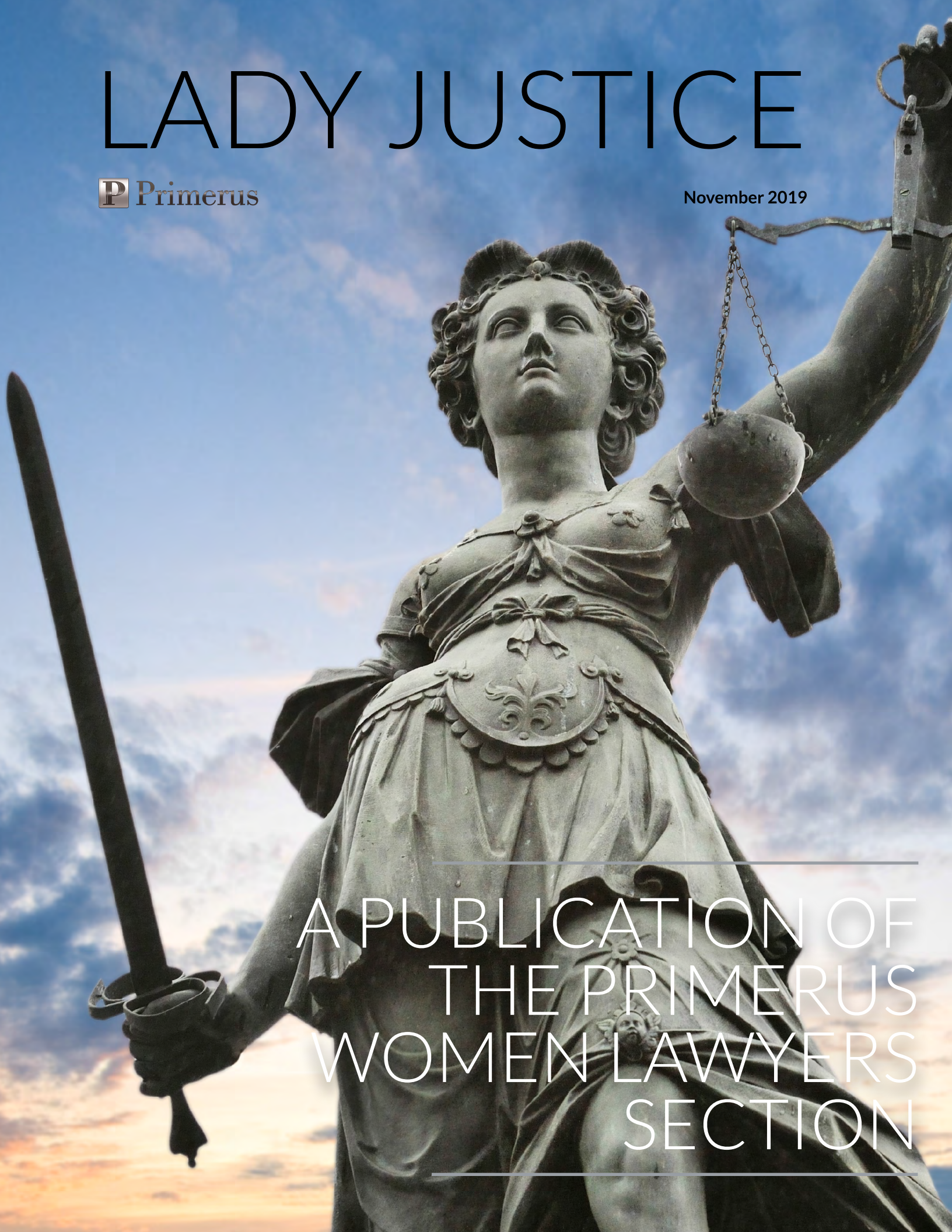


# LADY JUSTICE

 Primerus

November 2019

A detailed photograph of the Lady Justice statue, a symbol of the legal system. The statue is shown from the waist up, holding a sword in her right hand and a scale of justice in her left. She is wearing a classical-style dress with intricate carvings. The background is a dramatic sky with soft, colorful clouds in shades of blue, orange, and white, suggesting a sunrise or sunset. The text 'A PUBLICATION OF THE PRIMERUS WOMEN LAWYERS SECTION' is overlaid in white, sans-serif capital letters, centered in the lower half of the image. Two thin horizontal lines are positioned above and below the text.

