

# Women's Initiative @ Eckert

## 2019 Year in Review

As we usher in the beginning of a new year (a new decade!), we also take time to reflect on the past year. And what we find is joy. Joy in sharing and celebrating our individual achievements. Joy and pride in our collective successes—most notably, participating together in our inaugural Women's Initiative Summit! Joy and gratitude as we intentionally and purposefully help those in need. Joy and fulfillment in knowing that one's abilities and talents made a difference in the life of another. In this 2019 edition of the Year in Review, we celebrate the many joys of our professional lives as proud members of the Women's Initiative at Eckert Seamans. As we look ahead in 2020, we know that there is always room for more joy!

### Welcome

**Nicole Coccozza, Corey Sullivan Martin, and Amanda Scafidi** joined the firm's Boston office.

**Laura Fein** joined the firm's Newark office.

**Debora Plehn-Dujowich** (Philadelphia) joined the firm's Philadelphia office.

**Lauren Burge, Maya Cheriyan, Stephenie Anderson Scialabba, and Gretchen Panchik** joined the firm's Pittsburgh office.

**Shannon Kapadia** joined the firm's Richmond office.

**Jessica Arena and Abby Onaghise** joined the firm's Washington, D.C., office.

**TaeRa Franklin** joined the firm's White Plains office.

### Internal Promotions

**Julia Charnyshova** (Pittsburgh), **Christina Frangiosa** (Philadelphia), and **Gosia Kosturek** (Pittsburgh), were promoted to equity membership.

**Rachel Moynihan** (Boston) was promoted to special member.

**Clare Gallagher** (Pittsburgh) and **Bridget Montgomery** (Harrisburg) were elected to the firm's Board of Directors.

**Sandra Mihok** was appointed member-in-charge of the Pittsburgh office, and **Colleen Shields** was appointed member-in-charge of the Wilmington office.

**LaToya Winfield Bellamy** (Harrisburg) was appointed as chair of Circle Mentoring and **Gosia Kosturek** (Pittsburgh) was appointed as chair of the firm-wide Summer Associate Program.

### In Service of the Community & Profession

**LaToya Winfield Bellamy** (Harrisburg) continued to serve as chair of the Dauphin County Bar Association Equal Professional Opportunity Committee.

**Victoria Britton** (Princeton) was appointed to a three-year term on a committee that investigates candidates seeking judicial or prosecutorial appointments throughout the state of New Jersey, and makes recommendations on the qualifications of such candidates to the Governor's office. In addition, Victoria continues to provide pro bono legal assistance via Kids In Need of Defense to undocumented children who enter the U.S. without a parent or legal guardian.

**Beth Brunins** (Pittsburgh) was elected to serve as a member of the Women's Board of Pittsburgh.

**Sara Davis Buss** (Pittsburgh) was elected to serve a three-year term on the National Association of Bond Lawyers Board of Directors.

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**Jennifer Caron** (Harrisburg) was appointed to serve as assistant treasurer for the “Ladies First” Board of Directors.

**Annemarie DiNardo Cleary** (Richmond) presented “Other Employment Laws You Should Know” at the National Business Institute seminar Mini Law School for HR Professionals.

**Annemarie DiNardo Cleary** and **Karen Elliott** (Richmond) provide pro bono counsel on behalf of Cancer LINC, a Central Virginia-based nonprofit that connects cancer patients and their families with legal assistance and financial and community resources.

**Nicole Coccozza** (Boston) served as a volunteer lawyer for the Arts & Business Council, Greater Boston, where she counsels local artists on a broad spectrum of intellectual property and business-related issues. Nicole also organized and moderated a panel titled “How to Become a Civil Rights Practitioner,” which was held at Suffolk University Law School and again at UMass Dartmouth School of Law School. In addition, Nicole was selected as a member of the Massachusetts Bar Association Young Lawyers Division Board of Directors for 2019-2020.

**Jill Cohen** (Princeton) continued to serve as a trustee on the Bristol Riverside Theatre Board. Also, through the New Jersey Bar Association, Jill coached a high school moot court team that made it to the county finals.

