

WOMEN & THE LAW
Minutes of Meeting
Wednesday, October 2, 2013 12:30
Potter Anderson & Corroon

IN ATTENDANCE: Elizabeth Wilburn Joyce and Pat Uhlenbrock (presiding), Joanne Pinckney, Amber Sred, Alyssa Karpf, Chris Dempsey, Helena Rychlicki, Pilar Kraman, Elizabeth DeFelice, Natalie Woloshin, Meghan Adams, Patricia Enerio, Lydia York, Rebecca Byrd, Karen Jacobs, Pam Meitner, Janine Salomone, Steve Kleiner, Laura Brooks, Laura Najemy, Judge Kuhn, Meta Brown, Kelly Hicks, Rob Kleiner, Victoria Counihan, Loren Barron, Loren Holland, Laura Bower. Present by phone: Kate Lester; Brenda James Roberts.

I. APPROVAL OF MINUTES

A motion was made to approve the minutes of the May 28, 2013 meeting. The motion was seconded and carried with all in favor of the motion.

II. FIRST ANNUAL SEPTEMBER NETWORKING COCKTAIL EVENT

The September Networking Cocktail held Sept. 12, 2013 at Young Conaway was discussed. 119 attended the event co-sponsored with IWIRC and Women Chancery Lawyers. It was agreed the Section should aim to make the Networking Cocktail an annual event.

III. EMMANUEL DINING ROOM

Pat Uhlenbrock reported on the Section's annual day of service scheduled for Tuesday, October 9, 2013 at 11:55 a.m. at Emmanuel Dining Room, 226 N. Walnut St, Wilmington (the Emmanuel Dining Room is located near Justice of the Peace Court 20). The Section has committed to volunteer at Emmanuel Dining Room East on October 9 every year. Eight volunteers are needed to serve lunch for approximately an hour.

IV. GRACE COTTAGE

Section members are encouraged to participate in the volunteer program sponsored by Judge Crowell held the 3rd Thursday each month at 5:30 p.m. at Grace Cottage, 1825 Faulkland Road, Wilmington, Delaware

V. ROXANNA ARSHT SCHOLARSHIP FUNDRAISER

Natalie Woloshin reported that the Section will be hosting a Guest Bartending fundraiser to benefit the Arsht Scholarship Fund on Thursday, November 21, 2013 from 6:00-9:00 pm. at Famous Tim's Tavern (next to Gallucio's, Lovering Avenue, Trolley Square). The Event will include Guest bartenders from the legal community serving beer and wine with pizza included. The Section discussed ticket prices to facilitate maximum participation among all levels of experience and the possibility of raffle tickets.

VI. SECTION'S UNOFFICIAL LISTSERV AND LINKED IN SITES

Elizabeth Joyce reported that she had created a Private Linked in Group -- Delaware Women in Law – open to all women Delaware lawyers. The Yahoo group was to be phased out given little participation.

VII. 2014 RETREAT

Natalie Woloshin reported on the March 7-8, 2014 - Annual Retreat and CLE at The Bellmoor Inn, Rehoboth Beach, DE (Pre-registration required. Registration information will be sent by DSBA Listserv). The theme of the 2014 Retreat will be Leadership, with a focus on the public sector. This year will begin at 10 am on Friday, March 7th. Natalie, Yvonne Saville and Kathy Miller have lined up Matt Denn, Beau Biden and Brendan O’Neill to speak, among others. This year dinner will be at the Eden restaurant. Certain events will be underwritten with sponsors. There was a request that a microphone be provided this year.

VIII. DELAWARE LAW REVIEW

Claire DeMatteis has written an article on Women in the Delaware Bar and Bench and it has been submitted to the Law Review.

IX. LEGISLATIVE LUNCHEON/LEGISLATIVE INITIATIVE

Rebecca Byrd discussed the timing of the annual luncheon to facilitate maximum participation from Delaware legislators. To that end, the Section is planning to hold the 2014 luncheon during a legislative session between March 18 and April 10, 2014 at Legislative Hall in Dover. Natalie Woloshin reported on the suggestion by Commissioner Young that the Section take on Human Trafficking as a legislative initiative. Judge Kuhn offered to chair the committee to draft legislation. Judge Kuhn, Commissioners Young and McDonough, L. Najemy, N. Woloshin, P. Kraman and R. Byrd volunteered to work on the committee. The Section discussed other organizations nationwide that have initiatives that may be of help to the committee.

X. NEW BUSINESS

Roving Monthly Meetings. Elizabeth reported that in order to give more women around the city the opportunity to attend lunch meetings, the Section’s meetings will convene at different law firms around the city.

Report on Section Chairs Meeting. Elizabeth reported on the DSBA Section Chairs meeting in September and 3 new DSBA initiatives: Mentoring, Strategic Planning (getting Kent and Sussex involved) and MLK Day Breakfast and Service Project.

Committee Formation: The Section sought volunteers for 3 committees: Committee on Judicial Vacancies, Committee on the Advancement of Women in the Profession (NAWL Survey Review) and Mentoring. It was suggested that the Survey committee reach out to the Disability Section which recently conducted a survey.

The meeting was adjourned. The next meeting will be held at Morris Nichols on November 6, 2013 at 12:30.

WOMEN & THE LAW
Minutes of Meeting
Wednesday, November 6, 2013 at 12:30 p.m.
Morris Nichols Arsht & Tunnell

IN ATTENDANCE: Elizabeth Wilburn Joyce and Pat Uhlenbrock (by phone) (presiding), Seton Mangine, Susan Waesco, Megan Cascio, Patricia Enerio, Christine Azar, Mary Caloway, Maria Sawczuk, Maggie Juliano, Meta Brown, Sara Gelsinger, Gigi Murphy, Elena Norman, Jennifer Ying, Lauren Neal, Laura Bower, Shannon German, Natalie Woloshin, Loren Barron, Elizabeth DeFelice, Linda Carmichael, Danielle Gibbs, Laura Najemy; *Present by phone*: Kate Lester, Helena Rychlicki, Erin Brignola, Pam Meitner, Brenda Roberts.

