

## NALP BOARD STANDARD LIAISON REPORT

October 16, 2022

My Name: Morgan L. Smith, Chief Legal Talent Officer

My Employer: Frost Brown Todd

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My Phone Number: 317-237-3896

Organization: American Bar Association

Section: Commission on Women in the Profession (CWP)

Chair or Key Person: Honorable Maureen Mulligan, Chair

Chair or Key Person Email: [maureen.mulligan121@gmail.com](mailto:maureen.mulligan121@gmail.com)

### **Report any meetings, webinars, calls or conferences with organizations you have attended in the last 3 months:**

I attended the CWP virtual business meeting on October 12, 2022. I hope to attend the in-person business meeting at the ABA Mid-year Meeting in February 2023.

### **Report any notable information or project of interest to NALP/NALP members within the last 3 months:**

The Gritty Teams project with Dr. Milana Hogan is nearing completion and a webinar is planned for January 2023 to coincide with the launch of a toolkit.

### **Attach or include any notable communication of interest to NALP:**

Margaret Brent Honorees were celebrated at 2022 Midyear Meeting. Honorees were Michele Goodwin, Christina L. Martini, Laura J. Schumacher, Myra C. Selby, and Wendy Shiba. Here is the electronic [Program Book](#).

### **Report any upcoming project or event of interest to NALP:**

Parenthood and Child Caregiver Research Project underway. This project will determine the extent to which policies and practices in the legal profession have implicitly or explicitly affected the careers of caregivers of children.

### **Report any goal(s) you hope to accomplish by end of your term:**

The Re-Launching Leaders Conference (originally Launching Leaders planned for March 2020) has been put on hold, so I have joined the Guided Conversations project to brainstorm ways to encourage use of the Toolkit in new ways.

I will continue to work to identify overlapping interests of CWP and NALP.

### **Report any goals suggested for the next year:**

I suggest NALP consider the potential value of appointing a liaison to the ABA's Young Lawyers Division.

**Identify any other NALP members(s) who also play a role of note with this entity:**

Milana Hogan continues to be involved with CWP on Grit-related projects and is working on a project around developing and leading gritty teams, Grit 2.0. Update above on Gritty Teams.

**Identify what significant benefits there are for NALP to continue this liaison relationship:**

The CWP is focused on maintaining the focus on diversity efforts amid the pandemic and continues to research issues related to women's professional development in the legal profession and provide tools and resources to effectuate change.

NALP members will benefit from a front row seat at the Commission and the ABA now with the focus and work around gender issues in the profession.

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COMMISSION ON WOMEN IN THE PROFESSION

# LIASION NEWSLETTER

2021-2022 Project Update (as of June 28, 2022)

## 2022 MARGARET BRENT WOMEN LAWYERS OF ACHIEVEMENT COMMISSION SPONSORSHIP DEADLINE IS JULY 15

The Commission on Women in the Profession welcomes you to the 2022 Margaret Brent Women Lawyers of Achievement. The Margaret Brent Awards Ceremony will take place on Sunday, August 7 at 3:00 p.m., with a reception to follow as part of the 2022 ABA Annual Meeting. Tickets for the event are available for \$75 as part of ABA Annual Meeting Registration.

To be recognized at the Margaret Brent Awards Ceremony and Reception event, Commission sponsorship commitments must be in by July 15.

### HONORING...

**Dr. Michele Goodwin, Chancellor's Professor**  
University of California Irvine School of Law

**Christina (Tina) L. Martini, Partner**  
McDermott Will & Emery; Chicago, IL.

**Laura J. Schumacher, Vice Chairman**  
External Affairs and Chief Legal Officer  
AbbVie; North Chicago, Illinois

**Myra C. Selby, Partner**  
Ice Miller; Indianapolis, IN.

**Wendy Shiba, Principal**  
Red Bee Group; Altadena, CA

2022 Margaret Brent  
Women Lawyers  
of Achievement  
Awards & Reception

Sunday, August 7th  
3:00- 5:30 pm

[Sponsorship opportunities](#) | [Margaret Brent Women Lawyers of Achievement Awards](#)

## TITLE IX JOINT SERIES KICKS OFF WITH “REPRODUCTIVE HEALTH AND ASSISTED REPRODUCTIVE TECHNOLOGY ACCESS”

The Section on Civil Rights and Social Justice, Commission on Sexual Orientation and Gender Identity, and Commission on Women in the Profession are hosting a joint series exploring the intersection of diverse gender issues, law, and athletics.

