional success and personal sanity.

Similarly, within the communications world, I am very fortunate to have peers who generously share their time to mentor me: **Erin Dozier**, **Julie Kearney**, **Holly Saurer**, **Sherrese Smith**, **Allison Remsen**, and **Nick Alexander**, among others.

What words of advice do you have for women new to the profession?

As an adjunct professor at the George Washington University Law School and chair of my firm's attorney development committee, I spend a lot of time thinking about young lawyers and law students, and women in particular. I am passionate about mentoring and creating institutions that support success and advancement. Much of the advice I give to women new to the profession is the same advice I give to men: demonstrate impeccable judgment and work hard to make yourself invaluable; be an enthusiastic and collaborative contributor; pay attention to detail because it's your job as a junior team member and helps instill trust in your work product; keep an eye out for leadership opportunities but be prepared to do the work, not just get the glory; cultivate relationships with your peers who will someday be your clients, outside counsel, government officials, or just your sounding boards; and speak up constructively when you feel you are underutilized or have a need that is not being met.

For women, I would add that you must strike a balance between avoiding seeing sexism behind every disappointing development and being aware that sexism is still alive and well (though often unintentional these days) in the legal workplace. Form strong relationships with women at all levels in the workplace and the bar so you can bounce concerns off someone, decide whether they rise to a level worth communicating to leadership, and have the courage to stand behind your convictions once you have decided to raise a concern. You also sometimes need to decide not to fight a particular battle so that you can improve your long-term chances of

winning the war. Finally, don't try to "have it all" — focus on the things that you actually, truly care about doing well, and don't worry about the rest.

What is the best advice you have received?

Great advice comes from many places, and there are a number of very helpful books and articles on how to improve your practice and professional relationships, as well as how to make institutions better for all involved. For example, I found that **Sheryl Sandberg's** *Lean In* really spoke to me, based on my career goals and the fact that I am fortunate, as she was, to have married a true partner who makes it possible for me to have my career and still feel like a great wife and mother. In addition, I regularly look for inspiration in the *New York Times*' "Corner Office" column in the Sunday Business section. The author interviews CEOs and other senior leaders in organizations to determine what professional lessons people have learned, what they look for in hiring employees, and how they rebound from professional failures or embarrassment. These are just a few examples of the great resources available in addition to advice from mentors.

In what other organizations are you involved?

I am on the executive committee of the Federal Communications Bar Association, the primary bar for attorneys in the telecom/technology/media regulatory area. Previously, I served as trustee of the FCBA Foundation, co-chair of the FCBA Annual Seminar Committee, and co-chair of the FCBA Young Lawyers Committee. This will be my eighth year co-teaching a telecommunications law course at the George Washington University Law School, where I also served as adjunct faculty advisor to the Federal Communications Law Journal. I am a member of the American Bar Association Forum on Communications Law and Women in Communications Law and the Penn Law Kilgore Society, a program for alumnae of the University of Pennsylvania Law School. Finally, I co-founded a networking group for women in communications law and policy with a colleague and client; we meet several times a year and support each other in addressing professional challenges.

Outside of professional activities, I am a vice president at my synagogue in Arlington and recently completed five years as president of the community board of George Mason University Hillel. Increasingly, I am engaging in local and national political campaigns, and I also volunteer at my son's elementary school and coach his Odyssey of the Mind team.

Judge Law Releases Book

Judge Janice Law has released her sixth book, *American Evita: Lurleen Wallace*. The biography explores the life trajectories of Argentina's Evita Peron and America's third woman governor Lurleen Wallace: "A must read for those who enjoy well-told history and those inspired by strong women doing great things," said one reviewer. It's available on Amazon.com and BN.com



Masters on Cover of *Super Lawyers*

WBA Past President **Lorelie Masters**, Perkins Coie LLP, was featured on the cover of the Washington, DC edition of *Super Lawyers*. The feature article highlighted her career accomplishments in insurance law as well as her extensive community involvement.



Adler Honored by Anti-Defamation League

WBA Past President **Jessica Adler**, The Law Office of Jessica E. Adler, was awarded the **2015 Daniel R. Ginsberg Leadership Award** from the Anti-Defamation League (ADL). The award recognizes outstanding young professionals across the country for their leadership in the fight against anti-Semitism, racism, and all forms of prejudice.



David C. Friedman, ADL's Washington, DC Regional Director, commented, "Jessica is widely respected across the organization and throughout the community. She is a visionary leader and a highly ethical and conscientious person, with remarkable drive and ambition. Her enthusiasm for our work is paired with an even temperament and a deeply held desire to do what is right for ADL. The result is a leader in the truest sense."

Welcome New Members

The following persons joined the WBA in April & May 2015.

