

## PRESIDENT'S MESSAGE

# Welcome to 2015!

By Claudia Herrington, JobsOhio



Happy New Year, and welcome to 2015!! No matter how much I savor the holiday season, the time always seems to sprint past. I

hope your year is filled with healthiness, prosperity and happiness. The OWBA finished the year quite busy, and we are gearing up for an even busier and more dynamic 2015.

Just to give a recap some of the events that occurred later in the year, on November 20<sup>th</sup>, the OWBA hosted its 2<sup>nd</sup> Annual Give Back CLE in Cleveland, Columbus, Toledo and Cincinnati. The event was well received in most cities. We asked for and received feedback so that we can further refine the program we offer next year. This event requires a great deal of coordination. A huge thank you to the generous support of our sponsors in each location, OWBA Vice President, Lisa Kathumbi, who led the overall coordination of the event, and those OWBA members who took the lead in each city, Emily Wilcheck (Toledo), Amanda Gatti and Pat Gajda (Cleveland), Mimi Geswein (Columbus), and Immediate Past President and Magistrate Stephanie Bowman (Cincinnati).

On December 11<sup>th</sup>, the OWBA co-sponsored an event in Columbus with Squire Patton Boggs on the "Essence of Presence." The guest speaker was Executive Coach Chasity Kuttrus of Executive Elements. She was such a

dynamic and impactful speaker. She walked each of us through the nine elements of executive presence and how to create and maintain a consistent view of one self professionally. It was truly a transformative discussion. If your organization is ever looking for a guest speaker, I highly recommend Chastity.

As we move into 2015, the momentum keeps going. I am also very excited to share that members of the OWBA recently identified a hole in the market, and as a result, the OWBA will be kicking off an Energy Sub-Committee in January 2015. It will focus on the emerging and rapidly evolving area of Oil & Gas, and provide female attorneys with the opportunity to play a more active role in this area. On March 19<sup>th</sup>, the OWBA will be hosting a kick-off CLE on this area. Please check out the OWBA website for more information.

On January 28<sup>th</sup>, The Gnoesis Group LLC will be hosting an early morning reception for the newly admitted female attorneys in Columbus. OWBA hosted a new attorney reception in Cincinnati in mid-December, welcoming new attorneys, judges and members to gather before the holidays.

The last update is about the Annual Meeting. It will be held May 21, 2015, at the Sheraton in downtown Columbus from 11:30 am - 1:30 pm. Just by way of background, the incoming president chooses the keynote speaker for this event. I recently learned from the incoming president, Grace Royalty, that Deborah Platt Majoras, the secretary and chief legal officer of The Procter & Gamble Co., has graciously agreed to be this year's keynote speaker. A bit about

Majoras - she found herself working as a receptionist at law firm Porter Wright after college when her superiors immediately recognized her talent and within a few months promoted her to paralegal. By then, Majoras was in love with law and left the firm within a year to attend law school. From there, she clerked for two years in the Federal District Court in D.C. before making her way to Jones



*Keynote Speaker,  
Deborah Platt Majoras*

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# Women at the Highest Levels: Is Shirtless Under a Jacket OK?

By Sherri Dahl, Roetzel & Andress



Taking a short break from servicing clients, I flip through the December edition of the *American Bankruptcy Institute Journal* magazine,

featuring the scales of justice on the cover, and then I see it! On the inside-front cover of the magazine is an ad showing a young, beautiful blonde woman with glossy lipstick, without a shirt...yes, that is right, I said without a shirt...wearing only a white suit jacket, pants, and an orange neck tie. The jacket exposed the woman's chest similarly to the way an evening gown would if cut down to the navel...something you might see Jennifer Lopez wear at the Grammy Awards. The caption on the ad said, "Worth Noticing." I flipped through every other page in the magazine, past all of the scholarly articles. The only skin in any other ad is a set of hands. In contrast, this ad, on the inside-front cover, has 75% of a face, significant chest skin, and a partial breast.

Why do I hate this ad? If the ad were in *Vogue*, or *People* magazine, it would not bother me. Why does it bother me in legal journal? When I look at the ad, why do I feel sick to my stomach? I do not wake up each morning feeling powerless and oppressed as a woman lawyer. Quite the opposite – each morning, I go to work, where I am a partner in a firm of approximately 200 lawyers. Important people call and email me to ask my opinion about important matters. I have the freedom to come and go as I please and an army of associates to which I can assign work. So, why does the ad distract and offend me?

After pondering for a couple of days,

I conclude that I am offended, primarily, because the ad appears in a scholarly journal that I read at work. Secondly, it reminds me of the subtle reminder of sexism at the highest levels of business and law. In a magazine focused on reaching lawyers, I do not like seeing women pictured as sex objects. Put half-naked women in fashion magazines, where the body is the focus of most ads and articles. In legal magazines, I prefer women fully clothed.

I do not expect everyone to agree with me. Some of you will think I am over-reacting. I am going to go out on a limb and guess that the women who think the ad is harmless are probably younger than I am. My thoughts on this subject are based on my experiences and my age (46). Raised by a single mother who told me that I could do anything, I started working when I was 14 and finished college later in life, after having two children. Law school began and ended after my divorce, thanks to my mom watching my young children. When I worked at manufacturing companies, before law school, I did not feel limited as a woman – although in my twenties I did have a very good job for several years working for a president and vice president who both kept calendars with pictures of naked women on their desks. In law school and early in my legal career, in my thirties, I did not feel limited as a woman, I felt lucky to be a lawyer. However, in my forties, as I climbed the ranks and looked ahead to the highest levels of law firms and corporations; for the first time, I began to see and feel subtle limitations.

2020 Women on Boards (WoB) is an organization that conducts

research studies about the gender composition of boards of directors of U.S. companies<sup>1</sup>. Each year, 2020 WoB creates a Gender Diversity Index, based on the Fortune 1000<sup>2</sup>, categorizing each company as: (a) winning, with 20%+ women on its board; (b) very close, with 11-19% women; (c) token, with 1 woman; or (d) zero, with 0 women. In 2014, companies reported: (a) 351 winning companies; (b) 159 very close companies; (c) 264 token companies; and (d) 93 companies with zero women on the board. In 2014, the percentage of board seats held by women increased to 17.7%, up from 14.6%, in 2011. In 2014, the average number of women on the board of Fortune 1000 companies is 1.8 women. However, 9.3% of the Fortune 1000 have zero women on the board and roughly one-third have zero or only one woman on the board.

