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## WBA's Venetian Masquerade Casino Night

Casino Night 2019 was themed "A Venetian Masquerade Evening." Held at Mayer Brown in January, over 150 members and friends donned black tie attire and enjoyed a silent and live auction, gaming tables, dancing, prize baskets, and camaraderie.

Kudos and many thanks to our event co-chairs: Sadina Montani and Roya Vasseghi.

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## In Memoriam: Hon. Patricia Wald

Judge Patricia Wald passed away on January 12, 2019. She was 90. Judge Wald was a two-time Woman Lawyer of the Year, in 1984 and 1992, and a Star of the Bar in 2003. She last addressed the WBA in our Centennial Woman Lawyer of the Year congratulatory video and was a frequent attendee of the annual dinner.

*article continued on page 5*

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## Plank Like RBG

*The Outrage, a liberal and feminist online clothing line, organized a "Plank Like RBG" event in honor of and on the birthday of Supreme Court Justice Ruth Bader Ginsburg. Held on the Justice's 86th birthday, on March 15, crowds gathered on the steps of the U.S. Supreme Court to plank in RBG's honor.*

*article continued on page 9*



# Features

## WBA's Venetian Masquerade Casino Night

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## In Memoriam: Hon. Patricia Wald

By Cathy Pagano, WBA Board Member and Kristen S. DeWire, Assistant General Counsel, Department of Energy and Environment (continued from page 1)

In 1979, Judge Wald was appointed to the U.S. Court of Appeals for the DC Circuit, where she became Chief Judge in 1986. In 1999, she left the U.S. Court of Appeals to become the Chief Judge of the International Criminal Tribunal for the Former Yugoslavia based at The Hague.

Following are remarks from two colleagues who knew her well.



Judge Wald was the featured speaker at the 2008 Holiday Tea



Geraldine Ferraro and Woman Lawyer of the Year awardees Elizabeth Dole, Elaine Ruth Jones, Hon. Patricia Schroeder, and Hon. Patricia McGowan Wald at the 1992 Annual Dinner

### U.S. District Judge Paul L. Friedman spoke about Judge Wald at the American Law Institute (ALI) Council meeting on January 17, 2019.

Judge Wald was an iconic judge here and abroad, a trailblazer and role model for women lawyers, and our beloved colleague on this Council. As most of you know, Pat Wald was a woman of many “firsts.” She was the first female Assistant Attorney General for Legislative Affairs at the Department of Justice; the first woman ever appointed to the U.S. Court of Appeals for the District of Columbia Circuit; the first (and thus far only) female Chief Judge of the D.C. Circuit; and (except for the four-month term of Judge Florence Allen as Chief Judge of the Sixth Circuit decades before), the first woman Chief Judge of any U.S. Court of Appeals for any Circuit.

Judge Wald was a giant in the law, with a powerful intellect, a get-to-the-heart-of-the-matter approach to legal problems, and a simultaneously elegant and down-to-earth writing style. She had a largeness of vision that is all too rare in our profession. When she spoke and when she wrote, everyone paid attention – because her reasoning was so clear, her ideas so right, her thoughts so well-articulated. Yet, she was a person with little ego, genuine humility, and a great sense of humor.

The breadth of the topics on which she wrote and spoke with substance and clarity—both in her prolific scholarly writings and in her judicial opinions—is staggering: bail reform, poverty and criminal justice, children's rights and juvenile law, mental health law and drug abuse, environmental regulation, the judicial process, the administrative process, morality in judging, and women in the law.

All of this is well known. What many people may not know about Pat Wald, however, is that she never knew her father. He left their home when she was two. She was raised by her mother and her aunt and uncle in the factory town of Torrington, Connecticut. She was the valedictorian of her high school class and the first ever in her family to go to college. She attended Connecticut College for Women and then Yale Law School entirely through scholarships and by waiting tables and working summers in the ball-bearing factory that employed her mother.

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She graduated from college Phi Beta Kappa and was Order of the Coif and a member of the law review at Yale Law School. Happily, she also met Bob Wald at Yale, and they married in 1952. After law school, Pat obtained a clerkship with Judge Jerome Frank on the United States Court of Appeals for the Second Circuit, one of the very few women of her generation to have had such an opportunity.

After a short stint as the first woman associate at Arnold, Fortas & Porter, she left the practice of law for 10 years to raise her five children. She believed that women could have it all, but—in her own case, at least—not necessarily simultaneously. As she wrote in a 1983 article: “Each of us, in our personal life, has choices to make. We are not likely to get back more than we put in. Neither families nor careers flourish on neglect, and everyone strikes the balance differently.”

A decade later, she returned to the law, first part time and then full time, devoting herself to public interest law and to those least able to help themselves. She worked at Neighborhood Legal Services, the Mental Health Law Project (now the Bazelon Center for Mental Health Law), and the Center for Law and Social Policy. With Daniel Freed, she wrote “Bail in the United States, 1964,” a book rightly credited with spurring the Bail Reform Act of 1966, which largely eliminated money bail in the federal courts. For decades, Pat Wald was at the cutting edge of virtually every legal inroad to justice for children, the poor, the mentally ill, the drug addicted, those accused of crime, and women.

When she came to the bench, Pat necessarily was less proactive but no less influential. At her portrait ceremony in the D.C. Circuit in 2003, Judge Wald’s former colleague and good friend Judge David Tatel took note of what Pat had said years earlier at a similar ceremony for her late colleague, Judge Harold Leventhal, a personal hero of Pat’s. Her description of Judge Leventhal, Judge Tatel said, applied to Pat’s approach to judging as well: a “shining example of a judge who could comprehend the deepest problems of our society, feel strongly about them, explore the universe of options, and act with courage on the right one.”

Judge Wald wrote over 800 opinions as a D.C. Circuit judge. Time will not permit me to discuss or even list the most significant of her many, many important opinions for the court. For that I refer you to the obituaries in *The New York Times* and *The Washington Post* and to Judge Harry Edwards’ remarks at the Henry J. Friendly Medal presentation at the ALI Annual Meeting in 2016. Judge Edwards characterized Judge Wald’s 1981 opinion in *Sierra Club v. Costle* as still “one of the greatest administrative law opinions ever issued by the D.C. Circuit.” And at Judge Wald’s portrait ceremony, Judge Tatel – noting that “it is often through dissents that judges bare their souls,” – quoted from Judge Wald’s dissent from an en banc decision in 1994, an unsuccessful challenge to the constitutionality of “don’t ask, don’t tell,” *Steffan v. Perry*, where she wrote:

For the government to penalize a person for acknowledging his sexual orientation runs deeply against our constitutional grain. It has no precedent or place in our national traditions, which spring from a profound respect for the freedom to

think and to be what one chooses. . . . Pragmatism should not be allowed to trump principle or the soul of a nation will wither.

