



*Fall Conference and 35<sup>th</sup> Anniversary Celebration*

*The Long & Winding Road:*

*Progress in the Law*

## **ANNIVERSARY SOUVENIR PROGRAM**

*The Boar's Head Inn - Charlottesville, Virginia*

*October 7 & 8, 2016*





## **ANNIVERSARY PROGRAM**

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October 7, 2016

Dear VWAA members and friends,

*As part of the Virginia Women Attorneys Association's 35<sup>th</sup> Anniversary, we should celebrate the progress we have made, honor those who led the way, and ensure that our rich heritage is preserved for the young women attorneys of today and tomorrow.*

*For my contribution to our 35th anniversary celebration, my goal was to update the identification of our past Board leadership, recognize the integral role that chapters have come to play, and highlight the VWAA's major achievements in the areas of judicial appointments, legislation, legal scholarship and educational programs. It seemed to me that I was uniquely positioned to take on this task as I have been actively involved in the VWAA since its creation and had previously written a chronological summary of our first 20 years which is on our website ([www.vwaa.org](http://www.vwaa.org)).*

*Achieving this goal turned out to be a greater challenge than I expected. I learned that there were minimal historical records at the state level, and scattered records at the chapter level. The task was further complicated by health issues disabling me for a good part of the summer. Thus, this is not a finished product. What is compiled here is just a snapshot, and does not cover our achievements in the area of judicial appointments or legislative advocacy.*

*My hope is that others will embrace the idea that preserving our organizational records is important. We have a compelling story to tell. It would be wonderful, for example, if some of our recent Chapter Presidents would reach out to now identified earlier Chapter Presidents, and interview them about their period of service, memorializing in notes some of the achievements that have not been listed here. Not surprisingly, many Chapter Presidents have gone on to become President of the state-wide organization, and they would have much to contribute.*

*While I have done my best to be accurate, undoubtedly there are mistakes and omissions. I would love to hear from you with your comments and corrections. [DameDarrel@aol.com](mailto:DameDarrel@aol.com). I will make the appropriate changes, and if there is sufficient interest, I will ask that the information in this souvenir program be added to our website.*

*It has been an honor to be a part of the VWAA. Please enjoy our "herstory."*

Darrel Tillar Mason

A handwritten signature in black ink that reads 'Darrel Tillar Mason'.

VWAA Member Since 1981

VWAA Past President



## OUR 35<sup>th</sup> ANNIVERSARY KEYNOTE SPEAKER



**Janis L. McDonald** is a Professor of Law and Co-Director of the Cold Case Justice Initiative (“CCJI”) at Syracuse University College of Law. Professor McDonald received an LL.M. from Yale Law School, a J.D. with distinction from Hofstra University School of Law, and a B.A. from George Washington University Institute of Sino-Soviet Studies. She is the editor and co-author of Employment Discrimination: Problems, Cases and Critical Perspectives. She has published numerous law review articles on race, civil rights and legal history. She is a 2014 recipient of the National Civil Rights Social Justice Award, the 2015 Emmet Till Legacy Foundation, “Women of Courage” Award, the 2015 CNY ACLU Kharas Award, and the 2009 Northeast People of Color Haywood Burns & Shanara Gilbert Award. She was a Ford Foundation Fellow in Public and International Law while at Yale. Several federal courts have cited her civil rights

articles. Professor McDonald served as the second president of the National Conference of Women’s Bar Associations, a national organization representing more than 80,000 women attorneys. She was a co-founder of the 1981 Virginia Women Attorneys Association.

Before joining the law faculty, Professor McDonald was a member of the law firm of Hirschkop & Grad, P.C. in Alexandria, Virginia where she litigated cases in the federal and local courts throughout the U.S. Several of her cases established new sexual harassment and medical malpractice laws. She taught at Ohio Northern University College of Law and Yale Law School. She was a Ford Foundation Fellow in Public and International Law while at Yale. Several federal courts have cited her civil rights articles. Professor McDonald served as the second president of the National Conference of Women’s Bar Associations, a national organization representing more than 80,000 women attorneys. She was a co-founder of the 1981 Virginia Women Attorneys Association.

*Janis’ remarks tonight are titled:*

*“Where the Boys Were and How We Got There:  
35 Years of Grit, Struggle and Success”*

*To further appreciate her comments, please review the following reprint from Volume I Number 1 of the Lex Claudia, June 1981.*

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WHERE THE BOYS ARE ---

Although 1000 of the 10,000 members of the Virginia Bar are women, women attorneys are conspicuously few in the hierarchy of the Virginia legal system.

A study by Hirschkop & Grad, P.C., a law firm in Alexandria, revealed that of the 277 judgeships in the Commonwealth, three are filled by women. One is at the general district court level and two are at the juvenile and domestic court level. Of the 108 judgeships at the circuit court level, there are no women, and, of course, none on the Virginia Supreme Court.

Of the 34 federal judgeships, including 8 magistrates, one is filled by a woman, and that woman is a magistrate.

Looking at the Virginia State Bar, we see some progress, but again, not on a level of executive or leader. Based on the Forty-Second Annual Report of the Virginia State Bar for the year ending July 30, 1980, we present the following:

- |   |   |
|---|---|
| a. Officers, Executive Committee, and Council<br>64 men - no women                              | f. Special Boards<br>30 men - one woman   |
| b. Board of Governors of Bar Sections<br>139 men - six women<br>13 sections - no women as chair | g. Legal Service Corporation Directors<br>22 men - four women                               |
| c. Standing Committees (5)<br>25 men - no women   | h. Virginia Bar Foundation<br>10 men - no women   |
| d. Conference Committees (4)<br>28 men - two women  | i. Bar District Committees (10)<br>99 men - four women<br>(none as chair, one as secretary) |
| e. Special Committees<br>239 men - 29 women<br>25 committees - one woman as chair               |   |

--- AND HOW TO JOIN THEM

A review of the State Bar's Annual Report will provide not only a list of all committees and boards, but also some understanding of the purpose of each through a reading in the same document of each committee's progress and efforts during the year. Decide where your interests lie. Write a letter to the State Bar President reciting the committee or committees of your choice and providing some background information about yourself and your community and legal activities.

Committee members will be selected at the Annual Bar Meeting in June. Look for N. Samuel Clifton, VSB Executive Director, and provide him with the above information. Look for WAA steering committee members and enlist their support. That is an objective of the WAA.

As for judgeships, Senator Warner invited a number of WAA steering committee

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members to meet with him and propose possible candidates. This was a beginning which we anticipate will expand as WAA increases its membership and widens its network and influence. We cannot restrict our support to our individual districts. We must support one another across the Commonwealth. That is an objective of WAA. So many of our local bar associations have no women as officers, and the few women officers we have are honored with the position of secretary.

The legal profession which touts the individual rights of so many and which promotes the interests, rights, and advancement of women in other professions needs to examine its own conduct. That is an objective of WAA.

OPINION\*

WARNER FAILS TO NOMINATE WOMAN OR MINORITY  
TO FEDERAL BENCH IN VIRGINIA

By Janis McDonald

It is a disappointment and an outrage to this writer that once again a Virginia elected official has not seen fit to recognize the legitimacy of the experience gained by women and minority attorneys in this state which would make any number of them outstanding judges. Once again, over half of the population of this state will continue to be judged and affected by the ruling of a federal bench made up entirely of members of the opposite sex.

Despite a self-proclaimed interest in searching for women and minorities to consider for nominations to the U.S. District Court in Virginia, Senator John Warner announced on June 4, 1981 that he would forward a slate of 13 white males as his nominations to President Reagan to be considered for the vacancies now available on the federal court in Virginia. Women attorneys provided Senator Warner with the names of a number of highly qualified women candidates, as well as a list of all Virginia women attorneys and a special list of the 150 women who have been admitted to the Virginia Bar for at least ten years. Warner was urged to reach out to a wider spectrum of community organizations for a truly representative sampling of recommendations

for these positions.

It is difficult to understand why Virginia, my home state for the past fifteen years, is so different from other states in its professed inability to nominate qualified women and minorities for judicial posts in the federal and state courts. Senator Warner claimed that women have not been practicing long enough in this state. With over 150 women in Virginia who have been admitted for ten years or more and the fact that Texas, Louisiana, Georgia, Michigan, and many other states have managed to find women candidates in their states who are qualified and who have become federal judges, it is difficult to accept this long-standing and much abused justification.

Senator Warner's interviews with selected women and minorities in some sections of the state earned him a lot of publicity, some respect from those who thought he took a first step in at least attempting to reach out to get information, and some frustration and anger by those who felt that he used the situation to gain publicity without ever seriously considering the validity of a number of worthwhile nominations. We must make clear to our elected officials that this lack of recognition and representation cannot continue.

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\* OPINION will be a regular column of those of its author. Responses and other opinion articles are encouraged.

*While it indeed has been “a long and winding road,” women have made significant progress in our profession since 1981. A few comparisons:*

**THEN**

**NOW**

**Virginia State Bar Council**

64 members – no women

Note: In the past 35 years we have had three women VSB Presidents, Kathleen O’Brien, Jeanne Dahnk, and Sharon Nelson and we currently have a woman President-Elect, Doris Causey. We also have a woman Executive Director of the Virginia State Bar – Karen Gould.

**Virginia State Bar Council**

81 members – 26 women

**Virginia State Bar Conferences**

4 conference chairs - no women

Note: While men currently chair the Senior Lawyers Conference and the Young Lawyers Conference, women have chaired both of those conferences during the time period in question.

**Virginia State Bar Conferences**

4 conference chairs – 2 women

**Virginia State Bar Standing Committees**

5 Standing Committee Chairs – no women

Note: While men currently Chair the Committee on Lawyer Discipline and the Committee on Legal Ethics, women have chaired both of those standing committees during the time period in question.

**Virginia State Bar Standing Committees**

4 Standing Committee Chairs – 2 women

**Deans of Virginia Law Schools**

5 law school deans – no women

**Deans of Virginia Law Schools**

8 law school deans – 3 women

**Virginia Law Foundation**

10 Board Members – no women

**Virginia Law Foundation**

21 Board Members – 6 women  
Including the President-Elect

**Supreme Court of Virginia**

7 Justices – no women

Note: During this time we have also had one woman Chief Justice of the Supreme Court of Virginia.

**Supreme Court of Virginia**

7 Justices – 2 women



## THE BIRTH OF THE VWAA VWAA'S STEERING COMMITTEE

*In January 1981, the first meeting was held of a group of women who had come together to form a state wide association of women attorneys. This group was denominated as the "Steering Committee." Dulcey Fowler and Janis McDonald were selected as co-chairs in recognition of their having generated the idea of such an association and of having brought together the members of the Steering Committee.*

*Dulcey, in her capacity as Chief Counsel for the United States Fourth Circuit Court of Appeals, knew a number of women attorneys around the Commonwealth. Since the Virginia State Bar did not maintain a list of women attorneys, she searched for likely names of women attorneys in its membership lists. She then called many of these women to persuade them to join in forming a state-wide women's bar. Janis invited Northern Virginia women attorneys to attend meetings in her office held to discuss a women's bar group.*

*Ultimately a letter and membership applications were sent to approximately 1000 women attorneys to determine interest in a state-wide organization. Women attorneys were invited to come to Virginia Beach in June 1981 at the same time as the Virginia State Bar gathering, and attend a meeting to pursue this goal. U.S. Tax Court Judge Edna Parker was the featured speaker and addressed the need for women's professional organizations.*

*Throughout 1981, the Steering Committee met monthly, at first in Richmond and then in other localities around the state. Steering Committee members were Tracy Dunham, Pam Sargeant, Kim Fauss, and Diane Schettini, worked to draft the Articles of Incorporation and Bylaws. First Bessida White, and later Eliza Hoover, served as Secretary, and Karen Geary served as Treasurer for the Steering Committee. Diana Evans, and Betty Molchany were responsible for publishing the newsletter, dubbed Lex Claudia. Joan Gibson assumed responsibility for organizing the first annual conference.*



*Lengthy discussions centered on whether the organization's purpose should be to work for issues affecting all women or restricted to advancing the cause of women attorneys. The choice of a broader purpose resulted in a number of women attorneys not continuing with the organization.*

*During that period, the question was raised as to the reason for forming an organization of women attorneys. Dulcey Fowler and Janis McDonald answered that question in an article published in the first issue of the Lex Claudia, dated June 1981. The answer still applies.*

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#### WHY A VWAA?

The Virginia Women Attorneys Association is being formed "to advance the interests of women attorneys in Virginia, to encourage their mutual improvement and social interaction, and to promote the interests of women under the law." The V.W.A.A. will serve a vital need in the 1980's. While the number of women in the legal profession has increased dramatically in recent years, women lawyers are still not adequately represented in law firms, on faculties, in the judiciary, and in senior government service.

The V.W.A.A. will work actively to create a forum and a base of action for women in the law through its various programs and committees and through the professional and personal relationships developed through membership in the organization. The Association is being formed in recognition of our common needs and interests, specific problems encountered in pursuing a legal career, and the lack of a representational organization for female members of the legal profession in Virginia.

We hope to further the education of the public and the legal profession on legal issues which directly affect women. We propose to comment and testify on pending legislation of importance to women and study and advise the membership on developments affecting the legal rights of women. We can create a network of support for women attorneys and law students across Virginia. VWAA will promote the appointment and election of qualified women attorneys to judicial and legislative positions, and senior positions in government and business. We hope to promote the active representation of members in all professional activities and establish a liaison with related bar associations and other legal organizations, and, finally, we will encourage other women to consider law as a career.

To achieve all these goals,

we plan to compile a directory of women attorneys in the state, publish a quarterly newsletter, conduct workshops and seminars of professional and personal interests, and provide a social forum for members. We are hopeful that all of the approximately 1,000 women attorneys in the state will become members, and attorneys in federal and local government service, law firms, legal aid agencies, corporations, universities, and other areas are encouraged to join with us in these efforts.

The Association has drafted a charter and bylaws and is now accepting membership applications. Every committee of the Association is open to those who wish to participate. This is an outstanding opportunity for you to become actively involved in shaping the future not only of this Association but of the legal community as a whole.

The plans outlined above are merely the preliminary ideas of steering committee members. Your ideas, your comments, and your active membership are solicited.

