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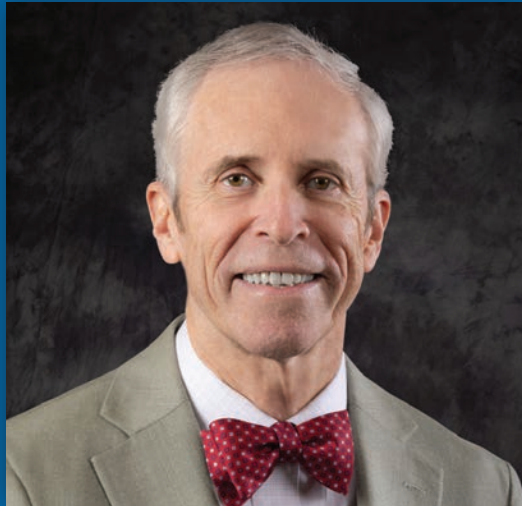
VOL 12 | NO 4



PUBLISHED QUARTERLY BY THE BAR ASSOCIATION OF BALTIMORE

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The Honorable Robert A. Greenberg has joined The McCammon Group after fifteen years of dedicated judicial service on the Circuit Court for Montgomery County, including four years as Administrative Judge, and three years as a Business and Technology Judge. Early in his legal career, Judge Greenberg served as an Assistant State's Attorney in Montgomery County. He subsequently enjoyed a successful career in private practice, specializing in civil and criminal litigation. Judge Greenberg is a 2022 Recipient of the Montgomery County Bar Association Jurist Award and the 2015 Recipient of the Maryland State Bar Association Anselm Sodaro Award for judicial civility. Among his many credentials, Judge Greenberg is currently an Emeritus Member of the Montgomery County Inns of Court and serves as the Chairman of the Operations Subcommittee of the Equal Justice Committee. He is the author of articles for several legal and academic publications and continues to teach courses for new trial judges and court management personnel. Judge Greenberg now brings this exemplary record of dedication and experience to The McCammon Group to serve the mediation and arbitration needs of lawyers and litigants in Maryland and beyond.

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The Baltimore Barrister

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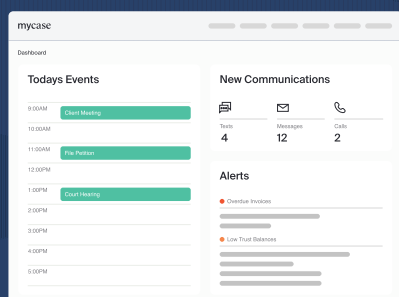
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The Impact of Service

The President's Report

The Honorable Myshala E. Middleton, President, Bar Association of Baltimore City



The first time I truly understood the impact of volunteer work was during my first year of college. My aunt decided that we (my three cousins and I) needed to do some service during the week of Thanksgiving. We spent the better part of the afternoon delivering meals to people in need with Meals on Wheels in Queens, NY. Most of the people who we delivered meals to on that day were elderly. One woman whose face I can see to this day cried when we delivered her meals.

She was so happy to see us, and I quickly realized that her happiness was not for the meals but for the company. We talked with her for just a little while, and she gave us the warmest hugs and kissed our hands in gratitude when we left. That day has stayed with me these twenty-eight years later. It reminds me that volunteering is not only about what you can do for someone, but more importantly, the impact you have on someone's life, if only for a moment.

Each year we see numerous back-to-school drives for students. To kick off this year's theme, "Serving Baltimore City," we will have a back-to-school drive for teachers. Each quarter we will support a different school. The first was The Historic Cherry Hill Elementary/Middle School. Teachers at this school needed the following supplies: HDMI Cords, Personal Planners, Expo Dry Erase Markers, Post-Its, Command Hooks and/or Command Tape, Copy Paper, Chart Paper,

Kleenex, Pencil Sharpener, Pencils, and Colored Pencils. I must say, BABC members came through. I was able to fill my trunk with donations dropped off at the Crabfeast, and fill the rest of my car with donations dropped off at the bar office. The Principal and Vice Principal were so appreciative. Please keep the donations coming. You can bring supplies to the Past President's Luncheon on November 22, or drop them off at the bar office. We would like to make our next donation in early December to Waverly Elementary School. Please email me the names of other schools you would like to support this year, and we will try to include them in our efforts at info@baltimorebar.org.

Don't forget to keep track of your volunteer hours. The BABC member with the most volunteer hours at the end of the Bar year will have their dues waived for the following year.



