

WOMEN LAWYERS ASSOCIATION OF MICHIGAN

STRIVING TO SECURE THE FULL AND EQUAL
PARTICIPATION OF WOMEN IN THE LEGAL
PROFESSION IN FURTHERANCE OF A JUST SOCIETY.



2019 ANNUAL REPORT

WLAM BOARD OF DIRECTORS

Officers

Donna MacKenzie - President
Alena Clark - President Elect

Roquia Draper - Vice President
Ryan Kelly - Treasurer

Erin Klug - Secretary
Julie Gafkay - Past President

Directors at Large

Kristina Bilowus
Kelly Brushaber
Erin Flynn
Tanya Grillo

Lindsay Kelley-Bliven
Hon. Kirsten Frank Kelly
Hon. Denise Langford Morris
Amanda Narvaes
Kirsten Silwanowicz

Shawndrica Simmons
Nicole Smithson
Angela Walker
Nicolette Zachary

Regional Representatives

Laura Kubit, Great Lakes Bay Region
Kristina Joseph, Macomb Region
Elisha Oakes, Macomb Region

Susie Chalgian, Mid-Michigan Region
Stephanie Brochert, Oakland Region
Kym London, Washtenaw Region

Amanda Marler, Wayne Region
Amanda Narvaes, Western Region

GLASS CEILINGS
Were Meant To Be Broken
101ST ANNUAL MEETING



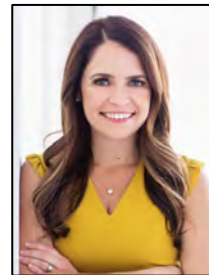
Women Lawyers Association of Michigan

President's Report

Submitted by Donna M. MacKenzie, WLAM President 2018-2019

WLAM ANNUAL REPORT 2018-2019

This was an exciting fiscal year for the Women Lawyers Association of Michigan ("WLAM"). We kicked off our 100th anniversary in April 2018, with a red carpet, black-tie optional Centennial Gala held at the Colony Club in Detroit, Michigan. WLAM was started in Detroit on March 19, 1919, by five self-proclaimed "ardent portias of Detroit." The theme was *Looking Back. Moving Forward*, and we honored over 350 women who have served as a president of WLAM or one of our many regions. In anticipation of the event, we created a documentary on the history of our organization, highlighting the amazing women, past and present, who have made WLAM the organization that it is today. We also compiled historical records of the organization's accomplishments throughout the years and put them on display at the event, and held a past president's reception prior to the Gala. The event brought in significantly more sponsorship dollars than any other event in the history of WLAM.



Donna M. MacKenzie

In advance of the Centennial Gala, the State Bar of Michigan Journal recognized WLAM's milestone by dedicating an entire issue to Women in the Law, with articles contributed by WLAM members. Across the state, local bar associations also featured articles in recognition of WLAM's celebration of 100 years.

Also at the Centennial Gala, WLAM presented the first ever Geraldine Bledsoe Ford Award, in honor of the first black woman in the United States to be elected to a judgeship as a non-incumbent. The award is intended to recognize individuals and organizations, including those outside the legal profession, who support the advancement of women and minorities and have shown a commitment to promoting diversity and inclusion for all people.

WLAM successfully completed the goals of the 5-year strategic plan that we established in 2014, which focused on operations, programming, development, marketing & communication, and membership. We also started the year off with an expanded number of director positions on the Board to create more leadership opportunities for members to support the leadership pipeline for WLAM. In order to continue to preserve, archive and present the history of WLAM, we created a Historical Preservation Committee.

Throughout the year, WLAM's website continued to be updated, most notably with individual regional pages, which allow the regions to more effectively communicate events and information to their members. We also set up a blog on the website to highlight important announcements and regional reports. In addition, the Foundation website has now been incorporated into our main website and is no longer a separate site. We also created listserves for the board and regions to use to more effectively communicate.



Women Lawyers Association of Michigan

President's Report

Submitted by Donna M. MacKenzie, WLAM President 2018-2019

In May 2018, WLAM hosted an event in Northern Michigan. Efforts have been made throughout the year by the Regional Development Committee to update WLAM's policies and procedures on launching a new region, and a new northern region is expected to launch in the near future.

Also in May, a number of leaders of the WLAM state and regional boards attended the SBM Leadership Forum on Mackinac Island. The Leadership Forum offers an innovative opportunity to learn, collaborate and network with fellow legal professionals.

In June, WLAM participated in the Bench Bar Culinary Challenge, which raised money for a number of charities, including the Women Lawyers Association of Michigan Foundation's scholarship fund.

In August, WLAM agreed to sponsor *Warrior Lawyers*, a one-hour PBS documentary on Native American role models. *Warrior Lawyers* will examine contemporary Native American issues related to Youth Leadership Development, Sovereignty, Native American Law, ICWA Social Justice, Economic Development and Cultural Revitalization.

Also over the summer, WLAM revitalized the Candidate Rating and Endorsement Committee, and WLAM rated and endorsed a number of 2018 candidates for judicial office. Six of the WLAM endorsed candidates won their election as women made history across Michigan. In fact, a woman won every statewide race, including Governor Gretchen Whitmer, U.S. Senator Debbie Stabenow, Attorney General Dana Nessel, Secretary of State Joselyn Benson, and Supreme Court Justices Elizabeth Clement and Megan Cavanagh. CREC continues to rate and endorse candidates for appointment by Governor Gretchen Whitmer.

In September, WLAM member Jennifer Grieco was sworn in as the 7th woman president of the State Bar of Michigan. At the State Bar of Michigan Annual Meeting, WLAM was presented with the Kimberly Cahill Bar Leadership Award from the State Bar of Michigan. Also at the SBM Annual Meeting, WLAM held our Third Annual Meet the Judge's Reception, which was very well attended. At the reception, we thanked our members who serve on the regional boards and presented the regional presidents with a gift from the organization.

In November, WLAM partnered with MASCO Corporation for an event intended to celebrate WLAM's centennial anniversary with a moderated panel discussion tackling current barriers faced by female attorneys and how male and female attorneys can partner to create inclusive work environments. The evening concluded with a networking reception, and all attendees received a copy of the WLAM documentary.

In January, WLAM co-sponsored the sold-out, private screening of the RBG biopic, *On the Basis of Sex*. The extremely successful event was co-sponsored by WLAM Wayne, WLAM Oakland,



Women Lawyers Association of Michigan

President's Report

Submitted by Donna M. MacKenzie, WLAM President 2018-2019

International Women's Insolvency & Restructuring Confederation, and Turnaround Management Association Network of Women.

Also in January, with the help of the WLAM Gender & Equity Committee, SCAO released a new policy to meet the needs of nursing mothers and individuals with disabilities.

As a sponsor and participant of the Equal Pay Day Coalition, on April 2, WLAM celebrated Equal Pay Day by encouraging all members to participate by wearing red in support of women "in the red." (NOTE: because the legislature was not in session on April 2, Equal Pay Lobby Day is May 22, 2019)

Also in April, a number of leaders of WLAM were invited to the Governor's residence for Coffee and Conversation to celebrate Women's History Month.

Recently, WLAM was notified that it was selected as the recipient of an "Honorable Mention" from the NCWBA for an Outstanding Member Program Award. The program being recognized is the Centennial Gala, and the award will be presented at the NCWBA's national Women's Bar Leadership Summit, which will be held on Friday, August 9, 2019 in San Francisco, California.

Also throughout the year, the WLAM board worked hard to review and revise the WLAM policies and procedures, which are now posted on the website for easy access.

It is through the efforts of many that WLAM is a successful and vibrant organization. I want to thank all the State and Regional Board leadership, members, our management company (GCSI, Inc.), especially Hillary Walilko, and supporters of WLAM for your tireless efforts in promoting our mission.

