Working remotely has, until now, been a nice option when balancing work and life. Suddenly, however, working remotely has become a way of life, forcing us to balance work and life in a whole new way. It’s about staying connected, staying relevant and staying strong.

I have often reflected how the view in my rear-view mirror looks vastly different than it did when it was right in front of me. This is one of those times: the view ahead may look somewhat dark and gloomy, yet when we look back at what passed, we’ll very likely see a much brighter view. We’ll see that we came through a dark cloud together, and that we came out on the other side better, stronger and much more conscious of what’s truly important.

The Columbus Bar Association remains strong, thanks to a great leadership, diversified business services and a mission that drives us to do the right thing. Like most businesses, we’ve gone from seemingly reactive, haphazard adaptations to looking ahead at what the future holds. We’ve learned how to engage our membership base in a digital world; we’ve learned that we can be more efficient by maximizing technological advances we may have resisted in years past; and, more importantly, we’ve been reminded that our value isn’t in bricks and mortar, but in the quality of the programs and services we deliver.

In every challenge lies opportunity. While some of our services are negatively impacted by current circumstances, others are strong, and yet others still are being created.

These times force us to get creative; to rethink what we do and how we do it, to evaluate what’s truly important; and to remember why we do what we do. We remain true to our core purpose: we help lawyers be more successful. Everything we do is designed to enhance and inspire the continued advancement of our members. Why? Because better lawyers deliver better legal services, and better legal services improve our community.

The Columbus Bar is home to some of the best and brightest legal talent, who are providing essential legal services to individuals, corporations and government agencies; helping people persevere in the face of adversity; advising clients how to manage risk; and setting policy that will guide the course of our future. Now, more than ever, we need to stay connected.

There has never been a more important time to be a part of something greater than yourself. The Columbus Bar is your connection to the profession, where we lean on each other and learn from each other. Whether you are working remotely or onsite, the Columbus Bar will be here to help you thrive.
Each year, the Columbus Bar Foundation honors CBA members who have been practicing law for 50 years.

This is an incredible accomplishment; thank you all for your years of service to the bar. A luncheon will be held in the fall to commemorate this momentous occasion. In appreciation for their years of service, all attorneys who have been licensed for 50 or more years receive free membership in the CBA. Congratulations to this year’s honorees:


We extend our enthusiastic congratulations to this year’s honorees!
Each year, the Columbus Bar Association awards members with the Bar Service Medal and the Professionalism Award. This year, the Bar Service Medal goes to Rosemary Ebner Pomeroy, Law Office of Rosemary Ebner Pomeroy, and the Professionalism Award goes to David Alexander, Squire Patton Boggs Co. LPA.

ROSEMARY EBNER POMEROY

The Bar Service Medal is presented to an attorney who is a member of the Columbus Bar Association and who has shown a long history of distinguished service to the Columbus Bar. Rosemary Ebner Pomeroy has been an active attorney and sustaining member of the Bar for over 30 years.

Pomeroy has been licensed to practice law in Ohio since 1988. She graduated from the Michigan State University College of Law, and began her legal career working at a metropolitan Detroit law firm. Shortly after, in 1993, she hung her own shingle with the Law Offices of Rosemary Ebner Pomeroy, focusing on state administration, estate planning, guardianship, and adoption. Pomeroy is a Fellow in the American Academy of Adoption Attorneys. She is a past president of Women Lawyers of Franklin County and a former member of the Board of Governors of the Columbus Bar Association.

Outside of the law, Pomeroy is a volunteer musician with the Heather Pick Music Program at the James Cancer Hospital, is a member of the St. Peter Catholic Church Choir, and is a board member with Chamber Music Columbus.

To read more about Pomeroy’s professional accomplishments, visit her CBA Directory page: https://directory.cbalaw.org/profile/rosemary-ebner-pomeroy

DAVID W. ALEXANDER

The Professionalism Award is given to an attorney in recognition of exceptional dedication to the standards of the profession and for demonstrated integrity. David Alexander has been an active attorney and sustaining member of the Columbus Bar for over 30 years.

After graduating from The Ohio State University Moritz College of Law in 1978, Alexander was admitted to the practice of law in Ohio in 1982. Prior to joining his current firm, Alexander spent two years serving as a judicial clerk for the United States District Court, Southern District of Ohio. He has been designated a Master Lawyer by the American Inns of Court, Robert M. Duncan Chapter. He is named in Ohio Super Lawyers, Benchmark Litigation and has been listed in The Best Lawyers in America since 1999.

Now a partner at Squire Patton Boggs, Alexander is active in litigation and international dispute resolution practices and has experience in recent international arbitrations involving disputes related to the Czech Republic, Ecuador, China, Mexico, Costa Rica and Chile.

A past president of the Columbus Bar Foundation board of trustees and Chair of the Board of The Legal Aid Society of Columbus, he also recently served on the Ohio Supreme Court’s Access to Justice Task Force.

To read more about Alexander and his professional accomplishments, visit his CBA Directory page: http://directory.cbalaw.org/profile/david-w-alexander.

ASSOCIATION PRESIDENT: ROBERT D. ERNEY

As President for the 2020-21 year, Robert D. Erney will uphold the responsibilities of the CBA, including community service, lawyer discipline, providing continuing legal education and public education about the law.

