

PRESIDENT'S MESSAGE

Highlighting a Year to Remember: Looking to the Bright Future Ahead

By Marilyn McClure-Demers, Associate General Counsel, Nationwide Mutual Insurance Company



The Ohio Women's Bar Association celebrated its 25th Anniversary this year, and oh, what a remarkable year it has been for women in the law! For the

first time in our country's history, a woman attorney rose to the top of the National ticket as a candidate for President of the United States. A number of our members ran for office, joined the bench, made partner and/or assumed new and different roles in their respective practices or professional journeys, ranging from admission to practice to increased leadership roles, to retirements. We gathered frequently to focus on important topics and to honor and recognize each other and those who sponsor and mentor us. We also welcomed many new members and saw the largest OWBF Leadership Institute Class to date with 22 of the best and brightest selected from across Ohio. The OWBA and OWBF worked closely together as we partnered with other diverse bar associations across the state and reached across public and private sectors.

In this year, we have also seen unprecedented opportunity and mandate for each of us to lead, engage and influence relationships to help bring people together for an improved profession, country and community. As we contemplate this and recalibrate to

move forward, we remain mindful that there is great hope and that indeed ... the best is yet to come.

To recap briefly, the year kicked off with an invigorating start at our Annual Conference in May 2016, where we heard from powerful national and state leaders on issues, which included women's leadership and important diversity and inclusion topics. The Annual Conference and Luncheon enjoyed record-breaking attendance and featured keynote speaker Paulette Brown, President of the American Bar Association. Our newly created Diversity and Inclusion Committee was busy with development of new mission critical initiatives such as our inaugural Diversity and Inclusion Sponsor and Champion Awards. It was our privilege as a bar association to honor Nationwide with the OWBA Diversity and Inclusion Champion Award; Anthony Sharett, Partner, Baker & Hostetler, LLP with the OWBA Diversity and Inclusion Sponsor Award; and Carpenter Lipps & Leland with the OWBA Family Friendly Award. We are very proud of these recipients and their varied contributions to the legal profession and our association in our mission to promote the leadership, advancement and interests of women attorneys.

Many wonderful, impactful and well-attended events also took place this year, all of which were the result of your engagement, commitment

and contributions. None of them would have been possible without the investment of outstanding women and men in the law across the state. These illustrate and underscore that there truly is unity in diversity. We also enjoyed joint OWBA/OWBF Board meetings, engagement and even underwent

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Award recipients and friends of our association gathered to celebrate each other and recognize Yvette McGee Brown for her many contributions to OWBA and the profession with our highest award for excellence - our prestigious OWBA Founders' Award. Despite having broken many barriers' herself in roles ranging from in-house to private practice from Supreme Court Justice to partner, Yvette always finds time to answer our calls and to develop others in the profession. We were delighted to spend precious time with so many of you honoring Yvette and each other at our Celebrating Women in the Law event and are most grateful for your continued support of our association and foundation.

leadership and diversity training together where we were challenged to embrace new ideas and focus and commit to two action items for the coming year. My heartfelt appreciation goes out to the members of both Boards for their exemplary servant leadership as well as all to our committee chairs and members.

As an association, our membership increased by 20% and it has been a true joy to see so many new faces participating along side familiar ones. Additionally, over 100 mentees and 50 mentors participated in our OWBA Mentoring Program and, importantly, we have plenty of room to grow. Programs like this are critical to advancing both our association and diversity in the legal profession as a whole. To be successful it requires contributions from both parties, time and dedication from mentors and initiative and commitment from mentees. Congratulations to both for investing in the next generation of women in the law. To you sponsors who support women in the law in achieving our dreams through the pinnacles of leadership in our profession, we salute you and urge you to continue.

This year we've offered over 40 CLE credits at our cumulative events

with thought-provoking content and talent. All without leaving the state. These included not only the Annual Conference but also our Statewide CLE Event organized by our stellar Government Subcommittee where unconscious bias, among other topics, was featured. We also held a number of networking/relationship building events around the state including the New Admittee Reception in Cincinnati.

In March 2017, our OWBA and OWBF past Presidents, Leadership Institute Alumnae, past Founder's

Another highlight this year was the work of our Ohio Women's Bar Foundation which hosted several events and fundraisers including a raffle at the OWBA Leading With Style Cincinnati event, a Wine Down and Paint event in Cincinnati and Cleveland, a Candle Pouring event in Columbus, support from Kendra Scott sales proceeds at the New Admittee event in December and the Wine Grab Fundraiser at the

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Celebrating Women in the Law event. The Foundation also organized a Holiday Appeal and Capital campaign. We thank all the generous individuals who donated.

