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Program for Advancing Equal Access to Justice by Challenging Gender Bias in the Legal Profession: What's Next?

Women's Bar Association of Maryland

University of Maryland Carey School of Law's Moser Ethics in Action Initiative

University of Maryland Carey School of Law's Women Leadership and Equality Program

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Advancing Equal Access to Justice by Challenging Gender Bias in the Legal Profession: What's Next?

Friday, March 6, 2020

Presented by the Women's Bar Association of Maryland

Co-sponsored by the University of Maryland Carey School of
Law's Moser Ethics in Action Initiative and its Women,
Leadership and Equality Program

The **Women's Bar Association of Maryland** is committed to the full and equal participation of women in the legal profession and in a just society. The WBA believes that a strong community of women in the legal profession is essential to the administration of justice. The WBA will promote women to positions of influence and leadership in their workplaces, the legal profession, the judiciary, and their communities. The WBA raises awareness and fight biases against women within the community at large, the legal profession, and under the law; promotes diversity, equality, and justice under the law and within the legal system; supports women in the legal profession in their personal and professional lives; provides opportunities for volunteerism and advocacy on issues affecting women; collaborates with other individuals and organizations to improve the status of women; celebrates the individual and collective achievements of women in the legal profession; and promotes full and equal participation of women in society by eliminating all forms of discrimination.

The **Moser Ethics in Action Initiative** at the University of Maryland Francis King Carey School of Law, with generous support from the Moser Family Philanthropic Fund, has taken a leadership role in addressing attorney ethics and the profession's failure to effectively address the access to justice crisis in this country. The Initiative incorporates ethics and professionalism into the law school curriculum, conducts outreach to the profession, and provides opportunities to students to become involved in projects that advance access to justice.

The **Women, Leadership and Equality Program** at the University of Maryland Carey School of Law combines teaching, experiential learning, and scholarship about women in the legal profession to prepare its graduates to become leaders in their chosen careers. It is the first and the only one of its kind at an American law school. The Program provides an opportunity for students to engage in critical thinking about cutting-edge issues in gender and leadership. It seeks to produce lawyers, both male and female, who are aware of the barriers that face women and actively seek to advance women in the profession.

PROGRAM AT A GLANCE

8:30-9:10: Registration and Coffee **Atrium**

9:10-9:30: Welcoming Remarks **Ceremonial Moot Courtroom**

9:30-10:30: Panel I, Judicial Misconduct **Moot Courtroom** *When does*

10:30-10:45: Break

10:45-11:45: Panel II, Attorney Misconduct **Moot Courtroom** *When does*

11:45-12:00: Break

12:00-12:50: Lunch Provided..... **Westminster Hall**

Lunchtime Remarks **Westminster Hall**
Chief Judge Mary Ellen Barbera

12:50-2:40: Panel III, What's Next? **Westminster Hall**
(Followed by Breakouts led by panelists, discussion group leaders)

2:45-3:15: Reports from Breakouts and recommended Next Steps

3:20: Closing Remarks **Westminster Hall**
Hon. Kathleen M. Dumais

Following Closing Remarks: Wine and Cheese Reception **Atrium**

Advancing Equal Access to Justice by Challenging Gender Bias in the Legal Profession: What's Next?

Current headlines and journal articles reflect continuing concern for gender bias in the legal profession and the need for education to overcome such obstacles to equal access to justice. Symposium panelists will explore: the import of judicial and attorney ethics codes prohibiting discrimination; professional and pragmatic concerns of women in Maryland courts and in law practice; and progress on gender equality initiatives announced thirty years ago with the Report on Gender Bias in the Courts.

The morning panels will focus on fearing, avoiding, identifying, and challenging judicial and attorney misconduct. What behaviors implicate ethics rules and concerns for incivility? What complaints and rules violations in state and federal courts prompt investigatory process?

Afternoon panelists will address and lead breakout discussions to explore: reasons for women departing the profession; identification of gender and intersectional bias issues; utility of rules and rule-making to challenge gender-related bias; and gender violence consequence in access to justice. Reports of panelists and reports from breakout discussions will encourage Symposium participants to identify next steps to eliminate gender bias in our courts and the legal profession.

The Symposium is presented by the **Women's Bar Association of Maryland, Inc.** and co-sponsored by the University of Maryland Carey School of Law's **Moser Ethics In Action Initiative** and its **Women, Leadership and Equality Program**, with many thanks to the Events Staff at the School of Law.

9:10- 9:30

Welcoming Remarks

Ceremonial Courtroom

Dean **Donald B. Tobin**

University of Maryland Francis King Carey School of Law
M. Peter Moser Ethics in Action Initiative

Margaret H. Oliver, Esq.

Oliver Family Law
President, Women's Bar Association of Maryland, Inc.