Erney currently works with his daughter, Mary Erney, at Robert D. Erney & Associates Co., LPA. He began the practice of law in 1986 after graduating from the University of Cincinnati College of Law in 1984. He was judicial clerk for the First Appellate District of Ohio in Cincinnati for two years. He is admitted to the bars of the State of Ohio, the United States District Court for the Southern District of Ohio, the United States Court of Appeals for the Sixth Circuit and United States Supreme Court.

He is active in the legal community and is a past President of the Central Ohio Association for Justice. He is an active member of the Columbus, Ohio and American Bar Associations, the Ohio Association for Justice, the American Association for Justice and the National Crime Victims Bar Association. Recently, he was re-elected to the Columbus Bar Association Board of Governors for 2017 – 2019. He is one of the founders of the Columbus Bar Association’s Trial Advocacy Institute. He was an organizer of the Columbus Bar Association seminars involving negligence, trial skills, product liability and appellate practice. He has published and lectured extensively to various legal organizations.

To read more about Erney and his professional accomplishments, visit his CBA Directory page: http://directory.cbalaw.org/profile/robert-d-erney.

FOUNDATION PRESIDENT: KATHLEEN TRAFFORD

The Columbus Bar Foundation is dedicated to promoting an understanding of the law, the role of the legal profession and access to justice for all.

As President, Kathleen Trafford will uphold these responsibilities and more throughout her 2020-21 term.

Trafford is currently of counsel at Porter Wright Morris & Arthur, and has been in practice for 41 years. She handles cases involving constitutional challenges to state and local laws or orders, First Amendment claims, rate making and price discrimination, contract disputes, trademarks, professional ethics, public records, injunctions, and special writs in the Ohio Supreme Court.

Prior to joining the firm in 1988, she was deputy chief counsel to the Ohio Attorney General. She had primary responsibility for defending the state of Ohio in litigation resulting from the Ohio savings and loan crisis. She argued before the United States Supreme Court in Ohio Civil Rights Commission v. Dayton Christian Schools.

Currently, she is a fellow of the American College of Trial Lawyers and served on the ACTL Board of Regents from 2013-2017. She is listed in The Best Lawyers in America® and has been recognized as a “Leader in their Field” for Commercial Litigation in Ohio by Chambers USA every year since 2006.

To read more about Trafford and her professional accomplishments, visit her CBA Directory page: http://directory.cbalaw.org/profile/kathleen-mcmunus-trafford.

MAKE THE MOST OF YOUR CBA MEMBERSHIP

Membership in the Columbus Bar is an investment in your career and in the future of the legal profession. Make the most of it! Being an active member will help you make connections, stand out in the local legal community, find new clients, develop new skills and grow professionally.

JILL SNITCHER, Columbus Bar Association Executive Director

JOIN OR RENEW TODAY
DIVERSITY

A LESSON FROM 2008: DIVERSITY & INCLUSION IN THE COVID-19 ERA AND BEYOND

Nothing helps you identify priorities like a global pandemic. Suddenly, things that once held significance are now completely cast aside. The routines once relied upon now seem frivolous. The talking points that got the most chatter are quickly replaced with those that actually move the needle. Put simply, the fluff is blown away. But what emerges is the core of us; what we refuse to give up; what we insist must persist.

Pre-COVID-19, a healthy handful of our colleagues scoffed at the recent, in their view, hyper-focus on diversity and inclusion in law. Just the most recent trend, popular at the moment, fanciful lip-service, not a true priority— all are phrases that have been used to describe the increasing presence of D&I programming, working groups, committees and events that have become staples in the Central Ohio legal community.

In truth, corporations, firms and government organizations have begun touting their commitment to diversity and inclusion. New programs have been introduced, diversity statements have been drafted, and wider recruitment nets have been cast. Some have re-evaluated the way they screen, interview, select, onboard, train, mentor and distribute work for attorneys. Some have overhauled the way performance reviews are implemented and put transparency and intentionality into the way sponsorship happens at their place of business. And some haven’t.

This pandemic will quickly separate the wheat from the chaff. Why? Because pandemics expose systems. They force us to pull back the curtain to see how our basic mechanics and get honest about our abilities and our decision-making processes. We see who actually has decision-making authority. We see who and what is actually indispensable in making things go.

Will diversity and inclusion initiatives survive? Is inclusion optional? Can we sit with a reduced minority pipeline “given the circumstances.” Is diversity a pleasant aspiration that is only appropriate during peace time? Where does it fall on the needs hierarchy — only after stabilization and wide profit margin have been established?

If our past is indicative of our future, we know how this story ends. 2008 gave us a preview. The nay-sayers will largely be proven right. The progress made will be revealed as illusory. Diversity and inclusion won’t quite make the “top priority” cut. Minorities in the law will be disproportionately impacted by layoffs and pay cuts, and will see an inexorable reduction in the amount and quality of work sent their way. Minority law students will see their positions eliminated at disproportionate rates. The pipeline will be reduced to a trickle. Then, about five years after the dust settles on our brave new world, we’ll have conferences and conversations and policy meetings all to try to identify how we can increase diversity and inclusion in the legal field.

Unless. Unless we decide that diversity and inclusion is at the core of us. Unless we decide that we refuse to give up the progress we have made. Unless we insist that our commitment to diversity and inclusion must persist.

We can still do that. But how?

