

RHODE ISLAND WOMEN'S BAR ASSOCIATION

JANUARY 2021 NEWSLETTER

UPCOMING EVENTS:

January 15, 2021 (deadline)

RWU Art & Essay Contest for Students: How has RBG Inspired Me?

Roger Williams University School of Law is hosting an art competition (for elementary school students) and essay competition (for middle and high school students) on Ruth Bader Ginsburg's impact. All school children in RI (public, private, home schooled) are eligible (except for children of RWU employees). The work of each of the winners will be published in the RI Lawyers Weekly and announced at the Law School's annual Women in Law Leadership Lecture in early March. The judges are law student members of the Women's Law Society. More information is available [here](#).

January 27-29, 2021: virtual

World Forum for Women in the Law

The ABA Commission on Women in the Profession is proud to host the first-ever virtual World Forum for Women in the Law, from January 27-29, 2021. The theme for this conference is *Women, Power, and Disrupting the Status Quo*. Learn from women leaders of the legal profession from around the world in a variety of practice types on how to step into your own power. The ABA is seeking CLE credit for the World Forum. View the program description [here](#) and register [here](#).

January 28, 2021: 2-3, Live Webinar

I Think, Therefore I Am: How Implicit Biases Manifest in the Legal Profession

The RI Bar Association will be presenting a CLE where videos are used to show lawyers "how easy it is to form these biases, how they manifest themselves in the way we treat clients, colleagues and opposing parties, and most importantly, how we can reduce the effect of these biases by recognizing and compensating for them." More information and registration [here](#). 1 CLE credit.

January 29, 2021: 12:30, virtual

Self Care Strategies with Katie McDonald of b.nourished

[RIWBA](#) is pleased to offer this opportunity to hear from Katie who is a thought leader in self-care strategies. Her focus is to help high achievers (which include our members!) demystify the conflict between "taking care of business" at the expense of taking care of ourselves. This event will be beneficial to all of us who start out the year with the best of intentions to plan, organize and prioritize ourselves within the demands of our

profession and family responsibilities. **Please [RSVP](#) to Kelly Kincaid for this event by Tuesday January 26, 2021.**

RIWBA members are also being offered a 15% discount on the [b.nourished planner](#) through the end of January, 2021. The planner is “a trusted guide helping you honor your commitments to yourself with the same sense of urgency and responsibility you approach external commitments.” Enter the code *RIWBA* at the time of purchase.



(check out this mural project <http://www.loganberrybooks.com/about/mural.htm>)

February or March Date TBD

RIWBA Concepts of Justice in Literature

We are organizing a “book club” and have partnered with Adele Geffen Eil, Esq. Her program, **Concepts of Justice in Literature** provides a forum for our members to engage, reflect and discuss the issues of law and justice. This program has also been approved for CLE credits!

We have selected *The Nickel Boys* by Colson Whitehead as our first book which will focus on the concept of justice within the American black experience. [The Nickel Boys](#) is a Pulitzer Prize winner that captures the story of two boys sentenced to a reform school in Jim Crow-era Florida. Please RSVP to Kelly Kincaid at kkincaid@apslaw.com by **January 15th, 2021** if you are interested in participating. We intend to schedule this program for late February/early March but wanted to gauge interest before finalizing a date/time. The discussion session will last approximately 1 hour and take place during lunch time.

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:

Congrats to Jenna Giguere on the publication of her [article](#) in this month's Rhode Island Bar Journal, titled *Fair Chance Licensing Bill*.

Cassandra L. Feeny and Etie-Lee Shaub also authored an [article](#) in this month's Rhode Island Bar Journal on *Rhode Island Women Lawyers: Past Present & Future*, which includes an interview with Lynette J. Labinger.

2021 RI CLE Credit Reporting Suspended. Submission of CLE credits will not be required for the June 2020 - June 2021 reporting year. See the Supreme Court's Order [here](#).

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

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

ARTICLES AND RESOURCES OF INTEREST:

2020, illustrated. Vibrant [examples](#) of how illustrators helped us conceptualize the many issues presented by 2020. (MIT Sloan).

Bar Exam Superstar. Brianna Hill [passed](#) the bar exam after going into labor during the first day, delivering her son and finishing the exam in the hospital. (*Today*)

Research Supports Theory That Women are Better Leaders During Covid Crisis. "Based on our data they want leaders who are able to pivot and learn new skills; who emphasize employee development even when times are tough; who display honesty and integrity; and who are sensitive and understanding of the stress, anxiety, and frustration that people are feeling." Read the analysis [here](#). (*Harvard Business News*)

The Lawyers Serving on Biden's Agency Review Team. A peek into the one of the most diverse teams in history can be found [here](#). (*ABA Journal*)

The World's 100 Most Powerful Women. Check out this year's international list [here](#). (*Forbes*)

Bias Interruption & the NAWL Survey. The National Association of Women Lawyers published their annual report on the promotion and retention of women lawyers in law firms. The survey data demonstrated that firms are most intentional with respect to "bias interruption practices" in the early stages of attorney careers (such as hiring), but less so in the latter stages which include partnership, firm management and gender-based disparities in compensation. The full report can be accessed [here](#).

