

NEW JERSEY WOMEN LAWYERS ASSOCIATION

*Honoring Women from the
Judicial, Public, Corporate and Private Law Firm Sectors*

11th Annual

WILL
Platinum Gala

WOMEN'S INITIATIVE AND LEADERS IN THE LAW

March 20, 2018

New Jersey
Women Lawyers
ASSOCIATION

The New Jersey Women Lawyers Association (NJWLA) is an independent association of over 1,500 members whose mission is to advance and retain women in the legal profession through education and activism, to promote qualified women to the highest levels of law firm, government, academic, community and corporate positions and to endorse qualified female attorneys for appointments to the state and federal judiciary. NJWLA works to foster leadership among its members by promoting professional activities, mentoring, educational programs and networking functions.

NJWLA is a critical voice on all issues of importance to women engaged in the practice of law in the State of New Jersey.

NEW JERSEY WOMEN LAWYERS ASSOCIATION

11th Annual
WILL
Platinum Gala
WOMEN'S INITIATIVE AND LEADERS IN THE LAW

MISTRESS OF CEREMONIES

Honorable Madeline Cox Arleo

*United States District Judge
for the District of New Jersey*

WELCOME REMARKS

Stacey Adams and Diana Manning

Platinum Gala Co-Chairs

OPENING REMARKS

Annmarie Simeone

*Norris McLaughlin & Marcus, P.A.
NJWLA President*

SCHOLARSHIP AWARD WINNERS

Cassandra Tribastone

Rutgers School of Law – Newark

Sara Gray

Rutgers School of Law – Camden

Sandy De Sousa

Seton Hall University Law School

CLOSING REMARKS

Michelle Schaap

*Chiesa Shabinian & Giantomasi PC
NJWLA President-Elect*

2018 WILL PLATINUM AWARD RECIPIENTS

JUDICIAL SECTOR – FEDERAL

Honorable Kathryn C. Ferguson

*Chief Judge, United States Bankruptcy
Judge for the District of New Jersey*

JUDICIAL SECTOR – STATE

Honorable Harriet Farber Klein (Ret.)

Of Counsel, Wilson Elser

PRIVATE SECTOR

Galit Kierkut

*Member
Sills Cummis & Gross P.C.*

CORPORATE SECTOR

Kathleen M. Boozang

*Dean and Professor of Law
Seton Hall University School of Law*

PUBLIC SECTOR

Honorable Esther Suarez

Hudson County Prosecutor

TRAILBLAZER AWARD

Lorraine S. Gerson

Assistant U.S. Attorney

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WOMEN'S INITIATIVE AND LEADERS IN THE LAW

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STATE OF NEW JERSEY
OFFICE OF THE GOVERNOR
P.O. BOX 001
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PHILIP D. MURPHY
GOVERNOR

March 20, 2018

Dear Friends:

It is with great pleasure to extend greetings to everyone gathered for the 11th annual Women's Initiative and Leaders in the Law Platinum Gala, hosted by the Women Lawyers Association.

I have vowed to deliver a stronger and fairer state for all nine million residents who call New Jersey home. The Association and I share this commitment to women. For more than 25 years, the New Jersey Women Lawyers Association has worked tirelessly to represent women within the legal community by promoting the advancement of women in the legal profession and committing itself to gender equity. I applaud NJWLA for its advocacy and dedication toward promoting the best and brightest legal minds in our State.

Tonight's event is not only an opportune time to recognize the many accomplishments made by NJWLA, but also to highlight the many advancements made by women in the legal field. I join the Honorable Madeline Cox Arleo and everyone in attendance in extending my personal congratulations to tonight's judicial, corporate, trailblazer and law firm honorees: the Honorable Kathryn C. Ferguson, the Honorable Harriet Farber Klein (Ret.), the Honorable Esther Suarez, Galit Kierkut, Kathleen M. Boozang and Lorraine S. Gerson. I commend tonight's honorees for sharing our devotion for positive changes in our State and toward gender equity in the legal field.

Best wishes for an enjoyable and memorable event.

My very best,


Philip D. Murphy
Governor

CORY A. BOOKER
NEW JERSEY



UNITED STATES SENATE
WASHINGTON, D. C. 20510

March 20, 2018

New Jersey Women Lawyers Association
372 Franklin Avenue
Suite 713
Nutley, New Jersey 07110

Dear Friends,

It is a pleasure to extend my warmest wishes as you gather for the 11th annual Women's Initiative and Leaders in the Law Platinum Gala. I am delighted to join the New Jersey Women Lawyers Association community in congratulating tonight's honorees—the Honorable Kathryn C. Ferguson, the Honorable Harriet Farber Klein, the Honorable Esther Suarez, Galit Kierkut, Kathleen M. Boozang, and Lorraine S. Gerson—on being recognized for their steadfast leadership and impressive records of service. Their contributions to the New Jersey legal community are worthy of commendation.

For more than three and a half decades, the New Jersey Women Lawyers Association has helped lead the Garden State's legal community by supporting female students, lawyers, and other legal professionals. Your work to promote and support women in the legal profession is both commendable and critical to the diversity and vitality of the field. The fact that the New Jersey Women Lawyers Association continues to thrive is a testament to the hard work and dedication of its leadership and the passion of its membership.

Congratulations on all that you have accomplished this year. I send my gratitude for your outstanding work and my best wishes for continued success in the years to come.

Sincerely,

A handwritten signature in blue ink, appearing to read "C.A.B.", written over a horizontal line.

Cory A. Booker
United States Senator



NEW JERSEY SENATE

SENATOR TROY SINGLETON
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TEL: 856-234-2790
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February 7, 2018

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New Jersey Women Lawyers Association
372 Franklin Avenue
Suite 713
Nutley, NJ 07110

Dear New Jersey Women Lawyers Association,

I am honored to have been invited to the 11th Annual Women's Initiative and Leaders in the Law Platinum Gala (WILL Gala), hosted by The New Jersey Women Lawyers Association (NJWLA). I am sorry I cannot attend the event, but I wanted to share my support for the NJWLA and pass along congratulations to all the 2018 honorees.

Since the New Jersey Women Lawyers Association was founded in 1981, the work you have undertaken has been instrumental in supporting women throughout the legal profession. I would like to extend heartfelt congratulations to the 2018 Honorees as they are being recognized by the NJWLA for outstanding work in their respective fields:

- Honorable Kathryn C. Ferguson, Judicial Sector- Federal
- Honorable Harriet Farber Klein, Judicial Sector- State
- Galit Kierkut, Esq., Private Sector
- Kathleen M. Boozang, Corporate Sector
- Honorable Esther Suarez, Public Sector
- Lorraine S. Gerson, Esq., Trailblazer Award

Please know that as a State Senator, I am making it a priority to have a judiciary that is reflective of the population it represents and serves. Again, thank you for the opportunity to be included in your annual WILL Gala. I know the NJWLA will keep up the mightily important work of advocating for women and supporting gender equity in the legal profession.

Again, congratulations to the awardees and I wish you a successful evening!

Most Sincerely,

Hon. Troy Singleton
Senator – 7th Legislative District



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New Jersey Women Lawyers Association
372 Franklin Avenue
Suite 713
Nutley, New Jersey 07110

Dear Members of the New Jersey Women Lawyers Association:

I would like to congratulate the 2018 Women's Initiative and Leaders in the Law Platinum Gala honorees:

The Honorable Kathryn C. Ferguson (Chief Judge, United States Bankruptcy Court, District of New Jersey)
The Honorable Harriet Farber Klein (Ret.) (Wilson Elser Moskowitz Edelman & Dicker LLP)
Kathleen M. Boozang (Dean and Professor of Law, Seton Hall University School of Law)
The Honorable Esther Suarez (Hudson County Prosecutor)
Lorraine S. Gerson, Esq. (Assistant United States Attorney)
Galit Kierkut, Esq. (Sills Cummis & Gross P.C.)

This tremendous honor highlights those who work to advance women in the legal profession and honor leaders from the judiciary as well as from the public, corporate and private law firms. The honorees are the definition of professionalism, ambitious, and role models for any woman considering a career in the legal profession.

Again, congratulations on this honor and continue the excellent work.

Sincerely,

Amy Handlin Ph.D
Assemblywoman, 13th Legislative District

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March 20, 2018

I would like to congratulate this year's honorees: The Honorable Kathryn C. Ferguson, The Honorable Harriet Farber Klein, Galit Kierkut, Kathleen M. Boozang and The Honorable Esther Suarez. It is an honor to acknowledge these five honorees who help advance the mission of the N.J.W.L.A..

The N.J.W.L.A. has grown to have over 1,000 members. With all of the talent and opportunity in the state of New Jersey, it is critical that we encourage women to pursue careers in the law profession, and empower them to continue to advance within the field.

I am humbled to have been invited, and please accept my regrets for not being able to attend the annual WILL Gala. However, because of the recent success of this organization, it should serve as a reminder on the importance of the NJWLA, and I would like to encourage you all to continue to stay dedicated to your mission.

Congratulations again to all the honorees and I wish you all the best in this coming year!

Very truly yours,

A handwritten signature in black ink that reads "Gabriela M. Mosquera".

Gabriela M. Mosquera
Assemblywoman, Fourth Legislative District



NEW JERSEY GENERAL ASSEMBLY

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February 23, 2018

Ms. Annmarie Simeone
President, New Jersey Women Lawyers Association
372 Franklin Avenue, Suite 713
Nutley, NJ 07110

President Simeone,

I write on behalf of myself and the 23rd Legislative District in support of the New Jersey Women Lawyers Association. I strongly support your organizations mission to advocate on behalf of women in the legal professions in New Jersey. For nearly the last four decades your organization has demonstrated leadership by professionally engaging your membership and the community through mentoring, educational programs, networking and various other advocacy projects. I applaud your laudable efforts to foster and support women in the legal professions and look forward to working with you in the future.