We are fresh out of silver bullets, but we won’t let that get in the way of progress. There are principles we can commit to that have the potential to change our foreshadowed end. What principles could you commit to? Is preserving personnel enough? What about programming?

Share your ideas to be included in an anonymous summary for the Central Ohio legal community by emailing karl@cbalaw.org with a subject line: Diversity Commitment COVID-19.

A Legal History of the Automobile Industry (Live Webinar)
Thursday, July 22 • 12 – 2 p.m.
2.0 CLE Hours

A A Legal History of the Automobile Industry (Live Webinar)
Thursday, July 22 • 12 – 2 p.m.
2.0 CLE Hours

2020 Probate Law Institute
Wednesday, Sept 9 • 9 a.m. – 4:30 p.m.
6.5 CLE Hours (2.5 Prof. Conduct)

All classes listed are offered by the Columbus Bar Association through Zoom in the form of live webinars. To register, call 614-221-4112 or enroll online at www.cbaweb.org.

EDUCATION & EVENTS

Practice Pending Admission (Live Webinar)
Tuesday, June 30 • 12 – 1 p.m.
1.5 Prof Conduct CLE Hours

Drinking, Drugs & Driving: An OVI Update (Live Webinar)
Wednesday, July 7 • 12 – 1:30 p.m.
1.5 CLE Hours

How to Handle Employee Social Media Criticism (Live Webinar)
Wednesday, July 14 • 12 – 1:30 p.m.
4.5 CLE Hours (1.0 Prof. Conduct)

Advanced Ohio Residential Mechanics’ Lien Law (Live Webinar)
Wednesday, July 22 • 12 – 2 p.m.
2.0 CLE Hours

Using Humor in the Law (Live Webinar)
Wednesday, July 8 • 12 – 1 p.m.
1.0 CLE Hours

SPECIAL ADVERTISING FEATURE TO COLUMBUS BUSINESS FIRST

HOW THE MINORITY CLERKSHIP PROGRAM CREATES OPPORTUNITY

In 1987, the Columbus Bar Association, The Ohio State University Moritz College of Law, and Capital University Law School worked together to create a program that would give law students of color a chance to gain relevant experience and legal education through a summer clerkship at local firms, corporate offices and government agencies. Over the past 33 years, the MCP has grown, over 800 students have participated in the program, employers have contributed more than $6 million in salaries to their clerks, and the MCP has helped double the number of minority in central Ohio firms that belong to our Managing Partners Diversity Initiative.

We asked two participants of the program to share their thoughts on how it helped expand their legal education and how the program has impacted them even after graduation.

JANAY STEVENS participated in the Minority Clerkship Program in 2011, clerking at Dinsmore and Shohl, LLP. She graduated from Moritz in 2013, and now works for Vorys, Sater, Seymour and Pease LLP.

1. What encouraged you to join the Minority Clerkship Program? “I joined the MCP at the suggestion of past program participants. The MCP has a long history of connection with incredibly talented diverse lawyers who have gone on to have exceptional careers.”

2. What was the most helpful thing you learned? “The most helpful lesson I learned was to take my work seriously, but not to take myself too seriously—mistakes happen, there is always a lot to learn, but showing up every day with a willingness to improve goes a long way in your development not only as a lawyer, but as a professional.”

3. How did MCP help prepare you for your law career? “The MCP afforded me the foundation to begin exploring what I wanted to do post-graduation… Having had the opportunity to work for a law firm that first summer, I was able to try different practice areas and get hands on experience that ultimately led me to a labor and employment practice.”

4. What is one piece of advice you would give to other participants? “I encourage MCP participants to take ownership of their career, and that ownership includes their first summer experience. Get out of your comfort zone, introduce yourself, ask curious questions, accept constructive feedback, and if there is work you want to try, speak up and seek it out within the scope of your program.”

JANAY STEVENS

DEVIN PARRAM

Devon Parram participated in 2005, clerking at Schottenstein, Zox, and Dunn, now known as Ice Miller. He graduated from Capital Law School and now works at Bricker & Eckler.

1. What encouraged you to join the Minority Clerkship Program? “When I was a 1L at Capital University Law School, all the African American students were strongly encouraged to participate in the program. It was seen as an excellent opportunity for minority students to... obtain experience in law firms that historically had limited minority attorney representation.”

2. What was the most helpful thing you learned? “The most helpful thing I learned was the importance of building relationships. Your legal acumen can only get you so far as an attorney. Developing strong relationships is key to a successful legal career.”

3. How did the Minority Clerkship help you prepare for your law career? “The program helped me start to truly understand what it means to be a lawyer. It was my first opportunity to use what I learned in law school to solve real world problems for clients.”

4. What is one piece of advice you would give to other participants? “Use the MCP as an opportunity to start building strong relationships. Your legal acumen can only get you so far as an attorney. Developing strong relationships is key to a successful legal career.”

