

## **RHODE ISLAND WOMEN'S BAR ASSOCIATION** **FEBRUARY 2021 NEWSLETTER**

### **UPCOMING EVENTS:**

**February 1, 2021-March 31, 2021 (virtual)**

#### **Girls on the Run Empower Up Fitness Challenge**

Want a great reason to get off your couch, get outside, and support awesome confidence-building, wellness-focused programming for girls? Sign up for the Girls on the Run Empower Up Fitness Challenge! You'll have the next two months to walk, jog, run or however you'd like to move either 125 or 225 miles. Not a bad way to power through to spring! Get more information on how to sign up for the challenge [here](#).

**February 24, 2021, 5:30 pm (virtual)**

#### **Black Women Lead in Rhode Island, Women's Fund of Rhode Island**

Join moderator Reza Clifton for a conversation with Black women leading Rhode Island organizations at the intersection of economic, racial & gender justice. This conversation will focus on the key role that the women's movement must play in addressing racism and gender inequity, and how to use this moment of awakening to drive a meaningful shift towards change. More information, including how to register, available on the Facebook Event page [here](#).

**March 3, 2021, 6pm (virtual)**

#### **Roger Williams' Second Annual Women in Law Leadership Lecture**

This year's lecture will feature Attorney Debra Katz who represented Dr. Christine Blasey Ford at the Senate Judiciary Committee hearings. Attorney Katz concentrates her practice on employment discrimination, sexual harassment, whistleblower, and Title IX matters. Registration information can be found [here](#).

**March 23, 2021: 5-6, Zoom**

#### **Balancing the Scales - A Film By Sharon Rowen**

Join the Social Law Library for a discussion of the film Balancing the Scales (access to the film included with registration). Balancing the Scales is based on two decades of interviews with lawyers and judges across five generations about the experiences of women lawyers in America. The panel discussion will include Hon. Amy Blake, Massachusetts Appeals Court; Hon. Janine Rivers, Probate and Family Court; Lisa Cukier, Esq., Burns & Levinson, LLP; Lizette Pérez-Deisboeck, Esq., Battery-Ventures; and Sharon Rowen, Esq., Rowen & Klonoski, P.C., Filmmaker (moderator). Register [here](#), free for Massachusetts Social Law Library members.

## **MEMBERSHIP HIGHLIGHTS:**

**RIWBA extends a sincere congratulations to all of the women recently sworn in to new judicial positions** including **Rhode Island Supreme Court Justices Erin Lynch Prata** and **Melissa Long** (the first Black justice in the Supreme Court's history), **Rhode Island Superior Court Judge Linda Rekas Sloan** (the first Asian-American to hold this position), **Rhode Island Family Court Judge Elizabeth Ortiz** (the first Latina judge on the Family Court), and **Cranston Municipal Court Judge Angelyne Cooper** (the first person of color in this position). We are encouraged by the progress made by these talented lawyers and the increased representation in our judiciary

**Congrats to our RIWBA President, Kelly Kincaid, on her promotion to Counsel at Adler, Pollock & Sheehan P.C.!** Learn more about Kelly's practice [here](#).

**RIWBA is well-represented in [Leadership RI's 2021 Class!](#)** Congrats to members Cassandra Feeney, Etie-Lee Shaub, Leigh Furtado, Rita Nerney and Kelsey Peck on their selection for this year's [class](#).

**Thank you to our members who attended** our event with Katie McDonald of **b.nourished** on January 29th! We hope you were inspired and can implement some of the real-life strategies Katie recommended. If you missed the program, check your email for a link to the recording. Katie has passed along additional resources including [Leadership Strategies for Women](#), a webinar on [modern burnout](#) and if you are interested, sign up for her newsletter [here](#).

**RIWBA's Month of Giving:** The Community Engagement Committee would like to hear from our members! During the month of February, with your help we would like to spread the love by highlighting those Rhode Island non-profit organizations that are important to our community and members. If there is a Rhode Island organization that you would like other RIWBA members to know more about, please email the following information to Lynne Dolan at [ldolan@hinckleyallen.com](mailto:ldolan@hinckleyallen.com): 1) Name of the organization with a link to their website; 2) A blurb about the organization's mission and the Rhode Islanders that it serves; 3) How your fellow RIWBA members can get involved.