**Jill Cohen** (Princeton) and **Sarabeth Gaver** (Princeton/Newark) participated in the Jersey Capital 5K Fun Run to raise money for the Leukemia & Lymphoma Society.

**Karen Elliott** (Richmond) was elected to a two-year term as legislative affairs director on the Richmond Society of Human Resources Board.

**Cecelia Fanelli** (White Plains/Philadelphia) taught in the American University Washington College of Law’s Hospitality and Tourism Law Program, including courses on the purchase and sale of hotel assets, letters of intent and dispute resolution terms in hotel management, and franchise agreements. In addition, Cecelia was appointed as the chair of the ABA Common Interests Ownership Development Committee of the Real Property, Probate, and Trust Law Section, of the Hospitality, Timesharing, and Common Interests Development Group.

**Michelle Grady** (Newark) served as chair of the Municipal Awards Nomination Subcommittee of the New York City Affairs Committee. Her committee interviews and selects the recipients of the NYC Municipal Affairs Awards. Michelle is also a volunteer lawyer for Monday Night Law, which is a program designed to help address the public’s need for affordable and accessible legal guidance and assists more than 1,000 New Yorkers annually.

**Gosia Kosturek** (Pittsburgh) was appointed to serve on Law360’s Hospitality Editorial Advisory Board for the second consecutive year.

**Laura Kurtz** (Harrisburg) was appointed by Governor Tom Wolf and confirmed by the Pennsylvania Senate to serve on the Board of the Pennsylvania Economic Development Financing Authority.

**Tara Lattomus** (Wilmington) was named as co-chair of the Tourism and Hospitality Section of the Delaware Bar Association, which she helped to establish. She also continued to serve as a Guardian Ad Litem for the Delaware Office of the Child Advocate, where she has represented the interests of children in foster care for more than 10 years.

**Renee Mattei Myers** (Harrisburg) served as co-chair of the Pennsylvania Bar Association Women in the Profession Executive Council. She also continued to serve as co-director of the Cumberland Valley Girl Scouts Service Unit and again coordinated the Harrisburg office’s holiday “Gifts for Kids” program in conjunction with Dauphin County Children and Youth.

**Jodi Dyan Oley** (Philadelphia) served as chair of the Defense Research Institute’s Product Liability Committee’s Automotive Specialized Litigation Group. She also served her seventh consecutive year as co-coordinator for Wills for Heroes for Chester County.

**Kelly Pietracatello** (Pittsburgh) was appointed vice chair of the Bylaws Committee of the Allegheny County Bar Association.

**Debora Plehn-Dujowich** (Philadelphia) was invited by the president of the American Intellectual Property Law Association to form part of the Harmonization Committee, an invitation-only committee that is dedicated to issues regarding the harmonization of IP law around the world.

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**Kennedy Ramos** (Washington, D.C.) took on a pro bono case through the Veteran's Consortium Pro Bono Program and successfully represented a veteran before the Court of Appeals of Veteran's Claims, securing a remand of the client's claim for benefits back to the Board of Veteran's Appeals.

**Jenn Rawson** (Pittsburgh) was appointed as the vice chair of the Pennsylvania Bar Association's Charitable Organizations Committee.

**Evelyn Sahr** (Washington, D.C.) began serving her term as president of the Washington, D.C.-based International Aviation Club, for which she previously served as vice president and secretary.

**Amanda Scaffidi** (Boston) provides pro bono legal services to victims of domestic violence as a member of the Women's Bar Foundation's Family Law Project, which was designed to meet the legal needs of the underserved in the legal services community who have already been denied representation by a legal services agency and who might otherwise "fall through the cracks."

**Jen Shepler** (Pittsburgh) was reappointed as secretary and member of the Environmental Advisory Council for the Municipality of Murrysville.

**Tricia Springer** (Harrisburg) was elected to serve as the president of the Widener Commonwealth Law School Alumni Association and was appointed to serve as a member of the Board of Advisors for the Widener Commonwealth Law School.

**Brittany Stepp** (Philadelphia) was elected to a three-year term on the Justinian Society of Philadelphia Board of Governors. She was also elected to serve a one-year term as a board member of the Philadelphia Chapter of the Labor and Employment Relations Association.

