

THE EQUAL TIMES

Bexar County Women's Bar Association

BCWB

Bexar County Women's Bar Foundation

September 2019

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THE PRESIDENT'S COLUMN



As our city got ready this past August to send kids of all ages back to school, BCWB and SATLA teamed up at CASA for a Backpack Stuffing Event, where members from both organizations donated really neat backpacks and school supplies. We checked the lists for the corresponding school districts, decided which backpacks would be most appropriate for the child's age, and stuffed the backpacks. It was so much fun! We were a great team and finished in record time. Thank you to all of our members that donated school supplies and volunteered with us to stuff those backpacks.



Bexar County Women's Bar has purchased a table for the San Antonio Bar Foundations' Gala at the Rosenberg Sky Room, University of the Incarnate Word, on September 14, 2019, and is offering members discounted seats. If you are interested in those seats, please contact me at hella@sch-lawfirm.com.

For a great networking opportunity this month, consider attending San Antonio Bar Association's Annual SuperBar,

President's Column (cont.)

which this year takes place on September 26, 2019, 5:30 pm to 7:30 pm, at the Herrera Law Firm, 1800 E. Commerce St., San Antonio, TX 78207.

We invite you to the Mad Hatter's Tea Party to kick off Autumn Affair, on September 7, 2019, 3:00 pm to 5 p.m., at Mad Hatters Tea House & Café, 320 Beauregard, where we can catch up over tea, mimosas and sweet treats. We hope you will donate a gift card or bottle of wine at the kick off party, to help our auction committee with the packages. Autumn Affair will take place at the Witte Museum on October 25, 2019, starting at 6:00 p.m., benefitting Restore Education. If you are interested in sponsoring a table or buying individual tickets, please contact Danielle Rushing at DRushing@dykema.com.

Our newsletter contains more information about other networking events, including upcoming monthly and Around Town lunches. We hope you will come out and join us this month at some of these events!

Hella Scheuerman
BCWB President

**Save the Date
for the**

October Luncheon

Please join us at noon on Tuesday, October 1, 2019 at Club Giraud as we welcome speaker Natalie Wilson, who will be presenting on Cybersecurirty Law.

RSVP: So that we can provide a headcount to Club Giraud in advance of the luncheon, please RSVP by Friday, September 27th. Include any dietary restrictions in your RSVP. We understand schedules change, but we cannot guarantee a seat for individuals who RSVP after the date above. We hope to see you there!

Cost: \$25 BCWB members; \$30 Non-member guests; \$20 student

For more information, please email luncheons@bexarcountywomensbar.org.

****Please note that Club Giraud's dress code does not allow blue jeans, tennis shoes, t-shirts, or shorts.****



Our 2019 Back to School Supply Drive was a huge success, thanks to you! As the many donations came in over the past few weeks, CASA's Volunteer Advocates immediately picked up backpacks and supplies for the children they serve.

THANK YOU for helping **over 200 kids** get ready for the new school year! For many of the children who are served by a CASA Volunteer Advocate, this year was the first time they have EVER started school with everything they need. You have helped them start the new year ready to learn, a major step on the road to a successful school year!



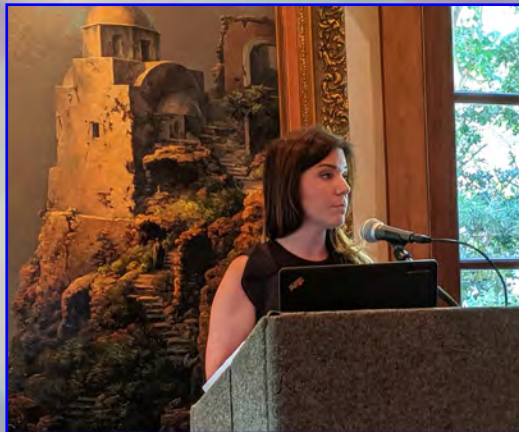
Backpack Stuffing with our friends at SATLA and BCWBA.



