



NEW YORK WOMEN'S BAR ASSOCIATION

PRESIDENT'S MESSAGE

SEPTEMBER 2021

On June 9, 2021, I was honored to be installed for my second term as NYWBA President by the incredible **Myrna Felder** at our Annual Installation and Awards Dinner. That night, we were treated to inspiring speeches by our award recipients, **New York State Attorney General Letitia James**, the **Honorable Rosalyn Richter**, and the **Honorable Matthew Cooper**. I also introduced our bar association's theme for this year: "All rise, together."



Amanda B. Norejko

As we work to pull ourselves out of the global pandemic that has changed all of our lives over the past 17 months, we must ensure that the world we rebuild is on a foundation of equality and fundamental human rights for all persons. Women's careers were disproportionately impacted by the pandemic, suffering more job losses than men. This global crisis exposed and intensified gender disparities as the unpaid work shouldered primarily by women increased significantly with families in quarantine. Racial inequity in public health was also highlighted as many racial and ethnic minority groups faced a higher risk of becoming seriously ill or dying from COVID-19. It is clear that as we rise out of the COVID-19 pandemic, we must also effectuate significant social change to ensure that the next public health crisis or other social upheaval will not mark another significant setback in the global movements for equality.

As we seek to rise together, the NYWBA will provide programming aimed at helping our members to navigate the challenging transition of our transformed work environment. This summer, the NYWBA held several events to uplift our members and promote our 2021-2022 theme of "all rise together."

In July 2021, we launched our COVID: Back to the Office Series with a program on "Preparing your Pets for Return to Work and the Law," which was co-sponsored by our new committee on Animal Rights and our long-standing Reproductive Rights & Women's Health. The series continued in August with "A Focus on Mental Health."

We continued to sponsor events aimed at the legal aspects of some important legal and social justice issues. On July 15, 2021, our

(Continued on Page 2)

*The New York Women's Bar Association
invites you to the*

2021 Annual Membership Reception

**Special Guest Speaker:
Honorable Anthony Cannataro**

Please join us to hear more about all that the NYWBA offers its members, including free CLE classes; committee meetings to enhance your knowledge of substantive areas of law and address important legal and social issues; legislative and policy advocacy to advance the status of women and promote the fair administration of justice; and fun social and networking events.

The event will include breakout sessions for small-group networking.

Already a member? Introduce a new colleague to the opportunities and support they can find as a member of the NYWBA by inviting them to this event. It is free for all who wish to attend.

Date: *Wednesday, September 29, 2021*

Time: 6:00 – 7:30 p.m.

Place: Via Zoom Conference

Cost: Free

Info: Email ed@nywba.org

RSVP: <https://bit.ly/2021MemberReception>

President's Message (Continued from Page 1)

Immigration Law Committee presented a CLE program focusing on humanitarian, family-based and employment-based immigration. On July 28, 2021, a CLE program on "Transgender Name Changes: From Both Sides of the Bench" was presented by our Civil Courts, Diversity & Inclusion and LGBT Committees and co-sponsored by the LGBT Bar Association of New York (LeGAL), the Name Change Project of the Transgender Legal Defense & Education Fund, Inc., and The Richard C. Failla LGBTQ Commission of the New York State Courts. On August 5, 2021, we co-sponsored an event with our sister WBASNY Chapter, the Brooklyn Women's Bar Association on "False Arrest & Excessive Force Lawsuits: The Tactical Do's & Don'ts."

On July 14, 2021, the NYWBA partnered with the National Conference of Women's Bar Associations (NCWBA) to take our annual Martha E. Gifford Summer Program, "What It's (REALLY) Like to Practice Law As a Woman," to a national audience. Our diverse and engaging speakers included our own **Hon. Saliann Scarpulla**, Justice of the New York Supreme Court Appellate Division First Department, who moderated the panel; **Prof. Maleaha Brown**, Southwestern Law School in Los Angeles, CA and formerly and attorney at Legal Aid Foundation of Los Angeles and Texas Rio Grande Legal Aid; **Rennee R. Dehesa**, Partner, Jones Lester, Schuck, Becker & Dehesa, LLP and Past President, Mexican American Bar Association; **Amy Dunn**, Partner, Amy Dunn, PC in Houston, TX; and **Pam Kohli Jacobson**, Partner and Firmwide Practice Group Coordinator of Intellectual Property Procurement and Portfolio Management at K&L Gates, Seattle, WA. There was a lively discussion about gender discrimination in the workplace, work-life balance, and how each lawyer defines career success and achieves it for herself. In September, we will be presenting a follow-up panel to instruct other bar association across North America about how to organize similar programs for their members.

On July 13, 2021, we continued our Zoom with a Judge series featuring the **Hon. Judy Kim**, New York County Civil Court. Our next Zoom with a Judge will feature the **Hon. Phaedra F. Perry** of the New York County Civil Court on September 28, 2021. Please RSVP through our website. Additional opportunities to meet our fantastic New York judges will be scheduled throughout the year.

Our **Annual Membership Reception** will be held virtually on September 29, 2021 at 6:00pm. This year, we are honored to have a special guest speaker who is one of our own members, the **Hon. Anthony Cannataro**. Judge Cannataro was sworn into the New York Court of Appeals on June 8, 2021. We will be continuing our Period Poverty drive to help provide sanitary products to people in need. I hope you can join us and bring along your colleagues who may benefit from becoming members of our Association.

Finally, September is Ovarian Cancer Awareness Month. I continue to receive treatment for my advanced-stage ovarian cancer, which is considered incurable. I am doing well on my current treatments and thank my NYWBA colleagues and family for their support and encour-

It's Time to Renew Your Membership

If you have already renewed, THANK YOU!

If you haven't, it's time to RENEW your membership for 2021-2022.

The NYWBA fiscal year is **June 1 to May 31**. Be sure to renew your membership and enjoy all NYWBA benefits, including FREE NYWBA CLE PROGRAMS, our award-winning Mentoring Circles, networking events and Committee meetings, access to the "Members Only" sections of our website, access to our Newsletters online, and other benefits.

Save paper & mailing costs and expedite your renewal by using our secure online membership form at <http://membership.nywba.org>. You can also email Executive Director Karen Lu (ED@nywba.org) to confirm your member status or request a paper membership form by email.



agement. I share my experience with cancer to help remind our legal community that those with cancer and other chronic illnesses still have much to contribute to our profession and to our society. I plan to continue to engage in this important work for as long as I live.

I am looking forward to rising up together from the pandemic and rising above the injustices and inequality of our nation's past. Members of our community are still facing the threat of injuries from violence and discrimination motivated by sexism, racism, and LGBTQ prejudice, and suffering the insults of those who deny that reality. Each time we make a few more cracks in the glass ceiling, we face another backlash seeking to replace the pane. I look forward to spending the next year shaping a future together in which we boost women lawyers up the ladder and help them forge the tools to finally break the glass and continue the work of clearing it away after we are gone.

Amanda

"For there is always light, if only we're brave enough to see it, if only we're brave enough to be it." - Amanda Gorman

WELCOME NEW MEMBERS

Hayat Bearat	Alexi Ashe Meyers
Tuhfa Begum	Marissa Ngai
Lynn Elliot	Rebeka Z. Penberg
Lauren Esposito	Nicholas Ramcharitar
Genevieve Gutman	Jaclyn Reiter
Jayme A. Jonat	Stephen G. Rickershauser
Meghan E. Kacsmar	Tina P. Smith
Alison King	Shira Steinberg
Kacie Lally	Rachel E. Steinhardt
Melissa Lewis	Rebecca Stern
Serena K. McGann	

as of 08/08/2021

SUSTAINING MEMBERS

With their generous contributions, our sustaining members make it possible for us to accomplish so much more. We honor and thank them for their support.

