

Women's Legal Professional Retreat

Event Schedule

Thu, Feb 29, 2024

6:00 PM

Check-In

🕒 6:00 PM - 8:00 PM, Feb 29

Please check in with the state you reside in and/or from which you want continuing legal education credit from. For example, if you reside in Virginia and/or want Virginia CLE credit from the Virginia State Bar for attending the presentations, please register with Virginia (and not NC or WV).

Your cooperation in ensuring that you are registered correctly and receive the proper state CLE credit, if needed, is greatly appreciated.

If there are questions, please don't hesitate to ask your state lawyer assistance program.

North Carolina Lawyer Assistance Program

Durham/Chapel Hill/Raleigh and Areas East

Nicole Ellington 919-719-9267

Greensboro/Charlotte and Areas West

Cathy Killian 704-910-2310

Virginia Judges and Lawyers Assistance Program

(804) 610-4573

The West Virginia Judicial & Lawyer Assistance Program

(304) 553-7232

Thank you.

7:00 PM

Welcome Reception

🕒 7:00 PM - 9:00 PM, Feb 29

Welcome to the third annual retreat! The North Carolina Lawyer Assistance Program, Virginia Judges and Lawyers Assistance Program and West Virginia Judicial & Lawyer Assistance Program are excited to kick off this event with a welcome reception. After checking in, please join us for some light refreshments and to socialize with other attendees, speakers, exhibitors, and sponsors.

Fri, Mar 01, 2024

8:00 AM

Gentle Yoga & Meditation

🕒 8:00 AM - 9:00 AM, Mar 1

Please start your day off right with gentle yoga and meditation led by Roanoke Yoga.

Check-In

🕒 8:00 AM - 9:30 AM, Mar 1

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Thank you.

8:30 AM

Continental Breakfast

🕒 8:30 AM - 9:30 AM, Mar 1

Please enjoy some breakfast before the start of the programming.

9:30 AM

Welcome & Opening Remarks

🕒 9:30 AM - 9:45 AM, Mar 1

Welcome to the annual Women's Legal Professional Retreat! We extend our heartfelt gratitude to all the participants who have joined us for this empowering weekend of education, connection, and growth. Your presence enriches the experience, and together, we are creating a supportive community of women in the legal profession. Get ready for a weekend filled with insightful discussions, valuable knowledge sharing, and meaningful connections that will inspire and elevate us all. Thank you for being a part of this enriching journey!

9:45 AM

Recognition of Sponsors

🕒 9:45 AM - 10:00 AM, Mar 1

We are thrilled to welcome and acknowledge our esteemed sponsors for their invaluable support. Each of our sponsors plays a pivotal role in contributing to the success of this event and their commitment to advancing the legal profession and empowering women is truly commendable. Please join us in extending a warm welcome to our sponsors.

10:00 AM

Trauma Informed Lawyering

🕒 10:00 AM - 11:00 AM, Mar 1

With a few fortunate exceptions, most people encounter lawyers and judges during some of the most difficult and stressful times of their lives. Many clients also have pre-existing traumas, untold stresses and challenges that can oftentimes impact the attorney-client relationship. Although most attorneys are trained to separate emotions from the law the facts can't be competently analyzed without full recognition of trauma and its effects. Integrating a more trauma-informed approach into legal practice can help provide more compassionate, client-centered advocacy and ensure that it doesn't cause additional stress and re-traumatize the client ultimately leading to better outcomes for clients legally and personally. This session is intended to be an introduction to the trauma-informed framework and provide the fundamentals of trauma-informed practice, explore the benefits and ethical considerations of trauma-informed practice, and provide trauma-informed practice tips that can be put into practice.

🗣️ Speaker



Bethny Barrett

Director of Education and Outreach
SARA

11:00 AM

Legal Vitality: The Crucial Role of Physical Well-Being in Lawyer Success

🕒 11:00 AM - 12:00 PM, Mar 1

🗣️ Speaker



Melissa Ambrose

Owner
METAFITRX

11:45 AM

Lunch

🕒 11:45 AM - 1:00 PM, Mar 1

Please join us for a buffet lunch.