KARI E. MURPHY, ESQ.
Columbus Bar Association

KARI E. MURPHY, ESQ.
Columbus Bar Association
STATEMENT OF CBA PRESIDENT ROB ERNEY REGARDING RACIAL JUSTICE

Read the full statement: cbalaw.org

It is another day where culturally embedded racism and systemic racial bias eat at the fabric of our society. If we truly want that to change, we must act. The leadership & lawyers of the Columbus Bar Association treasure and celebrate the values of fairness, justice & equality, but if we are to genuinely adhere to those values, we must do much more than treasure and celebrate them. As part of attacking societal systemic bias, it is incumbent upon all of us to speak clearly, publicly and unabashedly when those values are undermined, especially when they are disregarded by others. Speaking is another day where they are disregarded by others. Speaking values are undermined, especially when publicly and unabashedly when those adhere to those values, we and celebrate the values of Bar Association treasure & lawyers of the Columbus CBA will act in the following ways:

- and will be refined and expanded - the list of ways in which we will do more than denounced by others. Speaking unhesitatingly about injustice is not enough; we must act.

Before issuing a statement joining the many voices expressing abhorrence at the injustice which it has spawned - the CBA is determined to assemble a “starting point” for its work, to undercut the repetition of mistakes of the past.

We will develop more, better avenues for our members to deploy advocacy skills in pursuit of racial justice. And then we will advocate. We will not sit back, hoping someone else will do so — we will pick up the ball and our collective efforts to discernibly move the ball in our battle against racial injustice.

Our commitment of resources to that change.

We will develop more, better avenues for our members to deploy advocacy skills in pursuit of racial justice. And then we will advocate. We will not sit back, hoping someone else will do so — we will pick up the ball and our collective efforts to discernibly move the ball in our battle against racial injustice.

The CBA will dedicate resources toward keeping the urgency of confronting racial injustice in the forefront of public dialogue. It will seek the participation of its members in providing presentations that can be published & distributed in print, broadcast & online settings. In addition, the CBA will bring too-often diminished voices and perspectives to its work, to undercut the repetition of mistakes of the past.

Advocate: We will advocate. We will not sit back, hoping someone else will do so — we will pick up the ball and our collective efforts to discernibly move the ball in our battle against racial injustice.

Systemic change cannot come without the commitment of resources to that change. On behalf of the Columbus Bar Association Board of Governors, I can attest to our commitment to the urgent task of making our community and society a more just & equitable one. We will speak about injustice when injustice is evident, but we will do more than speak — the CBA and its members will act, with determination, to undermine the societal disease of racial injustice.

The CBA will host & facilitate discussions aimed at engaging lawyers in steps they can take within their own practices and law firms to undermine apparent and subtle racial inequities in their workplaces. In addition, the CBA will assist its members in providing their clients’ strategies to do the same.

Amplify: The CBA will dedicate resources toward keeping the urgency of confronting racial injustice in the forefront of public dialogue. It will seek the participation of its members in providing presentations that can be published & distributed in print, broadcast & online settings. In addition, the CBA will bring too-often diminished voices and perspectives to its work, to undercut the repetition of mistakes of the past.

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To vote and to assure fair elections.

Collaborate: We will redouble our commitment to the notion that we are stronger when we engage, together, to advance common goals. We will seek out those who we can join, or who will join with us, in collective efforts to discernibly move the ball in our battle against racial injustice.

Innovate: The CBA will relentlessly seek new approaches to confront institutionalized racism. We will establish a clear, open channel for our members and the public to suggest ways in which the CBA might act and will work with urgency to identify improved and new ways that we can contribute to the eradication of racial injustice within our profession and in our community.

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1. The Young Lawyers Committee hosts its annual Judges Luncheon.
2. A number of local attorneys met for a Pro Bono breakfast.
3. CBA members chatted at our October Committees and Cocktails networking night.
4. Shehata Chaubey and Anna Sampol smile for the camera at the CBA’s 2019 Annual Meeting.
5. CBA board members (past and present) Luke Fedlam, Dave Thomas, Lori McCaughan, Elizabeth Zuercher, Eimear Bahnson and Past President Sam Peppers celebrate Sam at his Past President Dinner.
6. A crowd gathers for the presentation of “No Visible Bruises” at the Drexel Theatre, featuring Rachel Louise Snyder.
7. Board member Caitlyn Nestleroth Johnson, Mary Erney and Jake Levine at the June Committees and Cocktails networking night.
8. The Columbus Bar Foundation’s 2019-2020 Board of Trustees.
9. Immediate Past President Amy Koorn cuts the cake at the CBA’s 150th Anniversary celebration.
12. Congratulations to our winning team at the 3rd Annual Jay Yano Memorial Golf Outing: CBA board member Roger Sugarman, Eric Sugarman, David Griff in and John Griff in!

13. Our EAGLE committee pays a visit to the Stratford Ecological Center.

14. Judge Gina Russo spends some time with local law students at one of our Law Student Committee Dinners.

15. Attendees discuss diversity initiatives at our August Diversity & Inclusion meeting.

16. Brittany Stephen, Jordan Watrous, Jon Lewis and Jamie LaFante are ready to go at our 3rd Annual Jay Yano Memorial Golf Outing.

17. CBA Assistant Director and Director of Diversity and Inclusion Kari Murphy, Nimesh Patel, Tracie Ransom, Immediate Past President Amy Koorn and Managing Partners’ Diversity Initiative Chair Bill Nolan get ready to kick off the MPDI Annual Meeting.

18. Congratulations to our 50 Years in Practice honorees David Bloomfield, Timothy McGrath, Richard Rogovin and Sally Bloomfield!