No Rest for the Weary

Young Lawyers' Division Update

James P. Robinson, Esq., YLD Chair



I don't know what it is about the month of September, but it is always busy. Perhaps it's because it's the official end of summer. Or maybe people want to get the ball rolling on tasks that need to be completed before the end of the year. Whatever the reason, this September was no different.

I mention this not because my circumstances are unique. On the contrary, I know that my fellow young lawyers are just as busy. Which is why I am extremely thankful

for the hard work and dedication of the young lawyers, which comprise of the Executive Council of the BABC's Young Lawyers' Division, and the many members of the YLD's various committees. The YLD's service and networking endeavors are successful only because we have members who devote what little free time they have to the YLD. Because of their efforts, the YLD is able to advance its commitment to public service, camaraderie, and the betterment of the legal profession.

I particularly want to thank Lauren Lake and Sarah Belardi, the co-chairs of the YLD Membership Committee. Over the past few weeks, they spent hours organizing the YLD's Meet & Mingle event on September 20 at Hotel Indigo. The event was a resounding success. Attendance exceeded expectations, and both new and familiar faces had the opportunity to meet and socialize with the YLD's leaders and co-chairs of the YLD's various committees. I am excited to see those attend become active in the committees they found interesting. The more YLD members get involved, the more impact the YLD has as a whole within the organization and the community at large.

The YLD will be hosted or participated in several other events. For all the early risers, on Thursday, October 13, the YLD hosted a Rise & Shine Morning Mingle at Au Bon Pain from 7:30 a.m. – 9:30 a.m., located at One South Street in Baltimore. The event will include free coffee, juice and breakfast pastries. The perfect way to start your day! On Saturday, November 5 from 9:00 a.m. – 12:00 p.m., YLD members planted trees in the Mt. Vernon neighborhood with the Mt. Vernon Belvedere Association. This was a great way to give back to the local community! Finally, on Thursday November 17 from 5:30 p.m. – 7:30 p.m. the YLD will host a Networking Happy Hour in Fells Point (915 S. Ann Street). The event will be sponsored by The W Home Group of Next Step Re-

alty and feature food and drinks from V-No Wine Bar & Shop.

The November 17 event will also be our first mentor/mentee mingle of the bar year. If you're interested in being part of the mentorship program, there's still time to sign up! For those of you who aren't familiar, the BABC/YLD Mentor Program matches attorneys with more than seven years' experience to those with less experience. Mentors and mentees meet on their own schedule (and are encouraged to attend BABC/YLD events together) to discuss the practice of law. Signing up is easy; simply go to www.baltimorebar.org/young-lawyers-division/babcylld-mentorship-program/ to fill out the application form.

I know that we are all busy but just a little bit of your time can go a long way!

The Bar Association of Baltimore City's
Young Lawyers' Division's
Membership & Mentoring Committees



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November 17, 2022

5:30 p.m. - 7:30 p.m.

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FREE event, RSVP to info@baltimorebar.org.

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Thoughts and Remonstrance to Expand DEI to Include the “A” for Accessibility

Gary C. Norman, Esq. L.L.M.¹



Whether we work virtually with no disability, whether we work virtually with a disability, even one caused by COVID-19, let us commit to this truth. Our economy requires all our talents. The alternative is more people not engaging the workforce, a net loss to the economy. As such, I will concisely discuss disability as a value-added dimension of diversity.

Disability, Definition, and Identity

Envision that a lawyer, a teacher, and a medical professional individually walk into a tavern but somehow collectively arrive at the same counter ordering beverages. What do they have in common? Specifically, these varied professionals possess more than a predilection for IPAs in common; each has a disability. One may even work with a service animal, further layering the question of identity.

Congress intended that society broadly construe the Americans with Disabilities Act of 1990, as amended. Yet the federal judiciary, including the² United States Supreme Court, issued holdings contrary to the goal of inclusion.³ To implement this needed restatement of American values and policy, President Obama signed into law: the ADA Amendments Act of 2008.⁴ The U.S. Department of Justice promulgated a Final Rule in 2016, harmonizing this update with the Title II and Title III regulatory requirements.⁵

In 2021, sixty-one or more million U.S. citizens have a disability.⁶ One in every four Americans may fall within this legal classification⁷ triggering protections. People with disabilities comprise the world's largest minority population.⁸ A symposium article indicated, “. . . the population of people with disabilities is nonhomogeneous, meaning that they suffer from a variety of different disabilities.”⁹ Because COVID-19 affects its survivors with chronic disease long-term, it will increase those who could be defined as a person with a disability.¹⁰ A discussion of how the law defines or approaches disability could be its own article. Suffice to pen that, in addition to the legal contours of disability; a social and identity element exists to how individuals and collective society approaches disability.

