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Higginbotham Panel Focuses on Diversity and Inclusion from the General Counsel's Perspective



Higginbotham panel: (from left) Moderator Marcel Pratt, Gayle Littleton, Rudy Rivera, and Stevie Lewis.

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By Rachel Kipp

Successfully integrating diversity, equity, and inclusion into the fabric of corporate America takes authenticity, accountability, and consistency, said a panel of general counsels from Fortune 500 companies during the keynote panel discussion at the Summer Quarterly meeting on July 28.

The panel discussion featured Stephani (Stevie) Lewis, general counsel, IKEA North America; Gayle Littleton, executive vice president and general counsel, Exelon Corp., and Rodolfo (Rudy) Rivera, chief international counsel, Fidelity National Financial. Moderated by Marcel Pratt, Philadelphia managing partner of Ballard Spahr, the discussion was presented in honor of the legacy of Judge A. Leon Higginbotham. Higginbotham was the first Black U.S. District Judge for the Eastern District of Pennsylvania and a lifelong champion of individual rights.

"Our Bar Association … reflects on Judge Higginbotham's legacy because it reminds us of the power we have as lawyers to respond to injustice," Pratt said before introducing the panel. "We currently live in times that require outspokenness and courage, just as Judge Higginbotham demonstrated."

The panelists emphasized that diversity, equity, and inclusion are business imperatives – successful initiatives in these areas lead to stronger teams and employees with higher job satisfaction. Additionally, companies are better able to respond to the perspectives and needs of a diverse customer base.

"People think of it as a cherry [on top of the sundae]

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KATAYUN I. JAFFARI FOR VICE CHANCELLOR OF THE PHILADELPHIA BAR ASSOCIATION

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Dear Colleagues,

As I mentioned last month, I am excited to announce my candidacy for vice chancellor of the Philadelphia Bar Association.

My parents believed that the highest and most rewarding duty is service to your community and society. As a first generation American and lawyer, I have taken this to heart over the course of my career.

My community is Philadelphia. It's the city that has given me so much my entire life. I grew up in Far Northeast Philadelphia and am a proud graduate of the Philadelphia public school system. I have devoted my pro bono services volunteering as an advocate for children, immigrants, and communities in need. Chairing the Board of Governors and the Business Law Section of the Philadelphia Bar Association have been among the most rewarding experiences of my career. I have been the president of the Support Center for Child Advocates, have led and served on the boards of directors of many local and national nonprofit organizations, and am Chair of the Corporate Governance & Securities practice group at Cozen O'Connor. Throughout my endeavors, I have demonstrated my ability to listen, to engage and empower others, to create, build, and support initiatives, and to champion the voices of others.

The Association has reacted quickly to focus on many acute challenges in our profession, from the effects of the pandemic on our profession and access to justice to the critical needs to address systemic racism and the justified call for racial justice and equity to the important role of the Association in defending the judiciary.

I have the depth of experience and the leadership skills to confront these challenges head-on and meet the calls to action. As a corporate governance lawyer and business adviser, I have the experience to further the mission of the Association and advocate for all of its members. It would be an honor and a privilege to have the opportunity to continue my call to public service by representing the voices of the Philadelphia Bar Association members and supporting advancements in our profession and our legal and judicial systems. I welcome all of your thoughts as we build a dynamic association built on a diversity of voices and a call to action, and I humbly ask for your support.

Kathy

> "Kathy has solid business sense, vision that looks around corners, deep well of empathy grounded in the real world, authentic commitment to social justice, absolute integrity — that's my checklist for a great leader!"
>
> ***Frank P. Cervone,*** *Executive Director, Support Center for Child Advocates*

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- Chair, Vice Chair, and Communications Officer of the Business Law Section
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- Vice Chair, Securities Regulation Committee of the Section
- Committee of the Year Award, Philadelphia Bar Association's Business Law Section
- Chair of the Year Award, Philadelphia Bar Association's Business Law Section
- Budget Task Force and Finance Committee and Bylaws Committee of the Board of Governors

Current Role

- Co-Chair of the Women's Rights Committee

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To learn more about me and my experience, please visit: cozen.com/KathyJaffariForViceChancellor

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Remember to renew or join the Philadelphia Bar Association at philadelphiabar.org

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Tell Us What You Think!

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Chancellor's Column

The 'Nuts and Bolts' of Bar Association Leadership

By Lauren P. McKenna



Each month, when I review the Bar Association calendar or check in with our Board of Governors, Sections and Committees, I am struck by the sheer volume of activity within our community. We offer something for every practice area, practice type and area of interest, with some kind of activity scheduled nearly every day of the week.

None of this would be possible without the support of strong volunteer leaders. Each year, dozens of members add an Association leadership position to their already busy schedules. They spend lunch hours, nights and weekends working with Association staff to plan CLE programs and networking events; advocating for policies and legislation to improve the practice of law in the Commonwealth and help attorneys to better serve their clients; providing professional guidance and preparing ethics opinions; serving on our Judicial Commission and its investigative teams; organizing philanthropic efforts and myriad other activities.

If you are already a leader of our Association, consider continuing that involvement – or expanding it by seeking more responsibility or a different role. And think about who in your own network would be a great addition to Bar Association leadership.

My journey to Chancellor started with a simple request. A member of my network told the then-Chancellor that I would make a great chair of the Women in the Profession Committee. I wouldn't have actively sought the position myself, but when someone told me, "We think you'd be great at this," it made me feel energized and engaged. I decided to give it a try.

My experience was so positive that I sought out other leadership opportunities within the Association, first as a member of the Board of Governors for three years, later as the chair and then, ultimately, I decided to run for Chancellor.

My law firm, Fox Rothschild, has a long tradition of involvement with the Bar Association. Former Chancellor Abe Reich, one of my mentors, taught me early-on about the value of meaningful participation in the Bar Association. "How," Abe asked one day, "can any lawyer develop as a whole professional without being involved in the Bar Association?" I took that question to heart, as a strong reminder of the importance of being an ambassador for the Association. I've also been lucky to always have the strong support of my firm's leadership, who recognize the value of having a culture at Fox Rothschild that promotes service to the Bar.

No matter what your professional situation or goals, Bar Association involvement is vital. It provides lessons, experience and contacts that can help enhance and grow your practice and introduces you to new ideas, insights and approaches to problem-solving that make you a better lawyer. You will also build a strong network of supporters — people who will support you in tough times and celebrate your personal and professional victories.

If you are interested in learning more about the roles of Vice Chancellor, Secretary, Treasurer, Assistant Secretary, Assistant Treasurer, the Board of Governors and the Young Lawyers Division Executive Committee, please sign up for our virtual "Nuts & Bolts" session on Aug. 11. Association leaders will be on hand to discuss the election process and their experiences serving in leadership positions.

My experience demonstrates the importance not only of seeking your own leadership opportunities, but encouraging others to step up. If you are already a leader of our Association, consider continuing that involvement – or expanding it by seeking more responsibility or a different role. And think about who in your own network would be a great addition to Bar Association leadership. Reach out and suggest they give it a try. Your positive comments might be just the push they need to become engaged.

Lauren P. McKenna (chancellor@philabar.org) is the 94th Chancellor of the Philadelphia Bar Association.

YLD Update

Why Your Second Act Should Include the Bar Association

By Andre J. Webb



A second act is often seen as something an individual devotes themselves to after leaving an occupation. The Second Act that I would like to discuss is our post-pandemic performance.

COVID-19 upended all of our lives and forever altered our routines. The sudden shift from primarily working in an office to our homes forced most of us — some begrudgingly so — to reevaluate our workflow, systems, and processes. Often, our routines are beholden to habit, not efficiency, a reality that COVID compelled many to realize. This juncture is a chance to identify opportunities for improvement and implement critical changes essential for the future success of our practices in a PC (Post-COVID) world. In performing this audit, we must also take stock in our participation in extracurricular programs and organizations. Moving forward, I strongly urge each of you to include the Bar Association in your PC planning. The last 16 months have punctuated the importance of one's network and streams of information.

Involvement in the Bar Association and its myriad of Sections and Committees provides not only a forum to extend your network, but also to develop the soft skills a young attorney may not have the freedom to sharpen in their day-to-day practice. Frequently, the development and use of these transferable skills yield dividends and spill over into one's practice.

The sudden shift from primarily working in an office to our homes forced most of us — some begrudgingly so — to reevaluate our workflow, systems, and processes. Often, our routines are beholden to habit, not efficiency, a reality that COVID compelled many to realize.

Additionally, this monumental period of self-reflection is not unique to individuals. Many businesses, companies, and organizations are also evaluating their business models and plans. This includes bar associations, sections, and committees. Therefore, seize this moment, not only as an opportunity to add value to self but also to be an integral piece in the Bar Association during a time of transformation.

As great as those leading the charge in the Bar Association are, we, unfortunately, do not have all of the answers. Before the pandemic, we were already witnessing changes in our membership's interactions with the association and what they hoped to receive from their engagement. From there, we asked, "What would you like to see from the Bar Association? What do you expect to receive from the Committees and Sections that you are interested in?"

If these are questions you are still interested in or have solutions to today, I invite you to attend our Philadelphia Bar Association's "Nuts & Bolts" meeting scheduled for August 11 to learn about the opportunities available to get more involved in the Philadelphia Bar Association and YLD. Any association is only as good as its members and the effort they each put into it. So please take advantage of the opportunity to make this a part of your Second Act, as we believe the story will only continue to get better from here.

Andre J. Webb (webba@ggmfirm.com), a partner at German, Gallagher & Murtagh, is chair of the Young Lawyers Division.

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The Philadelphia Bar Association, founded in 1802, is the oldest association of lawyers in the United States.

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Bar Foundation

How We Support Our Nonprofit Partners in Their Mission

By Meredith S. Auten



I am excited to be writing my first column as the Philadelphia Bar Foundation's 2021 acting President. It has been a privilege to serve as a trustee of the Bar Foundation since 2012 and as a member of the executive committee since 2019.

For those of you I have not yet had the opportunity to meet, please allow me to introduce myself. I was born and raised in the Society Hill section of Philadelphia and received both my undergraduate and law degrees from the University of Pennsylvania.