Professor **Paula A. Monopoli**

Sol & Carlyn Hubert Professor of Law
Founder, Women, Leadership and Equality Program,
University of Maryland Carey School of Law

**Panel I and Panel II will be
livestreamed to Room 107.**

9:30- 10:30

Panel I

**When does Sexual Harassment and Discriminatory Bias
Constitute Judicial Misconduct with Disciplinary
Consequences?**

Panelists and moderator:

Judge **Catherine C. Blake**, United States District
Court for the District of Maryland

Judge **Toni E. Clarke**, Circuit Court for Prince
Georges County (ret.), Immediate Past-Chair ABA
Judicial Division

Glendora C. Hughes, Esq., General Counsel,
Maryland Commission on Civil Rights

Professor **Margaret E. Johnson**, Professor of Law
and Associate Dean for Experiential Education, Co-
Director, Center on Applied Feminism, Director,
Bronfein Family Law Clinic, University of
Baltimore School of Law

Panel Introductions by Judge **Paula Xinis**, United
States District Court for the District of Maryland;
President, Federal Bar Association

10:30-10:45

Break

10:45-11:45

Panel II

When does Incivility, Bullying, Sexual Harassment, or Free Speech Amount to Unprofessional or Sanctionable Attorney Misconduct?

Panelists and moderator:

Introductions by **Linda H. Lamone**, Esq., Chair,
Attorney Grievance Commission

Lydia E. Lawless, Esq., Bar Counsel

Thomas E. Lynch III, Esq., Miles & Stockbridge,
P.C.

Kathleen Howard Meredith, Esq., Iliff, Meredith,
Wildberger & Brennan, P.C.

11:45-12:00 noon

Break

12:00-12:50

Box Lunch

Westminster Hall

Remarks by the **Honorable Mary Ellen Barbera**, Chief Judge,
Maryland Court of Appeals

12:50-2:40

Panel III

What's Next?

Panel Introductions: **Susan Carol Elgin, Esq.**

Topic A: Why women leave the law. Lessons to be learned, applied in the workplace especially when picking battles, making complaints, and pursuing investigations of gender-related misconduct.

Roberta (Bobbi) D. Liebenberg, Esq., Fine, Kaplan and Black, R.P.C.; Past Chair ABA Commission on Women in the Profession

Topic B: Redefining and recognizing gender issues. Facing gender-related disparities in the legal profession; overcoming ignorance, incivility, implicit bias, race and intersectional concerns, gender identity and gender expression.

Yodeski Acquie, Esq., Nelson Mullins Riley & Scarborough LLP; **Sam Williamson, Esq.**

Topic C: Rules are rules. Legislative avenues and rule-making tools; finding, using the power to combat sexual harassment, bullying, incivility in the practice of law.

Dolores Dorsainvil, Esq., D.C. Office of Disciplinary Counsel; **Michelle Daugherty Siri, Esq.,** Executive Director Women's Law Center of Maryland

Topic D: Gender Violence and Consequence. Difficulties responding to gender-based violence; navigating criminal and family courts, custody concerns.

Professor **Leigh Goodmark,** Marjorie Cook Professor of Law, Maryland Carey Law, Gender Violence Clinic; **Dorothy Lennig, Esq.,** Legal Clinic Director House of Ruth

Breakouts led by panelists and discussion leaders

Topic A. Why women leave the law

Breakout with discussion group leaders Reena K. Shah, Esq., Executive Director, Maryland Access to Justice Commission, and Mary M. Koch, Wais, Vogelstein, Forman & Offutt.

Topic B. Redefining and recognizing gender issues

Breakout with discussion leader Pamela Cardullo Ortiz, Director Access to Justice, Administrative Office of the Court

Topic C. Rules are rules

Breakout with discussion leader Debra M. Lawrence, Esq., Regional Attorney U.S. Equal Employment Opportunity Commission.

Topic D. Gender violence and consequence

Breakout with discussion leader Susan Carol Elgin, Esq. Kaufman,

2:45-3:15

Breakouts will conclude with four Reports back to the reassembled group, summarizing breakout discussions and recommendations

Ries & Elgin PA

Closing Remarks, observations by Hon. **Kathleen M. Dumais, Esq.**, Ethridge Quinn Kemp McAuliffe Rowan & Hartinger; Delegate, Maryland House of Delegates.

Adjourn to Atrium for Wine and Cheese Reception

BIOGRAPHIES

Yodeski Acquie, Esq. is an associate in Nelson Mullins Riley & Scarborough LLP's Baltimore office where she represents businesses in a broad array of products liability, real estate, employment, commercial and class action litigation. Her clients include manufacturers, suppliers, financial institutions, healthcare institutions, and educational institutions. As a member of trial teams in multiple states, she has represented clients in state court, federal court, private and FINRA arbitration. She is a graduate of Villanova University and the University of Maryland Francis King Carey School of Law.

