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the Advocate

A Publication of the Colorado Women’s Bar Association

Wired For Success: Women, Technology & The Legal Profession





President's Letter || Alison E. Zinn

We're In This Together.

Thank You.

"Only those who will risk going too far can possibly find out how far one can go." - T. S. Eliot

The CWBA has gone far this year and we have more distance to cover. This is my last presidential letter to you, dear members. The time has flown by – as I was told it would by so many wise women before me. It has been a whirlwind of a year and one of the best years of my life. As I write my final message to you, the CWBA has 991 members across the State of Colorado. In fact, we've increased our membership by at least 10% each year for the past three fiscal years. Why is this? Because **it is an exciting time to be a woman, and we all want to be in it together.**

We are living in the time of a modern feminist movement. Feminism is not a dirty word...feminism is not about superiority; it is about *equity*. It is something for everyone. The conversation isn't contained solely within female groups; it is broader and involves (and calls to) our male counterparts to help us change our culture and successfully work within our current one. The conversations are getting louder and more widespread. The CWBA stands on the edge of this forward movement for our Colorado women and for overdue and positive change to our noble profession and in our incredible community.

Thank you for the honor of serving as your President. Sitting as a front-row witness to the work of our incredibly talented Board of Directors has been an experience beyond my expectations. These women work hard in their volunteer roles to bring our members exceptional programming and networking experiences — so exceptional that they sell out each time.

It's not just about experiences; our board and committee members are active in the legislature and public policy priorities. They create pro bono and meaningful community service opportunities for our membership. They are in the trenches performing due diligence on judicial applicants — a tradition that is a high priority to the association and respected by the community. They support our members for appointments, awards, and advancement initiatives within the legal profession. Our Board, with the support of robust and dedicated committees, are almost everywhere, doing everything, and doing it well.

Thank you, 2014-2015 Board of Directors, for all of the time, creativity, and commitment you bring to this incredible association. You are the leaders making great things happen.

Thank you for your membership. Without our membership, growth would not be possible. Whether you participate as a committee member or just by your dues alone, your membership makes a difference. Your membership supports a positive and important mission dedicated to the advancement of women as leaders in law, and it allows us to pursue this mission in the most meaningful and effective way we possibly can.

There is more to come, and we want you there with us — I hope you bring a friend.

Alison E. Zinn is 2014-2015 President of CWBA and is an Attorney at Wade Ash Woods Hill & Farley, PC where she focuses on litigation involving wills, trusts, and probate fiduciaries.

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|| Perspectives ||

Amber Blasingame || Kimberly Burnham



Technology In The Legal Practice

Amber Blasingame has worked at the Joseph Law Firm since 2002, first as an immigration paralegal and then, after working full time through law school, as an immigration attorney. She leads the firm's Colorado Springs satellite office and serves as the CWBA Board Liaison to the El Paso Chapter.

Kimberly Burnham began practicing in 2003 as a Presidential Management Fellow at the Department of Justice (DOJ) handling Technology Law matters. Since then, she worked on several details within DOJ (including Computer Crime), as an AUSA in Texas, for the USDA as a Technology Compliance Officer, and for a nonprofit raising money for the national forests. Kim recently founded her own firm in Loveland and Fort Collins, and serves as the CWBA Board Liaison to the Larimer Chapter.

How effective are the forums you work in at using technology?

Amber: The immigration court finally made it possible for us to enter appearances electronically in 2013, but everything else still has to be filed with the court on paper. All motions, petitions, or documents still have to be filed by mail, courier, or whatever it takes to get it there on time.

Kimberly: The Larimer County Bar sometimes holds Brown Bag CLE lunches about how to do filings in the local courts. Since I don't have the same access to information about filing in other counties, it can be a bit of a guessing game when I'm in another forum.

What is your all-time favorite technology for use in law practice?

Amber: Our firm tries to keep our satellite offices in Colorado Springs and Edwards "virtual." We keep paper files at our main office in Aurora. LawLogix, a program for immigration attorneys, allows us to interact with clients and each other by uploading everything into it such as our notes, calendars, and

We asked two people:

Tell us about your experiences with using technology in legal practice.

our clients' documents. When clients come in, I scan documents they bring, which go right to our paralegals in Aurora. Whether I'm in the Springs or in Aurora, I can access the entire case file.

