

THE EQUAL TIMES

INSIDE:

- President's Column
- Central Market Cooking School and CLE Event Save the Date
- 2019 Empowered Women Leaders Luncheon
- Member Spotlight - Paige Andabaker
- NCWBA February 2019 Newsletter
- Mentorship Opportunities
- LEAD Update
- Call for Autumn Affair Beneficiary Nominations
- Autumn Affair Save the Date
- 2019 Law Day Contest
- Membership Renewal for 2019
- April Around Town Lunch
- Catholic Charities - Ask a Lawyer
- BCWB 2019 Annual Retreat Save the Date
- March Around Town Lunch Recap
- St. Mary's Dress for Success
- BCWB Lites

THE PRESIDENT'S COLUMN



April typically presents us all with **Equal Pay Day**, which this year was on **April 2, 2019**. This day varies from year to year. Equal Pay Day is symbolic in that it highlights how much more women have to work in order to earn a comparable amount to a man's median earnings the prior year. According to CNN Business, on a nationwide level, women make 80 cents for every dollar a man earns. To put this in perspective, women had to work 92 more days into 2019 to make the same amount of pay that men earned in 2018, for equal work. According to the American Association of University Women (AAUW), the gender pay gap is the result of many factors, including demographics such as race/ethnicity, age, and education level. Among other factors, the state in which you work and your occupation also play a role in the gender gap. *Would you be surprised that lawyers are among the top occupations where women*

have the more significant pay gap? It is important to bring awareness to the gender gap pay, in order to move forward and close the gender pay gap. It was exactly to raise awareness of the

