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the **Advocate**

A Publication of the Colorado Women's Bar Association



WONDER WOMEN!

CWBA

MAY 18-20, 2018
THE SEBASTIAN - VAIL

41ST ANNUAL CONVENTION





President's Letter || Wendy Weigler

Empowered Women, Empowering Women

I was raised by Wonder Woman. As a child, I truly believed my mother was a superhero. She could do anything! When I was in third grade, I had to make a dinosaur for a diorama (remember those?!), but the Play-Doh I had was dried out and cracked. My mother went into the kitchen and came out with some sort of dough for me to use instead. My dinosaur was the star of the show, thanks to my mom. Just like a superhero, she saved the day time and again.

Now that I am an adult, I realize that I was right about my mother all along. I marvel at how a single, working-class woman was able to raise three children, usually without help and often working full-time. I am a married, professional working mother, raising only one child on two incomes, and it is a lot of work! My mother must have had superpowers.

I am very aware that not everyone has a strong mother in her life, but I am a firm believer in the importance of women surrounding themselves with strong women. These relationships are what inspire us, motivate us, and empower us. The CWBA was built upon this concept and is the strong and powerful organization that it is today as a result of continuing this practice.

My year as President of the CWBA is, sadly, coming to a close. But what a year it has been! Thanks to the tireless efforts of our amazing Board of Directors and Executive Director, Kim Sporrer, our membership numbers are high, our events continue to sell out, and our committee members remain engaged and committed. We have all embraced the concept of micro-volunteerism, which is a beautiful thing for a group of busy lawyers.

And we have planned another Annual Convention that promises to be, well . . . KAPOW! I hope to see you there.

The success of the CWBA is a reflection of you, our members. You are the Wonder Women among us. You are the ones out there every day supporting each other, raising each other up, referring business to one another, having each others' backs. I believe the tide has turned and the days of women being catty and petty to their colleagues are coming to an end. We all are starting to realize that we are so much better when we support each other. So, my hope for the future of the CWBA and for women in all walks of life, is that we continue to surround ourselves with strength. As the signs read at the Women's March on January 20, 2018, "Here Is To Strong Women: May We Know Them, May We Be Them, May We Raise Them."

Thank you all for empowering me and for sharing your strength.

Very truly yours,

Wendy E. Weigler
2017-2018 President
Colorado Women's Bar Association

Wendy Weigler is the current President of the Colorado Women's Bar Association. Wendy is an attorney at Winzenburg, Leff, Purvis, & Payne, LLP, where her practice focuses on community association law, including the representation of condominium communities and homeowners associations throughout Colorado.

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Wonder Women Who Founded Businesses



Marianna Kosharovsky

Marianna Kosharovsky is a superhero force fighting for the lives of those who have found themselves without the ability to fight for themselves. Marianna is the **founder of ALIGHT, a nonprofit organization** working to unlock a fresh start for human trafficking survivors by connecting survivors with pro

bono legal counsel. We wanted an insight into the path this heroine took that has led her to a life of service to others and surely greatness in the eyes of those survivors she helps every day.

Prior to starting ALIGHT Marianna had a mix of experiences in law and the anti-trafficking field. She practiced corporate law at Milbank Tweed and represented survivors of labor and sexual exploitation at Sanctuary for Families in New York. Then in 2011 she went over to Russia and Eastern Europe to work on public interest law collaborations and fight for human rights with PILnet. Marianna also taught United States' law to Russian lawyers at an LLM program in Moscow called Pericles. But it was working with human trafficking clients in 2008 that struck Marianna and human trafficking became an issue close to her heart.

After working on both sides of the Atlantic on anti-human trafficking efforts, she kept seeing the same dynamic over and over again. On the one hand, there is an impossible burden on traumatized individuals to move forward with minimal support from our society. On the other hand, there is incredible interest and will in the legal community to uphold the ideals of our profession by providing pro bono assistance to survivors and contribute to a more just society. Marianna believed the missing link between the need and the response was an easy, actionable way for lawyers to step into the fight. So, in 2013 she moved to Denver from Moscow, and in 2014 started conducting research with fellows

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Frances Fontana

In the immortal words of Wonder Woman's mother, Queen Hippolyte, "Go in peace my daughter. And remember that, in a world of ordinary mortals, you are a Wonder Woman." The legal profession is rife with real-life heroes destined and fiercely committed to the practice of law. **Frances ("Fran") Fontana of Fontana & Associates** is a

modern-day Wonder Woman who has practiced family law for more than 30 years. After graduating from the Sturm College of Law, Ms. Fontana worked closely with other experienced family law practitioners and was inspired to start her own practice in October of 2003. She continues to be a formidable force working tirelessly every day to help manage chaos and restore order for families throttled by the blast of divorce and custody battles.

Attorneys are not always looking to be superheroes when they start out; sometimes they just love the work. Ms. Fontana has always loved her work, but she also had visions of starting a family and knew working for someone else would not ultimately provide the flexibility she would need to maintain a healthy work-life balance. This attorney stands on principles, after all, and did not want to be a hypocrite when telling her clients to put their children first. Ms. Fontana feels fortunate to have had the support of friends and family including her business-savvy husband whom she lovingly blames for starting her own practice and even attending law school in the first place. She admits feeling terrified at first about going solo and wondered if anyone would call. But, then someone did call and one referral after the next began to snowball and a modest book of business turned into a thriving practice.