Dulcey B. Fowler  
Janis L. McDonald  
Acting Co-Chair  
VWAA Steering Committee

VWAA Steering Committee  
Acting Officers  
Dulcey Fowler, Richmond, Co-Chair  
Janis McDonald, Alexandria, Co-Chair  
Eliza Williams Hoover, Harrisonburg,  
Secretary  
Karen Geary, Harrisonburg, Treasurer  
Activities Coordinators  
Fall Seminar: Joan Gibson, Va. Beach,  
Bessida White, Richmond, Eliza  
Hoover, Harrisonburg  
Newsletter: Diana Evans, Alexandria,  
Betty Molchany, Alexandria  
Articles of Incorporation and Bylaws:  
Tracy Dunham, Richmond, Pam  
Sargant, Richmond, Kim Fauss,  
Richmond, Diane Schettini, Richmond  
Membership: Pam Sargant, Richmond



*It should go without saying that our organization has been led by some extraordinary and visionary women from diverse backgrounds and with a variety of legal practices. All have served selflessly and made us proud.*

## **PRESIDENTS OF THE VIRGINIA WOMEN ATTORNEYS ASSOCIATION**

### **YEAR ELECTED    LOCATION AND PRACTICE AT ELECTION**

Dulcey Fowler <i>Died February 1996</i>	1981 October	Richmond	Senior Staff Counsel, U.S. Circuit Court of Appeals
Karen L. Geary <i>Lives in Ashland, Oregon, serving as a mediator, not practicing law</i>	1982 October	Harrisonburg	Karen L. Geary, Attorney
Joan Gibson <i>Died June 1997</i>	1983 October	Virginia Beach	Joan Gibson, Attorney
Randy Parris (Kendrick) <i>Lives in Scottsdale, Arizona, not practicing law</i>	1984 October	Alexandria	Randy I. Parris, Attorney
Sylvia Clute <i>Engaged in promoting restorative justice, not practicing law</i>	1986 April	Richmond	Clute & Shilling
Darrel Long Tillar (Mason)	1987 April	Blacksburg	Long, Long & Tillar, P.C.
Marni Byrum	1988 June	Arlington	Law Offices of Marni E. Byrum
Carolyn Carpenter	1989 June	Richmond	Carolyn P. Carpenter, Attorney
Sharon Chickering	1990 June	Roanoke	Bounds & Dorsey
Linda Mallory Berry	1991 June	Richmond	Office of the Public Defender
Carol Dois Woodward	1992 June	Richmond	Clute & Woodward
Sandra Havrilak	1993 June	Fairfax	Havrilak & Hahn PC
Betty Jo Anthony	1994 June	Roanoke	Chief Asst. Commonwealth's Atty
Susan Massie Hicks	1995 June	Fairfax	Leiner & Hicks
Kimberly A. Pinchbeck	1996 June	Richmond	Taylor, Hazen, Kauffman
Karen A. Crist	1997 June	Falls Church	Koonz, McKenney, Johnson, DePaolis & Lightfoot, P.C.

Nancy E. Ingram	1998 June	Richmond	Sands Anderson Marks & Miller
Barbara S. Williams	1999 June	Leesburg	Burnett & Williams, PC
Renaë Reed Patrick	2000 June	Lynchburg	Virginia Legal Aid Society, Inc.
Linda M. Jackson	2001 June	McLean	Venable Baetjer and Howard, LLP
Elizabeth K. Dillon	2002 June	Roanoke	Roanoke City Attorney's Office
Kathleen A. Dooley	2003 June	Blacksburg	Town Attorney
Laurie E. Forbes	2004 June	Fairfax	Law Office of Laurie Forbes, LLC
Caroline E. Costle	2005 June	Alexandria	Rich Greenberg Rosenthal & Costle
C. Kailani Memmer	2006 June	Roanoke	Guyann, Memmer & Dillon, PC
Sheila M. Costin	2007 June	Vienna	Cochran & Owen, LLC
Kathleen J. L. Holmes	2008 June	McLean	Williams Mullen
Chandra D. Lantz	2009 June	Richmond	Hirschler Fleischer, P.C.
Christine Mougín-Boal	2010 June	Leesburg	Ritenour Paice & Mougín-Boasl, PC
Catherine M. Reese	2011 June	Fairfax	Law Office of Catherine M. Reese
Mary Grace A. O'Malley	2012 June	Manassas	Mary Grace A. O'Malley, PLLC
Maryse C. Allen	2013 June	Woodbridge	Compton & Duling, LC
Kyung (Kathryn) Dickerson	2014 June	Vienna	SmolenPlevy
Betsy Sue Scott	2015 June	Reston	Law Office of Betsy Sue Scott
Joan McKenna	2016 June	Richmond	LeClairRyan



*Our VWAA Secretaries perform an invaluable service and often do not receive the appropriate recognition. In the early days, our Secretaries provided comprehensive reports of our annual meetings as well as our quarterly Board meetings. Teena Grodner reminded me recently that the position was at one time referred to as “the pregnancy office” since more than one of our members, herself included, became pregnant soon after her election. We do appreciate all the hard work involved in accurately taking and reporting our meetings, particularly in the age of the conference call meeting which is a special challenge. Thank you.*

## **SECRETARIES OF THE VWAA**

### **(Location at Time of Election)**

- |             |  |
|-------------|--|
| 1981 – 1982 | <b>Bessida White</b> , Richmond  |
| 1982 – 1983 | <b>Susan Winstead</b> , Richmond, Hirschler, Fleischer, Weinberg, Cox and Allen                                  |
| 1983 – 1984 | <b>Victorio Nozero</b> , Arlington, then <b>Teena Grodner</b> , Alexandria, Gwendolyn Jo M. Carlberg Law Offices |
| 1984 – 1986 | <b>Teena Grodner</b> , Alexandria, Gwendolyn Jo M. Carlberg Law Offices  |
| 1986 – 1987 | <b>Miranda A. Turner</b> , Richmond, Virginia Employment Commission  |
| 1987 – 1988 | <b>Carolyn Carpenter</b> , Richmond, Clute & Shilling  |
| 1988 – 1989 | <b>Martha Brooks van der Deen</b> , Arlington  |
| 1989 – 1990 | <b>Cherry C. Harman</b> , Richmond, Virginia Poverty Law Center, Inc.  |
| 1990 – 1991 | <b>Debra Kay Sifford</b> , Christiansburg, Legal Aid of New River Valley   |
| 1991 – 1992 | <b>Debra Kay Sifford</b> , Christiansburg, Legal Aid Society   |

1992 – 1993 **Kathleen A. Dooley**, Chesapeake, City Attorney’s Office

1993 – 1994 **Kathleen A. Dooley**, Chesapeake, City Attorney’s Office

1994 – 1995 **Kathleen A. Dooley**, Chesapeake, City Attorney’s Office

1995 – 1996 **Kathleen A. Dooley**, Blacksburg, Town Attorney

1996 – 1997 **Kathleen A. Dooley**, Blacksburg, Town Attorney

1997 – 1998 **Renaë R. Patrick**, Lynchburg, Virginia Legal Aid Society, Inc.

1998 – 1999 **Renaë R. Patrick**, Lynchburg, Virginia Legal Aid Society, Inc.

1999 – 2000 **Linda Jackson**, Reston, Charlson, Bredehoft & Jackson

2000 – 2001 **Elizabeth K. Dillon**, Roanoke, City Attorney’s Office

2001 – 2002 **Paula Pugh Newett**, Alexandria, Asst. U. S. Attorney

2002 – 2003 **Laurie Forbes**, Fairfax, Lawson, Kipp, Forbes & Ayres

2003 – 2004 **Sandra Chinn-Gilstrap**, Danville, Dancille Regional Law Center

2004 – 2005 **Sandra Chinn-Gilstrap**, Danville, Dancille Regional Law Center

2005 – 2006 **Sandra Chinn-Gilstrap**, Danville, Dancille Regional Law Center

2006 – 2007 **Barbara M. R. Marvin**, Washington D.C., Office of General Counsel, U.S. Dept. of Justice

2007 – 2008 **Barbara M. R. Marvin**, Washington D.C., Office of General Counsel, U.S. Dept. of Justice

2008 – 2009 **Barbara M. R. Marvin**, Washington D.C., Office of General Counsel, U.S. Dept. of Justice

2009 – 2010 **Lauren Ebersole**, Richmond, Morris & Morris

2010 – 2011 **Lauren Ebersole**, Richmond, Morris & Morris

2011 – 2012 **Jennifer Dillow**, Salem, Royer, Guynn, Memmer & Dillon, P.C.

2012 – 2013 **Elizabeth Pendzich**, Leesburg, Law Office of Elizabeth Pendzich, PC

2013 – 2014 **Betsy Sue Scott**, Reston, Law Office of Betsy Sue Scott

2014 – 2015 **Joan McKenna**, Richmond, LeClairRyan

2015 – 2016 **Claire Keena**, Woodbridge, Nichols, Zaurig, Sandler, P.C.

2016 – 2017 **Claire Keena**, Woodbridge, Nichols, Zaurig, Sandler, P.C.



*The workload of the VWAA Treasurer has increased significantly since the beginning of our Association, in part due to the introduction of chapters and then the increase in the number of chapters. There are chapter allocations to calculate, disburse and account for, as well as chapter quarterly and annual reports to review. And of course there is the Association's budget to manage and tax reports to complete. The increase in workload led to the introduction of the appointed position of Assistant Treasurer in 2002. We are very grateful for the service of our Treasurers and Assistant Treasurers. Thank you.*

## **TREASURERS OF THE VWAA**

### **[Location at Time of Election]**

- 1981 – 1982 **Joan Gibson**, Virginia Beach, Joan Gibson, Attorney
- 1982 – 1983 **Randy Parris**, Alexandria, Randy J. Parris, Attorney
- 1983 – 1984 **Darrel Long Tillar**, Blacksburg, Long, Long & Stockburger
- 1984 – 1986 **Jane Schukoske**, Richmond, Virginia Poverty Law Center
- 1986 – 1987 **Lisa C. Germano**, Richmond, Actuarial Consulting Group, Inc.
- 1987 – 1988 **Lisa C. Germano**, Richmond, Actuarial Consulting Group, Inc.
- 1988 – 1989 **Lisa C. Germano**, Richmond, Actuarial Consulting Group, Inc.
- 1989 – 1990 **Kimberly Pinchbeck**, Richmond, Taylor, Hazen & Kaufman
- 1990 – 1991 **Kimberly Pinchbeck**, Richmond, Taylor, Hazen & Kaufman
- 1991 – 1992 **Kimberly Pinchbeck**, Richmond, Taylor, Hazen & Kaufman
- 1992 – 1993 **Kimberly Pinchbeck**, Richmond, Taylor, Hazen & Kaufman
- 1993 – 1994 **Nancy E. Ingram**, Richmond, Sands Anderson Marks & Miller
- 1994 – 1995 **Nancy E. Ingram**, Richmond, Sands, Anderson Marks & Miller
- 1995 – 1996 **Nancy E. Ingram**, Richmond, Sands, Anderson, Marks & Miller

1996 – 1997 **Joan K. Fine**, Winchester

1997 – 1998 **Wendy J. Hahn**, Oakton

1998 – 1999 **M. Chris Floyd**, Roanoke, Gentry Locke Rakes & Moore

1999 – 2000 **M. Chris Floyd**, Virginia Beach, Metro Information Services

2000 – 2001 **M. Chris Floyd**, Virginia Beach, Metro Information Services,

2001 – 2002 **M. Chris Floyd**, Virginia Beach, Metro Information Services

2002 – 2003 **Caroline Costle**, Alexandria, Rich Greenberg Rosenthal & Costle LLP  
Asst. Treasurer, **M. Chris Floyd** Metro Information Services, Virginia Beach

2003 – 2004 **Caroline Costle**, Alexandria, Rich Greenberg Rosenthal & Costle LLP

2004 – 2005 **Chandra D. Lantz**, Richmond, Hirschler, Fleischer  
Asst. Treasurer, **Catherine M. Reese**, Fairfax, The Law Office of Catherine M. Reese

2005 – 2006 **Chandra D. Lantz**, Richmond, Hirschler, Fleischer  
Asst. Treasurer, **Catherine M. Reese**, Fairfax, The Law Office of Catherine M. Reese

2006 – 2007 **Chandra D. Lantz**, Richmond, Hirschler, Fleischer  
Asst. Treasurer, **Catherine M. Reese**, Fairfax, The Law Office of Catherine M. Reese

2007 – 2008 **Chandra D. Lantz**, Richmond, Hirschler, Fleischer

2008 – 2009 **Catherine M. Reese**, Fairfax, The Law Office of Catherine M. Reese

2009 – 2010 **Catherine M. Reese**, Fairfax, The Law Office of Catherine M. Reese

2010 – 2011 **Cynthia Revesman**, Fairfax, Law Offices of Cynthia Kaplan Revesman

2011 – 2012 **Cynthia Revesman**, Fairfax, Law Offices of Cynthia Kaplan Revesman  
Asst. Treasurer, **Ginny Brown**, Virginia Beach, Virginia E. Brown, P.C.

2012 – 2013 **Cynthia Revesman**, Fairfax, Law Offices of Cynthia Kaplan Revesman  
Asst. Treasurer, **Ginny Brown**, Virginia Beach, Virginia E. Brown, P.C.

2013 – 2014 **Cynthia Revesman**, Fairfax, Law Offices of Cynthia Kaplan Revesman  
Asst. Treasurer, **Anne Lahren**, Virginia Beach, Pender & Coward

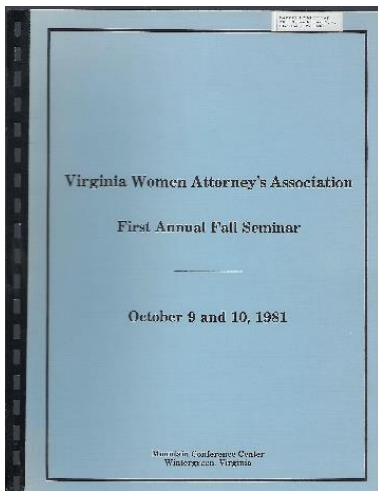
2014 – 2015 **Amanda Foster**, Richmond, The Law Office of Kimberly A. Pinchbeck, P.C.  
Asst. Treasurer, **Anne Lahren**, Virginia Beach, Pender & Coward

2015 – 2016 Cynthia Revesman, Fairfax, Law Offices of Cynthia Kaplan Revesman  
Asst. Treasurer, **Anne Lahren**, Virginia Beach, Pender & Coward

2016 – 2017 Cynthia Revesman, Fairfax, Law Offices of Cynthia Kaplan Revesman  
Asst. Treasurer, **Anne Lahren**, Virginia Beach, Pender & Coward

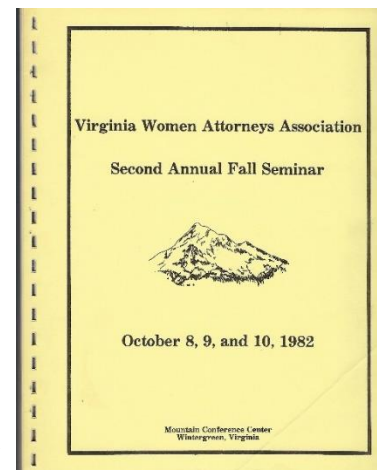


## MAJOR CONFERENCES, CLEs and PROGRAMS SPONSORED BY THE VWAA



**October 1981 First Annual Fall Seminar and Business Meeting** was held at the Wintergreen Mountain Conference Center, with guest speaker the **Honorable Phyllis Kravitch Judge**, U. S. Court of Appeals for the Fifth Circuit. The conference featured a session on women’s self-defense cases led by **Elizabeth Bochnak**, Education Director of the Center for Constitutional Rights in New York City, and co-author of a book on the subject. Topics of other sessions included: “Women and Property,” “Tax Implications of Women and Property,” “Family Mediation and New Trends in Family Law,” “Employment Discrimination,” “The Political, Legislative and Judicial Process,” and “How to Survive Solo and Big Firm Practice.” One hundred fifty women attorneys attended the conference. *The VWAA was off to a great start!*

**October 1982 Second Annual Meeting and Fall Seminar** was also held at Wintergreen, with guest speaker the **Honorable Patricia A. Wald, Judge**, United States Court of Appeals for the District of Columbia Circuit. The seminar featured **Beverly Ann Groaner**, from Maryland, Chair of the ABA Commission on Marital Property and ABA Advisor to the National Conference of Commissions on Uniform State Laws Drafting Committee on Uniform Marital Property, speaking about Virginia’s Equitable Distribution Law. Women and property, credit and pregnancy discrimination, developing success skills in negotiations, assertiveness and career mobility, and discrimination against poor women were topics covered in various workshop clusters. *Our Legal Aid member attorneys were shining stars at this conference.*





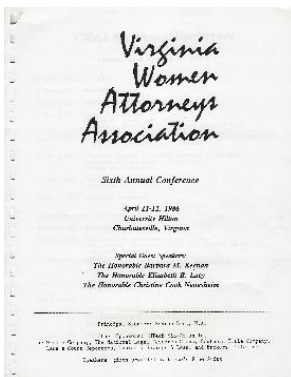
**October 21-22, 1983** Crystal City Hyatt, **VWAA Third Annual Meeting** featured the **Honorable Sandra Day O'Connor**, Justice, United States Supreme Court. Justice O'Connor offered encouragement to the VWAA by declaring, "Your organization can be so helpful now and in the future to women who want to go on the bench in the state of Virginia, and I'm delighted this organization is taking an active role....And I hope that the next time I'm here to visit we'll have trouble finding enough space in here for all the women judges in Virginia." Other speakers were **Betty Love**, **Lelia Hopper**, and **Linda Atkinson**. **Janice Brice**, **Senator Wylie Mitchell** and **Sylvia Clute** spoke at the Legislative Breakfast. We had a court reporter to keep the minutes of our business meeting!