Statistics related to women at the

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1. See <http://www.2020wob.com/companies>

2. Each year, 2020 WoB uses the 2010 Fortune 1000 list of companies.

3. Jennifer Smith, Two Women Win Spots Atop Big Law Firms, Wall Street Journal, Oct. 5, 2014, available at <http://www.wsj.com/articles/two-women-rise-to-top-at-big-law-firms-1412553677>

*“But one person can make a difference; and, to rise up to the highest levels, we must not be afraid of confrontation.”*

highest levels of the largest law firms are not much better. Women are roughly half of all law school students, but our numbers drop immediately after

graduation, because we are only one-third of U.S. lawyers. Another drop occurs at the partner level; women make up only 17% of equity partners at the nation’s 200 largest firms, according to the National Association of Women Lawyers. How many of us lead law firms? In 2012, at the largest firms, women are only 4% of managing partners<sup>3</sup>.

Selena Rezvani, in an article published in *The Washington Post* about women in law, provides that<sup>4</sup>:

*As an advisor to corporate women’s networks, I am hard pressed to name an industry that simultaneously has more progressive policies and yet more of an old-school culture than the large law firm environment does. You can draft as many pro-employee policies as you like, but unless women are co-creators in the firm’s strategy, they will not shape the culture.*

Why aren’t more women at the highest levels of law firms? There are many reasons, including the difficulty of learning exactly what needs to be done to achieve elevation at a firm and the

necessity of having a sponsor willing to fight for your promotion.

In the 17 years since beginning law school, I have climbed the legal mountain one day at a time, avoiding sinkholes, leaping over hurdles, and navigating around political obstacles. I feel like a well-trained athlete on good days and a broken down packhorse on bad days, but, every day I am successful and proud of my accomplishments. So, why does the ad with the shirtless woman in the white jacket and pants bug me? Maybe because I do not want to associate bare breasts with legal work? Maybe because this scholarly legal magazine had no pictures of men without shirts or pants? Or, maybe I am simply over-analyzing a simple picture? Maybe.

A couple days after first seeing the shirtless ad, I wrote an email to the Executive Director of the American Bankruptcy Institute (the magazine’s publisher) and the president of the company depicted in the ad, telling them I was offended by the ad and why. I felt better after sending the email. The magazine publisher (a man) responded quickly, saying that many had responded to the ad and that it would not appear in the magazine again. The president of the advertising company (a woman) did not respond. What I think of that is a whole other article.

My lesson from this story, and frankly from my entire career: you need to speak up and tell people what you think (no shirtless women in legal magazines, please). Women are told again and again that they need to be likeable, but that

should not foreclose us from disagreeing with the views of others and taking strong positions – being leaders. It is risky to say what you really think, if you are going against a perceived majority. But, one person can make a difference; and, to rise up to the highest levels,

we must not be afraid of confrontation.

Just ask Mary Barra, who became the CEO of General Motors in January 2014. Since Barra’s promotion, she has been the face of GM in a year when the company has been criticized for its handling of faulty ignition switches, customer deaths, and auto recalls. Barra has reached the pinnacle of success in her industry and has navigated through a year of litigation and Congressional hearings. Matt Lauer on *The Today Show*, created controversy during an interview with Barra when he asked: “Can you be both a mom and a CEO and do both well<sup>5</sup>?” Many said Lauer never would have asked a male CEO that question; I fall into that group. Lauer defended the question on his Facebook page, saying that he asked the question as a follow up to comments Barra made in a *Forbes* article and that he would have asked a man the same question<sup>6</sup>. In an interesting twist, Lauer’s producer for the Barra interview, Tammy Fine, posted a response online on July 3, 2014, titled “Producer: Why I Wanted Matt Lauer to Ask GM CEO Mary Barra “That” Question<sup>7</sup>.”

Reactions to the Barra interview question and the shirtless woman ad are similar and reflect the subtleties we face today when we think about women in the highest levels of power. What is sexism and what is not? What questions can we ask? Are we treated the same as men? When does it matter? When should we be likeable and when should we say “no”? There are no easy answers. My best advice is: trust your instincts and speak up . . . even if you do not agree with me. The conversation on all of these issues needs to continue so that the older women can remind the younger women how recently we attained their current power and so that younger women can remind older women that they still want to choose how to balance the power.

*Sherri Dahl is a partner at Roetzel & Andress, focusing on corporate insolvency and litigation matters. ■*

4. Selena Rezvani, Large Law Firms are Failing Women Lawyers, *The Washington Post*, February 18, 2014, available at <http://www.washingtonpost.com/blogs/on-leadership/wp/2014/02/18/large-law-firms-are-failing-women-lawyers/>

5. The June 2014 interview is available at <http://www.today.com/video/today/55512578#55512578>.

6. Lauer’s defense and the responsive comments are available at <https://www.facebook.com/mattlauer/posts/780908178596828>.

7. Available at <http://www.today.com/parents/why-i-wanted-matt-lauer-ask-gm-ceo-mary-barra-1D79882023>.



# Use Caution When Soliciting Potential Clients by Text Message

By Charles E. Ticknor, III and Nita Hanson Dinsmore & Shohl



There is no question that technology has streamlined the way attorneys conduct their business, and there continues to be debates over how to use that technology while staying within ethical boundaries. However, an opinion from the Ohio Supreme Court Board of Grievances and

Discipline has provided some clarity on the use of technology, specifically as it relates to the solicitation of clients.

In August 2012, an attorney's teenage daughter was a passenger in a car that hit another from behind. Within 24 hours, the teenager received a text message solicitation from a local attorney suggesting she may need his services. Her parent was incensed by what was perceived as an improper communication and sought guidance from the Board.

Recognizing that perhaps the Ohio Professional Conduct Rules were not keeping up with the technology, the Board asked for a formal request for an advisory opinion on this issue: May Ohio lawyers use text messages to solicit professional employment from prospective clients? On April 5, 2013, the Board issued Advisory Opinion 2013-2 which is entitled, "Direct Contact with Prospective Clients: Text Messages."

The short answer is, yes. Lawyers may advertise their services through SMS text messages, which are written and/or electronic communication for purposes of Prof.Cond.R. 7.2(a). The message must comply with Prof.Cond.R. 7.1 and 7.3.