Throughout our society, we witness various experiences and representations of those with disabilities. Some are positive and some are negative, but all are important and relevant to advancing the conversation about what it means to be differently abled in the 21st century. As Americans we enjoy great liberties and opportunities, but just like many of you, I find the importance in the currency of conversation that must continue to push the boundaries of established communities and advance our inclusion. To wit, we must ensure that there are more law students and lawyers with disabilities equally enabled to promote these significant changes. Disability need not be the sole identity, or even major identity, of the fictional characters above, yet disability is the identity a biased society will first recognize. Specifically, the point is that diversity efforts, not to mention substantive anti-discrimination law, must mature society at a point where people with disabilities can make a full choice as to their identity.

Disability as Value

A disability alters how one solves problems physically or even cog-

nitively. This difference can be seen as a benefit not an undesirable difference. I argue that the benefits of disability should be quantified.

A 2014 article, “Employment and Disability: The Advantages of Being Disabled,” opined that disability brings a special set of skills to the table. I briefly describe these value-added skills along with personal insights.

- **Diversity:** When I served as Chair at the Maryland Commission on Civil Rights: I often encountered unstated resistance that disability is not only the largest minority group according to international law and public policy but that also it represents a dimension of diversity. I often brandished a fifty-dollar word for that staff of intersectionality, which is true. Disability is an intersectional classification that encompasses many historically marginalized groups. For instance, I may be a woman and also have a late onset disability. I may be an African American who now defines the world with a mobility impairment. As in the case of one of my favorite lawyers and advocates with a disability, I may be blind because of a rock-climbing accident, a Lesbian, and also an Arab American.
- **Innovation and creativity** for those members of the legal profession who have not encountered much adversity: I would argue they only have to experience the normalized level of adaptation congruent to living in a remarkable epoch. Adaptation and innovation are almost daily requirements to live an active life as a lawyer with a disability.
- **Problem solving and Persistence**
- **Technology savoir faire:** Ironically, for a lawyer who served at¹¹ a time-limited Fellowship hosted by the Wilson Center for federal executives to learn about Artificial Intelligence, I find technology to be annoying. Yet, by the nature of adapting to a disability, most all lawyers or law students with disabilities, including me, need to have a conversant level as to science and technology. A colleague at my day job and practice told me the other day about how impressed he was with my computer skills, describing it as the robotic version of the “chipmunks.” As a blind person, I work with what is called a screen-reader.

A question will generate on an inevitable basis whenever I speak at an interview or at a podcast. Would I repeat a leadership challenge, such as serving as Chair at the Maryland Commission on Civil Rights, without a disability if that were possible? I have observed, while not simple, my career has been unique and richer compared to many lawyers who do not experience the benefits and challenges posed by disability. Specifically, I have been the handler of three incredible dog partners who have shaped my personal and professional brand and have indeed co-adventured the halls of power with me. So, it disheartens me whenever disability is fully not valued as a dimension of diversity.

The honorable as well as pro disability leadership by the Chief Justice of the United States, John G. Roberts,¹² Jr. demands mention. In 2016, Chief Justice Roberts accepted a motion for bar membership in simultaneous language interpretation, in English and in American Sign Language.¹³ Chief Justice Roberts, vocally accepted and signed his acceptance.¹⁴ I personally remember and value how pro-disability the special assistant to the Chief of Staff at the United States Supreme

Court treated me as a legal professional, but also as a blind person with challenges, during the day in which the Court delivered the decision in the Affordable Care Act.

Executive Order on Diversity, Equity, Inclusion, and Accessibility

I hope that America, as well as the great legal profession, will in the future, equally ensure that people with disabilities, including law students and lawyers with disabilities, participate as part of the American experiment and be a partner of the larger inclusive “we.” To achieve this noble goal, actors in civil society must be intentionally focused on disability inclusion as an element of Diversity, Equity, Inclusion, and Accessibility efforts. However, disability seems either intentionally or inadvertently absent from this diversity related dialogue. The Executive Order issued by the Biden Administration, in 2021, on Diversity, Equity, Inclusion, and Accessibility reinforces disability as a dimension of diversity. The Executive Order intentionally expanded traditional DEI efforts to include the important “a” for accessibility. “This new executive order reaffirms that disability inclusion must be a key component of efforts to make our federal government more reflective of American society, now and in the future.”¹⁵