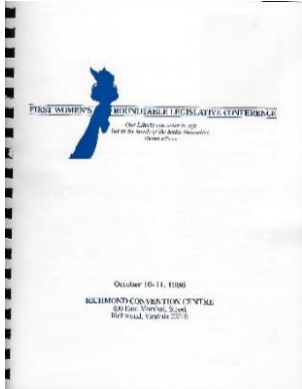
*Not funny at the time was the Hyatt's marquee sign when the Executive Committee arrived the night before the conference. It read, "Welcome Virgin Women Attorneys." Yours truly nearly eviscerated the manager and the sign was corrected with all due speed.*

**October 12-13, 1984 VWAA Fourth Annual Meeting** held in Reston featuring two speakers, **Kathy Wilson**, President of the Women's National Political Caucus and **Elsie Munsell**, US Attorney for the Eastern District. Elsie was the first woman to be sworn in as a United States Attorney in Virginia. Workshops focused on juvenile justice, computers for the small law office, trial practice techniques and tax.

**June 1985 VWAA Fifth Annual Meeting** was held in Virginia Beach in conjunction with the annual meeting of the Virginia State Bar. The VWAA meeting was devoted to two primary topics: our Judicial Endorsement Policy and our Legislative Priorities. *We decided we would endorse men!*

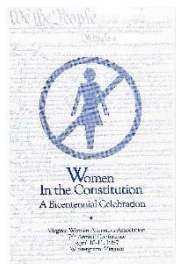
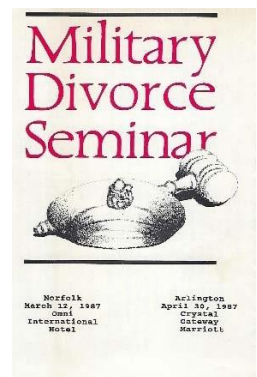


**April 11-12, 1986** University Hilton Charlottesville **VWAA Sixth Annual Conference** featured as a luncheon keynote speaker on Friday **Elaine R. Jones**, first black woman graduate of the University of Virginia School of Law and Executive Director of the NAACP Legal Defense Fund. **The Honorable Elizabeth B. Lacy**, *State Corporation Commissioner*, delivered the Saturday luncheon keynote. Additional Special guest speakers included the **Honorable Barbara Keenan**, the only woman on the Court of Appeals of Virginia, and the **Honorable Christine Cook Nettesheim** judge of the United States Claims Court.



**October 1986 First Women’s Roundtable Legislative Conference** was held at the Richmond Conference Center and was well attended by legislators and representatives from over 100 different organizations. The event garnered favorable press coverage. Virginia Secretary of Transportation and Public Safety **Vivian Watts** gave the keynote address. Other speakers were **Wilda Ferguson**, Commissioner of the Department of Aging.; **Eva Teig**, Secretary of Human Resources, **Delegates Mary Marshall, Dorothy McDiarmid, Jean Cunningham, Gladys Keating, Bernard Cohen, and Joan Munford**; **Senators Joe Benedetti, Joseph Gartlan and Wiley Mitchell**; and **Attorney General Mary Sue Terry**. **Lt. Governor Doug Wilder** attended the Friday reception.

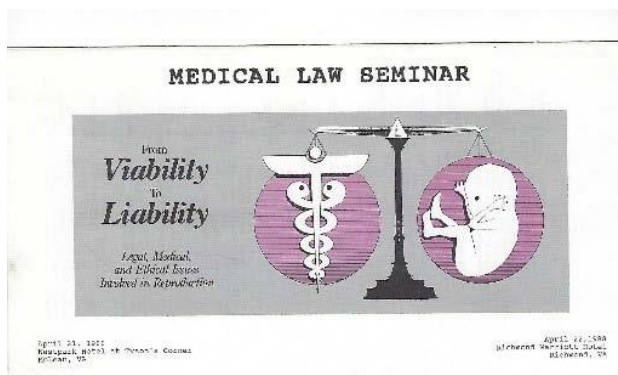
**March 12, 1987** in Norfolk, and **April 30, 1987** in Arlington, VWAA held its first CLE titled **Military Divorce Seminar** which we co-sponsored with **EXPOSE** (Ex-Partners of Servicemen (women) for Equality.) The seminar focused on benefits and coverage, the Soldier’s and Sailor’s Relief Act, collection methods, jurisdiction, and service of process, taxes and disposable pay, and qualifying an expert on military retirement benefits. **Gwendolyn Jo M. Carlberg, Esq., Zephia Scarborough, Esq., Teena D. Grodner, Esq., Robert B. Machen, Esq., and Mark E. Kellogg, Esq.** were the featured speakers in the day long program.



**April 10-11, 1987** Wintergreen VWAA’s **Seventh Annual Conference** was titled, “Women In the Constitution – A Bicentennial Celebration” and included CLEs on “Women and the First Amendment – Pornography and Violence Against Women,” “Women in Prison,” “Women and Academic Freedom,” “Women in Employment” and “Constitutional Conflict Arising from the Issue of Abortion.”

**July 1987** Charlottesville VWAA undertook its most ambitious project, the presentation of a week long summer institute “**Women And The Constitution 1787-1987,**” designed to include a mixed audience of teachers, lawyers, and community representatives. The program was co-sponsored with the Virginia Council on the Status of Women, and the University of Virginia’s Curry School of Education. *That year the Virginia Council of the Status of Women was chaired by yours truly who also served as the VWAA President. Both groups were appalled at the lack of recognition of the constitutional concerns of women in the various programs being held to recognize the bicentennial of the US Constitution. So we held our own. VWAA Immediate Past President Sylvia Clute deserves much of the credit for initiating the idea of a summer institute involving teachers who would hopefully bring some of the lessons back to their classrooms.*





**April 1988** McLean and Richmond VWAA presented a unique combination of legal and medical legal education was held in Richmond and Mclean titled **“From Viability to Liability: Legal, Medical, and Ethical Issues Involved in Reproduction”** exploring in vitro fertilization, fetal medicine, and surrogacy.

*The seminar generated a fascinating debate between lawyers and health care providers, which was mediated by the ethical scholars.*

**October 1988** Richmond **Third Women’s Roundtable Legislative Conference** held with **Brigadier General Gail Reals, USMC, Commanding Officer**, Quantico Marine Base, as the featured luncheon speaker.

**November 1989** Richmond VWAA sponsored its **“VWAA Forum for the Future”** with the keynote address given by **Senator Emilie Miller**. Retiring **Delegate Dorothy McDiarmid** was honored at the Forum.

**February 1990** VWAA held its First Annual Midyear Legislative Meeting in Richmond at the Valentine Museum.

**April 1990** VWAA and **EXPOSE** presented an updated **Military Divorce Seminar** in Norfolk.

**Spring 1990** VWAA participated with **Judith Clark Consultants, Inc.** in promoting a CLE titled, **“Training the Attorney in New Business Development”** which was offered to small groups in various locations.

**April 19-20, 1991** Williamsburg, The VWAA presented **You Be the Judge**, a seminar for lawyers on the judicial selection process and the brainchild of the **Women Judges’ Fund for Justice**. **Justice Elizabeth Lacy** gave the keynote speech and **Marni E. Byrum** chaired the program. *This program became one of the VWAA’s signature programs and has been repeated many times with new participants.*

**April 29, 1992** Mary Washington College Fredericksburg, **the VWAA Foundation** presented a four-hour long pilot **Magistrate Training** approved for CLE credit by the Supreme Court of Virginia’s Executive Office. VWAA Member **Valerie Jean Mayo**, a practitioner from Colonial Beach, developed and presented the lecture with her husband.



**October 16-17, 1992** Charlottesville, **Second Annual “You Be the Judge”** seminar for lawyers on the judicial selection process held along with a reception for women judges and legislators in Virginia.

**December 3-4, 1993** Northern Virginia and **December 5-6** Roanoke **Third Annual “You Be the Judge”** seminar helped aspiring lawyers lay out a blueprint for developing a plan to direct their future.

**June 1994** Virginia Beach **VWAA Annual Meeting** featured speaker was **Ann Kolker**, Director of Public Policy/Health and Reproductive Rights for the Women’s Law Center. VWAA Member **Kathleen O’Brien** was installed as the first woman president of the Virginia State Bar. *After the VSB’s installation banquet, many VWAA members were gathered in Kathleen’s suite to celebrate but were somewhat distracted as the now famous OJ Simpson white bronco highway chase unfolded live on the television.*

**January 1995** **The Mid-Year Legislative Meeting** was held in Richmond. **Karen Raschke, Esq.** of Planned Parenthood was one of several speakers who addressed the group commenting on pending legislation and providing helpful hints on lobbying legislators.

**June 1995** **VWAA Annual Meeting** in Virginia Beach. **Julie Goldscheid, Esq.** of the National Organizations for Women Legal Defense Fund was the guest speaker and addressed the legal remedies available under the Violence Against Women Act of 1994.

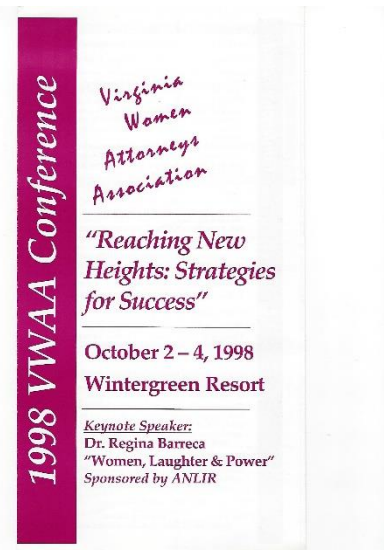
**October 1995** Holiday Inn Tyson’s Corner **The Virginia Trial Lawyers and the VWAA** co-sponsored the 1995 **“Women in Litigation Seminar.”** The Seminar Chair and Moderator was VWAA member **Elizabeth P. Coughter** of Charlottesville. Judge Johanna Fitzpatrick provided a view from the bench, **“What Women Can Use and Men Can’t in Opening Statements and Closing Arguments.”**

**January 1996** **The Mid-Year Legislative Meeting** was held in Richmond. **Nancy Ross**, staff to the Virginia Commission on Youth addressed the group on juvenile justice issues. The meeting was followed by a **legislative reception** in the Parish Hall of historic St. Paul’s Church.

**June 1996** **VWAA Annual Meeting** in Virginia Beach. **Delegates Jerrauld C. Jones and Toddy Puller** informed the VWAA members and other attendees about their views of the 1996 legislative session. Nine past presidents were on hand to help celebrate the VWAA’s upcoming 15<sup>th</sup> anniversary.

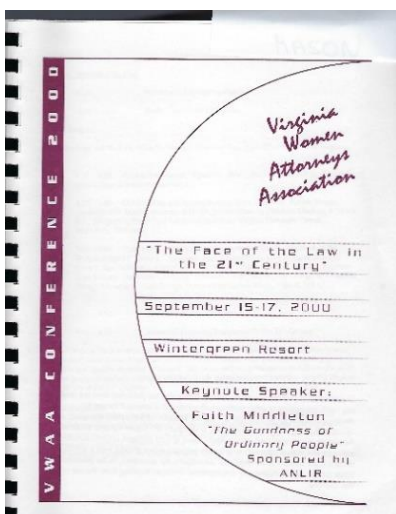
**October 1996** Richmond, VWAA held its fourth **“You Be the Judge”** with **Judges Leonie Brinkema, Leslie Alden, Kimberly O’Donnell, Lydia Taylor, Karen Henenberg** and **Jacqueline Talevi**, as well as **Delegates Richard Cranwell and Brian Moran.**

**June 1997** **VWAA Annual Meeting** in Virginia Beach, the **Honorable Jane Marcum Roush** gave a presentation on **Women in the Judiciary** followed by a wine and cheese reception.



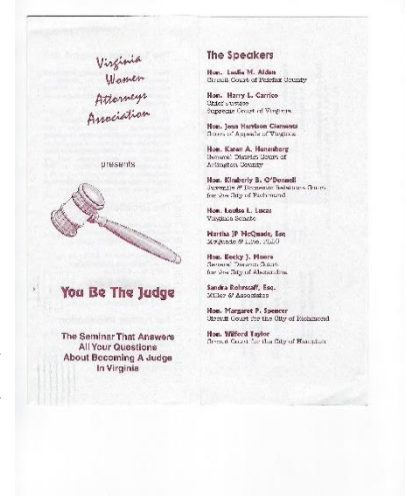
**October 2-4 1998** Conference in Wintergreen, “**Reaching New Heights: Strategies for Success,**” featured a three hour trial and appellate practice training on Friday afternoon titled, “**EXPOSED!! Winning Litigation Tactics from the Bench—16 Judges Tell All!**” Our sixteen judges represented every level of court in Virginia from the Juvenile & Domestic Relations Court on up through the Court of Appeals (The **Honorable Johanna Fitzpatrick** and The **Honorable Rosemarie Annunziata**) to the Supreme Court of Virginia (The **Honorable Elizabeth Lacy**.) The evening’s reception honored newly appointed **Justice Cynthia Kinser**, Supreme Court of Virginia. Saturday’s dinnerspeaker was **Professor Regina Barreca**, author of Women, Laughter & Power. *She indeed left us all laughing.*

**September 25, 1999** Jefferson Hotel Richmond, VWAA held its Fifth “**You Be the Judge**” seminar. **Chief Justice Carrico** offered opening comments, and participants included: **US District Court Judge Gerald Bruce Lee**, and state court judges **Verbena Askew, Julia Cannon, Leslie Alden, Margaret Spencer, Karen Henenberg,** and **Delegate Donald McEachin**. A highlight of the program was a VWAA-produced video starring **Court of Appeals Judge Johanna Fitzpatrick** who was a star in her role as a judicial appointment interviewee. *A role Judge Fitzpatrick was no stranger to...*



**September 15-17, 2000** back at the Wintergreen Resort for our conference titled “**The Face of the Law in the 21<sup>st</sup> Century,** with keynote speaker **Faith Middleton**, author of The Goodness of Ordinary People. At this conference the VWAA honored three women for being trailblazers; **The Honorable Diane Stickand** for her work in bringing the Drug Court to Virginia **Professor Linda Malone** for her involvement in the International Court of Justice and advocacy against human rights violations, and **Sylvia Clute, Esq.,** for varied long term efforts on behalf of women and women attorneys throughout the Commonwealth.