**Katie Surma** (Pittsburgh) served for her second year as a Court Appointed Special Advocate.

The following women are volunteers in the Philadelphia Reads program: **Pia Aklia**, **Liz Gallard**, **Leslie Hayes**, **Monakee Marseille**, **Heather Olson**, **Carol Press**, **Zander Rogin**, **Amy Snyder**, **Brittany Stepp**, and **Jenna Torres**.

And in the Pittsburgh office, the following women volunteer in the Reading is FUNdamental program: **Carolyn Boucek**, **Christine Bowers**, **Taylor Brailey**,

**Beth Brunins**, **Julia Charnyshova**, **Maya Cheriyan**, **Laura DelFratte**, **Christine Etheridge**, **Heather Stone Fletcher**, **Clare Gallagher**, **Lindsey Conrad Kennedy**, **Gosia Kosturek**, **Audrey Kwak**, **Tricia Mahlstedt**, **Sandra Mihok**, **Kate Pomerleau**, **Jenn Rawson**, **Danielle Scalise**, **Jen Shepler**, and **Alison Viola**. **Amy Roy** established the program and continues to lead the firm's effort.

## Speaking for Eckert Seamans

**Victoria Britton** (Princeton) presented on a panel titled "The Lowdown on Getting High" at the 104<sup>th</sup> Annual New Jersey State League of Municipalities Conference. She was also a speaker on the panel "Affordable Housing Law from Mount Laurel I to Today: A View from 60,000 Feet Up" at the Somerset County Bar Association Marathon CLE, and on the panel "Effective and Practical Assistance for Affordable Homebuyers," to the Affordable Housing Professionals of New Jersey.

**Beth Brunins** (Pittsburgh) presented on "The Perils of Social Media Promotions in the Hospitality Industry" at the Hospitality Law Conference Series 2.0 in Washington, D.C.

**Jill Cohen** (Princeton) spoke at the National Business Institute seminar "Human Resource Law: The Ultimate Guide" on "Legal Updates and Enforcement Trends: How They Impact Your Company" and "Marijuana, Drug Testing, Alcohol and More: Current Legal Perspectives." Jill also spoke on behalf of the New Jersey State Bar Association to the Displaced Homemakers Center at the Bergen County Career Center. The topic was what women should think about when returning to the workforce.

**Cecelia Fanelli** (White Plains/Philadelphia) presented "Hotels as the Purchase of Real Estate: The Fallacy" at the Annual American Bar Association Real Property Conference.

**Christina Frangiosa** (Philadelphia) presented on the panel "Best Practices in Trademark Searching, Prosecution & Maintenance" at the 7th Annual American Bar Association IP Law Trademark Day with the U.S. Patent and Trademark Office. She also moderated "What's New at the Trademark Office? Coffee with USPTO Trademark Leadership," at the American Bar Association Section of Intellectual Property Law's 34th Annual IP Law Conference.

**Jamie Inferrera** (Pittsburgh) co-organized the Sixth Annual Delaware Firearms Law Seminar, at which she

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co-presented “Recent Delaware Decisions on the Right to Bear Arms.” She was also part of a panel discussion titled “Lifting Women in Advancement HIGHER,” at the Independent College Advancement Associates Summer Conference. Jamie also spoke at the Independent College Advancement Associates Summer Conference on a panel on promoting and advancing women in nonprofits and college/university development.

**Sarah Morrissey** (White Plains) presented “Using Handbooks to Protect Against Legal Liabilities” at the National Business Institute's Human Resource Law Boot Camp.

**Jodi Dyan Oley** (Philadelphia) spoke on a panel about the governance of autonomous vehicles at the Pennsylvania Automated Vehicles Summit and presented updates to the Autonomous Vehicle Legislative Survey for a Product Liability Advisory Council webinar.

**Jenn Rawson** (Pittsburgh) was a presenter for Pennsylvania Bar Institute program “Preparing the Pennsylvania Inheritance Tax Return.”