I am currently a partner in the white-collar litigation practice at Morgan Lewis & Bockius LLP with a concentration on False Claims Act (FCA) and qui tam actions, criminal and civil government investigations, internal investigations, state AG actions and compliance counseling for a range of corporate and individual clients in the pharmaceutical, healthcare, and defense contracting industries.

In addition to my role at the Bar Foundation, I serve as a national co-chair of the ABA's Criminal Justice Section White Collar Committee Qui Tam Subcommittee and the current chair of the Philadelphia Chapter of the Women's White Collar Defense Association.

The concept of commitment to the community and giving back was instilled in me at a young age by my father, who served on many nonprofit boards in Philadelphia throughout his distinguished legal career. The mission of the Bar Foundation reflects principles that have guided both my professional and personal life. Our Foundation's annual grants, programs, and partnerships have never been more important than they are right now, and I consider my Board leadership position at the Foundation a true honor.

One of the Philadelphia Bar Foundation's core missions is to support the civil legal aid organizations in Philadelphia listed on this page. Our financial support for this community is critical. We continue to stay closely connected to the efforts of the public interest sector in Philadelphia.

Every year, our nonprofit partners provide access to justice for tens of thousands of individuals and families in Philadelphia and across Pennsylvania. They are working hard to ensure that the individuals, families, and communities they serve have access to all the resources they may need to navigate the world during these challenging times.

The Foundation's vision is a Philadelphia community in which everyone has equal access to justice. We actively work to advance this vision every day. The continued generosity of our donors and supporters helps sustain the Foundation's grantmaking and is vitally important to succeeding in our mission. I hope you will consider joining us in the continued pursuit of equal access to justice for all by donating today at www.PhilaBarFoundation.org.

PHILADELPHIA BAR FOUNDATION Nonprofit Partners

AIDS Law Project of Pennsylvania | AidsLawPA.org
Provides free legal resources for those living with HIV/AIDs and educates the public about HIV/AIDs legal issues.

The American Civil Liberties Union of PA | ACLUPA.org
Defends and expands the rights of Pennsylvanians through advocacy, education, and litigation.

Atlantic Center for Capital Representation AtlanticCenter.org
Works locally and nationally with those facing the death penalty to ensure they receive the best legal representation possible.

CeaseFirePA | CeaseFirePA.org
Works to end the epidemic of gun violence through education and advocacy.

Community Legal Services | CLSPhila.org
Provides low-income Philadelphia residents with advice and representation in civil legal matters.

Consumer Bankruptcy Assistance Project CBAP-phl.org
Provides free legal advice and representation to low-income persons seeking relief from consumer debts.

Court Appointed Special Advocates of Philadelphia CASAPhiladelphia.org
Trains volunteers to serve as advocates for children in the foster care system.

Disability Rights Pennsylvania | DisabilityRightsPA.org
Protects and advocates for the rights of disabled individuals.

Education Law Center | ELC-PA.org
Fights to ensure all children in Pennsylvania have access to quality public education through advocacy and impact litigation.

Esperanza Immigration Legal Services | Esperanza.us/eils
Provides legal services, advocacy, and education to underserved immigrants.

Face to Face | FaceToFaceGermantown.org
Provides various health and social services and offers legal services for individuals in the community.

Good Shepherd Mediation Program PhillyMediators.org
Empowers individuals to solve conflicts peacefully and creatively.

HIAS Pennsylvania | HIASPA.org
Provides legal and supportive services to immigrants, refugees and asylum seekers from all backgrounds.

Homeless Advocacy Project | haplegal.org
Provides free civil legal services and advocacy to reduce the frequency and duration of homelessness in Philadelphia.

Justice at Work | JusticeAtWorkLegalAid.org
Provides free legal aid, community education, and advocacy for migrant and immigrant workers in PA.

Juvenile Law Center | JLC.org
Protects and advances children's rights in courts, legislatures, and executive agencies.

Legal Clinic for the Disabled | LCDPhila.org
Provides legal services to low-income individuals with physical disabilities.

Mazzoni Center | MazzoniCenter.org/legal-services
Provides legal, health, and wellness services to the LGBTQ community.

Nationalities Service Center | NationalitiesService.org
Provides legal services for immigrants and refugees in the Philadelphia area.

Pennsylvania Health Law Project | PHLP.org
Protects and advances the health rights of low-income individuals through legal services and advocacy.

Pennsylvania Immigration Resource Center PIRCLaw.org
Provides access to justice for vulnerable immigrants and their families.

Pennsylvania Innocence Project | InnocenceProjectPA.org
Works to exonerate those who have been convicted of crimes they did not commit.

Pennsylvania Institutional Law Project | PAILP.org
Provides free legal assistance in civil matters to low-income people who are incarcerated.

Pennsylvanians for Modern Courts | PMCOnline.org
Works to improve and strengthen the justice system in PA.

Philadelphia Lawyers for Social Equity | PLSEPhilly.org
Provides free legal services to low-income Philadelphia residents with criminal records.

Philadelphia Legal Assistance | PhilaLegal.org
Provides free civil legal services, advice, and referrals for low-income Philadelphians.

Philadelphia VIP | PhillyVIP.org
Works to provide quality volunteer legal services and ensure access to justice for low-income Philadelphians.

Philadelphia Volunteer Lawyers for the Arts | PVLA.org
Provides legal services for the arts and culture community.

The Public Interest Law Center | pubintlaw.org
Advances the civil, social, and economic rights of communities facing discrimination, inequality, and poverty.

Regional Housing Legal Services | RHLS.org
Creates housing and economic opportunities in underserved communities across the state.

SeniorLAW Center | SeniorLawCenter.org
Improves and protects the rights of older individuals through legal representation, education, and advocacy.

Support Center for Child Advocates | SCCAlaw.org
Provides pro bono legal and social services for children.

WOAR: Philadelphia Center for Sexual Violence WOAR.org
Fights to eliminate sexual violence and advocates for the rights of survivors of sexual assault.

Women Against Abuse | WomenAgainstAbuse.org
Offers free legal services for survivors of all gender identities dealing with relationship violence-related legal matters.

Women's Law Project | WomensLawProject.org
Works to protect and expand the rights of women, girls, and LGTBQ+ people.

Youth Sentencing & Reentry Project | YSPR.org
Works to keep children out of adult jails and prisons, and to bring home people who were sentenced as children to life in prison without the possibility of parole.

Meredith S. Auten (meredith.auten@morganlewis.com), partner at Morgan, Lewis & Bockius LLP, is acting president of the Philadelphia Bar Foundation.

Marrero Honored as 2021 Justice Sonia Sotomayor Award Winner

By Rachel Kipp

Brenda Marrero, executive director of The Public Interest Law Center, was honored at the Philadelphia Bar Association's recent Summer Quarterly meeting as the 2021 recipient of the Justice Sonia Sotomayor Award, which recognizes strong commitment to promoting full and equal participation and inclusion in the legal profession. Past winners of the award include Sotomayor, the first woman of color appointed to the U.S. Supreme Court.

At the Public Interest Law Center, Marrero leads the organization's strategic vision and manages all aspects of daily operations and program work. Before taking the role in 2021, Marrero was director of operations and chief inclusion and diversity officer for Community Legal Services of Philadelphia. In those roles, she oversaw all agency operations and human resources management.

Marrero said the award is particularly meaningful because Sotomayor is one of her personal heroes. She looked to Sotomayor's autobiography for inspiration



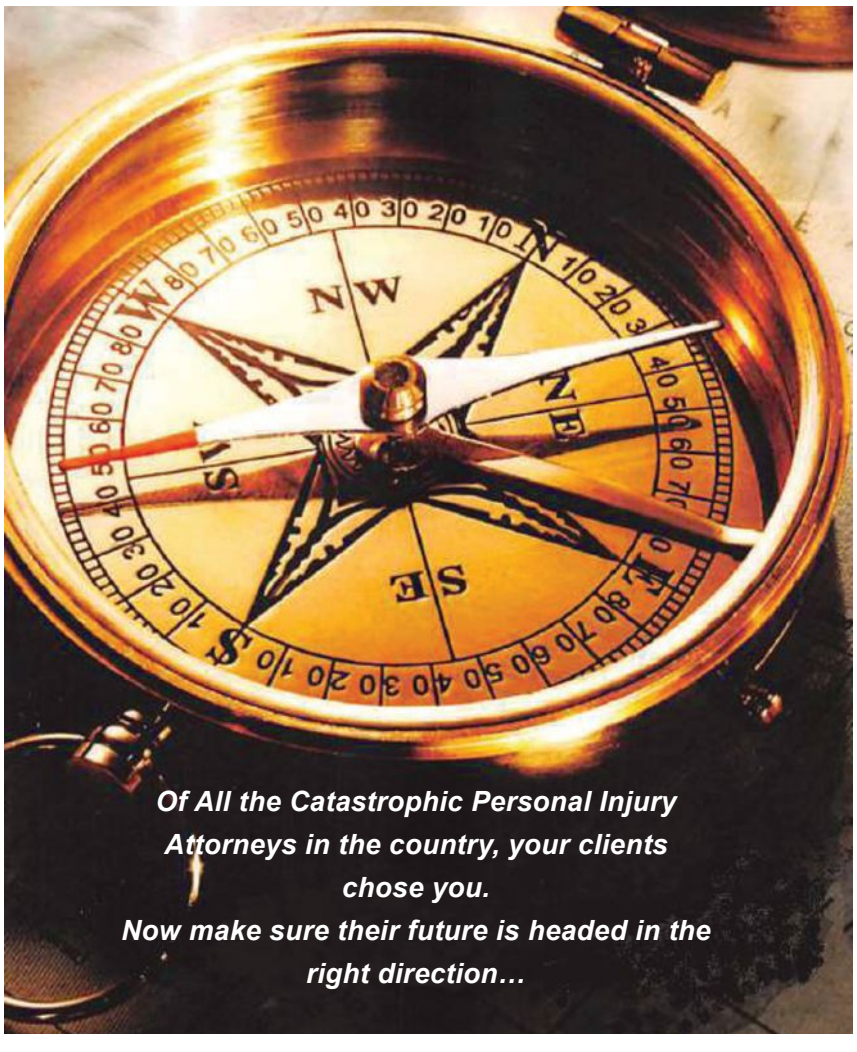
when writing her acceptance speech, particularly passages about how Sotomayor found that her personal story served as a source of hope for others in similar circumstances.