Chief Judge Mary Ellen Barbera is a graduate of the University of Maryland School of Law; she clerked for the Honorable Robert L. Karwacki, Court of Special Appeals of Maryland. From 1985 to 1998, she was an Assistant Attorney General in the Maryland Attorney General's Office's Criminal Appeals Division, becoming its Deputy Chief in 1989. She joined Gov. Parris N. Glendening's Office of Legal and Regulatory Affairs as Deputy Legal Counsel in 1998 and was promoted to Chief Legal Counsel in 1999. In January 2002, she was appointed Associate Judge of the Court of Special Appeals and, in 2008, to the Court of Appeals by Gov. Martin O'Malley, who appointed her Chief Judge of the Court of Appeals in July 2013. Chief Judge Barbera has received a number of awards and honors, including the Maryland Senate's First Citizen Award (2018) and most recently the Montgomery County Bar Association's Annual Jurist Award (2019). She is a member of the Maryland State Bar Association, Bar Association of Montgomery County, National Association of Women Judges, Women's Bar Association of Maryland, Women's Law Center, Maryland Hispanic Bar Association, J. Franklyn Bourne Bar Association, American Law Institute, and Conference of Chief Justices.

Honorable Catherine C. Blake is a District Judge on the United States District Court for the District of Maryland, nominated by

President Clinton and confirmed by the Senate in 1995, and serving as Administrative Judge (1999-2003) and Chief Judge (2014-2017). In 1975, Judge Blake achieved her law degree at Harvard, with honors, after graduating magna cum laude from Radcliffe College. After entering private practice in Boston, she joined the United States Attorney's Office for the District of Maryland in 1977 and served as First Assistant U. S. Attorney, then court-appointed U.S. Attorney (1985-86). Judge Blake was appointed United State Magistrate Judge and continued in that service (1987-1995) until her appointment to the District Court. Judge Blake has held leadership positions in the Federal Judges Association, the Judicial Conference Financial Disclosure Committee, Defendant Services Committee, and Federal Judicial Center. Among a number of bar organization memberships, she is a member of the Federal and Maryland State Bar Associations, and the National Association of Women Judges.

Honorable Toni E. Clarke served in the Circuit Court for Prince George's County (1998-2018) before taking senior status. Judge Clarke presided in Civil, Criminal, Family and Juvenile dockets. Prior to her judicial appointment, Judge Clarke served as an Associate County Attorney, then in private practice, and for a period as State's Attorney for Prince George's County, the first African-American woman in Prince George's County and the State of Maryland to hold this position. Judge Clarke received her J.D. from the University of Maryland School of Law and B.S. from the Pennsylvania State University, where she played on the Women's Varsity Basketball team. Judge Clarke has been active in many bar associations, including the J. Franklyn Bourne Bar Association (President); Women's Bar Association of Maryland, Inc. (first African American President); Prince George's County Bar Association (first African American female President). She has held leadership positions with the National Judicial College, the Maryland State Bar Association, the National Association of Women Judges, and within the American Bar Association (ABA), especially including the National Conference of State Trial Judges (NCSTJ). Judge Clarke is the Immediate Past-Chair of the

Judicial Division of the ABA. Numerous awards include the WBA's Rita C. Davidson Award, the Daily Record's Leadership in the Law Award, Maryland's Top 100 Women, and Distinguished Woman of the Alliance of Black Women Attorneys.

Dolores Dorsainvil, Esq. is Judge-Designate to the Maryland District Court in Prince Georges County after serving as Assistant Disciplinary Counsel with the Office of Disciplinary Counsel where she investigated D.C. lawyers for ethical misconduct; she formerly worked with the Attorney Grievance Commission of Maryland. Dolores is an Adjunct Professor at Georgetown University Law Center and American University's Washington College of Law where she teaches professional responsibility/legal ethics. Dolores holds leadership positions with the ABA and MSBA on professional regulation issues, and holds other service and leadership responsibilities with local and national bar associations, including the MSBA Leadership Academy, WBA, Black Women's Bar of Suburban Maryland. She has been honored by the ABA Young Lawyers' Division, by the Maryland Bar Foundation's Shea Award, ABA Center for Professional Responsibility, Daily Record's Maryland Top 100 Women awards and Leadership in Law.

Kathleen M. Dumais, Esq. is a Super Lawyer by any definition. She is Senior Counsel with Ethridge, Quinn, Kemp Rowan & Hartinger where she continues her remarkable record as a premier family and divorce attorney. Ms. Dumais is recognized and honored as a Fellow of the American Academy of Matrimonial Lawyers, by the prestigious MSBA Beverly A. Groner Family Law Award, the Dorothy Beatty Memorial Award of the Women's Law Center, and the WBA's Rita C. Davidson Award, among other citations for bar leadership. Delegate Dumais was first elected to the Maryland House of Delegates in Montgomery County in 2002 and has fashioned a formidable career in public service in the General Assembly.