The Obama Administration issued Executive Order No. 13548 that indicated, “As the Nation’s largest employer, the Federal Government must become a model for the employment of individuals with disabilities.” To think upon the varied kinds of legal¹⁶ positions in the federal government and the labyrinth of titled adjudicatory or legal offices; one should realize the federal government is one of the nation’s largest legal employers and yet, itself, remains far from being a model for recruitment, advancement, and retention of lawyers with disabilities. Obviously, it is better than most all American private legal employers that require substantial work in the DEIA area.¹⁷ To recommit the federal government towards the Obama Administration goal and ensure improvement, the Biden Administration signed Executive Order No. 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, on June 25, 2021.¹⁸

Specifically, Section 10 of the DEIA Executive Order concerns “advancing Equity for Employees with Disabilities.” This provision of the Executive Order reaffirms both physical and digital accessibility but also usability indicating, in part, “In order for Federal employees and applicants with disabilities to be assessed on their merits, accessible information technologies must be provided and, where needed, reasonable accommodations must be available that will allow qualified individuals with disabilities to perform the essential functions of their positions and access advancement opportunities.”¹⁹ I applaud the Administration for expanding diversity, equity, and inclusion efforts to include the “a” for accessibility. One interesting clause indicates, “Beyond existing duties to comply with the Architectural Barriers Act of 1968 and related standards, the head of each agency shall maximize the accessibility of the physical environment of the agency’s workplaces, consistent with applicable law and the availability of appropriations, so as to reduce the need for reasonable accommodations, and provide periodic notice to all employees that complaints concerning accessibility barriers in Federal buildings can be filed with the Access Board.”²⁰ As one example of commitment, I understand that the Office of Personnel Management will hold a multi-day summit on accessibility focusing on language accessibility and digital accessibility.

For all of its helpful language, one may be concerned that the Executive Order uses the words employee or applicant, not leader or manager. It is not sufficient only to onboard people with disabilities in order of meeting metric targets. These individuals must be retained and elevated.

In sum, this Executive Order seems like a good step forward requiring time to observe if it results in meaningful change.

Ideas or Solutions

Change does not occur from either. All of us must be intentional in removing barriers and in changing culture.

A couple of potential ideas for culture-shifting are below.

- To ensure measurable change, the salaries as well as bonuses of executives must be based on accessibility, inclusion, and usability. As an example, Apple filed a notice with the U.S. Securities and Exchange Commission indicating that, starting in 2021, bonus of executives will be increased or decreased by as much as ten percent based on such performance metrics and outcomes as accessibility in products and services.²¹
- Lawyers with disabilities have often experienced success in “hanging their own shingle.” The profession could more intentionally invest in training and other resources in this regard. On a non-partisan basis, lawyers with disabilities should be provided the resources to campaign for office to provide a new perspective.

In conclusion, think upon, “If I have seen further, it is by standing on the shoulders of giants.” I owe my emerging career – at least an easier ability²² to achieve my career – to those giants and the rights as well as the accessible technology for which they have advocated.²³ So, Leaders must continue to expand diversity to include disability; it provides value.

¹Gary is a lawyer, coach, and consensus-builder with concentrations in administrative law and government, dispute resolution and collaborative practices, and healthcare. He happens to be blind and the handler of his third guide dog: Bowie.

²Findings of the A.D.A. Amendments Act of 2008, Pub. L. 110–325, 122 Stat 3553 (Sept. 25, 2008)

³*Id.*

⁴*Id.*

⁵*Id.*

⁶U.S. Centers for Disease Control and Prevention, *Disability Impacts all of us*, Infographic, <https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html> (Last visited Jan. 21, 2021)

⁷*Id.*

⁸World Health Organization, *World Report on Disability*, Rep. (Dec. 4, 2011), <https://www.who.int/teams/noncommunicable-diseases/disability-and-rehabilitation/world-report-on-disability>

⁹George M. Powers, Lex Frieden & Vinh Nguyen, Symposium Article: *Telemedicine: Access to Healthcare for People with Disabilities*, 17 House. J. Health L. & Policy 7, 15 (2017)

¹⁰The COVID-19 national health emergency has killed one million or more Americans and has killed many persons globally. According to President Biden, “A once-in-a-century virus silently stalks the country. It is taken as many lives in one year as America lost in all of World War II.” I wonder how many, who have suffered this dreaded virus, will now suffer chronic illness and disease ramifications, falling within the classification of people with Disabilities.