The attorney must be sure that the text does not contain a false, misleading, or nonverifiable communication about their services. Prof.Cond.R. 7.3 imposes five additional requirements that apply to text message advertising by lawyers:

- The text message cannot create a "real-time" interaction similar to an internet chat room;
- The text message may not involve coercion, duress, or harassment, and the lawyer must abide by a person's request not to receive solicitations;
- If the lawyer has a reasonable belief that the prospective client is in need of legal services in a participate matter, the text message must state how the lawyer learned of the need for legal services, include the language "ADVERTISING MATERIAL" or "ADVERTISEMENT ONLY" at both the beginning and ending of the message, and cannot offer a case evaluation or prediction of the outcome;
- If the prospective client is a defendant in a civil case, the lawyer shall verify that the person has been served; and
- Text message solicitations sent within 30 days of an accident or disaster must include, in the body of the text message, the entire "Understanding Your Rights" statement contained in Prof.Cond.R. 7.3(e).

## Text Messages are Not "Real-Time" Typically

The Board found that a text message solicitation of a prospective client is not an in-person communication, and although it may be initiated with a cellular phone, would not ordinarily be considered a "live telephone" conversation. The Board's view is that a standard text message is more similar

to an email than a chat room communication. A typical text message is not a "real-time" electronic contact. However, lawyers must ensure that the technology used to solicit clients using text messages does not generate a real-time or live conversation. In addition, because most text messages are received on cellular phones, which are often carried on one's person, lawyers should be sensitive to the fact that a text message may be perceived as more invasive than an email.

## "Understanding Your Rights" Statement

The Board expressed concern that due to the limited number of characters available in a standard text message (typically 160 characters), including the entire "Understanding Your Rights" statement may cause the message to be split into multiple messages; or worse, fail to transmit in its entirety. It was the Board's opinion that including an internet link in the message to the statement was not sufficient. Likewise, a photographic attachment of the statement included in the text message also fails to satisfy Rule 7.3(e). As with any solicitation sent within thirty days of an accident or

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disaster, it is the lawyer's duty to ensure communication of the full statement – not to just hit “send” and hope for the best.

### **Considerations Before Sending a Text Message Solicitation**

The Board identified three practical considerations for a lawyer who decides to directly solicit prospective clients using text messages. First, the prospective client should not incur a cost associated with the text message. Not every service plan includes free or unlimited text messaging, and significant cost may be incurred if the recipient is traveling internationally when the text is received. Unless the lawyer can verify that a text message solicitation will not result in a cost to the prospective client, the lawyer should use “Free to End User” or similar technology by which the initiator of the message is responsible for the cost of both delivery and receipt. In other words, one should not pay for the privilege of receiving the solicitation.

The second thing lawyers should consider is the age of the recipient of the text message. If lawyers obtain phone numbers from police or accident reports, they should attempt to verify that the

*If lawyers obtain phone numbers from police or accident reports, they should attempt to verify that the numbers do not belong to minors before sending a text message solicitation.*

numbers do not belong to minors before sending a text message solicitation. Although Prof. Cond.R. 7.3 does not explicitly prohibit the direct solicitation of minors, the Board discourages it. The Rules Committee has been asked to consider proposing an amendment to the Rules of Professional Conduct that would address direct contact with prospective clients

who are minors. Some states, however, prohibit solicitation of minors. Attorneys run the risk of running afoul of the ethics rules of other states unless they verify the location of the minor. Since mobile numbers are not limited by location, the area code of the number is not always an indication of locale.

Third, before a lawyer solicits a prospective client using text message, the lawyer should carefully inspect the message and delivery mechanism to ensure compliance with all applicable federal and state laws, rules, and regulations pertaining to telemarketing laws. This may include consumer protection rules prohibiting the number of text messages sent by an autodialer to a cellular phone, the federal CAN-SPAM Act, and the requirements to abide by the federal “Do Not Call” provisions.

### **Conclusion**

Based on the criteria in Advisory Opinion 2013-2, the lawyer who solicited the teenager failed in his ethical obligations. The message did contain a statement that it was a solicitation and identified the lawyer sending it. However, the entire “Statement of Your Rights” was not transmitted, and the text message was sent within 24 hours of the accident. Despite the fact that the teen's age was listed right next to the telephone number, the solicitation was sent to a minor without attempting to communicate with a parent or guardian. The lawyer did not know if the text would result in a cost to the recipient. But, in all fairness, he may have used “Free to End User” or similar technology. Finally, the number where the solicitation text was sent is listed on the federal “Do Not Call List.”

The Board opined that while text messaging may be a novel approach to client solicitation, their ethical review was actually a straightforward application of the Rules of Professional Conduct. Here's hoping that most lawyers apply the Rules before sending any text message solicitations. ■

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*Nita Hanson is a member of Dinsmore & Shohl's Litigation Department. Hanson has a breadth of knowledge and experience in complex litigation including the formation and implementation of specific strategies in trial in both State and Federal courts in Ohio, and around the country.*

### **2015 (Continued from Page 1)**

Day in Chicago, and then eventually moving to Cleveland. In early 2001, she started the process of moving back to DC when one of her partners about to go into the Bush Administration asked her to go with him. Six months later, she went to the Justice Department. She decided to return to Jones Day in February 2004 and was in her first week back in the office when she received a call from White House personnel. They wanted to know if she was interested in being considered as chairman of the FTC. In her mind, she was a 38-year old antitrust lawyer and she wasn't going to turn her back if that's what the President wanted. Following the chairmanship, she entertained the idea of going in-house. P&G has such an outstanding reputation, she wanted to listen. She started as general counsel in 2008, and in 2010 was named CLO. The rest, we'll have to wait to hear about during her keynote.

Having Majoras as our keynote speaker is so exciting to the OWBA. The Annual Meeting is going to be an event you are not going to want to miss.

I believe that covers the update. Together, let's make this a wonderful 2015! ■

*Claudia Herrington is Director of Compliance with Jobs Ohio.*

# Leaning In, When the Time is Right For You

By Betsy Rader



As an active member of the OWBA, I frequently meet with young women who are starting out in their careers, and it has given me the opportunity to reflect upon

the choices I have made over the course of 28 years as an attorney. Despite the tough job market, new graduates are often reluctant to start out with a job that simply pays the bills, and they want their first job to be their dream job. I truly admire their dedication to their goals, but my personal experience has been that dreams sometimes have to be deferred and that the path to achieving them is not always a direct one.

In the essay I wrote for my law school applications, I expressed my passionate desire to be a public defender representing the powerless and wrongfully accused. The essay was sincere and reflected no concerns that my future choices would involve trade-offs and compromises. I chose my law school because it permitted first year students to work in legal aid clinics and had a loan forgiveness program for students who chose low-paying jobs. My second summer, I turned down a New York City law firm to work for Cincinnati Legal Aid. I wanted to be Atticus Finch, the heroic lawyer from “To Kill a Mockingbird,” and saw no reason why I would not be.