I apologize for missing your 11th Annual Will Platinum Gala on March 20th, 2018. I wish your Honorees and your organization the best of luck in all of your future endeavors.

Sincerely,

A handwritten signature in cursive script that reads 'Erik Peterson'.

Erik Peterson

We are pleased to support the
New Jersey
Women Lawyers Association
and congratulate the
2018 WILL
Platinum Award Recipients

Annmarie Simeone, Esq.
NJWLA President
amsimeone@nmmlaw.com

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NJWLA PRESIDENT

Annmarie Simeone

Norris McLaughlin & Marcus, P.A.



Good evening and welcome to the 11th Annual WILL Platinum Gala! The New Jersey Women Lawyers Association is pleased to have you join us in celebrating our superbly successful and inspiring honorees. The NJWLA WILL Platinum Award is bestowed upon individuals for their exceptional achievements, their sustained contributions to gender equity challenges and myriad issues unique to women in the legal profession. I would like to congratulate this year's recipients: the Honorable Kathryn C. Ferguson, the Honorable Harriet Farber Klein (Ret.), Dean Kathleen M. Boozang, the Honorable Esther Suarez, and Galit Kierkut. In addition, I would like to extend special congratulations to Lorraine S. Gerson, the 2018 recipient of the Trailblazer Award. Each honoree has attained remarkable success in her area of the law. Building, supporting, promoting, and recognizing achievements such as theirs are integral to the mission of the NJWLA.

The NJWLA has grown significantly since its revitalization over 11 years ago. As its membership has grown, the NJWLA has gladly welcomed the responsibility of leadership in the legal community in the State of New Jersey. It is with much pride and great honor that I am able to lead the organization this year, allowing me to work with a dedicated group of professionals on our Board who are steadfastly committed to supporting and promoting the mission of the NJWLA. As the NJWLA has flourished, it has expanded its long-standing practice of providing valuable programming focused on reaching the needs of its membership. The co-directors of our many committees invest significant time and effort on planning and executing professional development and educational programs, networking functions, and outreach events. Throughout the year, the NJWLA mission is at the forefront of our planning. We recognize, and take every opportunity to acknowledge and celebrate, the tremendous strides that women in the law have made. Our programs take a practical, productive, and thought-provoking approach to addressing challenges faced (and conquered) over the years, while focusing on solutions and strategies for success moving forward. In line with our leadership in the law, the NJWLA takes great pride in its community involvement. The NJWLA joins with charitable partners aligned with the NJWLA mission to allow our organization the privilege of contributing to the communities that our members serve as lawyers. These charitable initiatives couple with the NJWLA annual grants and law school scholarship programs to round out our commitment to the community as well as our profession.

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Annmarie Simeone *continued*

All of the NJWLA programs and events, including tonight's Gala, are successful because of the time, effort, and commitment of its Board and the larger membership, as well as its many supporters and sponsors. There are numerous people who help to make the Gala so successful year after year. The NJWLA would like to thank the Honorable Madeline Cox Arleo, U.S.D.J., who has graciously acted as the Mistress of Ceremonies of the WILL Platinum Gala for many years. In addition, thank you to the Gala Chairs, Stacey Adams and Diana Manning, for their efforts in making tonight an extraordinary event. Also, a special thank you to everyone who committed their time to our honoree videos, as well as our scholarship and grants programs. Finally, please join me in thanking our Executive Director, Colleen Skinner. Her tireless efforts, endless patience, and consummate professionalism are instrumental in the success of this evening and the overall success of this organization. Thank you to all of the members and supporters of NJWLA, without whom this event would not be possible. Please take a moment and read through the journal where our many sponsors are recognized. Enjoy the evening!



*Congratulations
and Thank You*

to all the 2018
Women's Initiative & Leaders
in Law Platinum Gala
Honorees and Participants

*We look forward to continuing
success for our Members and Leaders
in the coming years*

www.njwla.org

PRESIDENT-ELECT

Michelle Schaap

Chiesa Shabinian & Giantomasi PC



It is my distinct honor to share our Eleventh Annual WILL Gala with all of you this evening. We are recognizing truly inspirational women in our profession: Honorable Kathryn C. Ferguson, Honorable Harriet Farber Klein (Ret.), Galit Kierkut, Esq., Dean Kathleen M. Boozang, Honorable Esther Suarez, and the indomitable Lorraine S. Gerson, Assistant U.S. Attorney. With your generous support, in addition to recognizing these extraordinary pillars in the New Jersey legal community, this evening we are awarding scholarships to three exceptional aspiring members of the bar, Cassandra Tribastone, Rutgers School of Law – Newark, Sara Gray, Rutgers School of Law – Camden, and Sandy De Sousa, Seton Hall University Law School. I encourage you to read their winning essays in this Gala Journal.

Your generous contributions have also allowed NJWLA to continue its important grant program, supporting other organizations that also strive to mentor, educate and promote young ladies and women throughout the state. The selected programs touch the lives of high school students, law students and women new to the profession, and reach recipients throughout the State. This year's recipients include NJ LEEP, Inc.: Legal Diversity Young Women's Pipeline Program, Alice Paul Institute - Exploring Law Careers In The Alice Paul Leadership Program, Rutgers Law School's Negotiation Workshops For Women Lawyers And Law Students, People's Preparatory Charter School - "Young Women's Leadership And Advocacy Program", Seton Hall University School Of Law Women's Law Forum - Micro Aggressions Workshop and Rutgers Center For Gender, Sexuality, Law and Policy's Legal Profession Women's Mentorship Program.

New Jersey Women Lawyers Association's ongoing mission is to support women in all stages and aspects of their legal careers, providing mentoring, educational and networking opportunities for law students, young attorneys, women striving for partnership, women in transition, and women aspiring to roles in government and judicial appointments. With our In-House Committee we also provide an opportunity for in-house counsel to share information and experiences with their peers, as well as those of us serving as their outside counsel.

Under the exemplary leadership of Annmarie Simeone, President of NJWLA, the support of our tireless Executive Director, Colleen Skinner, and the commitment of our Board Members, Committee Directors and Members, NJWLA has provided educational, inspirational and entertaining events this year, including our Inaugural Diversity, Equity and Inclusion Program

A black and white photograph of a statue of Lady Justice, the personification of the Roman goddess Iustitia. She is depicted from the waist up, wearing a long, flowing robe. Her right arm is raised, holding a pair of scales of justice. Her left hand is positioned over her chest, symbolizing impartiality. The background is a dramatic sky with soft, golden light from a setting or rising sun, creating a silhouette effect on the statue. The overall mood is one of justice and fairness.

Fragomen is proud to support NJWLA and congratulates tonight's honorees

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Michelle Schaap *continued*

with Seton Hall, intimate luncheons with distinguished members of our judiciary, our annual program with the Hispanic Bar Association – NJ, How to Become a Judge: The Nuts & Bolts of the Judicial and New Jersey State Appointments Process, Wine Tasting, our annual Golf Outing co-hosted with the Essex County Bar Foundation, and our Young Lawyers' Program on Balancing the Trifecta: Work, Life and Business. These events would not be successful without you, as our members, and our generous sponsors, continuing to share the vision and mission of NJWLA.

This evening is the culmination of the year-long dedication of our Gala Chairs, Stacey Adams and Diana Manning. We also are grateful for our Mistress of Ceremonies, Honorable Madeline Cox Arleo, U.S.D.J., and you, our sponsors. Thank you all.

As I look to the coming year when I will have the honor to serve as President of this extraordinary organization, I do so after having had the privilege to learn from the wise, thoughtful and dedicated leadership of Annmarie Simeone, the endless commitment of Colleen Skinner, our Executive Director, and the Past Presidents who remain guiding forces for the organization and our members. I recognize this is a unique moment in history for women. Our voices are united, strong and determined; and with your continued participation and sponsorship, NJWLA, 1500 member-strong, will continue to guide, support and lead this charge forward and upward.

I completed these remarks on the March 8, 2018, International Women's Day. 575 women are seeking office in the coming elections. "Fearless Girl" continues to stand before the bulls of Wall Street. Women sit on the Supreme Court, on corporate boards and law firm executive committees. And women throughout the country are saying "No More". New Jersey's Women Lawyers are strong, smart and standing tall.

Thank you again for joining us for this wonderful evening and the celebration of women in the legal profession, and your continued commitment to women in the profession in the year to come.



Lowenstein Sandler proudly supports the

NEW JERSEY WOMEN LAWYERS ASSOCIATION'S 11TH ANNUAL WILL PLATINUM GALA

With special congratulations to the Honorees

HONORABLE KATHRYN C. FERGUSON

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*Chief Judge, United States Bankruptcy Judge
for the District of New Jersey*

GALIT KIERKUT

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Of Counsel, Wilson Elser

KATHLEEN M. BOOZANG

Corporate Sector
*Dean and Professor of Law,
Seton Hall University School of Law*

LORRAINE S. GERSON

Trailblazer Award
Assistant U.S. Attorney

Special thanks to the Mistress of Ceremonies

HONORABLE MADELINE COX ARLEO

*United States District Judge for the
District of New Jersey*

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We are committed to be an industry leader in recognizing the talent and leadership of women. We are proud that both our Managing Partners Committee and Executive Management Team are 50 percent female.

A special thank you to the mistress of ceremonies Honorable Madeline Cox Arleo. Congratulations to all of this year's honorees!

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WILL
Award Recipient

JUDICIAL SECTOR – FEDERAL

Honorable Kathryn C. Ferguson

*Chief Judge, United States Bankruptcy Judge
for the District of New Jersey*



Kathryn C. Ferguson has served as a United States Bankruptcy Judge for the District of New Jersey in the Trenton vicinage for over 24 years, most recently as Chief Judge of the Bankruptcy Court for the District of New Jersey. The title comes with no power, but she is enjoying it anyway. Judge Ferguson has served on several national committees relating to information technology and executive education, and is the recent Editor-in-Chief (there is that title again...) of the National Conference of Bankruptcy Judges' Conference News. She shepherded the recent redrafting of the N.J. Bankruptcy Court's Local Rules and is active in a number of regional organizations for insolvency professionals. In the Stone Age, Judge Ferguson was a partner at the bankruptcy boutique law firm of Markowitz and Zindler. Prior to that, she clerked for the Honorable Judith H. Wizmur and served as a staff law clerk at the N.J. Office of Administrative Law. She is a graduate of Rutgers College and Rutgers Law School.