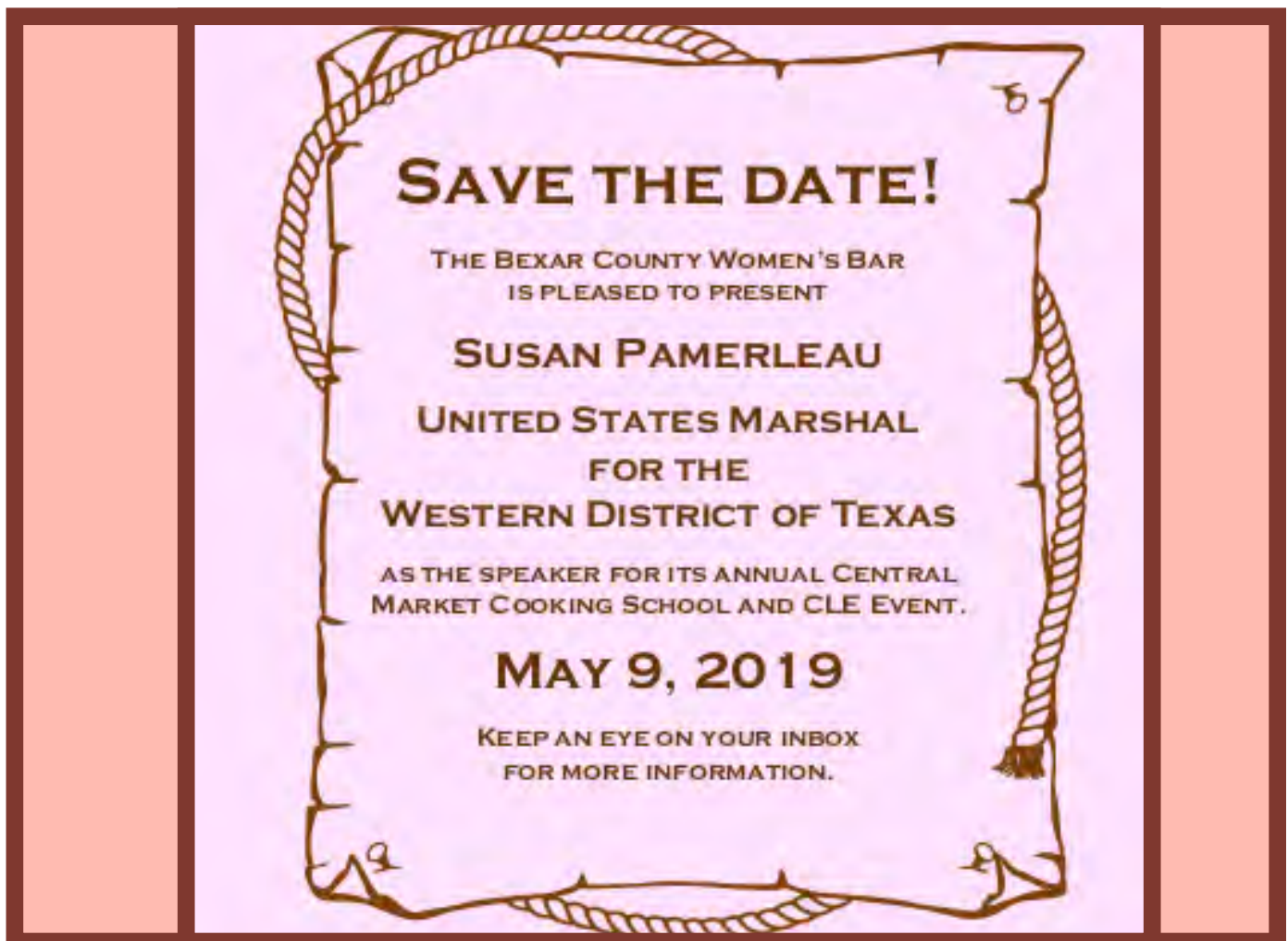


President's Column (cont.)

gender pay gap that the National Committee on Pay Equity (NCPE) started Equal Pay Day in 1996. I encourage you to talk to your colleagues about Equal Pay Day to raise awareness of this issue and to take steps to lessen this gap. According to CNN Business Correspondent Stephanie Ruhle, prepare yourself, do your research and ask for a raise!

Each year, April also brings us together to celebrate the Law Day Contest Winners. We hope you will join us this month at the Law Day Luncheon on April 9, 2019, at the Quarry Golf Club, from Noon to 1 pm, as we recognize the Young Women's Leadership Academy winners of this year's Law Day Contest. We also have scheduled the April Around Town Lunch on April 25, 2019, with Brittany Weil, at the Cove. More details about these April events and upcoming May events are found in this month's newsletter. Thank you to all of our committee members that make these events possible.

Hella Scheuerman
BCWB President



BEXAR COUNTY WOMEN'S BAR FOUNDATION 2019 Empowered Women Leaders Luncheon



EXECUTIVE PRESENCE

Friday, May 10, 2019
Pearl Stable
11:30 a.m. to 1:00 p.m.

FEATURING DEBBIE EPSTEIN HENRY

*Consultant, Attorney, Best-Selling Author,
& Workplace Equality Expert*

SPONSORSHIP LEVELS

FIERCE VIP Sponsor:
\$2,000
Limited Number Available!

- Exclusive pre-event reception with Ms. Henry
- Premium table placement for 8 guests
- 16 Raffle Tickets
- Color logo featured in event materials and promotions

STRONG Sponsor:
\$1,250

- Premium table placement for 8 guests
- 8 Raffle Tickets
- Color logo featured in event materials and promotions

SMART Sponsor:
\$750

- Table for 8 guests
- Black & white logo featured in event materials and promotions

Contact Dannick Hernandez (dhernandez@pg-law.com) for Sponsorship Information

For more information about the event
and individual tickets, visit
www.bexarcountywomensbar.org



Benefitting
BEXAR COUNTY WOMEN'S BAR FOUNDATION
LEAD ACADEMY
LEAD. EMPOWER. ADVANCE. DEVELOP.

Member Spotlight



Paige Andabaker

By: Brittany M. Weil
BCWB Vice President

Paige Andabaker is a 2L at St. Mary's University School of Law, President of the Women's Law Association, and the Student Director on the BCWB Board. She is also a Lead Research Assistant at the law school and a Staff Writer for the St. Mary's Law Journal. Despite her busy schedule, Paige took the time to discuss leadership, finding balance, and the importance of mentors.

Why and how did you decide to go to law school?

When I was in elementary school, my mom had brought me to work with her. At the time, she was a secretary at a notable San Antonio law firm. I remember looking at the attorneys walking in, polished and exuding confidence. My mom was always a hard worker, but I could tell she always wanted more for me than to be a law Partner's secretary, she wanted me to be a law partner. All in all, I was initially drawn to the practice of law largely for the lifestyle it could provide me one day. This changed the summer of my sophomore year in college when I interned at a law office in San Antonio. After a very emotional day in the courtroom for my attorney's clients, the hearing concluded in their favor. The clients, husband and wife, were overjoyed. The husband—very collected the entire day—broke down in tears and hugged my supervising attorney and I and could not say thank you enough. That was when my mindset flipped. I witnessed first-hand how the law affects lives and how I can serve others. It was the affirmation I needed to continue on my journey to law school.