¹¹Jayne Hatton, *Employment and Disability: The Advantages of Being Disabled*, Disability Horizons, December 15, 2014, <https://disabilityhorizons.com/2014/12/employment-disability-advantages-disabled/>

¹²The Chief Justice has prioritized civility, fair facilitation of process, and intellectualism. I emphasize an article that appeared in the New Yorker in this regard. Lincoln Caplan, *John Roberts Court*, New Yorker Mag. (June 29, 2015) <https://www.newyorker.com/news/news-desk/the-chief-justice> (The Chief Justice penned an opinion related to the Affordable Care Act in one circumstance discussed in the article. His opinions have demonstrated the “opinion[s] of a Chief Justice fulfilling his commitment to being an impartial umpire, speaking to the country about the workings of the American constitutional system. . . .” According to the article, “Chief Justice Roberts,” indicated that, “In a democracy, the power to make the law rests with those chosen by the people. Our role is more confined – to say what the law is.”) One would hope that all gradations of the political spectrum, and even jurist who hold various affinities, would seek to function as such.”) For adle rude Trumpian types, who committed an insurgency in January 2021, this is not the value; this is the curse.

¹³Colby Itkowitz, *Supreme Court Chief Justice Learns Sign Language to Swear in Deaf Lawyers*, Wash. Post, April 19, 2016, <https://www.washingtonpost.com/news/inspired-life/wp/2016/04/19/supreme-court-chief-justice-learned-sign-language/>

Why Mediate Intellectual Property Disputes?

Jim Astrachan, Esq.



Chief Justice Warren Burger admonished the ABA in 1984, “Our litigation system is too costly, too painful, too destructive, too ineffective for a civilized people.” The Chief added, “For many claims trials by the adversarial contest must in time go the way of the ancient trial by battle and blood.” Copyright trademark and trade secret trials may be among the most expensive legal contests, and I am pretty sure the Chief would have recommended mediation.

The number of civil cases that reach trial in the federal courts is a very small percentage of the total cases filed; probably less than 5 percent. The road to settlement, however, can be long and very expensive. We can get these cases settled early on!

Trademark, copyright and trade secret cases can be hard rows to hoe, often because of complicated subject matter, speculative damages, and because many of the issues are factual, and disputed, and the trier of fact will want to hear live testimony at trial, and weigh that evidence. Discovery is very often protracted and expensive. Appeals usually follow verdicts or awards. In the end, the parties are often unhappy with the result and the cost. This does not have to be the way.

Mediation lends itself to copyright, trademark and trade secret disputes and is a method to resolve cases without painful, lengthy, expensive and protracted discovery and litigation. A mediated resolution will occur long before a trial date is had and the appeals are resolved. It puts resolution into the parties’ hands when they are ready to compromise. Mediation avoids an overburdened judiciary and a backlog of cases. Mediation avoids a judiciary that may have no real substantive knowledge of the law governing the dispute. The parties can inject into the mix a mediator with IP background who is capable of helping the parties achieve a creative, maybe even a unique, resolution.

The timing of mediation can be critical, and should be considered early-on before the parties have become set in their ways and their positions frozen. Or before they have spent so much money they feel they no longer can settle. Even if the perceived harm is ongoing, the parties can mediate having filed their complaint. A private mediator can often act quickly.

Mediation of copyright, trademark and trade secret cases allow the parties to pick a neutral who has substantive legal expertise and mediation training and skill. A mediator versed in IP can ask pointed questions, help the parties review the facts, help the parties assess their case and help them achieve settlement. Mediation should be considered long before costly deadlines approach.

Mediation is about resolution through compromise, it involves give and take on both sides. No one who agrees to participate in mediation should expect to walk away with all the marbles; they should not think, “Be reasonable. Do it my way!”

A mediator who really knows the ins and outs of IP can help the parties define and consider the various rights that exist in an IP fight and can help the parties divide those rights up among themselves, so that each gets what it needs, even if what it gets may not be all it wants. Creative resolutions the parties have not considered can be achieved. An all or nothing result that may be disastrous to the loser can be avoided, and often there are more issues between the parties than are dealt with by trial.

An IP mediator well-versed in the legal discipline at issue can also help the parties resolve their case by candidly addressing with each party the perceived weaknesses, including affirmative defenses that might not be top of mind at the moment, but will become key later in the case. For example, the unlawful use of a trademark on combinations of medicines not approved for that use by the FDA. The mediator must develop a relationship of confidence with counsel on all sides in order to develop a perspective and the trust that will lead to resolution. The mediator should help define what are the actual strengths and weaknesses of each party are; what resolutions are really needed; what remedies can be forgone?

Because discovery is often the most expensive phase of IP litigation, the parties, working through and with the mediator, could agree for purposes of mediation, without waiving rights should mediation not succeed, to limit the scope of discovery and to save many, many thousands of dollars without jeopardizing their results. And often the courts will agree to modify scheduling orders to accommodate mediation.