JUDGE KLEIN'S RECORD GOES PLATINUM!



The Honorable Harriet Farber Klein has been named the recipient of the **Women's Initiative and Leaders in Law (WILL) Platinum Award** for the State Judicial Sector by the New Jersey Women Lawyers Association.

This honor is conferred on Judge Klein for her outstanding achievements in the legal profession and her sustained contributions to issues of gender equality and other issues unique to women in the legal profession. Judge Klein has been a champion of women attorneys throughout her prestigious career and we are proud to have her legal skills, mediation talent and boundless energy at Wilson Elser.



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Honorable Harriet Farber Klein (Ret.)

Of Counsel, Wilson Elser



Hon. Harriet Farber Klein is Of Counsel with the firm of Wilson Elser Moskowitz Edelman & Dicker LLP in Florham Park, New Jersey, where she conducts a mediation, arbitration and dispute resolution practice. She was a Superior Court Judge for 15 years in the Essex County Vicinage and served an additional two years on recall. During her judicial career she sat in the Criminal and Civil Divisions, as well as 12 years in the Chancery Division, General Equity Part.

Judge Klein is a graduate of Douglass College and Rutgers School of Law-Newark. She clerked for the Hon. Irwin I. Kimmelman in General Equity. Before becoming a judge, she practiced with Budd Lerner and then as a litigation partner with the Woodbridge firm of Greenbaum Rowe Smith & Davis LLP.

Judge Klein has served as a Bar Examiner and as a member of the Supreme Court Advisory Committee on Bar Admissions. She is a past vice-chair of the Essex County Bar Association Equity Jurisprudence Committee and a former co-chair of the Committee on the Role of Women in Law Firms. She also co-chaired the Committee on Civil and Personal Rights of the New Jersey State Bar Association Labor & Employment Law Section.

Currently, Judge Klein is the chair of the State Bar Dispute Resolution Section, and a trustee of the Women in the Profession Section. She also serves on the Board of Trustees of the Rutgers Law School-Newark Alumni Association. She is a member of the New Jersey Women Lawyers Association, the Justice Marie L. Garibaldi American Inn of Court for Alternative Dispute Resolution, and the New Jersey Association of Professional Mediators. Judge Klein is also a volunteer for the St. Hubert's Animal Welfare Center, and the Women's Leadership Council of the United Way.

Judge Klein and her husband, Paul, have been married for almost 45 years. He retired after spending his entire law career with the New Jersey Office of the Public Defender. They are the parents of Andrew, 36 (who with his wife, Emma, gave the Kleins their first grandchild, Nora, 9 months ago), and Zachary, 34.

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Galit Kierkut is a Member of Sills Cummis & Gross P.C. and is a member of the Employment & Labor Practice Group. Ms. Kierkut practices in the areas of employment discrimination, harassment, whistleblowing, employee leave and accommodation, wage and hour, restrictive covenant, privacy and trade secret counseling and litigation in state and federal courts throughout the United States, and before the EEOC and Departments of Labor. She represents national and international employers in their U.S. operations in the pharmaceutical, manufacturing, financial, food service, retail and health care industries. She trains and counsels employers in all employment compliance areas and is a frequent speaker and writer on restrictive covenants, trade secrets and privacy law. Ms. Kierkut also has significant experience in complex commercial litigation in state and federal courts and acts as outside general counsel to certain of her clients. Ms. Kierkut is always willing to run into court to protect her client's confidential information, but also understands when negotiation is preferable to litigation and works closely with her clients to achieve their goals with the least disruption to their businesses.

Ms. Kierkut is a strong advocate for women's advancement in the law, and has been honored for her leadership in this area by the Executive Women of New Jersey at their Salute to the Policy Makers Gala and NJBIZ at its 50 Best Women in Business Award Ceremony. She has also received an award for Professionalism from the State Bar Association of New Jersey in conjunction with New Jersey Women Lawyers Association.

Ms. Kierkut is a past President of the New Jersey Women Lawyers Association and is an active member of the National Association for Women Lawyers. She also serves on the Executive Committee of the Employment Section of the State Bar of New Jersey and is a Co-Chair of the Section's Employment Trial Practices Subcommittee. She is an Editor of the Section's Labor and Employment Law Quarterly and has been appointed as a member of the Privacy Committee of the NJ State Bar Association.

Ms. Kierkut is also a Board Member of the University of Pennsylvania Alumni Club of Metro New Jersey and is a Steering Committee Member of ALFA International's Labor & Employment Practice Group and Women's Initiative Practice Group.

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Dean and Professor of Law, Seton Hall University School of Law



Kathleen Boozang has been a professor at Seton Hall Law since 1990 and Dean since 2015. She teaches and writes on issues related to Catholic healthcare and corporate compliance in the health and life sciences industries. Dean Boozang has served in multiple administrative capacities during her tenure at Seton Hall, including Associate Dean for Academic Affairs and Vice Provost. She founded the Law School's now top-ranked Center for Health & Pharmaceutical Law & Policy, and established the Law School's graduate degrees, its Division of Online Learning and its Global Life Sciences Compliance Training Programs.

Dean Boozang believes that today's law school must prepare students to use their legal education in ways unimagined by prior generations of lawyers, while still upholding the highest standards of the legal profession. Such a dual role is especially important for the graduates of a Catholic law school. Dean Boozang seeks to expand the law school pipeline to include not only students and faculty who reflect the population of our society, but whose educational backgrounds prepare them to work in a society enhanced and challenged by technology. She also aspires to partner with firms, corporate legal departments, and those in public service and public interest to produce and support women and diverse lawyers in achieving fulfilling careers and lives. No matter their professional paths, Dean Boozang hopes that all Seton Hall Lawyers will be invested in achieving social justice, protecting the rule of law and our democracy, and providing access to justice for all. Finally, Dean Boozang strives to collaborate with Seton Hall Law faculty to engage with the broader community and better the lives of New Jersey's residents.

A large, detailed image of a golden scale of justice, symbolizing law and equity. The scales are positioned in the center-left of the page, with the pans hanging from a central beam. The background is a blurred image of a woman's face, likely one of the honorees mentioned in the text.

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Honorable Esther Suarez

Hudson County Prosecutor



Esther Suarez was sworn in as Hudson County Prosecutor in Jersey City, New Jersey in July 2015. As the chief law enforcement officer of Hudson County, Prosecutor Suarez seeks to enforce all laws justly and uniformly and to ensure that justice is served. She is determined to provide the necessary leadership to make the Office of the Hudson County Prosecutor a model prosecutor's office and to promote a safe and secure environment which will enhance the quality of life for the 660,000 residents of Hudson County.

Prosecutor Suarez oversees a budget of more than \$23 million and a staff of approximately 300 employees consisting of Assistant Prosecutors, Detectives and support staff. As Prosecutor, she works in partnership with and exercises supervision of more than 2500 sworn law enforcement officers in 17 police agencies in Hudson County's 12 municipalities. Prosecutor Suarez is the first female and first Hispanic to serve as Prosecutor in Hudson County's 177-year history.

Prior to becoming the Prosecutor, she was a Judge of the Superior Court of New Jersey for more than five years from February 2010 to June 2015. As Judge, she presided in the civil division in Hudson County and the family division in Passaic County.

Before going on the judicial bench, Prosecutor Suarez served as Bergen County Counsel providing legal counsel to the County Executive, eight county departments, and 52 divisions, including the County Police Department, Sheriff's Office, and Bergen County Prosecutor's Office.

Prosecutor Suarez clerked for the Honorable Yolanda Ciccone, A.J.S.C. and is admitted to the bars of the State of New Jersey and the State of New York. She received her law degree from Rutgers School of Law in 1997 and is a 1992 graduate of Rutgers University, Douglass College.

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Lorraine S. Gerson

Assistant U.S. Attorney



Lorraine Silver Gerson was born on February 5, 1929 in New York City's Harlem Hospital and was educated in that city's public schools.

I attended four totally uneventful years at Brooklyn College, from 1946-1950. While attending Brooklyn College, I worked part-time at Bloomingdale's in Manhattan. After graduating, I was accepted into the Executive Training Program and ultimately became a buyer for the junior sportswear department.

In 1956, I left Bloomingdale's to raise a family. (It was just what everybody did back then.) I left New York and moved to Montclair, where three daughters were born – Ann, Loren, and Paulette (also known as the AL — American Labor Party).

During the time in Montclair, I was active in local community affairs such as the League of Women Voters, Brookside School Book Fair and, with two other women, founded the Cooperative Nursery School. (I believe the school is still operating.)

In about 1960, I became active in the anti-nuclear testing movement and, in 1963, became involved in the anti-Vietnamese war movement through the Women's International League for Peace and Freedom.

In 1967, my youngest daughter entered full-day school and I spent a year looking for something to do with my time (and life). For reasons that are still unknown to me, I decided to apply to law school (after getting my husband's permission). I entered Seton Hall Law School in September 1968 and graduated in June 1971. It was a thrilling and rewarding experience.

During the last year-and-a-half of law school, I worked as an intern for the Attorney General's Consumer Protection Office in Newark, New Jersey.

The public service bug hit and I was committed. After graduation, I was offered and took a job with the Attorney General in Newark. I spent about five years representing Consumer Protection and thereafter, another four years on other various assignments. I moved to the United States Attorney's Office in Newark, New Jersey when Robert (Bob) Del Tufo, who was the First Assistant Attorney General, became the United States Attorney for New Jersey. I've been here ever since.