In presenting the Friendly Medal to Judge Wald at our 2016 Annual Meeting, her friend and former colleague Judge Harry Edwards called her “an artist in crafting opinions” and “masterful in calling out injustices that she perceived in cases that she heard, but without ever straying beyond the strictures of appellate decision-making.” In 2013, when President Obama awarded Judge Wald the Presidential Medal of Freedom, the nation’s highest civilian honor, he called her “one of the most respected appellate judges of her generation.”

And the global reach of her influence was only enhanced after she left the D.C. Circuit in 1999 and became a judge on the International Criminal Tribunal for the Former Yugoslavia. Among other decisions, she wrote the landmark judgment in the case of Bosnian Serb General Radislav Krstic, which found that the massacre of 8,000 men and boys in Srebrenica constituted genocide. Remarking on her work, our colleague Harold Koh described Judge Wald as an “exuberant pioneer” as a judge in both the United States and abroad and said she “fought for human rights and civil liberties everywhere long after many others would have laid down their pens.” But she was not done. Upon her return from the Hague in 2002, she served first as a member of the bi-partisan Commission on the Intelligence Capabilities of the United States Regarding Weapons of Mass Destruction, appointed by President George W. Bush, and then as a member of the Privacy and Civil Liberties Oversight Board, appointed by President Barack Obama. And in both roles, she was an important voice and a difference-maker on significant issues of public policy and national concerns at critical moments in our history.

While the terms “role model” and “mentoring” have in some ways become clichés, they hold real meaning when one thinks of Pat Wald. As one of her longest standing friends put it, before there was a women’s movement there was a women’s movement – a women’s movement led by Pat Wald. Women’s rights may have come to the forefront in the 1980’s, but Pat was there much earlier, first carving out her own non-traditional path and then showing the way for others. She was never too busy to share her insights and experience, never too tired to listen, too self-concerned to consider the problems of others, or too preoccupied to offer wise counsel to women facing difficult career or personal choices. For women lawyers and women judges, she was a source of leadership and a symbol of possibilities.

When Pat Wald was elected to this Council in 1978—over 40 years ago—she was not the first woman. Shirley Hufstедler was. Pat was the second. (Justice Ginsburg was elected at the same time.) But Pat Wald was the first female officer of the ALI, elected as Second Vice President in 1987 and then as First Vice President beginning in 1993. She brought great leadership skills to those positions, as well as her usual good judgment, analytical ability, and remarkable insight. As a member of the Nominating Committee for 25 years, she worked hard and successfully to increase the number of women and minorities serving on the Council—though I am happy to say that she,

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along with Vester Hughes, was largely responsible for my own election to the Council as well. Over the years, Pat also served this Institute in so many important ways in its substantive legal work – as an Adviser to the Federal Judicial Code Revision Project; the Principles of the Law, Election Administration; and, with utmost dedication, the Model Penal Code Sentencing Project. I can tell you, from being at many Advisers meetings and Council meetings with her on the Sentencing Project – and she never missed a Council meeting when Sentencing was on the agenda – that her good judgment and unique national and international perspective made Pat an immensely important and influential contributor to the work of that Project. Her insistence that we include collateral consequences as an essential part of the Sentencing Project and that the concept of general deterrence not be endorsed by the ALI carried the day with the Council and later the membership—in large part because it was Pat Wald who was making the arguments. As our president, David Levi, recently put it, in all of her work for the ALI, Pat “had a way of disagreeing or making a point persuasively but without in any way diminishing those who disagreed with her. We need that!”

Pat Wald died last Saturday of pancreatic cancer. Almost to the very end, she was still generously giving wise counsel and encouragement to the many friends and colleagues who counted on her over the years and loved her. She had decided over a year-and-a-half ago to undergo a regimen of radiation and chemotherapy, but no surgery. She was, she said at the time, 89 years old and had had a great life: a wonderful husband – the late, great Bob Wald – wonderful children and grandchildren, and a very satisfying life in the law. As she put it when accepting the Friendly Medal:

I have been privileged to have a great run in my professional as well as my personal life, due in greatest part to a supportive husband and tolerant kids. I have worked in the government, in the executive branch and with Congress, on the courts, here and abroad, in legal services and public interest law, a short turn in private practice. In all of that, my judicial service – here and at the international court at The Hague – were the best part. That was largely because the courts were peopled by strong, but certainly not always moderate or even tightly restrained, intellects. It was the struggles and often the dissents that breathed life into decisions aimed at governing a heterogenous world out there.

Finally, as Pat said in 2015 at the Yale Law School Annual Dinner in Washington:

After 60 years I have come to the conclusion that no matter what the pattern of a lawyer’s career, she learns early on how modest is the niche in history she inhabits, and how limited the sphere of events she can influence. A big world out there is constantly interconnecting and reinventing itself, and the best she can do is grab hold of a few or even a single issue or movement she thinks is headed in the right direction, and then hang on and try to make a tangible difference in advancing its course. This holds true whether you are a storefront legal services lawyer or a Supreme Court Justice. Looking back, I do not regret the times I stuck my neck

out or departed from the prevailing view. My regrets are confined to the times I didn’t.

We will miss you, Pat. Rest in peace.

**Nicholas W. Allard, Professor of Law and former Dean and President of Brooklyn Law School, was one of Judge Wald’s early clerks.**

Judge Patricia M. Wald lived an incredibly full life to the impressive age of 90. An iconic jurist and champion of civil and human rights, she was the first woman appointed to the U.S. Court of Appeals for the District of Columbia, the first active woman Chief Judge of that influential court, tried war criminals in The Hague, and received the Presidential Medal of Freedom. She also somehow raised five children in suburban Maryland without either an SUV or even a driver’s license.

Judge Wald deservedly will be remembered as a trailblazer for women. The truth is she was a role model for men too. Pat Wald taught everyone privileged to know and admire her about how to be good lawyers, parents, spouses, and public citizens in the service of others.

From 1980 to 1981, I was one of the earliest of her 70 law clerks. Like the mythical birth of Venus, Judge Wald came to the bench fully grown for the job. After all, she had worked in prestigious law firms, was a legal scholar and author, an effective pioneering public interest lawyer, and served as Assistant U.S. Attorney General for Legislative Affairs. All of her law clerks benefitted daily from a master class in lawyering and judicial process.

Joining her chambers, I was well aware that although Judge Wald was confirmed in 1979 by a strong bipartisan vote of 77-21, her hearings were marked by nasty opposition contending that her views on the rights of children, the mentally ill, and other oppressed people were too liberal. She even was accused of being a tool of the devil and anti-family. Other than being bemused by the reaction of her own large family, Judge Wald got right to work without any hangover of resentment from the harsh confirmation fight. (One son was quoted conceding that she burned dinner, but other than that was okay) Nor did she allow or tolerate political considerations to interfere with pursuing the facts and law in each case we worked on. We took note of how much effort she put into listening to, understanding, working with and befriending all the other dynamic strong-willed judges on the storied D.C. Circuit, no matter where they fell on the political spectrum. Her collegiality and consensus building increased her impact as a strong leader among equals. Obviously, these are important lessons for today when the respect and the integrity historically afforded America’s third branch are constantly questioned.