Then life happened. I graduated from law school, my husband’s job brought us to Cleveland, and in 1987 there were no legal aid or other public interest jobs available. I had no money, no connections in Cleveland and no idea how to pursue my dream job. I went to work for a large law firm, albeit a law firm that strongly supported my pro bono work. I became a litigator, representing large corporate clients but also death row inmates. I wasn’t exactly the Atticus Finch I had hoped to be, but I was earning a good income while doing some fulfilling public interest work.

I was in line for partnership and working 60 hours a week.

Then I had children. And the reality hit that with no family in the area and a husband who traveled constantly for his job, the lifestyle of a litigation attorney did not mesh well with raising three children. Atticus Finch was a widower with two children, but he lived in a small town and did not travel all over the country taking depositions! So I did not “lean in” but instead stepped away from my focus on career. I quit my job. Over the next 15 years, I alternated between staying at home with the kids, working part-time as an attorney, and running a guardian ad litem program for abused children. I did my best to balance paid work with raising my children, volunteering in the community, and even running for public office a couple of times. I continued to admire Atticus, but my priorities had shifted.

Then the children grew up. As the children got their driver’s licenses and became more independent, I ramped up my work hours again, eventually returning to full time work. Making this shift back to full time was much harder than I had imagined it would be – potential employers did not always understand or appreciate a nontraditional career path. Stepping off the expected “success trajectory” definitely impacted my marketability and the roles for which I would be seriously considered, and the current argument to “lean in” is based on undeniable facts. My time away from a full time legal practice meant that my male peers had moved far ahead of me. I was lucky that I had maintained a good network of professional contacts, had kept up my skills, and was able to re-enter the full-time work force as an in-house lawyer.

Then my children left the nest! This opened up a world of new possibilities – we could relocate; I could travel for work; I could work erratic hours without feeling guilty! I went back to graduate school and took a fellowship with the federal government, helping to design new health care models under the Affordable Care Act. I was leaning in again, but now it was time to evaluate what I really wanted to do with

the rest of my life.

I realized that my law school application essay still described what I care about most. I want to represent people, not companies. I want to give a voice to individuals who might not otherwise be heard. I want to be in a courtroom fighting for justice like Atticus Finch. So . . . now I have joined a plaintiff’s civil rights law firm where I will represent victims of employment discrimination and develop a practice representing whistleblowers. Twenty-eight years after graduating from law school, I am about to have the type of legal practice that I originally planned.

I don’t know the conclusion of this story, but I am pretty sure it’s a happy one. I haven’t climbed straight up a ladder to the top of my profession, but I have done what felt right to me at the various points in my life. Undoubtedly, women like me making choices like mine help to explain why women are underrepresented in executive leadership, in boardrooms and in Congress. But I did what was right for my personal circumstances. At the end of it all, I hope that I’ve set an example for my children as Atticus did for his when he made his choices. As he said, “[B]efore I can live with other folks I’ve got to live with myself. The one thing that doesn’t abide by majority rule is a person’s conscience.”

*Betsy Rader is joining the law firm of Thorman Petrov Griffin in March 2015. She is currently an ORISE Fellow with the Innovation Center at the Centers for Medicare and Medicaid Services in Baltimore, Maryland. Betsy received her B.A. summa cum laude from The Ohio State University, her J.D. from Yale Law School, and earned a graduate certificate in Health Care Corporate Compliance from George Washington University. She is Vice-President of the Cleveland Legal Aid Society, a Trustee of the Ohio Women’s Bar Association, and Past President of the Northeast Ohio Association of Corporate Counsel. She has been married for 30 years and has three children ages 25, 23 and 19. ■*



# Morning Social at Panera Welcomed Current and Potential Members

Contributed by Magistrate Sharon Dennis

A morning social at Panera in Akron took place on October 31, 2014. With a wonderful events room in the back, the venue accommodated more than 40 women lawyers from a variety of occupations who gathered together to network, socialize and meet the 2014 Judicial candidates. Magistrate Sharon Dennis chaired this event and members including Judge Katarina Cook from Akron Municipal Court; Kate Wexler from Brouse McDowell, LPA; Judge Lynne Callahan from Summit County Common Pleas Court; Magistrate Rebecca DiDonato Heimbaugh from Summit County Domestic Relations County Domestic Relations Court; Amy Friedmann from Buckingham, Doolittle & Burroughs, LLP; and Attorney Jennifer Jacquemain from Oldham Co. – all gathered together for coffee and pastries. Special thanks to sponsor Oldham Company, LLC, Attorneys and Counselors at Law. ■



# Ohio Shale: A Judge's and Practitioner's Perspective on Issues Surrounding Ohio's Oil and Gas

The newly formed Energy Sub-Committee, whose focus will be on the emerging and rapidly evolving area of Oil & Gas, and provide female attorneys with the opportunity to play a more active role in this area, will be hosting a kick-off CLE event. Details of the event are below.

## Ohio Shale: A Judge's and Practitioner's Perspective on Issues Surrounding Ohio's Oil and Gas

**When:** March 19, 2015

**Time:** 10:00 a.m. – 1:45 p.m. (includes lunch)

**Where:** Undo's St. Clairesville (Inside the Hampton Inn) 51130 National Road St. Clairesville, OH 43950

**Cost:** \$75 for OWBA Members or \$100 for Non-Members Includes lunch and 3 hours of CLE credit

### Topics of Discussion:

- What is Fracking?
- A Case Law Update

- Women in Law Panel
- Judicial Panel
- Practitioner's Perspective

### Speakers Include:

Kendra Sherman,  
*Squires Patton Boggs*  
Judge Pat Delany,  
*5th District Court of Appeals*  
Judge Mary DeGenaro,  
*7th District Court of Appeals*  
Ann Hunt,  
*McDonald Hopkins* ■

## OWBF Leadership Institute

The Leadership Institute is a program of the Ohio Women's Bar Foundation and was created by top women leaders in Ohio to assist women lawyers in developing their leadership skills. The Leadership Institute is very proud of the notable women leaders that serve on our Advisory Committee.

### Why a Leadership Institute for Women?

Oftentimes, law firms and corporations do not invest money in leadership training for attorneys. Even if the firm or corporation does provide leadership training, such training is unlikely to focus on the particular challenges that women face on their career path. The Leadership Institute is designed to lend a hand and to help women who are emerging leaders with practical knowledge and strategies on business development so as to attain significant leadership roles.

### Our Mission

The mission of the Leadership Institute is to advance inclusiveness within the legal profession and supplement the professional skills of women lawyers by enhancing their leadership, business development, and communication skills for the benefit of the diverse communities in which they work, live, and serve.

