

RHODE ISLAND WOMEN'S BAR ASSOCIATION NEWSLETTER

HOW TO GET INVOLVED THIS MONTH:

Welcome to our newest Newsletter feature! There's no time like the present to get involved, whether it's a role in your community, in a cause you care deeply about, or in politics. (If you haven't checked out [She Should Run](#) yet, we highly recommend you do!) Alongside local events, member news, and newsletter standbys, every month we'll highlight some great opportunities for community engagement in Rhode Island. Have ideas for this section? Reach out by [email](#)!

VOTE on Tuesday, November 6, 2018. Don't forget to get out and **VOTE** this Election Day! Not sure about your polling location? Looking for more information about the ballot questions this year? Want to see a sample ballot? Need an emergency mail ballot? Visit the Rhode Island Secretary of State's Voter Information Center [here](#), for all that information and more!

- **Volunteer with the Women's Fund.** The Women's Fund of Rhode Island (WFRI) welcomes interested volunteers to its Policy & Advocacy Committee. Priorities this year include the Fight for \$15 Minimum Wage & Fair Pay, Access to Reproductive Health & Freedom, and Freedom from Sexual Harassment. Committee members help write blog posts, position papers and written testimony on legislative bills. They may also be involved in providing oral testimony and reaching out to legislators to secure support. The committee meets monthly on the third Monday of each month at 6:00 p.m., and meetings can be attended via conference call or in person. No experience necessary. Interested volunteers should reach out to Kelly Nevins, Executive Director at knevins@wfri.org or 401-262-5657.
- **Advocating for women in the judiciary.** RIWBA did some advocacy of its own this past month, sending a letter to Governor Gina Raimondo that asked her to consider the highly qualified female candidates for several judicial vacancies in the state. Want to read it? A copy is included in this issue of the newsletter. Thanks to Board Member Aubrey Lombardo for drafting this important letter that helped to fulfill RIWBA's mission of advancing the status of women in the legal profession.

UPCOMING EVENTS:

NOVEMBER

- **Thursday, November 15, 2018.** Join us at 5:30 p.m. at Bravo Bistro for our Annual Newsmaker Reception, co-sponsored with Rhode Island Lawyers Weekly, and featuring Eva Marie Mancuso, Esq., Local Counsel, National Opioid Litigation. **FREE** to RIWBA members, \$20.00 for non-members. Register [here](#).



UPCOMING EVENTS, CONTINUED:

NOVEMBER

- **Thursday, November 15, 2018.** Advancing Workplace Excellence is hosting a Resilience through Mindful Leadership breakfast from 8:00 a.m. to 9:15 a.m. at the Crowne Plaza in Warwick, RI. The event will offer participants “insightful conversation” and the opportunity to “learn more about how mindfulness can shape leadership, strengthen resiliency and the ability to be a more agile and conscious people-centric leader.” Get details and register for the event [here](#).

DECEMBER

- **Save the date in early December** for our annual holiday gathering, which will tie in with our annual participation in the Children’s Friend Spirit of Giving Holiday Drive! Last year we provided gifts and necessities for 6 families with a total of 22 children, and this year will be our fifth year supporting this great organization. Learn more about Children’s Friend [here](#), and stay tuned for more details!
- **Thursday, December 13, 2018.** Advancing Workplace Excellence invites you to Calm in the Midst of Chaos, a “grounding conversation with two leaders in the field of mindfulness and well-being who share strategies to mobilize your energy, while creating space for calmness at work and in life.” The breakfast event will be from 8:00 a.m. to 9:15 a.m. at the Crowne Plaza in Warwick, RI. For details and registration, visit the event page [here](#).

REMINDERS/ANNOUNCEMENTS:

- Thank you to panelists Senator Erin Lynch Prata, Kelly Nevins, and Stephanie L. Federico, and moderator Professor Emily J. Sack, for a great presentation and discussion at our October 22 CLE, **“Where Are We Now? The State of Women’s Rights Laws in Rhode Island.”**

We loved having so many members together (almost fifty of you!) to discuss the progress that has been made, the impact that we can have when we work together and get involved, and the work left to be done.