Pat Wald was a tough, demanding boss. She cut me no slack for being the father of one-year-old twins. Her mother raised her alone while holding down a tough job in a factory. The diminutive but tough Pat Wald herself literally learned about elbow grease manufacturing ball bearings in the same factory after school and during summers. As an adult, she successfully balanced and juggled work and family. With prodigious effort, she earned everything she received in her long life.

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She expected that of everyone she relied on, starting with her law clerks.

If I got in the office at 8:00, the next day she would be in at 7:45. If I matched her and showed up at 7:45, I found she had been there since 7:15. (Unable to drive, she was taking busses, the L1 Connecticut Avenue “express” from Chevy Chase Circle all the way to the Courthouse on Third Street and Constitution Avenue, NW). This comical, exhausting routine kept going until I finally gave up at 6:00 am. (Years later, chuckling, she told me how relieved she was when I started coming in again at a civilized 9:00).

A new Washington Nationals’ baseball player is being paid \$9 million for one year for hitting 20 homers a year in some previous seasons. Judge Wald authored over 800 opinions, which in a span of nearly 40 years as a jurist in the U.S. and international tribunals amounts to more than 20 opinions a year. That is Ruthian. And her decisions often were monumental “tape measure” jobs. I believe that the opinion we worked on in 1981, an environmental case, *Sierra Club v. Costle*, about controlling air pollution from steam fired coal generators, still stands as one of, if not the longest, appellate opinions in history; over 300 manuscript pages replete with charts and diagrams. Her colleague and successor as chief judge, Harry Edwards, who teaches at NYU Law School, described it as one of the greatest administrative law opinions ever issued. That year for Christmas, she gave me an apt biography about Justice William O. Douglas whose love of nature and the outdoors, including walking along Georgetown’s leg of the C & O canal was well known. The book was inscribed “In memory of our clean air year.”

Pat Wald never took the easy way to determine what is right. In the *Sierra Club* case, I will swear that she read every one of thousands of pages in the record including working through the technical material. The same was evident for the international cases she heard in which she was particularly tough and skeptical about the inaccurate, incomplete oral translations she received as a member of the War Crimes Tribunal at The Hague involving cases arising from atrocities during the Balkan War in the former Yugoslavia. She told me she insisted on and poured over written translations of the testimony. Reportedly, she also out-worked the clerks and other judges at the Hague.

One of Pat Wald’s many legacies is her vast army of former clerks. Like fine wine they seemed to us older clerks to get better with time, and I feel lucky that I managed to get in on the ground floor. Over the years she remained in close touch with each of us and was genuinely encouraging and supportive of our myriad careers. She let us know when she was proud of us. Judge Wald, for example, would often write to congratulate former clerks on milestones and accomplishments. About two months ago, we ran into her in Georgetown’s “Social Safeway” looking zippy in blue jeans while doing her shopping. She was hungry for news of her former clerks and engaged us in the middle of the produce section with strong views about today’s issues and current assaults on the rule of law. We laughed about the recent time when she visited us in Brooklyn with her daughter Freddi to preside at the finals of the Law School’s annual national student moot court evidence competition.



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She recalled how she broke the zipper on her judicial robe and had to discretely clutch it closed during the entire event. I assured her no one noticed much less would have minded if they did.

Judge Wald was an American original. She had her quirks. Besides never getting a driver’s license, she was a true technology-phobe who could barely figure how to buy—much less use—a fare card to ride the Metro. When we worked together at the dawn of the digital age, her idea of a word processor was the talented, lightning fast typing on an IBM “Selectric” of her amazing assistant Estelle Chichester, a sterling example of the exceptional quality of the federal workforce now cruelly in shutdown limbo. It was quite a study in contrasts seeing the rather short Judge pacing back and forth impatiently waiting to yank out the latest draft from what she called “the machine” while trying to avoid tripping over 6’ 7” Estelle’s legs, which never quite fit under her government-issued desk. We were all mesmerized by Estelle’s impossibly long fingers magically flying over the keyboard and the judge justifiably dubbed Estelle the “human word processor” and the “John Henry” of typists. When real PCs were finally introduced into chambers, we always fled when we heard the howls of anguish coming from behind Judge Wald’s closed door after she inadvertently deleted a document.

Still there were softer moments. Judge Wald had a wicked laugh and devilish grin. She loved to share a friendly story, often about one of her colleagues, after work, or while hosting us at lunch or on weekends in a Chevy Chase restaurant and at her West Virginia cabin, especially outside of working hours over a glass of white wine. Poignantly, it all somehow seems like a very different world than the Washington we now occupy.



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Chapters also could be written about her incredibly and mutually supportive marriage with super lawyer Bob Wald, co-founder of the then preeminent now defunct Wald, Harkrader and Ross on 19th and N, across from the Palm Restaurant. We learned much from their example as a couple of often funny, co-dependent and mutually respectful overachievers, down-to-earth parents, and extraordinary human beings. While joined at the hip with her husband of 58 years, true to form, the Judge demonstrated remarkable strength and independence after

Bob's death almost 10 years ago, maintaining a busy schedule and upbeat attitude till the end of her life.

In later years, as some of us started to catch up with her in age, the Judge insisted that we call her Pat. I, for one, never could. For me, she always was and will remain Judge Wald. She is one of the most impressive people and role models any woman or man could ever know. During her lifelong career in our capital city, Judge Wald made an indelible mark advancing the cause of equality, freedom and justice for people everywhere.

## Naturalization Ceremony

Since the early years of the Association, the WBA has taken part in Naturalization ceremonies at the District Court. Once a year, WBA hosts a welcome celebration after the ceremony for the new citizens and their families.

On March 12, WBA Board member Cynthia Hemphill represented the WBA at our welcome reception. There were 113 people sworn in and about another 100 family and friends in

attendance to support them. Ms. Hemphill gave brief remarks, with an overview of the association and this bar year's efforts to Dare to Make an Impact. As an attorney that practices U.S. immigration and nationality law, the ceremony and meeting with the new citizens was a very special and personal experience for Ms. Hemphill.

## Plank Like RBG

*The WBA was represented at the event by WBA Foundation Board member Mytrang Nguyen. Ms. Nguyen addressed the crowd with the following remarks.*

Happy birthday, RBG! My name is Mytrang Nguyen and I am here on behalf of the Women's Bar Association of DC. Thank you so much for including us in this celebration.