### The Program

Participants will receive at least 15 hours of CLE credit (pending). All sessions are usually 9:00 a.m. to 5:00 p.m. and are held in Central Ohio. The cost for the program is \$1250 (subject to a slight increase for the 2015-2016 session). The class size ranges from 14-20 members dependent on the number of applications received. Applicants need to have five-plus years in practice and be or become an OWBA member.

The 2014-2015 Leadership Institute is well underway with



### Sessions

one thru four completed. The current class members are actively participating in the sessions and gaining a wealth of knowledge and information. The topics that have been and will be covered are as follows:

- Session 1: Rainmaking & Practical Business Development Strategies
- Session 2: Executive Coaching, Branding & Career Strategy
- Session 3: Public Speaking
- Session 4: Effective Communication
- Session 5: Negotiations
- Session 6: Effective Leadership

We are currently accepting applications for the 2015-2016 Leadership Institute. The deadline to submit an application is March 27, 2015. Application and further information can be found on the following page of our website - [www.owba.org/leadershipinstitute](http://www.owba.org/leadershipinstitute). ■



# Cleveland Metropolitan Bar Association Names New Executive Director

The Cleveland Metropolitan Bar Association (CMBA) announced that Rebecca Ruppert McMahon of Avon Lake, Ohio has been chosen as the new executive director of the CMBA and the Cleveland Metropolitan Bar Foundation (CMBF).

McMahon said, “As both a Cleveland lawyer and a long term member of the CMBA, I am delighted to be joining an incredibly talented staff that works so diligently to promote our exceptional legal community.”

McMahon was approved by unanimous votes of the CMBA and CMBF Board of Trustees and started in early January. She replaces former Executive Director David R. Watson, who resigned in July to become executive director of the New York State Bar Association. Mary C. Groth, director of development and community programs, and Alla Leydiker, chief financial officer, served as co-interim directors for the past five months.

“Becky has been active in our local legal community for years and we look forward to capitalizing on her familiarity, energy and expertise for this role,” said Bruce G. Hearey, president of the CMBA. “A career-long CMBA member, she has served in many leadership roles as a volunteer. We believe she can quickly transition into the role and then leverage her talent and management experience to help the CMBA meet

*As both a Cleveland lawyer and a long term member of the CMBA, I am delighted to be joining an incredibly talented staff that works so diligently to promote our exceptional legal community.*



*Rebecca Ruppert McMahon*

new goals.”

A 15-member search committee was tasked with finding the new executive director. That committee – with input from trustees, past presidents of the association, firm managing partners, judges, the CMBA staff and a third-party consultant – submitted its final recommendation to both boards of trustees for approval.

“It was critical that we took the necessary time and steps to select the right candidate,” added Hearey. “The CMBA recently relocated into new space inside One Cleveland Center, positioning us to serve our members and community like never before. As executive director, Becky will be taking advantage of this and other great opportunities available to us that will strengthen this organization and bring additional value to our members.”

In addition to serving as executive director of the CMBA, McMahon also will serve as executive director of the Bar Foundation. The CMBF, a separate 501(c)3, is the charitable arm and partner of the Cleveland Metropolitan Bar Association. It raises funds to support the important public outreach activities

of the Association, which are organized primarily under the Justice For All umbrella. These activities include a variety of pro bono legal service, law-related education, tutoring and mentoring programs. Additionally, the CMBF assists the Association’s diversity and inclusion initiatives aimed at improving the pipeline of minority students entering the legal profession.

Admitted to the bar in 1993, McMahon is a graduate of The Ohio State University Moritz College of Law and Smith College. She currently serves on the Boards of Directors for First Federal Savings and Loan Association of Lakewood and Lake Ridge Academy. Previously, she spent three years as general counsel for Cuyahoga Community College, where she provided advice and guidance on a variety of matters. Prior to joining the College, she served as deputy general counsel at KeyBank National Association, where she led the litigation and employee relations practice groups. Additionally, in the early part of her legal career, McMahon worked as an associate at Benesch, Friedlander, Coplan & Aronoff LLP, as a law clerk for Ohio Supreme Court Justice Alice Robie Resnick, and as an assistant attorney general with the Office of the Ohio Attorney General.

McMahon said, “Through the engagement of nearly 6,000 lawyers, judges, law students, paralegals and other dedicated individuals, the CMBA and CMBF strive daily to improve the quality of and public trust in both the legal profession and our system of justice. I am profoundly honored to have the opportunity to lead organizations that in both word and deed advocate for the rule of law, integrity, community service and access to justice.”

McMahon resides in Avon Lake with her husband, Ron, and their daughter, Natalie. ■

## Bethanie R. Murray Honored by the Cleveland Metropolitan Bar Association for “Women in Law making a Difference”



Reminger Co., LPA is pleased to announce that Bethanie R. Murray has been selected by the Cleveland Metropolitan Bar Association’s Women in Law Section (CMBA

WIL) as one of their “Women in Law Making a Difference” honorees. Bethanie was recognized at the November 6, 2014, event honoring a select group of female attorneys for making a difference in the lives of other women and contributing to the Northeast Ohio community. The event is supported by the CMBA, the Northeast Ohio Chapter of the Association of Corporate Counsel, and the Legal Aid Society of Cleveland (Legal Aid). All proceeds from the event supported the programs of Legal Aid, CMBA WIL, and the Cleveland Metropolitan Bar Foundation.

As a firm shareholder, Bethanie focuses her legal practice on the defense of businesses in employment and workers’ compensation claims. She also represents professionals in medical and legal

malpractice claims. Bethanie has been published in the Cleveland Metropolitan Bar Journal and has presented educational seminars to medical, legal, and other professionals in the areas of liability and risk management. She’s been honored as an Ohio Super Lawyer Rising Star every year since 2010, and was selected to become a member of the Order of the Barristers.

Bethanie manages Reminger’s Law Clerk program in Cleveland. She also pioneered the idea for Reminger’s Women’s Initiative, a platform for developing mentoring programs and networking opportunities for female attorneys of the firm. Since its inception in 2008, the Initiative has grown to incorporate events such as the Playhouse Square Event and the Vanguard Award Gala. Bethanie currently serves as the Co-Chair of the Women’s Initiative.

Outside of the firm, Bethanie serves as a Board Member and Fellow of the Cleveland Metropolitan Bar Foundation. Since 2012, she has been a critical part of the fundraising organization, having worked on

the Rock the Foundation event, along with other initiatives and programs (“Justice for All” and “Diversity & Inclusion” umbrellas) that serve the Cleveland metropolitan community and provide pro bono legal assistance and public law-related education.