Susan Carol Elgin, Esq. is a partner at Kaufman, Ries & Elgin, P.A. and practices family law. She has been an officer, board member and attorney mentor for the Women's Law Center of Maryland for over 25 years. She was a member of the Maryland Commission for Women (2006-12) and served as Chair (2010-12). Ms. Elgin served on the Select Committee on Gender Equality (1990-1998) and chaired the Complaints Subcommittee. She is an active member of the American Association of Matrimonial Lawyers (President of the Maryland Chapter 2011-13) and many other Bar Associations. Her honors include: Best Lawyers in America, 2010-2020; Maryland Super Lawyers, 2007-2020; Arthur Machen Award; Maryland's Top 100 Women Circle of Excellence, and Leadership in Law.

Professor Leigh Goodmark is the Marjorie Cook Professor of Law at the University of Maryland Francis King Carey School of Law. Professor Goodmark co-directs the Clinical Law Program, teaches Family Law, Gender and the Law, and Gender Violence and the Law, and directs the Gender Violence Clinic, a clinic providing direct representation in matters involving intimate partner abuse, sexual assault, trafficking, and other cases involving gender violence. Professor Goodmark's scholarship focuses on intimate partner violence. She is the author of *Decriminalizing Domestic Violence: A Balanced Policy Approach to Intimate Partner Violence* (University of California Press 2018) and *A Troubled Marriage: Domestic Violence and the Legal System* (New York University 2012), which was named a *CHOICE* Outstanding Academic Title of 2012. She is the co-editor of *Comparative Perspectives on Gender Violence: Lessons from Efforts Worldwide* (Oxford 2015). Professor Goodmark's work on intimate partner violence has also appeared in numerous journals, law reviews, and publications, including *Violence Against Women*, the *Harvard Civil Rights-Civil Liberties Law Review*, the *Harvard Journal on Gender and the Law*, the *Yale Journal on Law and Feminism*, and *Fusion.net*. From 2003 to 2014, Professor Goodmark was on the faculty at the University of Baltimore School of Law, where she served as Director of

Clinical Education and Co-director of the Center on Applied Feminism. From 2000 to 2003, Professor Goodmark was the Director of the Children and Domestic Violence Project at the American Bar Association Center on Children and the Law. Before joining the Center on Children and the Law, Professor Goodmark represented battered women and children in the District of Columbia in custody, visitation, child support, restraining order, and other civil matters. Professor Goodmark is a graduate of Yale University and Stanford Law School.

Glendora C. Hughes, Esq. is the General Counsel for the Maryland Commission on Civil Rights, responsible for the overall supervision and administration of the Legal Department for the Commission. During her tenure with the agency, she has developed an expertise in employment, housing, public accommodation and commercial discrimination. She assisted in drafting of major amendments to the State's anti-discrimination law and co-authored regulations for the enforcement of those statutory amendments. She has authored several publications on employment and fair housing law. Ms. Hughes has litigated numerous employment, public accommodation and fair housing cases. Ms. Hughes has trained and provided technical assistance to businesses, Maryland citizens, professional associations and realtors regarding Maryland's anti-discrimination laws. Her professional, civic and community activities include Board service with Bon Secours Community Works, NAMI Metro, Bon Secours Health Systems Baltimore, MSBA's Labor and Employment Law Section Council, MSBA Board of Governors. She is honored as a Maryland Bar Foundation Fellow, the Women's Law Center's Beatty Memorial Award for "making significant contribution to advance the rights of women", and the Daily Record's Top 100 Women.

Mary M. Koch, Esq. is a partner at Wais, Vogelstein, Forman & Offutt, and has been an advocate for victims for more than 30 years. Ms. Koch graduated from the University of Baltimore School of Law and began working as Assistant State's Attorney

in Baltimore City, trying more than 100 felony jury trials (and losing one case). In private practice, Ms. Koch obtained a \$34.33 million verdict in *Wynn et al. v. MJ Harbor Hotel, LLC*, (“the Pier V Case” claiming injuries from carbon monoxide poisoning). Ms. Koch led successful negotiations for a \$37 million settlement on behalf of former cardiac patients who underwent unnecessary cardiac stent procedures. Most recently, Ms. Koch and colleagues represented a brain-injured child and gained the largest medical malpractice verdict in U.S. history—\$229 million dollars. Ms. Koch currently is the President of the BCCWBA (Baltimore City, Baltimore County & Carroll County Women’s Bar Association) and is a member of the Board of Governors of the Maryland Association for Justice. Ms. Koch was recognized as a Maryland Super Lawyer from 2015-2020, and was named as one of the “50 Women to Watch” by Baltimore Sun Magazine in 2015.