SBA Advice on Preparing Your Small Business for Winter Storms. See the SBA's tips attached to this newsletter.

Have a valuable article or resource for our membership? Email Leigh Furtado at LFurtado@heklawllp.com to add it to next month's edition!

EMPLOYMENT OPPORTUNITIES:

Are you hiring? Know someone looking for a top-notch applicant for an open position? Email Leigh Furtado at 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 **LINDSAY LIEBERMAN**, Senior Associate at C.A. Goldberg, PLLC. Read on to learn more about Lindsay!

Any good work from home tips? I've been working from home for a few years so I'd like to think I've mastered the art. I have invested in many different coffee and espresso machines and keep my dogs close and my husband in another room.

What was your first paying job? My first paying job was selling (and eating) sweets at L'affaire Bakery in East Brunswick, New Jersey. I became a connoisseur in eclairs, croissants, and pies, and loved writing "Happy Birthday" on cakes. Come to think of it, this was the best job I've ever had.



What is one goal you'd still like to accomplish in your lifetime? I'd like to spend more time creating. I love to dance, sing, craft, and knit. My goal is to dedicate more time to these artistic activities.

In fifty words or fewer, describe what you want other RIWBA members to know about your practice. My legal practice focuses on helping victims of cyber sexual abuse including cases of sextortion, cyber harassment, and nonconsensual pornography. These issues often arise in divorce, domestic violence, criminal, and tort actions. I pride myself on handling these cases discretely and without litigation when possible. I also consult with schools, companies, and law firms, to provide guidance on this developing area of the law.

NEXT MONTH'S ISSUE:

Have something you would like to see in the next newsletter? Let us know by **January 31st.** 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



PREPARE YOUR SMALL BUSINESS FOR WINTER STORMS

Contributed by Lana M. Glovach, U.S. Small Business Administration ([SBA](#)) in RI

Authored by [James Rivera](#) on December 7, 2020 on

www.sba.gov at <http://ow.ly/q7Cj50CF6eO>

*Don't slip up: Take these precautions to keep your business, employees,
and customers safe during winter storms.*

With the holiday shopping season in full swing, winter can mean big sales for small businesses across America. However, winter can also bring unpredictable weather, which means small businesses should prepare and have a plan in place in case winter storms strike. [Here are some steps](#) you can take to protect your business, your employees, and your customers in the event of a winter storm.

Winter Weather Precautions

Winter storms may range from moderate snow fall to a blizzard lasting for days. Common characteristics of winter storms include frigid temperatures, strong winds, ice, sleet, and freezing rain.

As winter weather ramps up, small business owners should take the following precautions:

- **Check your insurance coverage for protection against winter hazards.** Not all insurance policies cover every type of weather disaster, so it is crucial to know what your business insurance protects against – and expand your coverage if necessary. SBA partner the [Insurance Institute for Business & Home Safety](#) (IBHS) has tips on how to best protect your assets.
- **Add to your business's disaster supply kit.** Make sure your disaster supply kit includes items like rock salt to melt ice on driveways, sand to improve traction, and snow shovels or other snow removal equipment. You may also want to keep portable heaters on-site at your business in case heating issues occur.
- **Fortify your physical business location.** Seal all openings with caulking and insulation where cold air can enter. Make sure heating and heat-producing process equipment is in good condition and operating efficiently. Determine which business equipment is most vulnerable to freezing temperatures (e.g., computers, manufacturing equipment, etc.) and plan to protect it. SBA partner [IBHS](#) has information on how to protect your property from when winter storms strike.

- **Establish an emergency communications plan.** Make sure your staff knows how everyone will communicate before, during, and after a weather disaster. Keep an updated list of employee, vendor, and client contact information off-site for easy access during an emergency. Names and phone numbers of your heating contractor, plumber, fire department, insurance agent, and building owner should also be easily accessible.

During and After the Storm

During a storm, keep yourself, employees, and customers safe. Try to keep your driveways, walkways, and doorways reasonably clear of snow and ice. [FEMA](#) recommends wearing layers of warm clothing when you are outside during a winter storm and watching for signs of hypothermia and frostbite. If your place of business will be vacant for a long period of time during the storm, try to arrange to have someone to check indoor temperatures periodically if possible. Following the storm, assess damage and notify employees of next steps, including snow removal. If a federal disaster has been declared in your area, you may consider [applying for SBA disaster assistance](#).

For more winter weather preparedness tips, [review our checklist](#). You can also sign up for real-time weather alerts through the [FEMA App](#), which provides National Weather Service alerts, emergency safety tips for more than 20 types of disasters, and locations for open emergency shelters and disaster recovery centers in your area.

Finally, consider working with an SBA resource partner on your disaster preparedness plan. SBA is always here as a helping hand for businesses when challenges occur – and can help small business owners look ahead and plan as much as possible for the unexpected. Go to [sba.gov/local](#) to find a resource partner near you.

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 лана.glovach@sba.gov or 401-528-4575, or visit www.sba.gov/ri.