Mytrang Nguyen on the SCOTUS steps

The Women's Bar Association was founded in 1917 before women had the right to vote. It was founded to promote inclusion in the legal profession, to advance the administration of justice, and to protect the interests of women lawyers. In the hundred years since we were founded, we have worked to expand opportunities for women lawyers to reach their full potential.

In 1994, we honored Justice Ginsburg as our Woman of The Year. In 2008, we honored her with our Torchbearer Award. We did this because she has been a pioneering advocate for the rights of women. Because she has served as a mentor and inspiration to countless lawyers. And when she moved to DC as the second woman in history to serve on the U.S. Supreme Court, she joined the WBA to come to our lunches, speak on panels, and to weave into the fabric of our local community of women. She has been a true friend.

The WBA also honors Justice Ginsburg because having her leadership is critical in a profession where today only 33% of state and federal court judges are women; 8% are women of color. Moreover, only 16% of prosecutors are white women, and 1% are women of color.





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We make up 50% of law school graduates, yet we still make up under 35% of lawyers at law firms. And in equity partnerships, we make up a little more than 20%. That. Number. Has Not. Budgeted.

While the barriers to our success persist ... So. Do. We.

We continue to be a steadfast leader on equity and social justice in our profession and in DC. This year, the WBA Foundation provided \$70,000 in grants to organizations that serve the legal and related needs of women and girls in DC, including our newest grantee the Network for Victim Recovery of DC, whose advocates provide critical, behind-the-scenes support to sexual assault survivors who come to our nation's capital to visit, march, rally, and to share their stories in the Hart Senate Building during last year's Supreme Court confirmation hearings.

Justice Ginsburg has been an inspiration for all of this and she will continue to be our inspiration in the many decades to come.

On a personal note, for Mother's Day last year, I went to the movies with my two teenage girls to see RBG, the documentary. Because what better way is there to honor myself, my daughters, and our collective sisterhood than to honor our brilliant and notorious Queen!

Happy 86th birthday Justice Ginsbur

## Bathroom Restrictions on Transgender Students Violate the U.S. Constitution and Title IX

By Lauren Hoffman, Legal Intern and Sunu P. Chandy, Legal Director, National Women's Law Center



WBA recently signed on, with 50 other organizations, to the National Women's Law Center's amicus brief in support of transgender students in *Parents for Privacy v. Dallas School Dist. No. 2*. The blog post below, reprinted with permission, first appeared on [nwlc.org](http://nwlc.org) on March 12, 2019.

At NWLC, we're committed to fighting back against sex discrimination in schools, workplaces, and elsewhere. That's why we're proud to highlight two recent amicus briefs that we filed in support of transgender students and their counsel at Lambda Legal Defense Fund and the ACLU LGBT & HIV Project. In *Adams v. School Board of St. Johns County, Florida* on appeal to the Eleventh Circuit and in *Parents for Privacy v. Dallas School District* on appeal to the Ninth Circuit, the federal district courts ruled on the right side of history, holding that discrimination against transgender students was sex discrimination and so violated the law. Now, the school district

(in *Adams*) and a parents' group (in *Parents*) are appealing these two decisions to the federal appeals courts.

"Blocking transgender students' access to bathrooms consistent with their gender identity" is a mouthful, and we are calling it what it is: Sex discrimination.

In the amicus briefs, filed with assistance from firms Mayer Brown (in *Adams*) and DLA Piper (in *Parents*), NWLC highlights the legal point that the federal protections against sex discrimination includes protections for transgender students – and that women's rights and the rights of transgender students to be free from sex discrimination are necessary for our collective safety and dignity.

In both cases, the opposition cites allegedly protective concerns for the privacy and safety of cisgender women and girls—the same broken logic that has long been used to keep women out of jobs and people of color out of public facilities. These concerns are based on unfounded fears and built on harmful stereotypes. We'll say it again, louder, for the people sitting in the back of the courtroom: There is no evidence that allowing transgender students to use bathroom facilities that correspond to their gender identity puts anyone else at risk.

However, excluding transgender students from bathrooms that correspond with their gender identities can cause both physical



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and emotional harm to transgender students, who are already more likely to suffer bullying and harassment. What's even worse: the Department of Education announced last year that it would not be investigating complaints in which transgender students were denied access to bathrooms consistent with their gender identity.

### Meet the crew.

NWLC led these briefs alongside 50 organizations, including, for example, the American Federation of Teachers, AFL-CIO, the Center for Constitutional Rights, Girls, Inc., LatioJusticePRLDEF, National Asian Pacific American Women's Forum, the National Association of Social Workers and the National Center for Transgender Equality. Also, in Adams, over 32 companies—including Apple, Airbnb, Microsoft, and Kaiser Permanente—signed onto Human Rights Campaign's amicus brief, and a coalition of 21 attorney generals, also filed an amicus brief urging the Eleventh Circuit to affirm the district court's ruling in favor of transgender students. Further, the NAACP Legal Defense Fund also submitted an amicus brief in Adams, highlighting the ways in which restrooms have often been used as the setting for race-based discrimination based on anxiety informed by stereotypes, much like the baseless arguments also being used to discriminate against transgender students today. Likewise in Parents, many groups showed up in support of transgender students including my joining NWLC's amicus brief, and we also wanted to highlight that a group of transgender students also submitted their own brief to the Ninth Circuit.

### This isn't our first rodeo.

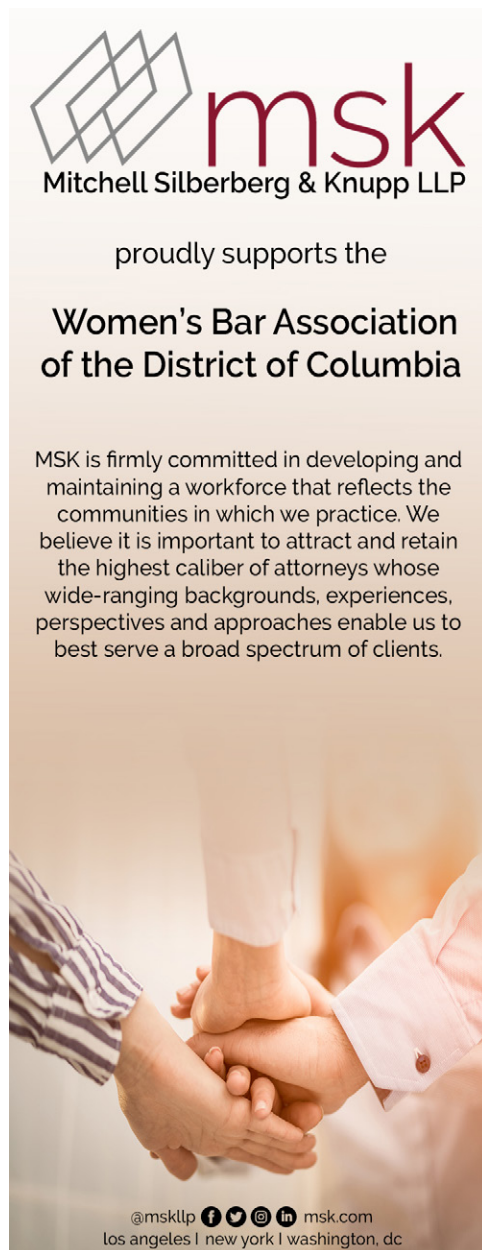
NWLC has also led other amicus briefs in matters in support of transgender students including in the Supreme Court in *Gloucester School Board v. G.G.* and in the Seventh Circuit in *Whitaker v. Kenosha Unified School District*. Similarly, in *Zarda v. Altitude Express, Inc.*, we led an amicus brief in an employment matter where the Second Circuit ultimately concluded that sexual orientation discrimination is a form of sex discrimination under federal employment law.