The 2016-17 OWBF Leadership Institute with its largest class to date enjoyed a robust curriculum and heard from notable legal and business leaders from across the state on critical topics related to leadership, communication, business and personal growth, development and branding. Class members will graduate with over 25 CLE credits and join the ranks of Leadership Institute Alumnae across the state armed with enhanced leadership skills and training and network preparing them to lead the way to the future. We truly appreciate those who invested in OWBA/OWBF and the class by sharing their time, expertise and insight with this year's class. We also look forward to another outstanding year in 2017-18 and ask that you consider and/or encourage someone you know to apply to join the upcoming Leadership Institute class. Applications for the Leadership Institute are now available on our website and will be accepted until June 9, 2017.

As we prepare to turn the page for our association and foundation and look forward to another promising year, we will experience another first, as Lisa Kathumbi becomes the first African American woman to serve as President of our association in our 26 years of existence. We must take a moment to celebrate this historical development for all that it represents to our profession and our association. Lisa, with whom I have worked closely with on a variety of issues for a number of years, is a wonderful person, very fine lawyer and committed member of OWBA. There is no doubt that under her leadership, OWBA will soar to new

heights. Please offer her your support and congratulations.

Statistics show that much remains to be done to see the diversity in our profession reflect the diversity of the client/consumer base we serve. At this same time, we see the need for many critical conversations ahead to hear and appreciate differences, to bridge them and to get things done. This calls for courageous leadership in our profession and in our communities and country. Thus, the theme of our upcoming 2017 Annual Conference: Critical Conversations and Courageous Leadership, which will be held on May 11-12, 2017, at the Nationwide Hotel and Conference Center (Lewis Center, Ohio). The conference will feature two Fortune 500 General Counsels as keynote speakers on each of the two days of the conference: Lucy Helm, Executive Vice President and General Counsel of Starbucks and Carrie Hightman, Executive Vice President and Chief Legal Officer of NiSource, Inc. Both of these women have shattered glass ceilings and we look forward to hearing from them. We are also very pleased to welcome local judges, lawyers, business and community leaders who will provide influential perspectives on important topics for today's lawyers within five CLE approved sessions. For more information including course descriptions, visit <http://www.owba.org/AnnualConference>. Again this year, we will also host our annual Honoring Women in Government reception on the evening of May 11 at the conference where this year's reception will honor Justice Sharon L. Kennedy of the Ohio Supreme Court.

The accomplishments and strides made this year all reflect action: 1) positive advancement/growth for our association; 2) increased diversity and inclusion in our offerings,

membership, and leadership; 3) enhanced partnerships with other bar associations; 4) partnerships across public and private sectors; and 5) empowerment/promotion of women in the law and the role we do and can play leading in these times. Our efforts were the result of the work and commitment of incredible women who practice law and still find time to dedicate to leading this organization forward and those courageous persons and organizations that support us.

This year has been an amazing journey – one that I shall always treasure – because of each of you. It has truly been my honor and privilege to serve as your President and I remain deeply grateful to each of you for your support and for your investment in each other and in our association.

My wish for you now is the same as it was at the start, please make your own difference, lift each other up and congratulate one another. After all, no one knows better than we do the difference we can make individually and collectively. You have my sincere best wishes for many blessings in your practices and the years to come. To you I dedicate one of my all time favorite poems . . .

*That Woman is a Success....
Who loves life and lives it to the fullest;
Who has discovered and shared the
strengths and talents that
are uniquely her own;
Who puts her best into each
task and leaves each situation better
than she found it;
Who seeks and finds that which is
beautiful in all people...and all things;
Whose heart is full of love
and warm with compassion;
Who has found joy in living
and peace within herself.
– Barbara J. Burrow ■*

The OWBA and OWBF Annual Meeting and Conference

The Ohio Women’s Bar Association and Ohio Women’s Bar Foundation invite you to join us for our two-day Annual Meeting and Conference at the Nationwide Hotel and Conference Center, Lewis Center, Ohio. The conference theme, *Critical Conversations and Courageous Leadership*, will tackle some of the most significant issues facing the legal profession, including the persistent gender gap at the highest levels of leadership.

The conference will begin on Thursday, May 11, with Kick-off Speaker **Carrie Hightman, Vice President and Chief Legal Officer of NiSource, Inc.**, speaking at the session titled, “A View from the Top: Lessons in Leadership.” The Conference will also feature local lawyers, judges, business and community leaders as panelists for the following CLE sessions:

- *A View from the Bench: Past, Present and Future* (1.25 Attorney Professional Conduct CLE hours)
- *The Art of Communication: Negotiating Salary and Promotion and Retaining Top Talent* (1.25 CLE hours)
- *A Report on Gender and the Law* (0.50 CLE hours)
- *General Counsels Speak: Top Legal Priorities for 2017 and Beyond* (1.25 CLE hours)
- *Reaping the Benefits of Diversity & Inclusion: The Business and Economic Return* (1.25 CLE hours)