**Colleen Shields** (Wilmington) played defense counsel for a mock jury trial for a CLE titled “How Jurors Deliberate,” presented by the Vincent A. Bifferato Superior Court Trial Practice Forum.

**Colleen Shields** and **Zander Rogin** (Wilmington) co-presented “Legal Significance of Documentation in the Age of the Audit Trail” at the Kennedy Inaugural Emergency Department Symposium.

**Sarah Stoner** (Harrisburg) was on a panel discussion titled “The Cannabis Industry in the Tri-State Area,” at the Widener Law Review Symposium.

**Evelyn Sahr** (Washington, D.C.) was a panelist on the topic “The New Worldwide Airport Slot Guidelines” at Airport Council International’s 2019 International Aviation Issues Seminar. In addition, she moderated “Airline Disability Regulation: A Nose-to-Tail Review of Emerging Global Trends and Other Hot Topics” at the American Bar Association’s Forum on Air & Space Annual Meeting and was the course planner for the ABA’s Forum on Air & Space Law program session “Brexit’s Aviation Implications.”

## FIRM-SPONSORED CLE EVENTS

At the firm’s Pittsburgh CLE program in August, **Lindsey Conrad Kennedy** (Pittsburgh) presented “Disability Discrimination in Employment & Beyond: What You Need to Know” and **Candace Lynn Bell** (Buffalo) presented “Copyright Registration – A Must Have for Infringement Litigation.”

At the April HR Forum in Pittsburgh, **Clare Gallagher** (Pittsburgh) presented “Employment Arbitration: Is it right for your organization and how do recent developments impact the use of arbitration agreements,” **Lindsey Conrad Kennedy** (Pittsburgh) presented “Violence in the Workplace: The legal framework and best practices for preventing, investigating, and responding to employers’ worst fear: violence and threats of violence at work,” and **Taylor Brailey** (Pittsburgh) co-presented “News You Can Use: A review of recent judicial, legislative, and regulatory developments of significance to employers.”

At the November HR Forum in Pittsburgh, **Sandra Mihok** (Pittsburgh) and **Christine Bowers** (Pittsburgh) co-presented “It’s Prime Time for a Primer on HRAs, HSAs, and FSAs,” **Renee Mattei Myers** (Harrisburg) presented “Key Considerations for your Next Workplace Investigation,” and **Lindsey Conrad Kennedy** (Pittsburgh) and **Taylor Brailey** (Pittsburgh) co-presented “News You Can Use.” Labor and Employment Vice Chair **Clare Gallagher** (Pittsburgh) moderated the session.

**Renee Mattei Myers** (Harrisburg) presented a Lunch-and-Learn session on responding to an administrative change.

## In the News

**Chauna Abner** (Wilmington) co-authored the following articles for the Delaware Business Court Insider: “Chancery Affirms Advancement Principles,” “Chancery Decision Recites Basic Advancement Rules,” “Recent Decision Clarifies Safe Harbors in DGCL Section 144 for Board Action,” and “Highlights of Key Decisions from Delaware's Supreme Court and Court of Chancery.”

**Brooke Alston** (Philadelphia) was a contributor to the article “Techniques in Gastrointestinal Endoscopy,” a medical journal published by Elsevier Inc, and co-authored “Medicolegal aspects of ERCP in the era of

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duodenoscope-related infections,” for the Techniques in Gastrointestinal Endoscopy Journal.

**Candace Lynn Bell** (Buffalo) authored the articles “What do you mean I can't name my artisanal gin after my dog?” and “Your Label, Your Bottle, Your Story, Your Copyright,” for the publication Artisan Spirit. **Candace** also authored the article “A Primer on Trademarks for the Construction Industry” for Breaking Ground Magazine.

**Candace Lynn Bell** (Buffalo) and **Christina Frangiosa** (Philadelphia) co-authored two articles: “Insight: Tips for Protecting Creative Works Following SCOTUS Copyright Ruling” for Bloomberg Law and “Four Steps to Take Today to Protect Your Copyrights” for Photo PXL.