"What I ask of you all today in the spirit of this award and Justice Sotomayor is to share your personal story and make that hopeful example accessible to those who need it most. Imagine the optimism you could spur in others," Marrero said. "Every time we share our story we advance principles of diversity and inclusion in the profession, and we show others that they belong, too."

While at Community Legal Services, Marrero developed and implemented diversity and inclusion hiring and retention practices, and also has frequently written about and trained others in DEI best practices. She first joined CLS as a staff attorney in the Aging and Disabilities Unit. Marrero also previously worked as a staff attorney with the AIDS Law Project of Pennsylvania and as a team leader for MAXIMUS.

"As a native Spanish speaking and career public interest lawyer, Brenda has furthered principles of diversity and inclusion through her representation of clients. Brenda proudly and unapologetically is from the same communities as many of her clients," Hispanic Bar Association of Pennsylvania President-Elect Fernando I. Rivera, attorney at Console Mattacin Law, LLC, and HBA-PA board member Gustavo Cardona, associate,

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Higginbotham

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thing, but it's not – it's good for the bottom line," Rivera said.

"It's not just about all the things we hear about profitability and innovation and the like. It's about creating an environment where people feel comfortable, where they can be their best selves as employees," Littleton noted.

The panelists also noted that companies cannot expect to gain much from diversity initiatives that aren't backed up by actions that truly move the needle. And the work has to start from within; whatever the company is expecting of vendors or outside firms it works with, it must also expect of itself.

"If your culture internally doesn't reflect what you say as an organization, then you lose your credibility," Lewis said.

They also noted that diversity is about more than diverse hiring; it's about retention and promotion and everything that happens after an employee is hired or after company enters into a relationship with a partner or vendor.

"People think it's a one-time thing … but it is a constant," Rivera said. "It's a constant effort on the part of any company. If you let your guard down, if you stop things, you will eventually go back to the way you were. Until we define what it is and define it consistently with everybody, we're going to have a hodgepodge of programs and people saying, 'We're diverse,' but they're really not."

Lewis noted that when IKEA enters into a relationship with a law firm, the company is clear that diversity is part of the expectation.

"When we look at stats about who comes into [these firms] as an associate, it's fairly proportionate, but as their career progresses and you get to the partnership level, the [racial and gender] disparity is very disappointing," Lewis said. "We're going to put dollars with firms committed to making sure underrepresented attorneys get client-facing time."

Rivera noted that when he is in meetings where the partners have included an associate who is a person of color or a woman but don't let the person speak, he makes a point of giving that associate an opportunity to weigh in. "The only way to give an associate credibility is if the client says, 'I want to know what you think."

Littleton noted that when hiring outside counsel, Exelon has built examining the firm's diversity metrics – both overall and for the team that will be working directly with her company – into the process. "We want to make sure those teams are diverse, that we identify diverse lawyers at the firms and that we invest in them ourselves."

Rachel Kipp is the director of communications and marketing at the Philadelphia Bar Association.

Check out page 16 for more scenes from the 2021 Summer Quarterly and cocktail reception.







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Eve Biskind Klothen Law Student Pro Bono Distinction Award Recipients

Each year, the Philadelphia Bar Association recognizes several law students who have done outstanding pro bono work during their time in law school. The law school community has named this recognition "The Eve Biskind Klothen Law Student Pro Bono Distinction" in honor of the former Assistant Dean for Pro Bono and Public Interest Programs at Rutgers Camden School of Law, who is a pioneer in public interest law. This year's honorees will be recognized at a Bar Association event later this year.

Drexel University Thomas R. Kline School of Law


Kimberly Huynh


Carla Solano


Brynna Wasserman

Kimberly Huynh entered law school with a passion in public interest, having volunteered with refugees in Bangkok, Thailand at Boat People SOS. Since then, Kimberly has shown a significant commitment to public service throughout her law school career.She began her pro bono service her 1L year as a volunteer with Campaign for Working Families, a tax clinic that provides services for the low-income community of Philadelphia. She went on to volunteer at Al Otro Lado in Tijuana, Mexico, an organization that provides legal assistance to refugees and indigent people seeking asylum. During her second year of law school, she volunteered pro bono for Philadelphia VIP, providing legal services for vulnerable populations in the family law and property law unit. In the pandemic summer of her second year, she interned remotely with Community Legal Aid SoCal, providing legal services in the health unit for low-income Californians. In her third year of law school, she completed a co-op with HIAS providing immigration legal services for undocumented immigrants and other vulnerable populations. She is currently studying for the California bar and plans to build a career in public service.

Carla Solano began her law school pro bono work with Legal Aid of Southeastern Pennsylvania, where she assisted clients with such diverse matters as securing name changes and expungement of criminal records. Carla's main area of interest, however, is the field of estate planning, and her 2019 internship with Administrative Judge Matthew Carrafiello of the Philadelphia Orphans' Court led her to focus especially on assisting aged and incapacitated individuals and their families with their guardianship needs. Carla has since provided pro bono services for Philadelphia's SeniorLAW Center and Drexel's Estate Planning Clinic, where she drafted clients' wills, powers of attorney, and living wills. In her final year at Drexel, Carla earned academic credit as a certified legal intern for Philadelphia Legal Assistance's Family Law Division, where she represented indigent clients, including foreign-language clients requiring interpreters, in custody and protection from abuse hearings. Carla hopes to pursue work in trusts and estates, with a focus on guardianships in Philadelphia, so that she may continue to assist clients in caring for their loved ones.

Brynna Wasserman has shown that intellectual property is not exclusively the domain of Silicon Valley and international brands. She has demonstrated a long-standing commitment to raising access and awareness of IP rights for independent inventors and nonprofit businesses. Already a registered patent agent when she began law school, Brynna provided pro bono assistance to individuals exploring how to protect their intellectual property. Volunteering with the Philadelphia Volunteer Lawyers for the Arts, she worked with many local area artists, creators, and nonprofit associations to connect them with lawyers around the city who could help protect and advocate for their creative projects. Brynna will be taking the Colorado Bar this July, and after passing plans to continue to volunteer in the IP pro bono area.

Rutgers Law School


Sydney Groll


Morgan Humphrey


Jason Stump

Before coming to Rutgers Law School, **Sydney Groll** completed a year of service through AmeriCorps, working with youth encountering the juvenile justice system. While in law school, she remained committed to her passion for serving youth, working at both Big Brothers Big Sisters Independence Region (2017-2018) and Support Center for Child Advocates (2018-present). In the community, she has served as a Youth Aid Panel panelist through the Philadelphia Office of the District Attorney and as a workshop facilitator in both community and prison settings through the Alternatives to Violence Project. As a law student and Social Justice Scholar, she infused her commitment to service into her legal education, participating in the Voters' Rights Project, Domestic Violence Project, Mediation Project, Pro Bono Estate Planning, Immigration Clinic Power of Attorney Events, expungement clinics, Volunteer Income Tax Assistance Program, and COVID-19 small business support efforts. In November 2019, she co-founded Rutgers Law School's Camden Know Your Rights Event, which continues to provide legal education to the Camden community. Additionally, she worked on pro bono research projects with both the New Jersey Law Revision Commission and Philadelphia Lawyers for Social Equity; and was an editor for the Rutgers Journal of Law and Public Policy. In the fall, Sydney will continue her work with Support Center for Child Advocates as an Independence Foundation Public Interest Law Fellow, representing youth in her neighborhood as they navigate the child welfare system.

Morgan Humphrey, originally from Trenton, NJ, is a 2021 graduate of Rutgers Law School – Camden, where she was an Eagleton Graduate Fellow, staff editor for the Rutgers International Law Journal, LAWR Teaching Fellow, Regional Representative for the Black Law Students Association, Project Leader for the Hon. Judith H. Wizmur Bankruptcy Pro Bono Project, ABA Antitrust Law Student Ambassador, and a Social Justice Scholar. Morgan also participated in Hunter Moot Court. During law school, Morgan interned for the ACLU national office, ACLU-Pennsylvania, the New Jersey Cannabis Regulatory Commission, and Archer & Greiner. Prior to attending law school, Morgan was a Policy Coordinator for the Drug Policy Alliance (DPA) in Los Angeles, a nonprofit organization focused

on ending the war on drugs through policy change. While at DPA, she worked on the successful 2016 Proposition 64: Adult Use of Marijuana legalization campaign. Before moving to California, Morgan received a Bachelor of Science in Economics from The Wharton School at the University of Pennsylvania, and worked as a paralegal at the Philadelphia District Attorney's Office and as a clerk at the Mercer County Prosecutor's Office. Morgan is currently a law clerk with the Law Office of Amy J. Agnew, where she works on prisoners' rights litigation. In the fall, Morgan will begin her clerkship with the Hon. Thomas Sumners in the New Jersey Superior Court, Appellate Division.

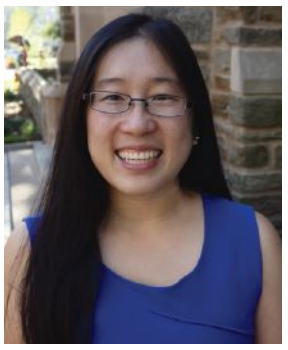
After a successful career in theater and dance, **Jason Stump** applied to law school out of a desire to dedicate his life to public service. During his first year, he served as a volunteer educator for the Street Law Pro Bono Project. His second year, Jason was elected President of the Association of Public Interest Law and also served as Student Leader of the Voters' Rights Pro Bono Project, where he organized students to be election observers throughout Camden, NJ for the 2019 election, where he also served as a Camden County Election Deputy. In his second year as Student Leader of the Voters' Rights Project, due to the COVID-19 pandemic, Jason redirected the project around student participation in virtual election protection efforts. He also served as a 2020 Election Fellow for Philadelphia City Commissioner Omar Sabir. These experiences instilled a desire in Jason to make voting rights and election integrity the focus of his career. His commitment to public interest law is also evident in his internships with Community Legal Services of Philadelphia, The Public Interest Law Center, The City of Philadelphia Law Department – Civil Rights Unit, and NJ Governor Phil Murphy's Office of Counsel, as well as a fellowship with the Eagleton Institute of Politics.