Forging a path in family law and developing a referral-only based law practice came naturally to Ms. Fontana who has remained active through various professional organizations and non-profit organizations, including

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Women on the Bench: *Justice Melissa Hart*

By Veronique Van Gheem



Justice Melissa Hart did not always want to be an attorney. Growing up, her mother worked long hours litigating high-conflict divorces involving issues like allegations of child abuse. Justice Hart was three years old, and her sister was one, when her mother entered her first year of law school as

a single parent. “She was on law review and very involved in law school. One day I told her, ‘When are you going to spend the night at my house?’ She quit law review that day.” Besides her brief desire to be a quarterback for the Denver Broncos, Justice Hart thought she wanted to be a journalist for most of her youth. Her mother always told her, “Whatever you do, do it passionately.”

Justice Hart was a women’s studies major at Harvard University and wrote her senior thesis on fetal

protections policies. “These were policies in work places that said if you were pregnant or physically capable of becoming pregnant, you cannot work in jobs that would expose you to lead or bid on jobs with exposure to lead. Basically, fertile women between the ages of 8 and 63 could not get high paying jobs in factories. There was a lawsuit challenging this as sex discrimination in violation of Title VII.” Justice Hart quickly found herself at the Harvard law school library and ended up spending eight hours there. That night, she went home and called her mom to tell her that she needed to be a lawyer.

Her instinct that day was right. She loved law school and did well. Justice Hart graduated from Harvard Law School in 1995. She clerked for Judge Guido Calabresi of the Second Circuit and for Justice John Paul Stevens on the U.S. Supreme Court. She spent a year in private practice in Washington D.C. before moving on to work for the U.S. Department of Justice.

In August 1999, Justice Hart decided she wanted to try a triathlon. She came back to Colorado to race the Tri for the Cure, which is held on Cherry Creek Reservoir. “When I was looking at the mountains while I was biking back west, I knew that I needed to get back here as soon as possible. Living in D.C., the groundedness that the mountains gave me, I didn’t realize that it was something that I was missing.”

Justice Hart used her move to Colorado as an opportunity to break into academia. She began teaching at the University of Colorado Law School in 2000, and she became director of the Byron R. White Center for the Study of American Constitutional

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COLORADO WOMEN’S BAR ASSOCIATION FOUNDATION

RAISING THE BAR

Save the date for the 13th Annual Raising the Bar Dinner

“Women Lawyers Who Raise the Bar through Promoting and Elevating Women and Girls”

SEPTEMBER 11, 2018

New Location! Hyatt Regency Denver at the Colorado Convention Center
Reception 5:30 pm; Dinner 6:30 pm

Please consider becoming a member of the Circle of Minerva.

Circle of Minerva members donate \$150 a year for five years in support of the CWBA Foundation and its charitable works. Among other benefits, Circle of Minerva members are invited to a private reception from 5-5:30 pm before the Raising the Bar dinner to meet the honorees.

Please visit www.CWBAFoundation.org for more details.



Inside The CWBA: Meet Alli Gerkman

Board Member Spotlight



When thinking of “Wonder Women,” **CWBA board member Alli Gerkman** definitely fits the definition. She has excelled at a nontraditional career path while also facing daunting personal challenges.

Alli became involved with the CWBA early in her career, initially with the Professional Advancement Committee. Alli recounted how CWBA Past President Vicki Johnson was chair of the committee and convinced her to take on the task of researching Patricia Clark for “Four of the Greatest” when Alli had requested a “small project.” Alli’s take-away from this experience was that she had a lot to learn about how to inspire people to action, and she wanted to learn more from Vicki and others in CWBA leadership.

Now co-chair of the Convention Committee, Alli hopes this year’s “Wonder Women” convention will promote inclusiveness and an environment that helps people learn both in the sessions and from each other. Alli enjoys working on the board because she is impressed with the leadership and caliber of the people she gets to work with and because of the opportunity to learn from the board and fellow CWBA members.

In her career, Alli has forged a nontraditional path since graduating from DePaul University College of Law in Chicago. She knew from a young age that she wanted to be a lawyer because, though she didn’t know many lawyers growing up in a small town in Michigan, she knew they could make people’s lives better.

She worked in private practice focusing on HOA matters, for CLE International, for CBA-CLE, and now for IAALS, the Institute for the Advancement of the American Legal System, where she is director of Educating Tomorrow’s Lawyers.

IAALS works to make the legal system better and their start-up approach gives them the flexibility to have a big impact on big systems. What Alli enjoys most about her job is connecting with smart, engaged people who share a commitment to making the legal system work better for its users. She is gratified when she learns about the way IAALS’s work is making an impact, including the law schools and legal educators who are using the results of the national Foundations for Practice survey and other IAALS resources to improve learning outcomes and produce better-prepared lawyers. Alli was celebrated for her work by the CWBA Foundation at their Twelfth Annual “Raising the Bar” Dinner. The honor meant a great deal to her because of her respect for the Foundation and its community.

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Embedding Diversity in Leadership

Faegre Baker Daniels is proud to pilot the Mansfield Rule – ensuring women and attorneys of color represent at least 30 percent of candidate pools for leadership and governance roles.

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Law Student Chronicles

On Being Young and Older

By Bridget Mead

A recent report by the Law School Admission Council analyzing ABA law school applicants for the years 2011-2015 found that only 20% of law school applicants were over the age of 30. How many of that 20% are moms with two toddlers running around at home? Surely a much smaller percentage. I can count myself in that small percentage of ambitious (or foolish, some would say) applicants. The split actuality of being both young and older than my peers has been the most unique experience of my life.