August Luncheon Recap

By: Patricia M. Oviatt
Luncheons Co-Chair

On August 6, 2019, the Bexar County Women's Bar Association hosted its monthly luncheon. The group welcomed new members Danielle Craig, Kelsey Hanson, and new student member, Faith Renfro. It was a wonderful turnout for Sarah Trenchard, President and Founder of Armand Financial & Insurance Solutions LLC, who presented "10 Things Every Smart Woman Should Know About Finance." She covered a variety of topics that spoke to everyone in the room. Whether you are planning for a wedding, a baby, college tuition, or retirement, or just looking for new ways to eliminate debt (think student loans!) and have a smart budget for everyday spending, Sarah provided the answers. In addition to her many civic and professional accolades, Sarah was recently featured in San Antonio's 2019 50 Most Inspiring Woman Book. Thank you, Sarah, for sharing your financial insight and wisdom with us!



National Conference of Women's Bar Associations July/August 2019 Newsletter and Commemorative Publication

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

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

Click [here](#) to read the NCWBA commemorative publication celebrating 150 years of women lawyers!

September Around Town Lunch



Join Danielle Rushing and Melanie Fry for the September Around Town Lunch on Friday, September 27, 2019 at noon at Piatti at the Quarry. No need to RSVP. Just look for Danielle and Melanie. We look forward to seeing you at Piatti!



August Around Town Lunch Recap

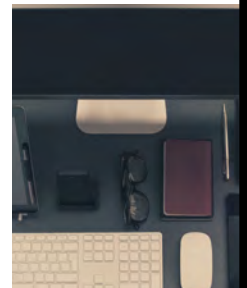
August's Around Town Luncheon at Sangria on the Burg was a HUGE success! Thirteen attorneys joined the "mini-crowd", putting together three tables to enjoy great conversation and amazing tacos, salads and burgers. Several attendees are new members of the San Antonio legal community and we were all excited to visit about the great friendships and mentoring we have all experienced through Bexar County Women's Bar. We also welcomed Justice Rebecca Martinez and Judge Rosie Gonzalez. The only missing item: a flight of those famous Sangrias! Next time Happy Hour!



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.





SAVE THE DATE



2019 BEXAR COUNTY WOMEN'S BAR FOUNDATION **AUTUMN AFFAIR**

WITTE MUSEUM

FRIDAY

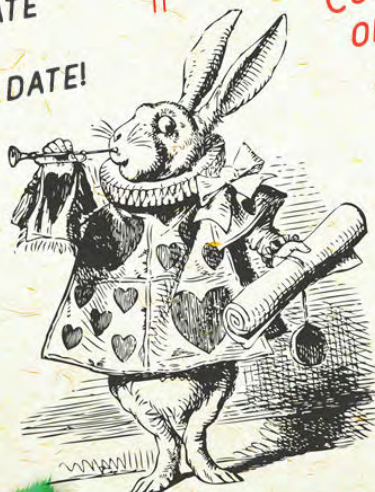
OCTOBER 25, 2019

6 O'CLOCK

*BENEFITING RESTORE
EDUCATION AND
CELEBRATING THE
ACHIEVEMENTS OF THE
FEMALE FOURTH COURT
OF APPEALS.*

*DON'T BE LATE
FOR A VERY
IMPORTANT DATE!*

*COCKTAIL
OR THEMED
ATTIRE!*



Announcing the 2019 Belva Lockwood Outstanding Lawyer and Outstanding Young Lawyer Award Recipients!

Hon. Rebecca Simmons - Belva Lockwood Outstanding Lawyer



Justice Simmons is a graduate of Austin College and Baylor University School of Law. She began her legal career in San Antonio and practiced with Cox & Smith, Inc. and Akin Gump Strauss Hauer & Feld LLP focusing on commercial and intellectual property litigation. In 2003 she was appointed to the bench as a trial judge and later served as an appellate justice where she authored over 1,000 opinions. Active in the community, Justice Simmons is a past secretary and president of the Bexar County Women's Bar Association. She has taught as an adjunct professor

at St. Mary's University School of Law for over 20 years and writes frequently on a variety of legal and technology topics. Justice Simmons continues to sit as a visiting justice, an AAA arbitrator, and is the Chair of the Judicial Committee on Information Technology.