What is the greatest challenge you have had to overcome in law school?

The greatest challenge I have had to overcome in law school is balance school, a healthy lifestyle, and my personal relationships. My friendships and family felt neglected during my 1L year, and I felt like I was living a sedentary lifestyle. The culmination of feeling isolated, and not eating well and moving led me to make changes. This year I am back in a work-out routine and investing time with my loved ones and friends.

Member Spotlight cont.

How has law school helped you develop your leadership skills?

In regards to WLA, my roles have been Senator of my 1L section, President-elect, and now the entering President. As a 1L Senator I was tasked with making announcements in front of then strangers. As a natural introvert, public speaking used to be surrounded with feelings of angst. However, the position gave me plenty of practice to speak to my peers, and helped build important professional and personal relationships that I will carry with me into the law practice. It also taught me that one's reputation is invaluable, and people are more willing to work with you if you treat them with dignity and respect.

This past semester my duties included WLA President-elect, staff writer on the St. Mary's Law Journal, and lead research assistant for a professor. My 2L year provided me with the opportunity to not only work on my public speaking skills, but to grow my time-management skills, organize large events, constantly multitask, work as a team leader, and to delegate. Most importantly, I have learned how to interact and work with people such a way that breeds cooperative attitudes.

When did you join WLA and what made you pursue leadership positions within the organization?

I joined WLA within the first couple weeks of starting law school. My decision to run for a WLA leadership position in August of my 1L year steamed from the desire to differentiate my resume from the next candidate. However, within weeks I grew deeply connected to the values and mores of the organization.

What do you want to accomplish as president of WLA?

Off-campus, I want WLA to increase our presence in the community and show face more than just on campus. One vision of mine is to generate a pool of WLA members that volunteer their time on a regular basis to visit impoverished elementary schools, and read with students to improve literacy.

On campus, I want WLA to exude inclusiveness. I truly believe that being a member of WLA should be more than just a line on a resume, I want our members to take on an active, rather than passive, role in the organization by boosting overall participation. Lastly, I plan on having more meetings targeted at building practical business skills such as how to negotiate internship and post-graduate salaries.

Member Spotlight cont.

What is the importance of the BCWB mentor/mentee program to students at St. Mary's?

I owe BCWB deep gratitude for their willingness and enthusiasm re-launching the WLA/BCWB mentor/mentee program. A large percentage of law students attending St. Mary's are first generation college graduate, and an even larger percentage are first generation law students. While formal meetings, packed networking mixers, and stiff email correspondence with a practicing attorney can be daunting and feel forced, the WLA/BCWB mentor/mentee program provides an opportunity to learn from practicing attorneys in the community in an organic setting and will more likely produce more casual, longer-lasting relations. It is crucial students feel comfortable enough to have a point of contact and someone to reach out to as they will soon be young practicing attorneys that will face situations that the traditional law classroom cannot teach them.

Who are your mentors?

My Parents, Grandmothers, and Professor David Grenardo are my biggest mentors. My Dad has the strongest work ethic out of any one I know. He epitomizes what it means to make sacrifices for your family and has taught me that you may not be the most intelligent person in the room, but you can be the most driven. My Mother has always been my cheerleader in life, and provides me with infinite encouragement to follow my dreams. My Mother spent countless hours with me as a child reading to me and serves as a model mother, business owner, and friend. Both my maternal and paternal Grandmothers were far ahead of their times. They were strong woman who unapologetically voiced their opinions and refused to be silenced by societal pressures. Professor David Grenardo has acted as a mentor to me since my first week of law school, nearly two years ago. He gives one-hundred percent to all facets of his life; his students, his family, and his own personal work.

Thank you, Paige, for your service and support. We can't wait to see what you do next. Because of women like you, the future of BCWB is certainly bright!

To our members, please consider supporting future women lawyers by participating in a mentorship circle. You each have a unique set of talents and perspectives, and as you heard from Paige, your support and guidance is invaluable to the future members of the BCWB!



National Conference of Women's Bar Associations

March 2019 Newsletter

Did you know that we are a member of the National Conference of Women's Bar Associations?

Click [here](#) to read the NCWBA March 2019 Newsletter and learn about other women's bar associations across the country!