Temple University Beasley School of Law

Amy Chin-Arroyo attended Temple Law as a Rubin-Presser Social Justice Fellow and Beasley Scholar. Upon graduating in May 2021, she received the Henry J. Richardson Award and H. Monica Rasch Memorial Award. She won the Philadelphia Bar Association's Ruth Bader Ginsburg Legal Writing Competition in 2019 and was a 2018 Marutani Fellow. While in law school, she interned at HIAS Pennsylvania, the Executive Office of Immigration Review, and Justice at Work. She also participated in the Sheller Center Social Justice Lawyering Clinic, the Federal Appellate Litigation Clinic, Moot Court, and the Asian-Pacific American Law Student Association and National Lawyers Guild at Temple Law. Prior to law school, Amy worked as a paralegal, case manager, and Spanish interpreter. She will begin working at Justice at Work this fall.

David Holmes has been involved in a number of externships and practicums dedicated to public interest. During his time at Temple, he interned for Philadelphia Lawyers for Social Equity, working on their Expungement Project and developing voting rights materials. In addition, Holmes spent his second summer with Advocates for Justice in New York City tackling employment discrimination suits before clerking in his final year with the Hon. Eduardo Robreno in the U.S. District Court for the Eastern District of Pennsylvania. In addition to his clerkship, Holmes developed asylum packets to assist practitioners and pro se applicants as part of Temple's Sheller Center for Social Justice.

Meghan Teal is a proud 2021 graduate of Temple Law, where she was able to take advantage of a variety of experiential opportunities in public interest law. Meghan has interned with the Pennsylvania Innocence Project, Pennsylvanians for Modern Courts, Legal Aid of Southeastern Pennsylvania, Montgomery County Public Defender's Office, Defender Association of Philadelphia, and the Federal Community Defender for the Eastern District of Pennsylvania. She was also the recipient of the Philadelphia Bar Association's 2020 Public Interest Law Section student award. Prior to law school, Meghan had a 14-year career as a stage and production manager at Chicago's famed Second City. Fulfilling her dream, Meghan will join the New Jersey Office of the Public Defender this September.

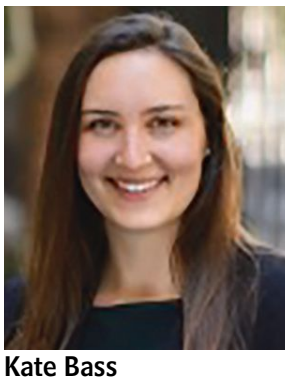

Amy Chin-Arroyo


David Holmes

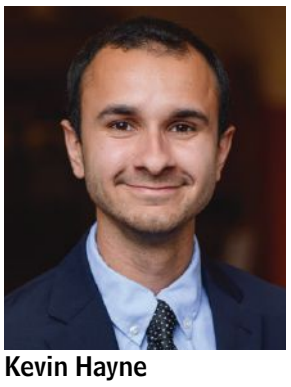

Meghan Teal

University of Pennsylvania Carey Law School

Kate Bass, originally from Denver, is a 2021 graduate of the University of Pennsylvania Carey Law School, where she was a Toll Public Interest Scholar and senior editor for the University of Pennsylvania Law Review. At Penn, Kate led the Democracy Law Project for two years, including through the 2020 election season when students worked more than 1,500 pro bono hours with grassroots and impact litigation organizations in seven states. Kate also organized the first If/When/How: Lawyering for Reproductive Justice and International Human Rights Advocates project supporting two Mexican reproductive justice organizations, interpreted for the Penn Transnational and Child Advocacy Clinics, and served as a Student Advocate with the Transnational and Child Custody and Assistance Clinics. As a teaching assistant, Kate designed and facilitated a co-curriculum for the first-year contracts course interrogating race, class, and gender in contract law and legal education. During her law school summers, Kate interned at the Centro de los Derechos del Migrante, the Migrant Farm Worker Division of Colorado Legal Services, and the International Development Law Organization. Before law school, Kate advocated for democracy in the U.S. and in Latin America with the National Democratic Institute and Project Vote and served as an organizer with AMURTEL Haiti and the 2012 campaign to re-elect President Obama. Kate received a Bachelor of Arts in Anthropology from Middlebury College. This fall, Kate will begin clerkships with the Hon. Rowan D. Wilson at the New York Court of Appeals and the Honorable Marsha S. Berzon at the U.S. Court of Appeals for the Ninth Circuit.


Kate Bass


Ana Jarquin


Kevin Hayne

Ana Jarquin is a 2021 graduate of the University of Pennsylvania Carey Law School and the University of Pennsylvania Graduate School of Education. Ana's professional and academic journey has been informed by her passion for expanding opportunities for underserved communities. Prior to law school, she spent six years working in education

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EVE BISKIND KLOTHEN LAW STUDENT PRO BONO DISTINCTION

continued from page 9

in Newark. While completing her graduate school programs, Ana interned at the U.S. Department of Education Office of Civil Rights and the Department of Justice Civil Rights Division Educational Opportunities Section. Ana served as co-president of the Latinx Law Student Association. She was a founding member of Penn Law's Office of Inclusion and Engagement Student Advisory Board, and a senior editor of the Journal of Law and Social Change. Ana served as a moot court instructor for high school students in West Philadelphia through Penn Law's Youth Education Project and served as a Service Project Leader culminating with an onsite visit and the drafting of a comprehensive report detailing pathways to disaster relief funding by rural communities in Puerto Rico in partnership with the University of Puerto Rico's Community Development Clinic.
Ana is a Summa Cum Laude graduate of Texas Tech University, where she majored in Political Science and Spanish. Beginning this fall, Ana will work as an Honors Law Clerk for the Department of Housing and Urban Development.

Kevin Hayne, originally from Orlando, FL, graduated from University of Pennsylvania Carey Law School in 2021 where he was vice president of the South Asian Law Student Association, co-managing director of the Penn Law Immigrant Rights Project, a case manager for the Penn Law Chapter of the International Refugee Assistance Project, and an executive editor of the University of Pennsylvania Journal of International Law. During law school, Kevin interned at the division of enforcement of the Securities & Exchange Commission in Washington DC, HIAS Pennsylvania, and Debevoise & Plimpton. Before law school, Kevin graduated with a Bachelor of Arts in Spanish Languages and Cultures and a minor in Finance from Princeton University. In the Fall, Kevin will begin work at Debevoise & Plimpton in New York.

Villanova University Charles Widger School of Law

During law school, **Ronald Avila** participated in the Montgomery County Public Defender's Office expungement clinic and worked as a student attorney with the Farmworkers Legal Aid Clinic, Defender's Association of Philadelphia, and the Los Angeles County Public Defender's Office. His work in each organization was slightly different but had the same goal in mind, to provide legal representation to those in need regardless of their situation. Throughout law school, Ron strived to help clients with immigration issues, defended clients in criminal preliminary hearings, wrote motions to dismiss or to reconsider evidence, and wrote motions to aid in lenient sentencing of clients. While most of his work was done for clients currently in the criminal justice system, Ron also helped clients with expungements and record sealings so that they could put their past behind them and live their lives without their record looming over them in employment or housing applications. In August, Ron will join the Stanislaus County Public Defender's Office in Modesto, CA as a Post Bar Law Clerk. He hopes to obtain permanent employment as a public defender in California.

Throughout his time at Villanova, **Kyle Gallo** made it a priority to be involved in pro bono work and programs that would give back to low-income communities. He participated in the Volunteer Income Tax Assistance Program (VITA) all three years by preparing tax returns for low-income individuals. During his second and third years, he was acting VITA Coordinator for the Tax Law Society. In the fall of 2019, Ron volunteered with Christian Legal Clinics on Saturdays to assist attorneys in the creation of wills for clients. The same semester, he participated in Wills for Heroes. In spring 2020, Ron externed at the Philadelphia Consumer Bankruptcy Assistance Project. His last semester at Villanova, he worked with the Federal Income Tax Clinic, where he had the opportunity to assist clients one-on-one with their tax issues. Ron has accepted a position as an associate attorney at MacDonald, Illig, Jones & Britton, LLP in Erie, PA, where he will be working in the Trusts and Estates, Tax, and General Business practice areas.

Anne C. McDermott, of Lansdowne, PA, entered law school to advance the rights of low-income children and people with disabilities. Throughout law school, she volunteered in numerous legal education and legal aid activities, such as birth certificate clinics, high school mock trial competitions, and immigration clinics, earning the Dorothy Day Award for Pro Bono Service. This past academic year, she served as president of Street Law, co-president of the Juvenile Law Society, and development & alumni coordinator for the Public Interest Fellowship Program. She also dedicated her internships to public interest: She served California Rural Legal Assistance as a Rural Summer Legal Corps Education Equity Fellow, the Pennsylvania Institutional Law Project as a Walter Lucas Fellow, the Pennsylvania Innocence Project, Villanova University Charles Widger School of Law's Clinic for Asylum, Refugee and Emigrant Services, and Villanova Law's Institute to Address Commercial Sexual Exploitation.

Anne will continue her public interest career as a Public Benefits & Special Education staff attorney with Inland Counties Legal Services in California. She is honored to receive the Eve Biskind Klothen Award and is extremely grateful to the Philadelphia Bar Association and Villanova Law's Public Interest Committee.


Ronald Avila


Kyle Gallo


Anne C. McDermott

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Widener University Delaware Law

Alpa Bhatia is a 2021 graduate of Delaware Law School, where she attended as an evening division student while working full-time. Alpa was a member of Delaware Law's Moot Court Honor Society and Transaction Law Honor Society. She also participated in Delaware Law's Pennsylvania Criminal Defense Law Clinic during the fall 2020 and spring 2021 semesters. Since summer 2020, Alpa has been interning for the DE-NJ National Lawyers Guild, working in a variety of capacities providing legal support for activists, protestors, and movements for social change. In fall 2020, Alpa's passion led her to a focus on prison reform and advocacy with the National Lawyers Guild, including prison conditions in Delaware related to COVID-19 and post-uprising. Prior to attending law school, Alpa attended the University of Delaware, where she majored in psychology, sociology and criminal justice, with a minor in business, while working full-time. Alpa's path to law school and public service was prompted during her time at UD as a member of the Board of Amnesty International and participating in the Inside Out Program. Alpa continues to work full time while studying for the Delaware Bar Exam. She plans take the UBE in February to apply towards Pennsylvania admission. She is interested in pursuing civil rights litigation related to prisoner rights.