I. APPROVAL OF MINUTES

A motion was made to approve the minutes of the October 2, 2013 meeting. The motion was seconded and carried with all in favor of the motion, with the addition of Brenda James to the list of meeting attendees.

II. EMMANUEL DINING ROOM

Pat Uhlenbrock reported on the Section's annual day of service which took place on Tuesday, October 9, 2013 at Emmanuel Dining Room, 226 N. Walnut St, Wilmington. Special thanks to the volunteers who served a spaghetti and meat sauce lunch to 177 people that day: Pat Uhlenbrock, Jody Pinckney, Tricia Enerio, Dana Reynolds, Melissa Donimirski, Dawn Kurtz Crompton and Meghan Adams. Pat also reported that the Emmanuel Dining Room has lost 8 of its sponsors and are short of food for 5 days per month. The Section has committed to volunteer at Emmanuel Dining Room East on October 9 every year. Eight volunteers are needed to serve lunch for approximately an hour each year.

III. ROXANNA ARSHT SCHOLARSHIP FUNDRAISER

Natalie Woloshin reported on the Guest Bartending fundraiser to benefit the Arsht Scholarship Fund that the Section will be hosting on Thursday, November 21, 2013 from 6:00-9:00 pm. at Famous Tim's Tavern (next to Gallucio's, Lovering Avenue, Trolley Square). The Event will include Guest bartenders from the legal community serving beer and wine with pizza included. The Section discussed coordinating ticket sales with the DSBA and ways to facilitate maximum participation. Pam Meitner described the purpose of the scholarship to facilitate participation in public interest law.

IV. 2014 RETREAT

Natalie Woloshin reported on the March 7-8, 2014 Annual Retreat and CLE to be held at The Bellmoor Inn, Rehoboth Beach, DE (Pre-registration required. Registration information will be sent by DSBA Listserv). The theme of the 2014 Retreat will be Leadership, with a focus on the public sector. This year will begin at 10 am on Friday, March 7th, with the Ethics portion to be held Friday afternoon. Natalie, Yvonne Saville and Kathy Miller have lined up Matt Denn, Beau Biden and Brendan O'Neill to speak, as well as a guest speaker from Israel on Alternative Dispute Resolution, among other speakers. Natalie reported that there will be a special link with the registration information regarding alternative, more affordable accommodations to widen participation in the Retreat, in addition to a special rate offered by the Bellmoor, and

scholarships for attendance for public interest lawyers. Big Brothers/Big Sisters will be the designated philanthropy this year.

V. DELAWARE LAW REVIEW/DSBA BAR HISTORY/JUSTICE HOLLAND

Elizabeth Wilburn Joyce reported that she and Pat Uhlenbrock were contacted by Mike McTaggart of the Attorney General's Office, who indicated that Justice Holland had approached him to investigate the feasibility of writing a book on the history of women in the Delaware Bar and Bench. Mike McTaggart was informed of Claire DeMatteis's upcoming article on Women in the Delaware Bar and Bench to be published in the next issue of the Delaware Law Review, but told that, despite his concern that a book might be redundant, there was interest in such a book.

VI. LEGISLATIVE LUNCHEON/LEGISLATIVE INITIATIVE – HUMAN TRAFFICKING

Meta Brown discussed the committee's meeting on Human Trafficking, and reported that the Department of Justice was taking the lead on drafting legislation in conjunction with Morris Nichols. A draft is due to the Department of Justice on November 21, which is based upon the ABA uniform act. The Legislative Lunch will be held in the Spring during a legislative session.

VII. NEW BUSINESS

Committee Reports:

- 1) *Committee on Judicial Vacancies*: Members discussed ways the Section could work to facilitate applications for judicial vacancies from among its membership.
- 2) *Committee on the Advancement of Women in the Profession* (NAWL Survey Review): Elizabeth reported that she was contacted by a consultant looking to do a survey in this area and that perhaps efforts could be coordinated. Pat reported that there had been a suggestion that the survey be done in conjunction with UofD statisticians and Elizabeth reported that she would reach out to the Disability Section to investigate who at the University of Delaware worked on a prior disability survey.
- 3) *Mentoring* – Maggie Juliano and Brenda Roberts facilitated a discussion on a Section mentoring initiative and ways it could be coordinated with DSBA's recent mentoring initiative as advertized in *In Re*.
- 4) *Women's Initiatives* – Elena Norma suggested the Section facilitate a discussion of the role of women's initiatives in law firms.

VIII. NEXT MEETING

The next meeting will be held at Morris James on December 4, 2013 at 12:30.

The meeting was adjourned at 1:30 pm.

WOMEN & THE LAW
Minutes of Meeting
Wednesday, December 4, 2013 at 12:30 p.m.
Morris James LLP

IN ATTENDANCE: Elizabeth Wilburn Joyce and Pat Uhlenbrock (by phone) (presiding), Patricia Winston, Mary Culley, Patricia Enerio, Christine Dempsey, Terri Brown Edwards, Elizabeth DeFelice, Kathleen Hubbert, Whitney Frame, Loren Baron, Linda Carmichael, Eleanor Torres, Jacki Aff, Pam Meitner, Suzanne Seubert, Shannon German, Jennifer Ying, Dawn Crompton, Meghan Adams, Elena Norman, Jill DiSciullo, *Present by phone*: Kate Lester, Gillian Andrews, Maria Sawczuk, Helena Rychlicki, Erin Brignola, Brenda James Roberts, Rebecca Byrd, Kyle Gay, Mary Calloway.

I. APPROVAL OF MINUTES

A motion was made to approve the minutes of the November 6, 2013 meeting with revisions. The motion was seconded and carried with all in favor of the motion.