MENTORSHIP OPPORTUNITIES

By: Robin Thorner

As part of our commitment to support future women lawyers, BCWB and the St. Mary's Women's Law Association are teaming up to host a series of mentorship circles this spring. If you would like to host a small group of WLA members at your home, a coffee shop, or a restaurant for an informal discussion about your career and to share your advice, please e-mail Robin Thorner at rthorner@stmarytx.edu. Prefer to co-host with another attorney? The more, the merrier! You set the date, time, location and number of students you wish to invite, and we will take care of the coordination.



LEAD Academy Update

By: Brittany M. Weil
BCWB Vice-President
2019 LEAD Academy Class

What do our LEAD Academy Class Members really want? Well, they showed us on March 21 at our Vision Board Party! LEAD Academy Class Members had a great time working on their inspirational and motivational vision boards, and came one step closer to making their dreams a reality. A big thank you to Chritine Reinhard and Schmoyer Reinhard LLP for hosting this fun event!



We are also looking forward to the 2019 Empowered Women Leaders Luncheon on Friday, May 10, 2019 at the Pearl Stable, featuring Debbie Epstein Henry speaking on Executive Presence. See more details and sponsorship information above!

2019 AUTUMN AFFAIR Call for Beneficiary Nominations

The Bexar County Women's Bar Foundation is soliciting nominations for this year's Autumn Affair beneficiary. If you know of a deserving local organization serving women or children that would like to apply to be this year's beneficiary, please send the name and contact information to Hella Scheuerman at hella@sch-lawfirm.com or Monica Lerma at monicalerma@iheartmedia.com by this Friday, April 5, 2019.



Bexar County Women's Bar Association

BCWB

Bexar County Women's Bar Foundation

SAVE THE DATE!!!
2019 BCWBF Autumn Affair
Witte Museum
Friday, October 25, 2019
6 o'clock



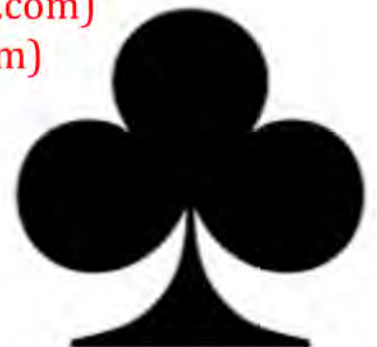
***Don't be late
for a very important date!***

Co-chairs

Kathleen Church (kathleen@churchlawsa.com)

Durime Elmazi Fahim (durime@me.com)

Please email Kathleen or Durime
for volunteer opportunities.



2019 LAW DAY LUNCHEON

Please join us as we recognize our Law Day winners from the Young Women's Leadership Academy, and welcome keynote speaker, Justice Liza Rodriguez from the Fourth Court of Appeals, who will discuss this year's Law Day Theme: "Free Speech, Free Press, Free Society."

Tuesday, April 9, 2019

12:00 p.m.

Quarry Golf Club

\$25 for members, \$30 for non-members, \$20 for students, payable at the door* or online

RSVP: The deadline to RSVP was Tuesday, March 29, 2019. We understand that schedules change, but we cannot guarantee a spot to individuals who did not RSVP by the date above. Walk-ins will be charged \$35 to cover the additional demands on the Quarry Golf Club's staff and no-shows will be billed.

For more information, contact Serina Rivela at Serina.Rivela@uhs-sa.com.



Membership Renewal for 2019

By: Lindsay S. Riley

Membership Committee Chair

Don't forget to renew your BCWB membership! We have many exciting events planned for 2019 that you will not want to miss. You can complete the renewal process by logging into www.BexarCountyWomensBar.org.

If you have any questions or any problems renewing your membership online, please contact me at lriley@dykema.com. Thank you for your continued participation and support. I look forward to receiving your application and sharing more details with you about the upcoming year!

April Around Town Lunch

Join Brittany Weil for the April Around Town Lunch on Thursday, April 25, 2019, at 12:30 p.m. at The Cove, located at 606 W Cypress St. No need to RSVP - just look for Brittany. Hope to see you there!



Catholic Charities
Archdiocese of San Antonio, Inc.

Caritas Legal Services presents:

ASK A LAWYER

Immigration | Guardianship | Kinship

Would you like to volunteer?