Kimberly: Cloud computing is my favorite technological solution. I fully appreciate having a single secure location to store my files while being able to access and utilize them from multiple locations. I also

use a cloud-based backup solution called CrashPlan. If my laptop dives into the ocean or my office goes up in smoke, my data is safe.

What is a new tool you recently learned about?

Amber: We have overseas clients who don't have email or a computer, but they do have a smartphone and text messaging. I didn't want to give out my personal phone number to people in different time zones all over the world, so we found a program called Pinger.com that allows you to send a text message online without using a phone.

Kimberly: FreshBooks is a web-based software which allows me to track expenses and billable hours and generate invoices. That kind of technology makes it so much easier and less expensive to start my own practice.

"To me, using technology well is a key to effective representation."

How is technology helpful in connecting you with clients?

Amber: The majority of my clients are in the Springs, but I also have a lot of business clients located elsewhere. Our technology is a key selling point for them. I've never even met most of my business clients in person, because our firm is set up so that everything can be done over the phone and electronically. The technology allows clients to go online to fill out questionnaires for visas and upload their documents.

Technology enables us to serve more clients. I used to block out an entire day at a typewriter to prepare

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Women In Technology: Confidence is Key

Lauren Romer Shares Her Insights

By Jyoti Pandya

“Women just need to have the confidence that they can compete in the math and science fields.” That’s the message Lauren Romer would

like to share with anyone who is passionate about the technology sector and wants to participate and make a positive impact.

Lauren Romer is Vice President and General Counsel for Ping Identity Corporation. Ping Identity Corporation, or Ping for short, offers businesses both “on premise” and “hosted offering” solutions for identity and access management. The company started in 2002 and Romer joined them in 2010. Romer’s



Jyoti Pandya,
founding partner of
Pandya Law, LLC

role is legal in nature but she finds she needs to be knowledgeable in all aspects of the business in order to mature in the field.

Women have made it... or at least we’re getting there. Women in law are no strangers to gender inequality and now they are taking on the technology sector with full force.

Technology is ubiquitous with the cool gadgets and apps, but without an engineering degree, many figure they better stay on the sidelines. That’s just not the case encourages Romer. An easy going and friendly woman with whom conversation flows smoothly, she’s far from the stereotypical tech geek. Even though Romer works for a technology company, she considers herself a traditionalist who prefers conference calls to “Google hangout”.

Romer went to Duke University where she studied public policy and developed a thick skin playing soccer because the, “coaches yelled at you,” she recounts with a smile. She returned to her home state of Colorado, attended University of Denver Law School, and then began her

career at Cooley LLP, working primarily with technology companies in their corporate group.

The entrepreneurial aspect of software companies and the fast-paced, evolving world in which they operate appealed to Romer. She enjoyed working with venture-backed companies where there’s a positive, risk-taking approach across all levels. When her former boss from Cooley, Mike Platt, brought the Ping position to Romer’s attention, she was excited to explore the opportunity.

With the massive growth of technology, there are more and more areas of the law where lawyers must be at the forefront of understanding, despite a stereotype that lawyers tend to be less technologically savvy. One such example Romer

gives is the Bring-Your-Own-Device (BYOD) area of law. “BYOD policies can have significant impact in litigation with respect to discovery issues and such policies stir up heated debates in the areas of privacy and security,” she said. Additionally, with the proliferation of technology companies, some law firms that Romer works

with have subgroups within the corporate group focused on licensing and technology transactions.

When asked about the role of women in technology as a whole, Romer believes a more diverse workforce is always a positive. Ping, for instance, is looking for women who are passionate about technology, have confidence in their technological skills and like to work collaboratively in a highly competitive market.

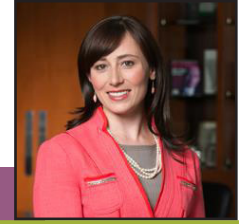
“There are phenomenal women in this industry; they just need to know that they can compete at any level,” said Romer.