Donna M. MacKenzie
President, Women Lawyers Association of Michigan



Women Lawyers Association of Michigan

Treasurer's Report

Submitted by Ryan Kelly, Treasurer

2019 Statement of Operations

- 1. Revenue from Member Dues:** WLAM revenue from member dues has increased to \$45,669.50. This follows an upward four-year trend (\$44,055.00 in 2017, \$42,255.00 in 2016, and \$41,485.00 in 2015). This is a positive sign for the growth and future of WLAM.
- 2. Revenue from Annual Meeting:** In 2018 WLAM celebrated its centennial birthday with the WLAM Gala at the Colony Club. The income/expense for this event was exponentially greater than the customary budget for the annual meeting. Even with this extraordinary budget the annual meeting had a net profit of \$7,569.
- 3. Dues Paid to Regions:** The 2018 estimated dues to regions was \$11,000.00. The actual dues paid to the regions totaled \$11,880.12 in 2018.
- 4. Other Extraordinary Expenses in 2018:** In our continued efforts to update our website \$4,066.88 was expended in 2018 which was \$2,267.00 over our anticipated budget. Bank and credit card fees were also higher (\$3,007.26 versus \$1,045.27 in 2017) due to increased online registrations for the centennial gala and memberships. We also reimbursed two board members to attend the SBM leadership conference (\$2,756.20) which was an unbudgeted expense, but which will be budgeted for in future years. Even with the gala and several exceptional expenses we ended the year with only \$1,503.97 in deficit.
- 5. Special Sponsorships:** Again this year, we were able to offer several regions special project funding. This is now a budgeted line-item at \$1,500 per year.



Ryan Kelly

Shortly after our centennial celebration, we were approached by a group putting together a documentary titled "Warrior Lawyers" on Native American role models. We were thrilled to have the opportunity to sponsor this important project.

Following is the 2018 profit and loss detail.



Women Lawyers Association of Michigan
Treasurer's Report
Submitted by Ryan Kelly, Treasurer

Statement of Operations, FY 2018

	<u>Jan - Dec 18</u>
Income	
640 Dues	
640.10 Sustaining Member	
640.10.01 Sustaining - State	9,525.00
640.10.02 Sustaining - Region	3,275.00
640.10 Sustaining Member - Other	<u>0.00</u>
Total 640.10 Sustaining Member	12,800.00
640.20 Attorney 5+ Years	
640.20.01 Attorney 5+ - State	16,126.50
640.20.02 Attorney 5+ - Region	5,814.00
640.20 Attorney 5+ Years - Other	<u>0.00</u>
Total 640.20 Attorney 5+ Years	21,940.50
640.30 Attorney 1-5 Years	
640.30.01 Attorney 1-5 - State	3,993.00
640.30.02 Attorney 1-5 - Region	1,556.25
640.30 Attorney 1-5 Years - Other	<u>0.00</u>
Total 640.30 Attorney 1-5 Years	5,549.25
640.35 Attorney Govt/Non-Profit	
640.35.01 Atty Govt/NP-State	2,376.88
640.35.02 Atty Govt/NP-Region	849.62
640.35 Attorney Govt/Non-Profit - Other	<u>0.00</u>
Total 640.35 Attorney Govt/Non-Profit	3,226.50
640.40 Law Student	
640.40.01 Law Student - State	1,112.50
640.40.02 Law Student - Region	387.50
640.40 Law Student - Other	<u>0.00</u>
Total 640.40 Law Student	1,500.00
640.50 Attorney Admittee	
640.50.01 Atty Admittee-State	18.75
640.50.02 Atty Admittee-Region	6.25
640.50 Attorney Admittee - Other	<u>0.00</u>
Total 640.50 Attorney Admittee	25.00
640.60 Attorney Retiree	
640.60.01 Atty Retiree-State	244.25
640.60.02 Atty Retiree-Region	81.50
640.60 Attorney Retiree - Other	<u>0.00</u>
Total 640.60 Attorney Retiree	325.75



Women Lawyers Association of Michigan

Treasurer's Report

Submitted by Ryan Kelly, Treasurer

640.70 New (Incentive)	
640.70.01 New (incentive)-State	0.00
640.70.02 - New (Extra Region)	0.00
640.70 New (Incentive) - Other	0.00
Total 640.70 New (Incentive)	0.00
640.80 Associate	
640.80.01 Associate-State	0.00
640.80.02 Associate-Region	0.00
640.80 Associate - Other	0.00
Total 640.80 Associate	0.00
640.85 Unlicensed JD	
640.85.01 Unlicensed JD-State	168.75
640.85.02 Unlicensed JD-Region	56.25
640.85 Unlicensed JD - Other	0.00
Total 640.85 Unlicensed JD	225.00
640.90 Paralegal	
640.90.01 Paralegal-State	30.00
640.90.02 Paralegal-Region	10.00
640.90 Paralegal - Other	0.00
Total 640.90 Paralegal	40.00
640.99 Attorneys In Transition	
640.99.01 Transition - State	0.00
640.99.02 Transition - Region	0.00
640.99 Attorneys In Transition - Other	37.50
Total 640.99 Attorneys In Transition	37.50
640 Dues - Other	0.00
Total 640 Dues	45,669.50
650 Advertising	0.00
660 Interest Income	0.00
680 Other Events/Activities	
680.10 Strategic Partnerships	2,000.00
680.20 Miss Rep. Film A2	0.00
680.40 WLAM Apparel/Merchandise	2,560.00
680.50 State Event TBD	0.00
680 Other Events/Activities - Other	0.00
Total 680 Other Events/Activities	4,560.00
690 Annual Meeting Revenue	
690.10 Registration - Members	36,125.00
690.20 Registration - Non-Mbrs	0.00
690.30 Sponsorships	78,000.00
690.40 Registration - Students	0.00



Women Lawyers Association of Michigan

Treasurer's Report

Submitted by Ryan Kelly, Treasurer

690.50 Luncheon	0.00
690.60 Reception	50.00
690 Annual Meeting Revenue - Other	<u>0.00</u>
Total 690 Annual Meeting Revenue	114,175.00
Total Income	164,404.50
Cost of Goods Sold	
Cost of Goods Sold	<u>0.00</u>
Total COGS	0.00
Gross Profit	164,404.50
Expense	
710 Board of Directors	
710.10 Board Meetings	629.15
710.20 Conference Calling	403.40
710.30 President/Officers	2,756.20
710.40 Directors/Officers Ins.	994.00
710 Board of Directors - Other	<u>381.50</u>
Total 710 Board of Directors	5,164.25
720 Committee Expenses	
720.10 CREC	112.50
720.20 Membership Committee	
720.20.3 Membership Mailings	242.88
720.20.5 Postage	239.46
720.20 Membership Committee - Other	<u>0.00</u>
Total 720.20 Membership Committee	482.34
720 Committee Expenses - Other	0.00
Total 720 Committee Expenses	594.84
730 Licenses and Fees	20.00
740 Regions	
740.10 Region Dues	11,880.12
740.20 Special Project Funding	1,290.78
740.30 New Region Development	0.00
740 Regions - Other	<u>0.00</u>
Total 740 Regions	13,170.90
750 Communications/Marketing	
750.10 Newsletter	0.00
750.30 Services (Const.Contact)	0.00
750.40 Print/Promotion Material	300.00
750.50 WLAM Logo Merchandise	1,485.50
750 Communications/Marketing - Other	<u>0.00</u>
Total 750 Communications/Marketing	1,785.50
760 President Expenses	0.00



Women Lawyers Association of Michigan Treasurer's Report Submitted by Ryan Kelly, Treasurer

770 Member Benefits	0.00
780 Other Events/Activities	
780.20 MissRepresentation A2	0.00
780.50 State Event TBD	2,742.43
780 Other Events/Activities - Other	0.00
Total 780 Other Events/Activities	2,742.43
790 Annual Meeting	
790.01 Speakers	8,709.93
790.10 Facility	
790.11 Audio/Visual	30,829.00
790.12 Food & Beverage	39,610.62
790.13 Room Rental	2,400.00
790.14 Reception	0.00
790.10 Facility - Other	14,120.00
Total 790.10 Facility	86,959.62
790.20 Awards	
790.20.1 President	202.28
790.20.2 JLK	559.68
790.20.3 Judge	188.68
790.20.4 Region Member	192.75
790.20.5 Bledsoe Ford	477.00
790.20 Awards - Other	0.00
Total 790.20 Awards	1,620.39
790.30 Leadership Training	0.00
790.40 Conference Calls	0.00
790.50 Meeting Materials/Signs	
790.50.01 Signs	951.38
790.50.02 Program	2,438.47
790.50.03 Materials	502.71
790.50 Meeting Materials/Signs - Other	0.00
Total 790.50 Meeting Materials/Signs	3,892.56
790.60 Mail Services, Postage	22.77
790.80 Give-Aways/Gifts	5,054.53
790.90 Promotion/Marketing	315.09
790 Annual Meeting - Other	0.00
Total 790 Annual Meeting	106,574.89
800 Professional Fees	
800.10 Accounting Services	600.00
800.20 Administrative Services	25,200.00
800.30 Admin/Staff Travel	508.11
800.40 Eval/Search Admin	0.00