### And we'll be right there for the related legislative fight, too.

NWLC also supports legislative efforts to make it more explicit under federal law that the protections against sex discrimination include protections on the basis of sexual orientation and gender identity. The bipartisan Equality Act will provide explicit protections against discrimination based on sexual orientation and gender identity in education, employment, housing, credit, and Federal jury service, taking us closer to a reality where we can have dignity for everyone in this country. The Equality Act ALSO closes a significant gap in existing federal civil rights laws by adding protections against sex discrimination (including sexual orientation, gender identity, and pregnancy discrimination) in public places. The Act would also update existing accommodations related protections on the basis of race, religion, national origin to apply to additional public spaces such as when riding on public transportation and at shopping malls – and the new protections against sex discrimination (including pregnancy, would apply in those contexts as well.

Bottom line: NWLC will keep on supporting litigation efforts and legislative efforts until all of us are protected under the law from sex-based discrimination.

*The National Women's Law Center is a non-profit organization that has been working since 1972 to advance and protect women's equality and opportunity. The Center focuses on major policy areas of importance to women and their families including economic security, education, employment and health, with special attention given to the concerns of low-income women. For more information on the Center, visit [nwlc.org](http://nwlc.org).*







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## President's Column

By Yolanda Hawkins-Bautista, WBA President; Associate General Counsel, Legal Division, Litigation, Freddie Mac



Yolanda Hawkins-Bautista

Diversity has been a hot button topic for years, with virtually every major firm declaring its commitment to increasing diversity not only within the firm, but in the legal profession as a whole. *So where are all the African-American partners?* Based upon firms' declared level of commitment to increase diversity, one would expect a significant representation of minority partners within U.S. law firms, but the statistics show that this presumption is far from the truth.

Vault identified the following firms as the top 10 "2019 Best Law Firms in Washington, DC":<sup>1</sup>

1. Covington & Burling LLP
2. Williams & Connolly LLP
3. WilmerHale<sup>2</sup>
4. Gibson, Dunn & Crutcher LLP
5. Skadden, Arps, Slate, Meagher & Flom LLP<sup>3</sup>
6. Latham & Watkins LLP
7. Hogan Lovells US LLP
8. Arnold & Porter Kaye Scholer LLP
9. Jones Day
10. Kirkland & Ellis LLP<sup>4</sup>

Among these top 10 law firms, of those that have announced their new partner promotions for 2019, there were only 10 African-Americans that made partner out of 284 new partner

promotions.<sup>5</sup> These promotion numbers explain why African-American women represent only 0.68% of partners at U.S. major law firms and African-American men account for 1.15% of partners at major U.S. law firms.<sup>6</sup> Both African-American men and women are the most underrepresented groups within their respective gender classes with African-American women being the most underrepresented group of all the minority groups at major U.S. law firms.

Many African-American attorneys that I interviewed in conducting research for this article explained that firms pull out the red carpet to persuade minorities to accept employment at their firm. But once they get there, little effort is made to integrate these attorneys into the firm's structure. Their white male colleagues are quickly connected to a group/team, given key assignments, provided with quality feedback and mentorship, and exposed to clients. Essentially, white males are taken under the wing of partners, while African-American attorneys and other minorities have to wade through the process by themselves and hope to be successful.

Over the course of time, there have been many conferences, initiatives, and calls to action which have attempted to identify the problems with the lack of diversity at major U.S. firms. *But what's the solution?*

1. The Power of the Purse
2. The Dovey Roundtree Rule
3. Self-Promotion

### The Power of the Purse

Nothing motivates better than the power of the purse. Recently, in response to a jarring picture from Paul, Weiss, Rifkind, Wharton & Garrison<sup>7</sup> announcing its new partnership promotion, which was composed of all white men and one white woman, 170 general counsels at top corporations penned a letter to law firms expressing their disappointment. The letter railed that "many law firms continue to promote partner classes that in no way reflect the demographic composition of entering associate classes.

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◀ *continued from previous page...*

Partnership classes remain largely male and largely white.”<sup>8</sup> The GCs further declared that [w]e, as a group, will direct our substantial outside counsel spend to those law firms that manifest results with respect to diversity and inclusion . . .”

The 170 general counsels who signed the letter should be commended. It takes strong leadership to bring attention to this major crisis that we have in the legal profession. But, unless GCs actually start moving their business away from firms who do not commit and succeed at making their partnership more diverse, it becomes all talk and no action. Signing the letter has to be a true commitment, not just an act that is taken because from a public relations standpoint it makes you and the company look good. Firms will change when their clients require it and when their lack of diversity begins to impact their bottom line. Short of client intervention, firms will not change because they do not have an incentive to do so. If corporations and firms truly want to be progressive, they must make Diversity and Inclusion a business priority and treat it as such. Thus, they need to set goals, create action plans, measure their progress, and hold leadership accountable. Without these measures in place, signing a letter chastising firms rings hollow.