REMINDERS/ANNOUNCEMENTS, CONTINUED:

- **Announcing the launch of the newly updated RIWBA website!** If you haven't visited www.riwba.com in a while, today's a good day to check out the site. We've got a brand new look and platform, and we hope you enjoy this new way to engage with RIWBA! Look out for more features and pages added throughout the year. (And by the way, if you have website ideas, feel free to reach out to our Social Media & Website Committee Chair, Etie-Lee Schaub, at etieschaub@gmail.com!)



- **Interested in judging a moot court competition?** Roger Williams University School of Law (RWUSOL) is hosting a regional round of the 69th Annual NYC Bar National Moot Court Competition on Saturday, November 17 and Sunday, November 18 at the law school in Bristol, Rhode Island. Participating judges will receive breakfast and lunch. RWUSOL also needs one person to serve as a brief grader. Interested? Please contact Elizabeth Colt (ecolt@rwu.edu) or Heather Bernier (hbernier@rwu.edu) with your availability and contact information.
- **Earn 20 MCLE Credits with The Center for Mediation & Collaboration RI (CMCRI).** CMCRI's Mediation Training is a highly interactive 40-hour course that provides participants with the fundamentals of the mediation process, which includes facilitative, transformative, evaluative and directive mediation styles. All participants receive a certificate of completion, qualifying them under Rhode Island law to ensure confidentiality in the disputes they mediate. This course is approved for 20 MCLE credits (including 2 for ethics). The next training begins on January 22, 2019. Don't miss out—register [here](#) now! For questions or to be added to the email list for future training notifications contact info@cmcri.org.

- **Join a RIWBA Committee!** Want to get involved with RIWBA but not sure where to start? Join a committee! This month, we're featuring the **News & Events Committee!** Do you dig this newsletter? Get involved! Contact Kelly Kincaid (kkincaid@apslaw.com) for details.

MEMBER NEWS:

- Awesome job by Board members **Cassandra Feeney** and **Etie-Lee Schaub** on their recent article in the [Rhode Island Bar Journal](#): "Rhode Island Women Lawyers: Past, Present, & Future – The Honorable Netti C. Vogel." You can read their article, which is enclosed in this month's newsletter!

Member News, continued:

- Congratulations to member **Deborah George** on her new role at Robinson + Cole! Deborah is joining the firm's Business Litigation and Data Privacy + Cybersecurity teams. Way to go, Deborah!
- Board Member **Sam Vasques** has a new position as an Associate at Locke Lord LLP on the firm's Business Litigation and Dispute Resolution teams!
- **New firm? New role? New publication?** If you have an announcement to share in our newsletter, please email [Kelly Kincaid](mailto:Kelly.Kincaid@riwba.org) and we'll include it in a future edition!

ARTICLES AND RESOURCES OF INTEREST:

- **Podcast listeners**, check out Season 3 of the hit podcast [Serial](#). Sarah Koenig takes listeners into the criminal justice system of Cleveland, Ohio. This season focuses on the "ordinary" criminal cases moving through the judicial system week by week. It's definitely worth a listen! (*NPR*)
- **From behind bars to passing the bar.** Check out [Reginald Dwayne Betts'](#) piece detailing his difficult path from ex-con to attorney. This is an inside perspective of how childhood crimes linger well into adulthood and potentially derail career aspirations of becoming an attorney. (*The New York Times*)

EMPLOYMENT:

- Rhode Island Legal Services, Inc., a statewide program with its principal office in Providence, seeks a **staff attorney** to work in its Family Preservation Project in the Providence office. For more information, check out the included flyer.
- Burns & Levinson LLP seeks a mid-to-senior level **Estate Planning Associate** to join its Trusts & Estates Practice. Candidates should have flexibility to work in the Firm's Boston and Providence offices. Qualified candidates must have 5-8 years of substantive experience in estate planning for high net worth clients and the administration of complex estates. Experience with tax planning and business succession important. LLM a strong plus. Candidates must be current members of Massachusetts and Rhode Island bars. Admission to Connecticut and/or Florida a plus. Submit résumé and cover letter to: jobs@burnslev.com. More details [here](#).
- Allstate's Staff Counsel Office in Providence, R.I. is hiring a **Trial Attorney**. To view the job description and apply online, please click [here](#).
- Know someone looking for a top-notch applicant for an open legal position? Contact [Sam Vasques](#) 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 **Stephanie Friedel**, an associate at Ratcliffe Harten Galamaga, LLP.