A PUBLICATION OF  
THE PRIMERUS  
WOMEN LAWYERS  
SECTION

## WLS Committee



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## Women Lawyers Section Updates

**WLS Membership Calls** – The membership calls take place on a quarterly basis. Here is the call schedule for the remainder of 2019:

- Tuesday, November 26th at 1:30pm ET

### WLS Listserv

- women@primerus.com

### Primerus Contact for the WLS:

- Katie Bundyra -  
kbundyra@primerus.com

# CHAIR COLUMN

Amy D. Howland



Amy D. Howland is the current Chair of the Primerus Women Lawyers Section. She is a shareholder with the law Firm of Burch & Cracchiolo in Phoenix, Arizona. She primarily practices in Real Estate – lending, leasing, buying and selling commercial properties.

As Chair of the Women Lawyers Section (WLS), I would like to welcome you to the second publication of the Women Lawyers Section Newsletter – *The Lady Justice*. The Women Lawyers Section is very excited about this publication and the articles and content contained within. This publication will feature member and client interviews, articles written by women members of Primerus, and may also reference outside articles that we believe will be of interest to the membership. We also hope to have an article by a client of one of our Executive Committee Members from Sao Paulo, Brazil. We would like to make this publication something that will encourage participation of the Women Lawyers Section.


As a bit of background about the group, the Women Lawyers Section

(WLS) of Primerus was created in 2016 with the goal of promoting the women lawyers within Primerus, and providing a network for supporting women lawyers, to assist in development and expansion of business and to promote and develop their own personal brand. The section hosts quarterly calls which focus on networking, but also have guest speakers who discuss topics which may be of particular importance to women lawyers. The dates for the remaining 2019 calls are listed within this edition of *The Lady Justice*. Please join us on these calls and introduce yourself. We welcome new voices and perspectives to our discussions.

Furthering our goal of promoting women lawyers in Primerus, the WLS hosted a Diversity and Inclusion Panel at the Global Conference which was held in San Diego, CA October 10- 12th.

As we wrap up the 2019 year, the

Executive Committee, sadly said goodbye to one our members – Kimberly Sullivan but we also added another member. We would like to introduce you to the fourth Member of the Executive Committee – Adina Johnson – from St. Louis, Missouri. We look forward to her addition to the group!

In 2019 we will continue to have quarterly meetings based on the schedule included in this newsletter. This is a collaborative endeavor for the entire section, and we welcome your ideas, input, and contributions. We hope that you will enjoy our “meet a member” section of the Newsletter, and that you will use the publication to note dates for upcoming networking calls and conference dates. Our next networking call will be on November 26th. For more information, contact Katie Bundyra at [kbundyra@primerus.com](mailto:kbundyra@primerus.com). We hope you can join us! 



# MEET A MEMBER

One of the benefits of being a member of a large organization, or even a small group of similar attorneys, is the ability to learn from others' experience. In this section we will be highlighting members by asking them questions about their practice in different areas of the law.

## WHAT YEAR DID YOU START PRACTICING LAW?

I started practicing in law in 1984. I started practicing a bit later in life – after obtaining a Masters degree and starting a career in public relations.

## WHERE DO YOU PRACTICE LAW?

I am currently a partner at the Birmingham, Alabama law firm of Christian & Small, LLP. I have been practicing law for over thirty years.

## WHAT IS THE FOCUS OF YOUR PRACTICE?

Throughout my career, I have handled matters ranging from trucking/aviation, products liability, professional liability, liquor liability and coverage cases. My professional liability practice includes EEOC and employment liability claims, construction/architect liability matters, and Civil Rights litigation alleging violations under 42 U.S.C. § 1983.

My practice currently focuses on the litigation of medical malpractice, Dram Shop, Bad Faith, Coverage, and products liability matters.

## WHY DID YOU BECOME A LAWYER? HAS THE PRACTICE OF LAW MET YOUR EXPECTATIONS?

Honestly? I became a lawyer because I was working my butt off in Public Relations and was not making any money. I was looking around and saw

friends graduating law school who weren't as smart as me. I knew that I was destined to do more, and that there was an opportunity to earn a respectable income by becoming a lawyer. So, I did. And for the most part, the legal profession has met my expectations.