II. ROXANNA ARSHT SCHOLARSHIP FUNDRAISER

The Guest Bartending fundraiser to benefit the Arsht Scholarship Fund that the Section held on Thursday, November 21, 2013 from 6:00-9:00 pm. at Famous Tim's Tavern was well attended. The net proceeds from the event will be reported at the next meeting.

IV. 2014 RETREAT

The Annual Retreat and CLE will be held at The Bellmoor Inn, Rehoboth Beach, DE on March 7-8, 2014 (Pre-registration required. Registration information will be sent by DSBA Listserv). The theme of the 2014 Retreat will be Leadership, with a focus on the public sector. This year will begin at 10 am on Friday, March 7th, with the Ethics portion to be held Friday afternoon. There will be a special link with the registration information regarding alternative, more affordable accommodations to widen participation in the Retreat, in addition to a special rate offered by the Bellmoor, and scholarships for attendance for public interest lawyers. Big Brothers/Big Sisters will be the designated philanthropy this year.

V. LEGISLATIVE LUNCHEON/LEGISLATIVE INITIATIVE – HUMAN TRAFFICKING

The Members discussed progress on Human Trafficking legislation. Jennifer Ying reported that draft legislation was sent to the Attorney General's Office on November 20, 2013, and that Patricia Dailey Lewis was taking the lead there. Elena Norman discussed her previous experience in the area and offered to be a resource for additional contacts in connection with the legislation. Rebecca Byrd reported that the Legislative Lunch will be held on Thursday, April 3, 2014 from 12 -1 p.m. in the Senate Hearing Room in Legislative Hall.

VII. NEW BUSINESS

Good & Welfare: Pam Meitner and Chris Dempsey suggest that the Members start each meeting with this Agenda item.

DSBA Awards: Suzanne Seubert reported that all of the nominees for DSBA awards (who were supported by the Section) received awards, and that all of the awardees were women.

Fund for Women showing of “Exonerated”: Pam Meitner reported that the Fund for Women was sponsoring a showing of the film “Exonerated” on February 20, 2014 at the Delaware Theatre Company, and asked if the Section could sponsor the event. The Members discussed the process for getting approval from the DSBA Executive Committee for any such sponsorships, and determined that it could not sponsor the event without DSBA approval, but would include information about the event in the Minutes so that Members would have details of the event if they would like to attend.

Committee Reports:

- 1) *Committee on Judicial Vacancies*: Members discussed ways the Section could work to facilitate applications for judicial vacancies from among its membership. Chris Dempsey discussed the judicial application process, and the fact that women do not tend to market their candidacy by actively soliciting support and letters of recommendation the way male candidates do. Members discussed having a future meeting or CLE dedicated to the path to the judiciary.
- 2) *Women’s Initiatives* – The Members discussed women’s initiatives presently existing in law firms. Elena Norman, Shannon German and others reported on women’s initiatives at their respective firms, which included formal and informal women’s initiatives, and the challenges associated with starting and maintaining support for these initiatives.
- 3) *Committee on Mentoring* – The Members discussed coordination of a mentoring program with the DSBA and the possibility of implementation at the Retreat.

VIII. NEXT MEETING

The next meeting will be held at Richards, Layton & Finger on January 8, 2014 at 12:30.

The meeting was adjourned at 1:30 pm.

DSBA WOMEN & LAW SECTION
MINUTES OF MEETING
Wednesday January 8, 2014, 12:30 p.m.
Richards Layton & Finger

Members in Attendance: Maggie Juliano, Pat Uhlenbroch, Helena Rychlicki, Kate Lester, Maria Sawczuk, Anne Foster, Patricia Enerio, Meghan Aden, Robin Grogan, Sarah Clark, Rachel Horn, Shawna Bray, Laura DiFrancesco, Elizabeth DeFelice. **Members attending by phone:** Laina Herbert, Janie Howard, Robert & Steven Kleiner, Mary Calloway, Kathleen Murphy, Janine Salomone, Danielle Gibbs, Linda Carmichael, Christine Dempsey, Commissioner Young.

1. APPROVAL OF MINUTES.

A motion was made to approve the minutes. The motion was seconded and carried with all in favor.

2. ROXANNA ARSHT SCHOLARSHIP FUNDRAISER:

It was reported that the total sales for the fundraiser was \$2130, with expenses of \$325, and additional donations by check for a total raised of \$2330. Members were reminded that the scholarship assists with loan repayment for non profit law candidates out of law school more than three years earning \$50,000 or less. The past year's fundraiser, the silent auction, raised \$12,250. It was also discussed that the fundraiser was held as a guest bartender night this year due to conflicts with other Bar Association events and that a return to the silent auction format will happen next year.

3. RETREAT:

Natalie reported on the Women and Law retreat planned for March 7-8, 2014 and noted the new starting time for the event at 10 am on Friday morning (previously it had been a lunchtime start). She also reported that the lunch on Saturday will now be catered by Big Fish. Dinner will return to Eden restaurant for a second year. The theme of the retreat is leadership. Volunteers for the event are needed, please contact Natalie, Pat or Elizabeth.

4. LEGISLATIVE LUNCHEON:

The Legislative Luncheon will take place this year on April 3, 2014 in the Senate Hearing Room at Legislative Hall. The focus of the luncheon will be on human trafficking issues. Commissioner Young of the Human Trafficking Committee reported that there had not been movement from the AG's office concerning the model legislation as yet. She further reported that meeting notices will be posted to the section's listserv and that committees and chairs of the committee will be forthcoming.