Women Lawyers Association of Michigan

Treasurer's Report

Submitted by Ryan Kelly, Treasurer

800.50 Other Administrative Exp	0.00
800 Professional Fees - Other	<u>0.00</u>
Total 800 Professional Fees	26,308.11
810 Dues & Subscriptions	
810.10 NCWBA	300.00
810.20 NAWL	0.00
810 Dues & Subscriptions - Other	<u>0.00</u>
Total 810 Dues & Subscriptions	300.00
820 Bank Fees	3,007.26
830 Web Resources	
830.10 Website Hosting/Domain	299.88
830.20 Website Development	3,688.00
830.30 Salesforce	0.00
830.40 Technical Support Svcs	0.00
830 Web Resources - Other	<u>79.00</u>
Total 830 Web Resources	4,066.88
840 Office Supplies	
840.10 Copies	521.45
840.20 Stationery/Envelopes	19.34
840.30 Labels	3.00
840 Office Supplies - Other	<u>0.00</u>
Total 840 Office Supplies	543.79
850 Postage	195.62
860 Telephone	384.00
870 Printing	0.00
890 Charitable Contributions	1,050.00
900 Prior Year Expenses (2011)	<u>0.00</u>
Total Expense	<u>165,908.47</u>
Net Income	<u><u>-1,503.97</u></u>



Women Lawyers Association of Michigan Membership Committee 2018-2019 Report

Chair: Roquia K. Draper, Vice-President

Members: Hon. Janet Boes, Hon. Kirsten Frank Kelly, Kelly Brushaber, Kirsten Silwanowicz, Susan Longsworth, Aylysh Gallagher, Maricela Rodriguez, Erin Flynn, Kaitlin Brown, Molly Conway, Kristina Joseph, Jackie Culler, Ashley McAlpine



Roquia Draper

Membership Committee: This committee works together to encourage new membership and helps WLAM retain current members. The Committee maintains the Member Services Program (MSP). The MSP maintains and evaluates existing membership services, and creates programs to promote membership retention and growth. Further, the MSP evaluates future potential member services and submits recommendations to the Board for implementation.

Membership Committee Goals and Accomplishments:

The Membership Committee's focus this year was on improving our membership retention at the state and regional levels. This required implementing a survey to allow members whose membership has lapsed to provide feedback to the organization on why they chose not to renew their membership. WLAM is hoping to utilize the feedback from the survey to cater the programming and benefits its members find valuable, while continuing to provide the exceptional programming and networking opportunities for the membership. The Membership Committee has also continued to coordinate efforts with the regional boards regarding membership outreach, to better serve our members at the regional level with the state backing. I am really amazed by and appreciative of all of the efforts that the regions have done to work with the state board and carry the task of outreach to its members, both current and past.

Also, revamping the WLAM website has profoundly impacted the ability of the state and regions to have access to the most updated membership lists and events. As part of our ongoing plan to coordinate efforts with the regions, we were able to:

- Maintain one primary database of current members accessible to the regions
- Streamline the state membership database such that it consisted of not only current members, but members who have lapsed within the past two years. This has allowed the state and regional boards the ability to coordinate efforts on past member outreach
- Provide monthly reports to each region of their lapsed members and new members, with the goal of welcoming new members and outreach to lapsed members

Develop a process to prompt members to renew their membership before expiration, and once expired, send "We Miss You" emails to remind members to renew their expired membership. Along with the "We Miss You" emails, we include with each notice a link for an exit survey for feedback on the reasons they chose not to renew, with the goal being to learn more about what our members find valuable to them.



Women Lawyers Association of Michigan Membership Committee 2018-2019 Report

Our current membership consists of:

Membership Category		Jan-19	Feb-19	Mar-19
Sustaining		69	70	67
Five + Years		235	239	237
Government/Non-Profit/Judiciary		74	78	78
One to Five Years		94	99	98
Retiree		12	11	10
Student		65	64	77
Paralegal		2	2	3
Unlicensed JD		5	5	5
Total		556	568	575

Regions**				
Great Lakes Bay		39	39	39
Macomb		49	51	51
Mid Michigan		65	67	66
Oakland		167	174	170
Washtenaw		82	83	85
Wayne		132	135	126
Western		62	62	64
Grand Total		596	611	601

***Total for regions may be higher because some members belong to multiple regions*

Thank you to all of the committee members for all of their input and hard work this year. We also have a couple of things up our sleeve for this upcoming year so stay tuned!

If you are interested in joining the Membership Committee, please contact Ryan Kelly at ryan@kellykellylaw.com.



Women Lawyers Association of Michigan Programming Committee Annual Report *Submitted by Nicolette Zachary and Erin Klug, Co-Chairs*

This committee is responsible for developing supplemental programming (other than the Annual Meeting) at the state level to provide resources to our membership, to serve the community, and to raise awareness of issues affecting women in the legal profession and women in society within the scope of our Vision and Mission.

During the past year, the Programming Committee planned and hosted a Meet the Judges Cocktail Reception during the State Bar NEXT Conference in Grand Rapids. The reception was well received by members of the judiciary and attendees. WLAM plans to continue this event on an annual basis to coincide with the timing and location of State Bar NEXT Conference.

The committee also worked jointly with WLAM-Wayne Region and WBA-WLAM Oakland Region and multiple outside organizations to host a screening of the feature film about Justice Ruth Bader Ginsburg, "On the Basis of Sex" at the Maple Theater & Kitchen. The event was sold out (over 300 attendees)

The Committee is available to provide assistance to the WLAM Regions with the planning their programming and welcomes programming ideas from our members and regions.



Women Lawyers Association of Michigan
Gender Equity Committee
Submitted by Angela Walker & Susan Chalgian

Report of the Gender Equity Committee

During the 2017-18 term, the Gender Equity Committee took on a project to improve accommodations for nursing mothers in the courthouses. The first court our Committee members approached about adding lactation rooms was the Wayne County Circuit Court. The Court added lactation rooms in January of 2018. That same week, the Washtenaw County Trial Courts also added a Mother's Room for court users who are breastfeeding or need to express milk. To expand on this during the 2018-19 term, our Committee worked on a plan for outreach to other courts across the state.

In the Summer of 2018, our Committee members partnered with the State Court Administrative Office (SCAO) and the Michigan Department of Civil Rights (MDCR) to create a guide encouraging all courts to create and maintain an accommodation space for nursing mothers to express breast milk. The guide also contemplates that accommodation spaces can be used by individuals with disabilities who have biological or medical needs. The guide was published by SCAO on January 8, 2019. We are attaching a copy of the guide and WLAM's press release for inclusion with our Committee report.

Additionally, the Committee continued its efforts toward achieving equal pay in Michigan. The Committee acted as a liaison between the WLAM Executive Board and the Michigan Equal Pay Coalition. The Michigan Equal Pay Coalition has already seen success in this year: Governor Whitmer signed Executive Directive 2019-10 which prohibits state agencies and departments from inquiring about a job applicant's current or previous salaries until a conditional offer of employment, including proposed compensation, is made. It also prohibits retrieval of the same information by searching public records or databases. This is aimed at requiring compensation to be based on the nature of the work performed and services provided, and to avoid the perpetuation of the gender wage gap. We are attaching a copy of the full executive order with our Committee report.

On March 27, 2019 several of our committee members along with WLAM board president Donna MacKenzie attended an event at the Governor's residence in celebration of Women's History Month.





Women Lawyers Association of Michigan
Gender Equity Committee
Submitted by Angela Walker & Susan Chalgian

On April 2, 2019, in recognition of Equal Pay Day, we encouraged all members to participate by wearing red in support of women "in the red" and posting with the hashtag #WLAMforEqualPay.



The Michigan Equal Pay Coalition anticipates further success this year with the introduction of 22 legislative bills targeting existing gender pay gap issues. The Coalition will be lobbying for those bills the day after their filing, on May 22, 2019 with the full support of our committee.

Angela L. Walker and Susan L. Chalgian
Gender Equity Committee Co-Chairs



SCAO releases new policy to meet needs of nursing mothers and individuals with disabilities



WLAM is pleased to announce that on January 8, 2019, the State Court Administrative Office published a [memo](#) encouraging all courts to create and maintain an accommodation space so that nursing mothers and individuals with disabilities can meet their individual needs.

Generally speaking, public restrooms are the only places in the courthouse where nursing mothers and certain individuals with disabilities can address their biological or medical needs. Even under the best of circumstances, this presents sanitation concerns and various challenges for the user.