Linda H. Lamone, Esq. was appointed by the Governor to be the State Administrator of Elections on July 1, 1997. Ms. Lamone has a Juris Doctorate with high honors from the University of Maryland, School of Law. She has served as an Assistant Attorney General for several Maryland State Agencies, as Special Counsel to the Lt. Governor of Maryland and was in private practice of law. As the State Election Administrator, Ms. Lamone is the Chief Election Officer for the State and by statute is charged with maximizing the use of technology in election administration. Since her appointment, Ms. Lamone has overseen the development and implementation of a statewide voter registration system. She has implemented two uniform statewide voting systems. Additionally, Ms. Lamone has administered the development of a sophisticated candidate and campaign finance management program and an election management system that creates and certifies each ballot layout for the State of Maryland. Ms. Lamone serves on the U.S. Election Assistance Commission’s Advisory Board and Technical Guidelines Development Committee and the Executive Committee of the National Association of State Election Directors. She is a member of the Department of

Homeland Security, Government Coordinating Council and the Maryland Cybersecurity Council. Ms. Lamone is also Chairman of the Attorney Grievance Commission of Maryland and Chair of the Character Committee for the Fifth Appellate Circuit for the Court of Appeals of Maryland.

Lydia E. Lawless, Esq. is Bar Counsel for the State of Maryland. She joined the Attorney Grievance Commission as an Assistant Bar Counsel in 2011 and was appointed Bar Counsel on July 1, 2017. Ms. Lawless is a graduate of the University of Maryland College Park (B.A. in history) and the American University Washington College of Law. Ms. Lawless serves on the Maryland State Bar Association Litigation Section Council, the Executive Committee of the Montgomery County Inns of Court and the American University Washington College of Law Public Interest Alumni Advisory Board. Ms. Lawless has been recognized by the ABA’s Center for Professional Responsibility with the Rosner & Rosner Young Lawyers Professionalism Award, and as the Daily Record’s Influential Marylander. Ms. Lawless has published numerous articles and is a frequent speaker at Maryland State and local bar associations and organizations.

Debra M. Lawrence is the Regional Attorney of the EEOC Philadelphia District. She oversees the litigation program for the district, which involves the prosecution of cases under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008. She lectures and trains frequently on all aspects of laws enforced by the agency, including litigation and trial practice. She has been a speaker for various bar associations, including the National Employment Lawyers Association’s (“NELA”) annual conventions, the Metropolitan Washington Employment Lawyers Association’s annual conferences, and the Defense Research Institute’s (“DRI”) annual meeting. She has written articles for the Maryland Trial Lawyers Association *Trial Reporter* and for

Dorothy Lennig, Esq. is Director, Domestic Violence Legal Clinic, House Of Ruth Maryland. She earned her B.S. at Pennsylvania State University, 1976, and her J.D. at University of Maryland School of Law, 1987. Ms. Lennig has been an attorney at the House of Ruth Domestic Violence Legal Clinic since 1988 and has been the Director of the Clinic since 1994. She supervises and directs the Clinic's domestic violence litigation and advocacy efforts. Ms. Lennig is also the registered lobbyist for the House of Ruth Maryland. In addition, Ms. Lennig is the vice-chair of the Governor's Family Violence Council, is a past Chair of the Maryland State Bar Association's Family and Juvenile Law Section Council, was the chair of the Baltimore City Domestic Violence Fatality Review Team, and she was the co-chair of the Bar Association of Baltimore City's Family Law Committee and its Task Force on the Effect of Domestic Violence on Children. In 2001, Ms. Lennig completed a two-year collaborative study of community and legal interventions in domestic violence funded by the National Institute of Justice. In 1998, 2003, and 2006, Ms. Lennig was named as one of Maryland's Top 100 Women. She also received The Daily Record's Leadership in Law award in 2002. Ms. Lennig received the University of Maryland School of Law Benjamin L. Cardin Pro Bono Service Award in 2004. In 2012, she received the Maryland State Board of Victim Services' Henry Gleim Memorial Award and the Montgomery County Family Justice Center Founder's Award. She also received the Women's Law Center of Maryland's Access to Justice award in 2013.

Roberta (Bobbi) Liebenberg, Esq. is a senior partner at Fine Kaplan and Black in Philadelphia where her practice focuses on class actions, antitrust and complex commercial litigation, and white-collar criminal defense. She secured the largest jury verdict and ensuing judgment ever awarded in a price-fixing class action (*In re Urethane Antitrust Litigation*), and is recognized as one of the country's leading antitrust lawyers. She

has held leadership positions in litigation groups and bar organizations. Ms. Liebenberg's numerous publications and bar leadership roles also focus on gender-related disparities in the legal profession, most recently a co-author publishing survey results: "Walking Out the Door—The Facts, Figures and Future of Experienced Women Lawyers in Private Practice." She twice chaired the ABA's Commission on Women in the Profession, received the Margaret Brent Women Lawyers of Achievement Award, and is frequently cited and honored as an outstanding and most influential woman lawyer throughout the country. Ms. Liebenberg graduated from the University of Michigan and magna cum laude from the Catholic University Columbus School of Law.