<i>Michael W. Appelbaum</i>	<i>Patricia Ann Grant</i>
<i>Susan L. Bender</i>	<i>Nancy M. Green</i>
<i>Laurie Berke-Weiss</i>	<i>Julie Hyman</i>
<i>Alison Arden Besunder</i>	<i>Carolyn Kalos</i>
<i>Elizabeth A. Bryson</i>	<i>Elyssa S. Kates</i>
<i>Harriet Newman Cohen</i>	<i>Denise Mortner Kranz</i>
<i>Janet I. Cord</i>	<i>Virginia A. LoPreto</i>
<i>Hon. Laura E. Drager</i>	<i>Nancy M. Loudon</i>
<i>Vivian Rivera Drohan</i>	<i>Kay Marmorek</i>
<i>Hon. Betty Weinberg Ellerin</i>	<i>Marjorie A. Martin</i>
<i>Melissa G. Ephron-Mandel</i>	<i>Jacqueline Newman</i>
<i>Myra L. Freed</i>	<i>Amanda Beth Norejko</i>
<i>Anthony H. Gair</i>	<i>Deborah G. Rosenthal</i>
<i>Martha E. Gifford</i>	<i>Hon. Carol A. Schrager</i>
<i>Adam B. Gilbert</i>	<i>Hon. Felice K. Shea</i>
<i>Hon. Judith J. Gische</i>	<i>Elena Tisnovsky</i>
<i>Amy B. Goldsmith</i>	

Guardianship Mentoring Program

The **NYWBA Elder Law and Disabilities Committee** and the **Guardianship Diversity Initiative** have created a mentoring program for anyone who is interested in being appointed as Court Evaluator, Guardian or Counsel to Guardian. If you are new to the field or have interest in this area of law and would like to have an experienced attorney to help you with any one of these roles, or if you have questions about Mental Hygiene Law Article 81, please send an email to elderlawchairs@nywba.org.

NOTES ON MEMBERS

Condolences

The NYWBA extends our sincerest condolences to our Treasurer **Sabrina E. Morrissey** on the loss of her husband, **James J. Morrissey Jr.**, who passed away on July 20, 2021.

The NYWBA extends our sincerest condolences to **Honorable Sonia Sotomayor** on the loss of her mother, **Celina Baez Sotomayor**, who passed away on July 25, 2021.

Congratulations

Congratulations to two of our Directors on their publications in the *New York Law Journal*. **Hon. Laura E. Drager** published an article "Calling for a Truce: ADR in the Midst of Divorce Litigation" in the *New York Law Journal* on May 21, 2021. **Jennifer P. Brown** published a letter to the editor "When the Lockdown Hands You Lemons . . ." on June 7, 2021.

Congratulations to **Elizabeth A. Bryson** (NYWBA President 2003-2005) for her election as Vice-President of the National Conference of Women's Bar Associations.

Congratulations to **Laura A. Russell**, who was nominated by the NYWBA and awarded the Legal Services Award by the Association of the Bar of the City of New York. Ms. Russell has served as co-chair of the NYWBA's Domestic Violence Committee since 2009. The award was presented to her by former United States Attorney General **Loretta Lynch** on July 19, 2021.



COVID: Back to the Office Series—A Focus on Mental Health

By Meghan E. Carey

On August 10, 2021 the Reproductive Rights and Women's Health Committee hosted a program concerning the impact of the COVID pandemic on mental health. The event, the second in the Committee's "COVID: Back to the Office" series, followed a program discussing the impact of the return to the office on companion animals.

For the mental health program, the Committee was joined by **Molly Swersky**, LCSW, MPH and **Isabel Ezrati**, CPT, RYT. Ms. Swersky is a registered licensed clinical social worker in New York State with more than 15 years of psychotherapy experience in private practice and other clinical settings. Ms. Swersky has a professional background in public health, with more than 10 years of experience in health promotion and disease prevention.

Ms. Ezrati's primary career is in education but she has expanded her practice into mind-body work over the past decade. Ms. Ezrati grounds this mind-body work in anatomy and physiology science but is driven by her curiosity for how the body and mind communicate through movement and breath. When not on the mat or at the gym, Ms. Ezrati tutors adolescent-age students in reading and writing skills and has developed an expertise in supporting students with language-based learning disabilities. Her mind-body training informs her work as an educator and vice versa.

As Ms. Swersky discussed, since March 2020, the COVID crisis has created a "new normal" which has forced all of us into an unpleasant emotional state—waiting—which has significantly increased anxiety, depression, and substance abuse among adults. Ms. Swersky also noted that the COVID mental health crisis has disproportionately affected women, especially mothers.

Ms. Ezrati also discussed the increase of stress caused by COVID and framed it through the lens of stress's impact on the body which often manifests itself by limited or less diverse movement of the body, stress eating, and increased drinking. Ms. Ezrati emphasized the mind-body connection and the fact that our bodies do not distinguish between mental and physical stress. She noted that going back to the office with the ongoing pandemic is stressful and suggested to us that we not minimize the stress of commuting again, wearing office clothes again, and joked that even going back to wearing a bra again can increase our anxiety (she noted that a poorly fitting bra can affect one's breath!)

Ms. Swersky has noticed that her patients who practice law have experienced burnout, worry about time management, feel pressure to work around the clock, and lack security in setting boundaries. Judging by follow up questions asked by program attendees, these feelings are not limited to Ms. Swersky's patients but are shared by our organization's members as well.

The COVID crisis continues as the world begins to open up amidst the threat of the Delta variant, with people expressing conflicted feelings about safety and readjusting to being in groups. In fact, Ms. Swersky taught us about a new diagnosis called COVID-19 Anxiety Syndrome which is described as the inability to leave the house because of COVID

fears, frequent checking for symptoms despite not being in high-risk scenarios, and avoiding social situations or people.¹

Ms. Swersky noted that the emergence of the Delta and Lambda Variants are also creating new uncertainty and stress for parents of unvaccinated children and for individuals with serious underlying health conditions. Moreover, she notes that the changing guidelines and the issuing of different guidance based on whether something is in the public or private sector can cause additional feelings of confusion and stress.

It is clear that many people are not at their best as a result of the ongoing pandemic and as lawyers this can affect our relationships with our colleagues, our adversaries, and our clients. So what can an individual do? Both speakers offered practical advice. Ms. Swersky recommended setting boundaries, maintaining reasonable structure and routine, attending to basic needs, practicing gratitude and compassion, limiting consumption of the news, finding healthy distractions, strengthening self-care practices and most importantly, focusing on the internal locus of control, which she described as focusing on those outcomes that one can control.

Ms. Ezrati noted that tension and stress form a feedback loop between the mind and the body: stress in the mind will bring tension in the body and physical tension will increase mental stress. Ms. Ezrati stressed that because of this loop we can soothe our mind using body movements and she offered some suggestions including specific stretches, mindfulness, and facilitating the breath.

Both speakers recommend getting outside.

Ms. Ezrati had attendees practice a three-part breath that can be used to calm anxiety and stress. This exercise can be practiced in any anxiety producing situation: first breathe into the belly, ribs, and upper chest in three parts with a pause in between each part. Then once full of breath, retain the breath and then exhale slowly and completely.

Attendees appreciated having a candid discussion surrounding mental health and enjoyed receiving practical advice on how to prioritize mental health upon their return to the office.

The Reproductive Rights and Women's Health committee is chaired by **Lydia Devine**, **Alexandra King**, and **Meaghan Carey**. Should you wish to get involved with the committee please email the committee chairs at **ReproductiveRights@nywba.org**.