### The Dovey Roundtree Rule

The WBA will be presenting an expansion of the Mansfield Rule entitled the Dovey Roundtree Rule. The Mansfield Rule should be commended for its efforts to increase diversity and inclusion within the senior and leadership levels of firms. However, when grouping white women within the same group of ethnic minorities, studies show that white women will disproportionately benefit the most. Victoria M. Massie noted in *White Women Benefit Most from Affirmative Action — And are Among its Fiercest Opponents* that white women held a majority of managerial jobs (57,250) compared with African Americans (10,500), Latinos (19,000), and Asian Americans (24,600) after the first two decades of affirmative action in the private sector.<sup>9</sup> In addition, [Taryn Finley](#), in *4 Key Points That Debunk Misconceptions Around Affirmative*

*Action*, noted that more than 30 years after affirmative action was extended to include women, the percentage of female physicians jumped from [7.6 to 25.2](#), with white women benefiting more than women of color.<sup>10</sup>

As the numbers reflect, white women have substantially benefited from diversity programs in the legal profession. We applaud and support these strides. The gains by women of color, however, pale in comparison. Our desire is to see significant advancement with respect to women of color as well, and the statistics show otherwise. In 1993, women represented 12.27% of partners at major U.S. law firms. As of January 2019, white women now account for 20.17% of partners at major U.S. law firms. By contrast, in 1993, minorities accounted for 2.55% of partners and in 2006<sup>11</sup> women of color accounted for 1.48% of partners at major U.S. law firms.<sup>12</sup> As of January 2019, women of color now account for 3.19% of partners at major U.S. law firms with 1.38% Asian, 0.77% Hispanic, and 0.68% African-American.<sup>13</sup> Moreover, in 2018, white women accounted for 23% of general counsels at fortune 500 companies. By contrast, women of color accounted for 6% of general counsels at Fortune 500 companies, with 1.8% Asian, 1% Hispanic, and 3.2% African-American.<sup>14</sup>

In light of these stark statistics and to laser target this disparity so that the progress of diversity efforts in the legal profession reach all underrepresented groups in a more equitable way, the WBA encourages law firms and legal departments in the Washington metropolitan area (as well as national and global organizations with a significant Washington presence) to commit to a modified Mansfield Rule that would include the following:

For each vacancy in leadership roles and other opportunities, the firm or corporate legal department will include women of color candidates, the greater number of:

- 1) at least two women of color; or
- 2) 20% of the eligible candidates.

These leadership roles and activities include:

- Equity Partner Promotions

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Descriptions and qualifications needed to obtain these positions should be documented and transparent. Also, there should be a tracking system in place to document the candidates considered and compliance with the rule.

This adjusted Mansfield Rule would be known as the Roundtree Rule, named after Dovey Johnson Roundtree, the first African-American woman to become a member of the WBA. One of the most contentious yet important moments within the Association's 100-year history occurred in 1962, when the WBA voted to "break the color barrier" and admit Ms. Roundtree. In the early 1960s, Ms. Roundtree was one of the few female litigators in the DC courts and, by all accounts, she was one of the best. Her friend (and future member of the federal bench), WBA President Joyce Hens Green, nominated Ms. Roundtree for admission to the WBA. Judge Green has described the Board of Directors meeting at which Ms. Roundtree's potential membership was discussed as "very clamorous." She understood that the admission of a woman of color into the WBA would upset a sizable contingent of the Association (and beyond), but she pursued it regardless, knowing it was the right thing to do. After much debate and a close vote, Ms. Roundtree became a WBA member. Today, the WBA is a stronger organization because of this decision and a stalwart defender of equitable treatment for all people, regardless of race or any other

characteristic. And nearly 60 years after Attorney Roundtree's admission, the WBA has another opportunity to lead ground breaking work in the advancement and matriculation of attorneys of color by encouraging the adoption of the Roundtree Rule by Washington area law firms and legal departments.

### Self-Promotion

Another solution is based in support and networking. Minority attorneys need to build a support system amongst themselves in order to look out for the interests of one another. Develop a network/group composed of 30-50 people that meet on a monthly basis to share opportunities and promote one another. Sometimes you have to combine resources to make an impact. For those who are in-house, when the opportunity presents itself, they should refer business to minority attorneys at large law firms or a minority-owned law firm. Ensure that your matters are diverse and that attorneys staffed on your matters are receiving substantive work. Holding your outside counsel firms accountable is key to making progress.

This fall, the WBA will focus on self-promotion and support at its program entitled "Am I My Sister's Keeper? How Women Can Help Other Women Succeed". For more details, visit [wbadc.org](http://wbadc.org).

To address the issues that I raised above, on April 10, 2019, the WBA held its "Dare to Make an Impact Conference: Advancing Women of Color" at Venable LLP. During the conference, the WBA's Women of Color Task Force presented its Roundtree Rule and other solutions to the problem of the lack of diversity at law firms and corporations. Stay tuned for more information about the conference outcome.

*Yolanda*

### Footnotes

<sup>1</sup> Vault, Best Firms by Region, 2019 Best Law Firms in Washington, DC at <http://www.vault.com/company-rankings/law/best-law-firms-in-each-us-region/?sRankID=15>

<sup>2</sup> I was unable to find any new partner promotions for WilmerHale for 2019. However, in January 2018, Wilmer promoted 7 new partners, including 1 African-American woman.

<sup>3</sup> Skadden does not announce its new partners for 2019 until April. However, in April 2018, Skadden promoted 14 new partners, which including 1 African-American woman.

<sup>4</sup> Kirkland announces its new partners for 2019 in October, so I included their promotions in October 2018 in the total numbers for 2019.

<sup>5</sup> Some of these firms have international offices. I only focused on the promotions of partners within the U.S.

<sup>6</sup> NALP 2018 Report on Diversity in U.S. Law Firms (January 2019) [https://www.nalp.org/uploads/2018NALPReportonDiversityinUSLawFirms\\_FINAL.pdf](https://www.nalp.org/uploads/2018NALPReportonDiversityinUSLawFirms_FINAL.pdf)

<sup>7</sup> Noam Scheiber and John Eligon, *Elite Law Firm's All-White Partner Class Stirs Debate on Diversity*, The New York Times, 2019 at <https://www.nytimes.com/2019/01/27/us/paul-weiss-partner-diversity-law-firm.html> (last visited March 7, 2019).

<sup>8</sup> 170 General Counsels Open Letter to Law Firms at 1, [https://media.licdn.com/dms/document/C561FAQGxKqVhZ-nEOw/feedshare-document-pdf-analyzed/0?e=1552064400&v=beta&t=WVWquGkf6\\_h7iBaYDDDL8s45A\\_USHD6Y4w9Nf3EHj9\\_8](https://media.licdn.com/dms/document/C561FAQGxKqVhZ-nEOw/feedshare-document-pdf-analyzed/0?e=1552064400&v=beta&t=WVWquGkf6_h7iBaYDDDL8s45A_USHD6Y4w9Nf3EHj9_8) (last visited March 7, 2019).

<sup>9</sup> Victoria M. Massie, *White Women Benefit Most from Affirmative Action — And are Among its Fiercest Opponents*, 2016, at <https://www.vox.com/2016/5/25/11682950/fisher-supreme-court-white-women-affirmative-action>

<sup>10</sup> Taryn Finley, *4 Key Points That Debunk Misconceptions Around Affirmative Action*, 2017, at [https://www.huffingtonpost.com/entry/affirmative-action-still-matters\\_us\\_5981d9b6e4b0353fbb33e1bb](https://www.huffingtonpost.com/entry/affirmative-action-still-matters_us_5981d9b6e4b0353fbb33e1bb)

<sup>11</sup> NALP did not start separating their data collection of gender and ethnicity until 2006.