I'm only one-and-a-half semesters in to law school; this makes me young. I'm learning the language of law—the demurrers and Erie Doctrine, the Parol Evidence rule and Bluebook citations—just as a baby learns the language of mama and dada, Sesame Street, and twinkle twinkle. My classmates, mostly in their early twenties, mostly right out of undergrad, and mostly very endearing in their perception of stress, are my comrades. Together, we stressed about the concepts of contract law, about the research for our memos, and about final exams. The shared experience of being young law students has bonded us. Some of us are interested in criminal law, some public interest law, other corporate litigation, but we all must persevere through the next three years of law school together. It's the experience of camaraderie with these classmates which makes me feel young, in so much that I feel I know very little. I'm an immature legal scholar. With the same naive eyes and ears as those classmates thirteen years my junior, I listen to my professors explain the significance of summary judgment and the Federal Rules of Civil Procedure. I am equally awed by the depth of their legal knowledge and the incisiveness of their instruction. Here, among this company, I'm no more than a young law student, with little more than an inkling of what my future legal career may hold.

And then I step outside. I hustle to my car so I can pick up my kids from daycare. As quickly as I put on my coat, I'm no longer young. My post-class evening routine differs so greatly from my classmates, that

they often look at me with bewilderment. I match their stories of 1L happy hours with daycare pickups and chicken nugget dinners. You might think that being an older law student, with limited time, kids, a mortgage, and more than eight years between degrees, puts me at a disadvantage. The reality is that I'm 100% efficient with the limited time I have to read and write and study. Procrastination is not an option anymore. The what-ifs are exponential with two children in the mix, and I'm constantly shuffling my study time to suffice. I cannot re-read a case many times over, or re-draft the discussion section of my memo. I can't scour youtube watching videos that help me better understand the Statute of Frauds or check out extra books from the library and practice hypos. I simply do not have the time. I trust my gut that I understand the concepts I'm being taught, that I've spotted the correct issues in a case and that the structure of my legal research is clear and concise.

While my stories of middle-of-the-night wakeups, breakfast cereal spills, and rogue Thomas the Tank Engine books in my backpack are bewildering and humorous to my classmates, what they also cannot fully understand is the satisfying mental relief gained by playing superheroes with toddlers after a long day of learning about consideration, negligence, and compulsory joinders. When your cost of living loans are borrowed to not only cover your own cost of living, but the cost of raising other living beings, there's an added appreciation for every cent you'll repay. I feel fortunate that life paused my law school dreams for ten years. I may be squinting at the blackboard a bit more than I would have ten years ago, but my vision is more sharply in focus than ever before.

The older I get, the younger I feel. Thanks law school.



Bridget Mead is a 1L at the Thomas R. Kline School of Law at Drexel University in Philadelphia, where she is busy juggling the demands of being a mom and working hard during school. She plans to move to Denver after graduation.



2018 National Women’s History Month: The 1891

Objections to women’s admission to the bar in the United States were well known in the late nineteenth century. As Chief Justice Joseph C. Helm of the Colorado Supreme Court noted in *In re Thomas*, 27 P. 707, 707 (Colo. 1891), admitting women to the bar raised “questions of impropriety and inexpediency based upon the laws of nature, the bearing of historical customs and usages, and the impediments growing out of woman’s legal status at the common law.” These were among the challenges faced by Mary Sternberg Thomas, the first woman admitted to the practice of law in Colorado.

Thomas was born on February 25, 1866, in Mason City, Iowa. In 1872, Thomas, her parents, and her three younger brothers moved to Colorado, where her fourth brother was born. Her family benefitted from her father’s prosperous flour mill, and Thomas was able to receive an education. Thomas eventually attended the University of Colorado, but did not graduate, and instead worked as an assistant bookkeeper at her father’s mill in 1887. That year, she married a lawyer who was the clerk of the

First Judicial District. During her marriage, Thomas worked as a judge’s assistant and studied the law. She continued her studies following the births of her two sons in 1888 and 1889. In 1891, at age 25, Thomas petitioned the Colorado Supreme Court, requesting admittance to the bar. On September 14, 1891 — two years before women gained the right to vote in Colorado state elections — the Court granted her petition, answering in the affirmative the question of whether “women [are] entitled to admission to the bar of this state on equal terms with men?” Later that year, Josephine Moody Luthe was also admitted to the Colorado bar. Six years later, the Colorado General Assembly enacted a statute prohibiting any person from being denied a license to practice law because of the person’s race or sex.

Thomas’s efforts helped pave the way for Mary Lathrop, who was admitted to the practice of law in Colorado in 1896. After pursuing a distinguished journalism career in Philadelphia, Lathrop moved to Colorado and attended the relatively new University of Denver School of Law, graduating first in her class. She specialized in probate and real estate law. Lathrop was the first woman admitted to practice in the United States District Court in Colorado, and the first woman to argue a case before the Colorado Supreme Court. She was one of the first women to join the Denver, Colorado, and American Bar Associations. Norma Comstock, who would become the first female president of the Denver Bar Association in 1965, described Lathrop as having “grit, brains, determination, perseverance, self-reliance, rectitude, integrity, wit and charm.” *Comstock, “Mary Lathrop,” 12 The Colorado Lawyer 1070 (July 1983).*

**Proud to Support the
Wonder Women of the CWBA**

We proudly support the Colorado Women’s Bar Association and programs promoting gender equity in the legal profession. Congratulations to the women lawyers who are true superheroes, inspiring clients and changing communities.