## WHAT IS ONE PIECE OF ADVICE YOU WISH SOMEONE WOULD HAVE GIVEN YOU PRIOR TO STARTING THE PRACTICE OF LAW?

The practice of law can be difficult enough, it is important to not take yourself too seriously.

## WHAT IS THE BEST ADVICE YOU HAVE RECEIVED SINCE STARTING PRACTICE?

I got great advice from one of my senior lawyers in my firm who told me - try to figure it out first. If you can't, don't be afraid to ask questions as there is no such thing as a dumb question if the person you are asking can tell you tried to figure it out first.

## DESCRIBE YOUR PHILOSOPHY ON CLIENT CARE.

My philosophy is pretty simple. Be passionate about your client's case. Fight for them and let them know you are doing so. It is incredible how appreciative a client can be when they know you care about them and their matter.

## WHAT ADVICE DO YOU HAVE FOR YOUNG WOMEN LAWYERS ON THE PATH TO BECOMING A PARTNER AT THE FIRM?

I would say, recognize that you are different from a male attorney, but don't make a big deal about it. Let your work ethic and case results speak for themselves.

## WHAT IS YOUR FAVORITE ACTIVITY, SEPARATE FROM THE PRACTICE OF LAW, THAT BRINGS YOU ENJOYMENT?

I competed with men in racquetball in college and law school and the confidence I acquired from that experience helped give me confidence in the courtroom as I was able to hang with them, beating many male law school and attorneys after I graduated. When I switched my focus from racquetball to equestrian jumping competitions, I used my legal analytical skills to figure out a new way to plot a jump course. Rather than the traditional walking of the course before the competition, I climbed to the top of the stadium and viewed the entire course to figure out how best to angle the jumps and shave off seconds. Using that method, I won 12 courses that year, including the Open course which I had never jumped against male professional trainers. I was lucky to train 2-3 times/week with my work schedule. 🐾



For more than 30 years, LaBella Alvis's passion has been going to court. However, if you ask her to tell you about her most fun experience as a lawyer, she'll tell you it was learning how to parallel-park an eighteen-wheeler at the Mayflower Trucking School. The four-day school helped her understand the many factors that truckers have to consider when making split-second decisions on the roads, a unique experience that helps LaBella defend trucking cases.

In addition to handling trucking and aviation matters, LaBella has experience with professional liability, liquor liability and coverage cases. Her professional liability work includes hundreds of EEOC and employment liability claims, medical malpractice defense and construction/architect liability. LaBella brings an extra dimension to liquor liability claims due to her experience as a certified ABC Board vendor trainer.

# EQUINE LAW

## MORE THAN HORSES; BITS OF INSIGHT

By Sharon J. Oscar



Sharon Oscar is an attorney with Burch & Cracchiolo, P.A. in Phoenix, Arizona and has been practicing law in Arizona since 1976, with a focus on real estate law and equine law. Her real estate practice includes sales, acquisitions, leasing and property management for retail, office, industrial, farm and vacant land and title and escrow assistance. For her equine law practice, Sharon represents ranch owners, trainers, breed associations and horse owners, among others. She rides hunter/jumpers and owns two wonderful horses, Tux Optional and Nadia.

Do you have clients who own horses, have a horse business or have been injured riding? If so, you may want to refer them to an equine law attorney; or, you might find out first what it is they need and see if you can, should or want to handle the matter.

**Equine law and the horse world involve almost every aspect of the law, including:**

- Acquisition, sale, zoning, financing and leasing of horse properties
- Acquisition, sale and leasing of horses
- Agreements: breeding; management; training; indemnities and releases and waivers
- Bankruptcy/Creditors' rights
- Entity formation and continuing corporate assistance
- Estate planning
- Family
- Insurance; Bad faith disputes
- Intellectual property
- Labor and employment
- Liens
- Litigation
- Securities (horse syndications)
- Tax

It is helpful, and sometimes, necessary, to engage an equine law attorney with a knowledge of horses and the horse business. In some cases, however, it may not require the “horse sense” you might think. You may be able to handle a portion of the matter; but might want to bring in an equine law attorney for consultation or to handle those horse-related issues where you must both talk the talk and walk the walk. For example, you might be able to handle a personal injury case; but will need an equine law attorney or consultant to assist in the negligence or willful misconduct aspect as to the reasonable standards that should have been applied or preparation of interrogatories and responses to discovery requests.