5. NEW BUSINESS:

Members discussed plans to hold a panel on the process to become a Judge. Members noted that letters of recommendation and support were often less in number for female candidates than

male candidates and that this may be an area where the section could offer support. It was also discussed that there is a DSBA committee that reviews judicial nominations, but there was little insight into how that committee operates or whom its members are. It was also noted that the Rodney Inn of Court had conducted a program on becoming a judge as had the minority lawyers committee/section. It was decided to create a judicial nominating committee with Janine Salomone as the chair. They will convene a meeting and possibly write a report on the process. Members are welcomed to join the committee and can indicate interest by contacting Janine, Pat, Elizabeth or Trisha. They also discussed that a possible brown bag CLE may be in the works on this topic. The mission of the committee was determined to be that it would explore ways to promote women's candidacy to judicial openings.

Members also discussed requesting to add women to the professional guidance committee so that they may be a resource on discrimination and harassment. Members also suggested contacting Karen Jacobs as to how to be added to that committee.

Finally, members discussed launching a mentoring program at the retreat with a sign up form. Maggie will contact Natalie.

The next meeting will be held on February 5, 2014 at 12:30. A host is needed for the meeting space.

The meeting adjourned at 1:07.

DSBA WOMEN & LAW SECTION
MINUTES OF MEETING
Wednesday February 12, 2014, 12:30 p.m.
Potter Anderson & Corroon

Members in Attendance: Elizabeth Wilburn Joyce, Pat Urban, Natalie Woloshin, Laura Bower, Janine Salomone, Barbara Manerchia, Steve Kleiner, Robert Kleiner, Maria Sawczuk, Elizabeth DeFelice, Stephanie Smiertka.

Members attending by phone: Mary Calloway, Helena Rychlicki, Jillian Andrews, Brenda James Roberts, Linda Carmichael.

1. APPROVAL OF MINUTES

A motion was made to approve the minutes. The motion was seconded and carried with all in favor.

2. RETREAT

Natalie reported on the Women and Law retreat planned for March 7-8, 2014.

3. LEGISLATIVE LUNCHEON

Elizabeth reported that the Legislative Luncheon will take place this year on April 3, 2014 in the Senate Hearing Room at Legislative Hall. The focus of the luncheon will be on human trafficking issues.

4. COMMITTEE ON JUDICIAL VACANCIES

Janine reported on the work of the Committee to date.

5. NEW BUSINESS

The Section discussed plans for a CLE in the Fall regarding Path to the Judiciary with the goal to co-sponsor with the MJL Section.

The Section discussed meeting plans in March and April given the Retreat and the Legislative Luncheon.

Maria Sawczuk reported on her work with the Leukemia & Lymphoma Society and the possibility of working with that group in conjunction with the Section's year end plans.

Pat reported that Grace Cottage is planned for February 20, 2014.

The meeting adjourned at 1:30.

**DSBA WOMEN & LAW SECTION
MINUTES OF TELEPHONIC MEETING
Wednesday April 11, 2014, 12:00 p.m.**

Members in Attendance By Phone: Elizabeth Wilburn Joyce, Pat Urban, Natalie Woloshin, Commissioner Loretta Young, Claire DeMatteis, Rebecca Byrd, Jill Di Sciullo, Brenda James Roberts, Abby Layton, Debbie Gotschalk, Mark and Steve Kleiner, Maggie Juliano, Aisha Davis

1. APPROVAL OF MOTION TO RECOMMEND DSBA ENDORSEMENT OF HUMAN
TRAFFICKING LEGISLATION TO EXECUTIVE COMMITTEE

A motion was made to seek the DSBA's support of the proposed Human Trafficking bill that the Section has been working on with the Attorney General's Office (a copy of which was circulated to the Section with the Agenda for the meeting). The motion was seconded and carried with all in favor.

Elizabeth and Pat will notify the Executive Committee.

The meeting adjourned at 12:30.

Women and Law Section: Minutes of the Meeting of May 7, 2014
Superior Court Conference Room

Attendees: Elizabeth Joyce, Pat Urban, Maria Sawczuk, Jody Pickney, Regina Mason, Steffay Prachter, Maggie Juliano, Elizabeth DeFelice, Leslie Spoltore, Jill DiSciullo, Patricia Eno, Hon. Diane Clarke Street, Robert M. Kleiner, Hon. Andrea Roccanelli, Linda Carmichael. Attending by phone: Natalie Woolshyn, Lauren Barren, Laura DeFrancesca, Rebecca Byrd, Terry Brown Edwards.

1. **Good and Welfare:** Elizabeth discussed the Women Rainmaking Event sponsored by the ABA that is scheduled for May 15, 2014 at Smith Katzenstein. She also discussed a project by the Delaware Center for Justice involving a mural for the Kent and Sussex County Family Court spaces so as to make those spaces more child friendly. Joanna Champney has invited the section to a TBA painting party. Members who are interested should contact Elizabeth or Pat. It was also suggested that the Delaware Center for Justice be designated as the chosen charity for the upcoming cocktail hour in September of 2014.

2. **Minutes from February and April Teleconference Meeting:** Approved.

3. **Legislative Lunch:** members reported that there was a terrific attendance at the event held in Dover last month, and that attendees remarked on the quality of the panel. Maggie reported that the Executive Committee of the DSBA approved endorsing the legislation and Rebecca Byrd reported that the legislation had passed the Senate with discussion concerning amendments, one of which that passed involving adding members from the JOP and CCP courts to the human trafficking council, as well as allowing for wiretapping for prosecutors. It was expected that a hearing would be held on the legislation within the next few weeks and a vote would be held shortly. Rebecca expected there to be no problems with passing the bill. She also noted that several Senators commented favorably about the amount of information they received through our Legislative Luncheon.

4. **2014 Retreat:** Natalie reported that the Retreat committee, of herself, Yvonne and Kathy Miller, have begun to meet already for next year's planning. She stated that because of the great turnout, it is clear that the committee will need to find a bigger venue. She also noted that participants responded to panel discussion, and they are planning on focusing on that for the next retreat. She welcomed suggestions for the next retreat, and invited all to participate in the committee.