**September 14-15, 2001** Richmond VWAA's ever popular, **"You Be The Judge"** program was held at The Jefferson with a kick off panel discussion and reception on Friday, followed by the seminar on Saturday featuring the the **Honorable Harry L. Carrico, Chief Justice Supreme Court of Virginia**, and othe Honorables: **Leslie M. Alden, Jean Harrison Clements, Karen A. Henenberg, Kimberly O'Donnell, Louise L. Lucas, Becky J. Moore, Margaret P. Spencer and Wilford Taylor** along with VWAA's own **Martha JP McQuade, Esq. and Sandra Rohrsstaff, Esq.** *The Program Chair was again VWAA's Marní E. Byrum, the godmother of the "You Be The Judge Program."*



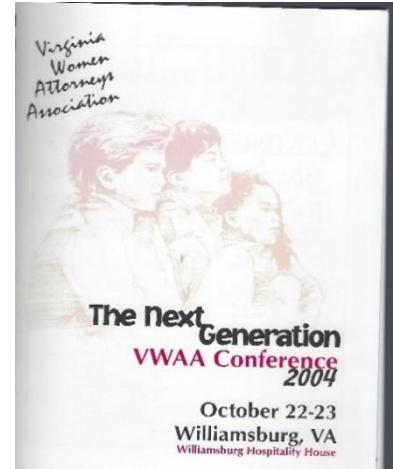
**June 2002 Virginia Beach VWAA Annual Meeting** The program featured a panel discussion of **"The State of Women in the Legal Profession"** covering such topics as family balance, pay equity, representation on the bench, as law firm partners, professors and other such positions of influence and power. Following the program the VWAA hosted a reception in the Expo Hall for all VSB Annual Meeting participants.



**September 20-22, 2002** Williamsburg Virginia hosted our biennial conference titled, **"Effective Advocacy: The Secret to Success"** again offering tips from judges representing Virginia's trial and appellate courts. The conference reception honored women members in the General Assembly. We presented the **VWAA Advocacy Award** to **Delegate Viola E. Baskerville** for her patronage of a bill to improve access to emergency contraception and to **Delegate Terrie L. Suit** for her patronage of a bill eliminating the marital rape exemption in Virginia. After a fund-raising golf tournament, the attendees gathered for cocktails and a banquet with keynote speaker **Catherine Whitney**, who wrote with the then nine women members of the U.S. Senate, **Nine and Counting** which details the paths and lives of these nine women.

**June 18-19, 2004** Virginia Beach VWAA Annual Meeting program featured a panel discussion, **"Constitutional Dilemma Surrounding Same Sex Marriage, Civil Union, Domestic Partnerships and Covenant Marriages,"** with panelists **Senator Kenneth Cuccinelli, Delegate Brian Moran, Delegate Karen Darner, UVA law Professor Julia Mahoney, Carol Gravitt, Esq.,** a former Chair of the VSB Family Law Section, and **Joseph Price, Esq.,** of Equality Virginia. Because of the significance of the program, its length was extended and our Annual Business meeting was moved to Saturday.

**October 22-23, 2004** Williamsburg Hospitality House VWAA conference, **“The Next Generation,”** offered several sessions focused on children such as, children as witnesses, children with disabilities, special needs trusts for children, and recognizing abuse in adults and children. Friday’s reception honored pioneers of Virginia’s “Adoption Day” activities: **The Honorable Audrey J. Franks, The Honorable Stephen Rideout and The Honorable Angela Edwards Roberts.** For Saturday night’s banquet, **Professor Regina Barreca,** feminist humor maven and author of, **I’m With Stupid: One Man, One Woman and 10,000 Years of Misunderstanding Between the Sexes Cleared Right Up,** returned to again entertain the conference participants with her insights.

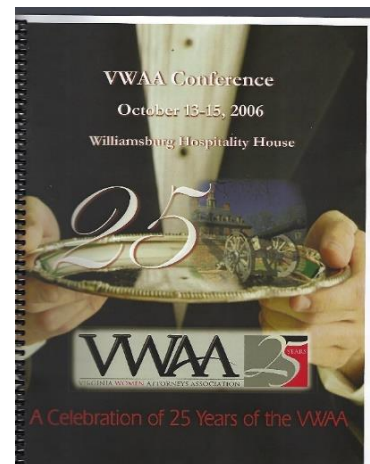


**June 2005,** Virginia Beach **VWAA Annual Meeting** program, **“Religion in Law and Public Life,”** with **Sharon Pandak,** former County Attorney for Prince William County, **Bradley P. Jacob,** Professor at Regent University School of Law, and **Rebecca K. Glenberg,** Legal Director Virginia ACLU.

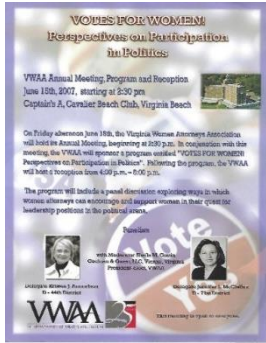


**June 16, 2006** Virginia Beach **The VWAA Annual Meeting, Program & Reception.** The program featured a one-hour CLE panel titled, **“Privacy: Does It Still Exist? Individual Liberties v. National Security”** with panelists **The Honorable Glen E. Conrad,** US District Judge for the Western District of Virginia, **Mary M. Cheh, Esq.,** Professor of Law, the George Washington University School of Law, and **Lawrence Barry, Esq.,** Federal Bureau of Investigation, Chief Division Counsel. This program was recognized at the June 2007 Conference of Local Bar Association’s breakfast award program and received an Award of Merit.

**October 13-15, 2006** in Williamsburg **“A Celebration of 25 Years of the VWAA,”** which in addition to offering a robust CLE program offering 6.5 hours of credit, included a buffet lunch with exhibitors, a reception honoring women attorneys who have practiced for 25 or more years, the presentation of the **2006 VWAA Awards of Distinction,** a breakfast with former Virginia Attorney General **Mary Sue Terry,** a golf tournament and silent auction to benefit the Susan G. Komen Foundation for Breast Cancer Research, and a banquet honoring VWAA Past Presidents. Our featured speaker, legal and political commentator, **Susan Estrich,** spoke on **“Why America Needs More Women on Top.”** This program was recognized at the June 2007 Conference of Local Bar Association’s breakfast award program and received an Award of Merit.







**June 2007 VWAA Annual Meeting “Votes for Women! Perspectives on Participation in Politics”** Featured speakers were **Delegate Jennifer McClellan and Delegate Kristen J. Amundson**. This program was recognized at the June 2008 Conference of Local Bar Association’s breakfast award program and received and a Certificate of Achievement.

**September 28-29, 2007** Lansdowne Conference Center, the VWAA hosted its first **“Webweavers Conference”** to provide an opportunity for VWAA members to hone their networking skills. VWAA member **Melissa Katz**, a certified business etiquette trainer, provided pointers and VWAA member **Leanne Cusumano-Roque** shared some of her coaching skills. VWAA members Kathleen Holmes and Linda Jackson led panels and discussions. On Saturday, the VWAA honored **Justice Elizabeth Lacy** of the Supreme Court of Virginia at a luncheon featuring a tribute from **Professor Jayne Barnard** from the William & Mary School of Law. VWAA Member **Marni Byrum** presented Justice Lacy with a sculpture recognizing her commitment to “standing together, reaching back and moving forward.”

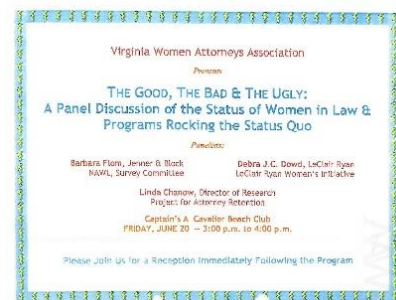


*Justice Lacy, Sheila Costin and Marni Byrum at the overlook at Lansdowne*



*Justice Lacy at the luncheon...*

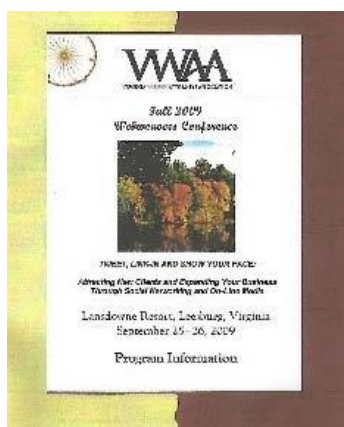
**June 20, 2008** Virginia Beach **VWAA ANNUAL MEETING** program titled, **“The Good, the Bad & the Ugly: A Panel Discussion of the Status of Women in Law & Programs Rocking the Status Quo.”** The panelists were **Barbara Flom**, NAWL, **Debra J.C. Dowd**, LeClairRyan Women’s Initiative and **Linda Chanow**. Following tradition, the program was followed by a reception.





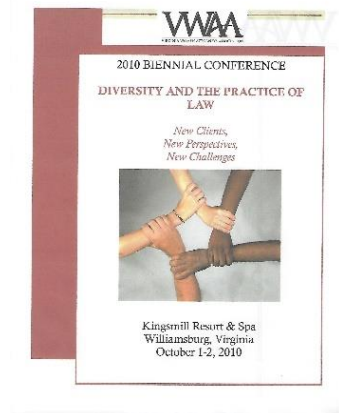
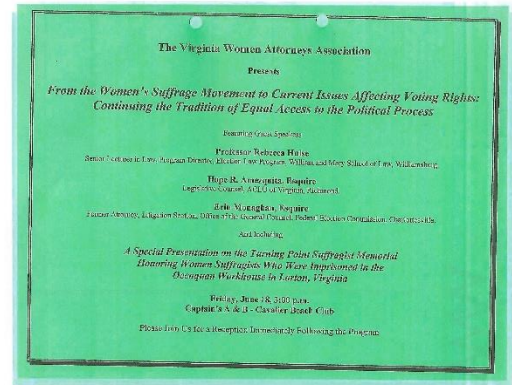
**October 3-4, 2008** Kingsmill Resort & Spa **VVAA Biennial Conference**, “**A Lifetime of Service**” honored women in public service and offered CLEs on a wide variety of topics. **Judges Lydia Taylor, Margaret Spencer and Jacqueline Talevi** provided a judicial perspective on public service and the role of appointed counsel during one CLE session. The keynote speaker was **Marie Wilson**, Founder and President of The White House Project and author of Closing the Leadership Gap: Add Women, Change Everything.

**June 19, 2009** Virginia Beach **VVAA Annual Meeting** program offered an ethics CLE presentation, “**WEB 2.0 Business Tool or Black Hole?**” featuring **Caryn Foster Durham**, Senior Vice President, Charles Ryan Associates and **Leslie Haley, Esq.**, Ethics Counsel, Virginia State Bar. The speakers advised on such issues as whether to blog or not to blog and how to create a social profile and the legal ethics issues inherent in the use of social media.



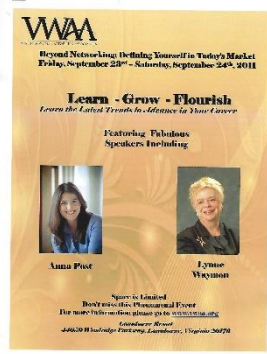
**September 25-26, 2009** Lansdowne Resort Leesburg, Second Webweavers Conference, “**Tweet, Link and Show Your Face!**” featured **Ben Glass**, addressing ethics and social networking, and **Leticia Green**, addressing the use of social networking tools such as Twitter and Facebook. Jennifer Abernethy provided “netiquette” tips during the Friday reception.

**June 18, 2010** Virginia Beach **VWAA Annual Meeting's** program was titled, **"From the Women's Suffrage Movement to Current issues Affecting Voting Rights: Continuing the Tradition of Equal Access to the Political Process."** Featured as guest speakers were **Professor Rebecca Hulse**, William & Mary School of Law, **Hope R. Amezquita, Esq.**, Legislative Counsel ACLU of Virginia, and **Erin Fonaghan, Esq.**, formerly with the Office of the General Counsel, Federal Elections Committee.

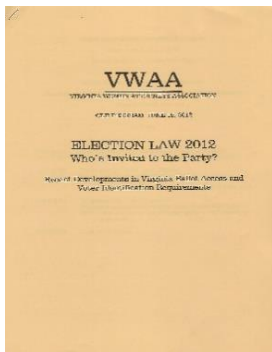


**October 1-2, 2010** Kingsmill Resort, Williamsburg **VWAA Biennial Conference** titled **"Diversity and the Practice of Law: New Clients, New Perspectives, New Challenges."** Topics included, **"How Attorneys Can Meet Their Ethical Obligations When Representing a Diverse Client Base," "Multi-Cultural and International Issues from Domestic Relations Practitioners,"** and **"Diversity Issues in Civil Litigation – Perspectives from the Bench and Bar."** The banquet keynote speaker was **Dr. Mary Frances Berry**, civil rights leader and Professor at the University of Pennsylvania.

**June 17, 2011** Virginia Beach **VWAA Annual Meeting's** program, **"Good Lawyers: How Serving Your Community Serves You"** featured VWAA members who were involved in the presentation of public service programs in their communities: **Alysha Fulkerson, Esq., Colleen Haddow, Esq., Christine Mougins-Boal, Esq., Mary T. Morgan, Esq.,** and **Elizabeth Pendzich, Esq.** The program was moderated by **The Honorable Thomas Horne**, Judge, Loudon County Circuit Court, and was followed by a reception.

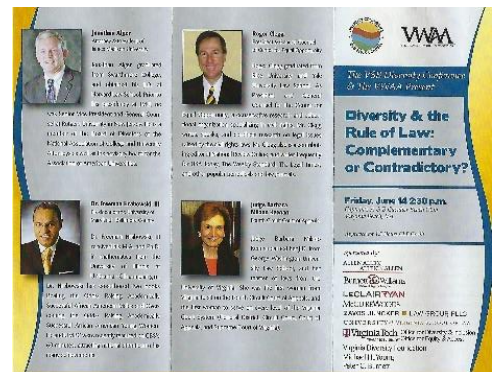


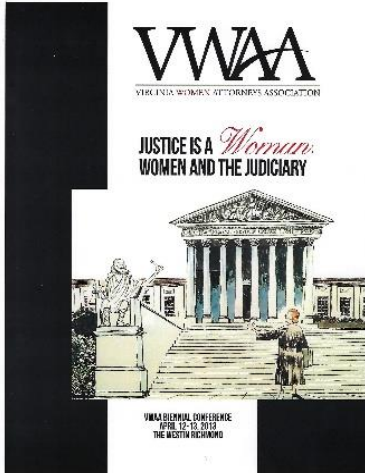
**September 2011** Lansdowne Conference Center hosted **VWAA’s “ Beyond Networking Conference”** featured **Anna Post**, great-great granddaughter of Emily Post, who addressed **“Digital Networking 101: Building Successful Relationships Online”** and **“Personal Skills for Professional Success,”** and **Lynne Wyman**, CEO of Contacts Count, addressed **“Using the Right Keys to Successfully Build Valuable Relationships”** and **“How to Showcase Your Expertise Without Bragging.”** This program received a Certificate of Achievement from the Conference of Local Bar Associations which was awarded in June 2012.