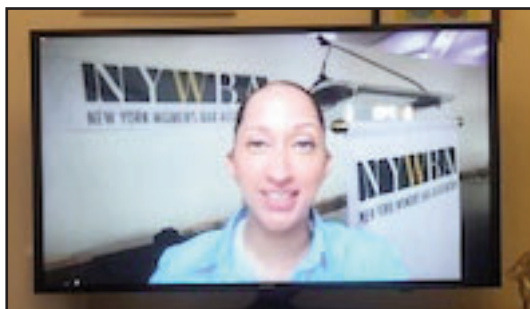
1. Ms. Swersky cited an article when describing those symptoms, which can be found at <https://www.medicalnewstoday.com/articles/covid-19-anxiety-syndrome-a-pandemic-phenomenon#What-is-COVID-19-anxiety-syndrome?>



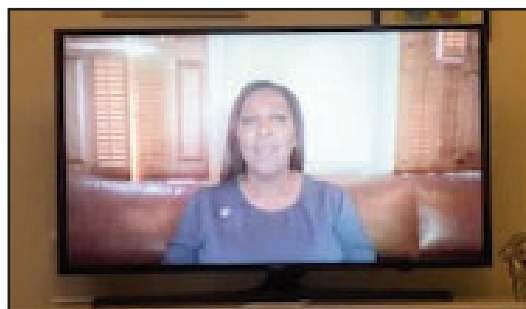
Virtual Annual Awards and Installation Ceremony - June 10, 2021



Swearing in of NYWBA Officers by Myrna Felder (top row), Magnolia D. Levy, Virginia A. LoPreto; (middle row): Melissa Ephron-Mandel, Sabrina E. Morrissey, Lissett Ferreira; (bottom row): Amanda B. Norejko, Jocelyn L. Jacobson, Morgan Mouchette



NYWBA Corresponding Secretary Morgan Mouchette



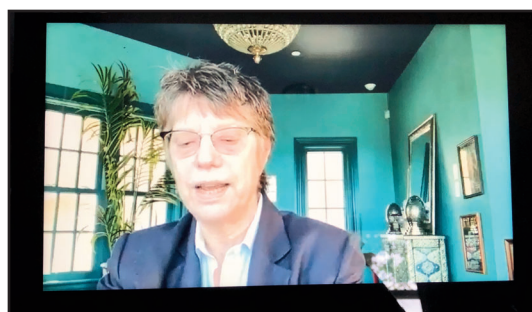
Hon. Letitia A. James, New York State Attorney General



Tim Corbo



Hon. Matthew F. Cooper



Susan L. Bender



Hon. Rosalyn Richter

The Franklin H. Williams Judicial Commission and the Appellate Division, First, Second, Third and Fourth Departments, invite you to attend a virtual Zoom CLE webinar

***Attorneys for Children and Assigned Counsel
A Lawyer's Role in Promoting Justice
for Children and Families***

Wednesday, October 13, 2021 from 12:00PM – 2:15PM

Join us for a virtual Zoom CLE webinar discussing the application process and initial training requirements for the Attorney for the Child (AFC) and Assigned Counsel; pathways to becoming an AFC and building your own practice through AFC and Assigned Counsel assignments; a day in the life of an AFC; challenges and rewards of AFC and Assigned Counsel practice; zealous advocacy by the AFC; the importance of diversity in contributing to a talented, dedicated and vibrant panel of attorneys; and fusing the public and private sector in a diversified law practice.

Remarks by:

Hon. Shirley Troutman

Associate Justice, Appellate Division, Fourth Department
Co-Chair of the Franklin H. Williams Judicial Commission

Hon. Troy K. Webber

Associate Justice, Appellate Division, First Department
Co-Chair of the Franklin H. Williams Judicial Commission

Speakers include:

Hon. Cheryl A. Joseph

Supervising Judge for Matrimonial Matters
Supreme Court, Suffolk County, Central Islip, New York

Linda J. Kostin, Esq.

Director, Attorneys for Children
Appellate Division, Fourth Department

Fredericka P. Bashir, Esq.

Panel Attorney for the Child and Assigned Counsel for Adults
Kings County, Brooklyn, New York, Second Department

Maria V. De La Cruz, Esq.

Panel Attorney for the Child and Assigned Counsel for Adults
Queens County, Queens, New York, Second Department

Yusuf El Ashmawy, Esq.

Panel Attorney for the Child and Assigned Counsel for Adults
New York County, New York, First Department

Jaya L. Connors, Esq.

Panel Attorney for the Child and Assigned Counsel for Adults
Albany County, Albany, New York, Third Department

Marissa Hill Washington, Esq.

Panel Attorney for the Child and Assigned Counsel for Adults
Erie County, Buffalo, New York, Fourth Department

Hon. Shahabuddeen A. Ally, Moderator

Supervising Judge, New York County
Civil Court of the City of New York

Registration Link:

https://docs.google.com/forms/d/e/1FAIpQLSfeHfBQX9GQJovAXbRlak_nIlbo4mxni7qbFdb4WQosM900fw/viewform

***The NYWBA Thanks the
Sponsors of the
2021 Annual Awards Ceremony***

Platinum

Cardi & Edgar LLP

Cohen Clair Lans Greifer Thorpe &
Rottenstreich LLP

Gold

Teitler & Teitler, LLP

Silver

Arnold & Porter LLP

Berke-Weiss Law, PLLC

Guberman Advisors, LLC

Segal & Greenberg LLP

Friend

Myra L. Freed, Esq.

Klein Liebman & Gresen LLC

Jan Levien



10% discount for NYWBA members

JAVON ZOW

Store Manager

T. 212.421.4444

50th@SuperRunnersShop.com

JAVON.ZOW@SRS.COM

High School Legal Pipeline Program: A Call of Volunteers!

Interested in Volunteering?

The following article is a brief summary of a program, in the planning stages, which presents a wonderful opportunity for volunteering. If you are an NYWBA member who is looking to become more involved or one who has an interest in student mentoring, this may be the program for you! Please read below and respond to the email address at the end of the article to volunteer and learn more about the program.

The NYWBA is dedicated to the principles of equity, diversity, inclusion, fairness, and the continued robust development of the Bar. Toward that end, we would like to offer a High School Pipeline Program ("the Program") to students of diverse backgrounds who may be interested in learning about the law, the legal profession, and becoming a lawyer. The Program will consist of four sessions over four weeks. The first two sessions are basic law and lawyering classes taught by Judge Kathleen C. Waterman (from her curriculum). During the first two classes, the students will be introduced to basic legal concepts and definitions, engaged in a discussion about what law is and how it touches almost every aspect of our lives, provided with an outline of the sources of law and an explanation of how to find law and argue from it, and taught the path of a case and the rudiments of a trial.

Having learned certain core concepts in the first two sessions, the third and fourth sessions give the students an opportunity to develop critical legal thinking and lawyering skills in "real time." The third session is a mock trial, and the fourth session is a moot court (single issue). For these sessions, we will need volunteer attorneys and judges to help the students prepare as well as to participate in the judging and other aspects of the exercises.

If possible, we can offer an additional panel discussion session, during which our various and diverse members can share their personal career experiences, practice areas, and insights, and answer any questions the students may have.

The Program's aim is to introduce the law and legal profession to all students who have a desire to learn about it, and perhaps one day join us in the Bar and on the bench. If you are interested in participating in the program and introducing the law to our city's youth, please e-mail the NYWBA at civilcourtschairs@nywba.org.

Judge Kathleen C. Waterman
Elected, NYC Civil Court
Acting Family Court Judge, Kings County

Your Opinion Matters

NYWBA is seeking monthly opinions on legal matters. Please send your op-ed piece to opinions@nywba.org.

The New York Women's Bar Association
presents

CULTURE REFRAMED

SOLVING THE PUBLIC HEALTH CRISIS OF THE DIGITAL AGE

Growing up in a Porn Culture: How Hypersexualized Images Undermine Healthy Development

Speaker:

Dr. Gail Dines

Professor Emerita of Sociology;
President, Culture Reframed

Date: September 21, 2021

Time: 6:00 p.m.

Place: Via Zoom

RSVP: www.nywba.org

Info: If you have any questions, please contact
president@nywba.org.

In light of the contemporary research on the harms of porn, it is crucial that experts and professionals tasked with developing healthy and resilient youth both understand the multiple social, emotional, and cognitive harms of pornography, and work to develop strategies to counter the misogynist messages, ideologies, and tropes that are encoded in the images. Toward this end, this workshop will provide: (1) a content analysis and deconstruction of mainstream pornography and hypersexualized images; (2) a detailed account of the peer-reviewed literature on the harms of pornography, and (3) a nuanced discussion of the way women are harmed in the production, distribution, and consumption of pornography.

This workshop will further explore the ways that social media platforms targeted to youth intersect with the porn industry, and how these platforms drive kids to mainstream porn sites. The porn industry, always hunting for new markets, is looking to cash in on the popularity of Instagram, Snapchat, and TikTok. And to keep porn under wraps, it's often hidden behind hashtags and emojis that appear innocuous to the untrained eye, but are used as secret code to tag and search for particular types of porn.