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Someone's Gotta Say It:

How Do We Prevent Reporting Sexual Harassment from Harming Our Careers

By Giugi Carminati

#MeToo has brought much needed awareness and, sometimes, retribution. And while various industries all see their moment of reckoning spread through it like a flood of righteous ire, the legal world has remained somewhat impervious to the onslaught. It isn't because all lawyers are perfect; there are bad actors in every profession. Just take a look at the January 2018 Harvard Business Review [article](#) — called "Who's Harassed, and How?" — providing that 46% of female professionals will be sexually harassed by age 31. So why is it that when other industries see a rise in reporting, the legal industry remains unchanged? The American Bar Association (ABA) addressed this issue in its report attached to Resolution 302, adopted in February 2018, which highlighted that if female attorneys report sexual harassment, professional opportunities may disappear. Why is that? Here are some possibilities.

First, the legal world is still very much male dominated, and women remain the group most likely to be victims of sexual harassment, according to [this study](#) by Pew Research. Last summer Above the Law listed the Top 10 AmLaw 200 firms with regards to their female equity partners. Topping the list was Fragomen Del Rey with a whopping 41% women equity partners. Having been an attorney for 10 years, I find that amazing. Runner up was Buckley Sander with 33.3%. If one in three partners is a woman, a firm gets second place! Tenth was Wiley Rein with 24.3%. The bottom ten firms had percentages ranging from 2.6% to 9.2%. This is still, absolutely, a man's profession.

Second, within this male dominated world, assuming that a sexual harassment complaint goes public, women victims of sexual harassment may be labeled as "stuck up," overly sensitive, incapable of "taking a joke," and generally dangerous for the workplace. Jane Rosen in her book *My Life as a Corporate Goddess* shares advice that applies to lawyers as much as it does to corporate America, "We also become unemployable. Just ask any

lawyer who deals with such cases and, if they're honest, they will advise that reporting the offense can destroy your career. You will become the black cloud, the whistle blower..." Is it any wonder that employment becomes hard to come by? So after four years of college, three years of law school, at least one bar exam, and countless hours working in offices through evenings, weekends, holidays, and family events, you get a big, fat "Unwelcome" sign for daring to report that someone harassed you.

Third, even entering into a confidentiality agreement can hurt the victim more than being able to talk about it. A confidentiality agreement means that neither side talks about what happened. Rather, they each agree to use a canned explanation for their decision to "part ways." You know when a couple says their break up was "mutual," but you know one of them got hurt and everyone starts speculating? Well, the legal world is no different. Confidentiality agreements really give power to the former employer because the employee is unable to explain why she left — but it is the employee's burden to provide precisely that explanation to future employers! In other words, confidentiality agreements help the perpetrator, not the victim. And, in professional settings, it is a death knell when a future employer can't check a reference or gets a middle-of-the-road non-explanation for what happened. Whether silent or vocal, victims pay the price for asking to be safe.

Fourth, sexual harassment exists in the legal industry—we all know it. What we don't have is a solid way to record incidents. The ABA has recently encouraged developing procedures and best practices in Resolution 302. Law firms are incredibly hierarchical places where key individuals have inordinate power over people's careers, a problem the ABA recognized when it said, "Harassment victims may be abandoned by fellow associates or partners, their billable time drops off, and they begin to fail at the firms where they had previously succeeded." High profile cases, training, challenging assignments, and reviews are routinely funneled

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



Help Us Help You Help Others

Legal Services Committee Update

It has been an exciting year for the Legal Services Committee (LSC)! Since its inception, LSC members have done a phenomenal job serving those who cannot afford traditional legal services. Last fall, however, LSC decided it was time to take its mission to the next level, so we revamped LSC's focus. Instead of concentrating primarily on encouraging LSC members to participate in pro bono activities, LSC's goal is to provide opportunities that allow EVERY CWBA member a chance to experience the joy of helping our community. Hence, our new motto of "Help Us Help You Help Others!"

We recognize that doing pro bono work is not easy. Although everyone's heart is in the right place, there are legitimate hurdles preventing CWBA members from participating. Our first challenge was to identify these obstacles. Last September, we sent out a member-wide survey (and a great big thanks to all of you that responded!) Our goal was to use those results to create programs and events that allow members to overcome the majority of these problems, such as time limitations, being unfamiliar with certain practice areas, and simply not knowing what pro bono opportunities are out there. We also collected data on what types of service CWBA members prefer to give – their time, their money, or their influence (for example, getting a speaker for an event).

Based on the results, LSC has been working diligently to create opportunities – both old and new – that actually do make pro bono easy! We continue to participate in previous events proven to be member favorites, such as Legal Night (though now we are proud to sponsor two months a year to concentrate our efforts), LawLine 9, and our bi-annual Permanent Protection Order Training CLE.

LSC members have also been working hard developing new programs to address the needs of our members. In March, we launched the Pro Bono Corner which is a designated spot from the CWBA's

website highlighting an exciting new pro bono opportunity each month. This spot will also link CWBA members to the Pro Bono Corner page which lists pro bono opportunities grouped by service type, so members can quickly search for ways to give with either time, money, or influence.