5. **Judicial Vacancies:** Elizabeth reported that there are currently no female attorneys on the Judicial Nominating Commission ("JNC"), only female lay people. She noted that Linda Carmichael reached out to the Governor's office to voice their concerns. Elizabeth also reported that she confronted Mike Barlow, of the Governor's office to begin discussions. She further reported that there was a Chancery practice retreat where women lawyers and speakers discussed this, and in attendance were the Chief Justice, The Chancellor, Andy Lipscomb (Governor's office), and Vice Chancellor Lassiter sent a professor from Boston University law to attend in his stead. At the conference and at other meetings, Elizabeth and others have voiced their concern about the process of judicial selection. She, and Pat among others, are putting together a binder of women from all three counties of diverse backgrounds and practice areas with 20 years of practice that would be eligible and interested in serving

on the JNC. She reported that at this time there are no vacancies on the JNC, but that the Governor has the ability to expand the number of members. She reported that the Governor's office had reported that the pool of female applicants was not as strong, to which the section is encouraging applications from those identified. She also noted that the Boards and Commissions section of the Governor's website has several applications open and encouraged section members to apply for positions of interest.

6. CLE on Path to the Judiciary: As part of the discussion on the Judicial Vacancies, Elizabeth reported that the Section is organizing a CLE panel on the Path to the Judiciary, working with the Multicultural Judges and Lawyers section. She plans to invite members of the Governor's office, the JNC members and members of the bench. It is expected that this CLE will be held in October.

7. End of Year Picnic: Elizabeth and Pat reported that venues were being nailed down for this outdoor cocktail hour.

8. Mentoring Proposal: Maggie presented a proposal to create a mentoring project, matching members of the section. The section agreed that mentors should have 8 years of experience and spend 2 hours a month with their mentees and that the end of year picnic could be a launch point for the program.

9. Nominating Committee: Maggie reported that the nominating committee is accepting nominations for the end of year awards. Elizabeth and Pat will circulate the forms.

10. National Conference of Women's Bar Associations: Elizabeth and Pat reported that they researched the application fee and membership benefits of the NCWBA and recommended that we join this group. The membership fee is \$175 and it was confirmed that this amount was in the budget. The section voted to join this group on a one year basis and will revisit joining again at a further meeting.

11. Networking Cocktail Party: Elizabeth reported that the cocktail party will be held again at Young Conaway Stargatt and Taylor with a date TBA.

12. Service on NonProfit Boards: Elizabeth reported that she reached out to the Delaware Community Foundation after hearing the interest at the retreat from attendees about serving on nonprofit boards as part of the path to partnership or the bench. Elizabeth reported that there is no formal matching process between attorneys and nonprofits, but that there may be a method to match people. She scheduled meeting to investigate further a process to encourage matching.

The meeting adjourned at 1:24.

Women and Law Section: Minutes of the Meeting of January 7, 2015
Morris James LLP

Attendees: In person: Elizabeth Wilburn Joyce, Lauren Deluca, Jill Di Sciuillo, Amy Evans, Laura Bower, Patricia Enerio, Kathleen Vavala, Leslie Spoltore, Rebecca Byrd, Maggie, Kathleen Miller, Laura Najemy, Patricia Winston, Suzanne Seubert, Christine Demsey. By phone: Laina Herbert, Abby Layton, Staci Pesin, Christine Schiltz, Comm. McDonough, Brenda James-Roberts

1. **Good and Welfare:** Elizabeth expressed her thanks for the hosts of our previous meetings and noted both that Judge Jurden, long-time member of the section, had been appointed President Judge and that Danielle Gibbs, formerly of Young Conaway, had been appointed Chief Deputy of the Attorney General's office and commended both for their desire to serve the public.

2. **Minutes from December Meeting:** Approved without edits.

3. **Old Business:**

A. Section Letter of Support for Judge Jurden: Elizabeth reported that Natalie drafted a letter of support for Judge Jurden's nomination as President Judge of the Superior Court. The letter was submitted to Yvonne Saville who shepherded it through the full DSBA executive committee, receiving support for its submission to the governor and state legislators. Rebecca distributed it to legislators and Elizabeth and Pat handled the distribution to the Governor's office. It was noted that more letters of support were received concerning Judge Jurden's nomination than any previous nomination. Elizabeth and Pat have contacted Judge Jurden to express our support of any of her initiatives as President Judge.

B. Legislative Initiative: Laura Bower presented information concerning a bill about home birth regulation which would create a path to licensure for home birth attendants. She noted that there was much discussion concerning the bill about the qualifications, limitations and other aspects of who may attend and assist with home births, as currently the law is overly restrictive. She discussed that previous bills before the Legislature have asked for creation of a council of midwifery which would be populated by a group of mixed backgrounds, including OB/GYNs, pediatricians, nurses and certified midwives. That council would then determine the training and qualifications needed for home birth attendants in Delaware. This council would be a standing council which could continually update regulations and requirements.

The status of the bill at this time is that previous versions are under discussion with medical professionals, midwives and the public and as Leg Hall has not convened it has yet to be introduced. Laura discussed that the hurdles to passage in the Senate involved certain amendments added late in the game that may have undermined support of the public advocating for it.

She commented that the bill could use the support and credibility of this section as there have been dismissive comments from legislators about the "mommies" advocating for it.

Questions were heard from the section concerning two main topics: first, what the role of the section is concerning the legislation and also the impact on the section of being involved in legislation that is so nascent and second, that specific portions of the bill language caused concern as to criminal backgrounds and education level (as to Amish communities). Laura suggested that the section could be involved to support the bill, mediate disagreements on credentialing and sort through stakeholder concerns. She noted that the women involved had no lawyer to work with them, and that larger groups such as the national councils on midwifery did not have sufficient resources to support state legislation. After much discussion, it was suggested that a subcommittee be formed and chaired by Laura to investigate the legislation and solicit comments from the section. This motion was passed without opposition. Brenda James-Roberts, Kathy Miller, Trish Enerio and others volunteered to be on the committee.