In accordance with the Conference the OWBA Government Subcommittee will host their annual Honoring Women in Government

2017
OWBA OHIO WOMEN'S BAR ASSOCIATION **OWBF** OHIO WOMEN'S BAR FOUNDATION

Annual Meeting & Conference

Critical Conversations & Courageous Leadership

May 11-12, 2017

Nationwide Hotel & Conference Center

Thursday, May 11

1:00 pm Welcome – Conference Chair: Lisa M. Kathumbi, Bricker & Eckler

1:15-2:00 pm – *A View from the Top: Lessons in Leadership*
 Kick-Off Speaker: Carrie Hightman, Chief Legal Officer, NiSource
 Q & A Moderator: Grace Royalty, U.S. District Court, Southern District of Ohio

2:15-3:00 pm – *A View from the Bench: Past, Present and Future* | (1.25 hours of Professional Conduct CLE)
 Moderator: Judge Laurel Beatty Blunt, Franklin County Court of Common Pleas
 Panelists: Judge Kim Wilson Burke, Hamilton County Drug Court; Judge Mary DeGenaro, Seventh District Court of Appeals of Ohio; Justice Judith L. French, Supreme Court of Ohio; Judge Benita Y. Pearson, U.S. District Court, Northern District of Ohio; Judge Marilyn Zayas, First Appellate District of Ohio

3:45-5:00 pm – *The Art of Communication: Negotiating Salary and Promotion and Retaining Top Talent* | (1.25 hours of CLE)
 Moderator: Erin E. Rhinehart, Faruki Ireland Cox Rhinehart & Dusing
 Panelists: Andria M. Beckham, The Scotts Company; Dr. Rhonda Reagh, Ph.D, Reagh & Associates; Matthew A. Rich, Katz Teller; Dawn R. Rosemond, Barnes & Thornburg

5:00-5:30 pm – *A Report on Gender and the Law* | (0.50 hours of CLE)
 Nichole E. Dunn, The Women's Fund of Central Ohio and Eleana Drakatos, Yacobozzi | Drakatos

6:00-8:00 pm – *Honoring Women in Government Reception*
 Honored Guest: Justice Sharon L. Kennedy, Supreme Court of Ohio

Friday, May 12

8:45-10:00 am – *General Counsels Speak: Top Priorities for 2017 and Beyond* | (1.25 hours of CLE)
 Moderator: Michelle Proia Roe, Thirty-One Gifts
 Panelists: Robert Bostrom, Abercrombie & Fitch; Susan DiMichele, National Church Residences; Mark S. Howard, Nationwide Insurance; Angeliqe Strong Marks, MAHLE Industries; Sheryl Creed Maxfield, Office of the Ohio Attorney General

10:00-11:15 am
Reaping the Benefits of Diversity & Inclusion: The Business and Economic Return
 (1.25 hours of CLE)
 Moderator: Marilyn T. McClure-Demers, Nationwide Insurance
 Panelists: Donald M. Casey Jr., Cardinal Health; Jeffrey B. Jones, Litle Mendelson; Myra L. McKenzie-Harris, Walmart; Barb Smoot, Women for Economic and Leadership Development; Kimberly S. Amrine, Frost Brown Todd

11:30 am -1:30 pm – *Annual Meeting Luncheon: Luncheon Speaker: Lucy Helm, General Counsel, Starbucks*
 Swearing-In Ceremony: The Honorable Nathaniel R. Jones, U.S. Court of Appeals, Sixth Circuit (Retired)

1:30-3:00 pm – *Networking Reception*

For more information or to register:
www.OWBA.org/AnnualConference

Reception on the evening of May 11, and will feature **Justice Sharon L. Kennedy**, Supreme Court of Ohio, as the events key speaker.

On Friday, May 12, the OWBA and OWBF will host its Annual Meeting Luncheon where **Lucy Helm**,

Executive Vice President and General Counsel of Starbucks, will deliver the Conference Luncheon address.

To view the full conference details and register online please visit our website at www.owba.org/AnnualConference. ■

Encouraging Diversity in the Law: Women in STEM and IP

By Rachel A. Smoot



According to the American Bar Association, as of January 2017, approximately 36% of attorneys are female.

This number is probably of no surprise to female practitioners. However, while there is this disparity between genders, what is even more shocking is the estimated number of women working in intellectual property. The exact number of women working in the intellectual property sector is unknown, an estimate available through the United States Patent and Trademark Office (USPTO) identifies 18% of its registered patent attorneys to be female.