**June 2012** Virginia Beach **VWAA Annual Meeting Program** was titled, **“Election Law 2012 – Who’s Invited to the Party?”** **Charles Sims, Esq.** presented on ballot access litigation involving hopeful U.S. presidential candidates and **Jay Meyerson, Esq.** presented on Voter ID legislation. CLE Chair **Darrel Tillar Mason**, moderated the panel as well as a spirited discussion between members of the audience and panelists. Our typical well attended reception followed the meeting and presentation.

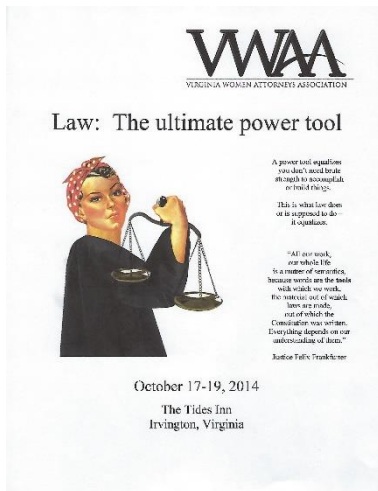
**June 2013** Virginia Beach **VWAA Annual Meeting** co-sponsored with the Diversity Conference a standing room program only **“Diversity & the Rule of Law: Complimentary or Contradictory?”** featuring **Jonathan Alger**, President of James Madison University; **Roger Clegg**, President of Center for Equal Opportunity; **Dr. Freeman Hrabowski, III**, President of University of Maryland-Baltimore County; and **The Honorable Barbara M. Keenan**, Judge, Fourth Circuit Court of Appeals. Our panel of national legal and educational experts challenged audience members to re-examine their own, sometimes emotional, views on the subject. A well-attended reception followed. This program was recognized at the June 2014 Conference of Local Bar Associations’ breakfast award program and received a Certificate of Achievement.





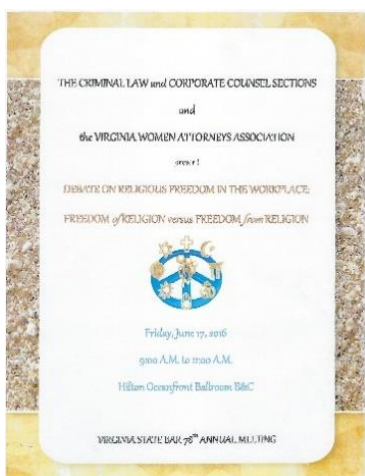
**October 12-13, 2013 Richmond VWAA Conference** with an all-star cast of judges, **Justice Elizabeth McClanahan, Judge Marilyn C. Goss, Judge Karen A. Henenberg, Judge Rossie D. Alston, Judge Teresa Chafin, Judge Glen Huff, Judge Rosemarie Annunziata (Ret.), Judge Leslie M. Alden, Judge M. Hannah Lauck**, addressing such topics as the judicial appointment process in Virginia, an overview of the Court of Appeals offering tips for better practice, rethinking gender and gender bias in the courts, and judicial independence. Entertainment at the dinner was provided by “Comedians at Law” and the luncheon keynote speaker was **Justice Cleo Powell**. This program was recognized at the June 2013 Conference of Local Bar Associations’ breakfast award program and received a Certificate of Achievement.

**June 19, 2014 Virginia Beach VWAA Annual Meeting’s topic, “Sex and Labor Slaves, The Scourge of Human Trafficking**, was selected as a Showcase CLE. In an historic collaboration, the VWAA invited the Young Lawyers Conference, the Asian Pacific American Bar Association-VA, the Hispanic Bar Association-VA and the Old Dominion Bar Association to join in addressing the compelling issue of human trafficking. Nationally recognized experts **Vivian Huelgo, Esq.** from the ABA, and **Daniel Werner, Esq.**, from the Southern Poverty Law Center joined Virginia expert **Erin M Kulpa, Esq.** from the Office of the Attorney General to detail how the legal community must respond to this threat. **Renu Brennan, Esq.**, Asst. Bar Counsel, and **Judge Gerald Bruce Lee**, U.S. District Court Judge, provided an interactive ethics discussion. A reception followed where the conversations continued.



**October 17-19, 2014** Tides Inn Irvington, **VWAA Biennial Conference**, titled **“Law: The Ultimate Power Tool.”** The featured CLEs provided attendees with knowledge of how to wield the power tool of law and the wisdom to do so judiciously. Of special interest was **The Center for Teaching the Rule of Law** and the **Diversity Conference of the Virginia State Bar’s** presentation, **“Forging in the Foundry of Justice, The Rule of Law for We the People.”** Golf enthusiasts were able to “work with wood and iron” at the beautiful Golden Eagle Golf Course. The conference concluded with brunch and a conversation with judges about charting the path to judgeship and surviving the interviews.

**June 2015** Virginia Beach the **VWAA** participated with the **Virginia Diversity Conference** in sponsoring a Showcase CLE at the Virginia State Bar Annual Meeting in Virginia Beach entitled **“Blind Spot - Hidden Biases of Good People”** featuring Harvard University Professor and author **Mahzarin Banaji**, Professor **James Moliterno** from Washington and Lee University, and **Justice Cleo Powell** of the Supreme Court of Virginia. The **VWAA Annual Business Meeting** was held mid-day. Friday afternoon, the VWAA joined with the **Virginia Law Foundation** to celebrate the Foundation’s 40<sup>th</sup> Anniversary by hosting a reception featuring **Little Anthony Gourdine** of Little Anthony and the Imperials.



**June 2016** VWAA took the lead in presenting a Showcase CLE at the **VSB Annual Meeting** entitled **“Debate on Religious Freedom in the Workplace: Freedom of Religion versus Freedom from Religion.”** Our distinguished panelists, **Professor Doug Laycock**, UVA Law School; **Claire Guthrie Gastanaga**, Executive Director of the Virginia ACLU; and VWAA President-elect **Joan McKenna**, debated conscience clause legislation and explored what guidance attorneys should give their clients (both employees and employers) about reasonable religious accommodations in the workplace. The **VWAA Annual Business Meeting** was held immediately following the CLE presentation.



## VWAA's LEX CLAUDIA

*Volume I Number 1 of the Lex Claudia was dated June 1981, before the official inauguration of the Virginia Women Attorneys Association in October of that year. "Lex Claudia" refers to the Roman law which abolished the ancient guardianship of adult women by their male relatives. The Lex Claudia was originally designated a "newsletter" but featured substantive articles of special interest to women attorneys as well as Association news. Betty Molchany and Diana Evans, both from Alexandria, were originally responsible for publishing and co-editing the newsletter. The first issue was distributed to over 1,000 Virginia women attorneys inviting them to attend a meeting at the June annual meeting of the Virginia State Bar in Virginia Beach.*

*This first issue created quite a stir! The Washington Post, The Richmond Times, the Alexandria Gazette and the Northern Virginia Journal ALL published articles in response to its publication and interviews of various Steering Committee members. The format and content were used as models for other women's groups and associations.*

*Volume I of the Lex was ambitious, with six different issues being published between June 1981 and September 1982 (covering the period of the Steering Committee and then the first full year of the Association.) Janis McDonald was on the "newsletter committee" as it was called, and actively involved in the publication. Volumes II through Volume V had four issues each and had similar appearances, although our new VWAA logo was added as a banner in 1994. These issues focused on reporting news of the Association's development, announcing upcoming conferences, and highlighting legislative initiatives or important court decisions. Here are some samples of the early newsletter style of our Lex Claudias.*

# LEX CLAUDIA

Vol. 1, No. 2 NEWSLETTER FOR VIRGINIA WOMEN ATTORNEYS ASSOC. September 1981

## WVA FALL SEMINAR TO FEATURE U.S. COURT OF APPEALS JUDGE PHYLLIS KRAVITZ

The Honorable Phyllis Kravitz, U.S. Court of Appeals for the Fifth Circuit, will be the featured speaker at the Fall Seminar of the Virginia Women Attorneys Association, October 9-10, 1981 at Wintergreen Resort, a convention center located a short distance from Charlottesville, Virginia. The Fall Seminar will also feature a workshop sponsored by the Michie Company on women's self-defense cases led by Elizabeth Rochnak, Education Director of the Center for Constitutional Rights in New York City and one of the editors of a new book published by Michie entitled *women's Self-defense Cases: Theory and Practice*.

The WVA Fall Seminar will begin at 9:30 A.M. on Friday, October 9, 1981. The first annual meeting and election of officers and members of the Board of Directors for the Virginia Women Attorneys Association will be held Saturday, October 10 at 9:00 A.M. All attorneys, law students and others interested in the advancement of women in the law are invited to attend the Seminar.

Other workshops will include Women and Property, Tax Implications of Women and Property, Family Mediation, Law, Employment Discrimination, the Legislative and Judicial Process, and How to Survive Solo and Big Firm Practices, the full schedule of events is on page 2.

The WVA will match up conference attendees who wish to share rooms in order to reduce the cost of accommodations. The cost of a two-bedroom condominium suite shared by four people, for example, is \$24 per night. If you need help in making arrangements to share a room or for day care, write immediately to Joan (Continued on page 2.)

**LEX CLAUDIA:** The Roman Law which abolished the ancient guardianship of adult women by their male relations.

### INSIDE

- EEOC Guidelines on Sexual Harassment
- Positions as Law Professors
- Feature: Sandra Day O'Connor
- 27 Rules for Preliminary Hearings
- Women's Resource Centers
- Fall Seminar Schedule & Applications
- Lobbying in Virginia
- Profile: President-Elect Arlington Bar Association

# LEX CLAUDIA

Vol. II, No. 3 NEWSLETTER FOR VIRGINIA WOMEN ATTORNEYS ASSOCIATION June 1983



Bessie Cuthorne White and Phoebe P. Hall took the oath of office as substitute judges for Richmond District Courts in May.

## WOMEN NAMED SUBSTITUTE JUDGES

Phoebe P. Hall and Bessie Cuthorne White were appointed to be substitute judges for the Richmond District Courts in May. Chief Judge James E. Sheffield appointed the two, who are the first women substitute judges in the City. The substitute judges may be called to preside over cases in the criminal, civil, and traffic divisions of Richmond General District and in Richmond Juvenile and Domestic Relations District Court.

Ms. Hall, 41, a 1969 graduate of Georgetown University Law School, is a partner

in Hall and Hall with her spouse Franklin P. Hall. She also serves as a Commissioner in Chancery for the Richmond Circuit Court.

Ms. White, 35, a 1980 graduate of the Marshall-Wythe School of Law at the College of William and Mary, is a solo practitioner with a general law practice focusing on women's issues.

## GETTING INTO LAW TEACHING

Jane C. Clarke, author of this article, is Assistant Professor of the General Faculty and Director of Legal Research and Writing at the University of Virginia School of Law. Before coming to Virginia, she was Assistant Professor of Law at St. Louis University School of Law.

During the decade of the seventies, while the percentage of women lawyers increased from 4% to 12% and the percentage of women law students increased from 8% to 33%, the number of women in the United States who were full-time tenure track law teachers increased from a meager 2.8% to 11.5%. Lagging far behind the national average, however, are the Virginia law schools with 6.5%. In the statistical outlier is the University of Virginia School of Law, with its lone woman professor representing 2% of its tenure track faculty. How can a woman, facing this historical challenge, get into law teaching?

The ideal credentials for appointment to a law school faculty are the same for men and

**LEX CLAUDIA:** The Roman Law which abolished the ancient guardianship of adult women by their male relations.

VIRGINIA WOMEN ATTORNEYS ASSOCIATION

# LEX CLAUDIA

Volume V, Issue 2 March, 1986

## WVA SIXTH ANNUAL CONFERENCE TO BE HELD IN CHARLOTTESVILLE April 11-12, 1986

The annual Conference of the Virginia Women Attorneys Association will be held on April 11 and 12, 1986 at the University of Virginia in Charlottesville, Virginia. The conference will feature a keynote address by Justice Sandra Day O'Connor, U.S. Supreme Court Justice, and a luncheon with the Honorable Phyllis Kravitz, U.S. Court of Appeals for the Fifth Circuit. The conference will also feature a workshop on "Women's Self-Defense Cases: Theory and Practice" led by Elizabeth Rochnak, Education Director of the Center for Constitutional Rights in New York City. The conference will be held at the University of Virginia in Charlottesville, Virginia. For more information, see page 7 of this issue.



**LEX CLAUDIA:** The Roman Law which abolished the ancient guardianship of adult women by their male relations.

VIRGINIA WOMEN ATTORNEYS ASSOCIATION

# LEX CLAUDIA

Volume IV, Issue 1 December, 1984

## MUNSHILL CALLS WVA REPOSITORY OF HOPE FOR ACHIEVEMENT BY WOMEN IN THE LEGAL PROFESSION

The March 1985 Attorney at Law Edition of Virginia Lawyer, published by the Virginia Women Attorneys Association, is a repository of hope for achievement by women in the legal profession. It is a publication that will help women in the legal profession to achieve their goals. It is a publication that will help women in the legal profession to achieve their goals. It is a publication that will help women in the legal profession to achieve their goals.

## Growth in the Hands of the Membership

"We can measure our growth in the hands of the membership," said the Virginia Women Attorneys Association. The growth in the hands of the membership is a testament to the success of the organization. It is a testament to the success of the organization. It is a testament to the success of the organization.

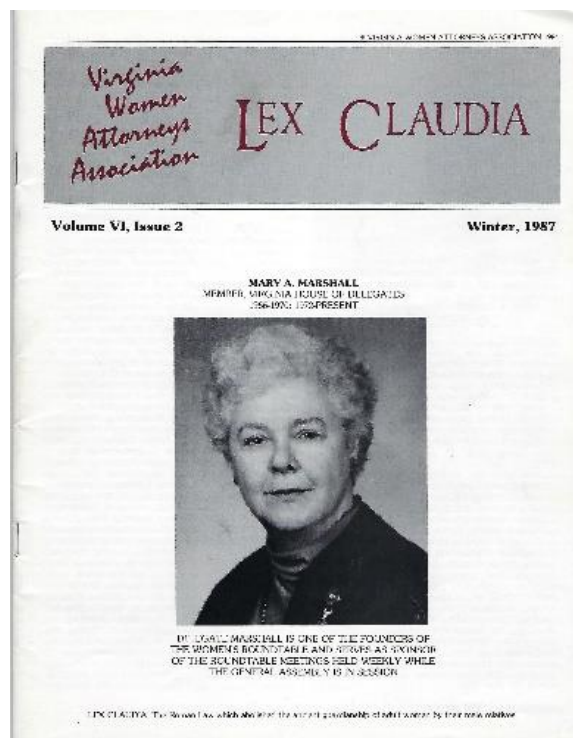
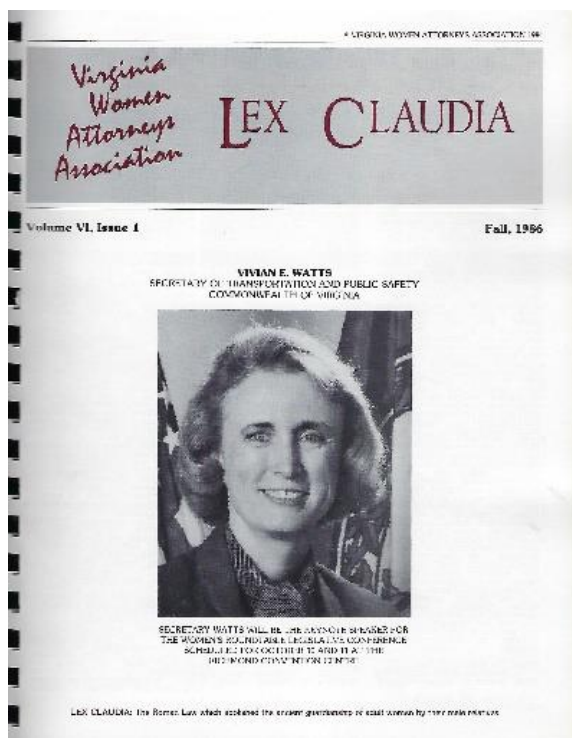
## WVA TO HONOR WOMEN IN GOVERNMENT AT THE VIRGINIA MUSEUM JANUARY 5

The Virginia Women Attorneys Association and the Virginia Commission on the Status of Women will sponsor a luncheon for women in government at the Virginia Museum in Richmond on January 5. The luncheon will be held in honor of women in government and to welcome opinion who will be speaking in Richmond at the General Assembly session which opens January 8.