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Ryann Fogel || Tiffany Updegraff



“Up Where We Belong” – Register Today

CWBA Convention Committee

Please join us for the CWBA’s 38th Annual Convention: May 15-17, 2015 in Vail

Registration is filling quickly for the CWBA’s 38th Annual Convention, “Up Where We Belong!” The convention will take place May 15-17 at The Sebastian-Vail. Visit www.cwba.org/Convention to check out this year’s lineup and register online, or complete and return the registration form recently mailed to all members. Our block of rooms at The Sebastian is already sold out, however the CWBA has negotiated steeply discounted rooms at nearby hotels. **Book your reservations now**, and be sure to ask for the CWBA Convention rate.

We are excited to offer convention participants a weekend full of diverse and informative programming, along with plenty of networking opportunities and social activities. **Friday afternoon** kicks off with a self-promotion workshop by returning speaker Kendall Colman, followed by the launch of the CWBA’s new mentorship program, “CWBA Lift!” Friday evening offers an opportunity to celebrate CWBA Past President and retired Colorado Court of Appeals Judge Sandra Rothenberg as she accepts this year’s Mary Lathrop Award.

Saturday begins with yoga/pilates and a breakfast keynote presentation by distinguished guest speaker Lt. Gen. Michelle D. Johnson, Superintendent of the U.S. Air Force Academy. General Johnson will present “Wings Level And In A Steady Climb,” an inspiring speech about the challenges and successes she has faced as a woman leader in the Armed Forces. After breakfast, join fellow attendees for a diverse selection of substantive continuing legal education courses. Course offerings include topics such as data privacy, marriage equality, legal writing with Bryan Garner, leadership training, negotiation tactics, marijuana and its impact on the practice of

law, and tips for avoiding legal malpractice claims and grievances. Approved for 10 general and 4.2 ethics credits.

Saturday evening we’ll celebrate the CWBA’s successes of the past year at our Annual Business Meeting as we thank President Alison Zinn for her outstanding leadership and welcome Jessica Brown as our new President. Then, bring out your boas and glitter over dessert for a raucous game of BINGO with the drag queens from Hamburger Mary’s!

Sunday morning starts with a sunrise hike and closes with an interactive judicial panel featuring Judges Kristen L. Mix, Karen Ashby, Brian Boatright, and Elizabeth Leith. This brunch session will cover the unique aspects of each judge’s particular court and practice pointers for attorneys. Magistrate Judge Mix will also serve as this year’s Judge In Residence and will be available throughout the weekend to interact with attendees.

Spouses, partners, and families are welcome to join you for this engaging weekend. The CWBA will again be offering on-site activities for kids, including a slumber party style movie night featuring Big Hero 6. Please be sure to register your children and guests. Children are free, and guests may register for specific meals they plan to attend.

We look forward to seeing you in May!

Ryann Fogel is a CWBA Board Member and an associate at McConnell Fleischner Houghtaling, LLC, where her practice includes representation of professionals involved in both medical and legal malpractice actions.

Tiffany Updegraff is a CWBA Board Member and an associate at Brownstein Hyatt Farber Schreck, LLP, where she practices labor and employment law.



Someone's Gotta Say It

Things Better Left Unsaid

By Nicole Schowalter

Everyone has had that foot-in-mouth moment. You know the one – it was that time you said the thing you can't believe you actually said. And now, whenever you think back on it, you want to crawl into a hole and never show your face again.



Nicole Schowalter,
owner of
Cadence Consulting

I cringingly remember mine like it was yesterday. I was a first year associate, trying to be funny on a “reply all” email chain that had been circulating the office and deprecating one of the partners. Despite more than 30 preceding emails, the response to my job

was crickets. I had humiliated myself with a bad attempt at a joke, and to this day, I really wish I could take back that moment I hit “send.”

Most of the lawyers I know not only choose their words carefully, but also tend to be some of the wittiest, most clever and outgoing people I've ever met. The explosion of social media in recent years has provided a platform for the general population to share whatever happens to be on their mind at any given time. My lawyer friends are often the most sarcastic entertainment consistently available on the Internet.

But what happens when someone says something questionable or a social media post is taken out of context? What if something you had meant innocently, sarcastically or ironically were, instead, taken offensively? What if it all spun totally out of control and that single post costs you everything?