1:15 PM

Disrupting Bias - How Bias Can Impact the Practice of Law and Life

🕒 1:15 PM - 3:15 PM, Mar 1

This presentation explores the profound implications of bias within the practice of law, the legal profession and life. It closely examines the various forms of bias, including but not limited to racial, gender and cultural biases, and how biases can influence daily interactions with colleagues and clients, decision making and other thought processes, case outcomes, and behaviors. The presentation begins by reviewing the cycle of socialization, unraveling the roots of bias and examining the psychological and social factors that contribute to its existence. Examples are provided to illustrate the effects of bias on work relationships, legal judgments and client relationships. This presentation will also highlight successful diversity and inclusion initiatives within the legal profession, inspiring attendees to contribute actively to creating a fairer and more inclusive legal environment. This presentation will equip attendees with the knowledge and tools needed to recognize, confront, and combat biases, promoting a legal practice and professional community grounded in fairness, equality, and inclusivity.

🗣️ Speaker



Meshea Poore

Vice President and Chief Diversity Officer
West Virginia University Division of Diversity, Equity and Inclusion

3:15 PM

Introduce state lawyer assistance program

🕒 3:15 PM - 3:30 PM, Mar 1

3:30 PM

Technology, Social Media and What Being Constantly Available Means for Ethics

and Well-Being in Legal Practice

🕒 3:30 PM - 5:00 PM, Mar 1

Technology plays a major role in our personal and professional lives and has had a major impact in the legal profession. Technology provides numerous benefits to legal practitioners, including increased efficiency, enhanced research capabilities and improved communications and client services, but there are also ethical pitfalls and other potential consequences the profession needs to be mindful of, including to one's health and well-being. This presentation aims to equip attendees with valuable perspectives and actionable solutions to navigate the evolving landscape of technology, social media, ethics, and personal well-being in legal practice.

🗣️ Speakers



Stephanie Thornton

Clinical Director
The West Virginia Judicial & Lawyer Assistance Program



Rachael Cipoletti

Chief Lawyer
West Virginia Office of Disciplinary Counsel

5:00 PM

End of CLE Sessions for Day 1

🕒 5:00 PM - 5:00 PM, Mar 1

5:30 PM

Esquire Elixirs: Mocktail Hour for Ladies in Law

🕒 5:30 PM - 7:00 PM, Mar 1

Join us for an exciting evening of connection and camaraderie! Our mix and mingle event offers a fantastic opportunity to socialize and meet fellow attendees, build new professional relationships, and expand your professional and social network. Engage in lively conversations, exchange ideas, and share experiences in a relaxed and welcoming atmosphere.

7:00 PM

Dinner on your own

🕒 7:00 PM - 7:00 PM, Mar 1

Have dinner in one of the many fantastic restaurants in downtown Roanoke with old friends and new friends!

Sat, Mar 02, 2024

8:00 AM

Gentle Yoga & Meditation

🕒 8:00 AM - 9:00 AM, Mar 2

Please join Roanoke Yoga for a gentle yoga and meditation to help start the day off right.

Friends of Bill W. Meeting

🕒 8:00 AM - 9:00 AM, Mar 2

This hour meeting is open to all individuals seeking support and fellowship. Please join us.

9:00 AM

Continental Breakfast

🕒 9:00 AM - 10:00 AM, Mar 2

Please join us for a continental breakfast.

9:45 AM

Recognition of Sponsors and Exhibitors

🕒 9:45 AM - 10:00 AM, Mar 2

We are thrilled to welcome and acknowledge our esteemed sponsors and exhibitors for their invaluable support at the annual Women's Legal Professional Retreat. Each of our sponsors and exhibitors plays a pivotal role in contributing to the success of this event. Their commitment to advancing the legal profession and empowering women is truly commendable, and we are grateful for the opportunity to collaborate with them. Please join us in extending a warm welcome to our sponsors and exhibitors as they share their insights and offerings that contribute to the richness of our collective experience.

Please also take some time to meet with the exhibitors.

10:00 AM

Balancing Act - Navigating Being a Caregiver While Maintaining a Legal Career

🕒 10:00 AM - 12:00 PM, Mar 2

In this panel presentation, speakers will discuss some of the challenges of parenting and caregiving as well as the impact on women practicing law and working in the legal field, including the motherhood penalty and caregiver biases. Panelists, all experienced lawyers who know firsthand how difficult it is to balance competing demands of a legal career and raising children and caregiving, will discuss the history of women in the law, the October 2023 American Bar Association Commission on Women in the Profession's report on the prevalence and impact of parenting and child caregiving on legal professionals, obstacles that contribute to a higher rate of attrition among women than men and provide best practices and strategies to foster a more inclusive culture for women lawyers with children or caregiving responsibilities. Panelists will also share personal experiences and anecdotes. This panel presentation is intended to empower female lawyers in any stage of their legal career and stage of life where they find themselves needing to care for a loved one whether it is an infant, a teen, an aging parent or other loved one.