<sup>12</sup> *Women and Minorities at Law Firms — What Has Changed and What Has Not in the Past 25 Years*, NALP Bulletin, February 2018 <https://www.nalp.org/0218research>.

<sup>13</sup> NALP 2018 Report on Diversity in U.S. Law Firms (January 2019) [https://www.nalp.org/uploads/2018NALPReportonDiversityinUSLawFirms\\_FINAL.pdf](https://www.nalp.org/uploads/2018NALPReportonDiversityinUSLawFirms_FINAL.pdf)

<sup>14</sup> The statistics obtained for general counsels of fortune 500 companies, were provided by Jean Lee of Minority Corporate Counsel Association.

<sup>15</sup> [NALP 2018 Report on Diversity in U.S. Law Firms](https://www.nalp.org/uploads/2018NALPReportonDiversityinUSLawFirms_FINAL.pdf) (January 2019)



## WBA Foundation News

### WBA Foundation President's Letter

By Bridget Bailey Lipscomb, WBA Foundation President



Bridget Bailey Lipscomb

#### Thank You, WBAF Donors!

The Women's Bar Association Foundation (WBAF) has been fortunate enough to provide \$750,000 in grants and \$75,000 in fellowships since our inception. For this, we THANK YOU! Since expressing gratitude was an agenda item during our strategic planning session, we have amplified our efforts to salute our donors. In fact, our Fundraising and Development Committee took this initiative to another level when it organized a Donor Appreciation Reception to honor our top donors. It was held on February 26, 2019, at The Channel in DC. Board Member **Gaffar Chowdhury** generously underwrote the event, which was an evening to remember.

In this season of expressing gratitude, I would be remiss if I did not recognize and celebrate one of WBAF's founders, **Suzanne V. Richards**, who made a bequest of \$350,000 to the WBAF in 2015. This donation has allowed us to make a larger impact for women and girls in the DC area. We are extremely grateful to Suzanne, and our stewardship of her gift remains strategic and thoughtful. Her indelible imprint remains an important part of WBAF history, and we are hopeful that this gesture will be repeated by other potential donors.

Suzanne moved to Washington, D.C. in 1942 at the age of 15, after graduating from high school, to work as a government clerk. She attended George Washington University and graduated magna cum laude, while working full time. She earned her J.D., with highest honors, in 1958 from the George Washington University National Law School. Impressively, she was awarded the John

Bell Lerner Award for having the highest cumulative grade point average in her graduating class. She was a member of the Order of the Coif, and later received an L.L.M. from the Law Center.

In addition to serving as a founding member of the WBAF in 1981 and President of the WBA in 1978, Suzanne was a member of many professional organizations. To name a few, she was a member of the Trial Lawyers Association of Metropolitan Washington, the Council of Court Excellence, and the Bar Association of the District of Columbia, where she was elected as the first woman president. For 14 years, she taught continuing legal education courses on family law for the DC Bar. As expected from such an exemplary lawyer and community servant, Suzanne received many awards. She was the recipient of the 1990 DC Bar Annual Recognition Award for Exceptional Service to the Continuing Legal Education Program, the 1977 WBA Woman Lawyer of the Year Award, the 2002 BADC Lawyer of the Year Award, and the Pioneer Feminist Award.

I never had the pleasure of meeting Suzanne, but from all reports, she was a legal icon. Not only was she a mentor to women and persons of color, she was a role model for all attorneys.

Thank you, Suzanne V. Richards! Your legacy lives on and the WBAF will continue to commemorate your good deeds.

The WBAF does not receive membership dues. It relies on generous donors like Suzanne and you to support fellowships and legal service providers that support the legal and related needs of women and girls in DC. My hope is that this article will move you to consider including the WBAF in your estate planning. For more information, please contact Carol Montoya at [carol@wbadc.org](mailto:carol@wbadc.org). You can also make a donation today at [wbaf.kindful.com](http://wbaf.kindful.com). The WBAF is a 501(c)(3) nonprofit organization, and your contributions are tax deductible to the fullest extent allowed by law.

*Bridget*  
15



2018–2019

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## WBAF Featured on Radio One

WBAF president **Bridget Bailey Lipscomb** and Board member/Grants Committee chair Gail Westover were featured guests on Radio One's "The Senior Zone" on February 18. Hosted by Shawn Perry, the show unites seniors age 50+ with the tools, resources, programs and services in the Washington, DC metro area.

Ms. Lipscomb and Ms. Westover talked about WBAF's grant program and upcoming Grants Awards Ceremony during the broadcast.



*Gail Westover, Bridget Bailey Lipscomb & Shawn Perry*

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## The Shield of Silence

Lauren Stiller Rikleen, a 2017 ABA Margaret Brent Women Lawyers of Achievement recipient and author of numerous books and articles, is releasing a new book in May, *The Shield of Silence*. The book argues that sexual harassment and other negative behaviors will not be stopped unless the condition that drives victims and bystanders into silence—the overriding fear that reporting misconduct will result in retaliation—is eliminated. Ms. Rikleen collaborated with the Women's Bar Association of Massachusetts to produce a survey of workplace conduct and behaviors in law firms. Building on that and other research, she provides strategic recommendations for addressing workplace misconduct. The book is available for pre-order on Amazon.

## Committee & Forum Highlights

### A Cherished Tradition Continued: 16th Annual Holiday Tea

By Laura Mow, Kate Dickerson, and Jen Oberhausen, Co-chairs, Communications Law Forum



On Tuesday, December 11, 2018, the WBA Communications Law Forum hosted the popular, delectable, and elegant Holiday Tea. Once again, the historic St. Regis Hotel provided a magnificent setting for approximately 200 guests to gather and celebrate the holiday season and hear remarks from **Commissioner Rebecca Slaughter** of the Federal Trade Commission.

Upon arriving at the St. Regis, guests enjoyed an hour of pre-tea networking in the St. Regis's Winter Pavilion. Sparkling wine punch made a festive accompaniment to a holiday atmosphere for visiting with colleagues and long-time friends.