This article goes beyond your typical “beware what you post on social media” warning and is intended to remind you that social media makes

it almost impossible to un-say something you wish you hadn't said. Twitter's “retweeting” and Facebook's “liking” and “sharing” functions allow for the seemingly instant spread of particularly cringe-worthy commentary.

The recent multiplying factor, however, is the concept of public shaming by “digital mobs.” It goes something like this: someone posts something stupid online, it goes viral, and the result is the end of her life as she knows it. There are stories creeping up all over the Internet of how one tweet, Instagram photo or Facebook post instigates an outpouring of severe public backlash with very real consequences. In many cases, this “piling on” effect has culminated with the person who posted that one stupid thing about being fired from his job, left by a spouse or abandoned by family and friends. Most of these social media mobbing instances involve a joke being misunderstood or taken literally when the original poster's intent was merely sarcastic or ironic.

Everyone has that one moment in time they wish they could have back and do over, but the scary reality is that in the age of social media, by the time you realize you shouldn't have said what you said, the digital masses have already converged.

“Someone's Gotta Say It” is a regular fun feature of the The Advocate, committed to bringing you true, relevant and/or hilarious information.

Nicole Schowalter loves writing and is a member of the CWBA Publications Committee. She is a Business Transformation Consultant focused on helping companies grow efficiently and effectively.



Inside The CWBA: Meet Jessica Brown

Board Member Spotlight



Jessica Brown and I first met in 2013 at a University of Denver Law School lunch panel where she and other female attorneys shared their perspectives on women in law. She gave me her card and encouraged me to join the

CWBA. I followed her advice, and we have been in contact ever since.

Jessica recently celebrated 20 years with Gibson Dunn. While her career achievements could be detailed for days, I wanted to look beyond her well-established credentials and shed some light on her life outside of work.

I was thrilled to have the opportunity to interview our President Elect on a personal level and gain some insight into her vision for the CWBA. At her recommendation, we met for lunch at Humboldt Farm, Fish & Wine, where she kindly gave me an hour of her time.

Jessica was born in New York and lived in Connecticut before her father's job transferred her family to Colorado. While attending Smoky Hill High School, she was co-captain of the pom squad, editor of the yearbook, and held her first job at a photography studio.

Jessica earned her degree in American Studies from CU-Boulder, during which time her parents moved to Thailand — one of her favorite travel destinations.

"I had a lot of fun in undergrad, but I was very focused in law school."

Upon graduating from the University of Texas at the top of her class, Jessica moved back to Colorado and clerked for the Honorable Jim Carrigan before beginning her career at Gibson Dunn.

"As an associate, all of my focus and energy were on the job. As a partner, I am much more balanced. So many things are important to me, like the CWBA, the Legal Aid Foundation, and my family and friends."

"What I realize from leading teams at work is that being a leader is about serving others, whether it's a client or the CWBA."

After a daunting 2011-2013, including international travel and time away from her husband Chris and two daughters, Jessica and Chris decided to make 2014 a "Year of Fun." They attended the Super Bowl, comedy shows, and a pair of concerts at Red Rocks, including Chromeo and Cut Copy. In celebration of their 10-year anniversary this May, they will return to their honeymoon destination in the Caribbean.

Jessica loves playing cards, and her friends recently introduced her to Cards Against Humanity for a little comic relief.

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“That game is really, really funny, but I make sure the kids are far away and fully entertained.”

As CWBA President, Jessica intends to emphasize the importance of women supporting women.

“I’d like it to be a year where we focus on the things we can do for each other and the different ways we can support each other, including around issues of pay equity and promotions.”

Jessica will certainly make a meaningful impact on the CWBA through thoughtful and effective leadership.

“I did not always see myself as a leader. I was uncomfortable with the idea of leadership because I mistakenly thought it was about the leader. What I realize from leading teams at work is that being a leader is about serving others, whether it’s a client or the CWBA. Now that I’ve reframed what leadership is, I am very comfortable with the idea.”

The CWBA will continue to make strides with such a leader and career role model at the helm.

Jessica Brown is a partner at Gibson & Dunn specializing in employment law, e-discovery, and class action litigation.

