

President's Message

By Magistrate Judge Stephanie K. Bowman



As my year as Ohio Women's Bar Association President comes to a close, I feel compelled to write the traditional "thank you

for a great year" president's message. So let's get that part out of the way... many people helped to make this year a great year for the OWBA and for me. I owe a great deal of gratitude to President-Elect Claudia Herrington, Past President Michelle Proia Roe and OWBF President Marilena DiSilvio. Your advice and willingness to be a sounding board is greatly appreciated. So many committee chairs stepped it up this year to plan wonderful and exciting events, including the Statewide Giving Back CLE, Leading with Style in Cincinnati and Columbus, Women and Whiskey, Lean In Circles, and the redesigned Mentoring Circles, just to name a few. If you are looking for a woman leader, then you need to look no further than the wonderful women who serve on the OWBA Executive Committee and Board of Trustees. A special thank you to each of you for serving the OWBA.

What I really want to share with you is why I think you should be involved in the OWBA. If you are

reading this message, you likely are already a member, and that is great. Fantastic, really. However, I want to encourage you to get more involved - attend events, join a committee, apply for the Leadership Institute through the OWBF, or consider joining the Board of Trustees next year. You will certainly get the benefit of networking and bettering yourself professionally, but it can be so much more rewarding than that. The OWBA has provided me with the wonderful opportunity to meet and work closely with so many fantastic women that I never would have met had it not been for the OWBA. There are so many great women lawyers across the state of Ohio, women who are leaders, partners in firms, general counsels, in house lawyers and government lawyers. All of whom are women that you need to meet and work with, women who will help you be a better lawyer and a better person. To be able to have women that you know and trust and whom you can refer clients to when they need someone in another part of the state or whom you can call with questions about local court practices when you are not familiar with them is a wonderful resource to be able to have that will help you both professionally and personally. The practice of law may still be a male dominated one (despite the gender equal law school graduation rates), but organizations like the OWBA will help you realize

that there are a lot of women lawyers out there just like you. By working together and helping each other we can help to ensure that more women continue to stay in this profession and take on leadership roles in their careers and in organizations like the OWBA.

I look forward to the continued success of the OWBA under Claudia Herrington's leadership this upcoming year. It has been a wonderful year and I thank you for the opportunity to serve as the 22nd President of the OWBA. ■

Stephanie K. Bowman is a United States Magistrate Judge for the Southern District of Ohio.

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Reception Honoring Columbus Ohio's Newest Women Attorneys

February 20, 2014

The Wine Bistro, Columbus, OH

Ann Zolocco, of Comenity LLC, an Alliance Data Company, served as the chair of this event. A special thank you to the sponsors, Thompson Hine as the Premier Sponsor, Dinsmore & Shohl and the Women Lawyers of Franklin County. Everyone contributed to making this a very successful evening and enjoyable evening.

Ms. Zolocco, Judge Colleen O'Donnell and Judge Gary Tyack welcomed in the new women attorneys and congratulated them on their achievements and their new future endeavors. The new attorneys registered for that evening were Amelia Bean-DeFlumer, Hannah Botkin, Carrie Dyer, Shayla Favor, Jacqueline Hicks, Jennifer Huber, Nicole Jackson, Rebecca Kells, Ashley Montgomery, Erin Orndorff, Jessica Richards, Stephanie Schoolcraft, Janay Stevens and Kimberly Wheeler. While not all were able to attend that evening, we would still like to congratulate them on their achievements.

The reception was held at The Wine Bistro on North High Street in Columbus. The reception lasted for two hours and included appetizers, wine, great ambience, networking and social times with attorneys, judges, colleagues, and friends. ■



Women and Whiskey

February 27, 2014 – Society Lounge, Cleveland, OH

Anna Kelley and Tamika Laldee, two staff attorneys working for the Cuyahoga County Court of Common Pleas, did the heavy lifting in planning this event. Sherri Dahl of Roetzel & Andress, *formerly with Squire Sanders*, is the chair of Women & Law, and the co-chair of the IWIRC. This event was sponsored by the Ohio Women's Bar Association (OWBA), the Women & Law (WIL) section of the Cleveland Metropolitan Bar Association (CMBA) and the International Women's Insolvency and Restructuring Confederation (IWIRC). Registration was online through the CMBA which staffed the event and advertised it in the CMBA's monthly magazine.

Attendees received whiskey cocktails paired with food at various tasting stations. The Society Lounge is a new trendy location in Cleveland (it is literally underground), with comfy seating and a bar. ■

YWCA Columbus Leadership Luncheon Series

March 20, 2014 – Huntington Hall Ballroom, Columbus, OH

This event was posted to the OWBA's event page and calendar to bring awareness of these luncheon series to OWBA friends and supporters. Other luncheons will be held during the months of May, September, October and November 2014. The Power of Solitude was the topic of conversation for the March event.

The purpose of these luncheons is to bring together professional women from across Central Ohio. These leadership luncheons provide meaningful networking opportunities and practical knowledge that attendees can use in their work and everyday life. This series is hosted by YWCA Columbus and is sponsored by Huntington.

Thank you Melissa W. Baldwin, Assistant Attorney General – Taxation, Office of Ohio Attorney General Mike DeWine's office for informing the OWBA of this leadership luncheon series. ■

How to Lean In When You Are In-House

March 27, 2014 – Nationwide, One Nationwide Plaza, Columbus, OH

This event was chaired by Marilyn T. McClure-Demers of Nationwide Insurance. The co-sponsors included the OWBA along with Nationwide, CO-ACC, AEP & Alliance Data. It was a special event for in-house lawyers with hopes of bringing in new potential members. This event was also open to other firms as well.

Panel breakout sessions on "How to Lean in When You Are In-House," thoughts and concepts from Facebook COO Sheryl Sandberg's Book, took place from 3:00 p.m. until 5:00 p.m. Claudia Herrington, President-Elect OWBA, Director of Compliance, JobsOhio, served as moderator. Panelists included Sandy Neely, SVP, Deputy General Counsel – Nationwide; Marchelle Moore, VP Government & Legal Affairs/General Counsel, Central Ohio Transit Authority; Karen Morauski, VP & Assistant General Counsel, Alliance Data Retail Services; and Miranda Stephani, Senior Attorney, Limited Brands.