In other situations where you may think horse industry knowledge is not necessary, you might be mistaken. For example, you are assisting your client in buying horse property. A real estate deal, right? Partly. You may need to assist with due diligence issues; signage, releases and waivers; hazardous conditions. Further, if you have a client, as I once did, that was insisting that the horse ranch property

purchase close Escrow and the seller move out within 30 days from Opening. However, this was a horse property on which dozens of Arabian show horses were boarded and being trained for an upcoming horse show, and my client wanted the horses out during the middle of the show. I knew the seller couldn't agree on the fast closing and delivery, so I proposed a lease-back to the current owner so that they had time to train and show and time to safely move out from the property after the show. A buyer's attorney had to have that kind of horse industry knowledge.

**Below are some of the top horse-related issues that I receive. The first 4 of 5 do require some horse sense.**

**1. Pre-purchase exams.** The scope and cost will depend on the price being paid and the use of the horse (dressage; jumping; reining; breeding). Failure to obtain a pre-purchase exam might lead to difficulty in establishing a claim against a seller or vet later.

**2. Release and Waiver of Liability.** Most, if not all 50 states have specific statutes regarding a barn or horse owner's liability.[1] Make it specific

[1] Most, if not all, states also have lien laws for non-payment of board and feed (agister's or barn keeper's liens). This is also a frequent question. Practical tip: even if permitted by law, do not lock a horse in its stall or paddock for non-payment. In case of an emergency, such as a fire, you do not want the horse trapped.



enough that the signatory understands the risk being assumed.

**3. Horse Leases.** Horse people do not like paperwork. It may be genetic, I don't know! But, written leases for the lease of a horse by an owner to another are becoming more common, especially if the horse is a valuable show horse. The lease needs to address the numerous issues that can arise.

**4. Horse Properties - sale, acquisition and leasing.** There are specific needs for horse properties, including zoning considerations.

**5. Litigation.** Examples: personal injury arising out of a trail ride, improper equipment, improper matching of horse and rider; fraud and misrepresentation arising out of the purchase of a horse; veterinary malpractice.

Be realistic when you consult with a potential client on a horse matter. We love our horses. Any injury, death or other issue is emotional. What is the value of the horse beyond the

emotional loss? What will it take to prove your case, and is it worth the attorneys' fees? If a horse has a "value" (any value will need to be established by invoices, horse show winnings; horse appraiser valuation) of, say, \$10,000, is that a lot of money to most people? Yes. Do they want to spend another \$10,000-\$50,000 in fees and costs? Probably not.

Suggest or send them to an equine attorney for other options: does the potential defendant have insurance that would cover the damage; is the horse one that could be donated to a not for profit; does your State's Department of Agriculture or County Sheriff's Office provide some assistance for abuse of animals?

Part of working with horse owners and horse business owners is the emotional side. If you cannot relate to that; you might not want to handle the case. A horse owner whose horse has died in an accident wants comforting. While you might be able to handle an equine law matter, you might be doing the

client a better service after consulting with them to talk them down from the ledge or refer them to an equine law attorney.

If you believe you can handle the matter but need the horse sense infusion, get some assistance from and equine law attorney. **If you would like to discuss a potential equine law matter with me, please call me at 602.234.9916 or email me at [soscar@bcattorneys.com](mailto:soscar@bcattorneys.com).**

# KENTUCKY PREGNANCY ACT

By **Theresa Nelson**



Theresa Nelson's practice focuses on representing and defending clients in complex labor & employment, commercial litigation, and general civil litigation. She represents clients in employment-related disputes including wage and hour, harassment, discrimination, disability accommodation (ADA), FMLA, wrongful or retaliatory discharge, breach of contract, restrictive covenants and intellectual property disputes. She is licensed in Kentucky and Ohio.