20. Our Young Lawyers committee had a great time and got super creative in October at our Pumpkin Carving Contest!

21. Judge Stephen Frye, Immediate Past President Amy Koorn and Judge Stephen McIntosh have fun at the Judges’ Dinner.

22. The CBA welcomes a number of new attorneys to the profession at the 2019 New Lawyer Reception!

23. CBA Executive Director Jill Snitcher poses with past presidents Heather Sowald and Brigid Heid at our November Committees and Cocktails.

24. Our Young Lawyers committee spends some time volunteering with Alfa House for the holidays.

25. CBA board members (past and present) Drew Campbell, Dave Thomas, Liz Zuercher, CBA Executive Director Jill Snitcher, and Immediate Past President Amy Koorn work at the Salvation Army for their holiday service project.

26. The CBA partnered with OhioHealth for a series of successful Health Care Law Committee Meetings!

27. Our Small Firm/Solo Practice Committee had a fun time at a wine tasting in March!

28. Our 2019 Barrister Leadership Class learned a lot in their March class.

29. The Young Lawyers Committee had a fun time trying their hand at an escape room for one of their meetings!


31. CBA board member Lindsay Ford Ellis poses with 2019 BLP participants Angela Frost and Jhay Spottswood.
LEGAL AID: FACING THE PANDEMIC HEAD ON

As our entire country experiences extraordinary loss due to the COVID-19 pandemic, low-income communities have been hardest hit, revealing how essential legal services are to ensure access to justice and basic needs. Legal Aid Society of Columbus lawyers have worked tirelessly to respond to evolving needs of their clients. Although most staff have been working from home and navigating the challenges of homeschooling and childcare, the program has still been operating at full capacity, even expanding some program areas in order to be responsive to client needs.

We’ve assigned additional staff to assist with unemployment compensation questions and provided guidance to clients and partners about consumer fraud and stimulus payment questions. We are also preparing for the onslaught of eviction cases that will occur when courts reopen. LASC has also developed five new pro bono projects, including one focused on preventing evictions, to engage the private bar. Since the beginning of the stay-home order, the leadership team has worked to create health and safety plans for the staff’s return to the office and courthouses.

LASC started its COVID-19 response in mid-March by converting all of its in-person clinics to “virtual” to protect the safety and health of staff, volunteers and clients. The clinic model is simple: phone consultations between volunteer attorneys and clients during pre-scheduled clinic times. LASC attorneys participate as clinic “mentors.” Although the clinics have a broad focus, most questions have involved family law, consumer debt, housing, employment and probate issues.

Second, and in response to skyrocketing unemployment numbers, LASC developed a Virtual Unemployment Clinic that connects lawyers and non-lawyers with individuals who struggle to navigate the application process. Individuals are not the only victims of COVID; small nonprofits and low-income small business owners have also struggled. LASC’s third virtual pro bono project matches lawyers with organizational clients throughout Central and Southeast Ohio to provide tailored legal advice or handle basic transactional issues.

LASC is also developing forward-thinking projects in anticipation of legal needs associated with the economy and courts reopening. Fourth in line has been LASC’s “remote clean slate” clinic for individuals who attempt to reenter the work force while enumbered by criminal records and need help drafting record-sealing applications.

To prepare for eviction hearings resuming in courts throughout the region, LASC’s fifth initiative will expand its eviction defense program, the Tenant Advocacy Project. This court-based clinic engages Legal Aid staff and volunteer lawyers in representing Franklin County tenants in evictions. With hearings expected to restart in June and the anticipated case volume, LASC will need more TAP volunteers than ever. LASC and its sister program, Southeast Ohio Legal Services, also plan to replicate TAP in other counties and explore possible remote representation options for rural tenants.

Still a work in progress, the virtual pro bono projects have had an impact. The program—which serves clients throughout a 36-county region—has already helped more than 140 clients with the assistance of more than 70 volunteers. A tenant can breathe easier after learning that their landlord’s eviction attempts were unlawful, a parent now understands how to enforce a visitation order, and a laid-off worker can finally submit an unemployment claim. LASC will continue to explore ways in which volunteers can support its critical work, because low-income families need legal help more than ever. It’s essential.

To sign up to volunteer and to learn more about upcoming trainings, apply online here: https://osiasa.wufoo.com/forms/zz6sa9f61m1zsp6/. Contact Pro Bono Director Dianna Parker at dparker@columbuslegalaid.org with any questions.

FOUNDATION EVOLVES AS DEMAND FOR LEGAL SERVICES INCREASES

The Columbus Bar Foundation was established in 1950 for the purpose of “Improving and facilitating the administration of justice and promoting the study of law and legal research and continuing education of lawyers.” Seventy years later, the philanthropic arm of the Columbus Bar Association boasts a corpus of over $5 million.

Throughout its 70-year existence, the Foundation’s mission has evolved, and it has become a signiﬁcant philanthropic leader, funding initiatives that advance a more just and equitable legal system in central Ohio. Under the leadership of long-time Executive Director Marion Smithberger, the Foundation gave more than $4 million in grants, in support of the Legal Aid Society of Columbus, Columbus Mediation Services, and the Law & Leadership Program, to name just a few.

For more than forty years, Smithberger fostered relationships with leaders in the Columbus legal community, expanding the Foundation’s mission to include ﬁnancial support for professional excellence, diversity in the profession, and cultivating future leaders.