**LEX CLAUDIA:** The Roman Law which abolished the ancient guardianship of adult women by their male relations.



Beginning with Volume VI Issue 1 in the Fall of 1986, the *Lex Claudia* began to feature on its new glossy cover the picture of someone of importance to the Association, such as a woman in public service, and/or a keynote speaker at one of our conferences. The first individual so highlighted was Vivian E. Watts, The Commonwealth's Secretary of Transportation and Public Safety. Vivian was followed by Delegate Mary Marshall, the founder of the Women's Roundtable. William D. Dolan, III, President, Virginia Commission on Women & Minorities in the Legal System, and past president of the Virginia State Bar, graced the *Lex's* cover in the Spring of 1987, the only man to do so. He was followed by Dr. Mary Frances Berry, Member U.S. Commission on Civil Rights and Professor of History and Law, Howard University, who made a special presentation at our July 1987 Women and the Constitution Institute. Judge Ruth Bader Ginsburg, then on the U.S. Court of Appeals for the D.C. Circuit, (who also presented at the Women and the Constitution Institute) was next. The last individual to be honored on our cover was Justice Elizabeth B. Lacy, recognizing her ascent to the Supreme Court of Virginia, who appeared on the cover of our Winter/Spring 1989 issue.




\* VIRGINIA WOMEN ATTORNEYS ASSOCIATION 1987

*Virginia Women Attorneys Association*

# LEX CLAUDIA

Volume VI, Issue 3 Spring, 1987

**WILLIAM D. HOHAN, III**  
PRESIDENT  
VIRGINIA COMMISSION ON WOMEN AND MINORITIES  
IN THE LEGAL SYSTEM



TWO PRESIDENTS OF THE VIRGINIA STATE BAR

LEX CLAUDIA: The Roman Law which abolished the ancient guardianship of adult women by their male relatives.


\* VIRGINIA WOMEN ATTORNEYS ASSOCIATION 1987

*Virginia Women Attorneys Association*

# LEX CLAUDIA

Volume VI, Issue 4 Summer 1987

**MARY FRANCES BERRY**  
MEMBER, U.S. COMMISSION ON CIVIL RIGHTS  
PROFESSOR OF HISTORY AND LAW, HOWARD UNIVERSITY



DR. BERRY MADE A SPECIAL PRESENTATION ON EDUCATION, WOMEN'S RIGHTS AND THE CONSTITUTION AT THE WOMEN AND THE CONSTITUTION CONFERENCE HELD JULY 20-21, AT THE UNIVERSITY OF VIRGINIA

LEX CLAUDIA: The Roman Law which abolished the ancient guardianship of adult women by their male relatives.


\* VIRGINIA WOMEN ATTORNEYS ASSOCIATION 1987

*Virginia Women Attorneys Association*

# LEX CLAUDIA

Volume VII, Issue 1 Fall/Winter, 1988

**JUDGE RUTH BADER GINSBURG**  
OF THE U.S. COURT OF APPEALS  
FOR THE D.C. CIRCUIT



JUDGE GINSBURG SPOKE ON THE DEVELOPMENT OF MODERN SOCIAL PROTECTION THEORY AT THE INSTITUTE ON WOMEN AND THE CONSTITUTION CO-SPONSORED BY THE VAWAA.

LEX CLAUDIA: The Roman Law which abolished the ancient guardianship of adult women by their male relatives.


\* VIRGINIA WOMEN ATTORNEYS ASSOCIATION 1987

*Virginia Women Attorneys Association*

# LEX CLAUDIA

Volume VIII, Number 2 Winter/Spring 1989

**JUSTICE ELIZABETH BERMINGHAM LACY**  
SUPREME COURT OF VIRGINIA



LEX CLAUDIA: The Roman Law which abolished the ancient guardianship of adult women by their male relatives.

*These issues continued to report on recent conferences or activities of the Association, often profiled one of our members, and presented short scholarly articles, case notes, book reviews, and professional announcements.*

*The combination newsletter and scholarly article format was maintained until 1989 when it was decided during the term of WAA President Carolyn P. Carpenter that the Lex Claudia would be published twice a year as a strictly legal journal and the newsletter would be separate. (The decision to publish the Lex Claudia twice a year turned out to be aspirational. It only happened once!) The first issue with this new direction was Volume IX No. 1 published in the Summer of 1990 at the beginning of Sharon Chickering's term. This issue was a full 50 pages, and had an official editor. This is where my listing begins.*

#### **EDITORS OF THE LEX CLAUDIA**

**Summer 1990** Volume IX No. 1, editor **Eileen N. Wagner, Ed.D.**

**Winter 1991** Volume X No. 1, editor **Eileen N. Wagner, Ed.D.**

**Fall 1991** Volume X No. 2, editor **Eileen N. Wagner, Ed.D., J.D.**

**Summer 1992** Volume XI No. 1, editor **Eileen N. Wagner, Ed.D., J.D.**

**Summer 1993** Volume XII No. 1, editor **Jacqueline C. Dellinger, Esq.**

**Fall 1994** Volume XIII No. 1, editor **Eileen N. Wagner, Ed.D., J.D.**

**Spring 1996** Volume XIV (dropped the No. identifier) editors **Nancy E. Ingram, Esq.** and  
**Barbara S. Williams, Esq.**

**Spring 1997** Volume XV, editors **Nancy E. Ingram, Esq.** and **Barbara S. Williams, Esq.**

**Spring 1999** Volume XI, editor **Darrel Tillar Mason, Esq.**

**Summer 2002** Volume XVII, editors **Anna Hammond** and **Michelle Morris Jones**

**Spring 2005** Volume XVIII, editor **Leanne Cusumano**

**Spring 2009** (dropped the Volume identifier) editor **Renaë Reed Patrick**

**2014** (dropped the seasonal identifier) editor-in-chief, **Jennifer Tomac**, co-editors,  
**Christine Newton, Beth M. McCord** and **Li-Shann Durst**

*It should be obvious from the decreasing frequency of publication that publishing the Lex in a traditional bound paper format has become increasingly difficult. Being an editor, even with assistance from law students willing to do cite checking, is an arduous task. Still, publishing the Lex Claudia helped our Association gain stature in the legal community and has always been well-received by our judicial and attorney members. I hope the effort and tradition will continue.*

## REGIONS/CHAPTERS OF THE VWAA

*When the VWAA was created in 1981 as a state-wide association of women attorneys, the organizational structure provided for elected officers, elected regional representatives, and elected at large representatives. The regions were denominated Region I Northern Virginia, Region II Tidewater, Region III Richmond, Region IV Shenandoah, and Region V Southwest. Some of these large geographical areas covered many miles, but in fact had very few women attorneys. Other areas, notably Northern Virginia and Richmond, with more of a concentration of women attorneys, already had some form of women's bar association. It soon became clear that the VWAA would benefit from a more local approach to meetings in addition to the larger state-wide presence.*

**PRESIDENT'S MESSAGE**  
A Call for Creation of Local Chapters  
By Sylvia Clute

As I approach the half-way mark of my term as your president, I continue to be convinced that the possibilities for the VWAA to make a difference are limitless. But I also see a major hindrance to our success.

We are divided geographically into five regions. Each region has one representative. These regions are too large for cohesive local action to occur. It is impossible for a single regional representative to provide sufficient local leadership.

To maximize our effectiveness, we need local chapters with the traditional set of officers leading each chapter. The absence of local VWAA activity hinders membership growth and participation.

The layout of the regions makes the difficulties apparent. Region I, which we call the Northern Virginia region, extends from Arlington south to somewhere beyond Colonial Beach and east to Culpeper. An attorney in Colonial Beach or Culpeper would be unlikely to consider a VWAA meeting in Arlington a "local" meeting.

Region II, known as the Tidewater region, extends from north of Williamsburg south to the state line.

Region III, known as the Richmond region, extends from Fredericksburg south to the state line, a distance of approximately 100 miles.

Region IV, known as the Charlottesville region, extends from the northern tip of the state to Lurleenburg county and includes Winchester, Front Royal, Harrisonburg, Staunton, Waynesboro, Charlottesville, Lynchburg, White Sulphur Springs, Covington and Clifton Forge.

Region V extends approximately 300 miles from Rocklinburg County to Scott county and north of Roanoke.

These regions are too large for there to be a sense of cohesiveness among the women attorneys in each region. Regional meetings don't practice in the same courts and don't share the same localized problems. It would be far preferable to have smaller membership groups, which could be active and have a sense of camaraderie.

When the VWAA was formed, I believe the present structure was adopted because of concerns about competition with local bar groups. But we have long since passed



VWAA President Sylvia Clute addressing participants at the First Women's Roundtable Legislative Conference

*During her presidency, 1986-1987, Sylvia Clute made the creation of local chapters a priority. The first two chapters were the Roanoke/New River Valley Chapter and the Northern Virginia Chapter. In the Spring of 1988, the Roanoke/New River Valley Chapter was created when the former Southwest Virginia women Attorneys Association voted to join forces with the VWAA. The Chapter was considered a "part" of Region V - Southwest, and a Regional Representative was still the official representative on the VWAA Board of Directors. At almost exactly the same time, a group of women in Northern Virginia who had been in an association of women attorneys since 1980 opted to become the Northern Virginia Chapter of the VWAA.*

Our third chapter was the **Richmond Chapter**, approved by the VWAA Board in 1991. Richmond was always home to **Region III**. Richmond was a difficult sell because of the presence of the well-established and well-respected Metropolitan Richmond Women's Bar Association.

[Records reflect that we had a Charlottesville Chapter approved in 1989 with Debra D.D. Coyner as President, but that Chapter was not maintained.]

The **Tidewater Region II** area spawned our fourth still-existing chapter in 1992, originally designated as the **South Hampton Roads Chapter**, and now known as the **Hampton Roads Chapter**. It draws its members from a wide geographic area, including Newport News and Hampton on the Peninsula, as well as Virginia Beach, Norfolk, Chesapeake, Portsmouth, and Suffolk on the Southside.

And our fifth chapter, also approved in 1992 was deemed the **Northern Shenandoah Chapter** and developed from the **Shenandoah Region IV**. **Mary Ellen Kerr**, a moving force and much-loved attorney was President of that Chapter before her tragic death from cancer in 1994. That Region covers a wide and diverse geographic territory and has been challenged over the years to sustain its membership.

However, attorneys from the Loudon/Leesburg area, some of whom were part of the original Shenandoah Region, and others who identified more with Northern Virginia, formed their own **Loudon Chapter** in 2002.

Similarly challenged by its geography is the Southwest Region, which originally covered about half of the state's land mass, but not a large concentration of its population. Over the years, there have been two other chapters in the lower part of the state, **Southside** which existed for most of the nineties, and **South Central** for which I found no records as of yet, unfortunately. I will keep digging.

Attorneys from the Prince William area branched off from the Northern Virginia Chapter and became the **Prince William Chapter** in 2007. Our newest chapter is **Fredericksburg** approved in 2011.

Thus we currently have seven active chapters **Northern Virginia**, **Richmond**, **Tidewater**, **Roanoke/New River Valley**, **Loudon**, **Prince William**, and **Fredericksburg**. Northern Virginia is our largest, and Fredericksburg our smallest. We value each of them.

## **NORTHERN VIRGINIA REGION – NORTHERN VIRGINIA CHAPTER**

### **VWAA BOARD REPRESENTATIVES & PRESIDENTS**

**(Location and Practice at Time of Election]**

1981 – 1982	<b>Betty Molchany</b> , Alexandria
1982 – 1983	<b>Victoria Nozero</b> , Fairfax
1983 – 1984	<b>Kathleen O'Brien</b> , Fairfax, Hazel Beckhorn and Hanes
1984 – 1986	<b>Cynthia Guill</b> , Alexandria, C.G. Aschmann, Jr. & Assoc.
1986 – 1987	<b>Judy Moats</b> , Fairfax then Marni Byrum, Alexandria
1987 – 1988	<b>Martha Brooks Van der Veen</b> , Fairfax County Attorney's Office

**NOTE: Northern Virginia's application to become a VWAA Chapter approved during 1987 - 1988**

1988 -1989	<b>Joanne Ivanic</b> HFIC Management Co, Inc.
1989 – 1990	<b>Karen Crist</b> – Koonz, McKenney and Johnson
1990 – 1991	<b>Karen Crist</b> , Koonz, McKenney and Johnson
1991 – 1992	<b>Karen Crist</b> , Koonz McKenney and Johnson
1992 – 1993	<b>Karen Crist</b> , Koonz, McKenney and Johnson
1993 – 1994	<b>Susan Massie Hicks</b> , Fairfax, Leiner & Hicks
1994 – 1995	<b>Julia B. Judkins</b> , Fairfax, Lewis, Trichilo, Bancroft & McGavin, PC
1995 – 1996	<b>Laurie Forbes</b> , Fairfax, Lawson, Kipp & Forbes
1996 – 1997	<b>Karen Keyes</b> , Arlington, Law Office of Karen Keyes
1997 – 1998	<b>Sandra M. Rohrstaff</b> , Alexandria, Cohen, Dunn & Curcio, P.C.
1998 – 1999	<b>Linda M. Jackson</b> , Reston, Charlson, Bredehoft & Jackson

1999 – 2000      **Susan R. Athari**, Great Falls

2000 – 2001      **Caroline Costle**, Alexandria, Rich Greenberg Rosenthal & Costle, LLP

2001 – 2002      **Sheila M. Costin**, Alexandria, Richards, McGettigan Reilly & West

2002 – 2003      **Kelly Sweeney Hite**, Alexandria, McQuade & Hite

2003 – 2004      **Catherine M. Reese**, Washington D.C., The Lewis Law Firm

2004 – 2005      **Melissa Hogue Katz**, Fairfax, Trichilo, Bancroft, McGavin, Horvath & Judkins

2005 – 2006      **Kathleen J. L. Holmes**, Alexandria, Richards, McGettigan, Reilly & West, P. C

2006 – 2007      **Mary Catherine Gibbs**, Alexandria, Hart, Calley, Gibbs & Karp, P.C.

2007 – 2008      **Debra L. Powers**, Fairfax, The Susan Hicks Law Group, PC

2008 – 2009      **Cynthia K. Revesman**, Gaithersburg, Rubenstein, Cogan & Quick, P.C.