Jessica has been ranked by Chambers USA for 10 consecutive years as one of “America’s Leading Lawyers for Labor & Employment,” and she was named by the Denver Business Journal as one of Denver’s “Forty Under 40” and a finalist for the 2013 and 2014 “Outstanding Women in Business” awards. Jessica is Chair of the Legal Aid Foundation Board and a frequent lecturer on employment law and women’s issues. She is on the Diversity Committee and has served on the Professional Development and Hiring Committees at Gibson Dunn. Before joining the firm, Jessica clerked for federal judge Jim Carrigan and received her J.D. (Order of the Coif, High Honors) from the University of Texas School of Law.



Jessica’s daughters Hadley, age 8, and Tatum, age 4

Andrea LaFrance is a second-year law student at the University of Denver, Sturm College of Law, focusing on intellectual property and commercial litigation.

Register Now!

Several upcoming CLEs and events are planned in the coming months.

Go to the CWBA Calendar at cwba.org for more information.

We’ve gone green! This is our first all-digital issue of *The Advocate!*

Login to our website with your user name and password to gain online access to *The Advocate.*

Alternative Working Solutions

Is “Co-Working” For You?

By Christina Fiflis

Innovation, collaboration, and community are common terms used for “co-working” spaces. Entrepreneurial, dynamic and synergistic are common descriptors. Those who pay for them are usually members, not tenants. Membership is available at different levels of cost and amenities. And owners aren’t landlords but CEOs. They offer a range of “work-style options” from an address with a mailbox and use of a desk on an hourly or longer-term basis to private office space that is fully built out.

Co-shared working spaces is a growing trend in the United States with more than 50,000 Americans co-working in 800 spaces nationwide, according to a December 2, 2014 [CBS Interactive Report](#). In Denver, two co-shared working spaces for attorneys are [LawBank](#) and the recently opened [STRATUM](#) at the Colorado & Denver Bar Associations. Co-working may not be for everyone, however it has filled a niche for young attorneys starting their own firm and for experienced attorneys who want to leave the large firm and start their own practice.



Floor plans, membership levels, amenities and pricing are readily available online. Some people find unique opportunities for innovation and collaboration and the commonly expressed relief from the boredom or loneliness of working alone. Others can become disappointed by the inevitable conflict inherent in such diversity in community and culture. Finding the right fit is crucial.

The experience of co-sharing workspace for lawyers may be uniquely different from that of other business people. In the legal profession, sharing ideas and solutions is a benefit of working in a law firm, staying in close contact with friends in the profession or being a member of the CWBA. In a co-shared workspace, the feasibility of collaboration depends on who else

is in the space, not only in terms of personality but also profession. And, importantly, there are client confidentiality and privilege concerns, especially with open desk space where files sit within easy view, phone calls that can be overheard and shared support staff.

CWBA Member Meagan Moodie of [The Moodie Law Firm, LLC](#) practices family law and personal injury and is currently a member of LawBank. Meagan shared, “LawBank provides everything a solo practitioner may need



Christina Fiflis, owner and manager of Fiflis Law, LLC

in one place and at a price that a young lawyer such as myself can afford. I now have a professional receptionist answering my phones, a place to print/scan/fax, conference rooms, and access to accounting, paralegal and legal assistant work, etc. without having to hire anyone. At LawBank, I am able to run my practice and without a huge monthly overhead, yet I still have a professional environment to meet with clients and a great network of attorneys around me.”

If you want to assess co-share workspace offerings, consider the following basics: pricing, conference/meeting room use, technology/communication services, hours of access, file storage (lockable?), other amenities such as notary services, mentoring programs, networking, kitchen use/lounges, parking availability, social opportunities, personalities, and overall work culture are all of paramount importance.

Solo practitioners know the first rule to success is to keep overhead low. Co-shared space, if selected carefully, can be an effective means of achieving that.

Christina Fiflis is the owner and manager of Fiflis Law, LLC, an Immigration Law firm. The firm assists clients in all immigration matters, including family-based, employment-based immigration defense and naturalization. She also chairs the ABA Commission on Immigration.