Thomas E. Lynch III, Esq. is a lawyer and principal of Miles & Stockbridge, a law firm for which he has worked (initially in Baltimore and then in Frederick) for almost 40 years. He created and led the firm's Environmental group, headed the Frederick Litigation Group and also has a very diversified litigation and alternative dispute resolution background. He has served as a neutral mediator appointed by the Courts or retained by private parties for more than 20 years. Tom is known for his very broad knowledge and experience on ethics issues. He has participated as a member of the Maryland State Bar Ethics Committee since 1990 and chaired the Committee in 1999-2000. He participated as a member of the "Rodowsky Committee" which drafted the then proposed amendments to the Maryland Rules of Professional Conduct in 2004-2005. Tom was appointed by the Maryland Court of Appeals to serve on the Professionalism Commission and then served as Vice Chair of the Board of the Maryland Professionalism Center, Inc. He is currently the President of the Maryland Bar Foundation Board and Vice Chair of the Board of Trustees of Frederick Community College.

Professor Margaret E. Johnson is a Professor of Law and the Associate Dean for Experiential Education at the University of Baltimore School of Law, where she also serves as Co-Director

of the Center on Applied Feminism. Her research and teaching focus on gender, reproductive justice, domestic violence and sexual harassment law. Her articles have been published in the *U.C. Davis Law Review*, the *B.Y.U. Law Review*, *Cardozo Law Review*, and the *Temple Law Review*, among others. Professor Johnson's recent scholarship focuses on menstruation and law, with *Menstrual Justice*, 53 UC Davis L. Rev. 1 (2019) and *Title IX and Menstruation* (forthcoming Harvard J.L. & Gender 2020, with Profs. Bridget Crawford and Emily Waldman). She previously taught law at Georgetown University and American University Washington College of Law. Previously, Professor Johnson practiced employment discrimination law, with a specialization in sexual harassment law, at the Washington Lawyers' Committee for Civil Rights and Kalijarvi, Chuzi & Newman, in Washington, D.C. She has held leadership roles in feminist legal organizations, including the Women's Law Center of Maryland. Professor Johnson has won numerous teaching and service awards, including the 2017 UB Law Outstanding Teaching by a Full-Time Faculty Member award, Top 25 Women Professors in Maryland in 2013, and the 2012 USM Board of Regents' Faculty Award for Public Service. Professor Johnson is a member of the bars of the State of Maryland and the District of Columbia.

Kathleen Howard Meredith, Esq. graduated *summa cum laude* (*first in her class*) from the University of Baltimore School of Law in 1978. Kathleen has tried cases across the State of Maryland and in the District of Columbia, and her practice focuses on representation of plaintiffs in medical malpractice cases and representation of lawyers in the defense of ethics and grievance matters and legal malpractice claims. Kathleen is a principal in the law firm of Iliff, Meredith, Wildberger & Brennan, P.C. Kathleen previously was a partner at Semmes, Bowen & Semmes and also served for two years as an Assistant Attorney General for the State of Maryland. Kathleen has written and lectured extensively on litigation issues and tactics. Kathleen is a member of the Maryland State Bar Association, a member of

the Appellate Nominating Commission, and a Fellow of the American College of Trial Lawyers. Kathleen has been named one of Maryland's Top Ten "Super Lawyers" in multiple years, and every year she has been named one of the Top 100 overall and Top 50 Women, by Maryland Super Lawyers Magazine.

Professor Paula A. Monopoli is the Sol & Carlyn Hubert Professor of Law at the University of Maryland Carey School of Law where she founded its Women, Leadership and Equality Program. She holds an appointment as a Visiting Scholar at the Moller Centre, Churchill College, University of Cambridge. Professor Monopoli received her B.A., cum laude, from Yale College, and her J.D. from the University of Virginia School of Law. She teaches in the areas of Property, Trusts & Estates and Gender and the Law. Professor Monopoli has published widely and is a nationally recognized scholar in the fields of inheritance law and the intersection of gender and constitutional design. Professor Monopoli is the author of the forthcoming book, *Constitutional Orphan: Gender Equality and the Nineteenth Amendment* (Oxford University Press 2020). Her publications include "*Gender and Constitutional Design*" in the Yale Law Journal, "*Marriage, Property and [In]Equality*" in the Yale Law Journal Online, "*Gender and Justice: Parity and the United States Supreme Court*" in The Georgetown Journal of Gender and the Law, "*The Gendered State and Women's Political Leadership*" (with McDonagh) in *Feminist Constitutionalism* and "*Toward Equality: Nonmarital Children and the Uniform Probate Code*" in the University of Michigan Journal of Law Reform. Professor Monopoli is also the author and editor of three books including, *American Probate: Protecting the Public, Improving the Process* (2003), *Contemporary Trusts and Estates* (with Gary, Borison and Cahn)(3d ed. 2017) and *Law and Leadership: Integrating Leadership Studies into the Law School Curriculum* (ed. with McCarty) (2013). She has presented her research at Oxford University, University College Dublin, Yale Law School, the University of Michigan Law School and the University of Texas Law School, among many others. Professor

Monopoli is an elected member of the American Law Institute and she sits on the ALI's Consultative Committees for the Restatement Third of Property (Donative Transfers) and the Restatement Third of Trusts. She is an Academic Fellow of the American College of Trusts and Estates Counsel.