2009 – 2010      **Mary Grace A. O'Malley**, Manassas, Mary Grace A. O'Malley, PLLC

2010 – 2011      **Kyung (Kathryn) Dickerson**, Vienna, SmolenPlevy

2011 – 2012      **K. Leigh Taylor**, Fairfax, The Susan Hicks Law Group

2012 – 2013      **Kelly M. Juhl**, Fairfax, The Susan Hicks Law Group

2013 – 2014      **Laurie Crawford**, Fairfax, Lane Crawford, PC

2014 – 2015      **Gretchyn Meinken**, Vienna, SmolenPlevy

2015 – 2016      **Camille Allan Crandall**, Fairfax, Kelly and Crandall, PLC

2016 – 2017      **Molly Garrett**, Fairfax, ShounBach



## TIDEWATER REGION - SOUTH HAMPTON ROADS – HAMPTON ROADS

(Location at Time of Election)

1981 – 1982	<b>Sarah Gillian</b>
1982 – 1983	<b>Marged Harris</b>
1983 – 1984	<b>Marged Harris</b>
1984 – 1986	<b>Diane Pomeroy Griffin</b> , Portsmouth
1986 – 1987	<b>Dawn G. Phillips</b> , Virginia Beach
1987 – 1988	<b>Judith Kline</b> , Newport News, The Hilton Law Office
1988 – 1989	<b>Judith Kline</b> , Newport News, The Hilton Law Office
1989 – 1990	<b>Judith Kline</b> , Newport News, The Hilton Law Office
1990 – 1991	<b>Judith Kline</b> , Newport News, The Hilton Law Office
1991 – 1992	<b>Karen Vannan</b> , Yorktown, Buxton, Lasris & Vannan.
1992 – 1993	<b>Karen Vannan</b> , Yorktown, Buxton, Lasris & Vannan.
1993 – 1994	<b>Diane T. Carter</b> , Newport News
1994 – 1995	<b>Joan C. Skeppstrom</b> , Norfolk
1995 – 1996	<b>Debra F. Conlon</b> , Norfolk, Office of the U. S. Trustee, VWAA Board Representative <b>Dana A. Rosen</b> , South Hampton Roads Chapter President
1996 – 1997	<b>Debra F. Conlon</b> , Norfolk, Office of the U. S. Trustee, VWAA Board Representative <b>Ellen C. Carlson</b> , Virginia Beach, Wright & Carlson, South Hampton Roads Chapter President
1997 – 1998	<b>Debra F. Conlon</b> , Norfolk, Office of the U. S. Trustee, VWAA Board Representative
1998 – 1999	<b>Ellen C. Carlson</b> , Virginia Beach, Wright & Carlson, South Hampton Roads Chapter President
1999 – 2000	<b>Debra C. Waters</b> , Norfolk, Rutter, Walsh, Mills & Rutter
2000 – 2001	<b>Debra C. Waters</b> , Norfolk, Rutter, Walsh, Mills & Rutter
2001 – 2002	<b>Debra C. Waters</b> , Norfolk, Rutter, Walsh, Mills & Rutter
2002 – 2003	<b>Asha S. Pandya</b> , Norfolk, Norfolk Commonwealth Attorney's Office
2003 – 2004	<b>Asha S. Pandya</b> , Norfolk, Norfolk Commonwealth Attorney's Office
2004 – 2005	<b>Asha S. Pandya</b> , Norfolk, Norfolk Commonwealth Attorney's Office
2005 – 2006	<b>Rebecca S. Colaw</b> , Virginia Beach, Hall Automotive

2006 – 2007 **Virginia Brown**, Virginia Beach, Virginia E. Brown, P.C.

2007 – 2008 **Virginia Brown**, Virginia Beach, Virginia E. Brown, P.C.

2008 – 2009 **Suzanne E. Luna**, Virginia Beach, Law Office of Suzanne E. Luna, PC

2009 – 2010 **Karen M. Zello**, Glasser & Glasser, PLC

2010 – 2011 **Karen M. Zello**, Norfolk, Glasser & Glasser, PLC

2011 – 2012 **Mary T. Morgan**, Portsmouth, Cooper, Spong & Davis, P.C.

2012 – 2013 **Mary T. Morgan**, Portsmouth, Cooper, Spong & Davis, P.C.

2013 – 2014 **Anne C. Lahren**, Virginia Beach, Pender & Coward, P.C.

2014 – 2015 **Anne C. Lahren**, Virginia Beach, Pender & Coward, P.C.

2015 – 2016 **Michelle Parker**, Norfolk, Decker Law Firm

2016 – 2017 **Michelle Parker**, Norfolk, Decker Law Firm

**SOUTHWEST REGION – ROANOKE/NEW RIVER VALLEY CHAPTER -  
ROANOKE CHAPTER**

**(Location at Time of Election)**

1981 – 1982                    **Anne Edenfield**, Roanoke, Legal Aid Society of Roanoke Valley

1982 – 1983                    **Darrel Long Tillar**, Blacksburg, Long, Long & Stockburger

1983 – 1984                    **Melinda Carter Penn**, Martinsville, Smith & Penn, P.C.

1984 – 1986                    **Ellen S. Weinman**, Salem

1986 – 1987                    **Ellen S. Weinman**, Salem

1987 – 1988                    **Ellen S. Weinman**, Salem

Spring 1988 Roanoke/ NRV Chapter created when the former Southwest Virginia Women Attorneys Association voted to join forces with the VWAA, Sharon Chickering, Roanoke, Bounds & Dorsey was elected Chapter President.

1988 -1989                    **Victoria Huber Robison**, Blacksburg, Long, Long & Tillar

1989 – 1990                    **Melissa Warner**, Roanoke, Gentry Locke Rakes & Moore

1990 – 1991                    **Jonna M. McGraw**, Roanoke, Gentry Locke Rakes & Moore

1991 – 1992                    **Betty Jo Anthony**, Roanoke Commonwealth Attorney’s Office

1992 – 1993                    **Betty Jo Anthony**, Roanoke, Commonwealth Attorney’s Office

1993 – 1994                    **Dian Baun**, Roanoke, Woods, Rogers & Hazelgrove

1994 – 1995                    **Melissa A. Young**, Roanoke, Gentry Locke Rakes and Moore

1995 – 1996                    **Carole M. Agee, Roanoke, Woods, Rogers & Hazelgrove,**

1996 – 1997                    **Carole M. Agee**, Roanoke, Woods, Rogers & Hazelgrove, Board Rep

**Chris M. Floyd**, Roanoke, Gentry Locke rakes & Moore

1997 – 1998                    **Melissa Amos Young**, Roanoke, Gentry Locke Rakes & Moore

1998 – 1999                    **Lori D. Thompson**, Roanoke, Gentry Locke Rakes & Moore

1999 – 2000                    **Amy Hansen**, Roanoke, Lumsden, Overstreet & Hansen

NRV 2001 – 2002                **Stephanie A. Murray**, Blacksburg, H. Gregory Campbell, Jr. PC

ROA 2001 – 2002                **Amy Hansen**, Roanoke, Lumsden, Overstreet & Hansen

NRV 2002 – 2003	<b>Stephanie A. Murray</b> , Blacksburg, H. Gregory Campbell, Jr. PC
ROA 2002 – 2003	<b>Heather A. Shrock</b> , Roanoke, Gentry Locke Rakes & Moore
NRV 2003 – 2004	<b>Mary Ann Hinshelwood</b> , Christiansburg, Mary Ann Hinshelwood
ROA 2003 – 2004	<b>C. Kailani Memmer</b> , Roanoke, Guynn & Memmer
NRV 2004 – 2005	<b>Mary Ann Hinshelwood</b> , Christiansburg, Mary Ann Hinshelwood
ROA 2004 – 2005	<b>C. Kailani Memmer</b> , Roanoke, Guynn & Memmer
NRV 2005 – 2006	<b>Janet E. Tuckwiller</b> , Roanoke, Lichtenstein, Fishwick & Johnson, PC
NRV 2007 – 2008	<b>Janet E. Tuckwiller</b> , Blacksburg, H. Gregory Campbell, Jr. PC
ROA 2007 – 2008	<b>Cheryl Roberts</b> , Roanoke, The Law Office of John P. Frye, P.C.
ROA 2008 – 2009	<b>Leah Suzanne Gissy</b> , Roanoke, LeClairRyan
2009 – 2010	<b>Leah Suzanne Gissy</b> , Roanoke, LeClairRyan
2010 – 2011	<b>Leah Suzanne Gissy</b> , Roanoke, LeClairRyan
NRV 2011 – 2012	<b>Lara V. Finch</b> , Christiansburg, SW Virginia Legal Aid Society
ROA 2011 – 2012	<b>Robyn Smith Ellis</b> , Salem, Robyn Smith Ellis, PLC
NRV 2012 – 2013	<b>Lara V. Finch</b> , Christiansburg, SW Virginia Legal Aid Society
ROA 2012 – 2013	<b>Erin Boyd Ashwell</b> , Roanoke, Woods Rogers PLC
NRV 2013 – 2014	<b>Hillary D. Isleib</b> , Blacksburg, The Shaheen Firm, PC
ROA 2013-2014	<b>Leigh Strelka</b> , Roanoke, Strickland, Diviney & Strelka
2014 – 2015	<b>Jennifer Dean</b> , Salem, Poarch Law Firm
ROA 2015 – 2016	<b>Devon Slovensky</b> , Roanoke, Blue Ridge Legal Services, Inc.
ROA 2016 – 2017	<b>Nanda Davis</b> , Roanoke, The Davis Law Practice

**REGION 3 - RICHMOND CHAPTER**  
**VWAA BOARD REPRESENTATIVES & PRESIDENTS**

- 1981 – 1982 **Pam Sargent**
- 1982 – 1983 **Sarah Marshall Gilliam**
- 1983 – 1984 **Jane Rosenthal**, Christian Cocke & Dolbeane
- 1984 – 1986 **Jane Rosenthal**, Christian Cocke & Dolbeane
- 1986 – 1987 **A. Lisa Barker**, Assistant County Attorney, Hanover
- 1987 – 1988 **Carol A. N. Breit**, Richmond, Clute & Shilling
- Richmond’s Application to become a VWAA Chapter was approved in 1988.
- 1988 – 1989 **Shirley Hennessy Edwards**, Hennessy & Steger
- 1989 – 1990 **Shirley Hennessy, Edwards**, Hennessy & Steger
- 1990 – 1991 **Cherry Harman**, Virginia Poverty Law Center
- 1991 – 1992 **Carolyn Carpenter**, President - Cheryl Arflin Region 3 Director on VWAA Board
- 1992 – 1993 **Cheryl Arflin**, Region 3 Director on VWAA Board
- 1993 – 1994 **Robyne Lau Bridgman**, Region 3 Director on VWAA Board
- 1994 – 1995 **Kristina Fitzgerald**, President, Chaplin Papa & Gonet
- 1995 – 1996 **Shelley Elder**, President, Mechanicsville, President Elder Law Office
- 1996 – 1997 **L. Anne Coughenour**, Presidenet, Carpenter & Woodward, then **Darrel Tillar Mason**,  
Carpenter & Woodward (Anne was murdered Nov. 1996)
- 1997 – 1998 **Darrel Tillar Mason**, President, Carpenter & Woodward
- 1998 – 1999 **Darrel Tillar Mason**, President, Carpenter & Mason
- 1999 – 2000 **Darrel Tillar Mason**, President, Carpenter & Mason
- 2000 – 2001 **Kristina Fitzgerald**, President, Fitzgerald & Tommlin P.L.L.C.
- 2001 - 2002 **Kristina Fitzgerald**, President Firzgerald & Tomlin P.L.L.C
- 2002 - 2003 **Janet Moran**, President
- 2003 - 2004 **Janet Moran**, President
- 2004 – 2005 **Janet Moran**, President

2005 – 2006 **Janet Moran**, President  
2006 – 2007 **Darrel Tillar Mason**, President, Carpenter & Mason  
2007- 2008 – **Courtney Van Winkle**, President, Allen & Allen  
2008 – 2009 **Courtney Van Winkle**, Allen & Allen  
2009 – 2010 **Courtney Van Winkle**, Allen & Allen  
2011- 2012 **Joan McKenna**, LeClairRyan  
2012 – 2013 **Joan McKenna**, LeClairRyan  
2013 – 2014 **Joan McKenna**, LeClairRyan  
2014- 2015 Vacant  
2015 – 2016 **Janet Cho**, LeClairRyan  
2016 – 2017 **Janet Cho**, LeClairRyan

## LOUDON CHAPTER PRESIDENTS

### (Location at Time of Election)

2002 – 2004	<b>Barbara Williams</b> , Leesburg, Burnett & Williams, P.C.
2004 – 2007	<b>Christine Mougín-Boal</b> , Leesburg, Ritenour Paice & Mougín-Boal
2007 – 2009	<b>Jennifer Dillow Boyer</b> , Leesburg, The herring Law Firm, P.C.
2009 – 2011	<b>Elizabeth Pendzich</b> , Leesburg, Law Office of Elizabeth Pendzich, P.C.
2011 – 2013	<b>Betsy Sue Scott</b> , Reston, Law Office of Betsy Sue Scott
2013 – 2014	<b>Carole Capsalis</b> , Leesburg, Capsalis Fitzgerald, PC
2014 – 2015	<b>Angela (Angel) Campbell</b> , Leesburg, McCandlish Lillard
2015 – 2016	<b>Autumn D. McCullogh</b> , Leesburg, McCandlish Lillard
2016 – 2017	<b>Li-Shann Durst</b> , Ashburn, Law Office of Li-Shann Durst, PLLC

## PRINCE WILLIAM CHAPTER PRESIDENTS

### (Location at Time of Election)

2007-2008	<b>Catherine S. Croft</b> , Manassas, Farrell and Croft, P.C.
2008-2009	<b>Mary McGowan</b> , Manassas, Blankingship & Keith
2009-2010	<b>Kristina Spitler</b> , Manassas, Vanderpool, Frostick, & Nishanian, P.C.
2010-2011	<b>Jane Oliver Smith</b> , Manassas, Hudson, Carluzzo, Rockkind & Smith
2011-2012	<b>Maryse C. Allen</b> , Woodbridge, Compton & Duling, L.C.
2012-2013	<b>Kimberly Irving</b> (Now the Hon. Kimberly Irving) Manassas, Irving & Irving, P.C.
2013-2014	<b>Claire E. Keena</b> , Woodbridge, Nichols Zauzig Sandler, P.C.
2014-2015	<b>Angela Morehouse</b> , Manassas, The Morehouse Law Firm
2015-2016	<b>Lisa Johnston-Firth</b> , Manassas, Immigrants First, PLLC
2016-2017	<b>Alexandra Ribe</b> , Manassas, Immigrants First, PLLC

## **FREDERICKSBURG CHAPTER**

**(Location at time of election)**

2011 – 2012	<b>Amanda Reid</b> , The Law Offices of Amanda Anne Reid, PLC
2012 – 2013	<b>Amanda Reid</b> , The Law Offices of Amanda Anne Reid, PLC
2013 – 2014	<b>Amanda Reid</b> , The Law Offices of Amanda Anne Reid, PLC
2014 – 2015	<b>Amanda Reid</b> , The Law Offices of Amanda Anne Reid, PLC
2015 – 2016	<b>Kathleen Smith</b> , Allen & Allen
2016 – 2017	<b>Kathleen Smith</b> , Allen & Allen





## MILESTONES OF THE VWAA 1981 - 1986 OUR FIRST FIFTEEN YEARS

**November 1981** VWAA co-sponsored with the National Women's Political Caucus, and the Women's Bars of D.C. and Maryland, a reception for the newly appointed **Supreme Court Justice Sandra Day O'Connor**. The event was held at the United States Capitol.