In addition to her long and fulfilling career as an attorney, trial judge and appellate justice, her new vocation is focused on the San Antonio Missions as Director of El Camino de San Antonio Missions. The Archdiocese of San Antonio created the El Camino program to facilitate and support pilgrims and those who seek to encounter the sacred through the San Antonio Missions. Once completed, the Padre Margil Pilgrimage Center, located behind Mission Concepcion, will provide resources and information for pilgrims as well as provide gathering space for groups.

Melanie L. Fry - Belva Lockwood Outstanding Young Lawyer



Melanie is a member with Dykema Gossett PLLC where she leads the firm's appellate practice in San Antonio. Melanie is a cum laude graduate of Baylor University School of Law. She received her undergraduate degree summa cum laude from Abilene Christian University. Prior to joining Dykema, Melanie was a law clerk to Justice Don R. Willett, Supreme Court of Texas.

In addition to her responsibilities at work, Melanie's service within the legal profession and contributions to the community are as follows:

- President, President-Elect, Treasurer, Secretary, Board Member, and National Delegate for the Federal Bar Association, San Antonio Chapter
- Chair of the Federal Courts Committee's Constitution Day Program, coordinating volunteer judges and attorneys in San Antonio area high schools for presentations on Constitutional rights and history.
- Coordinator of annual Mentoring Luncheon for Fox Tech High School Law Magnet
- Graduate of the 2018 LEAD Academy
- Graduate of the 2018 North Chamber of Commerce Leadership Lab
- Member of the United States District Court for the Western District of Texas Admissions Committee
- Member of the Board of Directors, Bexar County Women's Bar Association, and Co-Chair of the Family Committee
- 8-year columnist for the San Antonio Lawyer Magazine, co-author of "The Federal Court Update"
- Volunteer with the San Antonio Bar Association Community Justice Program's Family Law Clinic and Disability Rights Clinic
- Member of the Texas Supreme Court Historical Society and Fellow of the Texas Bar Foundation
- Family Ministry Leader for the Babies and Toddlers Ministry, Sunset Ridge Church of Christ



2019 AUTUMN AFFAIR



The Autumn Affair beneficiary this year is Restore Education. The mission of Restore Education is to transform at-risk youth and adults into successful college and career ready students, so that they can achieve the future they deserve as self-supporting adults, role models as parents, and contributing members of the community. Each month we are featuring a Restore Education student's story of how they overcame their obstacles and achieved their education goals with the help of Restore Education. Last month we featured Christian's Story, and below you can read Christina's Story.



Christina's Story:

When Christina was in high school, her family desperately needed help paying the bills, so she left school to get a job. She often worked from 6am to 10pm to make ends meet. After years of working in low-paying retail jobs with little hope for advancement,

Christina took a leap of faith.

With the support of her mother, she decided to pursue her education. Despite having been out of school for nearly 20 years, with the help of our instructors, tutors, and her incredible work ethic, Christina earned her high school equivalency in just 5 months!

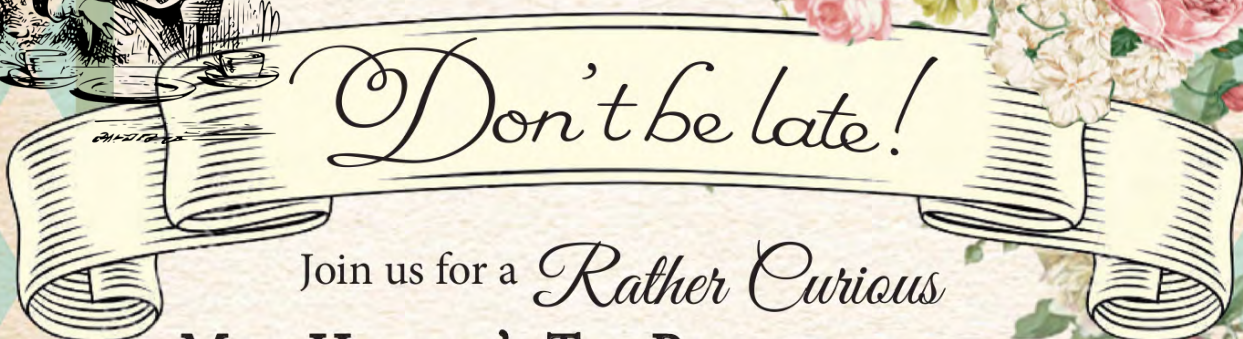
Motivated to provide a better future for her children, Christina didn't stop at her HSE. We helped her enroll and supported her through a Phlebotomy certification, where she graduated at the top of her class.