NYWBA wishes to acknowledge the generous gift from

**FOUNDER AND PAST PRESIDENT
HON. FLORENCE PERLOW SHIENTAG (1908-2009)**

Her financial bequest has helped to underwrite the cost of this Newsletter and many of our CLE programs.

NEW ANIMAL LAW COMMITTEE HOLDS FIRST PROGRAM

By Lydia Antoncic

NYWBA's newly formed **Animal Law Committee** held its first program on July 27, 2021, in collaboration with the **Reproductive Rights and Women's Health Committee**, as part of their "COVID: Back to the Office Series." This program focused on how to prepare our companion animals for our return to work as we slowly begin to enter the post-pandemic world and return to in-person court and the office.

In a year of so much tragedy, one of the silver linings of the pandemic was getting to spend more time at home with our beloved companion animals, and for some of us, adopting a new fur baby. But many of us wonder, what happens now when we have to leave our companion animals all day? This program focused on how to ease the transition for both us humans and our companion animals and featured three speakers: **Karen Copeland, Esq.**, a solo practitioner specializing in representing people and organizations related to animals in housing and landlord/tenant issues; **Krista Almqvist**, the Executive Director of Badass Brooklyn Pet Rescue; and **Dani Santanella**, who has been a dog trainer for over 17 years.

Ms. Copeland opened the panel on a sobering note. On July 24, 2021, the *New York Post*¹ reported that Animal Care Centers of NYC (ACC), which is not a no-kill facility, had significantly increased intake of new pets, from an average of 21 pets per day in February, to 47 in June and is on a trajectory to be averaging 60 to 80 pets per day by the summer. The article reports that about half of these animals are being given up by their owners citing "landlord issues."

Ms. Copeland's message to the audience: "if your pet can't go, neither can you," and backed that up with the legal authority needed to avoid eviction. Ms. Copeland detailed the many legal protections offered to animals in housing, including the NYC Administrative Code §27-2009.1, which provides that if a tenant "openly and notoriously" harbors a pet for a period of three months or more, and the landlord, with knowledge, fails to take action, the landlord is deemed to have waived the no-pet clause. Ms. Copeland discussed the many nuances of the "no pet law," as well as federal and local housing laws that exist to allow individuals with disabilities to keep their animals in housing.

The next speaker, Krista Almqvist, talked about her rescue organization's experience during the pandemic, which included the record number of adoption applications during the pandemic, and her organization's efforts to get animals out of shelters and into foster homes. Ms. Almqvist echoed Ms. Copeland's concern about the rising number of animals being returned to shelters and cited alarming statistics that included shelters having to euthanize adoptable animals after years of being no-kill. Ms. Almqvist went on to offer concrete and step by step advice on how to prepare dogs for our return to work, including graduated "cues" and other helpful tips to help the transition.

Dani Santanella joined in Ms. Almqvist's advice and answered many questions from the audience, including how to crate train a 10-year old dog, the importance of exercise and how to address barking issues and avoid a nuisance claim. Ms. Copeland reassured that in order to qualify as a "nuisance," the barking would have to be sustained as opposed to

*The NYWBA Civil Courts Committee
invites you to Zoom with a Judge*

Featuring:

Hon. Phaedra F. Perry

NY County Civil Court

Discussion Facilitator:

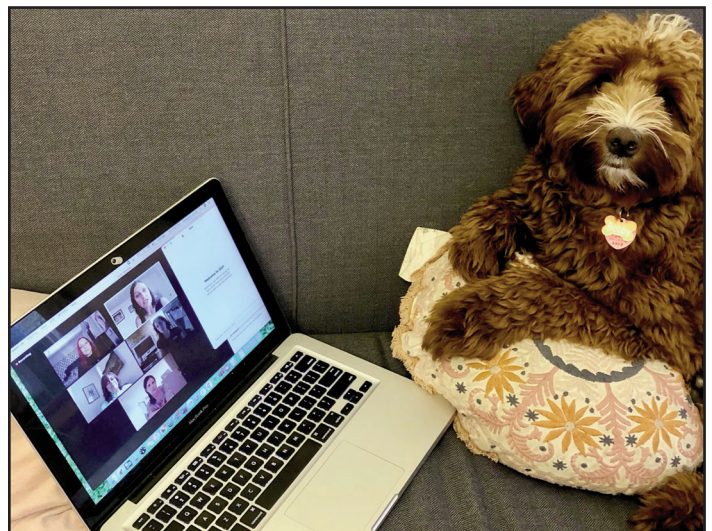
Crystal R. Villaseñor,

NYWBA Director & Committee Co-Chair

Participation will be limited to 20 current
NYWBA/WBASNY members only

September 28, 2021 1:00 pm

RSVP: <https://bit.ly/NYWBAJPerry>



sporadic. The program ended on a positive note with the speakers reassuring attendees that pets tend to sleep for 10 hours a day, so they will be just fine when we all head back to the office (and will be happily waiting for us at the door upon our return).

The Animal Law Committee is chaired by **Lydia Antoncic** and **Jennifer P. Brown**. Anyone interested in joining the committee should email animallaw@nywba.org. The committee anticipates holding its first meeting in the fall and has many exciting programming ideas in the works. The Reproductive Rights and Women's Health Committee is chaired by Meaghan Carey, Alexandra King and Lydia Devine. Their next program in the "COVID: Back to the Office Series" will focus on mental health.

1. <https://nypost.com/2021/07/24/nyc-shelters-close-to-capacity-as-pandemic-pets-returned/amp/>

NYWBA Committees

NYWBA's committees are a key component in our success. Our Judiciary Committee actively reviews the qualifications of candidates for judicial office in New York County. Through our affiliation with the Women's Bar Association of the State of New York, NYWBA's Legislation Committee comments on proposed legislation and policy at state, federal, and international levels. Our substantive law committees and practice area committees provide a forum for members to network among their peers and gain expertise in their fields to better handle real legal issues.

If you are a member and would like to join a committee, go to <https://www.nywba.org/committees/join-a-committee>. If you have any questions about our Committees, contact the Committee Chair(s). If you would like to be considered to chair a committee, send a note with your qualifications and contact info to president@nywba.org.

NYWBA Standing Committee Chairs and Co-Chairs

By-Laws & Amendments — bylaws@nywba.org

Elizabeth A. Bryson & Amanda B. Norejko

Cooperation with Other Bar Associations — CoopBarChairs@nywba.org

Yacine Barry-Wun & Hon. Kelly O'Neill Levy

Employment & Equal Opportunity for Women — EEOWChairs@nywba.org

Diana Sen & Angela Wanslow

Judiciary (screening of candidates for judicial office) - judiciarychairs@nywba.org

Shani Adess, S. Yan Sin & Tuozhi Lorna Zhen

Legislation — legislation@nywba.org

Peggy Brady & Elizabeth Friedrich

Membership — membership@nywba.org

Vivian Drohan & Jacqueline I. Meyer

Professional Ethics and Discipline — ethicschairs@nywba.org

Nicole I. Hyland

Programs, Events and Arrangements — events@nywba.org

Diana G. Browne & Kay Marmorek; Magnolia D. Levy (Membership Judiciary & Dinner Receptions); Jo Ann Douglas (Annual Dinner)

Publicity/Press — publicity@nywba.org

Julie Hyman

NYWBA Special Committee Chairs

Advance the Status of Women in the Profession — advancestatus@nywba.org

Dyan Gershman & Noelle Block Lubin

Alternate Dispute Resolution — adr@nywba.org

Lisa Courtney & Michele Kern-Rappy

Archives and History — archives@nywba.org

Elizabeth A. Bryson & Melissa Glassman

Animal Law — animallaw@nywba.org

Lydia Antoncic & Jennifer P. Brown

Awards — awards@nywba.org

Jennifer Branca, Melissa Ephron-Mandel, Elyssa Kates & Judith Rifkin

Children's Rights and Issues — childrensrights@nywba.org

Tara Diamond, Jo Ann Douglas, Danielle M. Rodriguez

Civil Courts — civilcourtschairs@nywba.org

Melissa G. Ephron-Mandel, Judith Rifkin, Crystal R. Villaseñor & Hon. John Wang

Continuing Legal Education (CLE) — cle@nywba.org

Amy B. Goldsmith & Stacey Better Phillips

Criminal Law — crimlawchairs@nywba.org

Catherine Christian, Jessica Horani & Olivia Sohmer

Diversity — diversitychairs@nywba.org

Yasmin Dwedar & Ernestine Mings

Domestic Violence — dvchairs@nywba.org

Shani Adess, Margaret Farmer & Laura A. Russell

Elder Law and Disabilities — elderlaw@nywba.org

Lissett Ferreira, Antonia J. Martinez & Sabrina E. Morrissey

Federal Practice (including Business Law, Securities & Investment Law, Intellectual Property, Tax & Bankruptcy) — federalpractice@nywba.org