The first program was driven by the Commission on Women in the Profession and took place on June 8th, from 12:30-2:00 p.m. ET. The program, “Reproductive Health and Assisted Reproductive Technology Access,” was moderated by Amira Hasenbush, JD, MPH, All Family Legal. Panelists included Virginia Hart, Founder & CEO, ART Risk Financial & Insurance Solutions; Robyn Powell, Senior Research Associate, Lurie Institute for Disability Policy; Bruce R. Jacob Visiting Assistant Professor, Stetson University College of Law, and Cathy Sakimura, Esq., Deputy Director and & Family Law Director, National Center for Lesbian Rights. This webinar was also sponsored by the Commission on Disability Rights and the Section of Family Law.

This free, non-CLE webinar examined current overall access to reproductive health and assisted reproductive technology (ART) for diverse communities, including cultural competency and language and economic access. Panelists considered insurance and financial issues around reproductive health, abortion services, and the definitions of infertility as it intersects with LGBTQ+ families. [Watch the recorded webinar](#) | [Learn more about the entire series.](#)

## EXPERIENCES OF NATIVE AMERICAN WOMEN ATTORNEYS RESEARCH – NATIVE AMERICAN WOMEN ATTORNEY VOICES NEEDED

The American Bar Association's Commission on Women in the Profession (CWP) and the National Native American Bar Association (NNABA) are collaborating to explore the unique experiences of Native American women who navigate the intersection of tribal identity, race, and gender in the legal profession. This research study elevating women Native American attorneys has been designed as a qualitative study consisting of confidential individual interviews to explore their unique experiences and perspectives.

The registration process for this research has now been launched. Please participate in this study by [clicking here](#) for more information. Your registration information as well as the information from your interview are completely confidential and only visible to the researchers and staff at Nextions.

## GRITTY TEAMS RESEARCH – REPORT TO BE RELEASED THIS FALL

The Commission on Women in the Profession is about to complete a new phase of grit research with Dr. Milana Hogan, exploring the ways in which grit and growth mindset impacts team performance. The goal of the research is to understand the impact of these traits on overall performance, engagement, morale, and firm/organizational culture and identify how best to build, nurture, and sustain gritty, growth mindset-oriented teams. Ultimately, this research will become a critical part of the Grit Project toolkit and will help women lawyers develop their leadership skills and become even better collaborators, team managers, and leaders in the profession. The release of a report is expected in fall 2022; a webinar is being planned for that same time frame.

## **PARENTHOOD AND CHILD CAREGIVER RESEARCH – SURVEY AND FOCUS GROUPS TO LAUNCH THIS FALL**

The Commission's new Parenthood and Child Caregiver research will assess the prevalence and impact of the motherhood penalty and other caregiver biases on the advancement and retention of women lawyers. Through this study, the Commission seeks to achieve three key outcomes, all focused on reducing the impact of the motherhood penalty and caregiver bias on the advancement and retention of women lawyers: (i) gather and analyze current data about biases faced by mothers and caregivers practicing law across various types and sizes of legal practice, with critical consideration of how these biases are further impacted by race, ethnicity, and other intersectional factors; (ii) prepare and provide evidence-based policy and practice recommendations to law firms and other legal employers; and (iii) develop educational materials/toolkits for use by state and local bar associations and legal employers using the information gleaned from the proposed research. In September 2022, a survey will be distributed and focus groups held. The final report is expected to be issued in spring 2023.

## **ALLYSHIP, EQUITY, AND GREATER UNDERSTANDING – PROMOTED THROUGH DAY OF CONVERSATION ON MAY 24**

On May 24, the Commission on Women in the Profession encouraged lawyers to participate in its 2022 Day of Conversation. The purpose of the annual Day of Conversation is to build allyship among women, with the goal of tearing down barriers to further unite and erode race and ethnicity bias in the legal profession. Legal professionals were encouraged to utilize the Commission's "This Talk Isn't Cheap" toolkit to facilitate engagement in meaningful conversations with female colleagues from various racial and ethnic backgrounds about equity within the profession and in their workplace. Feedback from those who participated will be gathered from these entities on their self-hosted programs.

[More information on the Day of Conversation](#)

## **THE FINANCIAL FUTURE IS FEMALE: WOMEN LAWYERS & WEALTH CREATION SERIES**

This four-webinar series, now accessible online, is intended to educate women lawyers on wealth creation and management and empower them with their money. [Learn more](#) about the recordings of the webinars, PowerPoint slides, and additional resources.

\*These webinars and resources are intended for educational and informational purposes only.

## **PERSPECTIVES**

The April issue of the Commission on Women in the Profession's digital publication Perspectives looks at the persistent discrepancy in the number of men who argue high-stakes appellate cases versus women. The Voices column is written by Kathryn Kolbert, co-founder of the Center for Reproductive Rights, and human rights attorney Julie Kay. The authors consider the effects that overturning *Roe v. Wade* will have on reproductive rights. The next issue of Perspectives is expected out in July 2022. [View the current issue.](#)