A networking reception from 5:00-6:30 pm included wine and hors d'oeuvres. ■

Reception Honoring Northeast Ohio's Newest Women Attorneys

January 23, 2014

Hyde Park Steakhouse, Cleveland, OH

Marilena DiSilvio and Riannon Ziegler both of the Reminger Co., LPA served as chairs of this event. A special and warm thank you to these sponsors, Gallagher Sharp, JANIK L.L.P., Ulmer & Berne, LLP and Zukerman Daiker & Lear Co. LPA. Thank you all for making this a very special and memorable evening for these new women attorneys.

Ms. DiSilvio, Ms. Ziegler, Judge David Matia, and Judge Mary Jane Trapp all welcomed in these new women attorneys and congratulated them in their achievements and wished them best of luck in their new future endeavors. Congratulations to: Valerie Bayham, Susannah Bender, Emily Farinacci, Jennifer Katzakis, Rachel Kopec, Robin Kunikis, Caitlin Lanning, Hope Lu, Jennifer McTernan, Emily Myers, Roxanne Rahamim, Deanna Richards, Nadia Zaiem, and Sarah Kendig.

The reception was held at the downtown Hyde Park Steakhouse in Cleveland. The event lasted for two hours and included appetizers, wine, great ambience, networking and social time with attorneys, judges, colleagues and friends. ■

Creating a Level Playing Field: Lean In Group

April 8, 2014 – Lockkeepers, Valley View, OH

This event was chaired by Betsy Rader. Co-sponsoring groups included the Cleveland Academy of Trial Attorneys (CATA), CMBA/Women in Law Section, Geauga County Bar Association, Lake County Bar Association, Norman S. Minor Association, Northeast Ohio Association of Corporate Counsel (NEOACCA), Ohio Employment Lawyer's Association (OELA), and Women's Caucus of OAJ (Ohio Association for Justice).

Special thanks to our sponsors: Bolek Besser Glesius LLC; Cady Reporting Services, Inc.; Giffen & Kaminski, Attorneys at Law; Special Counsel, Inc; and Thacker Martinsek, LPA. Thank you for supporting this special Lean In Circle Group.

This event's theme, "Creating a Level Playing Field: Avoiding Stereotypes and Giving Everyone the Same Opportunities to do their Best," helped to make this a very special evening for these lean in circle group discussions. It is the second event held at Lockkeepers based on the Lean In Circles to discuss women's issues in the workplace. Tables of ten included Circle groups with "lead discussion chairs" at each table.

The networking, socializing and circle group discussions truly made this a unique experience. We were fortunate to have several men registered to participate as well. We look forward to them continuing to be a part of this discussion.

Leading with Style

Wednesday, April 16, 2014 | 6:00 – 8:30 p.m.

Hollywood Casino, Columbus, OH

Erica Sherrick of MacMurray Peterson & Shuster, and Katherine Ivan of Agee Clymer Mitchell & Laret are the co-chairs for this unique and fun event. Committee members are Claudia Herrington, Magistrate Judge Stephanie Bowman, Jackie Jewell, Sarah Miller, Elyse Akhbari and Rachel Sabo.

A special thanks to our Diamond sponsors, Agee Clymer Mitchell & Laret, and MacMurray Petersen & Shuster LLP; our Emerald sponsors Andy Bowers & Associates, LLC and Hoover for Judge, to the Reminger Co., LPA, to Porter Wright and to all others that have offered sponsorships since the time of this writing.

This event will be held at the Hollywood Casino in Columbus. The evening will stage a clothing drive. Participants are asked to bring in new or gently worn professional clothing and accessories to benefit the Dress for Success charity.

And of course, there is the fashion show of both male and female models headed by Miss Rochelle Tolentino. These models are from our very own sponsors, committee member law firms, OWBA members and LWS vendors. The mistress of ceremonies will be Yolanda Harris with ABC 6 Fox News. Daniel Strasser's team with Chanel Cosmetics, Dress for Success, and Peace, Love and Bling will be there along with several others to include chair massages, a hair stylist, jewelry, and more.

Swag bags will be presented to all of our guests. ■

TWBA & OWBA Spring Mixer – Toledo, Ohio

April 17, 2014 | 5:00 – 7:00 p.m.

Michael's Bar and Grill, Toledo, OH

Emily Wilcheck of Roetzel & Andress, LPA is the chair of this event. This is a very special event where colleagues can come together, exchange ideas and get acquainted while learning about the First Women Project "celebrating the first women attorneys" in the Toledo area.

This event will offer an opportunity to network with the members of the Toledo Women's Bar Association (TWBA) and the Ohio Women's Bar Association (OWBA). We are also connecting with the Women Law Student Association (WLSA) and the University of Toledo to invite them to the event!

This event is complimentary to all guests. Special thanks for the sponsorship, dedication and support by Roetzel & Andress, LPA. ■

Ice Cream Social

April 20, 2014 | 6:30 – 9:00 p.m.

Ronald McDonald House, Cincinnati, OH

Magistrate Judge Stephanie Bowman is the event chair and is organizing this Cincinnati Ice Cream Social community service event to be held at the Ronald McDonald House on Sunday, April 20.

Volunteers include Magistrate Judge Stephanie Bowman, Nadia Bashir, Ali Holbert, Allison Kendall, Julie McConihay, Caitlin Milo, Lisa Rauch, Samantha Rheingold and Rhonda Schechter. Thank you volunteers for keeping these families and children in your hearts on this very special Easter Sunday.

These ladies will be contributing their time on Easter Sunday to embrace other families and surround them with love, support and compassion. Your thoughtfulness is greatly appreciated. ■

Government (Public-Sector) Subcommittee Social Event

April 23, 2014 | 5:30-7:30 p.m. – The Kitchen, Columbus, OH

The chair of this event is Lisa Eschbacher of the Ohio Attorney's General Office. Denise Pleska of the Ohio Department of Job & Family Services is a 2013-2014 Leadership Institute class member and is serving on this committee. Denise reached out to a friend, Anne Boninsegna of The Kitchen to host the subcommittee's first gathering.