“The Foundation has evolved into a signiﬁcant philanthropic entity. Our leadership recognizes that the Foundation’s operations and long-term strategies must adapt to ensure we can have an even greater impact,” explains Foundation President Kathleen Traﬀord. The Foundation Board continues to evaluate operational efﬁciencies, develop creative fundraising strategies, and strengthen its relationship with the Columbus Bar Association. Both Boards recently determined they could have a greater community impact by sharing resources and reducing administrative expenses. So will allow the Foundation to maximize contributions for grant requests.

Under the leadership of Executive Director Jill Snitcher works closely with Smithberger, who continues to oversee planned giving, and the Foundation Board to foster its growth potential and achieve philanthropic goals.

“Given current economic circumstances caused by the pandemic, funding for legal services programs is on the decline while demand escalates. The Foundation’s mission is critical to preserving access to justice for all in our community,” explains Traﬀord. “We ask all CBA members, Foundation Fellows, and those who have not joined or given before: ‘When, if not now, will you give your support to this mission?”

The Foundation and Association now share an Executive Director to guide the Foundation Board in advancing its mission. Executive Director Jill Snitcher works closely with Smithberger, who continues to oversee planned giving, and the Foundation Board to foster its growth potential and achieve philanthropic goals.

The Columbus Bar Foundation supports programs and projects that further its vision for a more just and equitable legal system in central Ohio. Below are some of the Foundation’s large programs and the cumulative amount of grants made:

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<th>Grants and Programs</th>
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<td>Columbus Bar Pro Bono Program, Lawyers for Justice</td>
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Areas of Focus

- ACCESS TO JUSTICE
- DIVERSITY
- EXCELLENCE
- EDUCATION
- THE FUTURE

If you would like more information about the Foundation, please visit www.columbusbarfoundation.org.
THE NINETEENTH AMENDMENT: A PERSONAL REFLECTION

The Nineteenth Amendment was ratified 72 years after the Seneca Falls Convention of 1848. The purpose of that convention was equal rights for women, and the platform consisted of nine specific changes that its author, Elizabeth Cady Stanton, wanted women to obtain as their natural right. Her husband agreed with all those changes except the ninth: the right to vote. When she refused to remove it, he boycotted the Convention. At Seneca Falls, the first eight proposals met with enthusiastic acceptance. The ninth was bitterly debated, and narrowly won only after Frederick Douglass spoke so eloquently in favor of it. From those contentious and humble beginnings, the national struggle to obtain the right to vote for women moved forward.

Everything is not rosy today. I was in a generation of attorneys who saw the rise of women in the law, and could sometimes see, but not understand, all women went through: the cuts, the slights and the patronizing attitudes which took place. We owe our appreciation—belated as it is—to those women who were so instrumental in making progress on their studies. Their spirit and circumstance, I still have a purpose to fulfill. So I’m going to do it.

THE NINETEENTH AMENDMENT: A PERSONAL REFLECTION

HON. PAT SHEERAN
Retired Judge

Nineteen years ago impact where you are today?

LAW SCHOOL GRADUATES FACE THE UNKNOWN

In 2008, leaders in Ohio’s legal community realized that building an effective legal pipeline would involve creating a comprehensive program that could not only interest minority and underserved youth in pursuing a career in law, but would also cultivate skills and self-confidence. Thus, the Law and Leadership Institute was born, and after a year, it expanded statewide.

Now, after four years of high school, four years of college, and three years of law school, two members of the first statewide class are bringing that original vision to reality by joining the ranks of the legal profession. Imokhai Okolo, earning his JD from the University of Akron School of Law, and Alexis Apparicio, earning her JD from The Ohio State University Moritz College of Law as well as her MA in Public Policy from the Glenn School of Public Affairs.

This fall, Alexis will be starting a one-year fellowship with L Brands in Columbus and Imokhai will be joining the 2020 associate class of the Cleveland office of Jones Day.

Imokhai: LLI truly gave me that foundation that I needed to be successful in undergrad and then law school. I’ll always be grateful to LLI for introducing me to this new world of public speaking. I’d always been a kid that talked a lot and that’s not welcomed [in] a lot of spaces where you’re a kid. But in LLI it was welcomed and was able to be developed and honed... LLI gives students perspective and allows them to discover themselves, discover their communities, and discover what they’re passionate about.

And when you mix that personal growth with professional development and academic growth, you produce students who are passionate that took root, willing to be dedicated, and willing to work for something bigger than themselves.

What is a challenge you experienced in law school?

Imokhai: I definitely had to overcome impostor syndrome in law school. I was afforded a lot of good opportunities in law school, but it put me in a lot of positions where I didn’t necessarily feel like I belonged... I interned at [a] law firm in Cleveland; we had a summer associate class of 20 individuals and I was one of two kids of color. You have to know that your experience and what you bring to the table is valuable and you are meant to be there.

Why is graduating from law school significant to you?

Alexis: My father immigrated here from Trinidad and my mother is from Appalachian, Ohio. Neither side of my family had college degrees, and it was really important for me to break that generational curse and to try to excel as far as I could. I know that my community is extremely proud because I was coming from a school district where not that many people go to college, let alone get a professional or graduate degree. Being able to be this inspiration for my community is something that’s extremely important.

How is graduating during this global crisis impacted you?