Seven months after courageously walking through our doors and thanks in part to your support, Christina's life has completely changed. She now has a job in the medical field making nearly triple her previous wages and is pursuing a new dream of becoming a registered nurse.

Christina's success has also made a big impact in her entire family, as she says, "My kids are so excited for me and I'm so proud to be able to show them what education can do. I will do anything to make sure they can finish school, so that they can pursue their own dreams."



Wear your most extraordinary hat!



Join us for a *Rather Curious*
MAD HATTER'S TEA PARTY

SEPTEMBER 7, 3 PM - 5 PM

to *Kick Off the* fundraising efforts for the
2019 Bexar County Women's Bar Foundation

Autumn Affair Benefiting
Restore Education



Mad Hatters
Tea House & Café

320 BEAUREGARD
Tea, Mimosas, Snacks,
and Sweet Treats will
be served

Please bring a gift card and/or bottle of wine with a value of \$20 or more to donate to the silent auction and/or wine pull.



Small signature or mark in the bottom right corner.



Latina Lawyers – Still Too Few and Far Between

Jill Lynch Cruz, PhD, CPC, GCDF, SPHR

Latina attorneys are one in a hundred – literally! At just over 1% of all lawyers, Latinas are the least represented of all the racial or ethnic groups in the legal profession, despite their current and fast growing presence in this country (9% of the U.S. population in 2018). Furthermore, as documented by the Hispanic National Bar Association (HNBA), Latina attorneys have and continue to be woefully underrepresented in senior and leadership roles within each of the primary legal sectors (i.e., law firms, corporate law departments, the judiciary, legal academia and even the public interest).

In an effort to identify and address the barriers facing would-be Latina attorneys from entering the legal profession and current Latina attorneys from realizing career success and satisfaction as lawyers, the HNBA established the Commission on the Status of Latinas in the Legal Profession (Latina Commission) in 2008, which subsequently commissioned two national studies to document the status, as well as the experiences and perceptions of more than 800 Latina attorneys across the U.S.[1] This research ([*Few and Far Between: The Reality of Latina Lawyers*](#) and [*La Voz de la Abogada Latina: Challenges and Rewards in Serving the Public Interest*](#)), known collectively as the “HNBA Commission Studies,” was the first of its kind to identify factors impeding Latinas’ entry, retention, and advancement within the legal profession and provided much needed insight into the practices and strategies critical to current and would-be Latina attorneys in succeeding in their educational and career-related pursuits.

Since the publication of HNBA Commission Studies’ findings, the Latina Commission has implemented a number of initiatives aimed at increasing the pipeline of Latinas into the profession and help Latinas advance within its ranks. These initiatives, which are described in greater detail below, include sponsoring inspirational and educational pipeline programs directed at Latina youth as early as elementary school, providing executive and leadership training, coaching, as well as networking and mentoring opportunities for junior and senior lawyers to enhance their professional development and competitiveness in the job market.

[1] Focus Groups were held in San Antonio, TX as well as 13 other cities in the U.S.

Increasing the Pipeline of Latina Attorneys

As highlighted by the HNBA Commission Studies, a critical first step in expanding the pipeline of Latina lawyers begins with establishing outreach programs directed at Latina youth as early as elementary school to encourage and prepare them academically and emotionally for professional careers. Furthermore, these studies emphasized the need for increased visibility of Latina attorney role models to inspire and encourage Latina youth during their formative years to better understand career possibilities and follow in their footsteps.

To that end, the Latina Commission has sponsored a number of inspirational events featuring trailblazing Latina lawyers, including judges, law firm partners and corporate leaders, who share their stories, challenges and career journeys to inspire and guide younger Latinas to consider a similar path. Since 2012, the Latina Commission's pipeline program, *Pearls of Wisdom*, has been held semi-annually across the U.S. These events feature prominent Latina attorneys in conversation with middle and high school Latina students (and sometimes their families) living in underserved Hispanic communities. These pipeline events emphasize the importance of higher education and provide guidance on potential careers in the law. Another example of the Latina Commission's pipeline efforts is its annual hosting of a tour of the United States Supreme Court and luncheon discussion, which recently provided 30 Latina middle school students with an opportunity to learn from prominent Latina judges and attorneys from across the country about their personal journey and unique experiences as lawyers.