“When a female lawyer notified WLAM about the lack of lactation space for nursing mothers at courthouses in Michigan, WLAM went into action to partner with others to create space and policies for courthouses throughout Michigan,” said WLAM Past President and member of WLAM’s Gender Equity Committee, Julie Gafkay.

First, WLAM partnered with Wayne County Circuit Court and Executive Court Administrator, Zenell Brown. In January 2018, Wayne County became the first court in Michigan to [create a model lactation space](#) in its courthouse.

The same that week Wayne County established lactation rooms, Washtenaw County Trial Courts also added a Mother's Room for court users who are breastfeeding or need to express milk.

Angela Walker, Chair of WLAM's Gender and Equity Committee, said "We are excited to be making strides in improving access to the courts for nursing mothers. These collaborative efforts have led to increased awareness of the challenges faced by women attorneys who need break time and a private place to pump while involved in trials or other extended court proceedings."

WLAM then partnered with the State Court Administrative Office and the Michigan Department of Civil Rights to create a guide for other courts to use to create and maintain its own lactation accommodation space. The guide also contemplates that the accommodation space could be used by individuals with disabilities who have biological or medical needs.

"We realized along the way that the same type of accommodations that benefit nursing mothers also help provide equal access to the courts for individuals who need a private space to attend to medical needs," said Walker. She explained "That extends to jurors, litigants, and everyone else who comes into contact with our court system."

The Gender and Equity Committee hopes these efforts will prompt courts across the state to review their policies and practices and implement changes where appropriate.

The guide, which is reproduced below, was published on January 8, 2019. It should be noted that providing a space is not a legal requirement under the Americans with Disabilities Act (ADA), but it is strongly encouraged.

Creating and Maintaining an Accommodation Space



Generally speaking, public restrooms are the only places in the courthouse where nursing mothers and certain individuals with disabilities can address their biological or medical needs. Even under the best of circumstances, this presents sanitation concerns and various challenges for the user. Accordingly, the State Court Administrative Office, the Michigan Department of Civil Rights, and the Women Lawyers Association of Michigan encourage all courts to create and maintain an accommodation space where individuals who are required to be at court can meet their individual needs. It should be noted that providing a space is not a legal requirement under the Americans with Disabilities Act (ADA), but it is strongly encouraged.

Why provide an accommodation space?

Having an established space prevents court staff from having to scramble when a request for an accommodation space is made. It also ensures that jurors, lawyers, and litigants can conduct their business at the court with dignity.

How can individuals make arrangements to use the space or request time to use the space?

1) A court could employ its current procedure for requesting ADA accommodations. 2) A court could instruct individuals to make the clerk aware of their needs when they check in for court. 3) A court could have users complete a form for the ADA coordinator that specifies roughly when the user would need to access the room and the ADA coordinator could relay the pertinent information to the judge's chambers.

Whichever method the court uses, courts should also encourage users to provide as much notice as possible when making their requests.

How can courts make the public aware of the accommodation space and the procedures for using the space?

The court should include the information on the court's website. It can also distribute the information using the same means it uses to make people aware of its ADA coordinator.

What should a space be like and what equipment is needed?

Necessary:

1. ADA accessibility;
2. Private area free from intrusion that can be locked by occupant, including shades or curtains for any windows;
3. Electrical outlet;
4. Chair with table or surface nearby for temporary holding equipment and supplies;
5. Disinfecting wipes;
6. Vacant/In Use sign.

Useful:

1. Sink and soap near the area and/or hand sanitizer;
2. Paper towel dispenser;
3. Refrigerator;
4. Clock;
5. Wi-fi;
6. Vinyl upholstery if the chair in the room is upholstered.

Training Requirements

Bringing breast pumps and other medical equipment into a courthouse can sometimes create undue commotion and embarrassment for the user when going through security. Thus court security should receive sufficient training to allow it to gain familiarity with the equipment to minimize these issues. Staff should also be trained on how to properly handle requests to use the space.

Final Thoughts

Courts should be aware that nursing mothers involved in trials or other multi-hour proceedings may need special lactation breaks. Many nursing attorneys have expressed concern that their need to pump could potentially prejudice their clients if their requests for breaks are seen as unduly lengthening the proceedings or if there is not a break and they experience leakage. Courts can alleviate this problem by having policies that recognize and address this reality.

It is also important to clarify that the expectation is not that users of the accommodation space will dictate how the court runs its docket. Instead, the hope is that by providing a space and making the court aware of the users' needs, the court will accommodate the users to the extent possible to advance dignity and equal access to the court.



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
OFFICE OF THE GOVERNOR
LANSING

GARLIN GILCHRIST II
LT. GOVERNOR

EXECUTIVE DIRECTIVE

No. 2019-10

To: State Department Directors and Autonomous Agency Heads
From: Governor Gretchen Whitmer
Date: January 8, 2019
Re: Equal Pay for Equal Work

In Michigan, all political power is inherent in its people and state government has been instituted for their equal benefit, security, and protection. Given this constitutional charge, the State of Michigan must be a model of equal opportunity.

But, too often, the women of Michigan have been held back by an economy and a state government that does not fully treat them as equals. Women still struggle with inequity in Michigan's economy, earning only 78 cents for every dollar their male counterparts earn for the same work. Sometimes this wage gap is framed as purely a women's issue, but in reality, it's an economic issue that hurts working families.

Michigan must do more. State policies and procedures should require compensation based on the nature of work performed and services provided, and not be differentiated due to gender.

Asking job applicants about their salary histories can inappropriately perpetuate the gender wage gap by enabling prospective employers to offer lower salaries to women than they otherwise would.

Michigan state government must set a positive example for other job providers to acknowledge and close the gender wage gap by prohibiting inquiry into the salary histories of prospective employees.


Acting pursuant to Article 5, § 1 and § 8 of the Michigan Constitution of 1963, I hereby direct the following:

1. State departments and autonomous agencies subject to supervision by the Governor under Article 5, § 8 of the Michigan Constitution of 1963 shall not do either of the following:

- (a) Inquire about a job applicant's current or previous salaries unless and until the department or agency first makes a conditional offer of employment, including an explanation of proposed compensation.
 - (b) Make inquiry of a current or prior employer or search public records databases to ascertain an applicant's current or previous salary.
- 2. A state department or other agency subject to supervision by the Governor under Article 5, § 8 of the Michigan Constitution of 1963 shall take reasonable measures to avoid inadvertently discovering salary history while gathering other information about an applicant. Information unintentionally discovered relating to an applicant's salary history must not be used by the department or agency in an employment decision.
- 3. A state department or agency subject to supervision by the Governor under Article 5, § 8 of the Michigan Constitution of 1963 may request and verify current or previous compensation information for a job applicant before a conditional offer of employment that includes compensation information only if the applicant voluntarily provides the information or if verification is required by applicable law.
- 4. If a state department or agency subject to supervision by the Governor under Article 5, § 8 of the Michigan Constitution of 1963 already is in possession of a job applicant's compensation information on the effective date of this directive, it shall not use that information in any employment decision unless required to by law or a collective bargaining agreement.
- 5. This directive does not prevent a job applicant from volunteering information about compensation, but an applicant's refusal to volunteer compensation information must not be considered in an employment decision.
- 6. To assist in educating state employees about the requirements of this directive and monitoring compliance with this directive, the Equity and Inclusion Officer for a department or agency appointed pursuant to Executive Directive 2019-9 shall engage in proactive efforts to educate employees of the department or agency about the requirements of this directive, and any related Civil Service rules. The Equity and Inclusion Office may request assistance from the Department of Civil Rights or the Civil Service Commission, or both, in complying with the requirements of this directive.
- 7. The Equity and Inclusion Officer for a department or agency shall receive complaints regarding noncompliance with the requirements of this directive by the department or agency and recommend measures to remedy the noncompliance to the department director or agency head. The Equity and Inclusion Officer for a department or agency shall report to the Governor's Chief Compliance Officer all complaints received regarding noncompliance with this directive and actions taken by the department or agency to remedy the noncompliance.

8. The Civil Service Commission is requested to issue rules, regulations, orders, and instructions as it deems necessary to extend the equal pay protections of this directive to all employees within the classified service.
9. Nothing in this directive should be interpreted to impair any rights under a collective bargaining agreement or supersede an applicable law.
10. This directive is effective immediately.

Thank you for your cooperation in implementing this directive.