Margaret H. (Meg) Oliver, Esq. is a graduate of the University of Baltimore School of Law. A former prosecutor with the Office of the State's Attorney in Baltimore County, Ms. Oliver opened her own firm, Oliver Family Law, to assist families through the crisis of separation and divorce with a focus on saving the children and alternative dispute resolutions. A former president of the Howard County Women's Bar Association, a founding member and former president of the Howard County Collaborative Professionals, Inc., Mr. Oliver has been named a Super Lawyer and was recently recognized as one of the Top 100 Family Lawyers in Maryland. She is a recipient of the Conwell R. Sapp Award for her mentorship of women attorneys and received the WBA President's Award for her work as Co-Chair of the WBA Judicial Selections Committee. Prior to becoming a lawyer, Ms. Oliver began her career in music, earning a Master of Music degree in vocal performance from the Eastman School of Music in Rochester, NY and performed professionally for several years. Music remains a large part of Mr. Oliver's life in her job as Minister of Music at St. Mary's Episcopal Church in Woodlawn, MD. Ms. Oliver has taught classes on divorce at the local community college and served as a presenter/panelist at continuing education seminars. A mother of two adult sons and resident of Baltimore City, she can often be found kayaking on the Patapsco River.

Pamela Cardullo Ortiz, Esq. is the Director of Access to Justice for the Maryland Administrative Office of the Courts. Her office works to enhance access to the justice system for all Marylanders. The department's responsibilities include educating the public about how to use the courts, developing resources for the self-represented, and overseeing the Court

Interpreter Program. From 2008 through 2014, Ms. Ortiz served as the founding Executive Director of the Maryland Access to Justice Commission, and also staffed the Task Force to Study Implementing a Civil Right to Counsel in Maryland. She served as the founding Executive Director for Family Administration with the Maryland Administrative Office of the Courts from 1999 until 2008, directed the Anne Arundel Pro Bono Program, and began her legal career with Maryland Legal Aid. Ms. Ortiz received the Benjamin L. Cardin Distinguished Service Award from the Maryland Legal Services Corp., the Champion of Justice Award from the Equal Justice Council of Maryland Legal Aid, and was named Maryland's Top 100 Women, Human Rights & Justice Champion by Maryland Legal Aid, and Fellow of the Maryland Bar Foundation. Ms. Ortiz holds a law degree from Georgetown University, a master's degree from the University of Chicago, and a bachelor's degree from St. Mary's College of Maryland.

Reena K. Shah, Esq., a long-time advocate of social justice and social change, is the Executive Director of the Maryland Access to Justice Commission, where she is charged with building a strong and sustainable future for the Commission and driving reforms and innovations to make the civil justice system accessible, fair and user-friendly for all Marylanders. Reena was a Staff Attorney in the Housing and Consumer Law Unit, then the first Director of the Human Rights Project at Maryland Legal Aid. She went to law school after a few years in public policy and international development, during which period she worked on Capitol Hill for former U.S. Senator Barbara Mikulski (D-Md.), in a local Kenyan non-governmental organization, and served as a Peace Corps Volunteer in Nepal. Reena earned a B.A. from The George Washington University; a M.P.A. from Princeton University; and a J.D. from University of Maryland Carey School of Law. Reena has been active in the community, having served on the boards of the Women's Law Center of Maryland and Maryland Carey Law and has been recognized at Maryland Legal Aid for her service to her clients and by the Daily Record as a

Leading Woman. Reena is married with three children, speaks three languages and loves to travel and explore new cultures.


Michelle Daugherty Siri, Esq. is the Executive Director of the Women's Law Center of Maryland. A practicing attorney since 2003, she began her career as a law clerk in the Baltimore City Circuit Court, spent five years in private practice and six years as an Assistant Attorney General representing the Department of Juvenile Services in labor and employment related issues before joining the Women's Law Center in 2015. She is the former Board President of Planned Parenthood of Maryland, current President of Maryland Carey Law School Alumni Board, Treasurer of the Maryland Legislative Agenda for Women, and Secretary of the Maryland Network Against Domestic Violence. She also sits on the board of the Baltimore County Bar Association, the section council of MSBA's Delivery of Legal Services section, is a Fellow of the Maryland Bar Foundation, the Public Policy Conflict Resolution Fellowship Program, and Towson University Professional Leadership for Women Program. She has been awarded The Women's Bar Association's Rita C. Davidson Award, the Baltimore County Bar Association's Judith P. Ritchey Award, the Daily Record's Leadership in the Law Generation JD award, and the Daily Record's Circle of Excellence of the Top 100 Women.

Dean Donald B. Tobin has been dean and professor of law at the University of Maryland Francis King Carey School of Law since 2014. Under his leadership, Maryland Carey Law has built upon its distinguished history integrating theory and practice, giving back to the community, and training the next generation of excellent lawyers and leaders.