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How Baby Group Saved My Career

by *Tirza S. Wabrman*ⁱ

It was 1990. Our children were born within a few weeks and months of each other. Through a neighbor, Dawn¹, with a new baby girl, I was invited to join a new baby group during my eleven-week maternity leave from the Port Authority Law Department. A relatively older first-time mom at 33, I was not a natural at caring for my adorable but fussy infant girl. Dropping my usual shyness, I jumped at the invitation. “Sure; when do we meet? And what can I bring?” Car seats in those days were bulky and I was just managing to clumsily transport little Ella from our home, armed with diaper bag and supplies.

In the years that followed, I would turn to this group of mothers for child advice, for work advice, and everything in between. They were the sauce that helped to fuel me as I wrote an amicus brief to the U.S. Supreme Court, argued motions on a regular basis, hired and fired babysitters, and juggled a hectic family life—some days better than others. They were my partners then and still today, even though we are miles away.

Our first meeting, so many years ago, is fresh in my mind. I walked into Kayla’s sun-dappled kitchen. There was Kayla’s own mom, a former teacher. She sat with us, and said: “You don’t know it, girls (yes she called us girls), but these are the best years of your lives...” I do not look back at those times with rose-colored glasses. My maternity leave with Ella was short; the transition back to my in-house job at the Port Authority was not so smooth. I came to work often tired. I had the luxury of being able to close my office door and nod off for a few minutes, and I did. Still, I was not the most patient mom. I knew as hard as it was to “strike a balance” that I very much wanted to work. I was after all a feminist, had spent years training to be a lawyer; I did not want to rely on my husband for financial support. And importantly, for this work-family drama we were about to embark on, he liked the financial security of having a wife who worked outside the home. Of course, there were things both my husband and I missed: the first time Ella ate solid food; her first steps.

And, I had a number of advantages at the time: A supervisor who offered me a part-time work schedule when I first returned; the ability to afford first-rate (expensive) child care; a supportive group of moms who would adjust the day of the week baby group would meet to accommodate my work schedule. So, while we normally met on a Tuesday, if I had to be in court that day or had an important meeting, baby group would meet on another day. And baby group taught me the simple things that perhaps my own mother would have taught me if she lived around the corner...but back then she was several States away in Florida.

What else stands out from our first meeting? Another mom, Dolores, holds her son, Peter, who at six months looks like a giant compared to petite Ella. Dolores looks at me with a sweet smile and

¹For purposes of this essay, I have changed the names of the persons, adults and children, I write about to protect their identity.

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How Baby Group Saved My Career *continued*

says: “wow your little one is a squirmer. Let me put Peter down and show you how to hold Ella.” Dolores gently rocks her and supporting her neck holds Ella upright....Ella lets out a huge burp and we both see a little smile on her face.

We took Mommy and me classes together when the children were toddlers. We did it on a day I was generally not at work. Then, the kids started pre-school. One of the moms separated and divorced—we did our best to be there for her. The children did not necessarily become fast friends. When the children started school, baby group moms met without them. What did we do? We talked of course about our kids, our families, the world, etc. We became friends. And yes, we were once asked to leave the local coffee shop for becoming too raucous. We went to each other’s condolence calls when, inevitably, our parents passed away; we celebrated family birthdays; in recent years, baby group moms have celebrated family weddings, gone to the Whitney, caught up on the phone.

When Ella started high school, my family and I moved away so I could be closer to my new job in Trenton. That was a hard move, especially on our children (Ella was the oldest of three). My baby group friends were among the first to visit us in our new home.

So, how did baby group save my career? It gave me a sense of home, when I spent a good part of the week away from home and my family. I was not, like a lot of working men, the harried commuter who had no idea what was going on in town or at my children’s school. I had the benefit of the local “intelligence” of moms who were home more than I was. In my own imperfect way, I was able to live in two worlds. I was lucky to find the secret sauce.

“Tirza Wahrman is the principal of Law Office of Tirza S. Wahrman, LLC in Princeton Junction, New Jersey, and a proud member of the New Jersey Women Lawyers Association. She is also on the mediation roster of the American Arbitration Association and is a court-qualified mediator. In addition, she serves as a Board member of Clean Water Action New Jersey. She was formerly a Deputy in the New Jersey Attorney General’s Office, and before that was Of Counsel at the law firm of Lowenstein, Sandler, LLP.



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The Lawyer in the Black Leather Skirt Who Wore Several Hats

by Lori Ann Buza, Esq.

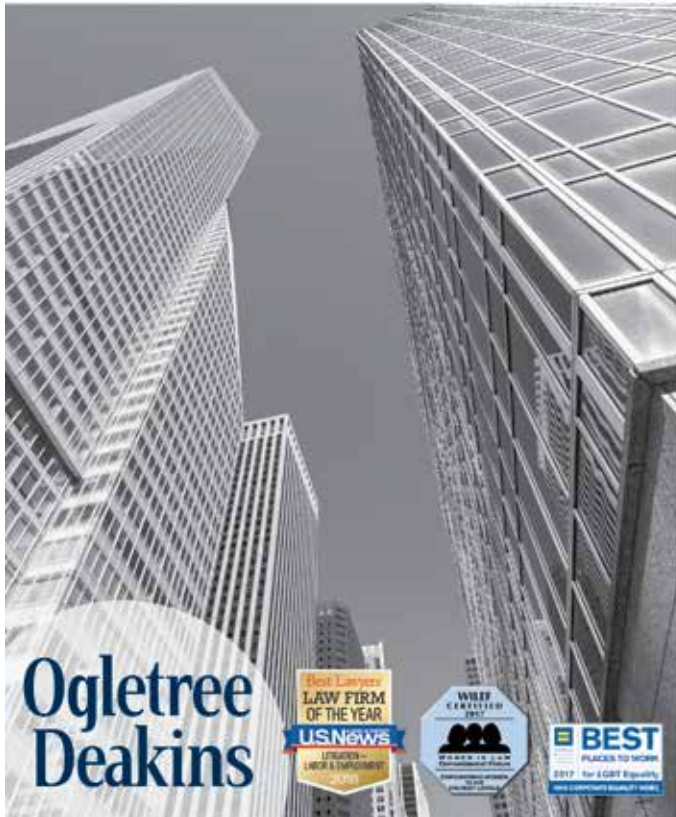
I will never forget the day a woman wearing a black leather skirt visited my law school class to speak about women's empowerment. During her introduction, I learned that she was a successful partner at a big Philadelphia law firm and an active mother of two children, who also happened to be a stylish woman with an impeccable sense of fashion. With great enthusiasm, she proceeded to tell us that in her view it was more important that she 'show' students rather than 'preach' to us what women can achieve—that she herself had become a highly successful attorney while also enjoying motherhood, hobbies, and balance in her life. Her drive and passion for both the law and her family rang loud and clear, and it resonated with me. In discussing many of her legal as well as personal battles and her victories, I remember feeling remarkably impressed and inspired.

Over the years, I have recalled her image and message many times as I myself was trying to navigate through the trials and tribulations of a legal career along with establishing my own family. Though she remains nameless in my memory, her visual presence of strength, success, and vivacity nonetheless may have impacted me more than any speech I have heard over the years about women's empowerment. In the flesh, she presented *proof* that balance of family and a successful legal career for women could be done, was done, and that I could do it too. Some twenty-five years later, I myself have had an enormously rewarding career as an attorney and in legal education while also raising my three amazing children. I feel such gratitude towards this woman and what her story meant to me, and I know that now it is my turn to 'lean in.'

As the only female full time, tenured professor of law at the business school for which I teach, I believe it is my responsibility to try to impact students' lives in a similar way that *Ms. Nameless, Esq.*, had impacted mine. Indeed, it is just as important that I 'show' young *men* as I may 'show' young *women* that a successful legal career for women is not only possible but present and flourishing. Every day I welcome as an opportunity and privilege to make a positive impression on my students, to ignite their passions, and to provide them with the tools necessary to achieve their dreams. Yet, I believe that we should lead more by example than by lecture. Just as the *lawyer in the black leather skirt* had inspired me—perhaps my presence, more than mere words, as a professional woman who also *wears several hats*, may impact my students' confidence regarding career possibilities, opportunities, and balance for women.

Certainly, targeted action is crucial for women's advancement. Thus, as an educator and women's rights advocate, it is important I conduct seminars and events focused specifically on women's issues in the law and society, and generally on women's empowerment. But I do so with emphasis on female 'examples' of success, and often invite women to conduct those seminars. For instance, at my university campus we host an annual 'Women's Empowerment Day' at which we invite several successful women to speak throughout the day about their personal

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The Lawyer in the Black Leather Skirt *continued*

successes as well as on specific women's issues in the law. The lecturers are mostly accomplished attorneys and judges, but we have also had presentations from other female trailblazers including CEO's, authors, scientists, politicians, and military service women. It is their strong presence and relevant female perspective that our male and female students alike need to see and hear. *Seeing is believing*—and in this age of visual learning, it is essential that our students have female models of strength and professional achievement to admire and emulate.

I call upon my successful female colleagues to continue doing what you are doing—be '*educators by example*.' The progress you have made to advance the rights and opportunities for women in the law should be highlighted and celebrated. It is your success that bears witness to the endless possibilities for our future female leaders. Whether their goal is the courtroom, the boardroom, or even the Oval Office, lets be vocal, present, and supportive of our young aspiring professional women. Continue by action, words, and example to show your sons and daughters, college and law students, and new lawyers alike that the balance and joy of a thriving professional career and familial choice for women is possible, attainable and real. I encourage you to be even more visible—to visit your alma mater and/or local college campuses, reach out to your young female associates, and continue to be that model of hope and power for women—*and perhaps wear a black leather skirt while so doing!*

Lori Ann Buza, Esq., is the Chair of the Accountancy and Law Department at Saint Peter's University and a Professor of Law for its School of Business and Graduate School, instructing a variety of courses including Contracts, Real & Personal Property, the UCC, Agency & Business Organizations, and Employment Law. If interested in volunteering as a guest speaker at her university, she may be contacted at loriabuzaesq@gmail.com.