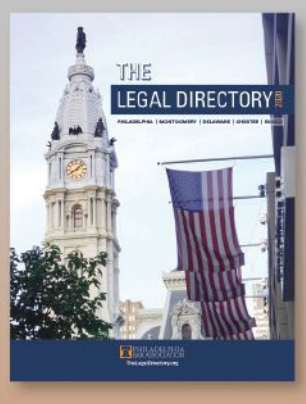
Marla Matrice Murphy is a 2021 graduate of Widener University Delaware Law School where she was the Minister of Misinformation of the Delaware Law School National Lawyers Guild Student Chapter, vice president of the Alumni Relations of Delaware Law's Youth Court Program, and Community Service Chair of the ADR Society. She also interned at the Delaware Department of Justice and Public Defender's Office. During her second year of law school, Marla Matrice interned with the Hon. Andrea Rocanelli in the Superior Court of Delaware. Prior to law school, Marla attended Wilmington University, where she earned her Bachelor of Science in Legal Studies and Master of Science in Administration of Justice with a concentration in criminal behavior. She also earned certificates in criminal justice, child advocacy, and digital evidence. Throughout her life, Marla Matrice has remained heavily committed to serving the community. She mentored at Delaware Adolescent Program, Inc. (school for teen mothers), served as a Community Impact Member for the Junior League of Wilmington, and as chair of the New Castle County Head Start Policy Council. Marla is currently studying for the Delaware Bar Exam. She is committed to advocating for those who are often unheard, oppressed, accused, and abused and intends to pursue a legal field in public interest.

Kayla Renshaw is a 2021 graduate of Widener University Delaware Law School, where she was a member of the First Generation Law Student Association and Rodney S. American Inn of Court, as well as a mentor through the Student Bar Association. While in law school, Kayla also participated in the Delaware Department of Justice Summer Law Clerk Program, where she continued to work for another nine months, gaining experience in civil litigation. Kayla primarily



Kayla Renshaw

focused on workers' compensation matters and Civil RICO. Subsequently, Kayla clerked for the Hon. Jan R. Jurden, President Judge of the Superior Court of Delaware, followed by a clerkship with the law firm of Woloshin, Lynch and Assocs. Most recently, in spring 2021, Kayla worked in Delaware Law's Environmental and Natural Resources Law Clinic. Prior to attending law school, Kayla interned under U.S. Senator Kerstin Gillibrand (NY), with a particular focus on public health advocacy. Kayla is currently preparing to take the Pennsylvania Bar Exam. In the fall, Kayla will begin her clerkship with the Hon. Kenneth S. Clark and Hon. Rae M. Mims in the Delaware Court of Common Pleas.





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Combining Legal Education with Philanthropy

By Kaitlin Files

Every month, the Workers' Compensation Section of the Philadelphia Bar Association hosts a continuing legal education (CLE) course focused on either relevant new legal topics or refresher courses on well-established rules and regulations. A special aspect of these CLEs are the charitable contributions that run with them. Each month, the Section chooses a charity to partner with and donates $250 on behalf of the Section.

This initiative originally started in 2020 to fulfill the Section's charitable mission and commemorate the Section's 25th anniversary. In the past, the Section had asked CLE attendees to bring physical goods to the courses as donations to the charities. Once CLEs went virtual due to COVID-19, the Section started making the $250 monthly donations, which were a great success throughout 2020. As a result, the Section decided to continue with the donations in 2021. In addition to the donations on behalf of the Section, there are also announcements in the Section's email listserv with links for individual donations and for members to donate goods via each charity's wish list.

In January, the Section donated to St. John's Hospice. St. John's is a Catholic Social Services shelter for men located in Center City Philadelphia. The Section donated to PAWS, which is the city's largest rescue partner working to find pets safe and happy homes, in February. In March, the Section donated to Caring for Friends, a food bank and senior meals program with a mission to provide food and friendship to seniors, kids, and families in Philadelphia.

For the month of April, the Section donated to the Philadelphia Children's Alliance (PCA), a nonprofit organization focused on healing and justice for sexually abused children in Philadelphia. Members of the Section, including co-chairs Christopher Fox and Caroline Gentilcore and chair of the charitable events committee Alexis Handrich, were able to visit and tour the PCA for their virtual annual Bear Affair, which raised over $240,000.

In May, the Section donated fishing kits to the United Service Organizations (USO), the nation's leading charitable organization serving active-duty service members and military families. In August, the Section will be donating to Alex's Lemonade Stand, which is dedicated to raising awareness and funds for fighting childhood cancer.

Handrich said she is honored to be the chair of the charitable events committee to support so many important organizations throughout Philadelphia. "I look forward to all the good work our section will continue to do," Handrich said.

Make sure to keep an eye out for the Workers' Compensation Section monthly announcements to see how you can help more organizations in Philadelphia.

Kaitlin Files (KFiles@FilesLawOffice.com) is founder/owner of Files Law.

Professional Guidance Committee Summaries

By Compiled by Daniel J. Siegel

2021-69-T – Attorney representing current client who discovers a conflict with potential client may continue to represent current client if she had not done any legal work for or received confidential information from potential client.

2021-70-T – Attorney may only represent two criminal defendants if she discusses the potential conflict with each, obtains their consent, and they sign a waiver.

2021-71-T – Attorney may consult with an out-of-state individual on a Pennsylvania arbitration if they provide a detailed engagement letter limiting the scope of representation.

2021-72-T – Unless the fee agreement states otherwise, it is best practice to send invoices out on a monthly cycle; with a retainer, attorney cannot transfer or issue a check out of her IOLTA account without generating and sending an invoice.

2021-73-T – If opposing counsel is suspended from the practice of law, attorney should reach out to confirm if new counsel will enter appearance or opposing party will be pro se; if pro se, attorney can contact party.

2021-75-T – Disbarred attorney cannot receive a referral fee on a matter that was generated after the disbarred attorney's suspension.

2021-76-T – Attorney representing client who plans to lie under oath and commit perjury and fraud should withdraw from the representation.

2021-77-T – Attorney may pay a referral fee to recently-elected judge if the referral was made prior to the judge taking the bench; agreement and receipt should be in writing to protect both parties.

2021-78-T – Attorney who is licensed in Pennsylvania but has a business interest in California company should review company documents with a licensed California attorney as to not engage in the unauthorized practice of law.

2021-79-T – Attorney representing woman who previously handled her own dispute pro se may hire her as an independent contractor to do paralegal work if the parameters of the relationship are set in writing and she signs a conflict waiver.

2021-80-T – Attorney representing two employees who have separate discrimination claims against the same company must be present at any interview, discussion, or internal investigation.

2021-81-T – If a judge inappropriately intervenes in a matter on behalf of a "friend," attorney should first conduct an independent investigation to confirm this, then refuse to discuss the matter with the judge further and make a complaint to the Judicial Conduct Board.

2021-82-T – If debtor client may have committed fraud in connection with tax return, it is not an issue attorney is required to bring to Bankruptcy Court's attention as it is unrelated to the case/her representation.

2021-87-T – Trusts and estates attorney being sued for legal malpractice by current client may not contact the client because they are represented by other counsel in this matter.

2021-88-T – Attorney who is properly licensed in Pennsylvania may receive a referral fee for a Philadelphia case even though she only practices in New York.

2021-89-T – Attorney who has not yet entered her

continued on page 13

Marrero

continued from page 6

Ballard Spahr, wrote in nominating Marrero for the award on behalf of HBA-PA.

"Because of this," they continued, "she has been able to share with her clients her lived experiences, build strong foundations of trust, and advocate fiercely about issues which she, too has a stake in."

A graduate of Mount Saint Mary's University and Temple University's Beasley School of Law, Marrero was 2019 chair of the Philadelphia Bar Association's Public Interest Section, is a current board member of Justice at Work and a current board member and past secretary of the Hispanic Bar Association.

Earlier this year, Marrero was honored with the Hispanic Bar Association of Pennsylvania's highest honor, the La Justicia Award.

"Brenda is a person of the highest integrity and firmest character, and her commitment to the ethic embodied by this award is profound," current HBA-PA President JP Faunes, attorney at Feldman Shepherd Wohlgelernter Tanner Weinstock Dodig LLP, wrote in his nominating letter. "She has lived and breathed the advancement of diverse perspectives, the inclusion of diverse peoples, and the achievement of equitable ends in every facet of her life to which the undersigned has been witness."

In her speech, Marrero recalled watching Justice Sotomayor speak and receive the award when the Philadelphia Bar Association named it for her in 2011. She called the memory one of the highlights of her career.

"[Sotomayor being named the first Latina justice of the U.S. Supreme Court] inspired me," Marrero said. "I'm honored to be the first Latina to lead my organization and what a journey to get here. My path is a true example of resilience and a fiery will to succeed and beat the odds. I'm proud to represent Latina lawyers in executive leadership. What a beautiful message from the universe to find myself being honored in [Sotomayor's] name."

Rachel Kipp is the director of communications and marketing at the Philadelphia Bar Association.

Guidance Committee

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appearance in a case may immediately terminate the representation of a client who is aggressive, threatening, and difficult; she may also warn opposing counsel of threats.

2021-93-T – Attorney moving to a new firm should obtain two years of prior acts coverage, wait until issues are resolved before dissolving solo practice, and advise all clients/PA Registration Office in writing of firm transition.

2021-94-T – Attorney receiving discipline in New Jersey must self-report in Pennsylvania.

Daniel J. Siegel is the principal of the Law Offices of Daniel J. Siegel, LLC and chair of the Pennsylvania Bar Association Legal Ethics Committee. He provides ethical and disciplinary guidance to other attorneys, and can be reached at dan@danieljsiegel.com.