The purpose of this social gathering is to reach out to government/public sector attorneys in hopes to raise their understanding of the Ohio Women's Bar Association and to obtain more involvement. Plans for future networking groups will evolve from this event. If you or any of your friends in the government/public sector would like to join us, visit us at www.owba.org/Events before April 23rd. Spring is a great time to meet new people.

This event will be held on the evening of a wine tasting in which the doors are open to the public at \$10 each. There are 10 tastings for \$10 and light appetizers are served as well. The Kitchen can accommodate about 150 and usually for their Wine Tasting they bring in about 60-70 people. Anne has offered to provide us with a few tables away from the main stay of this event. Registration fees are \$10 for both members and non-members. If you are interested in sponsoring future events for this subcommittee, please contact us at admin@owba.org. ■

Annual Meeting

May 8, 2014 | 9:30 a.m. – 6:00 p.m. – The Sheraton, Columbus, OH

The 2014 OWBA/OWBF Annual Meeting will be held on May 8, 2014 at the Sheraton Columbus Hotel at Capitol Square in Columbus. This year's event will be held in the Congressional Ballroom.

The Annual Meeting would not be a success without our chair or sponsorships so we would really like to honor them with a special thank you to the chair, Claudia Herrington, and to Littler Mendelson for their gold sponsorship; Jones Day for their morning CLE sponsorship; and to all of our Bronze sponsors: Barnes & Thornburg, Bricker & Eckler, Dinsmore & Shohl, Ice Miller, Nationwide, Reminger Co., LPA, Roetzel & Andress, Squire Sanders, and The Gnosis Group. The afternoon CLE session is being planned as a Judicial Roundtable with participants to date including Magistrate Judge Stephanie Bowman and Judge Michael R. Barrett, both of the United States District Court, Southern District of Ohio. Please visit our website at www.owba.org/Events for timeframes and future updates of the 2014 Annual Meeting.

“Gender, Diversity & Inclusion in the Legal Workplace: A Cross-Profession Perspective,” is the topic of the morning CLE session sponsored by Jones Day. Panelists include Linda Lu, VP, Chief of Litigation, Nationwide Mutual Insurance Company, Columbus; Alexandra Schimmer, Associate VP, Deputy General Counsel, The Ohio State University, Office of Legal Affairs; Nailah Byrd, Inspector General, Cuyahoga County, Cleveland and Elizabeth (Libby) Dicus, Associate Attorney (Labor & Employment) Jones Day. The Moderator is Elizabeth (Lisa) Radigan, Associate Attorney (Business & Tort Litigation), Jones Day Columbus. ■

Let's Connect, a Dayton Social Event

May 1, 2014 | 5:30-7:30 p.m.
LexisNexis, Miamisburg, OH

Jennifer Elleman of LexisNexis is the chair for Let's Connect, a social networking group to be held at and sponsored by LexisNexis. Jennifer's focus will be more on the LexisNexis facilities and campus in relations to networking. Women's Connect is a women's affiliated group within LexisNexis that will be showing a presentation. Please visit us at www.owba.org/Events for further details and updates. ■

Cleveland Community Service Event

May 31, 2014
9:00 a.m. – 12:00 noon

Edgewater Park, Cleveland, OH

Leslie Wargo of McCarthy Lebit Crystal & Liffman Co., LPA is the chair of this special community service event and is working with the Alliance for the Great Lakes for a beach clean-up project that may even include painting benches. We will soon find out! The clean-up project will be from 9:00 am until 11:00 am with lunch served immediately afterwards. This should be a fun day to get out and enjoy the sunshine while meeting new people along the way. Further details regarding this event will be posted at www.owba.org/Events. ■



Sheryl Sandberg's Lean In – Part 2 of 2

(Continued from the Winter edition of the OWBA Network Newsletter)

By Grace Royalty, U.S. District Court, Southern District of Ohio

Seek and Speak Your Truth

In this Chapter, Sandberg addresses authentic communication. She explains that the tendency to back away from honesty “causes and perpetuates all kinds of problems: uncomfortable issues that never get addressed, resentment that builds, unfit managers who get promoted rather than fired, and on and on.” Sandberg advocates “finding that sweet spot where opinions are not brutally honest but delicately honest,” by incorporating an approach developed by Fred Kofman, author of *Conscious Business*. Sandberg explains:

I learned from Fred that effective communication starts with the understanding that there is my point of view (my truth) and someone else's point of view (his truth). Rarely is there one absolute truth, so people who believe that they speak the truth are very silencing of others. When we recognize that we can see things only from our own perspective, we can share our views in a nonthreatening way.

Sandberg also recommends using simple language. She tells a story about Mark Zuckerberg, who a few years ago decided to learn Chinese. To practice his skills, Zuckerberg spent time with a group of Facebook employees who were native speakers. One of the women was trying to tell Zuckerberg something about her manager, but he did not understand. Zuckerberg asked her to simplify repeatedly, but he still didn't understand. Finally, she blurted out, “My manager is bad!” Sandberg believes “[i]f more people were this clear, the performance of many organizations would improve dramatically.”

Sandberg offers several other tips for improved communication:

- The ability to listen is as important as the ability to speak.
- Being aware of a problem is the first step to correcting it.
- Solicit input broadly.
- Feedback, like truth, is not absolute. Instead, feedback is an opinion grounded in observations and experiences.
- Feedback allows us to know what impression we make on others.
- Requesting feedback can help build relationships.
- Speak openly about weaknesses so as to give others permission to provide honest feedback.
- When people are open and honest, thank them publicly.
- Use humor to deliver an honest message.
- Sharing emotions can build deeper relationships.
- Acknowledge that professional decisions are often emotionally driven and are affected by personal lives.
- Leaders should strive for authenticity over perfection.

Don't Leave Before You Leave In this Chapter, Sandberg discusses how women start thinking too early about the trade-offs they will make between professional and personal goals. Sandberg uses statistics to support this notion, but also re-tells an anecdote from Peggy Ornstein, author of *Cinderella Ate My Daughter*:

[A] five-year-old girl [] came home distraught from her after-school program and told her mother that both she and the boy she had a crush on wanted to be astronauts. When her mother asked her why that was a problem, the little girl replied, “When we go into space together, who will watch our kids?” At five, she thought the most challenging aspect of space travel would be dependable child care.