Vivian Drohan & Elyssa Kates

Human Trafficking — trafficking@nywba.org

Jayne Bigelsen, Alexi Meyers & Rebecca Zipkin

Immigration — immigrationchairs@nywba.org

Marcella Marucci & Zara Watkins

International Women's Rights — intlchairs@nywba.org

Alexandra Douglas & Nicole Trivlis

LGBT — LGBTChairs@nywba.org@nywba.org

Erin McKissick & Claire Mooney

Litigation — litigation@nywba.org

Sara J. Crasson, Hon. Eileen Nadelson & Nidhi Shetye

Long Range Planning/Finance — LRP@nywba.org

Elizabeth A. Bryson & Myra L. Freed

Matrimonial and Family Law — mfchairs@nywba.org

Nina Gross, Olivia Lee & Ashley Mullin

Newsletter — newsletter@nywba.org

Jennifer Branca, Katelyn M. Brack, Elizabeth Friedrich & Olivia Sohmer

Pro Bono and Community Service — probono@nywba.org

Alison King & Elizabeth Rieser-Murphy

Reproductive Rights & Women's Health — reproductiverights@nywba.org

Meaghan Carey, Lydia Devine & Alexandra King

Solo and Small Firm Practice — SSFChairs@nywba.org

Gail I. Bader & Jocelyn L. Jacobson

Students and New Lawyers — SNLChairs@nywba.org

Melissa Glassman, Laurel Hardy, Noelle Block Lubin & Claire Mooney

Summer Program — summerprogram@nywba.org

Martha E. Gifford & Hon. Lisa A. Sokoloff

Technology and the Internet/Website — TIL@nywba.org

Yacine Barry-Wun & Elizabeth A. Bryson

Trusts and Estates — TEchairs@nywba.org

Loretta A. Ippolito & Tzipora Zelmanowitz

Working Parents — wpchairs@nywba.org

Elysa Greenblatt & Gretchen Beall Schumann

Meet the Committee Chairs: Students and New Lawyers Committee



Melissa F. Glassman began her career as an attorney at the Administration For Children's Services (ACS) in the Manhattan office where she represented the Commissioner of ACS in child neglect and child abuse cases. As of August 23, 2021, Melissa will be an associate at Advocate, LLP, a matrimonial and family law firm dedicated to the successful resolution of personal and financial family legal issues.

In addition to her involvement in the Women's Bar Association, Melissa serves as a mentor and provides career counseling to current Benjamin N. Cardozo Law School students.

Melissa earned her JD from Benjamin N. Cardozo Law School in 2017 with a concentration in family law. Melissa graduated University of Michigan in 2014 with Bachelors Degrees in English and Judaic Studies.

Melissa is licensed to practice law in New York.



Laurel Hardy is entering her third year of law school where she is staff editor for the Moot Court Honor Society at Cardozo School of Law. She has been a member of the Planning and Events Committee since 2019. Laurel is thrilled and honored to serve as co-chair of the Students and New Lawyers Committee for the NYWBA.

Laurel grew up in Connecticut and had a diverse professional life. She traveled internationally as a fashion model in the early 2000's, when fashion was still primarily in paper magazines and on runways instead of on the internet and smartphones. She was based here in New York. Laurel later became a financial advisor and stockbroker. Laurel founded and operated her own investment advisory firm in Connecticut.

Most recently, Laurel returned to New York, to start a career in law. She joined the NYWBA in her first year of law school since, although she had student friends at Cardozo, she hoped meeting attorneys would help her envision a future practicing law. The women of the NYWBA welcomed her immediately. They have been Laurel's professional and social saviors as she explores her legal niche.

NYWBA has been outstanding to Laurel. Here, she has found friendship, comradery, and mentorship. In fact, Laurel owes her current summer position as a Judicial Intern to her friends from the Event Planning Committee. They introduced her to fellow NYWBA member, the Honorable Kathleen Waterman.

Today, Laurel intends to treat the NYWBA as well as it has treated her. She will work alongside her co-chairs to passionately welcome students and young lawyers as we grow and promote our NYWBA.

Noelle Block Lubin is currently an Associate Court Attorney to the Hon. Eileen A. Rakower in Supreme Court, New York County. Prior to that position, Noelle Block Lubin was an Assistant Court Attorney to the Hon. Eileen A. Rakower. Noelle Block Lubin also serves as a Co-Chair for Advance the Status of Women in the Profession. Noelle Block Lubin received her J.D. in 2018 from Brooklyn Law School, and her B.S. from the Fashion Institute of Technology in 2014. She is licensed to practice law in New York.



Claire Mooney is the DV-Consumer Staff Attorney at the Legal Aid Society, where she litigates and advocates for survivors of domestic violence and other survivors of trauma in consumer legal matters. She is a graduate of Cardozo Law School, where she participated in the Journal of Equal Rights and Social Justice, OUTlaw (LGBTQ law student association), the Human Rights and Atrocity Prevention Clinic, the Consumer Law Clinic, and advocacy for survivors of gender-based violence as a pro bono scholar, intern, and volunteer for Sanctuary for Families.



Prior to law school, Claire worked at Cleary Gottlieb Steen & Hamilton LLP, Everytown for Gun Safety, and Starr Companies as a paralegal, coordinator, and legal assistant, respectively. She graduated with a B.A. in Political Science and a Paralegal Certificate from Marist College where she led multiple projects to increase political engagement on campus.

NYWBA Immigration Law Committee General Meeting

Fall meet-and-greet to discuss upcoming events and potential projects, plus some fun with an immigration trivia game

Date: ***October 7, 2021***

Time: 5:00pm-6:00pm

Location: Zoom invitation to follow

RSVP: ***immigrationchairs@nywba.org***

Reflections from Adam Betts, NYWBAF Fellow at Sanctuary for Families

This past Spring semester, I had the opportunity to work with Sanctuary for Families as the New York Women's Bar Association Foundation Fellow. Sanctuary for Families is the largest sanctuary in the country for survivors of gender-based violence and is firmly rooted in the New York community, providing critical services to those who need it most.

When I first started working for Sanctuary for Families, I was unaware of the breadth of services that it provides. I knew that there was a legal department – that's where I was headed. But it was not until I began working on cases that I realized the true scope of the organization's work. Sanctuary prides itself in providing holistic support to its clients so that these people not only overcome their current situations, but avoid falling back into them. Sanctuary runs six shelters across New York City, with five being geared towards providing short-term, emergency services and one acting as a transitional home. Sanctuary wants to ensure that its clients are set up for success even after the legal representation is over. Often times, victims of gender-based violence, especially mothers, have special hurdles to overcome when seeking stable housing and employment. Sanctuary provides advanced technical training, professional clothing, and childcare services so that clients can obtain stable, good-paying jobs without having to worry about who is going to watch their children while they are at work. Psychological services, food pantries, and clothing boutiques are also critical services that Sanctuary provides to ensure that its clients are fully supported, and extensive pro bono relationships with law firms helps so that Sanctuary clients are receiving timely and top-notch representation.

I worked with the Immigration Intervention Project, a department in Sanctuary's legal division that works with clients facing matters before USCIS including asylum, sex and labor trafficking, and helping undocumented immigrants who were victims of crimes in the U.S. When I started working with clients directly, I saw how Sanctuary's network of support aided the legal work that I was doing. We could refer clients to Sanctuary for Families' psychologists directly; whenever a client met an attorney in the office they could also stop by the pantry and the boutique; and we knew that clients staying in Sanctuary shelters were safe and easy to reach.