Patricia M. Jarzobski || CWBA Historian

2015 National Women’s History Month

Weaving The Stories of Women’s Lives

*“Doubt kills more dreams than failure ever will.”
- Suzy Kassem*

Last year President Barack Obama issued a proclamation that “during Women’s History Month, we recognize the victories, struggles, and stories of the women who have made our country what it is today.” Why? Because the stories of women’s lives, and the choices they make encourages young women to think larger and bolder.

The snippets from the lives of the four women highlighted are not focused solely on their phenomenal successes, but the shared moment of self-doubt, insecurity, and hesitance each confronted when faced with a pivotal decision in their careers.

Pat Summitt was the Tennessee Lady Volunteers basketball head coach for 38 years before retiring in 2012 with early onset Alzheimer’s disease. At age 22, she was shocked to be offered the Tennessee head coaching job when the incumbent head coach took an unexpected leave.



Pat Summitt had never run a practice or made out a practice plan or schedule. She really contemplated her decision whether to accept the job because, as she put it, “I was absolutely overwhelmed and scared to death.” Pat Summitt said yes and became the all-time winningest coach in NCAA basketball history (men or women), coached the Tennessee Volunteer women’s basketball team to eight NCAA National Championships, and along the way changed the way women’s collegiate hoops is perceived across the country.

Supreme Court Justice Ruth Bader Ginsburg (aka Notorious R.B.G.) is 81 years old. Twenty-two years ago, she was the second woman appointed to the U.S. Supreme Court. She’s part of the generation who came of age after World War II and led a revolution that transformed women’s legal rights.



“There’s a famous story about the dean at Harvard Law inviting Ginsburg and her tiny

group of fellow female law students to dinner, then asking them how they’d justify having taken a place that could have gone to a man.”

Justice Ginsberg’s cousin said she came upon a letter that Ms. Ginsburg had written to her in 1953. In the letter, Justice Ginsberg disclosed that she wanted to be a lawyer, but had deep doubts on whether she had sufficient aptitude for the law. Justice Ginsberg nonetheless was determined to see if she could get into law school, despite being told from all sides that it was more appropriate for a woman to be a teacher.



Sheryl Sandberg, the COO of Facebook, said, “I still face situations that I fear are beyond my capabilities. I still have

days when I feel like a fraud. And I still sometimes find myself spoken over and discounted while men sitting next to me are not. But now I know how to take a deep breath and keep my hand up. I have learned to sit at the table.”

Women's History Month continued from page 10

In her bestselling book "Lean In," Sandberg quotes other powerful women sharing their insecurities, including an anecdote from Virginia Rometty, the first female C.E.O. of I.B.M. Rometty was offered a "big job" early in her career, but she worried she might not have the proper experience. So she told the recruiter she would have to think it over. When she discussed the offer with her husband, he said, "Do you think a man would ever have answered that question that way?" **It all comes down to confidence, Sandberg suggests, and it is easier to be confident if you realize that your role models have plenty of doubts of their own.**

Attorney Paulette Brown will be the first African American woman to serve as President of the American Bar Association in 2015 - 2016. She is a



labor and employment law partner and chief diversity officer with the Morristown, N.J., office of Locke Lord Edwards.

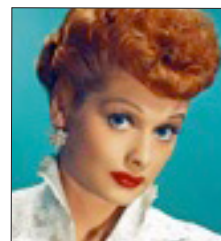
When asked how she broke into what's considered an old boy's network, Paulette responds, **"It's a combination of persistence, insistence and remaining in a constant state of readiness. I tried very hard not to have the word, 'no' in my vocabulary.** That is to say, I would not accept no for an answer and I would not say no to an assignment within reasonable parameters.

Now, with the great responsibility of leading the 400,000 member ABA, Brown says that she wants to use the opportunity to inspire young people and let them know that holding a position like ABA president can also be in their future.

"They need to see that somebody up close and personal, that they can have a conversation with, that this is something that they can do," said Brown.

"That even if it had never occurred to them because it had never occurred to me, that as time goes on, it can be done."

Nearly 50 years ago, **Lucille Ball** shared a lesson with us when she said:



"I'd rather regret the things I've done than regret the things I haven't done."