In May, LSC will be launching its Pro Bono Pledge program, asking each and every member of the CWBA to pledge one hour of pro bono service a year in the name of CWBA. If each CWBA member does one itchy-bitsy hour of pro bono work a year, the CWBA would be giving the public over 1,500 hours of pro bono services a year! And there will be an added bonus for those members who get hooked on the smorgasbord of amazing pro bono opportunities the CWBA will be offering. Any member who performs at least 50 hours of pro bono service in a year (from May 1st through the following April 30th) will earn a place of honor at Convention with their name (and firm logo, if applicable) on LSC's Recognition Wall starting in 2019.

If that isn't enough for you, LSC is planning on working with ALIGHT, an organization dedicated to helping victims of human trafficking, to start another CLE training that teaches lawyers the nuts and bolts of records sealing, giving transactional attorneys a chance to learn a pro bono-worthy skill similar to trial attorneys learning how to do permanent protection orders.

Now is your chance to jump on board and be part of the excitement. Join the newly revamped Legal Services Committee – and Help Us Help You Help Others!

Erika Holmes is the founder of ELHolmes Legal Solutions, LLC – a modern law practice focusing on family law and attorney ethics and regulation. Erika's legal career began at the Denver District Court where she served as a law clerk, pro se case manager, and an inventory counsel. Erika is the current chair of the Colorado Bar Association's Modern Law Practice Initiative, as well as a member of the CBA Ethics Committee, the Professionalism Coordination Council, and the Chief Justice's Commission on Professional Development.

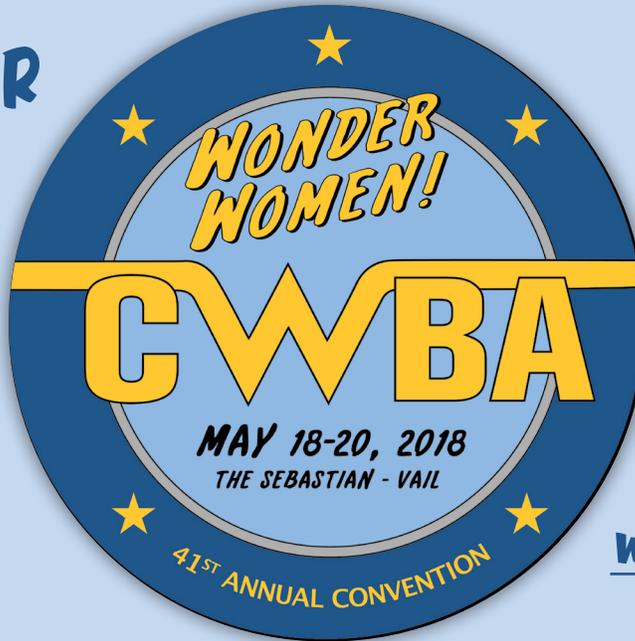


|| Convention Committee Co-Chairs ||
 Emma Garrison || Alli Gerkman



Join the Wonder Women of the CWBA at this year's 41st Annual Convention!

REGISTER
 NOW!



[www.cwba.org/
 convention](http://www.cwba.org/convention)

The CWBA is excited to invite you to our **41st Annual Convention at the Sebastian in Vail, Colorado from May 18-20, 2018**. This year we are recognizing all the big and small ways women lawyers are superheroes.

The weekend is an exciting opportunity to connect (or reconnect) with your fellow CWBA members and take part in a variety of interesting and educational workshops. The weekend is brimming with phenomenal speakers and a variety of activities providing opportunities to earn CLE credits and further get to know your fellow CWBA members. The gorgeous Sebastian at Vail provides the perfect venue, with spring time in the Rocky Mountains as the perfect backdrop. The workshops and speaker sessions offered this year cover a variety of subject areas focused on topics important to our CWBA members both as attorneys, and as women.



The weekend's itinerary is packed with exciting opportunities. A few highlights for 2018 include:



Keynote Breakfast with **Paulette Brown**, past ABA President and First African American Female ABA President: "Breakfast of Champions: Mindset Power"



Keynote Lunch: an interview with **Maria Arias**, former Vice President of Diversity and Inclusion at Comcast, and former journalist Laressa Watlington



The distinguished **plenary address** by **Dr. Nita Mosby Tyler** on "Using Your Power: Incorporating Diversity, Equity, and Inclusion into Everyday Life"

Plus...

- An evening honoring this year's recipient of the **Mary Lathrop Award: Beth McCann**;
- Interactive programming through the National Institute for Trial Advocacy;
- Get moving and learn a few great **self-defense moves** Saturday morning with Krav Maga;
- A **fireside chat** with the Honorable Judge Melanie Corrin;
- **Childcare** provided through Nanno, known as the "Uber for Childcare," available Friday afternoon and all day Saturday;
- Plenty of time for **socializing** with your fellow wonder women of the CWBA!
- The **Annual "Passing the Gavel" Dinner**, this year including entertainment and karaoke by Jammin' DJs! Be sure to share your photos from the 303 Photobooth through your social media platforms using #CWBAWonderWomen2018!

See <https://www.cwba.org/event-2572404> for the weekend's full itinerary and registration details.

We hope to see you there!



BRADFORD's trial and corporate counsel are proud members of the Colorado Women's Bar Association.