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

Honestly, we were on trial this week so my opportunity to cook was limited. However, in a normal week, I LOVE cooking. I am Italian, so I cook a lot of traditional Italian food. But, I also love experimenting with new cuisines and recipes!

What is one goal you'd still like to accomplish in your lifetime?

I have lots of goals that I would still like to accomplish. Professionally, I would love to try a case as lead trial counsel. Personally, I am looking forward to being a mom one day (far in the future).

What is one of the kindest things someone has done for you?

I am very lucky to have a wonderful support system of friends and family. I would say that my family's and my fiancé's unwavering support and encouragement during law school tops the list of things I am grateful for.

What is the last book you read?

Wolf Hall by Hilary Mantel. I am onto the sequel now!

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

I am an associate at Ratcliffe Harten Galamaga, LLP. A significant portion of our practice is defending health care providers and institutions in medical malpractice actions. We also represent insurers and their insureds in claims involving insurance coverage disputes, personal injury, and premises liability.

You can learn more about Stephanie's practice [here](#).





NOVEMBER 2018

NEXT MONTH'S ISSUE:

Have something you would like to see in the next newsletter? Let us know by **Friday, November 30** to include it in the latest edition. And as always, thanks for reading!

Kelly Kincaid, Chantal Bromage, Stephanie Michel, and Samantha Vasques

RIWBA News and Events Committee



October 2, 2018

The Honorable Gina M. Raimondo
State of Rhode Island Office of the Governor
82 Smith Street
Providence, RI 02903

Dear Governor Raimondo:

The Rhode Island Women's Bar Association ("RIWBA") promotes the advancement of the status of women in Rhode Island and in the legal profession. As such, we urge you to seriously consider the female applicants that have been referred to you for selection and appointment for the current judicial vacancies on the Rhode Island Superior, District and Workers' Compensation Courts.

Since 2016, the majority of law students throughout the United States, and in Rhode Island specifically, are women. Further, women make up one in three attorneys in the United States. Yet, unfortunately they currently only occupy twenty-eight of the eighty-six state judiciary positions in Rhode Island.

The RIWBA stands for the principle that our judiciary should reflect the population that it serves. Our state courts adjudicate more than ninety percent (90%) of trials and judicial business issues that impact Rhode Islanders the most—issues related to health, safety, finances and family. We feel that it is imperative that women, who represent over half the population of the State of Rhode Island, be adequately represented on the bench in the adjudication of these issues.

On behalf of all members of the Rhode Island Women's Bar Association, we call on you to take this major step in helping us fulfill our commitment to equality.

Thank you for your time and consideration.

Sincerely,

The Board of Directors for the
Rhode Island Women's Bar Association

Rhode Island Women Lawyers: Past, Present, & Future

This series was inspired by Roger Williams University School of Law's annual Women in Robes event, and was created in alliance with their exciting new project The First Women, which recognizes and honors the first women of the Rhode Island bar.



The Honorable Netti C. Vogel

The decision for the Honorable Netti C. Vogel to attend law school in 1972 was a hard one, but her biggest challenge “was to change the perception that women weren’t equally as serious as men about practicing law.” Years before her appointment to the Rhode Island Superior Court, Justice Vogel attended New England School of Law, where only ten percent of her graduating class of 1975 were women. While attending law school, Justice Vogel confronted the belief shared by many of her classmates that men attended law school to develop a legal career and use their income to support their family, whereas women were merely “dabbling” and would abandon their career to become full-time mothers. By working hard and committing to a career in law, her law school class developed camaraderie and respect, and the perception shifted from a misogynistic view to an equitable one.

As a practicing lawyer, she continued to face the challenge of changing the perception that women were not equal to her male colleagues.

At Gunning & LaFazia, one of the senior partners felt that if clients discovered that a woman was handling their cases, the clients would perceive the firm to be losing its “machismo.” Although her male colleagues were assigned their own cases, she was expected to work on the

partners’ files. Justice Vogel did not let this pass. She raised the issue with Ray LaFazia, who took matters into his own hands, and started assigning her cases directly.