**Carolyn Boucek** (Pittsburgh) co-authored “Courts Clash over Application of the Discovery Rule to Breach of Contract Claims” for The Legal Intelligencer and “New Clarity on Expert Testimony in Pa. State Courts” for Law360. She also authored “The devil in the details: Using abandoned claims as a sword and a shield,” for the Allegheny County Bar Association Lawyers Journal.

**Victoria Britton** (Princeton) was quoted in the Burlington County Times article “Morrestown considers affordable housing sites.”

**Julia Charnyshova** (Pittsburgh), **Gosia Kosturek** (Pittsburgh) and **Rachel Moynihan** (Boston) were highlighted for their partnership promotions in Law360.

**Elizabeth Martin Colombo** (Pittsburgh) authored “Hosting Hollywood: Legal factors to consider before signing a location agreement for your luxury hotel,” for Luxury Hoteliers Magazine and “All the World’s A Stage: Legal Factors to Keep in Mind Before Signing a Location Agreement,” for the Converge Blog on HospitalityLawyer.com.

**Karen Elliott** (Richmond) authored “INSIGHT: Website Accessibility and the ADA – Is Your Business Ready? For Bloomberg Law. She was also a featured subject matter expert in three CNN Business articles in 2019: “Should you text with your boss?” “Emojis are increasingly coming up in court cases. Judges are struggling with how to interpret them,” and “To hug or not to hug: A 5-step guide to embracing at work.” In addition, Karen was quoted in the New York Post article “Wall Street would rather you didn’t bring your pets to work” and in the article “Here’s What You Can Do if

You’re Sexually Harassed at Work,” which appeared on The Muse.

**Lindsey Conrad Kennedy** (Pittsburgh) authored the article “Does the ADA Cover Accommodations for Transgender Women?” published in Law360 and “Thinking About an Unlimited PTO Policy? Ask These Questions First” published by Bloomberg Law. In addition, Lindsey was quoted in HR Dive regarding best practices for crafting a PTO policy – and getting workers to use it.

**Audrey Kwak** (Pittsburgh) authored “Your Company's Project Record Retention Policy: What Every Contractor (And Engineer and Owner) Needs to Know,” for Breaking Ground Magazine.

**Sandra Mihok** (Pittsburgh) was featured in the Pittsburgh Post-Gazette, Pittsburgh Business Times, and Legal Intelligencer as the new leader of the Eckert Seamans’ Pittsburgh office. In addition, Bloomberg created a news profile of Sandra based on her appointment.

**Renee Mattei Myers** (Harrisburg) authored the article “The Virtual Work Space: What Are the Benefits and Risks?” and “Tis the season: Tips for Keeping It a Happy One for Employees and Employers,” for HR Daily Advisor. She also authored an article on the value of mentoring, which appeared in the PBA Women in the Profession newsletter, Voices and Views.

**Monakee Marseille** (Philadelphia), **Karen Moury** (Harrisburg), and **Jodi Dyan Oley** (Philadelphia) collaborated to compile the updated edition of the Autonomous Vehicle Legislative Survey, which provides a description of latest actions regarding autonomous vehicles taken by each U.S. state and territory, and provides an analysis of how the position of each state compares to other states. On a related note, **Jodi Dyan Oley** continued to serve as co-editor of the firm’s Artificial Intelligence Law Blog.

**Heather Olson** (Philadelphia) is the primary author of Pennsylvania chapter in forthcoming state-by-state DRI online publication.

**Jessica Reno** (Wilmington) co-authored the article “Chancery Court Interprets Contractual Indemnification Clause” from the Delaware Business Court Insider.

**Zander Rogin** (Wilmington) was a contributing author to the 19<sup>th</sup> Edition of the Philadelphia Court of Common

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Pleas Civil Practice Manual published by the Pennsylvania Bar Institute.

**Tricia Springer** (Harrisburg) co-authored “New Rule Means All PA Borough Police Have Civil Service Rights,” which was published in Pennsylvania Borough News.

**Jenna Torres** (Philadelphia) co-authored “Emerging Issues Committee Update: Cross-Border ‘Bleed Over’ in advertising and Availability of Trademarks on the Internet—Questions of Use and Infringement,” co-author, INTA Bulletin, April 2019.