C. Retreat Planning: Kathy Miller reported the retreat will be held on **March 6 and 7, 2015** and that the panelists are set for the event and that topics are being formed presently. She noted that due to our turnout, finding a restaurant that can hold the attendees has posed a challenge, with the most recent suggestion of Lupa de Mer being unavailable due to limited seating. She mentioned that Lula Brazil may be an alternative. She noted that Ginger Ward is again sponsoring the happy hour and that there may be a restaurant that will open for us for lunch on the first day, Friday, of the retreat. This year will feature women owned businesses as exhibitors who will pay for the use of the space. The committee has not yet determined how the additional funds from those exhibitors will be used, though scholarships and reduction in price were mentioned. Kathy and Elizabeth will work together to reach out to Michelle Morin who is the Executive Director of the Office of Supplier Diversity and sits on the Delaware chapter of the National Association of Women Business Owners. A save the date for the retreat will be sent by Elizabeth or Pat shortly.

D. Arsht Scholarship: Laina reported that the committee will be meeting soon to iron out the details for the next fundraiser. It was suggested that Laina discuss Judge Arsht's background for those who were newer to the section. Laina recounted that Judge Arsht was the first woman judge in Delaware, a member of the section, a philanthropist and will be honored by the Rodney Inn on January 14, 2015. Laina noted that Judge Arsht was a devoted community servant. At her passing, it was suggested that to honor her, a scholarship be created in her name that would encourage law students and those newly admitted to practice in Delaware to pursue careers in nonprofit service. The scholarship provides 3 year financial support to those earning less than \$50,000 per year. That money comes from interest on a trust and from fundraising.

E. Legislative Luncheon: Rebecca reported that the Legislative Luncheon will be held again in Dover on **April 23, 2015**. She noted that the same structure as last year's successful event will be followed (which involved panelists on a specific topic, rather than the previous years' open question and answer sessions). She noted that the topic is open, but that suggestions had been made concerning foster care and kids aging out of that system and their access to services.

4. New Business: Maggie discussed that in the past meetings there was interest in creating a fund/account for the section's various charitable endeavors, including fundraising for programs at Baylor (women's correctional). She has spoken to Rina and will follow up at future meetings.

**Women & The Law
Minutes of Meeting
Wednesday, October 7, 2015 12:30pm
DSBA Offices**

IN ATTENDANCE: Kathleen Miller, Natalie Woloshin, Kyle Evans Gay, Michelle Whalen, Christina Hillson, Stephanie Smiertka, Tamika Crawl-Bey, Christine Demsey, Jill DiSciullo, Leslie Spoltore, Karen Poppel, Loren Barron, Nichole Warner, Mindy Clifton, Stacy Newman, Sarah Ennis, Kristen Swift, Christie Di Guglielmo, Lauren DeLuca, Roopa Sabesan, Katherine M. Moughan. Present by phone: Laina Herbert

I. Introduction

Natalie Woloshin welcomed everyone and introduced the Section's 2015-2017 Board. Section meetings will be held the first Wednesday of every month. The next meeting will be November 4, 2015 at the DSBA offices.

II. Recap of October 6th Women Rainmakers Event and Reception (Kathy Miller)

Kathy Miller thanked Young Conaway for hosting, and congratulated those who organized the workshop. Thanks to all who attended. There was a great turnout. The Section will work to continue this event and look for other ways to collaborate with IWIRC and Women in Chancery.

III. Section Initiatives

Natalie Woloshin discussed how the Section hopes to be more inclusive of government and public sector attorneys as well as newer attorneys. The Section will also seek to bridge the gap between new attorneys, more experienced attorneys, and the judiciary with networking events. In addition, the Board hopes to support programming geared toward work/life balance.

IV. Committees Launch

Natalie Woloshin requested volunteers to Chair and to serve on the Section's various committees. She described the responsibility of each, and asked interested members to send an email to the Co-Chairs indicating their interest.

V. Awards Committee Update

Loren Barron reported that the Awards Committee met on Sept 25 to consider five nominees for the Women's Leadership award (Judge Jan R. Jurden, Kathleen Jennings, Pamela Meitner, Yvonne Saville, and Lisa Goodman). The names of the three finalists were sent to Lewis Lazarus. Rose Killian was nominated for the Distinguished Mentoring Award. Please consider sending the Awards Committee nominations, but please provide specific information about your nominee. Nominations that consist of merely a name are difficult for the Awards Committee to consider. Chris Demsey shared that in the past the Awards Committee has made nominations for Trailblazers Award and ABA women's awards.

VI. Changes to Bylaws

The Board shared that there is a need more people on the Executive Board. As per Section 6.1 of the Section Bylaws, the “Council” shall consist of the officers of the Section, the immediate past chair(s), and give members of the Section elected at large. It’s also important to have a cross-section of membership represented on the Council.

Mindy Clifton suggested that in the past the Council has no met, so perhaps we don’t want to appoint people to a position where they will never be consulted. Natalie Woloshin suggested that the Section could be more active if there are more people involved in leadership roles, because this takes some of the burden off of the elected officers. Many members do not run for officer positions in part because the two-year term can seem a daunting task.

Chris Demsey said that the Council was also formed for those situations where a vote or an action had to be taken prior to the next scheduled Section meeting.

Mindy Clifton noted that the “shall” in the proposed Section 6.1 should be removed to ensure that the Section is not bound to have representative membership from certain sectors of the profession. The statement is hortatory, not mandatory.

VII. Proposal to Start a Referral Bank

A bank of Section members’ practice areas would be helpful for referral purposes. An electronic form is preferable to a paper form, but the DSBA has in the past resisted electronic forms. Perhaps we can put it up on the website, where it will be available to anyone. Chris Demsey suggested that members be specific when describing their practice area (i.e. whether you do plaintiff or defense work within a specific topic area). Tamika Crawl-Bey suggested that another way to connect would be to create a LinkedIn group for the Section. She volunteered to set it up. The group would be closed so that all communications would only be visible to the Section membership. Natalie Woloshin also noted that the Section officers need to update the Section’s DSBA page.