Gretchen Whitmer
Governor



Women Lawyers Association of Michigan
Historical Preservation Committee Annual Report
Submitted by Nicole M. Smithson and Kristina Bilowus, Co-Chairs

As part of the preparations for the 2018 Centennial Gala, several WLAM members were charged with researching various aspects of WLAM's history. Recognizing that these kinds of historic preservation and reclamation efforts should be ongoing, President Donna MacKenzie oversaw the creation of a historic preservation special committee.

This year the Historic Preservation Committee submitted an article highlighting WLAM's history and accomplishments to the National Conference of Women's Bar Associations for inclusion in its forthcoming publication on women's legal history with Faircount Media Group. It also nominated Judge Lila Neuenfeldt for induction into the Michigan Women's Hall of Fame. Judge Neuenfeldt was the first female circuit court judge in Michigan and an early WLAM president.

Respectfully submitted,

Nicole M. Smithson and Kristina Bilowus



Women Lawyers Association of Michigan
Annual Report of the WLAM Foundation
April 2019

The Women Lawyers Association of Michigan Foundation enjoyed another very successful year of supporting women's education, raising over \$50,000 for scholarships. Fundraising activities are still in process for this year. As of 2019, the WLAM Foundation reached the level of \$652,500 given away in scholarships over the past twenty-two years, to 262 awardees! For 2018-2019 the leadership team will continue with Kristen Pursley as President, Paula M. Talarico as Treasurer and Nicole Wilinski as secretary. The Board is comprised of Z. Kay Fitzpatrick, Ann E. Erickson Gault, Michelle Johnson-Tidjani, Stephanie Jones, Emily Peacock, Katherine Razdolsky Rothstein, Meghan Kennedy Riordan and Jennifer Salvatore. The board also welcomes Peggy Lynch, from Masco Corporation to the team this year. Administrative support is provided by Barbara Campos.

A major goal for 2019 was to expand the number of scholarships by bringing new sponsors on board. We are pleased to announce that we have successfully accomplished this goal by doubling our scholarships from 2018 as well as increasing each individual scholarship award. This year we are presenting 12 scholarships with an award of \$3500 each. The scholars will be recognized at a special reception to be held on May 3 in conjunction with the WLAM Annual Meeting in Traverse City.

Major continuing support was shown by corporations and law firms, particularly the Albert & Doris Pitt Foundation; Bench Bar Culinary Challenge Committee; Masco Corporation; Bodman PLC; Carole Chiamp; Dickinson Wright; Sue Ellen Eisenberg; General Motors; Giarmarco, Mullins and Horton PC; Hon. Pamela R. Harwood; Karen Seder; Peacock Law; The Dobrusin Law Firm and Talarico Law. As in prior years, a significant number of individuals also contributed to the campaign, joining the corporations, law firms and special funds in their generous support. The 2019 Dean's List of donors follows:

Summa Cum Laude (\$2,000 and above)

Albert & Doris Pitt Foundation
Bench-Bar Culinary Challenge Committee
Dickinson Wright
General Motors
Masco Corporation
Peacock Law PC
The Dobrusin Law Firm

Magna Cum Laude (\$700 to \$1,999)

Bodman, PLC
Carole Chiamp
Victoria Roberts
Hon. Lawrence & Marianne Talon
Sue Ellen Eisenberg
Schoenherr, Cahill & Warnez, PC♥
Salvatore Prescottt & Porter
Robert Riley
Kristen Pursley

Cum Laude (\$150 to \$699)

Z.Kay Fitzpatrick♥
Katie Strickfaden



Women Lawyers Association of Michigan
Annual Report of the WLAM Foundation
April 2019

Martha & Peter Ruggirello♥
FindLaw
Eisenberg & Spilman PLLC
Talarico Law
Stephanie Jones
Barbara Campos

♥ Donations made to the Kimberly M. Cahill Scholarship Fund

The Foundation also issues a “Do Good Work Grant” to benefit non-profit organizations nominated by prior Dean’s List scholarship recipients. This year’s grant of \$1,000 was awarded to Lakeshore Legal Aid, which is a not-for-profit law firm providing a range of free civil legal service to people who are low income and seniors in our communities.

Virtually all of the money raised by the WLAM Foundation goes directly into law student scholarships or an educational endowment fund; less than ten percent of the money raised goes to administration, a very low percentage in the fund-raising world. The Foundation’s web site, www.wlamfoundation.org, contains news, archives, photographs, profiles of student-awardees, and much more. Event support was handled with considerable aplomb by Barbara Campos, with generous in-kind support from TalaricoLaw.

Awards made to Outstanding Women Law Students this year totaled \$42,000, awarded to 12 students attending Michigan's five accredited law schools. The 2019 Outstanding Women Law Students are:

Dickinson Wright Scholar:

Hillary John, University of Michigan Law School

Dawn Van Hoek Scholar:

Marie Bonnici, Wayne State University Law School

WLAM Foundation Scholars:

Emily Wacyk Paski, Michigan State University College of Law
Clarissa Kewin, Western Michigan University Cooley Law School
Alexis Smith, Wayne State University Law School

Kimberly M. Cahill Scholar:

Erin Emory, University of Michigan Law School



Women Lawyers Association of Michigan
Annual Report of the WLAM Foundation
April 2019

Florence King Scholar in Patent Law:

Stephanie Moore, University of Detroit Mercy School of Law

General Motors Scholar:

Allison Kruschke, Michigan State University College of Law

Jacqueline Wan-Jeng Yee, Wayne State University Law School

Masco Scholar:

Erin Emory, University of Michigan Law School

John Dalton & Mary Lou Peacock Scholar:

Emily Garcia, University of Detroit Mercy School of Law

Dobrusin Law Firm Scholar:

Tanya Elzy, Western Michigan University Cooley Law School

Students were selected on the basis of their demonstrated leadership and on their commitment to women's and diversity issues. Full profiles of the students appear on the Foundation's web site, www.wlamfoundation.org.

Many thanks to all for the support shown during the year!

Respectfully submitted,
Kristen Pursley,
Chair, WLAM Foundation
kpursley@patentco.com



Women Lawyers Association of Michigan Great Lakes Bay Region 2018-2019

Board: Alena Clark (President), Alexandria Brady (Vice President), Julie Gafkay (Treasurer), Bethany Brush (Secretary), Maricella Rodriguez (Membership Chairs), Melissa Williams (immediate past chair), & Laura Kubit (Regional Representative)



2018-2019 Regional Events:

- Annual Meeting - May 31, 2018 in Saginaw
- Monthly Board Meetings throughout the region
- Launching Legal Leaders Sunset Sail - Sep 6 in Bay City
- Cocktails at Bourbon & Co. - Oct 4 in Saginaw
- Holiday Party - Dec 13 in Frankenmuth
- Winter Wine Down - Feb 27 in Frankenmuth
- Law Day - March 21 in Saginaw
- St Patrick's Day with SCBA - March 15 in Saginaw

2019 Annual Meeting: May 30th at Apple Mountain



Women Lawyers Association of Michigan
2019 Annual Report – Macomb Region
Submitted by Kristina Joseph, Regional Representative

WLAM Macomb Region Board for the 2018-2019 Year:

- President: **Farrah Ramdayal**
- Vice President: **Jenna Bommarito**
- Immediate Past President: **Angela Medley**
- Treasurer: **Lyndsay Ott**
- Secretary: **Laura Polizzi**
- Director at Large: **Christy Pudyk**
- Regional Representatives: **Kristina Joseph and Elisha Oakes**

Annual Cocktails for a Cause Event

The Macomb Region held its annual spring charity event on April 17, 2019 at Da Francesco's in Shelby Township. The beneficiary was Families Against Narcotics, a Macomb County based charity whose goal is to help addicts and their families. We raffled off various baskets of cheer and had a successful 50/50 raffle with all the proceeds going to Families Against Narcotics. Newly appointed Judge and former WLAM Macomb President, Annemarie Lepore was presented with her Judicial Membership Banner. Recently retired Judge, Linda Davis, spoke as the new Executive Director of Families Against Narcotics. This event was an overwhelming success, with record attendance numbers and over 100 attendees!





Women Lawyers Association of Michigan
2019 Annual Report – Macomb Region
Submitted by Kristina Joseph, Regional Representative

Affinity Bar Challenge Winners

On January 31, 2019, the Macomb Region participated in the Affinity Bar Challenge and won! Our charity was HEAL (Helping Ensure Addicts Live) and our Judicial Guest of Honor was Judge Carrie Fuca of the 41B District Court for Clinton Township. This event was well-attended by Macomb County WLAM members and was a fantastic opportunity to partner with other bar associations.