Sandberg explains that even before they become pregnant, many women scale back in their career to make room for the baby. Sandberg explains:

By the time the baby arrives, the woman is likely to be in a drastically different place in her career than she would have been had she not leaned back. Before, she was a top performer, on par with her peers in responsibility, opportunity, and pay. By not finding ways to stretch herself in the years leading up to motherhood, she has fallen behind. When she returns to the workplace after her child is born, she is likely to feel less fulfilled, underutilized, or unappreciated. She may wonder why she is working for someone (usually a man) who had less experience than she does. Or she may wonder why she does not have the exciting new project or the corner office. At this point, she probably scales her ambitions back even further since she no longer believes that she can get to the top. And if she has the financial resources to leave her job, she is more likely to do so.

Sandberg argues that “the time to scale back is when a break is needed or when the child arrives—not before, and certainly not years in advance.”

Sandberg cites sobering statistics about the numbers of women leaving the workforce. Sandberg explains that this career choice is influenced by social conventions, peer pressure and familial expectations. Sandberg believes that “women who can afford to drop out of the workplace often receive not just permission but encouragement to do so from all directions.”

Sandberg also cites statistics which show that women who return to the workforce have decreased earnings. Sandberg explains:

If society truly valued the work of caring for children, companies and institutions would find ways to reduce these steep penalties and help parents combine career and family responsibilities. All too often rigid work schedules, lack of paid family leave, and expensive or undependable child care derail women's best efforts.

In the meantime, Sandberg advises women who might drop out of their careers early because their salary barely covers the cost of child care to think of paying for child care as a way of investing in their families' future. Sandberg explains that "[a]s the years go by, compensation often increases. Flexibility typically increases too, as senior leaders often have more control over their hours and schedules."

Make Your Partner a Real Partner

In this Chapter, Sandberg discusses her own experience of becoming a mother and how in the beginning she and her husband unintentionally created a lopsided division of labor in their marriage. Sandberg cites statistics which show that when a husband and wife both work full-time, the mother does 40 percent more child care and 30 percent more housework than the father. Sandberg believes this can change. She suggests that men must become more empowered at home, which means that women should not discourage their husbands from doing their share by being too controlling or critical. Sandberg also believes that "the single most important career decision that a woman makes is whether she will have a life partner and who that partner is." To prove the importance of spousal support, Sandberg explains that of the twenty-eight women who have served as CEOs of Fortune 500 companies, twenty-six were married, one was divorced and only one had never been married. Sandberg also cites statistics which show that children benefit from paternal involvement.

Sandberg cites ways in which we can encourage men to lean into their families, including making changes to employment policies and not judging men primarily based on their professional success. On a more basic level, Sandberg encourages women to find someone who wants an equal partner, and then establish a pattern of a fifty-fifty partnership at the outset. Sandberg cites statistics which show that equality between partners leads to happier relationships. Sandberg also believes that "[a] more equal division of labor between parents will model better behavior for the next generation." Sandberg concludes: "We need more men to sit at the table . . . the kitchen table."

The Myth of Doing It All

Sandberg explains that the phrase "Having it All" was meant to be aspirational, but instead "make all of us feel like we have fallen short." Sandberg believes instead of asking whether "Can we have it all?" we should ask "Can we do it all?" Sandberg says the answer to both questions is no.

Sandberg tries to live by one of the Facebook mottos: "Done is better than perfect." She repeats advice given by Nora Ephron in her 1996 Wellesley commencement speech:

It will be a little messy, but embrace the mess. It will be complicated, but rejoice in the complications. It will not be anything like what you think it will be like, but surprises are good for you. And don't be frightened: you can always change your mind. I know: I've had four careers and three husbands.

Sandberg recommends not trying to meet every demand placed on us, but instead set limits on things like how many hours you are willing to work in a day and how many nights you are willing to travel, and then stick to those limits. Sandberg believes that there are ways we can work more efficiently, including cutting out unnecessary meetings, focusing on what really matters, working flexible hours or working from home, and using technology to change the emphasis on strict office hours.

Sandberg admits that she struggles daily with the trade-offs between work and home. However, she finds some comfort in a 1991 study that showed that children who were cared for exclusively by their mothers did not develop differently than those who were also cared for by others. Sandberg explains that despite this evidence, she still feels anxious and advises that "[g]uilt management can be just as important as time management for mothers." Sandberg thinks that instead of perfection, we should aim for sustainability and fulfilling. To that end, Sandberg explains the the right question is "Can I do what's most important for me and my family?"

Let's Start Talking About It

In this Chapter, Sandberg addresses gender bias and feminism. She notes that she is often referred to as Facebook's *female* COO while her male counterparts are not described with such an adjective. Sandberg admits that when she was young, she naively believed that the world did not need feminism anymore because all the hard work of achieving equality had been done by the women of the sixties and seventies. Sandberg became increasingly aware that it was not the case, but she did not want to speak out for fear of appearing like a "strident feminist." She also thought "that pointing out the disadvantages women face in the workforce might be interpreted as whining or asking for special treatment." Sandberg began to slowly speak out on the issue, but only to internal groups at Google and private events. Then Sandberg gave her TED talk, "Why We Have Too Few Women Leaders," which was posted on the web. (Her talk is available at www.ted.com and is only about 15 minutes long).

After her talk, Sandberg received criticism, but also received letters and emails from women all over the world who told Sandberg how her words gave them "the courage to reach for more opportunities, sit at more tables and believe more in

themselves.” Sandberg became committed to speaking up and encouraging others to do the same. As she puts it: “Talking can transform minds, which can transform behaviors, which can transform institutions.”

However, Sandberg acknowledges that discussing gender issues in the workplace can be hard, and in some situations can run afoul of employment laws. Sandberg notes:

Anyone making even a benign inquiry such as “Are you married?” or “Do you have kids?” can later be accused of basing a personnel decision on this information. As a result, a manager who is trying to help a female employee by pointing out a gender-driven style difference could be charged with discrimination for doing so.

Sandberg does not advocate that we circumvent the laws protecting women from discrimination, but she believes that they can have a chilling effect on helpful discourse. Sandberg admits: “I don’t have a solution to this dilemma and will leave it to public policy and legal experts to solve.”