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- Former Chairman, Disciplinary Board of the Supreme Court of Pennsylvania
- Former Chairman, Continuing Legal Education Board of the Supreme Court of Pennsylvania
- Former Chairman, Supreme Court of Pennsylvania Interest on Lawyers Trust Account Board
- Former Federal Prosecutor
- Selected by his peers as one of the top 100 Super Lawyers in Pennsylvania and the top 100 Super Lawyers in Philadelphia
- Named by his peers as *Best Lawyers in America* 2015 Philadelphia Ethics and Professional Responsibility Law "Lawyer of the Year," and in Plaintiffs and Defendants Legal Malpractice Law

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PHILADELPHIA BAR ASSOCIATION

Calendar of Events
August 2021

Register at philadelphiabar.org and keep checking the CLE and Events calendar for more CLE and events added daily.

*** CLE - VIDEO ENCORE: Ethics and Malpractice Avoidance
August 3 at 9 a.m.
2.0 ETH credits - ATTEND via WEBCAST

State Civil Executive Committee
Private Meeting
August 4 at 11 a.m.

State Civil Litigation Section Town Hall
August 4 at 12 p.m.

Criminal Justice Executive
Private Meeting
August 4 at 12:30 p.m.

Diversity Advisory Panel
Private Meeting
August 5 at 8 a.m.

CLE - BRIDGE THE GAP
August 5 at 9 a.m.
4.0 ETH credits - ATTEND via LIVE WEBCAST

CLE - VIDEO ENCORE: Remediating Blight in Philadelphia
August 6 at 12 p.m.
1.5 SUB CLE credits - ATTEND via WEBCAST

DLSC Communications Committee
Private Meeting
August 10 at 9 a.m.

*** CLE - VIDEO ENCORE: State and Local Tax in 2020
August 10 at 12 p.m.
2.0 SUB credits - ATTEND via WEBCAST

*** CLE - VIDEO ENCORE: Interacting w/ Fed Courts: Post-COVID
August 11 at 12:30 p.m.
1 SUB credit - ATTEND via WEBCAST

Candidate "Nuts & Bolts" Session
August 11 at 4 p.m.

*** CLE - VIDEO ENCORE: The Science of Well-Being
August 12 at 10 a.m.
1.0 ETH credit - ATTEND via WEBCAST

Education Law Committee
August 12 at 12 p.m.

*** CLE - VIDEO ENCORE: Essentials of IOLTA Compliance
August 12 at 1 p.m.
2.0 ETH credits - ATTEND via WEBCAST

***CLE - VIDEO ENCORE: Nuts & Bolts of Nonprofit Board Service
August 13 at 10 a.m.
1 SUB credit - ATTEND via WEBCAST

ADR Committee of the Family Law Section
August 13 at 12 p.m.

*** CLE - VIDEO ENCORE: Ethical Issues Serving on Nonprofit Board
August 13 at 12:30 p.m.
2.0 ETH credits - ATTEND via WEBCAST

*** CLE - VIDEO ENCORE: Adjusting to Estate Planning & Admin
August 16 at 12:30 p.m.
2.0 SUB credits - ATTEND via WEBCAST

Cabinet
Private Meeting
August 17 at 12 p.m.

Employee Benefits
August 17 at 12:30 p.m.

CLE - Racism and Capital Punishment
August 17 at 12:30 p.m.
1.5 SUB CLE credits - SPEAKERS LIVE via WEBCAST

CLE - Issues in Sex and Gender Discrimination & Harassment
August 17 at 4 p.m.
1.0 SUB, 0.5 ETH CLE credits - SPEAKERS LIVE via WEBCAST

CLE - VIDEO ENCORE: Unravelling 4 Years of Immigration Policy
August 18 at 12 p.m.
2 SUB, 1 ETH credits - ATTEND via WEBCAST

Annual Affinity Bar Association Quizzo and School Supply Drive
Hosted by the Young Lawyers Division
August 18 at 5 p.m.

Labor and Employment Law
August 19 at 12 p.m.

Family Law Executive
Private Meeting
August 19 at 12 p.m.

Cheryl Ingram Award Presentation
Hosted by the LGBT Rights Committee
August 19 at 12 p.m.

*** CLE - Wave of Hate: Anti-Trans Legislation
August 19 at 12:30 p.m.
1 SUB credit - PANELISTS LIVE via WEBCAST

The Philadelphia Lawyer Editorial Board
Private Meeting
August 20 at 12:30 p.m.

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For questions regarding Philadelphia Bar Association CLE, contact Director of Continuing Legal Education Tara D. Phoenix at 215-238-6349 or tphoenix@philabar.org.

CLE - Workers' Compensation Compliance Crusher
August 20 at 12:30 p.m.
4.0 SUB credits - ATTEND via LIVE WEBCAST

CLE - VIDEO ENCORE: So You Want to Become a Mediator
August 23 at 12 p.m.
3 SUB credits - ATTEND via WEBCAST

*** CLE - VIDEO ENCORE: New Title IX Regulations: Lessons Learn
August 24 at 10 a.m.
2.0 credits - ATTEND via WEBCAST

*** CLE - VIDEO ENCORE: Vicarious Trauma and Burnout
August 24 at 1 p.m.
1.0 SUB, 1.0 ETH credits - ATTEND via WEBCAST

Diversity in the Profession Committee
Private Meeting
August 24 at 5:30 p.m.

Law School Outreach Committee
Private Meeting
August 25 at 10 a.m.

LGBT Rights Committee
August 25 at 12 p.m.

*** CLE - Navigating FMLA and the ADA Post-COVID
August 25 at 12 p.m.
1 SUB credit - PANELISTS LIVE via WEBCAST

*** CLE - VIDEO ENCORE: Recent Trends in Employment Arbitration
August 25 at 2:30 p.m.
1 SUB credit - ATTEND via WEBCAST

LRIS Committee
Private Meeting
August 26 at 8:30 a.m.

CLE - VIDEO ENCORE: Bad Faith Litigation in Pennsylvania
August 26 at 12 p.m.
2.0 SUB, 1.0 ETH credits - ATTEND LIVE via WEBCAST

Criminal Justice Section
August 26 at 12:30 p.m.

Board of Governors
Private Meeting
August 26 at 4 p.m.

Former Chancellors Advisory Panel
Private Meeting
August 27 at 8 a.m.

CLE - Ejectment Actions Training
August 30 at 9:30 a.m.
2.0 SUB/1.0 ETH credits - PRESENTERS LIVE via WEBCAST

CLE - VIDEO ENCORE: Embrace the Sounds of Silence
August 31 at 9:30 a.m.
1.0 SUB, 0.5 ETH credits - ATTEND via WEBCAST

CLE - Addressing the Legal, Security and Compliance Implications of the Post-Pandemic Office
August 31 at 12:30 p.m.
2.0 SUB CLE credits - SPEAKERS LIVE via WEBCAST

***** This CLE is eligible to be taken for free as part of the six free CLE credits given to members in good standing. To take advantage of this benefit, enter the promo code MBRSFREE21 at checkout.**



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NEWS BRIEFS

Be a Philadelphia Bar Association Leader: 2021 Election Details

The Philadelphia Bar Association has formed its Elections Committee, which is chaired by Past-Chancellor the Hon. A. Michael Snyder (ret.), and consists of Ryan Becker, Marissa Bluestine, Deborah Freedman, Denise Mandi, Dino Privitera, Alisha Rodriguez, Jeffrey Rosenthal, Riley Ross and Andre Webb. Ex Officio members are Chancellor Lauren P. McKenna, Chancellor-elect Wesley R. Payne, IV and Vice Chancellor Marc Zucker.

Offices for which candidates are being solicited are Vice Chancellor, Secretary, Treasurer, Assistant Secretary, Assistant Treasurer, and five seats on the Board of Governors. Each Board seat carries a three-year term. Association members may become candidates for any of these offices by filing the nomination form with the Secretary via the approved electronic signature platform on or before October 7.

Nomination forms (which will become available on Thursday, Sept. 9) for candidates of the Board must be signed by at least 25 Members who are entitled to vote; candidates for Secretary, Treasurer, Assistant Secretary, and Assistant Treasurer shall be signed by at least 35 Members who are entitled to vote; and candidates for Vice Chancellor shall be signed by at least 100 Members who are entitled to vote.

Individuals who wish to run for any of the above-named offices should contact Tracey McCloskey, director of meetings & special events, at tmccloskey@philabar.org. The completed nomination form is due no later than 5 p.m. Thursday, October 7, 2021.

WELLNESS CORNER

With a Busy Job and Hectic Schedule, Time for Fitness Is an 'Essential'

By Maureen Farrell

This month's Wellness Corner profiles Heike K. Sullivan, practice leader of the private client services group at Ballard Spahr and chair of the Probate and Trust Law Section.

Tell us about you and your practice and how you began your journey with fitness/wellness.

I am a trusts and estates practitioner at Ballard Spahr. Generally speaking, I help high net-worth individuals and families develop estate plans and provide advice on gift and charitable planning. I also help executors settle decedent's estates and trustees administer ongoing trusts.

I began my fitness journey in high school. Having never played sports as a child, I tried out for my high school soccer team my sophomore year and fell in love. I was lucky enough to play soccer in college at Penn, and I played "semi-pro" for a few years after college. I learned a ton through sports that has helped me develop as a person. For me, the two most important lessons were (1) hard work usually pays off, and (2) sometimes, life just isn't fair.

How does wellness impact your life as a lawyer and as a person?

Wellness, specifically fitness, is absolutely essential to my survival in the hectic life I find myself living. I am a mother to four boys with a high stress job that soaks up many of my waking hours. Over the years, I have learned that if I do not make time for my health and fitness, I am miserable and have a profound ability to make everyone around me miserable. Wanting to avoid this result, I make time every day to be active in one way or another. Sure, there are other benefits that factor in — overall health, vanity, etc. But on those days when I just don't feel like it, it is knowing my own inclinations that gets me going.

What are the biggest challenges you face in terms of your own personal wellness?