Alexis: I think it shows what is really important. We’re seeing what happens when something like a pandemic starts impacting everybody and not just poor people and people who don’t have access to privileges and necessities. It reminds me this is why I went to law school... I got this degree for a reason and even if I don’t have the pomp and circumstance, I still have a purpose to fulfill. So I’m going to do it.

LAW SCHOOL GRADUATES FACE THE UNKNOWN

On March 10, 2020, members of the Capital University Law School Class of 2020 received an email notifying them that classes were canceled for the remainder of the week and that, when returned from spring break, all classes would be conducted remotely until the end of March – which was soon amended to the remainder of the semester. I sensed the joyful anxiously of opportunity being replaced with a dreadful anxiety of uncertainty.

These graduates now face challenges similar to—and, in some cases, far more challenging than—the challenges of the graduates entering the profession during previous recessions. The employment market looks to be challenging. According to the National Association of Law Placement, more than a third of graduates who enter private practice join firms with 1-10 attorneys. These firms likely are more susceptible to the economic disruptions caused by COVID. Some private employers have implemented hiring freezes, furloughs and layoffs. Similarly, more

than 20 percent of employed graduates accept government positions, and many government agencies have implemented hiring freezes in the face of anticipated budget cuts. Despite the similarities to previous economic downturns, the Class of 2020 is facing a different and more challenging disruption in significant ways. Previously, disruption was felt primarily by graduates who did not find employment. For those who found employment, their entry to profession tracked traditional patterns. Many of the most highly compensated positions were filled by the best and brightest, who often found themselves unprepared for the economic disruption precipitated by COVID. Some private employers have implemented hiring freezes, furloughs and layoffs. Similarly, more

graduates’ admission to the bar. The Court also modified its rules to allow graduates to engage in some supervised practice while awaiting the bar exam and results. Employers have not yet had a chance to analyze how these provisions will affect start dates for graduates, and it is still unclear the extent to which graduates who have not yet obtained employment will be able to take advantage of the supervised practice rules to engage in solo practice. All that being said, I am confident that these graduates possess the skills they need to succeed. The pandemic experience has been a lesson in resilience, optimism and entrepreneurial spirit they have shown in the wake of unprecedented disruption and uncertainty. Shortly after the law building closed and classes went online, one student told me about the “accountability circles” students had formed to check in on one another and make sure that they were all continuing to make progress on their studies. Their spirit of service and gratitude gives me hope for the future of profession. Even as they faced their own hardships, students organized efforts to support other members of the community adversely impacted by the crisis and worked hard to provide service to their clinic clients.

The current crisis will pass. However, lawyers will always be needed to help individuals and organizations manage this crisis and change. I am confident that these graduates, having honed their sense of resiliency and developed their sense of purpose in this unparalleled time, will emerge as the leaders and innovators who will guide us into the future. I look forward to celebrating their successes in years to come and invite you to join me in welcoming them into our civic, business and legal communities.
Virtual Lawyering

Staying Ethical During Work-From-Home

COVID-19 is transforming our idea of legal work. It has shown the creativity and willingness of many in our profession to be flexible in the way we represent and advocate for our clients. It has proven that we are capable of maintaining relationships and a work schedule remotely. It has even allowed for the exploration and use of new technology to take depositions, attend hearings and mediate disputes.

But, as we evolve into this so-called “new normal,” our ethical duties cannot be forgotten. Consider the following:

Understanding Video Call Software Basics

Perhaps the biggest technology shift for many attorneys during work-from-home is the use of video calls. This may be an easy way to maintain social distancing with some form of human interaction. But, per our ethical duties, lawyers need to understand the benefits and risk of this technology (lawyers are required to stay abreast of benefits and risks of relevant technology).

Think about what video call platform you are using. Does it maintain appropriate security settings? Does it store recordings of your calls? If so, how? Does the platform have a duty to inform you if it receives a subpoena that may impact or be related to your data? How will you ensure that the firm’s internal data and client data are protected?

No Longer Protected by the Four Walls of the Office

Confidentiality – probably one of the first ethical considerations that comes to mind during work-from-home. With video calls, not only should you be competent in how the software works (above), but also be aware of who can hear and attend the call. Do you have new office mate(s)? Find a room alone and wear headphones.

Is the call limited to specific attendees? Use an access code and/or “waiting rooms,” which require the host to let attendees into the call.

Remote mediations possess their own risks. Most platforms allow “break-out” room set-ups. You, your mediator and clients attending the mediation should test and be competent in the platform’s capabilities and limitations to prevent any inadvertent disclosure of information to the wrong party.

Video depositions are similar. Court reporters providing remote deposition services should control who attends the deposition and provide capabilities for the use of exhibits. You should gain proficiency with marking and displaying documents before deposing a witness remotely in order to provide diligent and competent representation.

Remember when Zoom was a TV show kids watched? Well, no longer. Zoom, Microsoft Teams, Google Meet, etc. are here to stay. These virtual video conference programs have helped us weather the COVID-19 pandemic by keeping us all connected. Not to mention, who doesn’t love being able to change your background to look like you’re on a beach, in the mountains or in the cosmos?