Sandberg explains that studies have shown that we all are biased, and even those of us who think we are objective create a “bias blind spot” because we fail to correct for our bias. However, Sandberg relates that her own efforts to point out gender bias (e.g., in a performance review) have been met with more than her fair share of eye-rolling. Sandberg recognizes:

Of course, not every woman deserves to be well liked. Some women are disliked for behaviors that they would do well to change. In a perfect world, they would receive constructive feedback and the opportunity to make those changes. Still, calling attention to this bias forces people to think about whether there is a real problem or a perception problem. The goal is to give women something men tend to receive automatically—the benefit of the doubt.

Sandberg also discusses the attention she got after she publicly admitted that she leaves work at 5:30 to have dinner with her children and then gets back online to work after they go to bed. Sandberg explains:

While I was glad to jump-start the discussion, all the attention gave me this weird feeling that someone was going to object and fire me. I had to reassure myself that this was absurd. Still the clamor made me realize how incredibly hard it would be for someone in a less-senior position to ask for or admit to this schedule.

Sandberg believes that this willingness to speak up about gender is the key to progress. Sandberg cites efforts at Harvard Business School to close the performance gap between

American male students and both female and international students. Sandberg reports that with small adjustments, within two years the gap had virtually disappeared. Sandberg believes that making changes and creating a more equal environment will result in better performance for our organizations and greater happiness for everyone.

Working Together Toward Equality

Sandberg explains that in order to move forward, we must first decide that equality is “long overdue and will be achieved only when more women rise to the top of every government and every industry.” Sandberg acknowledges that this will be hard work and that men and women have to work together to get there. Sandberg does not have any illusions that there will not be dissent in this effort. However, she is adamant that just as an “us versus them” crusade will not move us toward equality, neither will a “us versus us” crusade. Sandberg discusses the problems created by “queen bees” and “mommy wars” and insists that we work hard to rise above gender wars and funnel our energy into fighting stereotypes that hold us back.

Sandberg ends the Chapter with a wonderful tribute to her mother. She connects those who came before her, to herself and to her children:

The hard work of generations before us means that equality is within our reach. We can close the leadership gap now. Each individual’s success can make success a little easier for the next. We can do this—for ourselves, for one another, for our daughters, and for our sons. If we push hard now, this next wave can be the last wave. In the future, there will be no female leaders. There will just be leaders.

When Gloria Steinem marched in the streets to fight for the opportunities that so many of us now take for granted, she quoted Susan B. Anthony, who marched in the streets before her and concluded, “Our job is not to make young women grateful. It is to make them ungrateful so they keep going.” The sentiment remains true today. We need to be grateful for what we have but dissatisfied with the status quo. This dissatisfaction spurs the charge for change. We must keep going.

Let’s Keep Talking...

At the end of the book, Sandberg directs readers to join her discussion on Facebook and access the information available at www.leanin.org.

Hopefully you have found the time to make it this far in the article. If you would like to read the book, but don’t think it will fit into your busy schedule, it is available on an audiobook CD and can be downloaded at audible.com so you can listen in your car or while you work out. ■

Bragging Rights: MSU Study Shows that Interventions Help Women's Reluctance to Discuss Accomplishments

This article was contributed by Judge Patricia A. Delaney, Ohio Fifth District Court of Appeals

Originally published January 10, 2014 – By Carol Schmidt, Montana State University (MSU) News Service; republished with their permission; MSU photo of Jessi Smith is by Kelly Gorham.



Research published in the new issue of "Psychology of Women Quarterly" by MSU psychology professor Jessi L. Smith and Meghan Huntoon,

an MSU student at the time of the research, found that while women dislike promoting their own accomplishments, it is possible for negative effects to be offset and to improve self-promotion.

A study published by Jessi L. Smith, professor of psychology at Montana State University, and Meghan Huntoon, who was Smith's student at MSU when research was conducted, has found that gender norms about modesty help explain why women don't feel comfortable bragging about their own accomplishments. However, intervention techniques can help women to communicate more effectively about their successes.

"Women's Bragging Rights: Overcoming Modesty Norms to Facilitate Women's Self-Promotion" was published in the December 20, 2013 issue of "Psychology of Women Quarterly." Smith said the research, which sampled nearly 80 MSU undergraduate women, confirmed that women downplay their own accomplishments but have no trouble promoting a friend. Past research had already shown that men are not affected by modesty norms like women are. However, this was among

the first studies to test ways to intervene to help women write about themselves effectively.

"We also showed that we can intervene positively, and women can absolutely write about their accomplishments effectively," Smith said.

Smith said she and Huntoon, now a doctoral student in psychology at Northern Illinois University, launched the study when Smith observed an interesting response to a request for submissions to an MSU Women's Faculty Caucus newsletter.

"Nobody responded about themselves. Not one," Smith recalled. However, many women told Smith about really great things happening with their friends and colleagues.

"We wondered what was going on, so we began looking at the research," Smith said.

Smith said they found that American women are reluctant to talk about their own accomplishments because cultural norms promote modesty. And, society disapproves of women who are perceived to be bragging about themselves. However, Smith said, American men who brag about their accomplishments are perceived as confident and capable.

"We live in a society where cultural gender norms are powerful and imbedded in our history," she said. "This is no way, shape or form to be blamed on women. It's just part of our culture, and it is our job to find ways to change these cultural norms."

Smith and Huntoon wondered if this could be reversed, so they devised a study in which four groups of about 20 mostly freshmen female students at MSU each were asked to write essays for a scholarship based on merit that ranged

in value up to \$5,000. The subjects were told that the essays would be used as samples to help other students improve their essay skills.

One group was asked to write essays about their own accomplishments; another group was asked to write about the accomplishments of someone else. A group of impartial judges evaluated the essays, awarding an average of \$1,500 less to those essays in which people wrote about their own accomplishments rather than about someone else's.

In order to study whether the female modesty effect could be overcome, Smith and Huntoon had another two groups write essays about themselves and introduced a distraction. A black box of about 3x3 feet square was placed in the room where the students wrote the essays. The researchers told one of the groups of subjects that the box was a "subliminal noise generator" that produced ultra-high frequency noise that couldn't be heard, but could cause them discomfort.