The Kentucky Pregnant Workers Act (the "Act") went into effect on June 27, 2019. The Act requires qualifying employers to go beyond what may or may not be required of them by other laws. Specifically, the Act requires all Kentucky employers with 15 or more employees (for 20 or more calendar weeks) to provide reasonable accommodations for an employee's pregnancy, childbirth, and related medical conditions.[1] It is not a novel concept to recognize particular federal and state laws prohibit employers from discriminating against a pregnant employee or interfering with requests for leave by a pregnant employee. However, some of these statutes, such as the Family Medical Leave Act, do not apply to all employers or employees. Now, qualifying Kentucky employers must consider and comply with requirements to make reasonable accommodations for their employee's pregnancy, childbirth or related medical conditions.

The Kentucky Civil Rights Act sets forth the statutory mandates against discrimination for individuals in protected classes, including discrimination based on a disability, as well as the requirements for reasonable

accommodations for individuals with disabilities. When evaluating whether an employer has discriminated against an employee based on a disability, the same definition of an employer applies (15 or more employees in each working day for each of twenty or more calendar weeks).[2] However, the Kentucky Civil Rights Act's definition of 'employer' for the purpose of determining discrimination for other protected classes is different and applies to anyone with 8 or more employees.[3]

The updated definition of "reasonable accommodations" under the Act expands the prior definition provided in the Kentucky Civil Rights Act. The updated definition includes reasonable accommodations specific to an employee's particular limitations due to pregnancy, childbirth, and related medical conditions including, but not be limited to:

- more frequent or longer breaks;
- time off to recover from childbirth;
- acquisition or modification of equipment;
- appropriate seating;
- temporary transfer to a less

strenuous or less hazardous position;

- job restructuring;
- light duty;
- modified work schedule; and
- private space that is not a bathroom for expressing breast milk.[4]

Rather unique to the Act is a specific requirement to provide a lactation accommodation due to the need to express breast milk along with the requirement to provide private space, other than a bathroom, for nursing employees.[5]

The Act also dictates when determining appropriate and reasonable accommodations the following matters must be considered:

- An employee shall not be required to take leave from work if another reasonable accommodation can be provided;
- The employer and employee shall engage in a timely, good faith, and interactive process to determine effective reasonable accommodations; and
- If the employer has a policy to

[1] KRS 344.030(2).

[2] KRS 344.030(2).

[3] KRS 344.030(2).

[4] KRS 344.030(6)(b).

[5] KRS 344.030(6)(b) and KRS 344.030(8)(b).

provide, would be required to provide, is currently providing, or has provided a similar accommodation to other classes of employees, then a rebuttable presumption is created that the accommodation does not impose an undue hardship on the employer.[6]

While the Act specifically requires the employer and employee “engage in a timely, good faith, and interactive process to determine effective reasonable accommodations;”[7] such discussions should be standard practice. Any discussion and evaluation of any employee’s request for a reasonable accommodation for any disability should involve a timely and interactive process with the employee to determine the appropriate and reasonable accommodation that works for both parties.


An employer’s failure to reasonably accommodate an employee’s pregnancy, childbirth, and related medical conditions is deemed an unlawful employment practice under the Act, unless the

employer can demonstrate undue hardship.[8] Undue hardship means the requested accommodation would require significant difficulty or expense, and is determined by evaluating a number of factors. Those factors include, but are not limited to, cost, financial resources, size of the facility, number of overall employees, and impact on the employer.[9] When specifically evaluating a reasonable accommodation for pregnancy, childbirth, and related medical conditions, undue hardship also considers the duration of the accommodation and whether similar accommodations are given to other employees for other reasons or by policy.[10]

The Act also requires Kentucky employers provide a written notice to its employees regarding their right to be free from discrimination in relation to pregnancy, childbirth, and related medical conditions, including the right to reasonable accommodations. This notice must be provided to:

- new employees at the commencement of employment, and

- existing employees not later than 30 days after the effective date of the Act (or by July 27, 2019).