Bethanie can be reached by calling (216) 430-2224 or by emailing [bmurray@reminger.com](mailto:bmurray@reminger.com).

*About Reminger, Attorneys at Law: Reminger Co., L.P.A. is a full-service law firm with eleven offices throughout the Midwest: Cleveland, Cincinnati, Columbus, Akron, Youngstown, Sandusky, Toledo, Fort Mitchell, Lexington, Louisville and Indianapolis. With more than 125 attorneys collectively, Reminger’s practice areas include all aspects of litigation, along with corporate, tax, real estate and probate matters. Our fundamental objective in all the legal services we provide is to obtain the best possible results for our clients in the most practical and efficient manner possible. For more information, visit Reminger at [www.reminger.com](http://www.reminger.com). ■*

## Bethanie R. Murray and Carrie Masters Starts Named Co-Chairs of Reminger Co., LPA’s Women’s Initiative



Reminger Co., LPA is pleased to announce that Bethanie R. Murray and Carrie Masters Starts were named Co-Chairs of Reminger Co. LPA’s Women’s Initiative at their recent annual meeting.

Jeanne M. Mullin served most recently as the group’s Chair for the past several years.

Reminger established the Initiative in 2008 to strengthen and further

our dedication to attracting and retaining talented women lawyers. Since its inception, the Initiative has grown to incorporate events such as the Playhouse Square Event and the

Vanguard Award Gala. In addition, the group holds “Mentor Mondays” in conjunction with The Centers for Families and Children and El Barrio, and in the process helps prospective job candidate who need help and guidance by conducting mock interviews and reviewing resumes.

As a firm shareholder, Bethanie focuses her legal practice on the defense of businesses in employment and workers’ compensation claims. She also represents professionals in medical and legal malpractice claims. Bethanie has been published in the Cleveland Metropolitan Bar Journal and has presented educational seminars to medical, legal, and other professionals in the areas of liability and risk management. She’s been honored as an Ohio Super Lawyer Rising Star every year since

2010, and was selected to become a member of the Order of the Barristers.

Also a firm shareholder, Carrie focuses her legal practice in the areas of general liability, premises liability, medical and non-medical professional liability, insurance coverage and employment law. While attending the Chase College of Law, she was selected for the National Trial Advocacy Team and also won first place and best brief at the Albert R. Mugel National Tax Moot Court Competition in 2007. Carrie is a member of various bar associations. She currently serves on the Board of Trustees of the Ohio Women’s Bar Association and was elected to the Supreme Court Judicial Ratings Committee. In addition to her practice, Carrie currently coaches the Trial Advocacy team at Chase College of Law. ■

# Cooking With In-House Counsel

Wednesday, October 22, 2014 | The Seasoned Farmhouse, Columbus, Ohio

The OWBA In-House Counsel Sub-Committee and the Association of Corporate Counsel held an event for attorneys who serve as the corporate attorney or in-house counsel of Columbus area corporations or businesses. The group met for a night of cooking, eating and socializing on October 22. This event took place at The Seasoned Farmhouse, created by Chef Tricia Wheeler, which is a recreational cooking school, learning garden, cookbook library, specialty culinary boutique, and private event space located in Clintonville, Ohio. The year-round cookery, gardening, and educational programming celebrates seasonal

ingredients from the bountiful farms and artisan producers throughout Ohio.

Those in attendance got to assist the chef in preparing and cooking a meal before they all sat down to eat it. A special thanks to our sponsors Carlile Patchen & Murphy and Littler Mendelson. Without their help, such events couldn't take place. We would also like to thank Jennifer Fuller with The Scotts Miracle-Gro Company for organizing and planning this great event along with the Association of Corporate Counsel. ■





# Giving Back Statewide Event

Thursday, November 20, 2014 | Columbus, Cincinnati, Toledo and Cleveland

The Giving Back Statewide event took place on Thursday, November 20, simultaneously in four different cities – Columbus, Cincinnati, Toledo and Cleveland. Attendees could receive up to three hours of CLE credit for only \$10.00. We had great topics and even better speakers. Each location had a networking lunch prior to the event start.

Columbus was hosted and sponsored by Ice Miller. The first topic covered was “Record Retention in both the Public and Private Sectors.” Amy Ita and Catherine Jopling both with Barnes & Thornburg, LLP, as well as Pari Swift, Ohio Attorney General’s Office shared their expertise and knowledge on this subject. The second topic covered was a Panel Discussion on Navigating Transitions and Creating Opportunities – Public to Private and Private to Public. The discussion was moderated by Mimi Geswein of Ice Miller. The panel consisted of Jennifer Brunner, Brunner Quinn; Betty Montgomery, Montgomery Consulting Group; and MacMurray Petersen & Shuster LLP; Deborah Pryce, Ice Miller.

The third topic was Finding Balance, Creating Your Personal Brand and the Power of Networking. The speakers for this session were Simi Botic, The Micro Harvest, LLC and Stephanie Hanna, Carlile Patchen & Murphy LLC.

Cincinnati’s event was hosted by Frost Brown Todd, and sponsored by Reminger. The speakers for the Record Retention session were Doreen Canton, Taft Stettinius & Hollister LLP, and Christine Zimmer, City of Cincinnati’s Solicitor’s Office.

For the panel discussion Magistrate Judge Stephanie Bowman, U.S. District Court, Southern District of Ohio served as the moderator, and our speakers were Allison Besig Oswald, Esq., Hamilton County Prosecutors Office; Magistrate Anne Flottman, Domestic Relations

Division of the Warren County Court of Common Pleas; Chandra Napora, Morgan Verkamp, LLC and Laura Welles Wilson, Freking & Betz, LLC. The final session was presented by Yvette Simpson of Cincinnati City Council.

Cleveland’s event was hosted at the Carl B Stokes US Federal Courthouse in the 7<sup>th</sup> floor auditorium, who also provided us with a grant that was used to purchase lunch.

Stephanie Harley, of Ulmer and Berne was the speaker for the first session on Record Retention. The panel discussion consisted of Sherri Dahl, Roetzel & Andress LPA; Trish Lazich, Ohio Attorney General’s Office; Peggy Foley Jones and Carole Renden both with Giffen & Kaminski Attorneys at Law. Pat Gajda with Brouse McDowell LPA and current President of OWBF, served as the moderator for this session.

The last session was presented by Judy Bodenhamer, Revenue Resources, LLC and Michelle Sheehan, Reminger.

We would like to thank Katie Farrell with Reminger as well as Sandy Hutchinson from Thacker Martinsek who handled registration at this location. We greatly appreciate your help!