Zoom and others are here to stay, so we must embrace them and learn to love them. As attorneys, we must learn to use them effectively while not exposing our clients’ confidences and our strategies. Easy enough if it’s just you and your client on a video conference. But what if you are a mediator? How do you make sure one side doesn’t hear confidential information the other side tells you? How do you make sure that represented parties in the mediation can securely and privately talk to their attorney? These are no small challenges, and mediators must practice using the necessary tools and tactics to facilitate a professional virtual experience. For many, mediation is a viable or preferred alternative to litigation, for a number of reasons, but it comes with its own challenges — challenges that have been compounded by the current pandemic and the shift to remote technology.

Let’s answer the two questions above.

First, how can a mediator ensure one side doesn’t hear confidential information the other side shares during a mediation via video conference? For now, that is handled by placing a party and their attorney in a virtual “breakout room.” The people in the “breakout room” are not able to see or hear what is happening in the main mediation room. Participants could potentially be in a “breakout room” a long time while the mediator talks to the other side. It helps if the mediator periodically sends a message to the “breakout room” saying that they haven’t forgotten about them and are still working hard in the main mediation room with the other party and counsel.

Of course, the “breakout room” can be lonely because participants can’t hear or speak to the mediator, but at least they can converse with each other privately until the mediator returns. And, if they get antsy, they can usually message the mediator through the platform’s “chat” function. If a participant is not comfortable having a private conversation with his/her attorney in the virtual “breakout room”, he/she and his/her attorney could use their mobile phones or other devices to call or video conference while in the virtual “breakout room”. For instance, while the attorney is video conferencing via his/her laptop computer to attend the mediation (while in the “breakout room”), they can video call the client from a mobile phone which the attorney and the client can mute when they join the main mediation room again.

This all takes practice. Fortunately, the Ohio Supreme Court has published some guidance on such things. See the Court’s “Security and Safety Tips — Online Hearings, Mediation, and Other Court Events,” and “Online Mediation – Practical Guidance for Mediators and Courts” for starters.

We’re All in This Together – Unless We’re Alone in a Video Conference Waiting Room!

We at the Columbus Bar Lawyer Referral Service receive thousands of inquiries from callers seeking legal services. Attorneys who agree to abide by our high standards can receive quality referrals to build or expand their client base. Contact Becky at becky@cbalaw.org or (614) 340-2031.

Need clients?
SUSTAINING MEMBERS STRENGTHEN THE PROFESSION

For more than 150 years, the Columbus Bar Association has been a cornerstone of the central Ohio legal community. We strive to build collegiality among lawyers, educate the public and promote access to justice. Much of the work we do would not be possible without the support of our sustaining members. When you become a sustaining member of the Columbus Bar Association, you are directly supporting excellence and innovation in the central Ohio legal community.

Sustaining members recognize the importance of our judicial screening process, coupled with the Preference and Performance polls, each designed to instill a sense of pride in the quality of our courts. Our website www.JudgeTheCandidates.org offers non-partisan information about our judiciary to help voters make an informed decision.

Sustaining members embrace diversity of thought and know that it enhances decision making and innovation. Through the Managing Partners Diversity Initiative and the Minority Clerkship Program, we are committed to helping local law firms with recruiting, retaining and promoting talented minority attorneys.

Sustaining members value the highest standard of ethics and professionalism through education and advocacy. Our incubator program provides a supportive environment where young lawyers can develop a reputation for integrity and develop practice management and leadership skills that benefit the entire community.

Sustaining members believe in access to justice and understand that our Pro Se Assistance Center at the Franklin County Municipal Court, certified court interpreters, and pro bono outreach efforts are paramount to broadening access to justice.

The generous support of sustaining members strengthens the association and inspires our work as we look toward the next 150 years.

LEADING NOW

LEADERSHIP: AN EXPRESSWAY TO EARLY SUCCESS

Three years ago, I would not have considered myself a leader. Three years ago, I was studying for the Bar with no job offers. The emotion “scared” would be an understatement for what I was feeling. Fast forward to November of 2017. I had recently passed the Bar and was a working attorney at my first, real, adult job. At this point, I was not a leader. Nor was I where I wanted to be in my life or career. It was at this point I decided I needed to change.

I joined four or five groups and eventually honed in on one that I really enjoyed. This group was the Young Lawyers Committee at the Columbus Bar Association. In this committee, I could see myself gain valuable skills to help me as a new, practicing attorney and in turn help my community as a leader. I would go to all the groups’ meetings and actively participate. I would talk to the current leaders of this group and ask how I could be more involved. After about six months, people were beginning to include me in projects and collaborate on events. People were beginning to look to me for advice. This is when I knew I was emerging as a leader.

Since then, I have become a co-chair of the Young Lawyers Committee at the CBA and even gained new employment. I would consider myself an established member of the young lawyers of Columbus. In this role I have not only elevated my own personal brand and career, but have had the opportunity to actually help my community and other young lawyers within it. Yet, this is only the beginning. By putting myself in this position, I have gained many connections that can be mutually beneficial in the future. Being a leader within the young lawyers of Columbus has and will open new doors for myself.

There is no better time than now to start elevating your career. Get involved, push yourself and become a leader for your peers and your community.

I mustered up some motivation and thought of how I could make an impact in my community of Central Ohio. My plan was to join a few professional groups and really put in the time and effort in them to make myself a known and trusted member, even possibly a leader. After all, attorneys are inherently leaders. Clients come to attorneys with a problem. Some clients are in the most dire times of their lives. Attorneys take these problems and lead their clients to the correct answer. And, with fingers crossed, they listen.

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