Rebecca M. Isaacson, Andrea M. LaFrance, Susan E. McNulty

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Continued from page 3 - Marianna

from the University of Denver's Human Trafficking Center on the landscape of agencies in the region working to combat human trafficking. The project and team grew and dove deeper into consulting with technologists and other human trafficking experts to devise a solution utilizing the power of technology to harness and direct the private bar to contribute to this high-need area. In the process of implementing this solution locally and scaling for growth, the organization evolved and continues to improve how survivors and their families are supported. The mission guiding her work has been to make a real difference and offer a way to exit the cycle of violence and vulnerability to human trafficking survivors.

Heroines always begin with a great source of inspiration and Marianna is no different. Her first professional mentor was Lori Cohen, who is now Director of the Anti-Trafficking Initiative at Sanctuary for Families. Having a strong example of a female lawyer doing meaningful work effectively modeled out values and expectations for a fulfilling legal career. Lori demonstrated what true mentorship is by providing both trust and guidance that enabled Marianna to jump into complex and sensitive cases involving Russian and Ukrainian clients. Prior to her introduction to Lori Cohen, Marianna's exposure to human trafficking, trauma, and organized crime had been purely academic. Then suddenly she was sitting across the table from women and men who were trafficked into construction, domestic work, or personal sexual servitude, struggling to piece their lives back together. The experience moved Marianna and exposed her to the stories and perspectives of individuals who faced a very different day-to-day reality than anything she could have imagined in her own life. She recognizes the value her mentors and advisors had along her path, showing great generosity by investing their time and attention to her.

For Marianna, a great mentor has the capacity for both wisdom and caring. Although far from representing all of her great professional influences, she noted her exponential growth was done with the support of Andrew Fowler on law and business, Simon Cohen on technology strategy and Bob Connelly for his perspective on anything and everything to do with organizational governance and growth. Marianna notes that she is "very lucky to have met and be able to continue to learn from these remarkable individuals."

And the world, survivors of human trafficking, the legal community and our organization is very

grateful to have you, Marianna. Your care and wisdom and heroic actions will surely inspire others who come after you, leaving behind more superheroes to take up the charge.

*Marianna Kosharovsky is the Founder and Executive Director of ALIGHT (Alliance to Lead Impact in Global Human Trafficking). ALIGHT's work centers on unlocking a fresh start for survivors of human trafficking by rapidly matching survivor needs with untapped legal expertise through innovative technology. With a background in human trafficking, law and international collaboration, she has worked for the domestic violence agency Sanctuary for Families, the public interest law organization PILnet and the international law firm Milbank Tweed. She is a contributing author to the American Bar Association book *Lawyers as Changemakers* (2016). Ms. Kosharovsky holds a JD from NYU Law.*

Jessie Pellant is the managing partner and founder of StudioIP, a boutique intellectual property firm. Prior to starting her own practice, Jessie clerked for the Honorable Judge Hansen in the Fourth Judicial District of Idaho and practiced intellectual property at Lathrop & Gage LLP, Dorsey & Whitney LLP, and Brownstein Hyatt Farber Schreck.



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Continued from page 3 - Fran

a mentoring program. She also stays competitive by attending relevant conferences and meeting with family law professionals to stay informed about the latest family law issues and trends. The journey has not been without obstacles, though, and she is not entirely immune to the daily challenges associated with an independent practice such as hiring, training, and managing associates and staff only to see them move on or handle things differently than she would. These kinds of challenges can be particularly difficult for someone like Ms. Fontana because she takes a personalized hands-on approach to practicing law and is “100% invested in the future of [her] clients”.

For Ms. Fontana’s clients, she is a lot like Wonder Woman who is famously known for her superhuman strength, speed, durability, and longevity. She also wields a lasso of truth, indestructible bracelets, a projectile tiara, sword, and shield. Additional qualities that have helped Ms. Fontana to succeed are a sense of humor and boundaries. Boundaries are especially important, not only for time management purposes but because “how we behave in a case can model to our clients how to deal with conflict in a productive way.” In family law, this means using productive communication and problem-solving skills to help families and their children get through the family law court system and move on with their lives.

At the end of the day, Ms. Fontana looks forward and continues to fight the good fight for restored morality and justice within the family law system and legal community at large. She calls on attorneys, men and women alike, to uphold their ethical duties and high standards of conduct. For women, she encourages them to keep supporting each other and use their own unique superpowers to control their destinies. She tells women to “never underestimate your capabilities” and “don’t see yourself through someone else’s eyes; just do it.” And, “if something doesn’t feel right, look for something else.” Finally, she reminds women to take care of themselves along the way.

Julie Levy graduated from DePaul University College of Law and is licensed to practice law in Colorado and Illinois. She is currently working as a contract attorney in Colorado where she now resides. Prior to moving to Colorado, Ms. Levy concentrated in civil litigation with some emphasis on intellectual property and related business transactions.

Continued from page 4 - Justice Hart

Law in 2010. Her work was devoted to employment discrimination, access to justice, and constitutional law. “I love watching students go from finding things incomprehensible to seeing the pieces come into place.”

On December 14, 2017, Governor John Hickenlooper appointed Melissa Hart to the vacant Colorado Supreme Court Justice seat previously held by Justice Allison Eid. It was something Justice Hart had aspired to for some time. “I feel incredibly lucky that I got this job and I feel incredibly lucky that it took me four tries because I feel like I learned so much along the way. There is more growth in failing than in succeeding. Not making it gave me an opportunity to grow and reflect on what I wanted to be doing with my life.”