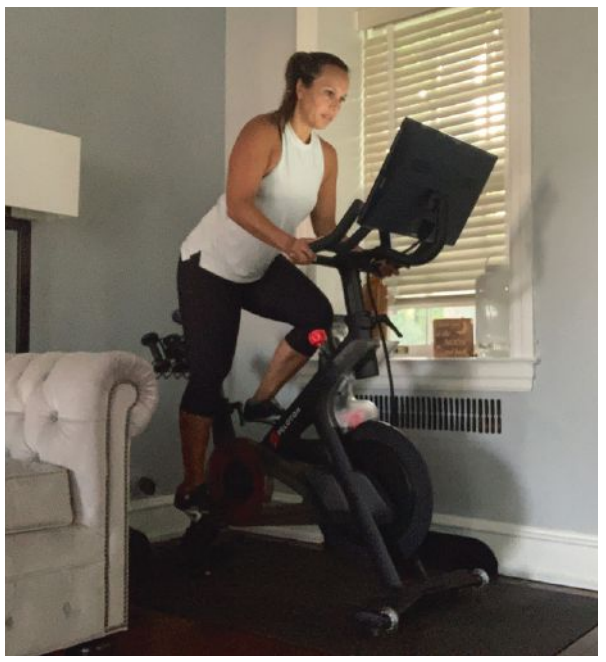
This one is easy — time management. The combination of billable work, non-billable work, and motherhood doesn't leave much time in each day. Sometimes I get up early, sometimes I find myself on my bike at 11 p.m., but just about every day I find a way to get it done. The pandemic has helped in this regard. A portion of the 1.5 to 2 hours I am saving in not having to commute can go to my "me" time.

Who inspires you and why?

My eldest son inspires me. I have so loved watching him grow as a person and an athlete. This kid, who as a four-year-old literally sat down on the field in the middle of a soccer game, recently signed a professional contract with the Philadelphia Union as a 16-year-old. I have watched him have great seasons where he led his team in scoring, and other seasons where he spent most of his time on the bench. Even through the roughest of times, his work ethic never wavered. I recall what he said when he signed his contract — "and now the real work begins." We would all be a little better off if we tackled life that way.

What would you tell someone who wants to start working out but finds it hard, not enough time, insecure about it?

There are so many fitting clichés for this one…. "Just do it", "Something is better than nothing", "The journey … begins with one step", "Consistency is key". Clichés aside, I would keep track of your progress. Our bodies are pretty amazing and when you are improving a little every day, you do not always appreciate the progress. Writing down what you do each day enables you to look back to see how far you have undoubtedly come.



Sum up your wellness in one word.

Essential.

Maureen Farrell is the principal at the Law Offices of Maureen Farrell and co-chair of the Wellness and Quality of Life Committee.

CLE: EMBRACE THE SOUNDS OF SILENCE: QUIET THE MIND-CHATTER AND IMPROVE MENTAL FOCUS

Put Your Internal Monologue to Rest by Embracing Fear as Part of Success

By Leah Cilo



Mind-Chatter. It might sound like a video game, or a novelty item purchased at Spencer's Gifts, but it is the whispers of self-doubt and concern that we all hear in our heads when we are facing new challenges. In the ancestral environment, this internal prattle served a purpose and kept us alert while we hunted and gathered. Yet in the modern world, with its offices and court rooms, mind-chatter's relentlessness can become debilitating. Managing this misplaced indecision and worry is key to being able to grow, take risks, and ultimately be successful in the legal field.

On June 22, the Wellness Committee hosted a CLE entitled, "Embrace the Sounds of Silence: Quiet the Mind-Chatter and Improve Mental Focus." The program featured speaker Mitchell Greene, Ph.D., who is a clinical and sports psychologist, and moderator Maureen M. Farrell, co-chair of the Wellness Committee, to discuss the phenomenon of mind-chatter and techniques that lawyers can learn to manage it and to improve their performance.

During the program, Greene offered a more complete definition of mind-chatter and described it as the conversations that we have with ourselves that are full of doubt, second guessing, and negativity, and that most often occur during times of uncertainty and in situations where there is a great deal, personally and professionally, at stake. In the world of sports, self-doubt does not crop up in the heads of athletes during practice, but rather during the actual game. Similarly, in the legal profession, the chatter appears when attorneys are trying to grow a client base or take on different types of cases and has the potential to stand in the way of further success. The chatter says, "What if this does not work? What if I fail or take a financial hit?" and convinces us to not take any chances.

Greene pointed out that at the heart of this dynamic is not constructive worry about finances or office resources, but rather fear that our ego and self-esteem will take a huge hit. It is safer not to pick up the phone and connect to a new client source and not take a tough legal case, because our self-esteem will never be bruised. These safe choices are not always wrong, but as Greene pointed out, they can often lead to people stagnating professionally and feeling stuck.

The way to manage our chatter is to first be aware that it exists and that it appears in situations where there is a lot at stake. Then, we must be mindful that the chatter is a vestigial human phenomenon rooted in feelings rather than fact. It does not care that you are a talented legal thinker who is well-educated and taking a calculated risk; it would just prefer that you take no risks. In turn, chatter is focused on outcomes, rather than the process of getting there.

So, next time you are faced with a new professional challenge that is stirring internal doubts, think less about the results and focus instead on the subgoals that you achieve along the way. You might not sign up a flurry of new clients, but you make a connection that leads to other contacts. Taking on a tough new case might not end with winning, but it will provide you with experience and skills that will help you win future litigation. Fear is a part of this process but having the strength to venture forward in the face of it is a courageous act with its own reward.

Leah Cilo (lcilo@paworkinjury.com) is an associate at Martin Law LLC.

CLE: ENVIRONMENTAL JUSTICE: IMPACTS TO LOCAL COMMUNITIES AND REGIONAL EFFORTS TO ADDRESS ENVIRONMENTAL INJUSTICE

Using Environmental Law to Reduce Harm and Boost Communities

By Peggy Costello



In the June 23 CLE- "Environmental Justice: Impacts to Local Communities and Regional Efforts to Address Environmental Injustice," hosted by the Environmental Law and Energy Committee, presenters Jerome Shabazz and Sean Moriarty walked attendees through their efforts to combat environmental injustice and inequality.

Shabazz is the executive director of the Overbook Environmental Education Center and a member of the National Environmental Justice Advisory Counsel of the Environmental Protection Agency. Shabazz began by giving attendees the definition of environmental justice developed by the Environmental Protection Agency: environmental justice is "the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies."

Shabazz's work at the Overbrook Environmental Education Center focuses on finding ways to reduce negative environmental impacts and inequalities in neighborhoods in Philadelphia, with a focus on West Philadelphia. Their work taps into the innate human love of nature, and the right of all humans to have access to green space. Recently, Shabazz and his team transformed an area on Lancaster Avenue from a waste site into a community green space. This space had a profound impact on the area: it removed potential hazards and contaminants, remediated blight, reestablished local fauna, contained storm water, and created a safe community space.

Moriarty, deputy commissioner, Legal, Regulatory and Legislative Affairs, New Jersey Department of Environmental Protection, then discussed some of his work with New Jersey's first-of-its-kind Environmental Justice Law (EJL). New Jersey's EJL recognizes that existing environmental laws often fail to fully consider the effect that certain facilities have on their local communities, and that this failure has created high pockets of pollution across New Jersey, where many pollution-generating facilities have become concentrated in low income and minority communities. Disproportionate environmental burdens are endured by poor communities and communities of color.

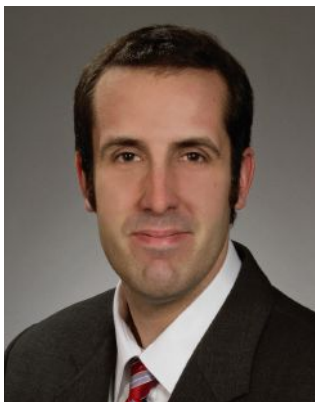
Moriarty discussed the work that he and his colleagues are doing to implement the action steps of the EJL. They are looking at environmental stressors in overburdened communities and comparing them to communities that are not overburdened. From there, Moriarty and his team will work to reduce burdens through data collection, development of impact statements, and possibly by denying or restricting permits for pollution-generating facilities.

Through this CLE, Shabazz and Moriarty highlighted the extent of environmental inequalities that exist in our region, but also provided hope and insight on ways to reduce harm and lift up communities.

Peggy Costello is an attorney at the Law Office of Sue Ann Eckell. She can be reached at macostello@geico.com.

On Track: Data Allows Attorneys to Make Better Decisions

By Jared D. Correia



Most attorneys run their businesses on a hunch. Well, many series of hunches. This often locks law firm managers into a constant run of reactive decision-making. Something bad or unexpected happens, the solution becomes to zag in the other direction. Rinse and repeat. But, for law firms that rely on data to make decisions, there is an ability to make proactive choices and to act on expected trends—which just doesn't exist for competitors who are putting out fire after fire. The key is to stop the fires from starting in the first place.

There are a number of industries that rely on data far more than does the legal industry; and the general outcome is that leveraging that data offers a significant competitive advantage. In the financial industry, fund managers who use historical data are better at predicting future trends. In sports, the teams that focus on data analytics can unearth useful metrics before their opponents and can access a significant advantage in acquiring underrated players. Attorneys decide that maybe cloud technology is a good idea only when their servers melt down.

If you're an attorney reading this, maybe you're thinking: Boy, it would be great to be able to do that. Well, the fact of the matter is that you can do it, like, right now, and thereby access the benefits of a significant competitive advantage over other law firms who will continue to make the same bad to middling decisions. "How" is the big question, right? Where is this data, and how do you leverage it?

Every law firm captures client data—most don't do anything with it—and for many (even if they did want to use it), it's not in a consumable form. For data to be analyzed, it needs to be structured in some way. For many lawyers, their data is all over the place, unstructured. So, the first step is aggregating the data sets you want to analyze in a system. That could be a law practice management software, or a customer relationship management software, or an accounting software, and many other software types also. Once you have your data organized in a system, you can begin to use the default reporting tools in that system, or begin to develop your own custom reports, based on your needs. Modern software is extremely extensive in this way. And a push within software systems is for the creation and management of dashboards, which will render data sets and reports in a visually compelling way.

Once your law firm data is structured and capable of being rendered into reports, the world is effectively your oyster. You can generate reports surrounding all aspects of your law practice, from finances to marketing. These days, data can be collected for just about any business segment, and so law firms can begin to employ data-driven decision-making across the entire business.

Jared D. Correia is the founder and CEO of Red Cave Law Firm Consulting. If you want to learn more about building a modern law firm, the Philadelphia Bar Association now offers discounted law practice management consulting services from Red Cave Law Firm Consulting. Get started today!