I hit the ground running during this internship. I was paired with my supervisor, Ines, during the interview process and I worked on many of her cases. Ines gave me a lot of responsibility and control over the cases that I worked on, and was also available to answer questions. Due to the remote nature of this semester, we had phone check-ins every week where we talked about the work we had done on the cases, and our ideas on how to proceed. My work was the perfect balance of legal work and administrative duties. Usually, every week I worked on one or two large cases, which entailed drafting affidavits, memoranda of law for Ines, and legal arguments for our briefs. This work was intermixed with more administrative tasks, such as completing application forms for our clients. While this work was not as substantive, I learned which cases required which forms, and how these forms tied into the case overall.

Working with Sanctuary has greatly impacted my perspective as a lawyer. I had worked for a year at the Manhattan DA's Office as a paralegal, which is a similar situation in that both the DA's and SFF are large, public-serving offices. However, working as a paralegal entailed mostly busy and admin-

On June 8, the **Criminal Law Committee** hosted a forum of the Democratic candidates for the office of New York County District Attorney. Despite conflicting obligations, all eight candidates appeared and answered questions put to them by the **Hon. Laura E. Drager** (Lee Anav Chung White Ruger & Richter) and **Fran Hoffinger** (The Hoffinger Firm). The forum was organized by Criminal Law Committee Co-Chair **Catherine Christian**.



Co-Chair Catherine Christian; Moderators Hon. Laura E. Drager and Fran Hoffinger; Candidates Elizabeth Crotty, Eliza Orlins, Alvin Bragg, Diana Florence, Lucy Lang, Tali Farhadian Weinstein; and Co-Chair Olivia Sohmer



Pictured: Christian, Drager, Hoffinger, Crotty, Orlins, Florence, Lang, Farhadian Weinstein, Sohmer, Dan Quart and Tahanie Aboushi

istrative work. While doubtlessly necessary to the cases, paralegal duties did not provide me with the opportunity to experience the inner workings of a case, to create or suggest arguments, or to meaningfully engage with the law. That was not the case at Sanctuary. Ines encouraged me to suggest applications or interpretations of asylum and anti-trafficking laws, and I have attended meetings along with fully fledged lawyers at Sanctuary about how the law is affecting our clients. Indeed, to have worked for an immigration non-profit during this time was very exciting. I was at Sanctuary during a time when a new presidential administration was coming in and drastically departing from the previous four years. Executive orders, repealed policies, and overturned judicial decisions regarding immigration have occurred in quick succession since I began with Sanctuary in early January. While much of these changes are abrupt and at times confusing, having the opportunity to work with a team of dedicated immigration lawyers on these very important issues was incredibly fulfilling. I know that the law firm where I will be a summer associate does much pro bono work with Sanctuary, so I look forward to continuing a relationship with the organization and the incredible work that it does.

Adam Betts is a rising 3L at Fordham University School of Law

September is Ovarian Cancer Awareness Month

One in 78 women are diagnosed with ovarian cancer.

There is no early detection test for this disease.

Only about 15% to 20% of cases are diagnosed in the early stages (stages I-II). Often, symptoms don't appear until the disease is in its advanced stages (stages III-IV).

For information about the signs and symptoms of ovarian cancer, its diagnosis, treatment, and how you can get involved in helping fight this deadly disease, please visit the website of the National Ovarian Cancer Coalition at www.ovarian.org, the Ovarian Cancer Research Alliance at www.ocra-hope.org, or Memorial Sloan Kettering Cancer Center at www.mskcc.org/cancer-care.

Reflections from Hannah Shaikh, NYWBA Foundation Fellow at Her Justice

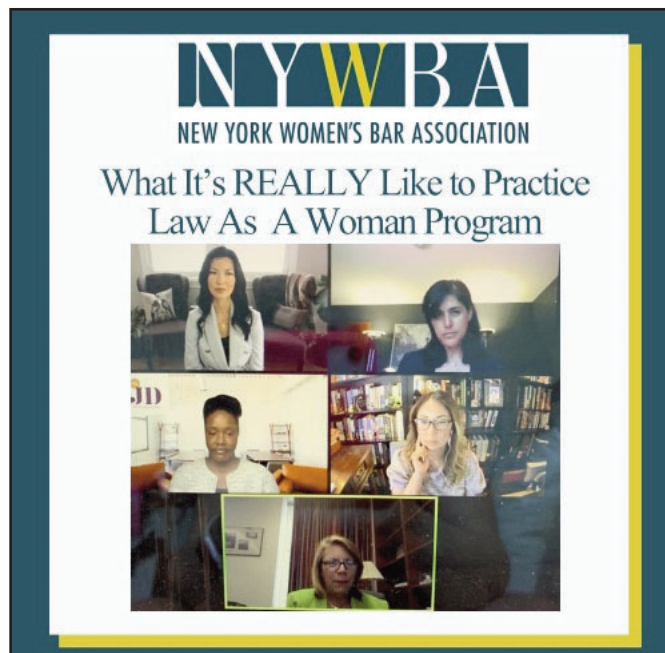
The New York Women's Bar Association Foundation (NYWBAF) Fellowship at Her Justice was an incredibly rewarding experience for me both personally and professionally. I am committed to social justice lawyering particularly as it relates to gender and racial justice and it was invaluable for me to be able to get some practical experience in helping women (most of whom were racialized) with their family and immigration law issues. On a personal level, it was important for me to have an opportunity to be of service during a global pandemic which, as we know, has been particularly disruptive for marginalized people in New York City. It gave me a sense of purpose and helped me maintain a positive attitude during challenging times.

At Her Justice, I worked primarily on family law cases. I worked directly with clients in helping them get uncontested divorces by drafting the appropriate forms and submissions and ensuring they were served and filed appropriately. The clients I assisted were low income or receiving public assistance, had experienced domestic violence, or were dealing with multiple health issues. Although their uncontested divorces may have been small parts of broader issues they were facing, ensuring their divorces were finalized was an important step in helping them regain some control of their lives. I am so grateful that I was able to help them in whatever capacity I could. A couple of my clients were also immigrants without the ability to speak English fluently or access to family/community support. Since I am of Pakistani origin and speak Urdu, I was able to assist multiple Pakistani and/or Urdu speaking women in navigating their options in a language in which they are more comfortable.

I also helped draft a separation agreement and conducted legal research on several files. My research was related to child witness testimony in family offense proceedings, cut-off dates for equitable distribution of marital assets and the applicability of foreign child support orders. In addition, I worked on one immigration file and assisted with obtaining a renewal of employment authorization for a Violence Against Women Act self-petitioner.

My time at Her Justice helped me to develop important legal skills such as case analysis, drafting and client communication. It also provided me with an understanding of substantive areas of law in which I had no prior experience. Most importantly, it allowed me to be part of the incredibly compassionate and intelligent team of people at Her Justice who work tirelessly to address inequalities in the legal system and relentlessly advocate for the enfranchisement and empowerment of their clients. It was such a privilege to work with all the lawyers and staff I met at Her Justice and I am grateful to the NYWBAF for making it possible.

Hannah Shaikh is a 2021 LLM Candidate at New York University School of Law.



Stayed tuned for an article about this program in next month's newsletter.

Annual Period Poverty Donation Drive

Several years ago, the NYWBA made a commitment to address the issue of lack of access to sanitary products needed during menstruation. Rationing of tampons, pads, or other menstrual products can cause humiliation, trauma, interruptions to school and work, and potentially life-threatening conditions such as toxic shock syndrome. We recognized that lack of access to these items was a serious threat to human rights and dignity and an impediment to gender equality. Under the leadership of Past President **Virginia A. LoPreto**, we drafted policy statements on lack of access to tampons, pads or other menstrual products for those who are incarcerated or held in immigration detention centers. Then, we took it a step further by helping provide hygiene products to those in need here in New York City.

Survivors of domestic abuse and human trafficking fleeing from a life of violence are often at a high risk for experiencing poverty. Homeless women and girls must often sacrifice buying hygiene products to buy food for themselves and their children.