Those moments of doubt and insecurity these women experienced at pivotal career moments are familiar to many of us. Learning about these stories helps build our confidence and willingness to say yes to opportunities even when we are hesitating. Hesitating because we feel we need more experience, or need to develop additional skills, or are not ready.

More importantly, these stories also highlight the impact we can have on each other when we support and encourage other women to strive for leadership positions, to apply for judgeships, and to fight for positions of power. In other words, offer each other the strength to think and live larger and bolder.

Patricia M. Jarzowski is the 2015-2016 President Elect of Colorado Bar Association. She will be the CBA's 5th female President in 119 years and the first female President in 10 years. Patricia is the 2012-2013 Past President of the Colorado Women's Bar Association. She serves on the board of The National Conference of Women's Bar Associations and Planned Parenthood of the Rocky Mountains. Patricia is a mentor in the Colorado Supreme Court's Attorney Mentoring Program. She also serves on the 17th Judicial Committee Nominating Commission. Patricia is a member of many specialty bar associations including the GLBT Bar Association, APABA, CHBA, SABA. She is a 1989 graduate of the University of Denver College of Law. Patricia is dedicated to mentoring and sponsoring women lawyers and advancing women as leaders in the legal community.

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a single green card application; now, if necessary, I could complete two or three applications in a day.

Kimberly: Something that has definitely been changing in my time in practice has been the means of communication with clients. I find that clients now appreciate being able to communicate via email as opposed to hard paper. To me, using technology well is a key to effective representation.

How has technology in legal practice changed over the course of your time in the field?

Amber: In 1995, I started working for a Big 5 accounting firm, which had all the latest technology. One day I needed to do some research so I asked my Director if I could take a couple hours to go to the library. He said, "Why don't you look it up online?" My response was, "What do you mean online?" That's how far technology has come since I started — I had just graduated from college and had never done internet research!

Kimberly: When I started at DOJ, on my first day, they handed me something called the "E-Government Act" and asked me to read it and tell them what they needed to do to comply. I spent a few years working to improve privacy and related policies at DOJ. The government tends to lag behind in technology matters because in order to have good public transparency, the tradeoff is that you create a lot of red tape. So there's a gap between the law and the application. But, it is gradually making progress.

Another area that has changed is in terms of work-life balance. The technologies we access today allow me to have a home office and an "office-office" and work seamlessly from both, which gives me flexibility to meet my family's needs without sacrificing my clients' needs.

Sarah Parady and Megan Rose are At-Large Representatives of the CWBA Board and work closely with the CWBA's Chapters.



Perspectives Author:

Sarah J. Parady is a partner at Lowrey Parady, where she represents employees and civil rights plaintiffs.



Megan Rose is law clerk for Colorado Supreme Court Justice Coats.

Women In Technology continued from page 4

Despite the image of the high-tech sector as a boys club, Romer says she has not encountered any sexism and she does not know why there are not more women in technology. Her company has several female engineers both inside and outside of the United States, and they are making a more concerted effort to bring more women onto their engineering teams worldwide.

Romer has young daughters of her own, and she certainly wants to see women succeed in the flourishing industry. Romer and her husband, Tom Romer, have twin 5-year-old girls and a 2-year-old daughter that keep her plenty busy outside of the office. As a side note, she admits, "It's nuts right now, it is tiring. But being a working woman with kids makes you more pragmatic and less stressed out about small stuff."

Most people think of Silicon Valley when they think about technology, but in Romer's experience the Denver/Boulder area has many opportunities and sophisticated investors. She feels the CWBA can help foster success locally by connecting young women in schools such as Denver School of Science and Technology or School of Mines with mentoring opportunities.

As for Romer's interaction with up-and-coming women, she says, "Younger women respect what you're balancing. It's a nice kinship."

Regarding her advice to women who want to work with technology clients but do not have a math and science background, she said, "Just learn it — everyone can learn it — a legally trained mind can tackle challenging fields and parse them down to properly represent clients."

Jyoti Pandya is a CWBA Publications Committee member and is the founding partner of Pandya Law, LLC, a boutique intellectual property and employment law firm.

Confetti!