UDM Law Bar Association Fair

On March 5, 2019, WLAM Board Members participated in the University of Detroit Mercy Bar Association Fair and spoke with law students about the importance of joining WLAM.





Women Lawyers Association of Michigan
2019 Annual Report – Macomb Region
Submitted by Kristina Joseph, Regional Representative

Winter Luncheon

On December 7, 2018, the Macomb Region hosted its Annual Winter Luncheon at Cooper's Hawk in Macomb. We had a terrific turnout with over 40 attendees, 7 sponsors, and multiple judges. Newly elected judge and longtime WLAM member, Julie Gatti, was presented with her WLAM Judicial Banner. Judge Gatti spoke candidly about the need for women's leadership and her path to the bench, which was motivating and inspiring.



The Winter Luncheon honored the Macomb Charitable Foundation, which is a non-profit organization that provides necessities to homeless children and families. The posters below picture actual children who benefited from such services. MCF spoke about the needs of homeless children for essential items, such as backpacks or toiletries. This year, MCF provided 500 children with Christmas gifts. 500 children with Christmas gifts.





Women Lawyers Association of Michigan
2019 Annual Report – Macomb Region
Submitted by Kristina Joseph, Regional Representative

Fall Golf Outing



WLAM Macomb Board Members at the Golf Mixer

On October 4, 2018, the Macomb Region hosted its first ever Golf Outing Mixer at Sycamore Hills Golf Course in Macomb. We were fortunate to have beautiful weather, along with 44 golfers, 18 sponsors, and 10 additional guests for dinner following the outing. Working towards this year's goal of inclusiveness, the Golf Mixer brought together men and women from various aspects of the legal field and the community, while raising awareness for WLAM. After 18 holes of golf, prizes were awarded to the winning four-some, longest drive, and closest to the pin. Everyone had a lot of fun and we had a wide variety of participants, including many new members!





Women Lawyers Association of Michigan
2019 Annual Report – Macomb Region
Submitted by Kristina Joseph, Regional Representative

WLAM Centennial Gala

On April 27, 2018, WLAM Macomb participated in the Centennial Gala honoring over 350 women who previously served on the state, regional or foundation boards. Macomb past president Tanya Grillo were inducted into the WLAM state board as a Director at Large.



This year, WLAM Macomb has met many of its goals, including increasing our membership and fostering inclusivity. We look forward to another year accomplishing the goals of our organization and providing service to the community.

Respectfully submitted,

Kristina Joseph
Macomb Regional Representative

Women Lawyers Association of Michigan Mid-Michigan Region – Annual Report

In the 2018-2019 year, our region continued our Women's Health series of events beginning with a Pure Barre class in May co-hosted with the Ingham County Bar Association Young Lawyers Section. The event was free but donations were collected for the Ingham County Bar Foundation. Here are some fun photos from the event:

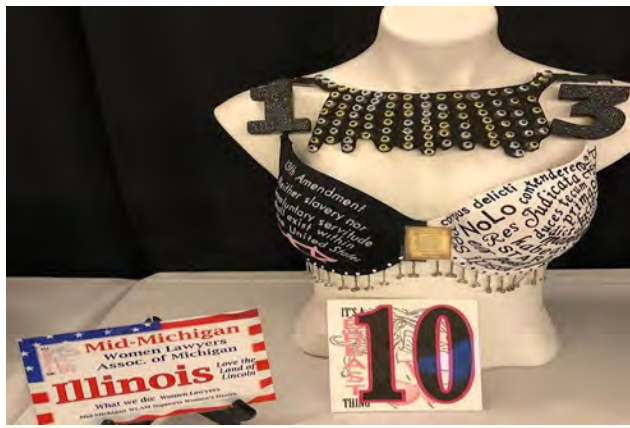


Our next Women's Health event will be April 27, again co-hosted with the Ingham County Bar Association Young Lawyers Section, in which we will take on boxing!

Our region took on a new adventure this year that we hope to continue many forward: we are supporting the local charity, "It's a Breast Thing," by participating in their annual fundraiser where bras are decorated by teams and voted for by donations. The charity covers out of pocket costs for those undergoing treatment for breast cancer. The theme of the contest this year was the United States so our region chose the state of Illinois and dubbed it "Women Lawyers Love the Land of Lincoln." On October 2, we won 10th place out of 35 which meant our bra was featured in the charity's calendar. Our goal for the coming year is to get in the top 3!



Our decorating party



Our winning bra!

We also have built an on-going supportive relationship with the Ingham County Phoenix Court which treats minor victims of human trafficking with mentoring. Our members exceeded our expectations in a book drive which we used to create a library for the Court. We look forward to continuing to stock the library as many participants have already read our long list of recommendations.

We collected donations for the Ingham County Phoenix Court at our International Women's Day event. We celebrated the day by hosting a viewing followed by a panel discussion of "The Judge," a remarkable story of Judge Kholoud Al-Faqih, the first woman appointed to a Shari'a court in the Middle East, whose career provides rare insights into both Islamic law and gendered justice.



We hold two large events each year: our annual dinner and our Carolyn A. Stell Reception. The first, our annual dinner, was held in June at the Michigan State University Club. We heard from 29th Circuit Court Judge Michelle M. Rick, then-Michigan Supreme Court Justice Kurtis T. Wilder, and Michigan Supreme Court Justice Bridget Mary McCormack (now Chief Justice!). The goal of the night was empowering women and their male allies to continue to break through the “concrete ceiling” as Justice Bridge Mary McCormack described it while referring to rather shocking and sobering data for women in the law. In the same vein, we voted in our new regional board including a new position: Director at Large of Communications and Membership.



Michigan Supreme Court Justice Bridget Mary McCormack



Our new regional board

The second big event, our Carolyn A. Stell Reception, was held in November at the Kellogg Center. This year we awarded the Carolyn A. Stell award to Honorable Joyce Draganchuk on behalf of her remarkable contributions to her community, through both volunteer commitments and her extensive career achievements. As a WLAM regional board member, we were immensely proud! We also were able to award TWO scholarships this year. Debani Gordan and Shelly-May A. Forrester were given a free bar exam prep course and \$1,500.00 to cover the costs of their up-coming bar exams.



Our board with the winners

Finally, we cannot fail to mention our pride this year when 53 women were elected to the State legislature and Senate as well as a woman governor, Secretary of State, Chief Justice of the Michigan Supreme Court, and Attorney General - all to serve in our own region. Way to go Michigan!!

Up-coming Events:

- April 27th: WLAM Mid-Michigan and ICBA Young Lawyers Boxing Class
- June 27th: our annual dinner event where the WLAM documentary will be viewed followed by a panel discussion of women leadership
- November 13th: our regional members will be sworn in to the US Supreme Court

WOMEN'S BAR ASSOCIATION – OAKLAND REGION WLAM Annual Report

The Oakland Region had a busy programming year with several successful events.

Several members participated in the Day of Service with Humble Design in Pontiac, taking a day away from the office to decorate a home for a previously-homeless family in Oakland County, and doing what we could to make a new house a home. We also donated \$3,000 to the organization, generously sponsored by The Dobrusin Law Firm.



In what will hopefully be a continuing tradition, WBA hosted the Women's Leadership Forum: Rainmakers. We had a packed house of 50+ women eager to learn more about bringing in business and building a brand. The outstanding panel represented a wide range of different areas of practice and size of firm, and included Jehan Crump-Gibson, Audrey Forbush, Ashley Heidemann, Donna Mackenzie, Sara MacWilliams, and Jill Wheaton, and Ryan Kelly as moderator. The panel was engaging and many attendees expressed satisfaction with what they learned.



WBA also hosted the first inaugural Past President's Reunion at Michigan By the Bottle Tasting Room in Royal Oak. Twenty former presidents and current executive board members attended, including current State Bar of Michigan President Jennifer Grieco. Wine and conversation was enjoyed by all.

WBA was also a participant and sponsor of the sold-out private screening of *On the Basis of Sex*, starring Felicity Jones as Ruth Bader Ginsburg.





Finally, WBA held its third annual Affinity Bar Charity Challenge in January. Participants included the WLAM regions and WLAM above, the Black Women Lawyers Association of Michigan, the D. Augustus Straker Bar Association, the Arab American Bar Association, the Oakland County Bar Association, the Hispanic Bar Association of Michigan, the Hellenic Bar Association, and the Wolverine Bar Association. The event

netted more than \$2000 for charities split between Sanctum House (WBA), Detroit YWCA WLAM-Wayne), Helping Ensure Addicts Live (WLAM-Macomb), Lighthouse of Oakland County (WLAM), Boys Hope Girls Hope (Straker Bar), Zaman International (Arab American Bar Association), RESTORE Foundation (OCBA), Michigan Migrant Legal Assistance Project (Hispanic Bar Association), and the Charles H. Wright Museum of African American History (Wolverine Bar).