In keeping with our theme this year that to achieve gender equality, we must all rise together, it is important to lift up those who are most in need. This year, the NYWBA will collect donations for the purchase of menstrual products and drug store gift cards for two local organizations.



Covenant House New York is New York City's largest provider serving youth experiencing homelessness. Annually, it provides shelter services to over 2,500 young adults ages 16-24, using trauma-informed principles to help homeless youth leave the streets and achieve independence. Covenant House New York provides housing, healthcare, and support services including workforce development, vocational training and educational support. It maintains an on-site clothing boutique, providing free shirts, pants, shoes, and other accessories for any young person who is in need.



Sanctuary for Families serves nearly 10,500 survivors of domestic violence, sex trafficking and related forms of gender violence in New York City every year. It provides a wide range of assistance including shelter, legal, clinical, and economic empowerment services to help clients transform their lives. Sanctuary for Families also maintains The Butterfly Boutique, an on-site space where clients can "shop" for donated clothing, toiletries such as menstrual products, accessories and other basic necessities to meet their immediate needs – 100% free of charge.

Both organizations are in need of hygiene products and drug store gift cards to distribute to their clients who cannot afford them.

The NYWBA asks its members to consider making a donation to this important cause. As we climb the ladder of professional success, it is important to lend a hand to boost others up as well. By supplying these sanitary products, we can help remove a significant barrier to employment and education as well as promote health and human dignity.

To donate, go to <https://www.nywba.org/donation/>.



Save the Date
Friday, October 22, 2021
8:45am – 6:10pm
Live via Zoom

The Traumatic Impact of the Dissolution of the Family: An Interdisciplinary Approach

The mission of this conference is to empower mental health professionals, lawyers and judges with the knowledge and skills to mitigate against the traumatic effects of family dissolution.

Conference learning objectives:

1. Explain the complexities of psychological trauma in the dissolution of families, and how to identify its symptoms.
2. Demonstrate how psychological trauma can be identified in families, well before family dissolution (intergenerational transmission of trauma, cumulative trauma within a particular family member, and past and present trauma within the family).
3. Examine how racism, sexism and other forms of bias contribute to psychological stress and trauma in family members before and during family dissolution.
4. Identify how the legal system and the court process unwittingly can create and/or exacerbate psychological trauma in family dissolution.
5. Explore alternatives offered by mental health and legal professionals to help mitigate the traumatic effects that can occur in family dissolution. What Can We Do?

Conference Panels:

Panel A. Trauma and PTSD: Conceptual Overview of the Neurobiological, Cognitive, and Emotional Consequences

Panel B. Added Stressors to Family Dissolution: The Cultural Context of the Family, Systemic Racism, and Sexism including LGBTQ Biases

Panel C. Under-Recognized High-Risk Factors that Impact Family Dissolution

Panel D. Mitigating the Stress of Family Dissolution: What Can We Do?

CE credits for mental health professionals and CLE credits for attorneys are pending.

For further information please contact the program manager at FACTS@ICPNYC.org.

PRESUMPTIVE MEDIATION TAKES HOLD IN NEW YORK

By Marcy Einhorn, Esq., Mediator

"Discourage litigation. Persuade your neighbors to compromise whenever you can. Point out to them how the nominal winner is often a real loser—in fees, and expenses, and waste of time."
—Abraham Lincoln (circa 1850)¹

I recently joined the roster of mediators for several courts in New York State and started providing pro bono mediation services as a Court-appointed mediator in assigned cases in a variety of matters. This opportunity to serve as a mediator is a direct result of Chief Judge Janet DiFiore's Alternative Dispute Resolution initiative which launched in 2019 and continues to the present day.

In her 2021 annual State of Our Judiciary address in March of this year the Chief Judge stated that the Courts "remain 100% committed" to presumptive early ADR and the new culture of "mediate first" in all appropriate cases." Judge DiFiore noted in her address that the "continued expansion of ADR has been one of the bright spots" in the efforts to keep the courts functioning during the pandemic.

To further this shift in the court's culture the Court program includes a variety of modes to help resolve cases including reliance on arbitrators and neutral evaluators in addition to the mediation rosters. With respect to mediation alone, there are now over 50 courts throughout the state that maintain rosters of trained mediators to handle disputes in cases involving commercial litigation, divorce, custody and visitation, personal injury and probate and over 900 mediators on state trial court rosters.

According to Lisa Courtney, Esq., the Court's Statewide ADR Coordinator, the Presumptive ADR Initiative aims to provides litigants and prospective litigants with easier and more accessible opportunities to mediate and participate in other appropriate forms of ADR as early as practicable. This shift reduces cost, stress, and delays, improves communication, and frees up the court to handle cases that require more intense judicial intervention. "We know that mediation works, improves litigant satisfaction, and serves the administration of justice," offered Ms. Courtney.

Eligibility to serve on these rosters is governed by Part 146 of the Rules of the Chief Administrative Judge, which outlines the minimum training and experience required to be on a court roster. Qualified applicants of all backgrounds and experiences are encouraged to apply for admission to the rosters to assure that the program reflects the diverse populations that the courts serve. Individuals may complete an online application to mediate for one of the trial courts.

The program has been "wildly successful" in the year and a half since it was launched, according to Lisa Denig, Esq. Special Counsel for ADR Initiatives in the Office of Deputy Chief Administrative Judge George Silver, even meeting with increased enthusiasm during the pandemic since it provides people with access to a forum for resolving their disputes despite the shutdown. "People appear to be more willing to try new things right now," said Ms. Denig. All roster programs have the same basic setup, Ms. Denig explained, with differences from one court to the next depending on the needs of the jurisdiction and the particular Administrative Judge's implementing rules.

Information about each court's program and about the statewide initiative is available on court websites, reports Ms. Courtney. Revisions have been made to all local court websites for the courts outside of New York City to include information about program rules and information about accessing free and reduced-fee mediation. Each of the Judicial Districts' websites also have links for information about ADR programming. To promote ease of access to these programs each Judicial District has a designated ADR coordinator so that any court user or prospective court user with questions about referrals to ADR or how to get on a local trial court roster has a point person to get in touch with. And select NYC court websites and the statewide ADR web pages also include helpful information about how to find free and reduced-fee mediation as well as information about what questions to ask when choosing a mediator, approved training programs, and what to look for in mentorship/apprenticeship programs.

In addition, numerous resources have been developed by the Statewide ADR Advisory Committee and the Statewide ADR Office to address best practices for court staff serving as neutrals and for recruiting diverse neutrals to the court rosters, along with guidelines for continuing education and standards of conduct for mediators.

The biggest problem the program currently faces arises out of its success: the staffing of technical and support positions has not kept up with the rapid acceptance and growth of the program. Despite any wrinkles in launching the program, however, participants report a high level of satisfaction in the services they receive. For example, in the context of court-funded CDRC (community dispute resolution centers), which serve New Yorkers throughout all 62 counties, 92% of mediation clients reported that services were fair and that they were satisfied with the service.

The professionalism of the mediators in these programs is "off the charts", according to Ms. Denig. She noted how proud she is of these programs, sharing that she finds this is a great professional community to be in. The mediators' willingness to take cases and work as hard as they can, to offer extra free time above and beyond their commitments, to mentor co-mediators and take on interns has all been incredibly inspiring.

While mediation will continue virtually for the foreseeable future and the mediators will continue to serve pro bono at least for each initial session, Lisa Denig foresees a time when the program is so widely accepted that the mediators will be paid for their service.

As a former Court employee and now a mediator on several court rosters, it has been particularly satisfying to take everything I learned in a Supreme Court Law Department and, with innumerable hours of mediation training, use those skills and experiences in a forum that empowers the parties to craft their own solutions to their conflicts. Based on the successful launch of the program and the Court's continuing commitment, I have no doubt that the program will to continue to expand and will become the dispute resolution procedure of choice at all levels of the legal system in New York.

Marcy Einhorn provides mediation services in civil disputes.