And, Kentucky employers must post a written notice of the same right to be free from discrimination in relation to pregnancy, childbirth, and related medical conditions, including the right to reasonable accommodations, at the employer’s place of business in an area accessible to employees.[11] The Act does not set forth what specific penalties will be imposed for an employer’s non-compliance to the notice and posting requirements; but, it would be foolish to ignore this mandate when compliance is easily accomplished. To ensure compliance with the Act, qualifying Kentucky employers should review their existing policies, notices to new and existing employees and posted notices. If they have not been updated, employers should take immediate action since the deadline for compliance has passed. Updated posters with the required notices are available on Kentucky’s website. 

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[6] KRS 344.040(1)(c).

[7] KRS 344.040 (1)(c).

[8] KRS 344.040(1)(c).

[9] KRS 344.030(9)(a) through (d).

[10] KRS 344.030(9)(e).

[11] KRS 344.040(3)(a) and (b).





# DIVERSITY AND INCLUSION: WHY IS IT SO IMPORTANT IN THE BUSINESS WORLD TODAY?

**By Joao Paulo Andrade**



Joao Paulo Andrade is Lead of Ex-US Markets for Strategic Transactions in the Law Department of a large multinational corporation, in New Jersey, USA.

Have you ever gone to work with the feeling that you had to be someone else or that you had to cover your identity?

Have you ever felt that you were being under evaluated only because of your personal characteristics, irrespective of your professional skills and expertise?

Have you ever felt that your opportunities were limited or had your professional competency challenged because of who you are, what you look like or who you are married to?

These questions are a small sample of the daily routine of plenty of workers over the years and still nowadays. These questions try to illustrate how lots of people feel about their work journey every single day. People who decide to hide important parts of their identity by fear of negative reactions. It sounds overwhelming and even oppressive, doesn't it?

Now, imagine a work environment where everyone feels welcomed, respected and embraced regardless of who they are, their personal preferences or inherent characteristics. Imagine a work place that encourages you to be yourself, promotes inclusion, respect and acceptance and allows you to release

your true potential by being yourself. A workplace where you do not feel the need to hide your culture, your religion, your origins, your family and your identity.

It sounds like a much more pleasant, healthy and energizing environment, right? Well, I am sure that at least those who responded yes to one of the questions above agree with me.

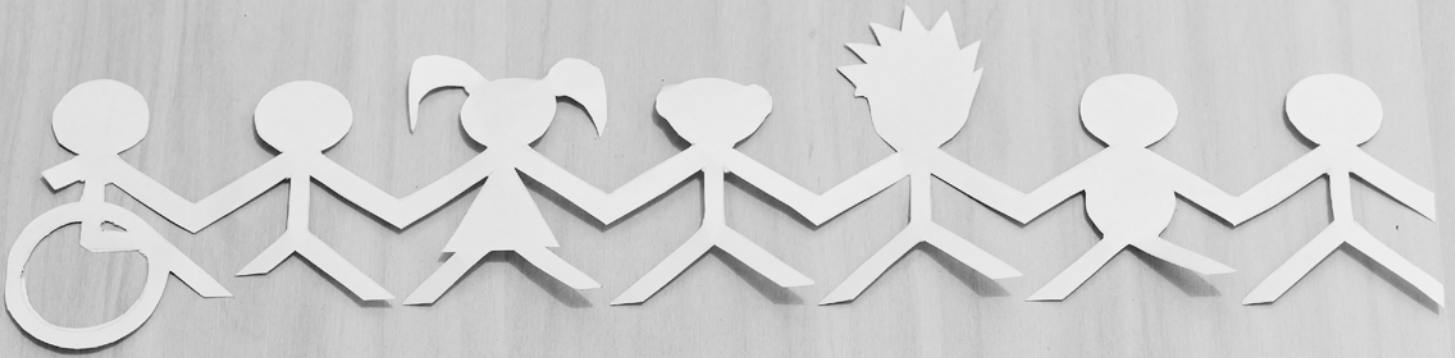
However, this ideal scenario of a diverse and inclusive work environment was probably not close to reality until somewhat recently, when the leadership of big corporations and smaller business started to understand the value of a diverse and inclusive environment, where people can be genuine about themselves and feel valued for who they are. Probably not much before a decade ago (or even less), business leads started to realize that employees are incrementally more productive, engaged and committed when they feel included and embraced and not fearful of being authentic. Even more important, employees feel happy in their jobs.