Many WIE members contributed articles to firm-published client newsletters and alerts this year, including: **Brooke Alston** (Philadelphia) and **Zander Rogin** (Wilmington) for the 2019 Professional Liability Update; **Jodi Dyan Oley** (Philadelphia) for the Artificial Intelligence Law Blog; **Evelyn Sahr** (Washington, D.C.) for the Aviation Regulatory Update and Aviation Blog; **Candace Lynn Bell** (Buffalo), **Audrey Kwak** (Pittsburgh), and **Gretchen Panchik** (Pittsburgh) for the Construction Law Newsletter; **Christina Frangiosa** (Philadelphia) for the Intellectual Property Alert; **Stephenie Scialabba** (Pittsburgh) and **Kelly Pietracatello** (Pittsburgh) for the Data Security & Privacy Alert; **Charlotte Bednar** (Boston); **Karen Elliott** (Richmond); **Annemarie Cleary** (Richmond); **Brittany Stepp** (Philadelphia); **Tricia Springer** (Harrisburg) for the Labor & Employment Update; **Christine Bowers** (Pittsburgh), **Kate English** (Pittsburgh), **Heather Stone Fletcher** (Pittsburgh), **Sandra Mihok** (Pittsburgh) for the Tax, Estates & Benefits Alert.

Also, **Christina Frangiosa** (Philadelphia) authored posts on her Privacy and IP Law Blog.

## Honors and Awards

**Tara Burns** (Harrisburg) was accepted into the Pennsylvania Bar Leadership Institute class of 2019-2020.

**Nicole Coccozza** (Boston) was selected as an Academy Fellow for the Massachusetts Bar Association’s Leadership Academy for 2019-2020.

**Nicole Coccozza**, **Shaina Rosenbleet**, and **Rachel Moynihan** (Boston) were recognized as “Rising Stars”

in the 2019 edition of New England Super Lawyers Magazine.

**Karen Elliott** (Richmond) was recognized as a Virginia Super Lawyer for the eighth consecutive year.

**Christina Frangiosa** (Philadelphia) was selected for inclusion in the 2019 Guide to the World’s Leading Women in Business Law in the field of intellectual property. She is one of only four Philadelphia IP attorneys included in the guide, which is an Expert Guides publication.

**Sarah Greenberg** (White Plains) was selected for inclusion as a “Rising Star” in the 2019 edition of New York Metro Super Lawyers Magazine.

**Kelly Pietracatello** and **Alison Viola** (Pittsburgh) were accepted into the Women in Leadership in Law program, sponsored by Allegheny County Bar Association in conjunction with Carnegie Mellon University.

**Colleen Shields** (Wilmington) was elected as a Fellow of the International Society of Barristers. Colleen was also recognized in Delaware Today Magazine as one of the 2019 Top Lawyers in the region in the category of medical negligence defense.

**Dot Davis** and **Nancy Rackoff** (Pittsburgh) and **Joan N. Stern** (Philadelphia) were selected for inclusion in the 2019 edition of Pennsylvania Super Lawyers Magazine.

**Cecelia Fanelli** (White Plains/Philadelphia) and **Evelyn Sahr** (Washington, D.C.) were again selected for inclusion in the nationwide rankings as “Notable Practitioners” in the 2019 edition of Chambers USA. Also, **Joan N. Stern** and **Kitt Turner** (Philadelphia) were selected for inclusion in the Chambers USA Pennsylvania rankings.

Eight WIE members were named among The Best Lawyers in America, including two “Lawyer of the Year” distinctions – **Renee Mattei Myers** was named Best Lawyers 2020 Labor and Employment “Lawyer of the Year” in Harrisburg and **Joan N. Stern** was named Best Lawyers 2020 Banking and Finance Law “Lawyer of the Year. Also recognized were **Sara Davis Buss**, **Kate English**, **Christine Ethridge**, **Sandra Mihok**, and **Nancy Rackoff** in Pittsburgh and **Karen Elliott** in Richmond.