Of course, registered patent attorneys are not the only attorneys who can practice patent law—an attorney does not have to sit for the USPTO Registration Examination in order to work with trademarks, copyrights, trade secrets, or even litigate patents. The USPTO's estimated 18% is very hard indicator that in the world of patent law, the disparity between genders is even more evident. So the question remains: why?

In order to sit for the USPTO Registration Exam, an applicant must have a degree, or at least a strong documented background in a natural science or hard science. Essentially, applicants have studied some subset of Science, Technology, Engineering, and Mathematics (STEM).

Unfortunately, women are

a minority in STEM education programs and careers. While women make up nearly half the overall workforce, female employees fill up fewer than 25% of STEM jobs, and according to the U.S. Department of Commerce, these numbers have not changed much in the past decade.

Undoubtedly, there is a disconnect somewhere between STEM pathways and women and to ignore this disconnect would also ignore approximately half of the future workforce. While people unfamiliar with STEM may not see the importance of emphasizing STEM studies and careers, encouraging women in STEM will help us all. As a nation, particularly as a group of legal professionals, we should address this disconnect to tap into a massive pool of people who can help us meet the problem of not having enough female scientists and engineers. Through these efforts, we could assist the nation's existing gender and wage gaps.

There has to be an effort to start discouraging any negative stereotypes of studying and working in STEM, including the law. Below are several easy steps you can take to encourage women in STEM, whether or not you are involved in STEM. Encouragement is necessary and urgently needed.

1. Show support

It seems self-explanatory, but showing support for your female co-workers, family, and friends is fundamental. Support and enthusiasm

will propel women to excel and are crucial to breaking down stereotypes.

2. Mentor, mentor, mentor

Always start out assuming a young woman is interested in STEM. Ask about her classes and what topics interest her. Encourage her to seek out teachers and advisors in school who can encourage and support her. Most importantly, ask how she views "science" and "scientists," and work to show her that STEM plays a role in every aspect of our lives.

For women in the workforce, demonstrate how to succeed in the workplace and give them a system of support. In a predominantly male field, female intellectual property attorneys are a much more apparent minority and could use peer, mentor, and sponsor support to promote professional development.

3. Encourage primary school STEM-related activities and organizations

Girls typically like to work in groups and may respond better to a group experience. All girls sports teams and organizations like Girls Who Code and FIRST (For Inspiration and Recognition of Science and Technology) show social aspects and encourage collaboration while engaging in competition.

4. If you are a woman working in a STEM field, share your story

Young women need successful female role models in the STEM

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community, not only to serve as inspiration but also to serve as a support system. The attrition rate of women in STEM is still quite high, and a consistent support system may help to decrease that rate.

5. Support an organization that helps women join and stay in STEM careers

The following organizations represent organizations working toward advancing gender equality in STEM studies and careers.

National Girls Collaborative Project (NGCP)

The goals of the NGCP are to maximize access to shared resources within projects, and with public and private sector organizations and institutions interested in expanding girls' participation in STEM; strengthen capacity of existing and evolving projects by sharing exemplary practice research and program models, outcomes, and products; and use the leverage of a network and the collaboration of individual girl-serving STEM programs to create the tipping point for gender equity in STEM.

Organizations across the country are selected to host local Collaboratives, varying in focus areas and populations served. Currently, 33 Collaboratives, serving 41 states, facilitate collaboration between 22,800 organizations that serve 16.35 million girls.

National Math and Science Initiative (NMS)

NMS seeks to improve the way STEM subjects are taught by increasing the number of high school science and math teachers with

degrees in the subjects they'll teach.

While NMS seeks to improve the number of all underrepresented students in STEM fields, NMS also recognizes the importance of tailoring STEM teachings so as to appeal to more girls.

Women in Engineering Proactive Network (WEPAN)

WEPAN seeks to make the atmosphere of engineering in college and beyond more amenable to women. WEPAN's network currently consists of 150 college and university campuses that reach over 42,000 female engineering students. On average, WEPAN institutional members have an average 15% higher enrollment of women in engineering than non-member campuses.

Million Women Mentors (MWM)

MWM supports the engagement of one million Science, Technology, Engineering and Math (STEM) mentors (male and female) to increase the interest and confidence of girls and women to persist and succeed in STEM programs and careers.

American Association of University Women (AAUW)

Founded in 1881, the AAUW is one of the oldest and leading voices for promoting equity and education for women and girls in all areas, including educational, social, economic and political. Specifically, with respect to STEM, the AAUW conducts extensive field research to determine and examine the barriers that are presented to girls and women. Schools and corporations can then take these studies and make changes to improve inclusiveness.

The AAUW also promotes STEM programs for girls intended to pique interest and expand girls' knowledge and abilities.