Justice Hart is impressed with Colorado’s merit selection system and would like to pass along the valuable lessons she learned through the process. “Anyone interested in getting on the bench needs to get out and have a lot of conversations. You need to feel comfortable reaching out to people, even if you don’t know them, and saying this is what I am thinking about. What can I do to position myself best for it? People who have made it to where you want to be will have advice on how to get there.”

Justice Hart was appointed by Governor John Hickenlooper to serve on the Colorado Supreme Court on December 14, 2017. Prior to joining the Court, Justice Hart was a professor at the University of Colorado Law School, where she directed the Byron R. White Center for the Study of American Constitutional Law. Throughout her years as a professor, Justice Hart maintained an active pro bono practice, writing amicus briefs in appellate courts and representing clients through Metro Volunteer Lawyers. Her teaching and scholarship focused on access to justice, constitutional law, judicial decision making, legal ethics, employment discrimination, and civil procedure.



Veronique Van Gheem is Senior Assistant Legal Counsel for the Colorado Judicial Department. Ms. Van Gheem works in the Executive Division of the State Court Administrator’s Office providing general advisory counsel for the Colorado courts, probation departments and the State Court Administrator.

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For those who would like to follow a nontraditional path, Alli says that having initiative, resilience, and a willingness to take risks are key. When she transitioned out of private practice, she knew she was taking a risk and didn't know exactly where it would lead. However, she did know that working in continuing education and professional development, she would meet a lot of interesting people who would enrich her career. She encourages those who want to follow this path to get involved in groups, write blogs, and get out there. Moreover, she advises stepping up and taking on tasks



Alli at the Annual Educating Tomorrow's Lawyers Conference.

that might be outside your current position, because when opportunities arise, you will be first in line.

Many who have had the chance to meet Alli will also know that she was diagnosed with a rare cancer in 2015. She says it has taught

her that you don't actually get to control every outcome in your life, but you do get to control how you handle yourself—and that can be more powerful than you know. She has found support, professional and personal, from many corners of her life, including the CWBA.

In her free time, Alli enjoys hiking, biking, and being outdoors. She also enjoys writing and jokes about writing a book with her best friend from college, who was diagnosed with colon cancer last December. Last fall, she took a two-week trip to Zimbabwe and South Africa, where she saw the "big five": a lion, a leopard, an elephant, a Cape buffalo, and a rhinoceros. She spends time with her family, including her parents, two brothers, sister-in-law, and nieces, ages 4 and 6. Always one to help foster the next generation of "Wonder Women," one of her proudest moments was when a teacher said of her niece, "Jaynee is a leader."

Alli encourages members to make the most out of their CWBA membership by making time to meet members and the board. "It is a group that will support you professionally and personally in more ways than you can imagine."

Alli Gerkman is Director of Educating Tomorrow's Lawyers, a national initiative to align legal education with the needs of an evolving profession. Ms. Gerkman leads all major projects of Educating Tomorrow's Lawyers, including Foundations for Practice, which is identifying the foundations entry-level lawyers need to practice and steering legal education toward that end. Educating Tomorrow's Lawyers encourages collaboration among educators and the legal profession and supports the work of forward-thinking legal educators and law schools. Prior to joining IAALS, she worked in continuing legal education and private practice. She is a commissioner of the Colorado Chief Justice's Commission on Professional Development and the chair of that commission's New Lawyer Working Group.

Kate Noble is a CWBA Publications Committee member and a legal editor with Colorado Bar Association CLE, the nonprofit educational arm of the Colorado and Denver Bar Associations.

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These bold women provide inspiration to tenaciously pursue justice in the face of adversity. Such examples can, and should, encourage us to continue the work they left behind — to leave our institutions, communities, and profession better than we found them. In honor of the female pioneers of the legal profession who were first admitted to the bar in Colorado, the CWBA will launch a blog titled, “The 1891” in 2018.

Samantha T.F. Lillehoff is a CWBA Publications Committee member and a law clerk for Judge Terry Fox on the Colorado Court of Appeals.

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through a powerful few. If the situation is one where those powerful few band together, it is even harder to come forward. We have to recognize the ways in which our industry facilitates these types of behaviors—read through the [ABA's new resolution and report](#) as a starting point.

There are ways we can improve, which is the heart of the ABA's new resolution. For starters, no more “hush hush.” The ABA recommends instituting policies that include different avenues for reporting, internal or external, as an identified or anonymous reporter. Personally we should recognize that if someone sexually harasses someone else, it is the entire firm's responsibility—men and women—to stand by the victim and reprimand the offender. Female attorneys' careers matter; we matter. So let's recognize that this problem exists in our industry, too, and that we should work towards offices where sexual harassment can be reported and not jeopardize careers.



Giugi Carminati is a women's advocate and litigator in Denver, CO. She speaks and blogs about gender equality and social justice. Her law practice focuses on representing women, ranging from C-Suite executives to professionals to low income workers, as well as domestic violence and sexual assault victims.

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#MeToo: Is Time Up in the Legal Profession?

Wednesday, June 13, 6-8 p.m.
Home of Lauren Schmidt and Eric Olson

For details and registration go to www.cwbafoundation.org/event2875137

The **Honorable Melissa Hart**, Colorado Supreme Court Justice, will moderate a panel of distinguished speakers including:

- The **Honorable Beth A. Faragher** - Denver County Court Judge and plaintiff in the landmark 1998 United States Supreme Court case Faragher v. City of Boca Raton
- **Dianna Goldberg May**, Co-Founder, Press Forward
- **Michelle Nettles**, Chief People and Diversity Officer, Molson Coors Brewing Company

Confetti!