After the networking reception, guests proceeded to the adjoining Astor Ballroom to take their seats at tables already replete with platters of holiday themed sandwiches, scones, and desserts—all accompanied by continually replenished hot teas specially blended by the St. Regis Hotel. Communications Law Forum co-chair **Laura Mow** welcomed attendees and thanked the generous Holiday Tea sponsors: **CTIA, Comcast Corporation, Google, Inc., T-Mobile US, Inc.**, and the law firms of **DLA Piper, Wiley Rein LLP, Wilkinson Barker Knauer, LLP, and Willkie Farr & Gallagher LLP.**

Once guests had enjoyed their food and tea, WBA President-elect **Jill Dash** again welcomed guests and spoke briefly of the camaraderie of the Women's Bar Association. Communications Law Forum co-chair **Jen Oberhausen** then introduced Commissioner Slaughter. Commissioner Slaughter's remarks reflected a theme close to her heart—the challenges women face as they pursue professional careers and the opportunities they can develop and maximize on their journey. Commissioner Slaughter discussed the many twists and turns in her path to the Federal Trade Commission and how choices she made along the way led to opportunities for subsequent jobs. In particular, Commissioner Slaughter relayed her decision to delay law school in order to work in the New York Attorney General's office and the doors that opened to her throughout her career as a result. She also described the challenges women overcome in balancing work/home life with an anecdote in which she testified at her confirmation hearing for FTC Commissioner mere days after giving birth. The audience gave Commissioner Slaughter a warm and prolonged thank you at the conclusion of her remarks.



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Commissioner Rebecca Slaughter



Jen Oberhausen, Commissioner Slaughter, Kate Dickerson & Laura Mow



Elaine Fitch, Natalia Wilson & Sarah Surwit


The afternoon program closed with co-chair **Kate Dickerson** thanking Commissioner Slaughter for her remarks and guests for their attendance.

The WBA looks forward to the continuation of this cherished tradition and to welcoming guests to the Holiday Tea next year!

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## Judicial Nominations

The White House recently sent nominations of three WBA members to the Senate:

**Hon. Rainey R. Brandt**, to be an Associate Judge of the DC Superior Court, for a term of 15 years, filling the vacancy of Hon. Judith Nan Macaluso.

**Shana Frost Matini**, to be an Associate Judge of the DC Superior Court, for a term of 15 years, filling the vacancy of Hon. Zoe Bush.

**Jason Park**, to be an Associate Judge of the DC Superior Court, for a term of 15 years, filling the vacancy of John Mott.



# Join the WBA Today!

The WBA is committed to being the preeminent professional and personal resource for women at all points in their legal careers.

WBA offers many benefits and resources, just a few of which are:

- Discounted event registrations, including to our tailored programming, such as the Leadership Task Force, Solo & Small Practice Forum, and 20+ Years Expertise group
- Access to monthly Business Hour programs, held via teleconference, free and members only!
- Access to the online Job Bank, which lists career opportunities within private firms, corporations, the government, and non-profits
- Access to the Raising the Bar newsletter archive
- Participation in our mentoring program
- Listing in and access to the online Member Directory
- Access to numerous leadership and networking opportunities

If you are already a member, share this opportunity with the women in your network. Together, we will make the WBA stronger as we stand up for and promote women in the profession.



## Upcoming Events

Wednesday, April 24, 2019

[Effectively Advocating for Yourself](#)

***Presented by Diversity Committee; co-sponsored by Government Attorneys Forum***

Whether you work for the government or are in private practice, the ability to effectively advocate for yourself is a crucial skill in the legal workplace. The deep experience of these notable and prominent panelists covers the waterfront of the legal landscape.

Panelists will discuss their respective career paths, provide perspectives on how the legal landscape has changed for women, and offer insights and advice on advocating for yourself on a variety of topics ranging from salary negotiations and work assignments to work-life balance.

Saturday, April 27, 2019

[Mentoring & Mimosas](#)

***Presented by Mentoring Committee***

Meet your mentee or mentor for brunch and get to know other members as well! Please RSVP in order to reserve a spot at the table. Seating is limited. Please keep in mind that this is an informal event, and everyone who attends is responsible for the full price of their meal and gratuity. All are welcome to attend.

Monday, April 29, 2019

[Energizing Innovations: New State and Local Advances in Energy and the Environment](#)

***Presented by Energy and Environmental Law Forum***

This timely and informative discussion of innovative initiatives at the state and local level that address energy use, environmental protection, and climate change issues in the DMV. A panel of speakers from Maryland, Virginia and the District will discuss innovations and coming trends.

Tuesday, April 30, 2019

[Viable Options to Infertility](#)

***Presented by Wellness Committee***

This program will include an informative and supportive discussion of options to address infertility. Our experts will address medical barriers to conception and childbirth and options toward creating your family. The panel will feature medical experts in obstetrics, gynecology and infertility along with a legal expert on surrogate parenting arrangements.

Wednesday, May 1, 2019

[Moving the Needle on Diversity and Inclusion](#)

***Presented by Nonprofit Organizations Practice Forum***

Many articles have been written about the lack of diversity among nonprofit leaders. Increasing diversity and inclusion within an organization takes motivation, clear goals, and an effective plan of action. Our panelists will discuss the difference between diversity, equity, and inclusion, identify the access points where small changes can have the most impact, and share strategies and stories on how they are moving the needle on diversity and inclusion within their own organizations and more broadly in the nonprofit sector.

### Welcome New Members

The following persons joined the WBA in January & February 2019.

Rachel Beck  
Raziya Brumfield  
Madeleine Cane  
Andrea Dargin  
Joely Denkinge  
Sara Falk  
Robert Falk  
Jaqueline Fisher  
Sharon Foster  
Linda French  
Nora Garrote  
Merlin George  
Leslie Gouthro  
Marita Grant  
Jennifer Hauser  
Barbara Hirsch  
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*For information regarding WBA Member Benefits and getting involved with a Committee or Forum, see [Membership & Benefits](#) and [Committees & Forums](#).*

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Thursday, May 2, 2019

[Women In Prison: Impact & Advocacy](#)

***Presented by Community Projects Committee***

The Prison Policy Initiative reports that the incarceration of women in the United States remains at a historic and all-time high. Although only 4% of the world's female population lives in the U.S., the U.S. accounts for over one-third (219,000) of the world's incarcerated women. In 2018, the Office of Inspector General concluded that the Bureau of Prison's approach to managing female inmates has been a strategic failure, resulting in weaknesses in its ability to meet their specific needs. Advocates have deemed the over-reliance on prison as fiscally unsustainable. This panel discussion will provide an overview of the women's incarceration experience, the current pathways to incarceration, how best to advocate for incarcerated women, and whether the recent federally-enacted sentencing and prison reforms are sufficient.

Wednesday, May 22, 2019

[WBA/WBAF Annual Dinner](#)

Join us in honoring our 2019 Woman Lawyer of the Year, Laurie Robinson Haden, Senior Vice President and Assistant General Counsel at CBS Corporation and the Founder and CEO of Corporate Counsel Women of Color.

Our theme for this 2018-2019 bar year is "Dare to Make An Impact." While we have made great advances over the past 101 years, our work is far from done. Now is not the time to be fatigued or discouraged. It is the time to continue to stand up and be heard and DARE TO MAKE AN IMPACT. The WBA as an organization serves as a catalyst for women helping women. At this year's Annual Dinner, we will be honoring women leaders who epitomize this theme and have furthered the advancement of women in the profession.