**RI Bar Association Survey.** The Rhode Island Bar Association has convened a Diversity and Inclusion Taskforce. Please take the time to fill out the survey sent to all members of the bar and available [here](#).

**RIWBA Referral List.** We are preparing an internal referral database. If you would like to be included, please email your name, contact information and up to 3 areas of practice to Aubrey Lombardo at [alombardo@hcllawri.com](mailto:alombardo@hcllawri.com)

**Want to brag on one of your fellow members? Including yourself?** Email Jessica Rider at [jrider@riag.ri.gov](mailto:jrider@riag.ri.gov) so that we can include those accomplishments in a future edition!

## **ARTICLES AND RESOURCES OF INTEREST:**

**14 Black Legal Trailblazers.** In honor of Black History Month, the ABA put together a [slideshow](#) of Black lawyers who were “pioneers in their fields, using their law degrees to make history in courtrooms, legislatures and even newsrooms.” (*ABA Journal*).

**Empathy and understanding can help working parents’ ongoing COVID-19 struggles.** The American Lawyer surveyed lawyers who are also parents, and found that while concrete strategies like flex time, reduced hours, and remote work have eased working parents’ burdens somewhat, [empathy and understanding from employers](#) also ranked highly in helping those parents get through. Something to consider if you’ve got working parents on your team. (*The American Lawyer*).

**Changes are Coming to the Bar Exam.** When the [new version](#) debuts in about five years, the exam will place more emphasis on testing legal skills and less on memorization of a wide variety of legal concepts. Goodbye to the Rule Against Perpetuities! (*Law.com*)

**4 Ways to Be An Ally to Female Entrepreneurs.** Take the time to mentor, counter microaggressions and use your consumer [power](#)! (MIT Sloan)

**How To Build A Great Relationship with A Mentor.** Six concrete [tips](#). (*Harvard Business Review*).

**Diversity in the Legal Profession.** The University of Washington School of Law compiled an excellent [list](#) of books and articles analyzing the status of diversity in our profession and the challenges moving forward. (*University of Washington School of Law*)

**Goodbye 2020, Hello 2021!** See the SBA's tips for creating a business plan for the new year, attached at the end of this newsletter.

**Have a valuable article or resource for our membership?** Email Leigh Furtado at [lfurtado@heklawllp.com](mailto:lfurtado@heklawllp.com) to add it to next month's edition!

## **EMPLOYMENT AND VOLUNTEER OPPORTUNITIES:**

**The Judicial Nominating Committee is seeking nominations for the following positions:**

Associate Justice of the Rhode Island District Court

Associate Justice of the Rhode Island Family Court

Associate Justice of the Rhode Island Superior Court

Associate Justice of the Rhode Island Workers' Compensation Court

**Contribute to the RI Bar Journal Series on Rhode Island Women Lawyers:**

Interested in interviewing amazing attorneys in our state to learn about and preserve their stories? Send an email to board members [Cassandra Feeney](#) and/or [Etie-Lee Schaub](#) to join the team behind the scenes of the series "Rhode Island Women Lawyers: Past, Present, & Future."

**Providence Singers Board of Trustees.** Looking for a new board opportunity? The Providence Singers, Rhode Island's premier choral group, is looking to add trustees. This is a well-established board and the new members will join at a challenging time for arts organizations in our state. For more information please contact [Suzanne Nassise](#).

**Are you hiring?** Know someone looking for a top-notch applicant for an open position? Email Leigh Furtado at [lfurtado@heklawllp.com](mailto:lfurtado@heklawllp.com) to add an opportunity to our employment section!

## **MONTHLY MEMBER SPOTLIGHT:**

The Monthly Member Spotlight is your cheat sheet to the incredible women who are your fellow RIWBA members. Keep an eye on your inbox, because you might be next!

This month, we are delighted to spotlight **AMANDA VALENTINO**, Rhode Island Public Defender. Read on to learn more about Amanda!

**What was your first paying job?**

I started coaching at soccer camps for kids when I was in middle school playing soccer and then continued coaching into high school.

**What was the best concert/play you ever attended?**

Lady Gaga at Fenway Park – amazing venue and an even more amazing performer that I would see over and over again!