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How Valuable Mentoring Helped One Pro Bono Attorney Achieve a Successful Outcome

By Nate Bohlander

In early 1998, Janet Downs* purchased a North Philadelphia home with her husband. Less than a year later, she obtained a Protection from Abuse order against him. He moved out of the home, and Downs has not seen or spoken with him since.

For more than two decades, Downs lived in, and took care of, their home. She paid all the bills and performed all the maintenance by herself. But when Downs tried to apply for programs for homeowners, she was deemed ineligible because she was unable to secure the signatures of both record owners of the home.

Downs contacted Philadelphia VIP for help back in 2016. Since the relief she sought was based on her ability to quiet title via adverse possession, and the required statutory period was 21 years at that time, Downs was forced to wait four more long years to resolve this issue.

Undeterred, in March 2020, Downs reengaged with VIP. Shortly thereafter, I accepted her case. Since the primary focus of my practice is civil defense litigation, I was the epitome of a "fish out of water" with respect to quieting title via adverse possession. I was committed to serving Downs as I would any other client, but I didn't have any basis of knowledge in real estate law to steadily move the matter toward resolution.

Luckily, VIP and their mentors were there to help. The case presented myriad hurdles. The most notable of these was our inability to locate Downs' former husband. The Complaint was filed, but effectuating proper service proved problematic. While we eventually served the Defendant, several additional filings were necessary, including a Motion for Default Judgment, and the matter proved to be more involved than initially anticipated. VIP and one of their outside mentors assisted me every step of the way and exponentially expanded my knowledge of real estate law along the way.

VIP and one of their outside mentors assisted me every step of the way and exponentially expanded my knowledge of real estate law along the way.

A few months ago, the Court granted our Motion for Default Judgment. Armed with this Order, a new deed was recorded, giving Downs title to her home. Downs is now the sole owner of the home she has occupied for over 20 years. She can apply for homeowner assistance programs and move past an issue that has preoccupied her for a long time. It was a pleasure getting to know Downs and representing her in this vital matter. She repeatedly expressed her appreciation that, after a long and arduous road, she had reached her goal: to become a homeowner.

The case also highlights the ways in which volunteer attorneys can handle pro bono cases even if they have little or no knowledge of a particular legal area. As I can attest, the resources available at the volunteer attorneys' disposal are substantial, and Philadelphia VIP and their outside mentors are there to provide support throughout the pendency of the case.

* The client's real name has been changed for this article, to preserve confidentiality.

Nate Bohlander is a partner at Morgan & Akins, PLLC and a volunteer attorney for Philadelphia VIP.

Mixed Earner Advocacy: Ensuring Adequate Unemployment for Self-Employed Individuals

By Ryan W. Morris

In the months following the onset of the COVID-19 pandemic, countless businesses and organizations were flung into a state of financial crisis as they witnessed their revenue disappear along with their customers and patrons. Among those businesses most heavily impacted were members of cultural and creative industries – particularly site-specific organizations such as galleries, museums and performance venues who typically depend on live shows and exhibitions for the bulk of their annual revenue.

The United Nations Educational, Scientific and Cultural Organization (UNESCO) reported an estimated $750 billion global contraction in Gross Value Added (GVA) generated by cultural and creative industries from 2019 to 2020. On a more local scale, a recent Economic Impact Survey conducted by the Greater Philadelphia Cultural Alliance (GPCA) reported a total of $305.6 million in lost revenue for Philadelphia's arts and cultural community between March and December of 2020, with an additional $66.1 million in projected losses for the first quarter of 2021.

These massive curtailments in revenue, coupled with the shortage of performance-based employment opportunities, have resulted in higher-than-average levels of unemployment among the creative sector. A report from the Brookings Institution released in August 2020 showed that creative industries in the U.S. suffered a loss of nearly 2.7 million jobs over the first four months of the pandemic – roughly 30% of all jobs held in those industries.

While the federal Pandemic Unemployment Assistance (PUA) program originally passed under the CARES Act in March of 2020 alleviated some concerns for self-employed artists in the gig economy who were otherwise ineligible for traditional unemployment, the Act failed to address the issue of artists deriving income from both W-2 employment and self-employment. Many of these so-called "Mixed Earners" who qualified for traditional state unemployment were forced to exclude any self-employment income when calculating their unemployment benefit amount, often resulting in artificially low benefit awards of as little as $4 per week and rendering them unable to provide for themselves and their families.

In June of last year, Philadelphia Volunteer Lawyers for the Arts (PVLA) joined a broad coalition of over 100 organizations – including other VLAs and artist interest groups from around the country – in petitioning members of Congress to correct this legislative oversight. After several months of collective advocacy efforts, Congress enacted the Mixed Earner Unemployment Compensation ("MEUC") benefit program in its December 2020 amendment to the CARES Act. The MEUC program provided an additional $100 per week on top of other available federal unemployment supplements to mixed earners collecting traditional state unemployment who reported at least $5,000 in self-employment income in 2020.

The program, which originally covered an 11-week period from December 2020 to March 2021, has since been extended through September 4 under the American Rescue Plan. PVLA is continuing to work with other members of the coalition to seek an increase in the unemployment benefit supplements provided under the MEUC program, and to expand definitions of eligibility for artists and gig economy workers seeking to qualify for PUA and/or MEUC unemployment.

Ryan W. Morris is executive director of Philadelphia Volunteer Lawyers for the Arts.

La Chinesca — Best Chinese/Mexican Fusion Remake of a Jiffy Lube Ever



Shrimp and black bean tostada



Baby corn with black bean mayo and cojita cheese



Flan and chocolate cake

Photos by James Zwolak

By James Zwolak

For the five years I've been penning reviews, my longtime friend, Theresa (who also knows actual restaurant critics in this town), has been justifiably annoyed at me for not being asked to tag along on review meals. I knew her cilantro allergy made things a bit tricky. But no excuse, time to make things right.

So when the highly anticipated Mexican/Chinese fusion joint La Chinesca opened up in the old 11th and Spring Garden Jiffy Lube (where I'm still scarred from years of being mercilessly nickel and dimed for unnecessary oil and air filters), I happily invited Theresa along with my wife and pals, Ric and Carmen.

Our pre-meal peek at La Chinesca's awesome looking menu garnered excited group text messages; even when the "Um, there's a lot of cilantro on this menu" text came across the screen, it was still full speed ahead. On arrival, the ladies and I immediately hit the awesome cocktail list (Ric manned up with cans of Tecate in bulk). My **On Empty cocktail** was an ultra-refreshing blast of grapefruit syrup topped with a healthy shot of tequila, crushed ice, and club soda. No shame. Theresa's dark green **La Carcacha** with Brazilian cachaca liquor, lime, and sugar was tart and tasty. La Chinesca's small but inspired draft beer selection comes from literally down the street (Triple Bottom, Yards, Love City). The **El Guapo** from Roy Pitz was a very palatable sour with just the perfect amount of fruity funk. Recommended.

As a party of five, we were able to sample almost the entirety of La Chinesca's excellent small plate menu. I loved everything. And our awesome server even comforted Theresa; "Well, unfortunately, the chef pretty much throws cilantro on everything; but I promise he will work with you here." Awesome! First up was the crispy goodness of **fried wonton chips with three different salsas** (try the pumpkin), alongside a jumbo plate of **fried chicharrones with amaretto spiced mayo**. My companions were meh; I immediately filled the void and voraciously chowed down. Get 'em.

Next were the **shrimp and black bean tostada** with, as Carmen noted with understatement, "a ton of shrimp," and the scrumptious **salt and pepper squid**. The tostada was Ric's favorite and rivaled ones we've enjoyed on the Akumal, Mexico beachfront together. The squid was perfectly fried and nicely portioned. We all agreed we should have ordered more of each.

Then came my fave, the **Chinese broad bean and crunchy tofu in a slick ma la oil** so yummy I eagerly wiped it up with my remaining chicharrones—a must at a mere $7. The **fried peppers with cilantro, cashew and salsa verde** and **baby corn with black bean mayo and cojita cheese** were also worthwhile.

Our finales were multiple orders of **birria and fish tacos**. Both were quite tasty, but you can get versions of slightly higher quality elsewhere (ala the Mi Pueblito truck). We all agreed that more of the amazing initial plates might have been the way to go. Our solitary shared dessert of **flan on top of a mound of chocolate cake** was excellent, despite Theresa's unprompted "Well, I like more flan, less cake" comment.

La Chinesca clearly meets its pre-opening hype: creative plates, great vibe, amazing service. I loved it. And when Union Transfer next door starts humming again, this place will make a killing. Check it out.

James Zwolak (james.zwolak@philagov.org) is a divisional deputy solicitor in the City of Philadelphia Law Department.

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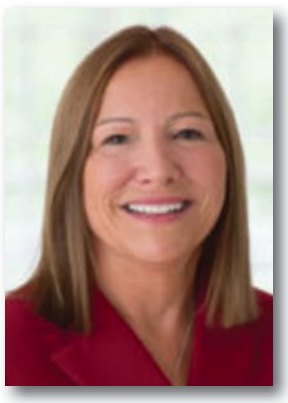
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People



Michael E. Bertin, partner at Obermayer Rebmann Maxwell & Hippel LLP, was elected secretary of Pennsylvania Chapter Of American Academy Of Matrimonial Lawyers.



Joyce L. Collier, of Greenblatt, Pierce, Funt and Flores, LLC, addressed the Specialty Pharmacy Conference of the American Society of Health Care Pharmacists on July 14, presenting on the topic: "Speaking Clearly: Inclusive and Bias Free Negotiations in All Your Transactions."



Gina Rubel, has been recognized by Lawdragon among the 2021 LAWDRAGON Global 100 Leaders in Legal Strategy and Consulting.



Jennifer S. Coatsworth, partner at Margolis Edelstein, received the inaugural Dr. Martin Luther King, Jr. Diversity, Inclusion and Community Engagement Award from the Philadelphia Association of Defense Counsel.



Lawrence Fox, will receive the American Bar Association Medal at the virtual General Assembly on Aug. 4 during the ABA's 2021 Hybrid Annual Meeting

"People" highlights news of members' awards, honors or appointments of a community or civic nature. Send news to Brittany Anne Robertson, communications associate at the Philadelphia Bar Association, at brobertson@philabar.org.



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