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Lessons I Learned When I Lost “The Plan” and Found Myself Again

by Jennifer Marino Thibodaux

When I was in high school, I wrote a column called “On Marino’s Mind.” The topics ranged from taking my driver’s test to the vocabulary of the cast of Dawson’s Creek. I thought I would be a writer. Then, I joined the mock trial team. That was it. I decided to become a lawyer. Something about building a case and presenting an argument reeled me in. As a Type A overachiever even at a young age, I came up with my plan: college, law school, and law firm. So off I went.

I attended law school right after college. My only deviation from The Plan was a judicial clerkship because hey, what 17-year-old really knows about those? Otherwise, I was on track. I joined a large regional law firm three weeks after my 26th birthday. Suffice it to say, for the next eight years, I worked really hard. Then, several months after I turned 34, it paid off: I was elevated to non-equity partner. I had done it! It was time to focus on the next step: making equity partner so I could solidify my place at the firm.

But why was I so unhappy?

Don’t get me wrong. I was extremely proud of my accomplishments. I was honored to be a partner at the firm, particularly one of the youngest and one of the few women partners in my practice group. I truly enjoyed the people I worked with and was humbled to work alongside, and learn from, such brilliant lawyers. I had developed business and was confident I had the potential to continue to do so.

Yet over the years, I had the nagging feeling that what I was doing wasn’t a fit as I anticipated it would be. As silly as it sounds, I didn’t love the contentiousness of litigation. Sure, I liked delving into the law, drafting arguments, and then presenting my position. But I could never really get used to the ever-evolving deadlines or lack of control over my schedule. I was never afraid of hard work, but I often felt like I was running back-to-back marathons.

It dawned on me that I had been so busy planning for the future that I had lost sight of the present. I never stopped to ask myself if I truly enjoyed what I was doing. I just focused on The Plan. The more I thought, the more I realized that I had totally lost myself in pursuit of The Plan. I had given up my hobbies. After canceling too many weekend plans with family and friends so I could work, I just stopped making them. I sacrificed my health and it had taken a physical toll.

A sense of panic started to set in. Now was the time to hone my business development skills to aim for equity partnership, not to question The Plan. I tried to stay on track, but it grew harder. I was nagged by self-doubt. Ironically, although I lost my sense of self, I didn’t know who I was if I wasn’t a partner at the firm. It had become my identity. I didn’t know what else I could do aside from practice law at the firm. I was afraid of what my colleagues, friends, and

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Lessons I Learned *continued*

family would think if I left. I was scared both to leave and to stay. I knew I had to leave, but fear of change, failure, and taking a risk paralyzed me.

As these things go, a new job opportunity came my way. It was so far off The Plan that I didn't think I could do it: leave the practice of law and become a senior legal editor at a large, international company. Who, me? I tried to think of all the reasons I should stay. I had just returned to the firm from maternity leave and was working four days a week. Certainly, it wasn't the time to take a risk on a new job. I had a good thing going. I had worked my tail off to become a partner at a large firm and had practiced for nearly 11 years. Wouldn't it be crazy to leave?

But I realized I couldn't do it anymore. I was unhappier than ever. It finally hit me: I had to be the best version of myself for my son. Staying with The Plan for The Plan's sake wasn't doing anyone any good. I had to believe in myself if one day I ever wanted to tell my son to believe in himself and reach for the stars. So I ditched The Plan and took a leap.

And guess what? It turns out that I can be successful at another job outside of the firm and the practice of law. My training as a litigator prepared me for a job not litigating. In my new role, I immensely enjoy using my skill set to tackle new issues in a different way. Not to mention, I kind of get to combine my passion for writing and the law, although my day job is much, much different than "On Marino's Mind."

Don't get me wrong: I still work really hard. But I'm easier on myself. I am present in my own life. I'm finding myself again by re-discovering old hobbies and pursuing new interests. Most importantly, I am happy, and for that reason, I feel like I can be the mother that my son deserves.

So for those of you who feel stuck, or may be wondering what else you can do in this profession, I'm a testament to the fact that yes, you can change course. You can ditch The Plan. You can go off path. If you were nodding your head in agreement or empathy when you read my words, my unsolicited advice to you is as follows:

- **Pause to reevaluate the plan (if you have one).** Be honest with yourself about what you want now and what you wanted then. Are they the same? Are you happy? If the answer to either of those questions is no, it's time to put yourself first again.
- **Take a risk, a chance, or both.** A risk is an opportunity that seems "dangerous," but a chance is something you aren't totally sure about. Pick one or both at some point in your career, or you'll regret it. If you're a planner like me, you probably need to go off course for once in your life.
- **Believe in yourself.** Too often, we think that we couldn't possibly do something different because we have done one thing for so long. That's silly! Lawyers are trained to handle the new and unexpected. Go for it! I'll bet you'll be glad that you did.

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Hard Choices

by Ali Loprete

About a year ago, a woman walked into my office and said, “I envy you.” I thought I heard her wrong. “Excuse me?” “I envy you.” she repeated. “I wanted to grow up and practice corporate law but I became pregnant with my daughter my sophomore year of college and dropped out.”

I had no idea how to respond. I felt uncomfortable, entitled, and somehow guilty. I was speaking to someone who had felt forced to give up on a dream, as I was sitting in the midst of mine. The framed diplomas, awards, and jury verdicts I had proudly hung on my office wall now seemed like an arrogant gesture. I fidgeted and blurted, “I heard corporate law isn’t that fun anyway.”

What a stupid thing to say, I thought. All I had done was insulted her dream job. After our meeting was over, I spent the better part of an hour thinking of all the other things I could have said. I could have changed the subject and asked her what she did end up doing. I could have focused on the positives and asked to learn more about her daughter. I could have told her it’s not too late, many women go to law school later in life for exactly the same reason. Or, I could have simply apologized that she was put in that situation and forced to make such a difficult decision. A decision I never had to make.

Even when I got home that night I couldn’t shake the feeling, I wondered why I felt so guilty and responsible for what had happened to this woman. Maybe, I felt remorse because I knew there was nothing I could do to fix it for her. As lawyers, and equally so as mothers and daughters, so often our first instinct is to fix. To find the most efficient and effective solution, and then undertake a prevention plan so it doesn’t happen again. It was too late for me to fix this for her. How could I prevent it from happening to others? There were, I presumed, millions of other women out there who had to make the same decision, who had to choose between family and education, between their children and a career, between two equally important and cherished dreams. My guilt turned to anger: why couldn’t she have both?

I always assumed that I could have both. I never thought it would be easy, or that it would come naturally, but I also never planned for the unexpected. I looked up to women like Ruth Bader Ginsburg and Sheryl Sandberg, who did manage to have both a lovely family and an extraordinarily successful career. My mom did it too, and so did her mom before her. Neither was highly educated, nor had highly lucrative careers, but they were happy – they did what they always dreamed of doing. I never contemplated any alternative. I simply dreamt that I wanted to be a trial lawyer, and then I became one.

Of course, I accomplished this dream with heavy support from both male and female family members. My father left the picture early and only returned in brief spurts to antagonize us. But my grandfather stepped up, telling me I could be anything I wanted, taking me out for ice

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Hard Choices *continued*

cream sundaes when I got all A's on my report card, and cooking dinner for me and my little sister as my mom worked late into the night because the child support checks never appeared.

The fact that I am where I am today – as the only female attorney in a male dominated firm – is a testament to the positive changes that have occurred. Law school enrollment is now higher for women than men. The law now makes it explicitly illegal to discriminate against someone because they are female or pregnant. Women have the right to be evaluated on their merits and not their looks. More and more businesses offer their employees flexible working hours, reasonable maternity leave, and insurance plans that cover reproductive health. But these changes only happened because women took action. Although it took a lot of time and a lot of effort, eventually law makers, judges, and the court of public opinion realized that the ways of the past needed to change.

Nevertheless, there is still work to be done. This truth had been right in front of me, but I hadn't really seen it. Rarely a week goes by where I am not mistaken for an assistant or a court reporter. I'm not insulted by this; I'm just perplexed. I can't help but notice that this is something that never happens to my male counterparts, and probably never will. Even after the last half-century of headway for women's rights, women still face obstacles when it comes to access to education, fairness in the workplace, retaining their reproductive rights, and the intersection between all three. The realities of money, time, and available support generally govern a woman's opportunities and decisions in all of these areas. There is still a pay gap, child-care is expensive, and workplace norms remain rigidly in favor of men. Women are still sexually harassed in the workplace, retaliated against for speaking up, and fired for refusing sexual advances. Mothers are demoted or squeezed out for carrying or caring for children. Even if a woman manages to navigate a career without being confronted with these significant obstacles, she is sure to endure the smaller slights that accompany working while female.

I am certainly not saying that all these challenges confront every woman, and I would never suggest that the woman that walked into my office made the wrong choice. Rather, it was a decision that had to be made in the first place, and an opportunity that was lost. She was kept from the career she wanted both before and after she had a family. It's a decision that many of our mothers and grandmothers had to face, which made their obstacles to success and happiness so difficult to overcome. Many of them didn't have the benefit of a support system or a guy like my grandfather; a sad fact that continues to be true for many modern millennial women across our country.

The point is not that women are faced with harder choices and more difficult circumstances; it's that many people don't appreciate the significance of how much a woman's life can be altered by having to constantly face these challenges. I know I didn't. History shows the challenges women face in the workplace and when building careers are less likely to confront men. Yet, the overwhelming majority of legislators, politicians, and judges in this country are male. If I, a young female professional, did not fully recognize how the choices and challenges women face can alter their lives indefinitely, how could they? For women, there is an important message here: the fight for awareness and change isn't over – it's really just begun.