Toledo’s event was hosted and sponsored by Shumaker, Loop & Kendrick LLP. They started with the panel discussion in order to accommodate a last-minute speaker conflict. The panel consisted of Karin Coble, Law Office of Karin L. Coble; Anastasia Hanson, Attorney General’s Office; Evy Jarrett, Lucas County Prosecutor’s Office; Meredith Mercurio, 6<sup>th</sup> District Court of Appeals. A big thank you goes to Joyce Anagnos for stepping in to moderate for us.

The second session, “Finding Balance, Creating Your Personal Brand & the Power of Networking” was presented by Margaret Lockhart of Marshall and Melhorn, LLC. The day was finished up

with Record Retention and was presented by Emily Wilcheck of Roetzel & Andress LPA.

A big shout-out goes to the members of the committee that put this event together, including all of the city leaders and the chair of the event Lisa Kathumbi of Littler Mendelson and vice president of OWBA. Thank you to everyone who made these events possible!

Pat Gajda filled in for Amanda Gatti introducing the speakers in Cleveland. Katie Farrell, with Reminger as well as Sandy Hutchinson from Thacker Martinsek handled registration.

Overall, the day went well in all cities. ■

## *Please Join Us for These Upcoming Events*

### **New Beginnings Social – Columbus Area**

New Admittee Coffee  
Wednesday, January 28, 2015  
7:30 – 9:00 a.m.  
The Gnoesis Group – Columbus

### **Pretzel Bar Social**

Sunday, February 8, 2015  
7:15 – 9:00 p.m.  
Ronald McDonald House – Cincinnati  
Limit – 10 people

### **Ohio Shale: A Judge’s and Practitioner’s Perspective on Issues Surrounding Ohio’s Oil and Gas**

When: March 19, 2015  
Time: 10:00 a.m. – 1:45 p.m.  
(includes lunch)  
Where: Undo’s St. Clairesville  
(Inside the Hampton Inn)  
51130 National Road  
St. Clairesville, OH 43950

### **Annual Meeting**

Thursday, May 21, 2015  
Sheraton Columbus at Capital Square  
75 East State Street  
Columbus, OH 43215

## Sustaining Members (as of January 1)

**Deborah Akers-Parry**  
Wolf and Akers LPA

**Randal Sue Bloch**  
Wagner & Bloch

**Magistrate Judge Stephanie Bowman**  
U. S. District Court  
Southern District of Ohio

**Judge Janet Burnside**  
Cuyahoga County Common Pleas Court

**Angela Courtwright**  
Ice Miller LLP

**Sherri Dahl**  
Roetzel & Andress

**Judge Patricia Delaney**  
5th District Court of Appeals

**Jennifer Elleman**  
Lexis Nexis

**Amanda Gatti**  
Reminger Co., LPA

**Melissa Graham-Hurd**  
Melissa A. Graham-Hurd, Atty. at Law

**Nita Hanson**  
Dinsmore & Shohl LLP

**Laura Hauser**  
Technical Consumer Products, Inc.

**Kathleen Havener**  
The Havener Law Firm LLC

**Claudia Herrington**  
JobsOhio

**Valoria Hoover**  
Valoria Hoover Law Offices, LLC

**Jennifer J. Jacquemain**  
Oldham Company, LLC

**Lisa Kathumbi**  
Littler Mendelson

**Aneca Lasley**  
Squire Patton Boggs

**Helen MacMurray**  
Mac Murray Petersen & Shuster

**Catherine Martineau**  
MacMillan Sobanski & Todd, LLC

**Amanda Martinsek**  
Thacker Martinsek LPA

**Marilyn McClure-Demers**  
Nationwide Insurance

**Jean McQuillan**  
Case Western Reserve University School of Law

**Susannah Muskovitz**  
Muskovitz & Lemmerbrock, LLC

**Suzanne Nigro**  
Suzanne M. Nigro, Atty. at Law

**Denise Platfoot Lacey**  
University of Dayton School of Law

**Julie Rabin**  
Rabin & Rabin Co LPA

**Alice Rickel**  
Alice Rickel & Assoc

**Grace Royalty**  
U. S. District Court, Southern District of Ohio

**Laura Sanom**  
Faruki Ireland & Cox P.L.L.

**Christine Santoni**  
Reminger Co., LPA

**Michele Shuster**  
Mac Murray Petersen & Shuster

**Carrie Starts**  
Reminger Co., LPA

**Patricia Walker**  
Walker & Jocke

**Linde Webb**  
Lydy & Moan, LTD

**Kate Wexler**  
Brouse McDowell, LPA

**Amelia Workman Farago**  
Taft Stettinius & Hollister LLP

**Ann Zallico**  
Comenity LLC

## New Members (Since October 1 – December 31, 2014)

**Hannah Barnhorn**  
Lexis Nexis

**Ashley Bartman**  
Ohio State University Moritz College  
of Law

**Christina Bollman**  
The Law Office of Christina R  
Bollman

**Shelee Busch**

**Pamela Cates**  
University of Cincinnati

**Kate Decker**  
Shumaker, Loop & Kendrick, LLP

**Erin Dorris-Astley**  
Cleveland Marshall College of Law

**Mary Duffey**  
Dinsmore & Shohl LLP

**Katie Farrell**  
Reminger Co., LPA

**Emily Gerlach**  
Ohio State Mortiz College of Law

**Keelie Gustin**  
Strobl & Associates, Co., LPA

**Amberle Houghton**  
Carpenter Lipps & Leland

**Jasmin Hurley**  
University of Dayton

**Evy Jarrett**  
Lucas County Prosecutor's Office

**Crystal Maluchnik**  
JANIK LLP

**Vanessa Nichols**  
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**Mary Power**  
University of Dayton School of Law

**Dana Quick**  
Bugbee & Conckle, LLP

**Natalie Ratliff**  
Loyola University Chicago School  
of Law

**Rebecca Rayner**  
Capital University Law School

**Jennifer Rohrbaugh**  
Black Letter Discovery

**Caitlin Shanahan**  
Moritz College of Law

**Kendra Sherman**  
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**Carol Sobczak**  
Marshall & Melhorn, LLC

**Catherine Sturik**  
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**Anne Marie Swayze**  
University of Toledo College of Law

**Sharon Tassie**  
Ohio Attorney General

**Chelsey Vascura**  
United States District Court,  
Southern District of Ohio

**Larisa Vaysman**  
Squire Patton Boggs (US) LLP

**Brittany Zaehring**  
GAR Foundation

**Mechelle Zarou**  
Shumaker, Loop & Kendrick, LLP

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President-Elect  
Grace Royalty