Recently I sat down with one of my oldest and closest friends. "We grew up weird," she said to me. I paused to think about it, and realized she was right but only in the sense that we grew up never thinking women in STEM was out of the ordinary. We experienced early encouragement from our families, schools and each other and were all actively involved in STEM-related activities. Ultimately, my core group of female friends from high school all have sought higher education degrees in hard sciences: a pending PhD in biochemistry, a pending PhD in physics, an M.D. (currently a radiology resident), and a J.D./M.S. in biochemistry.

There is a need to normalize women in STEM. If we work to decrease attrition, increase interest and support and encourage women studying, working, or thinking about working in STEM, undoubtedly the effect on the legal gender gap will be significant. It is high past time that people realize "weird" must be the new normal. ■

Rachel A. Smoot is an associate attorney at Fay Sharpe LLP, where she practices patent, trademark, and copyright law. She earned her law degree from Case Western Reserve University simultaneously with her Master of Science in Biochemistry degree and her undergraduate degrees in Molecular Genetics and Psychology from The Ohio State University. She may be reached at rsmoort@faysharpe.com.

Celebrating Women in the Law Event

On March 1, 2017, the OWBA and OWBF had the opportunity to gather with OWBA Founders', Past Presidents, Leadership Institute Alumnae and other women and men in the law to celebrate and honor our 2017 Founders' Award recipient Yvette McGee Brown, former Justice of the Ohio Supreme Court, and current Partner and Partner-in-Charge of Diversity, Inclusion and Advancement at Jones Day, Columbus. It was our true pleasure to honor Yvette and highlight her many accomplishments in the presence of close to 100 influential women and men in the law.

The Founders' Award is OWBA's highest recognition for professional excellence. Established in 1998, the first recipient of the award was one of OWBA Founders, Justice Alice Robie Resnick. The Founders' Award is

presented to an outstanding attorney who has contributed to the legal profession, has rendered services to improve the administration of justice, and has helped pave the way for women in the legal profession. In addition, the award acknowledges the recipient's willingness to give back to the legal community, as well as the general public, while demonstrating professional excellence.

This event was a tremendous success thanks to the support of our generous sponsors: Gold Sponsor - Jones Day, Silver Sponsors - Bricker & Eckler, Dinsmore & Shohl, Nationwide and Squire Patton Boggs. We also wish to thank all of those who participated in the Wine Grab fundraiser hosted by the OWBF, which made close to \$700 for the Foundation. ■



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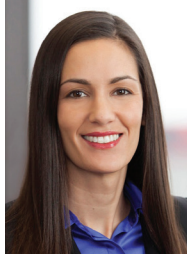


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is on your side



Highlighting Members of the OWBA Leadership Institute

In each issue we will highlight graduates of the OWBA Leadership Institute. This quarter we will highlight Meghan Hill from the 2014-2015 Class. Applications for the Leadership Institute are now available on our website and will be accepted until June 9, 2017. If you are interested in applying to the Leadership Institute, contact OWBA at admin@owba.org.



Meghan Hill, Squire Patton Boggs

What did you enjoy the most about the Leadership Institute?

The Leadership Institute provided an excellent opportunity for me to become more involved in the OWBA. I'm now an At-Large Trustee, and feel that my participation in the Institute gave me a more in-depth understanding of organization and how I could become a more active member. I also enjoyed

meeting so many women practicing in various industries and areas of the law.

What is something that you learned that you implemented into your career/life?

Though admittedly painful, the session on public speaking was extremely helpful. Public speaking is a must for leaders in my profession, and I've implemented the tips and strategies provided at the Leadership Institute, which has helped to boost my confidence and enhance my reputation as a presenter.

Do you stay in contact with anyone from your class?

Absolutely! Several people from my class are actively involved in the OWBA and the OWBF and I love the opportunity to catch up with them at events and activities throughout the year.

What piece of advice would you give to someone who is just beginning the Leadership Institute or who is considering applying?

If you are considering applying, go for it! It is necessary to make

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Committed to the Advancement of Women Lawyers

We join the OWBA in their mission to support the advancement of women in the legal profession and promote the welfare of all women in the community. We admire and value the OWBA's commitment to women and are proud to be a long-time partner of the organization.

46 Offices in 21 Countries
squirepattonboggs.com

Local Connections. Global Influence.

investments in yourself if you're looking to advance to leadership roles in your career. And of course, CLE credit is a great bonus!

How did participating in the Leadership Institute change you and/or make you better?

The personality and leadership analysis helped me to be more self-aware of my communication style and traits. It also gave me insight into the communication styles of colleagues and clients, and how I can adjust my style to better complement theirs. This has been invaluable as I continue to grow in my career.

Where do you work?

Squire Patton Boggs in Columbus

Do you specialize or have a niche?

I represent companies in many areas of employment law. My practice includes complex wage and hour counseling and audits, executive and expatriate contracts, and workplace safety counseling and litigation.