Fostering Latina Attorneys' Career Advancement

Once in the profession, many Latinas face unique barriers that limit their access to the professional development opportunities and experiences critical to their career advancement. To support more Latinas in this way, the Latina Commission launched the *Latina Leadership Academy* in 2010, which provides Latina lawyers and law students with substantive career and leadership development training in a number of areas including how to negotiate more effectively, develop a growth mindset, enhance their executive presence, overcome self-doubt and even opportunities to participate in professional coaching. In September 2019, the Latina Commission will be launching its inaugural *Latina Executive Latina Program*, which is a more intensive leadership training and executive coaching experience for high potential Latina lawyers looking to advance into senior leadership roles.

Another recommendation from the HNBA Commission Studies is to facilitate more Latina-based networking opportunities and affinity groups for these women to network with one another, as well as to facilitate opportunities for mentoring relationships to develop informally. Through its multitude of events and program offerings, the Latina Commission has fostered many professional and social opportunities for Latinas to connect with a diverse pool of individuals, including non-Latinas and individuals outside of their workplaces. Since 2015, over 500 Latina attorneys and law students have participated in one of its many Latina Commission's Leadership Academies throughout the country. These leadership development programs have provided them a unique opportunity to meet and network with a variety of women in different legal sectors across the nation and has paved the way for many long-lasting mentoring relationships to develop organically.

Conclusion

Since its inception over a decade ago, the Latina Commission has been steadfast in fulfilling its mission to develop strategies and implement programs that address Latina attorneys' barriers to entry and advancement within the profession. However, as current statistics illustrate, there is still much to do for lasting and measureable change to occur. As such, the Latina Commission must continue its efforts and garner greater support and commitment from the broader legal community.

Jill Lynch Cruz, PhD, CPC, GCDF, SPHR of JLC Consulting is a certified executive coach and career development consultant. She also served as a Commissioner for the Hispanic National Bar Association's Latina Commission. Contact Jill directly at jcruz@jlc.consulting or learn more about her coaching services and access her other research at www.jlc.consulting

TAKE OUR SURVEY AND LET US KNOW WHAT YOU THINK

If you haven't already, please click [HERE](#) to take a short, **nine-question survey** regarding your Bexar County Women's Bar membership! From your responses, the Board will be able to focus our efforts on the activities and content that matter most to our members. It also gives you an opportunity to share **anonymously** with the Board any concerns or thoughts that you as members have regarding the way this Organization is run.

The survey has taken an **average of one minute** for respondents to complete. So please, take one minute of time and help this Organization better serve you!



St. Mary's University School of Law is launching a new post-graduate recruitment program for recent graduates! Employers can interview recent grads (who will have just learned their bar results in many instances) through the November Post-Graduate Recruitment Program, with interview dates on campus: Nov. 11-14 and Nov. 18-21.

Employers can choose on-campus interviews or a résumé collection, and will be able to pre-screen candidates to interview. Best part? Registration is free, and once employers make their selections, we handle the rest of the logistics.

To register, visit us [here](#). For more information, contact Robin Thorner at rthorner@stmarytx.edu.

SUPERBAR2019

Thursday September 26, 2019
5:30 P.m. to 7:30 P.m.

The Herrera Law Firm
1800 Commerce St. SATX 78207

Don't miss the biggest networking mixer in
the legal community!

Members of participating organizations
get in FREE!

Prospective Members: \$25

Thank you to the following vendors:



Jungle Disk

RSM

the
K FORD
group



PEDEN
LAW FIRM



Register at online at www.sabar.org before Sept. 20 | Business Casual | NO WALK-UPS



Be the Difference in Their Life.

HOW BCWB CAN GET INVOLVED WITH CASA.

OUR *Mission*

The mission of Child Advocates San Antonio (CASA) is to recruit, train, and supervise court-appointed volunteer Advocates who provide constancy for abused and neglected children and youth while advocating for services and placement in safe and permanent homes.



VOLUNTEER

Our main volunteer program involves training and a monthly commitment to become a **Court Appointed Advocate** for a child(ren) in need.