Sam Williamson, Esq. is a judicial law clerk to the Honorable Diana Gribbon Motz at the U.S. Court of Appeals for the Fourth Circuit and previously served as a judicial law clerk to the Honorable Paula Xinis at the U.S. District Court for the District of Maryland. Following their clerkships, Sam will serve as a

Skadden Fellow at the Homeless Persons Representation Project, focusing on the needs of LGBTQ youth. Sam graduated as valedictorian from the University of Maryland Carey School of Law. While in school, Sam focused on the needs of the trans and nonbinary community, interning with FreeState Justice and the ACLU of Maryland and working as a student attorney at the University of Maryland's Gender Violence Clinic. Sam's work to promote trans and nonbinary inclusivity at the law school earned them the Sam Allen Memorial Prize. Prior to attending law school, Sam worked as a community organizer in Baltimore.

Honorable Paula Xinis was nominated to the federal bench (U.S.D.Md.) by President Obama in 2015 and confirmed by the Senate on May 16, 2016. Judge Xinis is President of the Federal Bar Association in Maryland, has served on the Board of Governors for FBA since 2005, and as Board Treasurer (2011-15). Judge Xinis has held leadership positions with the Merit Selection Committee for United States Magistrate Judges, as a Complaint Examiner for the Office of Police Complaints for the District of Columbia, and currently serves as chair of the U.S. District Court's Disciplinary and Admissions Committee. Judge Xinis attended Vassar College and the University of Virginia where she graduated with a B.A., with Highest Distinction. After obtaining her J.D. from the Yale Law School, Judge Xinis clerked for the Honorable Diana Gribbon Motz on the U.S. Court of Appeals for the Fourth Circuit, joined the Office of the Federal Public Defender for the District of Maryland as an Assistant Federal Public Defender, and added supervisory and training responsibilities, including lectures on such topics as Effective Sentencing Mitigation, Amendments to the United States Sentencing Guidelines, and Appellate Advocacy. Judge Xinis has taught Appellate Advocacy as an adjunct professor at the University of Maryland Francis King Carey School of Law. In 2011, Judge Xinis joined the Baltimore firm of Murphy Falcon & Murphy and handled complex civil actions as well as mass and



class actions in state and federal court.

Challenging Gender Bias and Inequality in the Legal Profession

In May 1989, the Maryland Special Joint Committee on Gender Bias in the Courts issued its Report after two years of study. One significant objective of the Report's recommendations was accomplished in the mid-1990's upon amendment of the Judicial Canons (judicial ethics rules) to condemn gender bias. Maryland Rule 18-102.3 now requires:

“In the performance of judicial duties, a judge shall not, by words or conduct, manifest bias, prejudice, or harassment based upon race, sex, gender, religion, national origin, ethnicity, disability, age, sexual orientation, marital status, socioeconomic status, or political affiliation. A judge shall require attorneys in proceedings before the court, court staff, court officials, and others subject to the judge's direction and control to refrain from similar conduct.”

The Court of Appeals added Rule 8.4(e) to the Lawyers Rules of Professional Conduct in 2005. Maryland Rule 19-308.4 now instructs:

“It is professional misconduct for an attorney to...knowingly manifest by words or conduct when acting in a professional capacity bias or prejudice based upon race, sex, religion, national origin, disability, age, sexual orientation or socioeconomic status when such action is prejudicial to the administration of justice....”

Now, 30 years later, we continue to read front page headlines in the Maryland Daily Record: “Gender inequality still persists in legal profession, report says”. The article describes an ABA report as identifying ‘gender-related issues hampering women's careers in the legal profession’. The report (“Walking Out the Door: The facts, figures and future of experienced lawyers in private practice”, by co-author Bobbi Liebenberg) is described in an ABA

Journal article close on the heels of three other recent Journal articles:

- “Inclusion Illusion”, offering a harsh example that ‘minority women continue to be the most drastically underrepresented in U.S. law firms’;
- “Protecting the Courts”, cautioning that ‘unfair attacks on judges undermine judicial independence’;
- “Defusing Bullies”, urging a ‘pledge to be civil’ and explaining that ‘lawyer speech triggers both civility and constitutional concerns’;
- “Federal judge reprimanded for ‘very serious’ long-term [sexual harassment] misbehavior...”

These current headlines reinforce the timeliness and import of our Symposium to address: “Advancing Equal Access to Justice by Challenging Gender Bias in the Legal Profession: What’s Next?”

The Symposium is structured to inform attendees about recognizing and addressing gender-related misconduct in the legal profession; identifying available tools to combat overt discriminatory bias or to recognize implicit bias; taking steps contemplated for the bench and at the bar to identify and responding to problematic gender-related behaviors; and identifying legislative, rule-making, or employer-driven initiatives to address gender inequality and its consequences.

Thank you for your attention and participation.

Hon. Pamela J. White
Baltimore, Maryland
March 6, 2020

WBA MD

THE WOMEN'S BAR ASSOCIATION OF MARYLAND, INC.