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NJWLA Scholarship

In 2009, as part of its mission to give back to the legal community, the NJWLA established a scholarship program to benefit women who are pursuing a law degree at Rutgers University School of Law - Newark or Camden and Seton Hall University School of Law. The response we received from women law students was overwhelming and empowering. In 2013, the scholarship amount was increased from \$3,000 per scholarship to \$5,000. This year, the NJWLA is once again pleased to award scholarships to three aspiring women attorneys who have distinguished themselves from a diverse pool of qualified applicants.

Each scholarship recipient was asked to prepare an essay addressing one of the following topics:

1. Recently the Hon. Jack B. Weinstein, a senior federal judge in Brooklyn, addressed an issue of growing concern to many in the legal profession: the lack of female and minority lawyers in leading roles at trials and other court proceedings. In the paragraph below, Judge Weinstein provides innovative guidance that proposes to enable young women and minority legal professionals to obtain more experience in his courtroom. After reading the quotation and the links cited below, consider the following questions:

A) Do you think individual judges and/or the judiciary as a whole should have such rules in place? Why or Why not?

B) Do you think Judge Weinstein's rule goes far enough? Why or why not?

Junior members of legal teams representing clients are invited to argue motions they have helped prepare and to question witnesses with whom they have worked. Opportunities to train young attorneys in oral advocacy are rare because of the decline of trials. Where junior lawyers are familiar with the matter under consideration, but have little experience arguing before a court, they should be encouraged to speak by the presiding judge and the law firms involved in the case. This court is amenable to permitting a number of lawyers to argue for one party if this creates an opportunity for a junior lawyer to participate. The ultimate decision of who speaks on behalf of the client is for the lawyer in charge of the case, not for the court.

www.nytimes.com/2017/08/23/nyregion/a-judge-wants-a-bigger-role-for-female-lawyers-so-he-made-a-rule.html
img.nyed.uscourts.gov/rules/JBW-MLR.pdf

~ or ~

2. For the past forty-five years, Title IX has insured that women have equal access to a legal education. As a result, since the early 1990s, women have comprised approximately one half of law school graduating classes. Yet, within the legal profession, the promotion of women to non-equity partnership, equity partnership and firm leadership positions has lagged dramatically behind. The NAWL 2017 survey indicates that women attorneys comprise about 30% of non-equity partners and only 19% of equity partners.[1] Further, the current president of the ABA, Hilarie Bass, has launched a study entitled Achieving Long-Term Careers for Women in Law in an attempt to understand the individual and business factors that impede womens success in law or contribute to their decisions to leave the profession.[2]

A. Why do you think these discrepancies exist? What are the biases that create these discrepancies?

B. Do you think drawing awareness to these problems will help to change them? Why or why not?

We are pleased to share the award recipients' essays with you in this Gala Journal and invite you to join us in congratulating them for this well-earned recognition.

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Scholarship Recipient

Cassandra Tribastone

Rutgers School of Law – Newark

At first glance, in light of both conscious and unconscious biases imposed against women and attorneys of color due to historically imposed bigotry, rules such as Judge Weinstein's feel inadequate. His rule is an affirmation of these oft-ignored groups, battling issues that are both pervasive and at times overwhelming. Although his revised rule does not expressly state that women and attorneys of color tend to be minimized in terms of courtroom presence, his advocacy for these groups both in and out of his courtroom, coupled with his original rule sheet noting that the decision was taken after the release of "studies of underrepresentation of female attorneys and minorities," makes his motivations clear. Alan Feurer, *A Judge Wants a Bigger Role for Female Lawyers. So He Made a Rule*, N.Y. Times, Aug. 23, 2017, <https://nyti.ms/2vZEX7Z>. Judge Weinstein clearly intends to be a role model, encouraging female attorneys and attorneys of color in general to take a more prominent and influential position in courtrooms throughout the nation. To do this, however, requires more than just his blessing. Anecdotal evidence suggests that more often than not the "lawyer in charge" is a "traditional" attorney, a Caucasian male who may not be aware of the damaging effects of underrepresentation, or even the prominence of the issue. See Shira A. Scheindlin, Op-Ed, *Female Lawyers Can Talk, Too*, N.Y. Times, Aug. 8, 2018, <https://nyti.ms/2veFe6L> (noting that despite the author's 22 years on the federal bench, women were the lead lawyers for private parties barely 20% of the time in New York State's federal and state courts, with little change). See Elizabeth J. Cabraser, *Where Are All the Women in the Courtroom?*, Am. Ass'n for Just. 30 (2014) (arguing that male attorneys have a near-monopoly in the courtroom spotlight and thus "have a responsibility to ensure that their successors resemble our diverse society"). The impact of Judge Weinstein's rule seems to be limited by its optional nature, "the ultimate decision of who speaks on behalf of the client is for the lawyer in charge." Judge Jack B. Weinstein, *Individual Motion Practice of Judge Jack B. Weinstein*, <https://img.nyed.uscourts.gov/rules/JBW-MLR.pdf>. In light of this, one may be inclined to believe that Judge Weinstein's rule could go farther, particularly by mandating that persons falling in these categories be required to speak in his courtroom. Gender and racial dynamics in courtrooms have not changed to reflect the reality of America today: women and attorneys of color make up much more significant numbers of law school graduates now, as opposed to twenty years ago. Alan Feurer, *A Judge Wants a Bigger Role for Female Lawyers. So He Made a Rule*, N.Y. Times, Aug. 23, 2017, <https://nyti.ms/2vZEX7Z>. In light of this, why not mandate change?

Although a lack of women and minority lawyers as courtroom leaders has been written about extensively with regard to the State of New York, the issue persists throughout the country. Mitchell J. Katz & Mark A. Berman, N.Y. St. B.A., "If Not Now, When?" (2017), <http://www.nysba.org/WomensTaskForceReport.pdf>. Despite this, only around twenty of the hundreds of federal judges in the United States have established provisions similar to Judge Weinstein's. Alan Feurer, *A Judge Wants a Bigger Role for Female Lawyers. So He Made a Rule*, N.Y. Times, Aug. 23, 2017, <https://nyti.ms/2vZEX7Z>. See *T&E Inv. Grp., LLC v. Faulkner*, No. 3:11-CV-1558-P, 2014 WL 11512367, at *2 (N.D. Tex. Sept. 10, 2014). If the rules of these judges were stricter or more



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Cassandra Tribastone *continued*

widely adopted, perhaps change would be more expedient and satisfying? In responding to this, an important reality must be recognized: there is only so much that individual judges and members of the judiciary as a whole may do in establishing such rules. A perception that these rules do too little is arguably misguided, as the role of the judiciary, Judge Weinstein included, is not to force attorneys to take a particular route unless permitted by the law. While gender and racial biases in courtrooms are sensitive matters for many, permitting a judge to require any lead attorney to take action simply for diversity's sake puts the legal field in a precarious position. Where do we draw the line? How should more experienced trial attorneys respond when their client specifically requests that they, the more seasoned attorney, advocate on their behalf, presumably in violation of a judge's rule? How do we temper the potential for malpractice suits arising out of allegations that a client was not zealously represented because of these decisions? Ultimately, these rules serve as guidelines.

This should not, however, be seen as a cause for dismay. Because those who are commonly viewed as being at the upper echelons of the legal field- judges- are establishing these rules, it is not beyond the realm of possibility that their words will effectuate real change. Words of caution, directed so apparently at more senior attorneys in the field, will hopefully inspire introspection and recognition that not sharing the knowledge acquired through their years of experience reinforces biases not only implicit in themselves, but their clients. Experienced attorneys may come to learn that fulfilling their moral obligation of preparing their juniors to fill their shoes is not only in the best interest of junior attorneys, but themselves. A desire to handle every trial is misguided, stemming in part from a lack of acknowledgement that organizations are typically built on the backs of more than one attorney. Additionally, such a desire can be interpreted as a failure to recognize that sharing in experiences strengthens the reputations of businesses; stymieing untapped potential is not only to the detriment of budding attorneys, but to them, as well.

It should be emphasized by the judiciary as a whole that women and attorneys of color are not props to be used solely to evoke empathy or soften a client's image; they should not be used as libraries and databanks, heard only by those who derive immediate benefit from their presence without them enjoying the luxury of being heard by courts. Female and minority attorneys are attorneys more than capable of speaking and conveying brilliant opinions, as well as zealously advocating for their clients. They deserve that opportunity and recognition. In *U.S. v. Virginia*, the Supreme Court acknowledged that the United States should not limit or bind persons simply because of baseless stereotypes. *United States v. Virginia*, 518 U.S. 515, 565-66, 116 S. Ct. 2264, 2291, 135 L. Ed. 2d 735 (1996). The same principle rings true here and it is up to the judiciary first and foremost to stress this.



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“I have yet to hear a man ask for advice on how to combine marriage and a career.”

- Gloria Steinem

The American legal profession reflects our culture. Although the paradigm of traditional gender roles is shifting in America, the conservative consciousness of large law firms does not move quickly. This is clear when looking at the trajectory of women attorneys in private firms. As women, we make up 50% of our law school classes. Also, we are hired into private firms at a similar rate to men. However, attrition rates for female associates are almost twice as high as male associates. In 2017 women only held 19% of the equity partner positions and 30% of the non-equity partner positions in private firms. Finally, women equity partners are “significantly” out-earned by male partners by at least 30%.

This decline in numbers is dramatic and frustrating. Further, the statistics do not properly represent the women with whom I share classrooms and work spaces. The women I know that are forging into the legal frontier are not quitters, they do not shirk responsibility and they achieve the goals set before them. So, what is happening?

To make sense of the discrepancy, we need to consider the traditional roles of men and women in our society and the impact these roles have in a professional legal setting. Historically, men are expected to earn a living and women are expected to devote their attention to family, especially child care. Regardless of the increase in men’s domestic work over the last twenty years, women continue to “shoulder the burden” of domestic responsibilities. These cultural roles have significant professional consequences that impact women’s advancements and earnings in the private sector.