The mediation and the results are confidential, settle or not. Where the need for candid discussion reveals sensitive information this aspect of mediation may be crucial.

Finally, a key factor in mediation is that a party can leave the table at any time, and that of course, can be the impetus that keeps all parties acting reasonably and working towards a settlement. While a creative mediator can help the parties to achieve their goals in ways a court has no power to do, for example, suggesting a license or modifications to existing license, no party is forced to agree to resolution; until agreement is reached on all material terms, the parties are not bound.

Mediation of copyright, trademark and trade secret cases may not be everyone’s brand of beer, but compared to litigation the process is faster and less expensive; it’s confidential. The result will be more balanced when working with an experienced mediator who has substantive knowledge who can help the parties envision various paths and help them reach their destination (and sometimes, remain friends).

In the end, there is not much to lose by attempting mediation before launching into an expensive and protracted litigation. And, even if the first session fails to reach a resolution, the parties, after some time has elapsed, can agree to meet and mediate again. To quote a British judge, “The whole point of having mediation . . . is that the most difficult problems can sometimes be solved.”

Jim Astrachan is a partner at Goodell, DeVries, Leech & Dann, LLP. He has been a mediator on the panel of neutrals maintained by the International Trademark Association (INTA) and has mediated IP and other cases for approximately 20 years. Since approximately 1997, he has taught IP courses in two Maryland law schools. See his bio at: <https://www.gdldlaw.com/attorneys/james-b-astrachan>.



The Bar Association of Baltimore City
cordially invites you to its Annual

Holiday Party

December 14, 2022

6:00 p.m. - 9:00 p.m.

Guilford Hall Brewery

1611 Guilford Avenue Baltimore, MD 21202

Celebrate the holidays with the BABC. All members, friends, and guests welcome. Party will include dinner, beer and wine, and a virtual silent auction to benefit the YLD's Annual Holiday Party for Children Living in Shelters.

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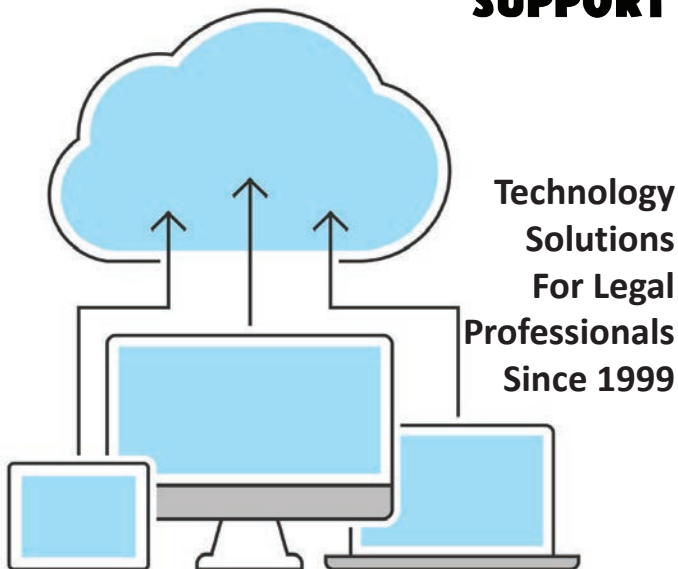
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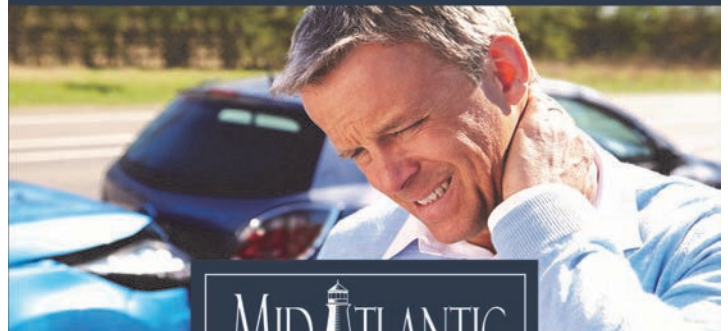


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Celebrate Pro Bono Month this Fall and Beyond!

BABC Government & Public Interest Committee

Aaron Degraffenreidt, Esq.