👤 Speakers



Jennifer Lignon

Partner
Williams Mullen



Kristen Jurjevich

Sareholder
Pender & Coward, Attorneys Counselors at Law



Sara Meadows

Attorney
Progressive Insurance



Stephanie Shortt

Judge
General District & Juvenile Domestic Relations Court, 27 Judicial District

👤 Facilitator



Sarah Endres

Northern Virginia Regional Manager
Virginia Judges and Lawyers Assistance Program

12:00 PM

Lunch

🕒 12:00 PM - 1:00 PM, Mar 2

Please join us for lunch.

1:15 PM

A Solo-Practitioner's Toolbox: Healthy Habits to Build a Successful Legal Practice

🕒 1:15 PM - 2:45 PM, Mar 2

Having your own practice has advantages of freedom and flexibility. However, for some attorneys, working independently can lead to feelings of isolation and being overwhelmed. This presentation will focus on building a structured framework and developing tools to ensure a healthy, happy, and prosperous career as a solo practitioner.

🗣️ Speakers



Hetal Challa

Wellness Coordinator
Office of the Executive Secretary, Supreme Court of Virginia



Lu Aloupas

Owner
Aloupas Law



Monika Jaensson

Owner
Jaensson Law



Kristen Paulding

Attorney
7 Cities Law

2:45 PM

Refreshment Break

🕒 2:45 PM - 3:00 PM, Mar 2

Please take a break and join us for a light snack and beverage.

3:00 PM

The Price We Pay As Professional Problem Solvers

🕒 3:00 PM - 4:00 PM, Mar 2

Compassion fatigue has been widely studied in social workers and first responders to crisis situations. Newground-breaking research has revealed the impact of this condition on those working in the legal profession. Given that compassion fatigue is akin to burn out, this program resonates deeply for lawyers from all practice areas. This program focuses on the condition itself, the brain science behind it, why and how lawyers may find themselves vulnerable to it, and how to mitigate it.

🗣️ Speaker



Candace Hoffman

Field Coordinator
North Carolina Lawyer Assistance Program

4:00 PM

End of CLE Sessions for Day 2 - Relax, Unwind and explore Roanoke. Dinner on your own.

🕒 4:00 PM - 4:00 PM, Mar 2

Sun, Mar 03, 2024

8:00 AM

Continental Breakfast

🕒 8:00 AM - 9:00 AM, Mar 3

9:00 AM

Mentorship and Leadership for Women in the Law

🕒 9:00 AM - 11:00 AM, Mar 3

This engaging session will delve into the unique challenges faced by women in the legal profession and explore strategies for fostering mentorship, building leadership skills, and navigating career paths in the legal profession. Distinguished panelists will share their experiences, insights, and practical advice for women seeking to advance in their legal careers and how mentorship can be a catalyst for leadership development. Regardless of whether you were just sworn in as an attorney or you've been working in the legal profession for many years, this panel presentation will certainly inspire and educate.

🗣️ Speakers



Doris Causey

Judge
Court of Appeals of Virginia



Helivi Holland

Judge
General District Court for the Fifth Judicial District



Courtni Weaver

Estate and Gift Legal Specialist
United States Department of Treasury



Monica Monday

Chair
Gentry Locke



Kathryn Lipp

Owner
Lipp Law Firm

11:00 AM

Closing Remarks & Questions

🕒 11:00 AM - 11:30 AM, Mar 3

Thank you for attending and making the annual Women's Legal Professional Retreat a success!

Throughout the weekend, we've shared insights, forged new connections, and gained valuable knowledge to propel us forward in our respective legal journeys. Let's carry this spirit of camaraderie and empowerment with us as we return to our professional spheres.

Your input is invaluable. Before leaving, please let us know if there are comments or questions. Whether it's a reflection on the retreat, a burning question, or an idea for future events, please share to make next year's retreat even better.

Once again, thank you for being part of this incredible experience. Safe travels and may the bonds we've formed continue to flourish in the days ahead.