Open.P1329.P1329.22009165-1

Women Lawyers Association of Michigan Washtenaw Region Annual Report—2019

Annual Meeting and Swearing-In. WLAM, Washtenaw Region kicked off our year at the Washtenaw Region Annual Meeting at Cottage Inn in downtown Ann Arbor. New board members were sworn in by the Honorable Karen Valvo, District Court Judge. Board members include: Left to right: Membership Chair, Susan Longworth; Secretary, Kristin Davis; Immediate Past-President, Patricia Reiser; President, Parisa Ghazaeri; Treasurer, Sandy Musser; Statewide Representative, Kym London; Communications Chair, Jinan Hamood; and Vice President, Alison Love (not pictured). Below (lt – rt.) Judge Karen Valvo, Parisa Ghazaeri, and Patricia Reiser.





Joint Family Picnic. WLAM Washtenaw and the Washtenaw County Bar Association hosted a summer picnic at Gallup Park on June 27, 2018. Everyone had a good time including our grill masters, Judge Joseph Burke, Judge Charles Pope and Judge J. Cedric Simpson—who did an amazing job. Members and guests enjoyed great food and conversation. Pictured left to right: District Court Judges Burke, Pope, and Simpson. Pictured below: President Parisa Ghazaeri and Judge Cedric Simpson.





Annual Summer Party. WLAM Washtenaw Region hosted its Annual Summer Party on July 21, 2018 at the beautiful home of Jinan Hamood and Oscar Rodriguez. Members and friends gathered for amazing food and company. The guests were able to mingle and enjoy lively conversation. Shown to the left: (l-r): Robyn McCoy, Judge Darlene O'Brien, and Betty Widgeon. Shown below (lt.-rt.): Oscar Rodriguez and Jinan Hamood.



Happy Hour at Bill's Beer Garden. WLAM Washtenaw Region hosted its Annual Happy Hour at Bill's Beer Garden in downtown Ann Arbor. Members and friends gathered to enjoy the beautiful weather and to network in a relaxed setting. A heated game of Jenga tested members' strategy skills. Shown below: (l-r): Ashanti Walker, Frances Hollander, Briana Green, Tania Morris Diaz, Rebeca Ontiveros-Chavez, and Angela Walker



Joint WLAM/WCBA Annual Tailgate. On September 15, 2018, WLAM and WCBA members gathered for our annual tailgate at the beautiful home of Elizabeth Jolliffe for the University of Michigan v. Southern Methodist University game. Shown below: (l-r): John Reiser, Stephanie Garris, Sally Fink, Laura Sagolla, and Elizabeth Jolliffe.



Fourth Annual Purple Run. On October 27, 2018, WLAM Washtenaw participated in the 4th Annual Purple Run, a 5K to benefit Safe House Center. Members of WLAM, together with the Washtenaw County Bar Association (WCBA) and other participants braved the cold weather to support Safehouse Center. WLAM provided donuts, coffee and water to participants. Shown below: (l-r): Kym London, Kristin Davis, Parisa Ghazaeri, Congresswoman Debbie Dingell, Sandra Musser, and Alison Love.



Bias Awareness and Inclusion Week Dinner and Presentation of the Martin Luther King, Jr. “I Have a Dream Award” and the Frederick Douglas Racial Justice Award. WLAM, Washtenaw, Washtenaw County Bar Association, and the Vanzetti M. Hamilton Bar Association were thrilled to welcome over 70 members and guests for the 27th Annual Bias Awareness & Inclusion Week reception. Nakisha Chaney received the WCBA’s Martin Luther King, Jr. “I Have a Dream” Award. Judge J. Cedric Simpson was awarded the Fredrick Douglas Racial Justice Award. Godfrey Dillard was the keynote speaker. Pictured above (l-r): The Honorable Cedric Simpson and Kelechi Akinbosde.





Judge Elizabeth Hines Recognized with William H. Rehnquist Award.

WLAM Washtenaw member, Judge Elizabeth Hines, was presented with the William H. Rehnquist Award by United States Supreme Court Chief Justice John G. Roberts, Jr. during a ceremony at the U. S. Supreme Court on November 15, 2018. This award is presented annually by the National Center for State Courts to honor one state court judge who demonstrates qualities of judicial excellence, integrity, fairness, open-mindedness, knowledge of the law, professional ethics, creativity, sound judgment, intellectual courage, and decisiveness.



WLAM Annual Holiday Party and Presentation of the Mary Foster Award.

WLAM Member, Judge Karen Q. Valvo is the recipient of the 2018 Mary Foster Award for her leadership, talent and significant contributions to women. Judge Valvo was presented with the award at the WLAM Washtenaw Region's annual holiday party on December 13, 2018. The holiday party was located at the lovely home of WLAM member, Nora Wright. The award was presented to Judge Valvo following a heartfelt speech by one of our WLAM Past-Presidents, Teresa Killeen.

Annual Service Event at Food Gatherers. WLAM Washtenaw had its annual service event at Food Gatherers on Saturday, January 12, 2019. There was a great group of approximately 20 people that participated. WLAMmembers had fun sorting through apples and packaging produce for families in Washtenaw County. Photos courtesy of the Washtenaw County Legal News, Frank Weir - Photographer. Photos: shown below, bottom to top: first row (l-r) Judge Darlene O'Brien, Judge Karen Valvo, Parisa Ghazaeri, Alison Love, Patricia Reiser; second row (l-r): Sandy Musser,

Kristin Davis, Anna Frushour, Susan Longworth; third row (l-r): Elizabeth Jolliffe, John Reiser, and Frank Weir.



Health and Wellness Event.

WLAM Washtenaw hosted its first ever health and wellness workshop at MOVE Fitness and Wellness Center in Ann Arbor. Participants enjoyed a Pilates class followed by guided meditation. WLAM Statewide granted the Washtenaw Region \$250.00 to support this event. Pictured are (l – rt) Jennifer Lawrence, Parisa Ghazaeri, Kym London, and Tricia Reiser.



Second Annual Tea and Champagne Girl's Group Charity Event.

WLAM, Washtenaw Region held its Second Annual Tea and Champagne Charity Event at the Tea Haus in Ann Arbor on March 14, 2019 from 5:30 p.m. to 7:30 p.m. This event was held for the benefit of Girl's Group and all proceeds were donated. Girls Group empowers young women in middle school and high school to achieve emotional and economic self-sufficiency by graduating from high school and becoming first-generation college graduates. Girls Group provides year-round programming and mentoring to develop character, leadership, self-confidence, and social consciousness, including the desire and ability to mentor others. Girls Group serves 500 young women: 200 middle school students, 150 high school students, and 150 young

women on their college and career journeys. Across all groups, 58% of participants live in Ann Arbor, 33% live in Ypsilanti and 9% live in other communities in Washtenaw County. This event was well attended. Representatives from Girl's Group made a presentation to members prior to everyone enjoying tea, champagne with tea syrup, and delicious finger sandwiches, petite fours, and French macaroons. Pictured above are (lt. – rt) board members Kristin Davis, Parisa Ghazaeri, Alison Love, and Sandy Musser. Below (lt.- rt.): Sally Fink and Nora Wright.



Upcoming Events

Equal Pay/Women in the Workplace Panel Discussion. On April 25, 2019, WLAM Washtenaw will host a panel discussion regarding equal pay and issues related to women in the workplace. Moderators are Angela Walker with Blanchard and Walker, PLLC and Nick Roumel with Nacht Law, PC. Details TBA

Annual Meeting. WLAM will hold its Annual Meeting on May 21, 2019 starting at noon. The meeting will be at Cottage Inn, Ann Arbor. The call for nominations has been announced and letters of interest are being accepted. Details TBA.

Announcements

Leadership Award. WLAM Washtenaw is proud to announce that the Washtenaw Region is one of the recipients of the WLAM Leadership Award bestowed by WLAM Statewide at the WLAM Statewide Annual Meeting in Traverse City at the Park Place Hotel on May 4, 2018. The WLAM Washtenaw Board is excited and proud that our region is one of the recipients of this award.

Note: many of the terrific photos above were taken by photographer, Frank Weir with the Ann Arbor Legal News. Thank you, Frank for your support and for the great photos this year and for all the photos in years past.