The business world further got that diversity and inclusion is not only beneficial to the workforce, but also that, in modern times, having diversity in the workplace is crucial to the success of business and a

fundamental strategic asset. An ambiance with different and multiple personalities, cultures, values, perspectives, skills, genders, ethnicities and background is potentially a fertile soil for innovation and productivity and can make all the difference in a highly competitive world. We need to transform it into something positive and we must learn with it, either by preventing their repetition in the future or by creating a contingency plan – or even by working in the solution of the damage caused by such mistake.

When you develop the skill to admit your mistakes and to learn with them, another difficulty arises: not to reproach yourself with it. Have you made a mistake? Admit it, correct it and learn with it. But never crucify yourself for the mistake you have made, because this attitude just maximizes the effects of the mistake and does not contribute in any way to its solution.

I admit I still have a certain resistance in not crucifying myself for mistakes I have made, but I understand that this resistance is related to my values, since I am concerned about the image my workmates have of me and how a possible mistake could affect that image. Being aware of the professional contribution I have



received during my path, including to build my values, I have adopted a professional conduct in which we are responsible for the professionals we train and for the future market. Each conduct we adopt contributes to developing our coworkers, particularly those who are being trained. Just like my path was and is inspired by exceptional women I had the grateful opportunity to work with, in this testimony I seek to inspire other women in their professional paths and I also invite them to inspire other women, since we still have a long road ahead of us.

Good business leads do not ignore that society changes and evolves over time and thus seeks to be ahead of the game by trying to understand and anticipate, as much as possible, such changes. Understanding how the society is changing, how their consumers, competitors and talents are changing, can bring critical business advantages in highly competitive markets. Historically, the corporate world has been ahead or, at least, aligned with the changes in the society and in many cases, has done a way better job than law makers and other sectors of the society in anticipating such changes. It is not without reason that diversity and inclusion is the new trend within large corporations (and even in less

sophisticated smaller business) and in any single HR conversation.

According to a 2015 Mckinsey & Company report *Why Diversity Matters*<sup>[1][2]</sup>: “New research makes it increasingly clear that companies with more diverse workforces perform better financially. The report shows that fifteen percent of gender-diverse companies and thirty-five percent of ethnically diverse companies are more likely to outperform<sup>[3]</sup>. The report further affirms:

*“While correlation does not equal causation (greater gender and ethnic diversity in corporate leadership doesn’t automatically translate into more profit), the correlation does indicate that when companies commit themselves to diverse leadership, they are more successful. More diverse companies, we believe, are better able to win top talent and improve their customer orientation, employee satisfaction, and decision making, and all that leads to a virtuous cycle of increasing returns. This in turn suggests that other kinds of diversity—for example, in age, sexual orientation, and experience (such as a global mind-set and cultural fluency)—are also likely to bring some level of competitive advantage for companies that can attract and retain such diverse talent.”<sup>[4]</sup>*

Not surprisingly, many organizations, have been investing tons of money, time and human resources in their strategies of diversity and inclusion, including the creation of resources groups and specific initiatives to promote broad representation and inclusion of the different dimensions of diversity. Among the benefits of such strategy, there is the increase of engagement, stronger performance, faster career development and higher talent retention rates.

Particularly about talent retention, business leads have realized that in order to retain their talents in the current times, it may not be sufficient to offer traditional financial benefits, like health insurance, generous bonuses, fleet or participation in the shares of the company. Of course those are still very attractive and competitive benefits, but specially with the new generation of talents, non-material or non-economic benefits are as much valued as other tangible benefits.

Important to say though, that diversity without inclusion is pointless. Diversity only brings value when the subjects feel that their diverse aspects are valued and they belong somewhere. However, while on one hand it can be relatively easy to implement a strategy of diversity, on the other hand, it may reveal to be

[1] Vivian Hunt, Dennis Layton and Sara Prince, *Why diversity matters*, Mckinsey & Company, 2015).

[2] Source: <https://www.mckinsey.com/~media/McKinsey/Business%20Functions/Organization/Our%20Insights/Why%20diversity%20matters/Why%20diversity%20matters.ashx>

[3] Source: id.

[4] Source: id.

more difficult to maintain a strategy of inclusion. For inclusion to be effective, it is important for leadership to consider the individuality of each one, know who the employees are and find ways to make them feel belonged. We could certainly spend hours talking about this specific topic.