National Hispanic Heritage Month – September 15 to October 15 –

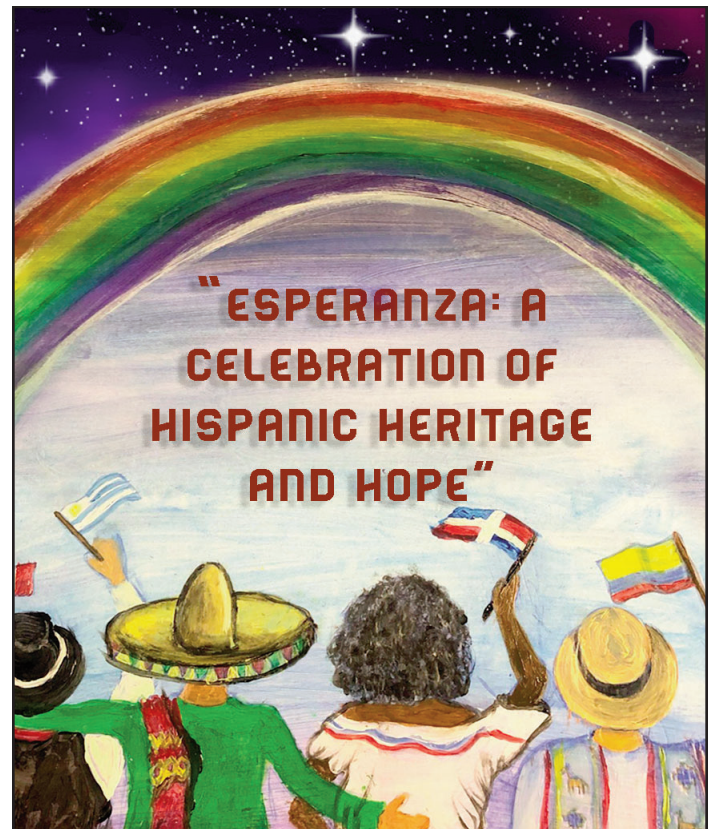
Hispanic Heritage Month was first declared on a national level by President George H.W. Bush on September 14, 1989. It begins on September 15, which coincides with the national independence days for many Latin American countries, including Guatemala, El Salvador, Honduras, Nicaragua, and Costa Rica. Mexico's national independence day follows on the 16th, while Chile's occurs on the 18th, and Belize's is on the 21st. The U.S. Hispanic population is over 60.6 million people, making the Hispanic population the nation's largest ethnic or racial minority (18.5% of the total U.S. population).

You can celebrate National Hispanic Heritage Month and show your appreciation for Hispanic and Latinx Americans by reading books by authors of Hispanic or Latinx origin, watching movies about Hispanic and Latinx culture, visiting a museum highlighting Hispanic and Latinx culture and history, supporting a Hispanic or Latinx-owned business, or attending local events that celebrate the contributions of Hispanic and Latinx people to U.S. society.

The poster shown here was created by Ms. Adriana Castillo, Human Rights Activist and Child Developmental Specialist, and was selected as one of the 2021 National Hispanic Heritage Month Winning Posters by the National Council of Hispanic Employment Program Managers.

Ms. Castillo submitted her poster stating:

"Humanity is going through very painful moments caused by the pandemic, but we must remember that after the storm comes the calm. In this portrait, we can appreciate a hand that raises the flags of Hispanics together with people of different ethnicities looking towards a majestic rainbow that represents Hope. "Esperanza!" The thing that characterizes us as Hispanics is that no matter what storms we go through, we always look up and know that life will be dressed in colors like a shiny rainbow in the sky. "The infinity ribbon design was inspired by the theme, Hispanics: Be Proud of Your Past and Embrace the Future. The greatness of America can be measured by the collective contributions of its citizens past and present, and our future will be measured by our ability to uphold and instill unto others our most valuable assets: our shared culture, history, knowledge, and sense of community.



As Hispanics, taking pride in the accomplishments and achievements of our mentors and our ancestors brings into focus the endless possibilities available to us today and boosts our capacity for embracing the future. This is our infinite cycle."

Below is the Spanish language version of Ms. Castillo's message:

"La humanidad está atravesando por momentos muy dolorosos causados por la pandemia, pero hay que recordar que siempre después de la tempestad, viene la calma. En este afiche podemos apreciar una mano que eleva las banderas de los hispanos junto con personas de diferentes etnias mirando hacia un majestuoso Arco Iris que representa. "La Esperanza!" Algo que nos caracteriza a nosotros los hispanos es que sin importar las tormentas que atravesamos en nuestras vidas siempre miramos hacia arriba y tenemos la confianza que pronto la vida volverá a vestirse de colores como aquel Arco Iris que brilla en el Cielo."

PRESIDENT

Amanda B. Norejko

VICE PRESIDENTS

Magnolia D. Levy

Jocelyn L. Jacobson

Melissa Ephron-Mandel

TREASURER

Sabrina E. Morrissey

RECORDING SECRETARY

Lissett Ferreira

CORRESPONDING SECRETARY

Morgan Fraser Mouchette

IMMEDIATE PAST PRESIDENT

Virginia A. LoPreto

NYWBA BOARD OF DIRECTORS

Yacine Barry-Wun

Leona Beane

Jennifer P. Brown

Dawn M. Cardi

Meaghan E. Carey

Tara Diamond

Hon. Laura E. Drager

Vivian R. Drohan

Yasmin Dwedar

Hon. Judith J. Gische

Amy B. Goldsmith

Hon. Sherry Klein Heitler

Fran R. Hoffinger

Nicole I. Hyland

Julie Hyman

Alexandra King

Kay Marmorek

Nidhi Shetye

S. Yan Sin

Crystal Villaseñor

Judith E. White

Executive Director

Karen Lu

Established 1934

A Founding Chapter of the

WOMEN'S BAR ASSOCIATION

OF THE STATE OF NEW YORK

WBASNY President

Dawn Reid-Green

WBASNY President-Elect

Deborah G. Rosenthal (NYWBA)

NYWBA Directors on

the WBASNY Board

Elizabeth A. Bryson

Dawn M. Cardi

Hon. Betty Weinberg Ellerin

Lissett Ferreira

Jocelyn L. Jacobson

Magnolia D. Levy

Virginia A. LoPreto

Marjorie A. Martin

Sabrina E. Morrissey

Hon. Jacqueline W. Silbermann

NEW YORK WOMEN'S BAR ASSOCIATION

A Founding Chapter of THE WOMEN'S BAR ASSOCIATION OF THE STATE OF NEW YORK

P. O. Box 1207, New York, New York 10150

(212) 490-8202 • Fax (646) 851-0616 • info@nywba.org

FIRST CLASS MAIL
US POSTAGE
PAID
TERMINAL PRINTING
COMPANY
07102

NYWBA Membership Information

We thank our current members for their continued support and involvement, and we look forward to welcoming new and renewing members. Take advantage of our many membership benefits - join committees, network, participate in mentoring circles, attend our signature events, and get CLE credits at our innovative and compelling programs at a significantly reduced cost. It's easy to join or renew - go to www.nywba.org/Membership to access our secure online membership form.

Current members should send updated address and contact information to ED@nywba.org. This will help us keep you informed about our programs, events, and other benefits of membership.

Newsletter and Advertising Information

Submissions must be sent to the Newsletter Committee (Chairs **Jennifer Branca**, **Katelyn M. Brack**, **Elizabeth Friedrich** & **Olivia Sohmer**) by the 10th of the month for publication in the following month's Newsletter. Please submit articles, announcements, upcoming event programming, photos, committee news, member news, and ads to newsletternywba@gmail.com. Submissions should be proofed and cite-checked, and NYWBA retains the usual editorial discretion to omit or edit all contributions. Send an email to newsletternywba@gmail.com if you have questions or are interested in joining the Newsletter Committee.

Has your web company forgotten you?

Come to **TAG Online** - We are here for you!

TAG online

- ✓ Website Design
- ✓ Redesign and Updates
- ✓ Reliable Hosting
- ✓ LinkedIn, Facebook & Twitter
- ✓ Email Newsletter
- ✓ Blog

Contact Amy at 973.783.5583

sales>tagonline.com • www.tagonline.com

We are the Official Website Provider for the
NEW YORK WOMEN'S BAR ASSOCIATION

Visit our website at www.nywba.org
and follow NYWBA on

facebook 

twitter 

LinkedIn 