If you weren't a lawyer, what would you be?

I have always considered obtaining a MBA, so probably a business executive. I love that my profession as an employment lawyer combines business and law, as a large part of

my practice is devoted to helping executives with employment law strategy to advance their business goals.

What is your dream job?

Easy question! I'd be a Federal Judge. Shaping the law would be incredibly rewarding, as would be the ability to positively impact people's lives, often without them even knowing it.

What would you like to tell us about yourself (i.e. your family, hobbies, etc.)

I'm married to my high school sweetheart and am raising my two children in the neighborhood I grew up in. ■

OWBF Leadership Institute 2016-2017

The Ohio Women's Bar Foundation officially completed its 2016-17 Leadership Institute year in March, which served its largest class to date with a total of 22 members. This year's course topics included Rainmaking and Business Development, the Role of Leadership, Effective Communication, Public Speaking, Professional and Online Branding and Effective Leadership, and featured influential leaders and presenters from various business and legal backgrounds.

The OWBF Leadership Institute would like to recognize and thank our 2016-17 session speakers:

Linda Bluso, Edgepointbc – James (Jim) Thomas, Vorys, Sater, Seymour and Pease LLP – Erin Hawk, Shumaker, Loop & Kendrick LLP – Elizabeth Kessler, JonesDay – JoAnn Strasser, Thompson Hine – Pat Gajda, Brouse McDowell, LPA – Andrean Horton, A Schulman



2016-17 Leadership Institute Class Members enjoying a Happy Hour after their final class meeting, March 10, 2017.

– Michelle Krall, DSW Inc. – Lori Zancourides, Wendy's Corporation – Judy Boderhamer and Lee Paczesniak, Revenue Resources – Karen Hough, ImprovEdge – Justice Judith L. French, Supreme Court of Ohio – Yvette McGee Brown, JonesDay – Justice Sharon L. Kennedy, Supreme Court of Ohio – Sasha Blaine, Ohio Twelfth District Court of Appeals – Margaret Lockhart, Marshall & Melhorn, LLC – Marilyn McClure-Demers, Nationwide – Erin E. Rhinehart, Faruki Ireland Cox Rhinehart & Dusing, P.L.L. – Jeff Dennis, Kegler

Brown Hill + Ritter – Jason Beehler, Kegler Brown Hill + Ritter – Kailee Goold, Cardinal Health – Judge Jennifer L. Brunner, Tenth District Court of Appeals – Tiffany Adams, Cincinnati Etiquette & Leadership Institute – Valoria Hoover, Valoria Hoover Law Offices – The Honorable Betty Montgomery, Montgomery Consulting Group ■

Calling for 2017-2018 Leadership Institute Member Applications!

The OWBF is now accepting applications for the 2017-18 Leadership Institute. Applications are available online at: www.owba.org/leadershipinstituteapplication. For more information please contact the OWBA and OWBF office at admin@owba.org by calling (866) 932-6922. ■

Private Movie Showing: Hidden Figures

The Ohio Women's Bar Association partnered with the Black Layers Association of Cincinnati (BLAC) and Cincinnati Bar Association Women's Law Committee



(CBA) to host a private showing of the movie Hidden Figures, about the African American women mathematicians at NASA, on Friday, February 3, 2017. This sold-out event was a smashing success thanks to coordination and support of leaders with the OWBA, BLAC and CBA. We would like to extend sincere thanks to the guests that participated in the viewing of this film and the networking dinner that followed. ■

Taft Announces Industry Leading Policy for Attorney Parental Leave

Cincinnati, Cleveland, Columbus and Dayton, Ohio; Chicago, Ill.; Indianapolis, Ind.; Covington, Ky.; Ann Arbor, Mich.; and Phoenix, Ariz.

Taft Stettinius & Hollister LLP announces a new industry leading parental leave policy for its attorneys. Effective immediately, the firm is providing all Taft attorneys with 16 weeks of paid parental leave for birth or adoptive parents.

The policy applies regardless of gender, marital status or primary versus non-primary caregiver status. The only requirement under the policy is that a Taft attorney be one of the parents of a newborn or newly adopted child. Paid parental leave is available to Taft attorneys from the first day of employment at Taft.

The new policy is a significant increase from the firm's previous attorney package, which offered 12 weeks of paid leave to a Taft attorney who is the child's primary caregiver and two weeks of paid leave to a Taft attorney who is not the child's primary caregiver.

"We significantly enhanced our parental leave policy in our continuing effort to be the employer of choice in each of our markets and to support our attorneys with this commitment to family," said Taft's Chairman and Managing Partner Robert J. Hicks. "This is one of several initiatives we are undertaking to ensure a good work/life balance for our attorneys and to promote



a modern, flexible and inclusive workplace."