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### *Inaugural Women's Initiative Summit*

In October, 100 women lawyers from across the firm gathered to celebrate the inaugural Women's Initiative Summit in Pittsburgh. The summit got off to a great start, with inspiring remarks by Women's Initiative Co-Chairs **Sandra Mihok** and **Elizabeth Martin Colombo**, who were joined by CEO Tim Hudak. Up next was **LaToya Winfield Bellamy**, who shared information about the firm's new circle mentoring initiative, and Chief Diversity, Equality & Inclusion Officer Chris Bennett, who offered his support, enthusiasm, and plans for the firm's DEI programs.

Summit facilitators Debbie Epstein Henry and Pat Gillette, both leading experts on gender diversity and equality in the law, led the group through several sessions and table exercises. Debbie and Pat then moderated two interesting and impactful panel discussions. Over lunch, Debbie led "The Roadmap to Effective Sponsorship," featuring panelists **Kate English**, **Heather Stone Fletcher**, Tim Hudak, and **Gosia Kosturek**, who discussed how sponsors (i.e., power brokers) and sponsees (i.e., high potentials) can develop mutually beneficial relationships and advance their careers. Pat then moderated "Rainmakers: Born or Bred?," featuring Chris Bennett, **Beth Brunins**, and **Karen Elliott**, who shared practical examples and tips for what has worked for them (and what hasn't) when developing new business.

### *Office Initiatives: Boston*

Boston members of the Women's Initiative at Eckert attended the Women's Bar Foundation Annual Comedy Night in May. The event is a fundraiser for the Women's Bar Foundation, which is dedicated to ensuring access to justice for low-income individuals by providing free legal assistance to low-income individuals and their families.

In addition, members of the Boston chapter attended a fundraiser for the Women's Lunch Place, a day shelter community, providing nutritious food and individualized services for women who are experiencing homelessness or poverty. The fundraiser was hosted by the Massachusetts Real Estate Bar Association's Women's Networking Section.

### *Office Initiatives: Pittsburgh*

In March, members of the Women's Initiative at Eckert gathered at Bakersfield Tacos for chips & dips, tacos, and discussion about upcoming Women's Initiative programming.

In August, members of the Women's Initiative at Eckert helped brighten the day of the children and moms who are living at the Women's Center and Shelter of Greater Pittsburgh (WC&S), which provides shelter and services to intimate partner violence survivors and their children.

The group served delicious ice cream sundaes and helped the children to make fun ice cream-themed crafts. **Lindsey Conrad Kennedy**, who serves on the WC&S Development Committee, organized the volunteer activity for the firm. Participants included Women's Initiative Co-Chairs **Sandra Mihok** and **Elizabeth Martin Colombo**, as well as **Heather Stone Fletcher**, **Gosia Kosturek**, and **Alison Viola**.

The staff at the shelter told the group that "it meant the world to the women and kids who got a truly rare treat during a difficult time in their lives. Everything was lovely and so well planned. Thank you for your generosity, your thoughtfulness, and your commitment to WC&S." They also mentioned that in the future, photos of the sundae bar would be shared with other corporate volunteers as an example of how to make a party special for the shelter residents.

And finally, the Pittsburgh WIE group gathered again in December for the fourth annual WIE Holiday Tea. The high tea is a special opportunity to join with friends to connect, relax, and experience the traditions and customs of an afternoon respite in the grand and historic atmosphere unique to Pittsburgh's Omni William Penn Hotel.

### *Office Initiatives: Washington, D.C.*

On June 6, D.C. members of Women's Initiative at Eckert hosted clients at the National Portrait Gallery and Flight Wine Bar for "Remember the Ladies," celebrating portraits of or by women. WIE members and their guests met at the National Portrait Gallery for a private guided tour by a professional tour guide.

The tour included portraits of well-known contemporary women, such as "The Four Justices," depicting the four female justices who have served on the U.S. Supreme Court and the Amy Sherald portrait of Michelle Obama.

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The group then moved to nearby Flight Wine Bar for happy hour, snacks, and good company.

In December, WIE Washington gathered for tea at The St. Regis Hotel, a long-standing holiday tradition for the group. The group enjoyed an afternoon filled with good conversations, beautiful holiday decorations, and a chance to get to know one another better.