VIII. Good and Welfare

The Historic Old New Castle Designer Show House is Chief Justice Wolcott’s family residence. The show house is ongoing until November 8th. Beverly Wik has offered to organize a group of Section members to gather at her home in New Castle before attending the show house. Chris Demsey noted that the house is owned by Sunday Breakfast Mission and all proceeds go toward the Mission. Contact Natalie Woloshin if you are interested in attending.

IX. Annual Women & the Law Retreat

Save the date for the Annual Women & the Law Retreat on March 4-5, 2016.

**Women & The Law
Minutes of Meeting
Wednesday, November 4, 2015 12:30pm
DSBA Offices**

IN ATTENDANCE: Natalie Woloshin, Kathleen Miller, Kathleen Murphy, Kyle Evans Gay, Stephanie Habelow, Christine Demsey, Patricia Enerio, Tamika Crawl-Bay, [By Phone] Lauren McCreary, Michelle Quinn, Brenda Roberts, Kelley Huff, Rebecca Byrd, Sara Bussiere, Sharon Morgan, Lauren Cirrinicione, Tiphonie Miller, Rebecca Byrd

I. Approval of minutes from the October 7, 2015 meeting

Kyle Gay made a motion to approve the minutes, and Christine Demsey seconded. The motion carried.

II. Good and Welfare

A. Delaware Commission on Women

Kathy Miller noted that Smith, Katzenstein & Jenkins recently hosted a successful forum run by Elise Millman from the Delaware Commission on Women. Approximately 20 women, some from the Section, participated in an active and helpful discussion. The participants filled out a survey, and that same survey may also be submitted to the entire WAL section through Survey Monkey or some other electronic means. The Co-Chairs would ask all members to take a few minutes to fill out the survey, which will be compiled into a report to be sent to the Governor by students at the University of Delaware. The Delaware Commission on Women is part of the Schriver report, a nationwide effort focused on women from all walks of life from across the country.

B. New Judicial Appointments

Kyle Gay noted that Tamika Montgomery-Reeves had been nominated as Vice Chancellor on the Court of Chancery. Christine Demsey noted that Governor Markell had also nominated two women for positions on the Family Court. Jennifer Ranji was nominated to replace Judge William L. Chapman Jr., and Danielle Blount was nominated to replace Commissioner Mary Ann Herlihy.

Members of the Section agreed that the Section should consider hosting an event honoring the three appointees, much like the DSBA past presidents' reception for Justice Valihura. Tamika Crawl-Bey advised that the MJL Section was planning to host an event in January, and that perhaps the Sections could work together. Those interested in helping with the event should contact Tabatha Castro.

Christine Demsey noted that Governor Markell continues to value public service in making his appointments, and that applicants for judicial positions should be sure to point out their service to the community and to the bar.

C. Supreme Court Joint Committee on Work Life Balance

Trisha Enerio sought feedback from the Section on the work of the Supreme Court Joint Committee on Work-Life Balance. The Committee's first project is to recommend whether our State courts should institute a filing deadline as has been done at the Federal level. Trisha asked whether the Section would be willing to take a position on a filing deadline, and wanted to solicit informal feedback from the group to get a sense of member's opinions. She noted that the Committee is also looking at other ways the Courts could make the practice of law easier, that is to say more balanced, for practitioners.

Natalie Woloshin noted that before e-filing, the Superior Court deadline used to be by close of business, a/k/a when the courthouse closed. It also used to be that the Court would take two weeks off around Christmas without exception.

Kathy Miller noted that the transition in District Court has been nice and has not been the disaster that many practitioners anticipated.

A majority of the Section members present at the meeting endorsed a filing deadline.

Stephanie Habelow suggested that part of the problem is that lawyers themselves need to manage their own schedules to ensure work is done on time.

Kelley Huff noted that everybody works differently, and that procrastination is not always the problem. By the time lawyers who are in court all day get back to the office, they need the night to get their work done. Also, some people prefer to be able to go home to take care of their families and then go back to work whenever they need.

Kathy Miller likes the 6pm deadline because work slows down and the phones stop ringing around that time. She commented that it's nice to know that you aren't going to be in the office at 1am.

Trisha Enerio asked if there was a way that the Section could formally submit an opinion. Kyle Gay mentioned that we could discuss at a Wellness luncheon. The Section leadership could also provide a recommendation for the Section to vote on.

Christine Demsey noted that the Superior Court and Chancery used to take all of August off.

Trisha Enerio said that the Supreme Court did not schedule any oral arguments in August.

Natalie Woloshin added that the Superior Court has no blackout dates, but when they try to schedule hearings and trials at certain times, many participants aren't available.

D. DSBA Standing Committee on Diversity in the Legal Profession

Tamika Crawl-Bey announced that the DSBA Standing Committee on Diversity in the Legal Profession was reforming to address issues affecting women attorneys, multicultural attorneys, LGBT attorneys, and attorneys with disabilities. For those who want to participate, there will be an initial meeting on November 18th at the DSBA. This Committee will hopefully have a great impact on the whole bar. One project they are considering it to track statistics about individuals taking or passing the Delaware bar exam.

III. Committee Reports

Natalie Woloshin reviewed the committee assignments and responsibilities. If you want to join a committee or if you were placed on the wrong committee, contact a Board member.

A. Awards

Natalie Woloshin reported that the Awards Committee is considering nominations for the Hall of Fame of Delaware Women. President Judge Jan R. Jurden has been nominated. For those interested in joining, the Awards Committee meets and collects information to make a recommendation to members of the Section, who then vote on the nomination.