"There is no such thing as a subliminal noise generator," Smith said. "It was total fiction. But, we had given them an explanation for any anxiety they felt while writing their essay."

The other control group wasn't told what the box in the room was. The group that had the black box as justification to explain their discomfort wrote essays that were awarded up to \$1,000 more than the group that had no explanation. And they enjoyed the experience of writing more, too.

"The key here is that when women had an alternative explanation for why they might be feeling uncomfortable – the supposed noise generator- the

(continued on next page)



Leading With Style-Cincinnati

June 19, 2014 | 5:00 – 8:00 p.m. – Horseshoe Casino, Cincinnati, OH

This event is being co-chaired by Kristyn Huening of FirstGroup America and Carrie Master Starts of the Reminger Co., LPA. Committee members include: Amy AhnRoll, Saba Alam, Magistrate Judge Stephanie Bowman, Joan P. Brady, Sarah Mitchell Foster, Melissa Hailey, Melissa Korfhage, Alexandra P. Kwiatkowski, Lindsay Potrafke and Grace Royalty.

A special thanks to our sponsors: Dinsmore & Shohl, LLP, Keating Muething & Klekamp, PLL, Reminger Co., LPA and to all other firms that have offered their sponsorship since the writing of this article.

Highlights of LWS-Cincinnati include complimentary make up consultation by Chanel, Silpada jewelry, Inner Peach, a massage day spa and beauty salon, and other vendors. A Kate Spade bag will be offered during the raffle, and of course there will be the fashion show. For further updates and details about this special evening, please visit our website at www.owba.org/Events. ■

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awkwardness they felt from violating the modesty norm by writing about themselves was diverted, and they did just fine,” Smith said.

Smith said the research has broad practical implications.

“Basically, people in authority positions need to put in place practices that make it feel normal for women to promote their accomplishments,” she said. “Cultural shifts take time, so while we wait, our results also suggest that people should be proactive and promote the accomplishments of their female friends and colleagues to their bosses. Women were very good at promoting the accomplishments of friends.”

Smith said she has already used the results of the study while she talks to search groups and pay equity task forces and others in a position to review applications from women.

“This sheds light on an important issue and brings into question how we look at self-nomination for awards, cover letters for job applications and even pay raises,” Smith said.

“I tell them that the woman that you are reading about on paper is likely really more outstanding than she appears.”

To read the entire study, go to:

<http://intl-pwq.sagepub.com/content/early/2013/12/20/0361684313515840.abstract>

Jessi L. Smith can be reached at (406) 994-5228, or jsismith@montana.edu ■

2014 Golf Classic Outing

July 28, 2014 – StoneWater Golf Club, Highland Heights, Ohio

The date of the 2014 Golf Classic Outing is July 28, 2014. The StoneWater Golf Club is situated throughout 180 acres of lush landscape and abundant wildlife. The StoneWater Golf course features stunning sandstone quarried from the property and meandering water in the form of wetlands, lakes, streams and running waterfalls.

A special thanks to Patricia Gajda for chairing this event and to Lauren Cady Blessing of Cady Reporting Services, Inc. for their Eagle sponsorship! If you are interested in sponsoring or playing, please visit www.owba.org/events. ■



SAVE THE DATE: MAY 8, 2014

2014 OWBA/OWBF Annual Meeting

Thursday, May 8, 2014
Sheraton Columbus Hotel at Capitol Square
Columbus, Ohio

Morning CLE: 9:30 am – 11:30 am (2.0 Ohio CLE Professional Conduct hours)
Gender, Diversity & Inclusion in the Legal Workplace: A Cross-Profession Perspective
Moderator: Elizabeth (Lisa) Radigan, Associate Attorney (Business and Tort Litigation), Jones Day, Columbus
Nailah Byrd, Inspector General, Cuyahoga County, Cleveland
Linda Lu, VP, Chief of Litigation, Nationwide, Columbus
Alexandra Schimmer, Associate VP, Deputy General Counsel, The Ohio State University, Office of Legal Affairs, Columbus
Elizabeth (Libby) Dicus, Associate Attorney (Labor & Employment), Jones Day, Columbus

OWBA/OWBF Annual Meeting Luncheon: 11:30 am – 1:30 pm
The Honorable Jeffrey S. Sutton, U.S. Court of Appeals for the Sixth Circuit.

Afternoon CLE: 1:45 pm – 3:45 pm (2.0 Ohio CLE Hours TBD)
Judicial Roundtable
Stephanie K. Bowman, United States Magistrate Judge, U.S. District Court, Southern District of Ohio
Judge Michael R. Barrett, United States District Judge, U.S. District Court, Southern District of Ohio
and Others

Cocktail/Networking Reception: 4:00 pm – 6:00 pm



Sponsored by:





Member Spotlight: Lisa M. Kathumbi

○ *Where are you employed, and what is your focus/specialty?*

I am an attorney in the Columbus,

Ohio office of Littler Mendelson. With more than 1,000 attorneys in over 60 offices worldwide, Littler Mendelson is the largest global employment and labor law firm. My practice stretches across jurisdictions and involves representing employers in state and federal court and advising employers in various areas of employment law.

○ *Graduate of?*

University of Cincinnati (J.D. and B.A.);
University of Chicago (M.A.)

○ *Was being a lawyer your first career passion?*

I can remember deciding that I was going to become a lawyer as early as five years of age when my father introduced me to the idea. I never deviated from that plan. However, leading up to law school, I was fortunate to have a broad range of diverse experiences. I deferred my law school admissions to work as the Director of a non-profit community collaborative, the Chicago Girls' Coalition. Prior to that, I worked for Women's Legal Information Centers in Southern Africa (Botswana) and Washington, D.C. These experiences provided me with my earliest opportunities to be involved in strategic problem solving and thoughtful leadership.

○ *How did you find out about the organization? Tell me about how you have been involved? (Committees, positions, member events, etc)*

Michelle Proia, Immediate Past President of the Ohio Women's Bar Association (OWBA), invited me to my first OWBA event in 2011. I knew then that I wanted to become more involved. The following year, I had the opportunity to serve as an At-Large Trustee for the OWBA. Currently, I serve on the OWBA Executive Board as Treasurer.