For attorneys, the firm's new parental paid leave policy is among the most expansive packages offered among law firms. Per the Association of Legal Administrators (ALA) 2016 Compensation Survey, private law firms in the U.S. offer on average eight weeks of parental leave for primary caregivers and four weeks for non-primary caregivers. Comparatively, firms in the Midwest offer on average eight weeks of parental leave for primary caregivers and six weeks for non-primary caregivers.

"There is tremendous momentum underway at Taft to ensure a modern workplace culture that is truly inclusive, flexible and supportive of a strong work/life balance," said Sonya S. Jindal, a Taft partner and co-chair (along with Taft Partner Tracy Betz) of the firm's recently launched Gender Advancement Committee. "This very generous family-friendly policy, together with other initiatives including our inaugural firm-wide Women's Symposium later this month, reflects the firm's significant commitments to retaining, developing and advancing talent among our attorneys." ■

Leading With Style: Cincinnati & Cleveland, June 15, 2017

The OWBA will be hosting its annual Leading With Style (LWS) event in both Cincinnati and Cleveland on June 15, 2017.

The 2017 LWS Cincinnati theme is Modeling Leadership, and will be hosted at the Transept in Over-The-Rhine (OTR), Cincinnati. This downtown, chic venue is the perfect backdrop for the events fashion show, and will feature local vendors and raffle items to support the Ohio Women’s Bar Foundation as in years past.

LWS Cincinnati Event Details

Event Details:

Thursday, June 15, 2017

The Transept (1205 Elm St, Cincinnati, OH 45202)

5:00 PM – 8:00 PM

Register online at www.owba.org/events

Sponsorship opportunities still available! Contact the OWBA office at admin@owba.org or (866) 932-6922 for more information.

The OWBA is proud to announce that our Leading With Style event is coming back to Cleveland! This re-vamped event will be hosted at the Lockkeepers – a sophisticated, fine dining establishment in Cleveland. LWS Cleveland will also feature local beauty and lifestyle vendors and an opportunity to support the Ohio Women’s Bar Foundation and the Legal Aid Society of Cleveland with a raffle.

LWS Cleveland Event Details

Event Details:

Thursday, June 15, 2017

Lockkeepers (8001 Rockside Rd, Cleveland, OH 44125)

5:00 PM – 8:00 PM

Register online at www.owba.org/events

Sponsorship opportunities still available! Contact the OWBA office at admin@owba.org or (866) 932-6922 for more information. ■

C I N C I N N A T I


 Leading With Style Cincinnati 2017
MODELING LEADERSHIP

June 15, 2017
 The Transept, OTR, Cincinnati
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Ashley L. Johns Joins Columbus Office of Reminger, Co., LPA

Reminger Co., LPA is pleased to announce that Ashley L. Johns has joined its Columbus, Ohio office. Ashley focuses her legal practice primarily on medical malpractice defense.

Prior to joining Reminger, Ashley was a Union County Assistant Prosecuting Attorney for three years. In that capacity, Ashley handled felony and juvenile prosecutions and represented the Union County Department of Job and Family Services, Children Services Division.

Ashley is also a presenter for the Ohio Attorney General Interpersonal Violence Response Training Team.

While earning her J.D. from The Ohio State University Moritz College of Law, Ashley was nationally recognized



for her advocacy skills by the American Bar Association. She was also a Staff Editor for the Ohio State Journal of Criminal Law, a member of the Ohio State Moritz College of Law National Trial Team, and a legal intern in numerous offices including: the Supreme Court of Ohio, the United States Attorney's Office for the Southern District of Ohio, and the Columbus City Attorney's Office.

She is a member of various professional organizations including the Ohio State Bar Association, the Ohio State Women's Bar Association, and the Columbus Bar Association. Ashley can be reached by emailing ajohns@reminger.com or by calling (614) 232.2413. ■



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Reflected in the quality of our work and the relationships we build with our clients, Bricker & Eckler is a trusted law firm known for our innovation, responsiveness and engagement. We are lawyers who are passionate about serving our clients, empowering women and supporting our community.

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Finding Balance

By Claudia S. Herrington



Balance is an elusive concept for many of us. We struggle with it. We strive for it. Up until recently, I was convinced I was the worse at it. I decided 2017 was the year I was going to find balance. I decided what I wanted to focus on the most is getting my energy back, eating better and losing weight. To be honest and share my vulnerability, I floundered through January. I did not have a plan. I was on the verge of repeating the same past mistakes. Then a non-profit organization approached my husband and me with an opportunity to coach cancer survivors to run/walk a 5k. I REALLY wanted to do this, but was handwringing about not being able to keep up. I made the decision to participate, but now was desperate to get in shape. No pressure, right?