Fall is a wonderful time of year with innumerable reasons to celebrate and get together with friends and colleagues. We get to celebrate a better-than-expected Orioles baseball season, kids back to school, a new season of hope for the Ravens, Terps, and other football teams, apple picking, hayrides and homecomings. October had been a particularly opportune month – not just because it's this writer's birthday month, though he was flattered by your generosity, but because

it was National Celebration of Pro Bono Month!¹ Pro Bono month is an initiative the ABA Standing Committee on Pro Bono and Public Service began to highlight the increasing need of pro bono services around the country. It is always a perfect opportunity for BABC members to heed President Judge Myshala Middleton's challenge to all members: the member with the highest number of pro bono and/or volunteer service hours during this bar year will win a year of free membership dues! Pro Bono Month showed us that there is no shortage of options to get involved and to take up the challenge.

Baltimore City is home to some of the most innovative and dedicated legal services organizations who are always looking for volunteer lawyers. Our own Senior Legal Services (SLS) is a great example. SLS serves low-income seniors exclusively in Baltimore City where we have the state's highest percentage of seniors living in poverty. SLS has evolved their service delivery model in recent years to serve clients where they are and to bring panels of pro bono attorneys directly to their communities. SLS works closely with Maryland Legal Aid (the state's largest civil legal service provider), Maryland Volunteer Lawyer Service (experts in low-income estate planning and administration, among other civil practice areas), and the Pro Bono Resource Center (the pro bono arm of the Maryland State Bar Association). Each organization offers trainings and mentorship for attorneys of all experience levels to take cases that can range from providing advice remotely, to in-person consultations, and up to more complex litigation and bankruptcies. In addition, The Homeless Persons Representation Project (HPRP) serves more niche underserved vulnerable clients like Homeless Youth and Veterans.

If you are unable to volunteer for cases, all of these organizations host fundraising events which give them the support they need to operate. SLS had its Cabernet and Cabaret on October 20. Maryland Volunteer Lawyer Services is hosted their annual Celebrate Pro Bono event on October 25. Maryland Legal Aid hosted its annual Equal Justice Awards Breakfast on October 13.² PBRC hosted its Block Party: Building Communities of Justice on September 15, 2022.³ HPRP is a lead organizer for an annual Veterans Legal Assistance Conference in June.⁴ These are all wonderful ways to contribute and to support the noble work these organizations do. In addition,

the following are ways our members can support volunteer efforts outside of practicing law:

BABC YLD hosts its Annual Holiday Party for Children Living in Shelters on December 20, 2022

BABCY YLD Public Service Committee Tree Planting on November 5, 2022

The Government and Public Interest Committee encourages all BABC members to take advantage of these opportunities and find an event to support. Good luck and thanks to everyone for their service!

¹ABA Celebrate Pro Bono Month: <https://www.americanbar.org/groups/center-pro-bono/celebrate-pro-bono/>

²Maryland Legal Aid Equal Justice Breakfast: <https://www.mdlab.org/ways-to-give/equal-justice-council/>

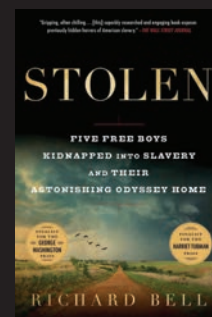
³PBRC Block Party: <https://probonomd.org/block-party/>

⁴<https://probonomd.org/veteransconference/>

The Bar Association of Baltimore City's Historical Committee invites you to *Thursdays at the Museum*



December 1, 2022
12:30 p.m. - 1:30 p.m.
via Zoom



Dr. Richard Bell
Author of *Stolen* & Professor of History
at the University of Maryland

Join us for a talk with Dr. Richard Bell, the author of *Stolen*, a new book that tells the incredible story of five boys whose courage forever changed the fight against slavery in America. Their ordeal shines a glaring spotlight on the Reverse Underground Railroad, a black-market network of human traffickers who stole away thousands of legally free African Americans to fuel slavery's rapid expansion in the decades before the Civil War.

**Free to attend for BABC Members and Guests,
but registration required. Register at www.baltimorebar.org/calendar.**

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Expand DEI *Continued from page 7*

to-swear-in-deaf-attorneys/ ("That moving gesture alone made the admittance of 12 deaf and hard of hearing lawyers to the highest court in the land an historic moment. All were members of the Deaf and Hard of Hearing Bar Association and were from various parts of the country.")