The next hurdle for Justice Vogel to surmount was the discrimination she experienced from other members of the bar and members of the judiciary. “I cannot count how many times I’ve been called, ‘honey,’ or ‘dear.’ I would respond, ‘Excuse me, save those terms of endearment for someone you are intimate with. I am opposing counsel!’” She explained, “They don’t have to like you. You need them to respect you.” She also relied on guidance from others: “I never forgot the advice I received to never call opposing counsel ‘Mister.’ Always call them by their first name, because you need to put yourself on an equal field with them and never in a position where they are above you.”

Opposing counsel were not the only source of discrimination in the courtroom. A judge once told her early in her legal career, “I don’t think women have the constitution to be litigation lawyers in the Superior Court.” Justice Vogel tried her first case in 1976—one year out of law school—and, by 1977, she was the only Rhode Island female attorney trying back-to-back cases in the private sector. “I tried more cases before that Judge, and he always treated me with respect. By showing I was not meek—but by not being abrasive—that Judge’s view changed without him even realizing it. You have to change perception by being there, working hard, being professional, and knowing the law.”

Although the open hostility to women entering the practice of law has softened since she started her career, Justice Vogel thinks there still needs to be a culture change. “The problem is most men don’t think about it. They exclude because it’s part of their culture and background. They need their consciousness raised.” Men need to be allies. “Treat women with the same level of camaraderie as men. These women worked hard to get where they are. If you don’t serve as an ally and if you are not sensitive to inclusion, you are



Cassandra L. Feeney, Esq.
Adler, Cohen, Harvey,
Wakeman & Guekquezian,
LLP, Providence



Etie-Lee Schaub, Esq.
Providence City Solicitor’s
Office

part of the problem. It is discriminatory. You are either inclusive or discriminatory. That’s it.”

Justice Vogel’s message for women attorneys: “If you are a woman and excluded, say something. Also, if men are afraid to socialize with you the way they would socialize with a younger male attorney since the #metoo movement, they are showing a view towards the movement that is insulting. If there is a genuine concern, it should be questioned. If it’s not genuine, then it’s just a reason to discriminate and exclude. Men need to be inclusive in hiring, in introducing young women to clients, in firm outings, and in setting up panels and conferences.”

When faced with inappropriate remarks and behavior, women should be empowered to speak out and seek advice and support from others. For example, if a client calls you “honey,” let the senior partner know what happened. If the culprit is anyone besides a client, be more direct: “Don’t tolerate it. Tell them it is demeaning. Don’t just let things go. You need to be respected. You may say things that make you uncomfortable, but in the long run, it will solidify your place in your office, with the bar, and pave the way for the next woman attorney.”

When prompted for advice, Justice Vogel offered these guidelines: “Work hard; have a good mentor; be courteous; be honorable; remember you are representing the rights of someone else and it is not about you; this is a profession, not a job; as a woman, assert yourself against any perceived discrimination or harassment; as a man, be an ally, speak up, support women, don’t let discrimination and harassment directed towards a woman or yourself pass, and don’t rely on your male privilege; treat everyone with respect; and above all, have integrity.” ♦



JOB POSTING

STAFF ATTORNEY

Family Preservation Project

Rhode Island Legal Services, Inc. (RILS) is a non-profit law firm incorporated in 1969 by an Act of the Rhode Island General Assembly to ensure equal access to the civil justice system for low income Rhode Islanders who would otherwise be unable to afford an attorney. RILS seeks a highly motivated, organized experienced attorney to work in its Family Preservation Project.

Responsibilities include: representing parents facing the involuntary termination of parental rights or allegations of abuse, neglect or dependency.

Qualifications: It is preferred that candidates have 5-10 years of family law experience and have the capacity to manage a large caseload. Candidates must be a member of the Rhode Island Bar or the bar of any state and willing to take the next Rhode Island Bar Examination. Spanish speaking ability is also preferred.

Closing Date: Open Until Filled

Salary: 62K to 70k depending on legal experience. Excellent fringe benefits.

Send resume to:

Nicola Carrara, Executive Assistant
Rhode Island Legal Services, Inc.
56 Pine Street Suite 400
Providence, Rhode Island 02903
Tel: 401.633.9191 Fax: 401.272.5335
Email: ncarrara@rils.org

Rhode Island Legal Services, Inc., is an Equal Opportunity, Handicapped Accessible Employer. Women, minorities, the elderly, and persons with disabilities are encouraged to apply.

Date of New Posting: October 12, 2018