○ *Why is it important for your peers to be involved in his organization?*

As an attorney, there are many bar associations to consider joining. However, the OWBA is focused on addressing those issues uniquely affecting women, making it an important space for growth and development, not only for individual attorneys but for the profession.

(continued on next page)

Roetzel Expands Cleveland Office with Addition of Bankruptcy and Creditors' Rights Attorney Sherri L. Dahl



Roetzel & Andress is proud to announce that Sherri L. Dahl has joined the Cleveland office as a partner of the firm. Formerly

a principal in the Cleveland office of Squires Sanders, Ms. Dahl's practice focuses on complex corporate and municipal out-of-court restructuring, bankruptcy reorganization, sales and litigation. During the course of her career, she has represented debtors, lenders, creditors' committees and individual creditors in Chapter 7, 9 and 11 matters in bankruptcy and district courts across the United States.

She currently represents The Official Committee of Unsecured Creditors in the D&L Energy, Inc. bankruptcy, in Youngstown, Ohio, and for the last 5 years, she represented the holding company for the U.S.'s fourth largest bank failure in 2009. Ms. Dahl has represented clients in matters involving the manufacturing, leasing, selling or distribution of chemicals, steel, plastics, auto parts, pharmaceuticals, insurance, securities, banking and financial services, construction, bedding, private equity, entertainment, intellectual property and real estate.

"We are excited to welcome Sherri to the Cleveland office and to our firm," said Robert B. Casarona, Cleveland's Partner-in-Charge. "Her experience, insight and leadership will ensure that our clients receive the best possible

representation."

Ms. Dahl is the recipient of numerous accolades. She is recognized in *Chambers USA* for Bankruptcy/Restructuring (2013) and has been named among The Best Lawyers in America® (2013-2014). In addition, Ms. Dahl has been selected as an "Ohio Super Lawyer" by *Ohio Super Lawyers* magazine (2012-2014) and been named by the same publication as one of the "Top 25 Female Lawyers in Cleveland," one of the "Top 50 Female Lawyers in Ohio," and one of the "Top 50 Cleveland Super Lawyers" (2014).

A thought leader on the issue of women in the legal profession, Ms. Dahl is an active member of several professional organizations, including the Cleveland Metropolitan Bar

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○ *What is your advice to others just getting involved in the OWBA?*

If you choose to become an active member in the OWBA, you will have many opportunities for leadership roles within the organization. My advice to anyone getting involved in the OWBA is to find the area within the organization that interests you or make recommendations to the Board if you have interests and ideas beyond the work that is already being done.

○ *What are some of the things you feel are important for the organization to focus on?*

With its statewide reach and talented membership, I think the OWBA is well positioned to continue to help advance the careers of women attorneys and, in turn, advance the profession. As women continue to leave the profession and, particularly the private sector, in disproportionate numbers, I look forward to seeing the OWBA continue to facilitate meaningful discussions around balancing career and family. Additionally, minority women attorneys have the highest rate of attrition from the private sector, and remain grossly underrepresented in positions of influence and leadership in both the public and private sectors. I believe the OWBA, in partnership with other organizations, has a unique opportunity to challenge the profession to create a more diverse generation of women attorneys.

○ *Personally, what are your other interests, involvements outside of law?*

Outside of law, my husband and I volunteer at our church and enjoy traveling and spending time with family and friends. However, the thing I love doing most these days is laughing with and learning from our 2-year old son, Carter. ■

Reflecting on Lean In

By OWBA Third District Trustee Leah Sellers of Sellers Law LLC



I have a confession to make: I refuse to read “Lean In.” I stubbornly have put it off.

Many successful women continue to rave about the book.

Companies I respect have their Lean In Circles. Our OWBA President-Elect, the exemplary Claudia Herrington, recently moderated a well-attended lean-in themed event for in-house lawyers.

Instead of “Lean In,” I recently read Clark Clifford’s “Counsel to the President,” Malcolm Gladwell’s “David and Goliath” and OWBA member Susan DiMichele’s “Working Women of the Bible.”

My thinking is this: The advice in “Lean In” cannot possibly apply in all situations and for every woman. It will only add to the perception that it is our fault we haven’t progressed further into leadership positions. Some other fad will be here soon to replace the Lean-In fad. (I feel compelled to mention: The “ban-bossy” campaign has arrived).

Does anyone remember the woman who took a year to follow all of Oprah’s self-betterment advice and drove herself nuts about it? How about all the advice we have gotten in various leadership seminars that seemed like a good idea at the time but crumble like a stale Thin Mint when applied in real life? As for Lean In, the proof will be in the pudding. Will all the Lean In Circles – like various women’s initiatives before them – truly get results for the women who attend? I am hopeful that they will.

Sadly, the Lean-In backlash has gotten personal and mean-spirited. First *New York Times* columnist Maureen Dowd wrote that “Lean-In” merely is a marketing effort and tool for “petite” Sandberg’s self-promotion. ■

Next, Rosa Brooks wrote a piece for the *Washington Post* titled “Recline, don’t ‘Lean In’ (Why I hate Sheryl Sandberg).” Rosa, a law professor and former legal advisor to the U.S. Undersecretary of Defense, purportedly read and applied “Lean In” and it drove her crazy. Rosa undertook too many commitments and couldn’t keep up. Rosa advises us to “lean out” meaning we should work a lot less and make our significant others and male colleagues work less too.

I don’t agree with Rosa and suspect many of you feel the same. Most of us lawyers truly love our work. We feel a sense of duty and want to use our talents for greater good. Many of us are the breadwinners in our families. You cannot lean out of that. Our clients need us and the truth is: Getting good results for clients takes a lot of time.

Many of us aren’t interested in working a lot less, we just want better results.

How can we expend less effort for better results? Perhaps we simply must trust ourselves. Success is fact specific and deeply personal. Perhaps we should spend time thinking about what we’re doing well and focus on that. And spend time thinking about what isn’t working for us and do less of that. Perhaps it is time to meaningfully reflect and refine. The topics to reflect upon depend on where you are in your career and your personal goals.

To all the female lawyers out there who are leaning in, I salute you. But please remember this: You don’t need Sheryl Sandberg or anyone else to write the formula for your success. You already have all the tools you need.

