



OHIO
ASSOCIATION for
JUSTICE
TRIAL LAWYERS HELPING PEOPLE

2020 Virtual Annual Convention

Friday, August 14th

Workers' Compensation Session

Case Law Update

Jon Goodman, Esq.



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Women's Caucus Session

Women's Caucus Panel Discussion

*Meghan Connolly, Esq., Teena Miller, Esq., Syndey
McLafferty, Esq., & Lori Luka, Esq.*

**OAJ WOMEN'S CAUCUS – SPRING CONVENTION 2020
PANEL DISCUSSION**

1. Treatment by and interaction with the following:
 - with judges
 - with opposing counsel
 - with colleagues
 - with clients
 - Does treatment vary whether the judge/opposing counsel/colleague/client is male versus female in 2019?
 - Did treatment vary whether the judge/opposing counsel/colleague/client was male versus female in 2000?
 - What positive changes have we noticed in treatment towards female attorneys in the past 20 years?
 - Why do we believe that this progress has been made?
 - How do we keep progress moving forward?
 - What changes/progress do we still want to achieve?

Example: Male judge calling female attorney “honey” and male attorney “attorney” – judge reported to Ohio Disciplinary Counsel---how would you handle (1995)

Example: Opposing counsel calling new female attorney who was assisting female partner on the case the “bag holder” (2019)

Example: Colleague telling female attorney that he should sign the pleading because the judge doesn't like women (2005)

Example: Some male clients just need a male attorney --- learn to recognize when it is going on in order to remedy, if necessary

2. Firm politics
 - number of female partnerships
 - number of women-run law firms
 - where do we stand on equal pay for women

Have statistics available---use statistics from CMBA Diversity & Inclusion Survey and CLE Marshall College of Law Career Planning

3. Work attire
 - are pantsuits appropriate at trial
 - how high is too high with respect to heels
 - appropriate makeup and hair
 - appropriate jewelry

4. Trial tactics
 - how to properly cross-examine a male witness
 - should you consider having a male colleague cross-examine a male witness to prevent any prejudice to your client

5. Juggling personal versus professional life
 - flexible work schedules
 - corporate versus private firms and flexibility
 - keep an eye out for mental health issues (OLAP)

6. #MeToo Movement – have things really changed?
 - yes?
 - no?
 - It appears that there is less tolerance for inappropriate behavior, but is it because women are equals or fear of lawsuits?

Example: Female attorney 8 months pregnant while working at large corporation and boss makes a joke in front of two male colleagues that he bets he could put his keys on her stomach and they wouldn't fall off---and he does and they don't fall off. He then puts his hand on 2 colleagues' legs without permission. He "retired" with no retirement party. --- is this bec/ women are equal or fear of lawsuit?

7. Women vs. women
 - emphasize the need for support amongst women (collegiality not claws)
 - underscore the OAJ Women's Caucus mixers
 - encourage people to make phone calls to Women's Caucus members for help
 - encourage use of OAJ Women's Caucus listserv
 - also feel out anyone's interest in OAJ female mentor program (informal, not to compete with the Ohio Supreme Court's program)