Meti Abebe	Shelbie Lewman
Marianne Abely	Judith L. Lichtman
Andrea Al-Attar	Rebecca A. Lipe
Mary E. Allen	Jocelyn N. Maner Steele
Shirlene A. Archer	Brittney R. McClain
Irina Asoskov	Jamelia Morgan
Courtney Brown	Catherine Munson
Sharie A. Brown	Kimi Murakami
Emily Bruemmer	Stacey Myers
Amanda Burks	Topaz Nobles
Ashleigh Cirilla	Audrey Ogurchak
Laura Cook	Anne K. Olesen
Melinda Coolidge	Melissa Pachikara
William K. Coulter	Sarah M. Parker
Erin Culbertson	Rhonda Pasto
Pawnee A. Davis	Amisha Patel
Emilie de Lozier	Laura Phillips
Courtney R. DeCuir	Dari Pogach
Carrie-Lee Early	Jessica Pulsifer
Leslie Ellis	Marquel Sheree Macaraeg Ramirez
Ann K. Ford	Phoebe R. Ramsey
Jennifer Giordano	Alison Roach
Esther Goldschlager	Christine Rolph
Elizabeth Holowinski	Adedoyin Samuel
Hina Z. Hussain	Lora Silberman
Jennifer Jackman	Annamaria Steward
Arian June	Evelyn M. Suarez
Rebecca Larson	Jessica Willard
Kathryn Legomsky	Rochelle Woodard

For information regarding WBA Member Benefits and becoming involved with a Committee or Forum, see [Membership & Benefits](#) and [Committees & Forums](#).

Upcoming Events

Wednesday, July 8, 2015

Solo & Small Practice Monthly Luncheon

Presented by Solo & Small Practice Law Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Wednesday, July 8, 2015

New Developments in DC Energy

Presented by Energy & Environmental Law Forum

A panel discussion on new energy initiatives in the District of Columbia, including topics ranging from the Capitol Partners Solar Project to microgrids. A Q&A session will follow the presentation.

Thursday, July 9, 2015

Criminal Law: Trials and Tribulations of a Woman Practitioner

Presented by Solo & Small Practice Law Forum, Government Attorneys Law Forum, Litigation Law Forum & Mentoring Committee

A panel discussion on the various advantages and unique hurdles of being a woman practicing in the criminal field. Panelists will discuss different career paths in criminal law, including prosecution and defense, state and federal practice, and private firm and government experience. A Q&A session will follow the presentation.

Friday, July 10, 2015

WBA Business Hour: Self-Care for Busy Lawyers

Presented by Membership Committee

What would your morning look like if you weren't hitting the snooze button and checking your email? What would be possible in your afternoon if you could avoid the 3pm brownie and coffee? What could change in your life if you could master your own self care? Learn how to carefully rethink your self-care habits to give yourself better energy all day long. We will cover how to use the daily rhythms for healthier sleep, simple ways to de-stress, and how to cut down your dependence on caffeine. You'll have a clear idea of how to put simple yet effective self-care practices to work in your life, right away.

Wednesday, August 12, 2015

Solo & Small Practice Monthly Luncheon

Presented by Solo & Small Practice Law Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Wednesday, September 9, 2015

Solo & Small Practice Monthly Luncheon

Presented by Solo & Small Practice Law Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Wednesday, September 16, 2015

Stars of the Bar Networking Reception

We'll kick off the WBA's program year with a free reception open to everyone in the DC legal community. Meet WBA and WBA Foundation leaders, committee and forum co-chairs, and join in recognizing our Stars of the Bar honorees, who exemplify our theme of "Advancing Together."

Wednesday, October 14, 2015

Solo & Small Practice Monthly Luncheon

Presented by Solo & Small Practice Law Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Thursday, October 15, 2015

New Member Reception

Presented by Solo & Small Practice Law Forum

Members who have recently joined the Women's Bar Association are invited to network with fellow new members of the WBA, as well as the WBA Board and co-chairs of our Committee and Forums.

Wednesday, November 11, 2015

Solo & Small Practice Monthly Luncheon

Presented by Solo & Small Practice Law Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Wednesday, December 9, 2015

Solo & Small Practice Monthly Luncheon

Presented by Solo & Small Practice Law Forum

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Thursday, December 10, 2015

Holiday Tea

Presented by Communications Law Forum

This event WILL sell out. Register early! The Communications Law Forum's afternoon high tea promises to be a festive, delicious and congenial experience — the perfect way to celebrate the holiday season with your friends! Our honored guest is Commissioner Terrell McSweeney, Federal Trade Commission.

Save the Date:

Thursday, October 29, 2015

WBA Foundation Wine Tasting & Silent Auction

Thursday, April 14, 2016

WBA Foundation Grant Awards Ceremony

Wednesday, May 25, 2016

WBA/WBAF Annual Dinner