In 2011, Leah established Sellers Law LLC after having worked in large law firm, government and academic settings. ■

Betty Montgomery to Receive Democracy in Action Award

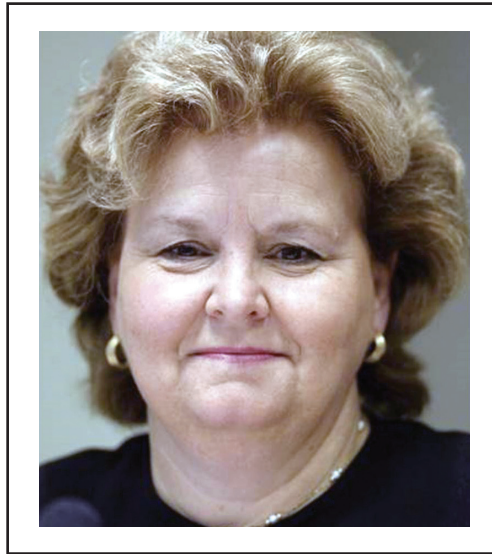
Our friend Betty Montgomery, will receive the 2014 Democracy In Action Award from the League of Women Voters of Metropolitan Columbus on May 6.

The Democracy In Action award is the League's highest honor. It is given annually to a person or organization that has demonstrated outstanding participation in civic affairs and service to the community. Recipients embody a strong belief that our democratic system of government works best when citizens are active and informed, and they demonstrate a long-term commitment to and zeal for increasing the level of political activism and knowledge within the community.

"The Democracy In Action award ceremony is inspiring and fun," said Amy Pulles, president of the League of Women Voters of Metropolitan Columbus. "We'll share Betty's accomplishments, but we'll also hear some charming personal stories from the event's Honorary Co-Chairs."

The Honorary Co-Chairs for the event are former Ohio House Speaker JoAnn Davidson; James Tilling, OPERS Board of Trustees; and Deb Hackathorn, VP of COSI Columbus.

Betty Montgomery was a clerk for the Lucas County Common Pleas Court and then assistant prosecuting



attorney in Wood County. In 1988 she was elected a member of the Ohio State Senate, where she served on numerous committees dealing with legal and environmental issues. In 1990 she was elected Ohio's first woman Attorney General and was an outspoken supporter of victim's rights and lobbied the state legislature and governor to increase funding to local law enforcement agencies. She is known for efforts to protect Ohio consumers from fraudulent businesses. As Ohio's Attorney General, Betty received national recognition for excellence in service and advocacy in many areas including legal work before the U.S. Supreme Court. She served as Ohio's

first woman Auditor of the State from 2002 to 2006. Betty chairs the Jo Ann Davidson Ohio Leadership Institute and serves on the Boards of Prevent Blindness Ohio, the Capitol Square Foundation, the Ohio Women's Bar Association Foundation's Leadership Institute Steering Committee, and the Ohio Domestic Violence Network Advisory Board.

The ceremony, which will be held on Tuesday, May 6, at the OSU Fawcett Center, 2400 Olentangy River Road, in Columbus, from 6:30 - 8:30 PM, is open to the public. Tickets, which cost \$75 (or \$45 for League members) can be purchased on the League's website at www.lwvcols.org.

The League of Women Voters, a nonpartisan political organization, encourages informed and active participation in government, works to increase understanding of major public policy issues, and influences public policy through education and. In metro Columbus, the League strives to lead the creation of a central Ohio community that has fair and open governments; has an engaged and informed electorate; values the votes of all its citizens; engages in civil discourse; and has citizens equipped to take action on issues they care about. ■

Dahl (continued from page 8)

Association (Chair, Women's Section, 2013-2014), the Ohio Women's Bar Association, (Board member, 2013-2014) and the International Women's Insolvency and Restructuring Confederation (N.E. Ohio Chapter, Co-chair, 2013-2014).

A graduate of the Ohio State University Moritz College of Law, Ms. Dahl served as a managing editor of the

Ohio State Law Journal. Subsequent to earning her J.D., she served as a law clerk for the Honorable William T. Bodoh of the United States Bankruptcy Court, Northern District of Ohio. Ms. Dahl also has a B.S. in business management from the University of Redlands.

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Roetzel is a full-service law firm

with more than 200 attorneys in offices located throughout Ohio and Florida and in Chicago, New York and Washington, D.C. The firm provides comprehensive legal services to national and international corporations, closely held and family-run businesses, institutions, organizations and individuals. For more information, visit ralaw.com. ■

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Women in History

April 2, 1902 – Esther Hobart Morris, first female Justice of the Peace in the United States, appointed when the previous justice resigned over passage of women’s suffrage in the Wyoming Territory.

April 3, 1946 – Hanna Suchocka, Polish lawyer, politician and diplomat, first and to-date only woman to hold the position of Prime Minister of Poland, Ambassador to Malta and the Holy See.

April 4, 1887 – Susanna M. Salter is elected as mayor of Argonia, Kansas. She is the first female mayor in the United States.

April 5, 1949 – Judith Arlene Resnick born, American engineer and NASA astronaut, died in the Space Shuttle Challenger disaster on January 28, 1986.

April 14, 1969 – Katharine Hepburn and Barbra Streisand tie for the Academy Award for Best Actress.

April 16, 1912 – Harriet Quimby becomes the first woman to fly an airplane across the English Channel.

May 2, 1885 – Good Housekeeping magazine goes on sale for the first time.

May 2, 1999 – Mireya Moscoso becomes the first woman to be elected President of Panama.

May 3, 1933 – Nellie Tayloe Ross is appointed the director of the United States Mint and becomes the first woman to hold the position. She served until her retirement in 1953.

May 3, 1979 – Margaret Thatcher forms her first government as Prime Minister of the United Kingdom.

May 15, 2010 – Jessica Watson unofficially becomes the youngest person to sail, non-stop and unassisted around the world solo. (Her route didn’t meet the criteria for circumnavigation of the globe set by the World Sailing Record Council.)

May 15, 1942 – A bill establishing a women’s corps in the U.S. Army becomes law, creating the Women’s Auxiliary Army Corps (WAACs) and granting women official military status.

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