**If we peeked into your fridge, what would we see?**

Tons of food – and a lot of leftovers. I love to cook (and eat a ton) and I have been trying out new recipes so there is always something random and new in there. You would also find a lot of hot sauces - especially Sriracha and Frank's.

**Can you share something about yourself that others would be surprised to learn?**

Won the Rugby National Championships at Providence College in 2005.

**What is the last book you read?**

I just finished “Where the Crawdads Sing” by Delia Owens, however, I am almost done with “American Dirt” by Jeanine Cummins and HIGHLY recommend it.

**In fifty words or fewer, describe what you want other RIWBA members to know about your practice.**

I have been an attorney at the Rhode Island Public Defender’s Office for the last nine years. I am currently the supervising attorney in our Newport office and I am part of the felony trial division. I handle any and all felony cases from arraignment to trial in Superior Court on a daily basis.

**NEXT MONTH’S ISSUE:**

Have something you would like to see in the next newsletter? Let us know by **February 28th** to include it in the latest edition. And as always, thanks for reading!

Leigh Furtado, Jenna Giguere, Jessica Rider, Stephanie Simon & Sam Vasques

## RIWBA Newsletter Committee



## **GOODBYE 2020, HELLO 2021! SBA IS HERE FOR YOUR SMALL BUSINESS IN THE NEW YEAR**

Contributed by Lana M. Glovach, U.S. Small Business Administration ([SBA](#)) in RI  
Authored by the SBA on December 29, 2020 on  
www.sba.gov at <http://ow.ly/FoZm50CWZH5>

*We stand ready to support new businesses and existing businesses  
alike in 2021. These tips can help.*

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For small businesses across America, 2020 was one of the most challenging years in history. The U.S. Small Business Administration (SBA) continues to stand ready to support small businesses impacted by the pandemic with [educational resources and financial relief](#). The SBA also has your back if you are thinking about starting a business in 2021. Here are four things you can do to get your business off the ground:

1. **Write a business plan.** To succeed in business, you need a business plan. Your first draft might contain a few gaps depending on how early you are in the planning stages. For instance, do you know where your business will be based, or whether demand exists in your geographic area (especially in the current economy)? As your business plan evolves, it will help you lay the groundwork to answer these questions and potentially help you secure funding. For ideas on how to structure your business plan and tips on what to include, take our free online [How to Write a Business Plan](#) course.
2. **Consider funding sources.** It is essential to know how you will fund your business, but it can feel challenging to wade through various funding options. Learn about funding types – from crowdsourcing and venture capital – [on our website](#). If you're creditworthy but don't qualify for conventional financing, [SBA-backed loans](#) are a good option. If you can't obtain a business loan with reasonable rates and terms, contact your local SBA Lender to see if you are eligible for SBA programs. SBA works with participating lenders to reduce their risk, increasing the likelihood your loan will be approved with the terms that work best for you. The guarantee is conditional on the lender following SBA program requirements. Just like with any other loan, you make your loan payments directly to your lender in accordance with your terms. You can get started securing an SBA-guaranteed loan by using [Lender Match](#), SBA's free online referral program that connects small businesses with more than 800 participating SBA-approved lenders.
3. **Create a marketing plan.** Once you are gearing up to launch, you need a marketing plan in place to get prospective customers buzzing about your products or services.

SBA offers an online [Marketing 101](#) training course that will guide you through the process of identifying a target market, conducting market research, and establishing a marketing plan. The course also covers the basics of social media marketing. Make sure to include online tactics like social media as digital marketing increases due to the pandemic.

4. **Get an expert second opinion.** As you are navigating the startup process in this new economy, turn to experts for help. SBA resource partners offer free business mentoring, counseling, and training remotely via phone, email, and video chat. Connect with a local SBA resource partners [here](#).

Regardless of what comes your way during your journey as a small business owner, SBA is here to help with resources at every stage of your business.

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As Benjamin Franklin observed, “if you fail to plan, you are planning to fail.” Let the SBA help your small business plan for success! Assistance is available in languages other than English, including Spanish, and all SBA programs and services are extended to the public on a non-discriminatory basis. To learn more about the SBA’s programs and services, please contact Lana M. Glovach, SBA Economic Development Specialist, at [lane.glovach@sba.gov](mailto:lane.glovach@sba.gov) or 401-528-4575, or visit [www.sba.gov/ri](http://www.sba.gov/ri).