Bench Strength

- **Nina Wang** was appointed as Magistrate for U.S. District Court for the District of Colorado.
- **Melanie Corrin** was selected to be the immigration judge with the Department of Justice in Salt Lake City beginning the summer of 2015.

On the Move

- **Andrea LaFrance** joined the Colorado Attorney General's office as a legal intern.
- **Shelley Thompson** joined Burns Figa & Will as a shareholder.

You Were Recognized

- **Katie Reilly** was quoted in *Denver Business Journal* and *Law Week Colorado* articles about the recent "Grit & Growth Mindset" programs for advancing women in the legal profession.
- **Nancy Crow** was featured in an article in *Super Lawyers Magazine Colorado* 2015.
- **CWBA President Alison Zinn** was quoted in a *Denver Business Journal* article about women's leadership groups in local law firms.

- Congratulations to our CWBA members who received the following recognitions:

▪ **Law Week Colorado Top Litigators 2015:**

CWBA Immediate Past President **Shannon Stevenson**
Gina Rodriguez
Maureen Witt

▪ **2015 Super Lawyers Top 100:**

Nancy Cohen
Carolyn Fairless
Marcy Glenn
Sheila Gutterman
Pamela Mackey
Mari Newman
Lorraine Parker

▪ **2015 Super Lawyers Top 50 Women:**

Nancy Cohen
Carolyn Fairless
Wendy Fisher
Marcy Glenn
Laura Hazen
Diane King
Pamela Mackey
Amy Miletich
Lesleigh Monahan
Mari Newman
Dru Nielsen
Lorraine Parker
Charlotte Sweeney
Nina Wang
Tammy Westerberg

Leading The Way

- **CWBA Board Member Kyle Velte** is counsel of record for the amicus brief for the SCOTUS marriage cases for BiLaw, the first-ever national organization of bisexual-identified lawyers, academics, law students, and their allies in the U.S.

- The Denver Bar Association Nominating Committee has prepared its slate of nominees to hold office in 2015-16, which includes the following CWBA members:
 - President: **Janet S. Drake**
 - President Elect: **Nancy L. Cohen**
 - Trustees: **Sarah M. Clark, Margrit Parker, Shannon W. Stevenson**
 - Board of Governors: **Shelly Dill Combs, Allison Gerkman, Caitlin S. Quander, Catherine S. Shea, Jennifer M. Wascak**

Congratulations!

- **Nicole Mundt** married Jeremy Schowalter on 2/20/2015 in Mexico.
- **Kristi Dorr** is engaged.
- **Megan Rose** is engaged.
- **Melanie MacWilliams-Brooks** is expecting a child this summer.
- **Bronwyn Pepple** of Lewis, Bess, Williams & Weese was promoted to director and shareholder effective Jan. 1, 2015.

You Will Be Missed

- **CWBA & CWBA Foundation Executive Director Mary Holverstott** resigned her positions. Her last day is April 24, 2015. Mary's 12 years of contributions to the CWBA were invaluable, and she leaves a legacy of outstanding leadership to the CWBA.

REGISTER NOW!
38th Annual Convention
May 15-17, 2015

The Sebastian - Vail

Submit your Confetti news to
publications@cwba.org

UPCOMING EVENTS

April

29 - LawLine 9 | 9News Denver

30 - "Waiting To Exhale" Specialty Bars Community Conversation | Aurora Public Library

May

15-17 - 38th Annual CWBA Convention | The Sebastian - Vail

15 - Mary Lathrop Award Reception | The Sebastian - Vail

16 - Annual Business Meeting & Board Election | The Sebastian - Vail

June

3 - Legal Night | Centro San Juan Diego

TBD - Modest Means CLE | TBD

July

27 (tentative) - Summer Membership Social Mixer | TBD

August

20 - Networking Luncheon | DTC



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Send email and address changes to Executive Director, CWBA, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002. Phone: (303) 831-1040; e-mail: execdir@cwba.org.

Visit our website at www.cwba.org



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COLORADO WOMEN'S BAR ASSOCIATION

6870 W. 52nd Avenue, Suite 125
Arvada, CO 80002

For more information about CWBA events, membership and activities, visit the website at www.cwba.org or contact the CWBA office at (303) 831-1040.