I am very fortunate and proud to be part of an organization that not only recognizes the value of diversity, but also supports its employees, as well as actively promotes inclusion of women and men by investing in initiatives that give visibility and voice to the different colors of diversity, such as women, millennials, LGBT, African Americans, Latinos and disabled people or people with special needs, eliminating barriers and encouraging every voice.

Nevertheless, as I said before, it was not always like that. I started my career long before diversity and inclusion became a trend topic in the corporate world and a key strategy for success in business. At that time, things were very different. Being a minority or having a religion, culture, ethnicity, gender or sexual orientation

different from most was a difficult challenge, especially in the Legal world.

I started my professional path over fifteen years ago in a law firm in Brazil. I was a young man full of dreams and ambitions, but no real life experience. Although my mother, who was also a lawyer, advised me many times how important the image was for a lawyer, I had no idea how conservative, strict and prejudiced the Legal world could be.

I still remember when, on my first or second week at work, I was told that I should change my haircut because it was not appropriate for a lawyer. "It may be ok in an advertising agency, but not acceptable for a lawyer", my boss said.

Along my career, I saw many other situations like that. I remember it was almost impossible to be hired by a big law firm if you had a visible tattoo or piercing or even a less conventional hairstyle. Imagine then how hard it could be for a lawyer to be gay or a single mother (or simply a mother). If you were not one of them, imagine that in many cases those people had to sacrifice their personal life, by

either hiding an important part of their identity or sacrificing their maternity experience in order to be successful in their career or simply keeping their jobs.

Thankfully, law firms also follow closely how their clients change and evolve. More and more, law firms not only adopts corporation's management styles, processes and structures, but also their people strategy. Clearly the Legal world still has a lot to accomplish in terms of human resources strategies, but it is good to see how many law firms are mindful of the importance of valuing their most important assets – people. It is exciting to see the Legal world also wanting to be ahead of the game when it comes to their human resources and implementing robust diversity and inclusion strategies. Let us remember though that a D&I strategy will only be effective, if it is genuine. If the leadership truly values the diversity and take genuine actions to embrace it. 📌



# WOMEN IN THE NEWS



Editorial Credit: Rob Crandall/Shutterstock.com

Ruth Bader Ginsburg celebrated 26 years on the bench of the United States' highest court. She was appointed by President Bill Clinton and took the oath of office on August 10, 1993. During her remarks during an August 26, 2019 reception at the University at Buffalo School of Law where she was presented with an honorary doctoral degree, Justice Ginsburg referred to her nickname, and noted "It was beyond my wildest expectation that I would one day become the Notorious R.B.G." She continued by saying that if she is notorious, "it is because I had the good fortune to be alive and a lawyer". She concluded her remarks by stating, "The progress I have seen in my lifetime makes me optimistic for the future. Our communities, nation and world will be increasingly improved as women achieve their rightful place in all fields."



Editorial Credit: Gino Santa Maria/Shutterstock.com

In recognition of female role models, Barbie® and Mattel have created The Inspiring Women™ Series. On August 26, 2019, Mattel unveiled the new Rosa Parks doll honoring her impact on the civil rights movement. When Rosa Louise Parks refused to give up her seat to a white passenger and move to the back of the bus, her actions acted as a spark for the Montgomery Bus Boycott. It was her quiet demeanor and strength that gained her recognition during the civil rights movement and that ultimately led to her recognition and accolades. In 1996 Ms. Parks was awarded the Presidential Medal of Freedom and in 1999 She received a Congressional Gold Medal of Honor. She is certainly a role model and an inspiring woman from American history.



The 19th Amendment, which was passed by Congress on June 4, 1919, and ratified on August 18, 1920, granted women the right to vote. The Amendment states: "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any state on account of sex. Congress shall have power to enforce this article by appropriate legislation." It took decades of unrest and protest to reach this milestone. The 19th Amendment was first introduced in Congress in 1878, but it wasn't until August 26, 1920, that the 19th Amendment was certified and women finally achieved the long-sought right to vote throughout the United States. It took over 60 years after the ratification for the last 12 states to ratify the 19th Amendment.