Personally, I am familiar with these consequences. Because I am a single parent, managing a marital separation and happily raising my daughter with the majority of the parenting time, I will graduate later than my classmates. Also, I have passed up amazing opportunities out of state because I choose not to uproot my daughter and lose my childcare support system. The reality is: Because I am raising a child, I have additional complications in my professional choices. My choices are more limited than a single person or a person that has a spouse who handles the family’s personal affairs.

Decades of data show that I am not alone. Choosing between personal life priorities and professional advancement is a documented obstacle for women attorneys. Unfortunately, this limitation often translates to a loss of status, compensation and advancement within the legal profession. The disparity between men and women’s longevity in the legal profession occurs because law firms are “gendered organizations” that value “on demand” availability and freedom from domestic responsibilities, and women, in general, shoulder those responsibilities.

This domestic gender gap has been referred to as “mental load.” It identifies that even if a



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Sara Gray *continued*

woman's partner helps in the chores, she alone is the manager of what needs to be done. This "invisible second shift" of domestic project management is constant, endless, and leads to burn out. Additionally, the idea of child rearing has also changed over the last decade. The expectation to keep our children well-rounded and active has escalated the demands of parenting. Children are shuttled from one activity to the next. These highly valued activities are in addition to providing meals, household duties and helping with homework. Because of our cultural conventions these duties fall primarily to women.

Women attorneys often attempt to solve this issue by balancing these conflicting demands with part-time work solutions. However, this solution has proved to be a non-solution. Over 90% of American law firms report offering part-time work, however only 4% of attorney's actual use the programs. Many women find that in reality, reduced hours are not honored, they are given less "desirable" assignments and they are stigmatized for being unavailable. As a result, many lawyers believe, with good reason, that any reduction in hours or availability would jeopardize their careers. On average, part-time status and time out of the workforce results in long-term losses in earnings as well as lower chances for partnership. Considering traditional domestic roles, it is not surprising that women's attrition rates are higher.

Where do we go from here?

Awareness of this ongoing conundrum is essential. Without understanding the challenges for women (or men) who shoulder the burden of childcare, their professional choices can be misinterpreted and resented. Currently, women who experience bias regarding limited hours are reluctant to openly address it. They fear being labeled as difficult or "confrontational" or they do not want to "rock the boat." When concerns are expressed the consequences are often negative. There is a lack of space and time for candid dialogue between the firm and the attorney that does not fit the "gendered organization."

Having discussed this with many of my classmates, I realized the majority of my colleagues have not crossed the threshold into family life. They are still single, quite young, and have seemingly limitless choices ahead. Also, these particular challenges set out above are not often discussed in a legal educational setting. We plan our curriculum, internships, externships, clerkships and career path. However, we do not get granular when planning how those goals intersect with the private lives we lead. But it is awareness and discussion of these issues that will eventually allow a solution to take root.

Looking to the future, projects like the American Bar Association's Achieving Long-Term Careers for Women in the Law will be the impetus for much needed discussions and understanding. Ultimately, we may find that the "gendered" structure of the legal profession has potential to be more malleable and accommodating than before.

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Sandy De Sousa

Seton Hall University School of Law

TAKING WOMEN FROM LAW SCHOOL TO LAW FIRM PARTNERSHIPS

My law school orientation is memorable for a number of reasons, but a particular aspect of my experience remains most notable: the sheer amount of women sitting in the school's auditorium as first-year law students. This setting, although promising and not unusual, nevertheless seemed counter to societal norms. Statistically, women make up the majority of my law school's student body as well as that of many other law schools across the United States. Yet, society's institutions and women's personal experiences continue to reveal that women are not often likened with positions of power and influence, such as a partner at a law firm, a federal judge, or a law school dean. Instead, women are traditionally associated with the home and family, or with administrative work, while men are described and lauded as the go-getters.

These norms and biases have yielded tangible and profound consequences, particularly in the legal profession. Despite general acknowledgement of gender disparity and, in turn, encouragement of gender diversity, studies continue to show an absence of women lawyers in the legal profession's most powerful positions. The National Association of Women Lawyers' ("NAWL") 2017 Annual Survey provides that women comprise the minority of equity and non-equity partners at law firms "despite being hired in nearly equal numbers as men," and that men are continuously the top earners at their respective firms.

Accordingly, while I celebrated the number of women beginning their law school journeys alongside mine and felt great pride as I walked into my law school classrooms, my research during the recruitment process quickly taught me that the demographics of my law school class did not realistically reflect the demographics of most law firms currently and in the near future. More specifically, in light of the gradual progress toward increasing the representation of women in the legal profession, it is unlikely that an equivalent number of men and women from my class will fill the chief positions at their law firms. Even more, for the men and women who attain such positions, it is unlikely that they will receive equal pay.

Unfortunately, these predictions hold true even though female law students are just as intelligent, capable, and driven as male law students, and even when students from both genders land comparable summer associate positions. I, therefore, frequently pause to ask myself how I may help hasten and encourage gender diversity in the legal field, and I imagine that the solution requires both widespread awareness and collective action. Thus, as powerful women in the legal profession strive to uncover what is causing the longstanding lag in women's leadership success, the remaining powerful women and men should supplement such efforts by tackling implicit gender biases and rigid gender roles in social settings, classrooms, work environments, and more. Above all, greatness and leadership should be encouraged irrespective of gender.

A. ROOT OF THE DISCREPANCIES

Given the prevalence of gender discrepancies in our society, particularly in the legal profession, it is difficult to imagine how they originated and why they persist. Do such discrepancies rest on legitimate differences between male and female, or are they rooted in unfounded biases about the roles of each gender? Studies tell us that it is frequently the latter. In fact, gender biases and accompanying stereotypes develop early in life as children learn to attribute certain characteristics to different

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Sandy De Sousa *continued*

societal groups, including men and women. These attributions may become implicit in adulthood, subconsciously affecting personal perceptions and judgments about the roles and capabilities of each gender and, in turn, the career advancements of each gender. Preconceptions of men as assertive and capable and, conversely, of women as diffident and family-focused (or originally unfit for the practice of law) transform into inherent social realities: men are matched for professional success while women are associated with passive roles rather than those of leadership or authority.

These implicit biases have accordingly contributed to the discrepancies that pervade the legal profession. As women attempt to develop and advance their legal careers, performance and assignment decisions are often influenced, albeit subconsciously, by such preconceptions. The female corporate associate who asserts herself during a team meeting may be deemed aggressive, while her male counterpart is admired as confident. This same female associate may raise an idea that is disregarded by a senior lawyer, but later acknowledged when proposed by a male colleague, notwithstanding the idea's merit. Even further, the young female associate is warned not to have kids "too soon" as that will impact the quality of the cases she is assigned and her ability to dedicate the time necessary to qualify for the firm's most powerful positions. I have been given this advice on numerous occasions, leading me to question my ability to raise a family while simultaneously advancing my legal career. Managing such doubts and double standards elicits several effects: women become less likely to acquire the skills and repertoire necessary to advance professionally, causing many to bypass leadership positions, salary increases, or to leave the legal field altogether, while men continue to thrive in identical settings.

Moreover, the President of the American Bar Association, Hilarie Bass, recently posited that, in addition to implicit bias, the pay gap between men and women might also contribute to the gender discrepancies prevalent in the legal profession. According to NAWL's 2017 Annual Survey, "[t]he gender pay gap persists across all levels of attorneys, with men out-earning women from associates to equity partners. Women earn 90–94% of what men in the same position earn." This pay inequity is but one effect of the implicit biases that touch women in their professional lives. Fortunately, several large law firms retain lock-step compensation systems whereby lawyers are paid according to seniority rather than other criteria, such as clients retained. These lock-step systems can serve as a check on pay inequities or, at a minimum, a signal that there is a general awareness of gender biases and the discrepancies that they create. Still, the lock-step system alone is not enough to address the persistent pay gap and the underlying biases on which it rests, particularly for high-level positions.

B. AWARENESS IS A SECRET WEAPON FOR CHANGE

While women have made exceptional progress since permitted to learn and practice law, the road to increasing gender diversity and the representation of women in the legal profession's most honorable positions has been gradual. Still, there has been notable improvement, and though multiple factors may be credited for stimulating this progress, one constant underpinning is awareness—a general cognizance and understanding of gender biases and their resulting discrepancies. The implicit nature of the biases that affect the legal profession means that even the most influential individuals are generally unaware that they are engaging in behavior that hinders women and perpetuates gender discrepancies. Accordingly, change can be induced only if there is awareness among parents, children, law students, teachers, and lawyers, as well as among those that influence and determine professional success at law firms. General awareness through training, corrective behavior, and objective criteria will necessarily trigger a sense of self-awareness, which, in turn, will help level the playing field and hasten change. In short, mindfulness must be effectuated at multiple levels.

Ultimately, knowledge of the biases and discrepancies that affect my profession has made me a more prepared advocate and leader. Now, my goals are to encourage and witness change: perhaps my female peers will one day outnumber their male counterparts in firm leadership positions.

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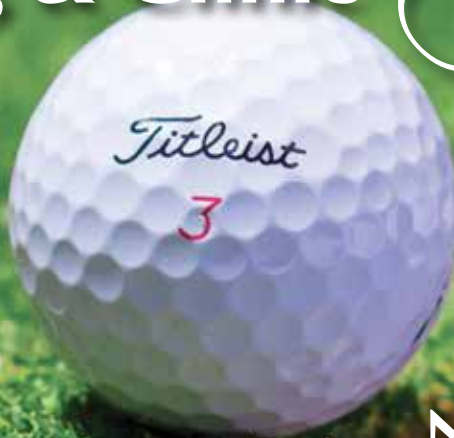


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*Associate at Sills Cummis & Gross, P.C.
and past scholarship winner, NJWLA*

The Importance of Women's Bar Associations: Coming Together to Address Advancement and Inclusiveness Efforts in the Law

After more than thirty years of the New Jersey of the New Jersey Women Lawyers Association, people may ask why we still need a women's bar association. Two years ago, I considered this very question. In 2016, I attended the Gala as the scholarship recipient winner from Seton Hall Law and was awestruck by the testimonial videos of the women honored for contributing to the success of women lawyers. The honorees' stories reminded me of my time at Douglass, an all-women's leadership program at Rutgers, where women came together to encourage and support one another. What really struck me was how welcoming the NJWLA members were.