B. Legislative

Rebecca Byrd shared that the Legislative Luncheon is tentatively scheduled for March 10 or 17, 2016. A list of legislation that was introduced last year, and that is carrying over to this session will be discussed by the Legislative Committee to see which issues the Section may want to support. One issue of interest is the push for paid maternity and paternity leave for state employees.

Natalie Woloshin added that the Legislation Luncheon is a terrific event where section members get direct access to legislators. An example of a past initiative was the human trafficking bill. Last year the Luncheon was a mini Senate hearing.

Christine Demsey expressed some concern that the tentative date is so close to the Retreat, and the some Section members may not be able to take off both days in March to participate.

C. Advocacy

Stephanie Habelow noted that the Advocacy Committee planned to meet at 12:30pm on November 13th at Morris James. All interested Section members are welcome to attend.

IV. Bylaws

Natalie Woloshin suggested that in the interests of time, the Section should address proposed amendments to bylaws at a future meeting.

V. Appointment of Vice Chair

Natalie Woloshin, on behalf of the Executive Board, suggested that the Section vote to fill the vacant Vice-Chair position. The Executive Board has created good momentum, but would benefit from having a Vice-Chair share the responsibilities of managing the Section's business. It's also beneficial for the institutional memory of the Section to have leadership in the pipeline.

Kathleen Murphy was nominated as Vice-Chair. A majority of the Section members present voted to approve Kathleen Murphy's appointment as Vice-Chair of the Section for the 2015-2017 term.

The meeting was adjourned.

**Women & The Law
Minutes of Meeting
Tuesday, December 1, 2015 12:30pm
DSBA Offices**

IN ATTENDANCE: Natalie Woloshin, Kathleen Murphy, Kyle Gay, Laina Herbert, Pam Meitner, Suzanne Seubert, Stephanie Habelow [By Phone] Kathy Miller, Loren Barron, Leslie Spoltore, Sharon Morgan, Stacy Newman, Tricia Enerio, Tiphonie Miller, Raeanne Warner

I. Approval of minutes from the November 4, 2015 meeting

Approval of the minutes will be addressed at the Section's January meeting.

II. Good and Welfare

Natalie Haskins was approved by the legislature as a judge in Family Court. Her investiture date is to be determined.

III. Committee Reports

A. Retreat Committee

Save the Date for the Retreat on **March 4-5, 2016**. The Retreat Committee is pretty far along with planning and intends to again have vendors present. The Retreat will be at the same location as last year, the Atlantic Sands Hotel. There will be a charity element, but the format is to be determined.

Laina Herbert asked for the charity to be the Roxana Arshat Fellowship. Because of the nature of the economy, all of the Fellowship's investments are down for the fiscal year. Several members inquired as to the nature of the funds available for the Fellowship. Laina described the Fellowship as less than \$10K per year for an individual for three years. The endowment itself is not available for distribution. The only funds available for distribution are: (1) the interest generated by the endowment and (2) any additional money raised during each fiscal year. Laina will make a report about the status of the Fellowship fund at next month's meeting.

B. Legislative Committee

Natalie Woloshin reported on behalf of Rebecca Byrd. The Legislative Luncheon will be held on **April 21, 2016** on legislative hall. The Legislative Committee will be meeting again in the new year, and suggestions for topics should be sent to Rebecca. Suzanne Seubert suggested the decline of the number of female legislatures as a topic to be addressed at the luncheon.

C. Awards Committee

Loren Barron shared that the Community Service Awards nominations are due in January, and the award will be given by the DSBA in May. The Awards Committee will meet in January to discuss nominations. Loren will draft an email describing the criteria for the award to be sent to the email list. The Community Service award is given to honor work in the community that is outside the legal profession.

D. Advocacy Committee

Stephanie Habelow reported that the Advocacy Committee met in November and discussed conducting a survey of Delaware law firms that focuses on issues facing women in the profession today. The Advocacy Committee also has ideas for panel discussions and will coordinate with the Programming Committee.

Natalie Woloshin added that one of the panels being considered for the Retreat will address alternatives to the traditional partnership track.

Pamela Meitner asked about the plan for the survey. Stephanie reported that the Manhattan Bar Association had conducted a survey that the Committee was using as a model. The plan is to gather pertinent information and statistics to make them available to Delaware attorneys. The information may also be used to make recommendations. Pamela suggested broadening the survey to cross gender lines, *i.e.*, to address paternity as well as maternity issues and to address turnover rates. Pamela also noted that surveys can be skewed by “asking bias,” and she encouraged the Committee to seek out individuals at University of Delaware who have experience in creating surveys. Natalie Woloshin suggested that the Commission on Women survey administrators may be an additional resource for the Committee.

IV. Referral Bank

Kyle Gay reported that the Section is establishing a LinkedIn Group to be used as a way to disperse information about the Section and the Section’s events. The group can also be used as a referral bank for Section members who wish to refer matters to other Section members.

V. Event to Honor Judicial Appointees

Kyle Gay reported that an event is being planned to honor the recent judicial appointees. The event will be co-sponsored with the Multicultural Judges and Lawyers Section. It will be held on **January 28, 2016** at Morris James LLP.

VI. Donations to the Baylor Women’s Correctional Institute

Suzanne Seubert brought to the attention of the Section that Baylor Women’s Correctional Institute has no library. She is looking for people who may be interested in addressing this issue. Natalie Woloshin shared that the Section has been trying to work with the Women’s Prison for

some time on various issues with varying levels of success. Suzanne commented that what is needed is accountability and transparency.

Natalie added that technically the prison can't accept donations through a non-profit. She appreciates that the library is a paramount issue. In order to make progress, the Bureau chiefs have to get involved and Rob Coupe is supportive. In addition to the library, the prison needs toys or books for family visits and Facetime calls for families, especially those who live in Georgetown. Pamela Meitner suggested that the Fund for Women may be an appropriate non-profit partner for sending donations to the prison.

The meeting was adjourned.