WAYNE REGION ANNUAL REPORT

This year we held our Executive Board Meetings at the ACLU office in Detroit, as well as the homes of board members Santana Schneider and Amanda Marler. We've found that hosting the meetings in our homes creates a more relaxed environment and helps take away some of the stresses of the day. As always, we opened up the meeting to allow members to join us and help collaborate.

Our Annual Wine and Garden Party had a great turn out with good food and good company. It was held at the beautiful home of Judge Melissa Cox and we presented a WLAM banner to her.



In November, we held our Headshots at Detroit Blows event. Members were invited to join us to have their makeup done and a blow out so that they could look their best for professional portraits. Participants were treated to wine, fruit, and cheese while they were pampered.



In December, the Wayne Region hosted our monthly Legal Libations at Town House. Attendees were invited to bring needed items for the YWCA including sheets, towels, toiletries, and other essentials or make a donation. This year Wayne Region had elected to support the YWCA. The goal was to raise \$500.00 for YWCA, which we met just after the New Year and raised more at the Affinity Bar Challenge



In January, Wayne Region along with Women's Bar Association, Women Lawyers Association of Michigan, Turnaround Management Association, and International Women's Insolvency and Restructuring Confederation hosted a private screening of *On the Basis of Sex*, a portrayal of Justice Ruth Bader Ginsburg's early years learning and working with the law. Originally, we had opted for the small theatre thinking that 180 people would be a lot, but we quickly found out that there was far more interest and ended up selling out a theatre for more than 300! Each attendee received a tote bag with goodies, popcorn, pop, and drink tickets. It was a blast! We also collected donations for Dress for Success.



On January 31st, Wayne Region helped to sponsor the Affinity Bar Challenge, put on by Women's Bar Association at Otus Supply in Ferndale. Wayne Region represented YWCA as its charity for this year's challenge where over \$180 was raised at the event for YWCA! We're hoping to do even better next year.

In February, WLAM hosted our Galentine's Legal Libations at Gold Cash Gold in Corktown, Detroit and in March our St. Patrick's themed Legal Libations was held at Sean O'Callaghan's in Plymouth. Finally, in April, Wayne Region teamed up with Women's Bar Association for a joint Legal Libations/Bar Briefs/Equal Pay Day event at Otus Supply. Thank you to all of the ladies who came out and shared in the festivities and fun!



As our year approaches an end, we still have two major events coming up. First, on April 16th, Wayne Region is volunteering at Ronald McDonald House to prepare a Tasty Taco Dinner for House guests. Second, our Annual Meeting is scheduled for May 8th from 5:30-8:30 at the Detroit Club and our theme is Wellness at Work, a discussion on the new Paid Leave Act featuring Senator Stephanie Chang, Professor Catherine Archibald, Attorney Katie Brown from Maddin, Hauser, Roth, & Heller P.C., Danielle Atkinson from Mothering Justice, and finally our moderator Michelle Crockett from Miller Canfield. We are looking forward to learning more about the the effects of this new law for us and for our clients.

Save the Date!





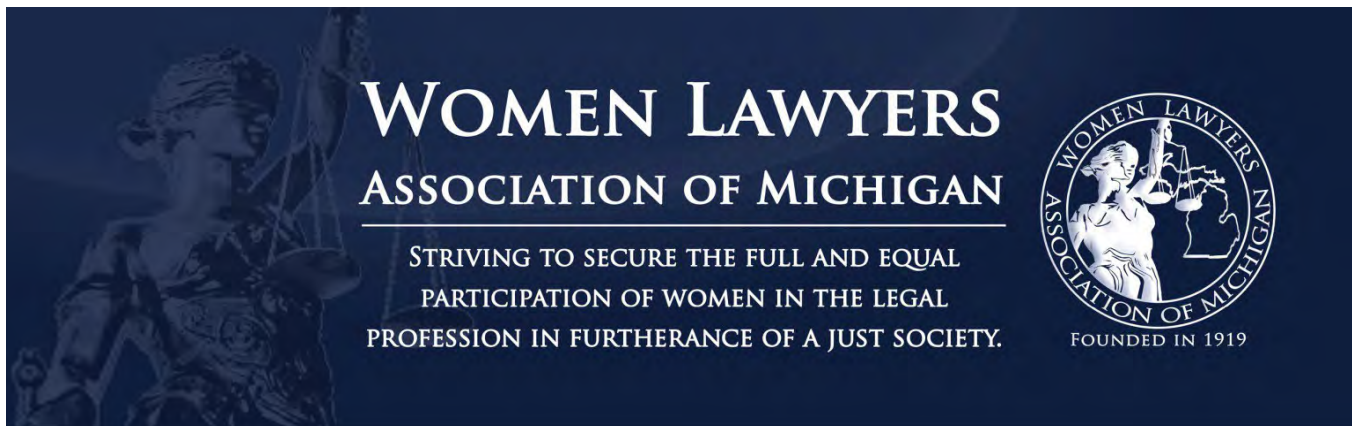
**WLAM WAYNE REGION
ANNUAL MEETING
WELLNESS AT WORK
MAY 8, 2019 | 5:30 PM
DETROIT**

This year's meeting will feature a discussion on the Paid Medical Leave Act and how it will impact you, your employees, and your clients.

Speakers:

- State Senator Stephanie Chang, Michigan Senate
- Professor Catherine Archibald, UDM Law School
- Katie Brown, Maddin Hauser Roth & Heller PC
- Danielle Atkinson, Mothering Justice
- Moderator: Michelle Crockett, Miller Canfield

More information and registration information to follow soon...



Western Region

ANNUAL REPORT

Submitted by
Amanda Narvaes
April 22, 2018

Western Region
President
Kari Sherry

Vice President
Andrea Snyder

Secretary
Adrian Copeland

Treasurer
Jennifer Tello

Regional Representative
Amanda Narvaes

Immediate Past President
April Hulst

Board Members at Large
Catherine Brainerd
Leslie Dickinson
Jackie Gordon
Audra McClure
Amanda Osorio

I. 2018 Membership Events

A. On September 20, 2018, the Western Region hosted its September Welcome Back event at a local eatery, the Luna. The participants enjoyed food, spirits, and each other's company.

B. On October 25, 2018, the Western Region hosted a happy hour at Vander Mill in Grand Rapids. WLAM members and guests enjoyed seasonal fare and beverages, an great conversation.

C. For the third year in a row, on November 14, 2018, Western Region held a Member Appreciation event. This year the event was held at Wheelhouse Restaurant in Grand Rapids.

II. 2019 Holiday Reception

Our annual Holiday Reception was held on January 24, 2019. Approximately 35 local attorneys and judges conversed while enjoying wine and hors d'oeuvres. For the second year, guests were encouraged to bring a plus one. Meeting the friends and significant others of our guests brought more enjoyment to the event.

III. 2019 Membership Events

A. On February 20, 2019 teamed up with West Michigan Women at Thousand Oaks Golf Club for networking and a panel discussion about the power of influencer marketing. After the presentation, we enjoyed mingling and meeting other local professional women.

Western Region, *cont.*

B. On April 17, 2019 Western Region and Inforum hosted “Power Suits” - a styling event workshop at Macy’s located in the Woodland Mall. Local stylist and fashion expert, Michelle Krick, demonstrated how to wear business attire and accessories, as well as giving tips and advice for looking both stylish and professional.

IV. 2019 Western Region Annual Meeting

On May 22, Western Region will host its Annual Meeting at Fortz Legal Support, LLC in their event space in downtown Grand Rapids. The reception will feature appetizers and drinks and we will announce the recipient of our Region’s Outstanding Member Award. The Western Region will also announce and swear in our new board for the upcoming 2019-2020 year.

V. Annual Women Lawyers vs. Judges Charity Softball Game

A. The Western Region hosted its 35th Annual Charity Women Lawyers vs. Judges Softball Game on June 9, 2018. Despite a cloudy and overcast day, the rain held off and the event was another successful fundraiser for the YWCA of West Central Michigan, whose mission is dedicated to empowering women and girls, eliminating racism and sexism, and promoting peace, justice, freedom, and dignity for all..

B. We are currently planning the 36th Annual Charity Softball Game to take place from 5:00 – 7:00 PM on Saturday, June 15, 2019 at the Fifth Third Ballpark in Comstock Park, MI. Proceeds of the corporate sponsorships and excess fees over regular game ticket costs will benefit the YWCA. You may purchase tickets at the following link <https://www.ywcawcmi.org/events/wlam/>, or ask any WLAM Western Region board member for tickets.