Bench Strength

- **Chief Justice Nancy Rice** of the Colorado Supreme Court announced her retirement effective June 30, 2018.
- **Cynthia Jones** was appointed to the Clear Creek County Court.
- **Rachel Olguin-Fresquez** was appointed to the Eagle County Court.

On the Move

- **Colleen Koch** has joined Title IX practice group at Hutchinson Black and Cook LLC.
- **Mamie Ling** and **Laura Ilardi Pearson** have joined Hall & Evans as associates.
- **Allison Conti** has joined McGeady Becher.
- **Ashley Arroyo** has joined Stinson Leonard Street.
- **Rachel Kranz** has become a shareholder with Montgomery Little & Soran.
- **Amanda Huston** has joined Coan, Payton & Payne, LLC.
- **Abigail Hinchcliff** was elected partner at Bartlit Beck Herman Palenchar & Scott LLP.
- **Marianne Timm-Schreiber** became partner at Merchant & Gould.
- **Camila Palmer** is now partner at Elkind Alterman Harston PC.
- **Margaux Trammell** will lead the Professional Development Committee at Brownstein Hyatt Farber Schreck.
- **Martha Fitzgerald** will serve as pro bono partner at Brownstein Hyatt Farber Schreck.
- **Christine Jochim** was promoted to Of Counsel at Brownstein Hyatt Farber Schreck.

- **Martine Wells** and **Caitlin Quander** were promoted to shareholder at Brownstein Hyatt Farber Schreck.
- **Kasey Johnson** of Rollin Braswell Fisher LLC was named RBF Law's newest Of Counsel team member.

You Were Recognized

- **Christine M. Hernandez** of Hernandez & Associates, P.C. was selected to receive the Hispanic National Bar Association's prestigious "Top Lawyers Under 40" Award.
- **CWBA Board Member Sarah Parady** of Lowrey Parady has been named the CTLA's New Trial Lawyer of the Year and is a candidate for their Case of the Year award.
- **Kasey Johnson** of Rollin Braswell Fisher LLC was recognized as a 2018 Rising Star by Colorado Super Lawyers.
- **Meghan Saleeby** has been awarded the Excellence in Prosecution Award by the Rocky Mountain Victim Law Center.
- **Arnulfo D. Hernandez**, Managing Partner of Hernandez & Associates, P.C., was named to Law Week Colorado's 2018 Top Litigators.
- **Carolyn Fairless** of Wheeler Trigg O'Donnell was named to Law Week Colorado's 2018 Top Litigators.
- **Surbhi Garg** received the Governor Ralph Carr Award, which is given to young attorneys who have exhibited a commitment to public service.

Leading The Way

- **Emily Wasserman** co-authored "Where to Sue and Defend: An Update on Personal Jurisdiction" for the February *Colorado Lawyer*.
- **Paige Armstrong** wrote "Colorado's End-of-Life Options Act: How the Law Works and Potential Issues" for the February *Colorado Lawyer*.
- **Christina Gomez** authored "Vexed and Perplexed: Reviewing Mixed Questions of Law and Fact on Appeal" for the March *Colorado Lawyer*.
- **Hannah Seigel Proff** co-authored "Evolving the Standard of Decency: How the Eighth Amendment Reduces the Prosecution of Children as Adults" for the March *Colorado Lawyer*.
- **Gina Tincher** wrote "2018 Associates Campaign: Protecting Colorado's Most Vulnerable" for the March *Colorado Lawyer*.

Congratulations!

- **CWBA Board Member Jenna Klos** and her husband welcomed their daughter, Kayla Marie Klos, on March 14.
- **CWBA Board Member Emma Garrison** and her husband Jakob welcomed their daughter, Zosia Lilian Wegrzyn on April 18.
- **CWBA Board Member Gretchen Moore** and her husband Jeff welcomed their daughter, Olivia Deane on March 6.
- **CWBA Board Member Sarah Parady** and her husband Chris Montville welcomed their daughter, Imogen Eliza Montville on March 6.

Submit your
Confetti news to
publications@cwba.org

UPCOMING EVENTS

May

- 18-20 | 41st Annual CWBA Convention "Wonder Women!" | The Sebastian-Vail
- 18 | Mary Lathrop Award Reception | The Sebastian-Vail
- 19 | CWBA Annual Meeting & Board Election | The Sebastian-Vail

June

- 13 | #MeToo: Is Time Up in the Legal Profession? CWBA Foundation Scholarship Fundraiser | Home of Lauren Schmidt and Eric Olson

July

- TBD | Summer Social

September

- 11 | CWBA Foundation "Raising The Bar" Dinner | Hyatt Regency Denver at the Colorado Convention Center

MORE COMING SOON!



REGISTER NOW! www.cwba.org/convention



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Contact CWBA Executive Director Kim Sporrer at execdir@cwba.org or 303-831-1040.

The Advocate is published seasonally by the Colorado Women's Bar Association. The deadline for articles is the first day of the month prior to the publication month. *The Advocate* team reserves the right to edit any material submitted for publication.

Submit articles or comments to the CWBA, Attention: Advocate Editors, P.O. Box 1918, Denver, CO 80201 or to publications@cwba.org.

Send email and address changes to Executive Director, CWBA, P.O. Box 1918, Denver, CO 80201. Phone: (303) 831-1040; e-mail: execdir@cwba.org.

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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.