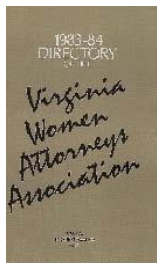
**January 1982** VWAA endorsed Judge Barbara Keenan for a judgeship on the Circuit Court.

**Spring 1982** VWAA held membership brunches across the state.

**June 1982** VWAA President **Dulcey Fowler** invited by the Virginia State Bar to attend meetings of the **Virginia State Bar Council** as a non-voting member, along with the Presidents of the other state-wide bar associations.

**February 1983** the VWAA co-sponsored with **The Women's Bank** and the **Metropolitan Richmond Women's Bar Association** a reception for state and local officials at The Women's Bank in Richmond.

**Summer 1983** **Governor Charles Robb** called upon the VWAA for recommendations for a Supreme Court vacancy; the VWAA Board and Legislative Committee held its first **Legislative Retreat** for legislators and others at Skyland Lodge in the Shenandoah National Retreat, and the **VWAA Speakers Bureau/Legislative Network** was launched.



**1983- 1984-** VWAA published its first **Member Directory** which included an alphabetical listing of members, their firm affiliation, address, phone number, law school name and year of graduation, bars in which admitted and year of admission, professional associations and areas of specialty. Janice J. Brice and Kathleen O'Brien served as the Directory Committee. The publication was supported by limited advertising by law-related vendors.

**February 1984** VWAA Board approved a contract with **Felix and Associates** who agreed to provide staff support to the Board.

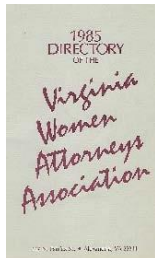
**May 1984** VWAA held its annual **Legislative Conference** at the Roslyn Conference Center in Richmond attended by **Delegate Marian Van Landingham**.

**July 1984 VSB Past President Bill Dolan**, at the request of the VSB and the Supreme Court of Virginia, organized the **VSB Special Committee on Minority Participation in Bar Activities**. The VWAA participated and the Committee's focus was expanded to explicitly include women.

**January 1985** VWAA co-sponsored with the **Virginia Commission on the Status of Women** a reception for legislators at the Virginia Museum of Fine Arts in Richmond, honoring women in government.

**February 1985** VWAA and the **Alexandria Bar Association** hosted a reception for three members of the new **Court of Appeals**.

**March 26, 1985** VWAA co-hosted with the **National Association of Women Judges, the District of Columbia and Maryland Women's Bar Association** a reception for all women in Congress. Over two hundred women attorneys and judges crowded into the room. **Judge Arlene Pacht** welcomed the attendees and VWAA President **Randy Parris** offered brief remarks.



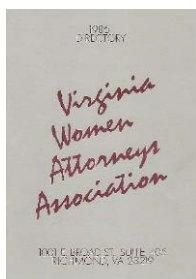
**1985** VWAA published its second **Member Directory**. The Directory Committee members were **Thea Barron, Lisa Germano, Kathleen Goldsmith, Teena Grodner, Judy Moats, Vicki Nozero, Stephanie Ridder, Randy Parris** and **Diane Sockwell**. This directory followed the same format as the first directory, but also featured a map depicting the five geographical regions of the VWAA and added a name only geographical index of members.

**November 1985** VWAA hosted a reception to welcome newly admitted members of the **Virginia State Bar** with guest speaker **the Honorable Lawrence L. Koontz, Jr.** Chief Judge of the Intermediate Court of Appeals.

**February 1986** VWAA honored women who have made diverse and significant historical contributions to the profession and to the community. Event held at the Valentine Museum.

**July 1986** VWAA hired **Judith Bentley** as VWAA Executive Director.

**November 1986** VWAA held its Third **Fall Retreat** titled, **“Women at the Helm in Public Office – Executive, Judicial and Legislative Branches of Government”** with VWAA Board members, committee chairs, women in the legislature, judiciary, and other leadership positions at Jordan Hollow Farm, near Luray, Virginia.



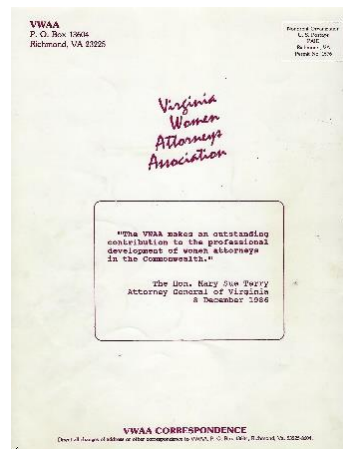
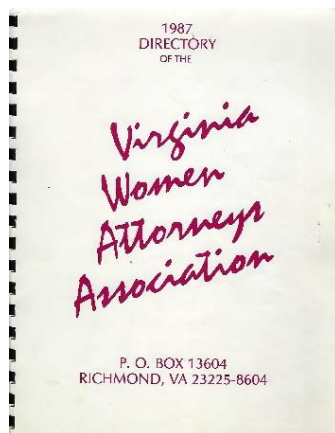
**1986** VWAA published its third **Member Directory**. **Kay Tibbits**, was the Directory Coordinator, and she was assisted by committee members **Anita Isacson, Patricia Drain, and Randy Parris**. This Directory was expanded to include a name and location only alphabetical listing, then the same detailed demographic information for each attorney as appeared in the first directory, but listed according to the VWAA region in which the attorney practiced (plus an out-of-state member listing.)

**December 23, 1986** VWAA created the **VWAA Foundation**. Officers elected at the organizing meeting were **William F. Hellmuth**, Professor of Economics VCU, President; **Barbara Kirk**, Investment Broker, A. G. Edwards and Sons, Treasurer; and **Sylvia Clute**, Esq. Secretary. Other board members included **Gail Marshall, Esq.**, Virginia Deputy Attorney General, **Dr. Sandra M. Sullivan**, Vice President for Student Affairs, VPI&SU, **Yvonne Miller**, Delegate; **Jacqueline Epps, Esq.**, **Graham L. Lilly**, Associate Dean for Academics, University of Virginia and **Dr. Jane Hopkins**.

**January 1987** first women were appointed as **Fellows of the Virginia Law Foundation** established by the Virginia State Bar and the Virginia Bar Association, all were VWAA members: **Randy Parris, Gail Marshall and Debra Prillaman**.

**January 1987** VWAA President calls for the creation of local chapters and sets up the mechanism for two pilot chapters.

**May 1987** VWAA members participated in a Bicentennial Admission to the United States Supreme Court ceremony held in Washington D.C. and sponsored by the National Conference of Women's Bar Associations.



**1987 VWAA Member Directory** had grown to an 8 ½ X 11 inch size and boasted a compliment from **The Hon. Mary Sue Terry, Attorney General of Virginia** on its back, "The VWAA makes an outstanding contribution to the professional development of women attorneys in the Commonwealth." **Thea Barron** was the new Directory Coordinator and **Kay Tibbits, Teena Grodner and Patricia Drain** were members of the Committee.

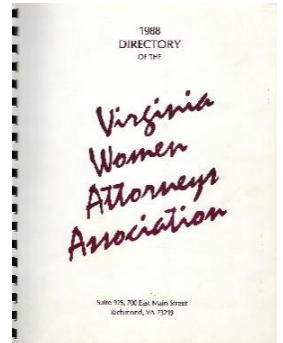
**June 1987** VWAA honored by the Conference of Local Bar Associations (CLBA) with presentation of an Award of Merit for service to the community for its sponsorship of the **First Women's Roundtable Legislative Conference**.

**Fall 1987** VWAA opened its first (and only) stand alone office located at 700 East Main Street in Richmond, funded by a solicitation of funds from members and friends known as the VWAA Club.

**October 1987** VWAA's President was asked to serve on Supreme Court Chief Justice Carrico's **Commission on the Future of Virginia's Judicial System**.

**June 1988** VWAA received an Award of Merit from the Conference of Local Bar Associations for “Women and the Constitution 1787-1987,” a week-long institute held in July 1987.

**1988** VWAA published our fourth **Member Directory** which expanded from 34 to 73 pages. **Joanne M. Ivancic** was the Directory Coordinator, and **Barbara Kinoshy, Pamela Schnabel, Rosemarie Anunziata, Rose Miller** and **Andrea J. Sloan** served on the Committee. This directory included a membership application form and a member service form soliciting suggestions for improvements to the directory. The number of advertisers had expanded to nine including title insurance companies, court reporters, malpractice insurers and *Virginia Lawyers Weekly*.



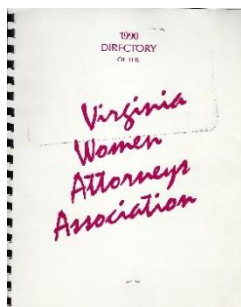
**January 1989** VWAA members witnessed the investiture of VWAA member **Elizabeth B. Lacy** as the first woman on the Supreme Court of Virginia and held a reception in her honor in Richmond attended by **the Governor, Chief Justice, Attorney General and many other notables.**

**June 1989** the VWAA Board decided to publish both a general newsletter and a new version of the scholarly *Lex Claudia* and established its first Long Range Planning Committee.

**November 1989** VWAA member **Rebecca Beach Smith** became Virginia’s first woman federal district court judge.

**November 17-18, 1989** Mountain Lake Resort, Pembroke, first VWAA Long-Range Planning Committee Retreat was convened by **Carolyn P. Carpenter**, VWAA President. The VWAA Board directed the Committee to consider ways of raising the awareness of women attorneys in Virginia about issues affecting them and their women clients including gender bias.

**February 3, 1990** First Annual **Mid-year Legislative Meeting** was held in Richmond at the Valentine Museum. Members present heard reports on the issues of equal gender admission to institutions of higher education, several abortion issues, and the transmutation of property in the process of equitable distribution at divorce, and surrogate parenthood, all of which came before the General Assembly in its 1990 session.



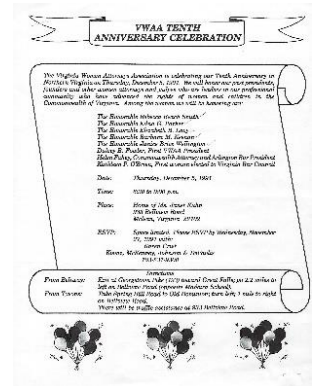
**1990** VWAA published our fifth **Member Directory.**

*(It really was a big deal to publish.)*

**March 1990** Joint Meetings were held by the **National Association of Women Judges (NAWJ)** and **VWAA** in Richmond representing the first time members of both organizations conferred formally.

**December 1990** The **Supreme Court of Virginia** accepted an *amicus* brief filed by the **VWAA** in the case of *Kimberly Kelly v. First Virginia Bank-Southwest and Billy Ray Hubble* appealing a judgment determining that Kelly’s remedy for sexual harassment was solely under the Virginia workers’ Compensation Act. **VWAA member Darrel Long Tillar** represented the Appellant.

**December 5, 1991** McLean **VWAA** celebrated its **Tenth Anniversary** with a gala celebration hosted by the Northern Virginia Chapter honoring past presidents, founders, and other women who had advanced the rights of women in the Commonwealth: **The Honorables Rebecca Beach Smith, Edna G. Parker, Elizabeth B. Lacy, Barbara M. Keenan, and Janice Brice Wellington**, **VWAA’s first president, Dulcey Fowler, Esq., Commonwealth Attorney and Arlington Bar President Helen Fahey**, and first woman elected to Virginia Bar Council, **Kathleen P. O’ Brien**.



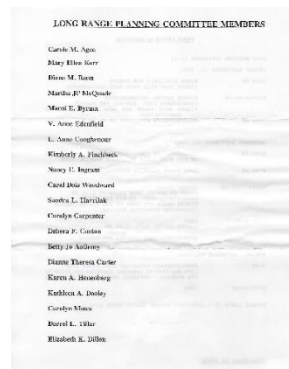
**Fall 1992** **VWAA** had five chapters – **Northern Virginia, Roanoke/New River Valley, Richmond, South Hampton Roads, and Northern Shenandoah**.

**June 1993** **VWAA** Richmond Chapter Member, and former **VWAA** President, **Sylvia Clute** announces her candidacy for the U.S. Senate.

**June 1993** **VWAA** Roanoke Chapter Member **Ellen Shelton Weinman** was the recipient of the Lewis F. Powell, Jr. Pro Bono Award at the Virginia State Bar meeting in Virginia Beach.

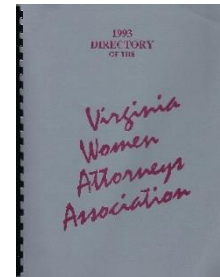
**June 1993** Northern Shenandoah Chapter Member **Mary Ellen Kerr** was awarded the VSB’s General Practice Section’s Tradition of Excellence Award.

**June 1993** Virginia Beach **VWAA** held Reception honoring **Justice Barbara Keenan** and celebrating her election to the Supreme Court of Virginia.



**September 10-12, 1993** Peaks of Otter was the location for the **VWAA Long Range Planning Retreat** with twenty members of the **VWAA** comprising the Long Range Planning Committee, which was ably chaired by **VWAA** President **Carol Dois Woodward**. The participants discussed trends, issues and concerns related to **VWAA** and synthesized this information into notes which the regional group leaders forwarded to their groups. The regional groups in turn worked on ideas to attract non-members to join or former members rejoin.

**1993** VWAA published our sixth **Member Directory**.

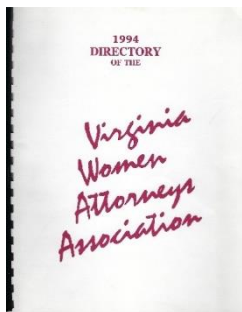


**March 25-27, 1994** Graves Mountain **VWAA** held a follow up **Long Range Planning Retreat** which considered the results of an Association-wide member survey undertaken to help determine the direction the VWAA should take moving forward.

**June 1994** VWAA member **Martha JP McQuade** elected President of the DC Women's Bar.

**June 1994** Virginia Beach **VWAA** reception honored **Kathleen O'Brien** – first woman President of the Virginia State Bar.

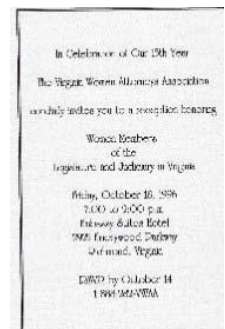
**July 1994** After two years of volunteer work, **Jill Wood** became the VWAA's Administrative Director.



**1994** VWAA published our seventh **Member Directory**.

**1996** VWAA member **Mary Lynn Tate** first woman to receive Brennan Award for outstanding trial advocacy awarded by the University of Virginia.

**October 18, 1996** Embassy Suites Hotel, Richmond VWAA celebrated its **Fifteenth Anniversary** with a gala reception honoring women members of the legislature and judiciary in Virginia. *The reception was followed the next day by a very successful "You Be the Judge" seminar which seemed especially fitting inasmuch as a prime focus of the VWAA's first fifteen years was to promote the advancement of qualified women on the bench in Virginia. We did a great job during those years!*



# Souvenir Program Sponsored By:



Special thanks to:

LISA GERMANO, JD, CPA,

Past VWAA Treasurer and Board Member  
and more importantly, long-time friend.

You always say, "yes." Bless you.

*Darrel*