Vice President  
Lisa Kathumbi

Secretary  
Emily Wilcheck

Treasurer  
Marilyn McClure-Demers

Immediate Past President  
Mag. Judge Stephanie K. Bowman

Executive Director  
Kimberly Fantaci

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Leah Sellers  
Judge Marie Hoover  
Nita Hanson  
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Amanda Martinsek  
Magistrate Sharon Dennis  
Ann Zallocco  
Betsy Radar  
Kristyn Huening  
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Sherri Dahl  
Tara Aschenbrand  
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OWBA/OWBF Liaison  
Carrie Starts

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Mary Lynn Readey (93-94)  
Barbara J. Smith (94-95)  
Linde Hurst Webb (95-96)  
Laura A. Hauser (96-97)  
Kirsti Talikka Garlock (97-98)  
Maria A. Kortan-Sampson (98-99)  
Jami S. Oliver (99-00)  
Helen MacMurray (00-01)  
Debra J. Horn (01-02)  
Suzanne M. Nigro (02-03)  
Michelle J. Sheehan (03-04)  
Halle M. Hebert (04-05)  
Monique B. Lampke (05-06)  
Pamela D. Houston (06-07)  
Susan E. Peterson (07-08)  
Michele A. Shuster (08-09)  
Lisa R. House (09-10)  
Valoria C. Hoover (10-11)  
Jennifer Breech Rhoads (11-12)  
Michelle Proia Roe (12-13)  
Mag. Judge Stephanie K. Bowman (13-14)

## News

# Source for Young Professionals

Cleveland-based attorney Jayne Juvan successfully built her brand and career by using social media and Twitter when both were still just finding their place in the professional world, she had no idea that she would become a role model and inspiration for other professional women in their 30s.

Juvan, 34, who made partner at law firm Roetzel & Andress at age 32 after only seven years of legal practice, is the only practicing attorney at a law firm among the 26 young professional women who are featured in the new Forbes Media book “Their Roaring Thirties: Brutally Honest Career Talk from Women Who Beat the Youth Trap.” The book’s author, Denise Restauri, considered 100 women and their stories for inclusion in the book.

Juvan started out as a young, female attorney in the crowded, male dominated legal profession by taking an independent path. Through social media and Twitter, she focused on revealing her personality and developing useful content for her followers, as well as identifying and connecting with other powerful women and professional leaders worldwide.

“Social media was just beginning to gain traction when I started practicing law, but I thought that it presented a tremendous opportunity to bring new and innovative ideas about my practice to a large, global audience,” Juvan says. “The legal profession tends to be conservative and somewhat risk adverse, but is in a period of change and is ripe for disruption. I felt like it was the perfect channel to express my thoughts on transactional activity and use these tools to differentiate myself.”

At Roetzel, Juvan focuses her practice on advising public and high-growth private companies, private equity funds and venture capital funds on mergers and acquisitions, joint ventures and strategic alliances. She also serves as the chair and is the founder of the Roetzel Women of Success initiative.

Juvan stresses the following keys to her own success:

- **Innovation**

“Have the courage to take a different path than others traditionally have taken. Change and innovation are never easy, but doing things in your own unique way will provide you with the opportunity to stand out and make your mark.”

- **High performance and high integrity**

“Shortcuts may seem appealing, but usually do not lead to lasting results. Building a business brick by brick, in an authentic way, over time, is crucial.”

- **Taking risks**

“Risk inevitably involves failures along the way, but being willing to take risks is key to catapulting yourself to the next level.”

*Jayne Juvan is available for an interview or to write an article about how young professional women can continue to break through barriers and succeed today. Contact Randy Labuzinski at (773) 405-7583. ■*

*“Risk inevitably involves failures along the way, but being willing to take risks is key to catapulting yourself to the next level”*



## March is Women's History Month

The Library of Congress, National Archives and Records Administration, National Endowment for the Humanities, National Gallery of Art, National Park Service, Smithsonian Institution and United States Holocaust Memorial Museum join in paying tribute to the generations of women whose commitment to nature and the planet have proved invaluable to society.

### About Women's History Month

Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, Presidents Clinton, Bush and Obama have issued a series of annual proclamations designating the month of March as "Women's History Month."

*From the Law Library of Congress' guide to the legislative history of Women's History Month.*

### Executive and Legislative Documents

The Law Library of Congress has compiled guides to commemorative observations, including a comprehensive inventory of the Public Laws, Presidential Proclamations and congressional resolutions related to Women's History Month.

For more information go to <http://womenshistorymonth.gov>.

## Women in History

**January 5, 1925** – Nellie Tayloe Ross is inaugurated as the first woman Governor in U.S. history – as Governor of Wyoming.

**January 11, 1935** – Amelia Earhart makes the solo flight from Hawaii to North America.

**January 13, 1850** – Charlotte Ray is born. She was the first female African-American lawyer and first woman admitted to the bar in Washington, D.C. She died in 1911.

**January 29, 1926** – Violette Neatly Anderson is the first African-American woman to practice law before the U.S. Supreme Court.

**February 3, 1821** – Elizabeth Blackwell is born. She is the first full-accredited female doctor in the U.S. (in 1849), and along with her sister Emily, founded the first medical school for women.

**February 3, 1874** – Poet, author and art critic Gertrude Stein is born. She died in 1946.

**February 7, 1867** – Laura Ingalls Wilder is born. The author of the beloved Little House books died in 1957.

**February 17, 1870** – Esther Hobart Morris in Wyoming became the first American woman Justice of the Peace.

**February 27, 1922** – U.S. Supreme Court upholds the 19<sup>th</sup> Amendment to the Constitution, which guarantees women the right to vote.

**March 4, 1917** – Jeannette Rankin (R-MT) took her seat as the first female member of Congress.

**March 8** – International Women's Day, whose origins trace back to protests in the U.S. and Europe to honor and fight for the political rights of working women.

**March 11, 1993** – Janet Reno is confirmed as the first woman U.S. Attorney General.

**March 15, 1933** – Ruth Bader Ginsburg is born. She was second female U.S. Supreme Court Justice.

**March 26, 1930** – Sandra Day O'Connor, first woman U.S. Supreme Court Justice is born.

## Follow us on Social Media

The Ohio Women's Bar Association can be found on Facebook, Twitter and LinkedIn. Join our groups, like us and connect to us to share information and connect with women attorneys across Ohio.



<http://www.facebook.com/OhioWomensBarAssociation>



<http://www.twitter.com/OWBA>



<http://www.linkedin.com/Group/OhioWomen'sBarAssociation>