But, why a *women's* bar association? The simple answer is that the issues and concerns, which a decade ago inspired a revitalization of the NJWLA, still persist today. The ABA recently highlighted its most pressing concern: the gender gap at the senior level in the legal profession. It reported that while women are 45 percent of associates, they represent less than 20 percent of equity partners.¹ Similarly, male general counsels greatly outnumber their female counterparts.² One woman alone cannot remove the barriers that keep women from entering the highest ranks of the profession; a shared goal, support, and encouragement from large groups of people build success. The NJWLA was formed to face these challenges by supporting future generations of women lawyers and advancing the interests of women in the profession. These goals are not another project for the NJWLA; they are *the* project, the very mission at its core. The NJWLA achieves them in numerous ways, including by providing networking opportunities, encouraging leadership and engaging its members in professional development programs and events. In fact, at the 2016 annual holiday party, my path crossed with a past-president and a board member which led to my joining Sills, Cummis & Gross and being mentored by them, among others at the firm.

The NJWLA also creates a forum where like-minded lawyers come together and consider our relationship to the legal profession at large. Together, we navigate gender equality, as well as racial and ethnic barriers unique to women of color. Coming together as a group raises awareness about women's experiences. By consciously championing and developing women lawyers at every stage of professional development, the NJWLA honors the women who paved the road for generations to come. And, it is because of the many organizations and firms that attend the annual Gala and ensure their attorneys are members of this organization, that the NJWLA can continue its meaningful work and honor the struggles and sacrifices of those who made all of this possible.

¹ See ABA Comm'n on Women in the Profession, *A Current Glance at Women in the Law* (2017), http://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_january2017.authcheckdam.pdf.

² *Id.*

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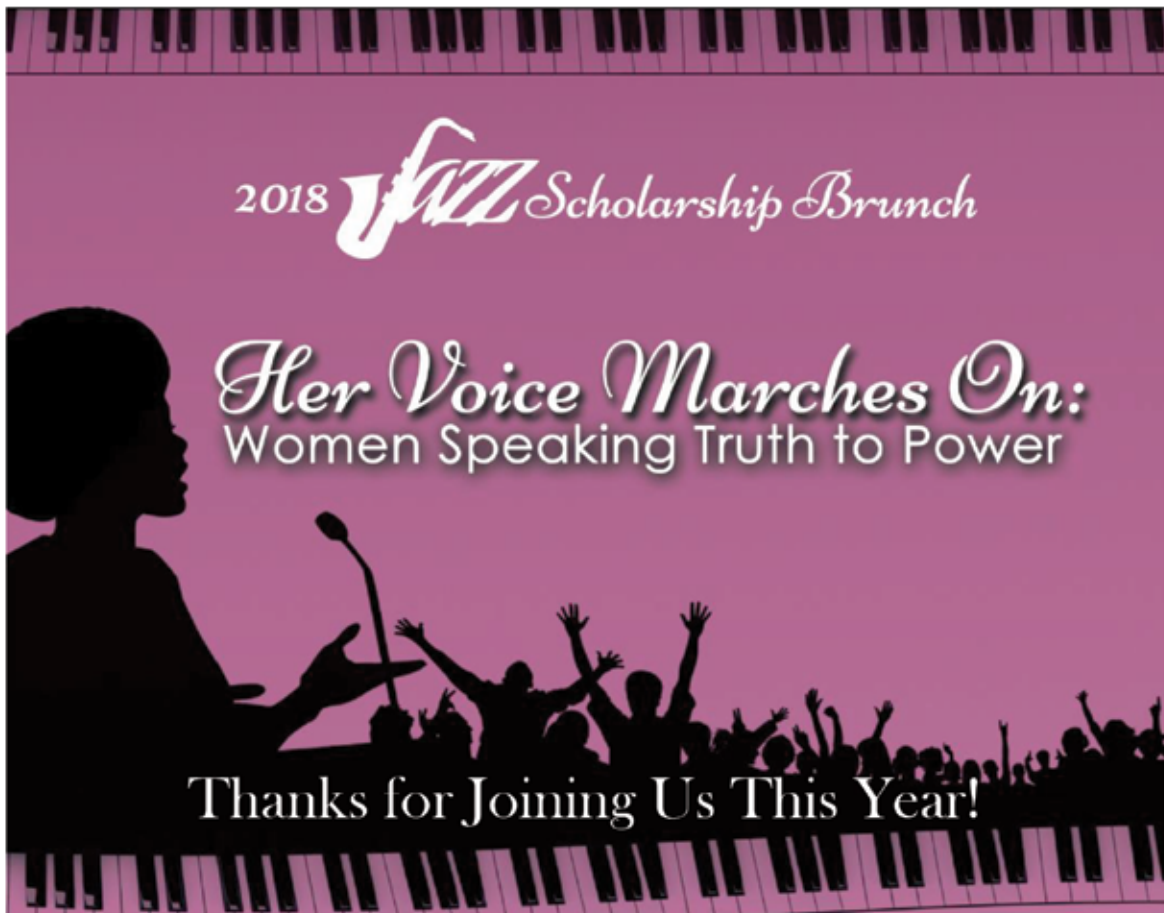


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GRANTS PROGRAM

On November 15, 2017, NJWLA issued a 2018 Grant Announcement that it was accepting Grant Applications from nonprofit, federally tax-exempt 501(c)(3) organizations (nonprofit organizations, educational institutions, and government agencies were eligible to apply) for programs specific to the mission and purpose of NJWLA, i.e., programs that research, develop, and/or implement solutions strategies and initiatives to: 1) support and promote women lawyers to the highest levels of law firm, government, academic, community and corporate positions and the judiciary; 2) engage in statewide and/or nationwide efforts designed to retain women in the legal profession, including through providing education; 3) remove barriers to women's entry and advancement in the legal profession; 4) develop and promote women leaders, role models and mentors in the legal profession; 5) educate the legal profession and general public about gender equity concerns and issues related to the legal profession; 6) provide a voice for women, including in shaping legislation of importance to women; and 7) encourage women to attend law school. The grant cycle was designated as February 1, 2018 through January 31, 2019.

NJWLA is proud to announce the following 2018 Grant Recipients:

NJ LEEP, INC.; LEGAL DIVERSITY YOUNG WOMEN'S PIPELINE PROGRAM - \$5,000.

NJ LEEP has been granted funding to use for the following programs:



Summer Law Institute at Seton Hall Law School: This is a five week summer course focused on criminal law and criminal trial process for rising ninth grade urban students. The program includes field trips to law firms, courthouses, public interest legal organizations and prosecutorial offices. The course culminates in a mock trial competition judged by federal and state judges.

Attorney Mentoring and Debate Program: Sophomore, junior and senior urban high school students in NJ LEEP's four year out-of-school time College Bound Program will work with their mentors and participate in four Constitutional Law Debate Competitions.

Alumnae Support Program: This program provides support to college students who have completed the NJ LEEP College Bound Program for high school students. The grant funds will help provide support for these students such as course counseling, financial aid counseling, pre-law counseling and assistance with placement at pre-law school support programs at law schools.

High School Girls Empowerment Retreat: This is a retreat for 50 high school girls in NJ LEEP's moot court and mentoring program. The retreat includes workshops on self-esteem, body image, mental health, self-sufficiency and other psychosocial issues related to academic performance.

ALICE PAUL INSTITUTE - \$5,000 **Exploring Law Careers in the Alice Paul Leadership Program**

NJWLA's 2018 Grant will help fund The Girls Advisory Council where teen girls are able to visit a law firm where they will learn about legal careers with a Q&A session and a panel of women attorneys and will also help fund high school girls to attend two sessions of Alice Paul Professional Leadership Institute (APPLI) College & Careers program to

visit two law firms and an opportunity to tour Rutgers University's School of Law on the Camden campus.

RUTGERS LAW SCHOOL'S NEGOTIATION WORKSHOPS FOR WOMEN LAWYERS AND LAW STUDENTS - \$5,600.

Rutgers Law School will host two participatory Negotiation Workshops for Women Lawyers and Law Students which will address negotiation skills of salaries and other professional and personal issues important to developing and retaining women in the legal profession.



PEOPLE'S PREPARATORY CHARTER SCHOOL - \$5,000.

NJWLA's grant will fund a six-week summer program for girls in grades 9-12 called the "Young Women's Leadership and Advocacy Program."

SETON HALL UNIVERSITY SCHOOL OF LAW WOMEN'S LAW FORUM - \$1,375.

NJWLA's grant will help to fund the **SETON HALL | LAW** Micro Aggressions *integrity loyalty engagement* Workshop and the three roundtable events planned in the spring, 2018.

RUTGERS CENTER FOR GENDER, SEXUALITY, LAW AND POLICY LEGAL MENTORSHIP INITIATIVE'S WOMEN'S MENTORSHIP PROGRAM - \$3025.

This grant will help fund two Fall, 2018 events focused on raising awareness about issues of gender-based diversity in the legal profession, discussing methods for addressing these issues and providing opportunities for students and members of the legal profession to network.



The Leaders and Members of the New Jersey Women Lawyers Association are Among the Top Lawyers in New Jersey

Some of the NJWLA members own their own firms, some are partners in small to mid-sized firms, while some are partners in New Jersey's largest law firms, some of them are in-house counsel and some of them are in public service. Regardless of how they have moved forward in their careers, the women of the NJWLA are recognized leaders in the law and New Jersey practice.

We are proud of our membership and pleased to recognize and congratulate the members of the NJWLA who have received the below special achievements and awards:

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**Gala Committee, Gala Video Committee,
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For all of their hard work and tireless efforts in making the

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