If you are not available to become an Advocate, you can also participate in our "Friends of CASA" program, where you can volunteer at events and donation drives. Email Development@casa-satx.org to learn more.



SHARE

Our message is a powerful one... help us make sure it's heard by inviting CASA to speak at any organization or group you're involved with.

You can also share our message on social media! Follow our page on your preferred platform and share any post to help spread our message.

#CASASATX

General CASA Post

#35YEARSOFHOPE

#AFORTRESSOFHOPE

Capital Campaign / Donation Post



CASA

CHILD ADVOCATES
SAN ANTONIO



casa-satx.org



P: 210.225.7070

SUPPORT



Help CASA provide more Advocates for children who have been abused and neglected in our community. Visit the "Donate" section on our website to see all the gift opportunities we have available for individuals or businesses wanting to support CASA.

GALLERY OF HOPE SPONSORSHIP

Annual Gala recognizing our Adopted CASA kids.

CAPITAL CAMPAIGN SPONSORSHIP

Help us advocate for more children in a bigger facility.

GENERAL DONATION

Gift any amount to help us serve more children in San Antonio.

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!

JOB OPPORTUNITIES

Assistant City Attorney

City of San Antonio

Under close supervision, provides legal services on behalf of the City of San Antonio.

Assistant City Attorney I: Starting salary \$57,950.88 annually; Assistant City Attorney II: Starting salary \$63,746.28 annually.

Essential Job Functions

- Advises City staff and elected and appointed City Officials in various areas of municipal law.
- Negotiates, drafts, and reviews contracts, real estate documents, and agreements.
- Drafts legislation, code provisions, regulations, ordinances, amendments, resolutions, and guidelines or policies.
- Attends public meetings of City Council, boards and commissions, and advises and addresses members in executive sessions or public presentations.
- Advocates on behalf of the City in a wide variety of settings, including negotiations, dispute resolutions, mediations, trials, hearings, and administrative processes to resolve disputes or legal actions.
- Timely and appropriately responds to inquiries from the general public and media about public information and municipal regulations and procedures.
- Compiles data, statistics, or other information related to legal work for reports.
- Performs other related duties and fulfills responsibilities as required.

Job Requirements for Assistant City Attorney I:

- L.L.B. or J.D. Degree from an accredited school of law.
- Licensed and in good standing to practice law in the State of Texas.
- This position requires a valid Class "C" Texas Driver's License OR valid driver's license from another state with the ability to obtain a valid Texas Driver's License within 30 days of becoming a Texas resident. Proof of liability insurance will be required.

Job Requirements for Assistant City Attorney II:

- L.L.B. or J.D. Degree from an accredited school of law.
- Five (5) years of increasingly responsible experience as a practicing Attorney.
- Years of full time municipal law experience may be substituted two (2) for one (1), up to a maximum of four years credit.
- Licensed and in good standing to practice law in the State of Texas.
- No substitution for education allowed.
- This position requires a valid Class "C" Texas Driver's License OR valid driver's license from another state with the ability to obtain a valid Texas Driver's License within 30 days of becoming a Texas resident. Proof of Liability Insurance will be required.

To view the posting and apply, please visit:

<https://www.governmentjobs.com/careers/sanantoniotx?>

BCWB LITES



Congratulations to former BCWB President Mary Brennan Stich for being named a San Antonio Business Journal's 2019 Women's Leadership Award honoree! Mary is currently vice president and deputy general counsel at Rackspace and is known by many as, among other things, the founder of an innovative mentorship program at both Rackspace and within the BCWB LEAD Academy. Earlier this year, Mary was also selected for a national list of notable lawyers in recognition of her incredible leadership. The national Business Journal Influencers Series spotlights 100 attorneys across the country who have had an impact on business being done in their local communities. Way to go, Mary!

OUR NEWEST MEMBERS

Mayra Carranza

Hayley Collette

Chinonso Osonma

Natalie DeCesare

Schmoyer Reinhard

St. Mary's Law Student

St. Mary's Law Student

St. Mary's Law Student

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.

THE EQUAL TIMES

Edited by

Brittany M. Weil

Bexar County Women's Bar Association

BCWB

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

Newsletter@BexarCountyWomensBar.Org