We welcome your help

- ▶ Guardianship/Wills
- ▶ Immigration Assistance
- ▶ Child Support
- ▶ Grandparent Rights
- ▶ Custody Rights
- ▶ Power of Attorney
- ▶ Crime Victim's Rights

- Jan 19th 9a-12p Sacred Heart, Floresville
- Jan 26th 9a-12p Sts. Peter and Paul, New Braunfels
- Feb 9th 9a-12p St. Timothy
- Feb 16th 9a-12p Holy Redeemer
- Mar 2nd 9a-12p St. Cecilia
- Mar 23rd 9a-12p Our Lady of Guadalupe, Helotes
- Mar 30th 9a-12p St. Andrew, Pleasanton
- Apr 6th 9a-12p St. Peter the Apostle, Boerne
- Apr 13th 9a-12p St. Andrew, Lytle
- May 11th 9a-12p St. Joseph, Del Rio
- May 25th 9a-12p St. Mary Magdalene
- Jun 1st 9a-12p St. Pius X
- Jun 22nd 9a-12p Shrine of Padre Pio
- Aug 17th 9a-12p St. Timothy

Lawyers interested in providing pro bono services to Caritas Legal Services must contact Tom Harper with Volunteer Services at (210) 222-1294 or tharper@ccaosa.org to process a volunteer application.

Caritas Legal Services
110 Bandera
San Antonio, TX 78228
www.ccaosa.org



SAVE the DATE

for the BCWB 2019 Annual Retreat

A Retreat with a View

EXPANDING OUR PRACTICE HORIZONS

June 13-14, 2019
Hillside Boutique Hotel
Castroville

March Around Town Lunch Recap

On March 22, 2019, we held our monthly Around Town Lunch at Whiskey Cake at La Cantera mall. Judge Daphne Previti and LEAD graduates Jane Ann Fosson and Vanessa Kemmy swapped stories about taking control of their careers by taking risks and embracing the unknown. The conversation was so engaging that Jane Ann forgot to take a photo until after Judge Previti had already gone back to the office. Sorry Judge Previti and thank you to all for a wonderful, insightful and delicious afternoon.



Help St. Mary's University law students dress for success

The Office of Career Services is accepting donations of business attire to help law students build their professional wardrobes.

Donations can be dropped off at the Office of Career Services in the Sarita Kenedy East Law Library, Room 216, or at the next monthly luncheon.

Please contact Kim Underdown at 210-436-3511 or kunderdown@stmarytx.edu to arrange a donation pick-up.



OFFICE OF
CAREER SERVICES

law.stmarytx.edu

The St. Mary's Law "Suit Up Station" is now open for law students who are in need of professional attire for an interview or even their first day on the job. If you have business professional and business casual clothes and accessories you no longer wear, we will happily take them!

BCWB LITES



BCWB Immediate Past President Greta McFarling has accepted a position as Counsel with Chasnoff, Mungia, Pepping & Stribling. Her practice will focus on civil litigation matters, with an emphasis on appeals, mandamus proceedings, and appellate litigation support. We congratulate Greta on her new endeavor!



Delisi Friday with Cowen | Rodriguez | Peacock has joined the 2019 Man and Woman of the Year campaign benefiting the Leukemia and Lymphoma Society. Her goal in this philanthropic competition is to raise \$100,000 for blood cancer between March 22nd and June 1st. If you or your firm would like to make a donation, assist her campaign, or purchase tickets to the gala on June 1st, please contact Delisi at delisi@cowenlaw.com or visit www.TGIF4LLS.com.



Every year, the St. Mary's University School of Law Graduates of the Last Decade (GOLD) Council honors ten outstanding alumni who have graduated within the past ten years at its annual 10 Under 10 luncheon. This year, the GOLD Council honored BCWB Board Member and LEAD Academy graduate, Lara Brock, who is a partner with the Espinoza Law Firm. She was recognized for her extraordinary commitment to the St. Mary's School of Law, her community, and her profession. Congratulations, Lara!

OUR NEWEST MEMBERS

Monica Bonilla

Amanda Carollo

Michelle Kostun

Vanessa Cantu

Lori McConnell

Catherine Byers

Jami Clare Whitten

Mary Lou Alvarez

OUR MISSION

The mission of the Bexar County Women's Bar Foundation is twofold: to provide educational opportunities to its members; and to protect and strengthen local families by supporting legal and charitable programs.



**Please Direct All
Questions, Comments and
Submissions to:**

Newsletter@BexarCountyWomensBar.Org

THE EQUAL TIMES

Edited by

Brittany M. Weil