A friend shared her success with me, and I thought, “Why not me?” She really spent time listening to me. She suggested steps that would lead to a transformative

life change – not a diet – but a life change. I jumped in and have been very discipline (and let’s be honest, I am not disciplined about my nutrition or fitness). I adjusted my diet, adopted a plan to follow, exercise regularly and have a network of supportive, like-minded professionals. The plan and the support have made all the difference, and I feel great. I want and feel compelled to share with the women in the OWBA because there are so many of us who are running at warp speed, trying to be everything to our family, employers, friends and community, and are not making ourselves a priority. In 8 weeks I have lost 13 pounds. I have more energy than ever, and I have greater concentration, which has resulted in higher productivity. If you feel like you have tried everything, let’s talk. I would like to hear your journey, because I believe with new tools you can attain and sustain your health and fitness goals. Please feel free to contact me at claudiaherrington@gmail.com. ■

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Shirley J. Christian Joins Youngstown Office of Reminger Co., LPA

Reminger Co., LPA is pleased to announce that Shirley J. Christian has joined its Youngstown, Ohio office.

Shirley has been a trial lawyer for 28 years and is a former Judge in Mahoning County Common Pleas Court. She has successfully defended doctors, hospitals, nursing homes, and other health care providers in wrongful death, brain injury, birth injury and catastrophic disability cases. Her experience covers almost every recognized medical specialty.

In addition to her medical malpractice experience, Shirley has represented employers in discrimination, wrongful termination and other lawsuits.



While Shirley served as a Judge of Common Pleas



Court, she reduced the backlog of cases by 40%, presided over thousands of civil and criminal cases and multiple jury trials, as well as the largest single indictment drug case in the history of Mahoning County. She worked to educate the public about the Court, and also started a Veterans Treatment Court at the felony level in Mahoning County.

Shirley can be reached by emailing schristian@reminger.com or by calling (330) 744.1311. ■

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Dinsmore stands with the Ohio Women's Bar Association and Ohio Women's Bar Foundation in congratulating Founder's Award recipient, Yvette McGee Brown, for her significant contributions to the field of law. Learn more at dinsmore.com.

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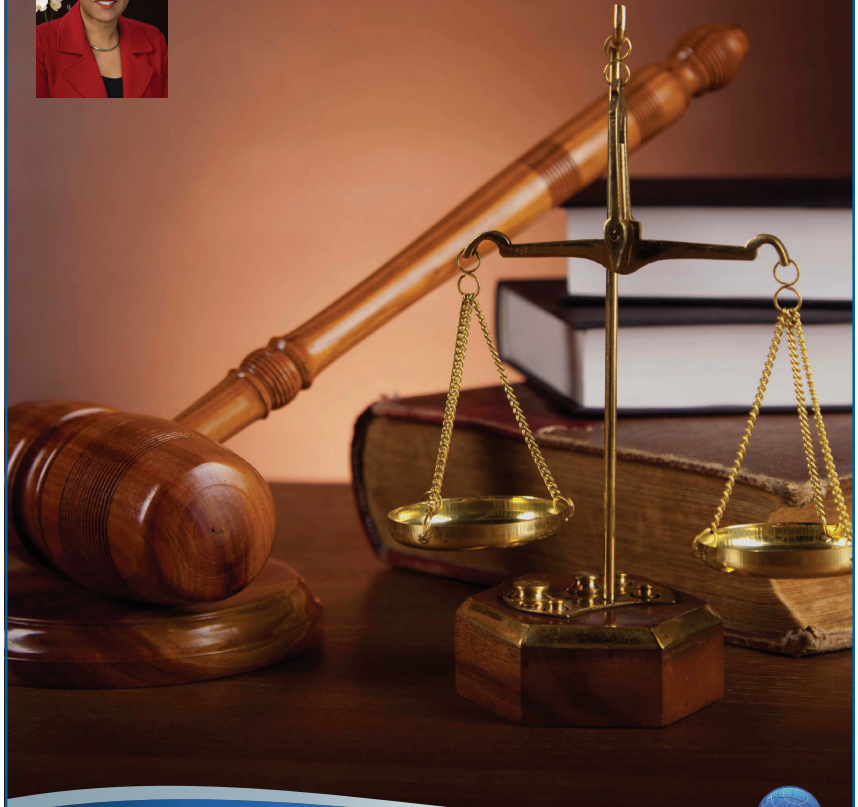
News

Congratulations.

Distinction is always confined to the few. Jones Day is pleased to support the Ohio Women's Bar Association and the Ohio Women's Bar Foundation and applauds their mission: to accelerate the advancement of women lawyers as leaders in the profession and to facilitate their service to the community.



We congratulate our friend and partner, Yvette McGee Brown, as she receives the 2017 Founder's Award—the OWBA's highest recognition for professional excellence.



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