¹⁴Itkowitz *Id.*

¹⁵Akinyemi Banjo, U.S. Office of Disability Employment Policy, *ODP at 20: Driving Change Through Federal Disability Employment*, November 23, 2021, <https://blog.dol.gov/2021/11/23/odep-at-20-driving-change-through-federal-disability-employment>

¹⁶U.S. Executive Office of the President, White House, *Increasing the Employment of Individuals with Disabilities*, Executive Order No. 13548 (July 26, 2010), <https://obamawhitehouse.archives.gov/the-press-office/executive-order-increasing-federal-employment-individuals-with-disabilities>

¹⁷Compared Angela Morris, Are Law Firms Dedicated to Disability Diversity? A Handful Have Taken Action, A.B.A. J. (Oct. 24, 2018), https://www.abajournal.com/news/article/law_firms_disability_diversity 6:00 A.M., with Terry Carter, *The Biggest Hurdle for Lawyers with Disabilities: Preconceptions*, A.B.A. Mag. (June 1, 2015), https://www.abajournal.com/magazine/article/the_biggest_hurdle_for_lawyers_with_disabilities_preconceptions

¹⁸U.S. Executive Office of the President, White House, *Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*, Executive Order No. 14035, 86 Fed. Reg. 34593 (June 25, 2021)

¹⁹Executive Order at 34599

²⁰*Id.* At 34600

²¹Editorial Team, *Apple Executives' Bonuses to be Tied to Their Performance with Respect to Accessibility and the Company's Other Core Values*, Apple VIS, Jan. 8, 2021

²²Jamie L. Vernon, *On the Shoulders of Giants*, Vol. 105 No. 4 American Scientist 194 (Jul.-Aug. 2017), <https://www.americanscientist.org/article/on-the-shoulders-of-giants>

²³I recognize my longest friend and mentor within the sphere and culture of lawyers who are blind or visually impaired: James Kracht. A retired tax attorney, who graduated Harvard law and was consistently refused opportunities at law firms; he carved out an impressive career, also full of advocacy on behalf of people with disabilities. In addition, he has uniquely defined disability as a part of him but in addition to many other characteristics: not as an either/or. I also recognize the memory and the scholarship of our friend: Dr. Otis Stevens, J.D.-Ph.D. I will always remember how he encouraged me as a young lawyer.



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The generous support of Sustaining Members of the Bar Association of Baltimore City greatly assists this bar association in fulfilling its mission and achieving further growth and success. The unwavering dedication of these members ensures the BABC will continue its long and distinguished tradition of service to our legal community and the public. If you are interested in becoming a Sustaining Member, please contact Karen Fast at kfast@baltimorebar.org.

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Andrew Jezic

- Top 10 MD Lawyers, Superlawyers, 2022
- Fellow, American College of Trial Lawyers
- Published West co-author, *Maryland Law of Confessions*
- Dozens of acquittals in felony jury trials



David Moyse

- Washingtonian Best Lawyers, 2017-2022
- Superlawyers Best Lawyers, Maryland, 2014-2022
- Chair, Montgomery County Criminal Law Section
- Handled 50+ jury trials



Tamara Jezic

- Washingtonian Best Lawyers, 2015-2022
- Harvard Law School
- Lectured around the U.S. on asylum law to immigration lawyers
- Several precedent-setting 4th Circuit wins



Himesdes Chicas

- Washingtonian Best Lawyers, 2017-2022
- Maryland Federal Public Defender's on-call expert consultant
- Several precedent-setting BIA and Fourth Circuit decisions

*Each case is different; prior results do not guarantee a similar outcome.

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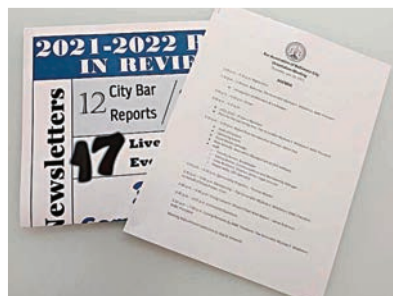
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BABC Executive Council Orientation Meeting

August 30, 2022

Getting back into the bar year with the BABC Executive Council orientation meeting in August, headed by our President, The Honorable Myshala Middleton. Thank you to all of our chairs and elected members who attended. Special thank you to our law firm sponsor, Silverman Thompson, for lending us their space to host the meeting and to Kerri Smith for helping us coordinate the event.



Investiture of the Honorable Erik Atas

September 15, 2022

Congratulations on the investiture of BABC member, The Honorable Erik Atas. On behalf of the BABC, BABC member Valda Ricks was proud to present a crystal gavel to commemorate the evening.



BABC's End of Summer Members' Reception

September 14, 2022

A great night for the End of Summer Members' Reception at the Lord Baltimore Hotel's Skybar. Over 70 people came to enjoy great company, good food and the beautiful weather. Thanks to the Bar Association Insurances' Trust Agency for covering the cost and our additional sponsor, Nelson Mullins. Great seeing our Diamond Sponsor as well, Nota by M&T.





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YLD Meet & Mingle

September 20, 2022

A great turnout at YLD's Meet & Mingle. Thank you to all who came out. Special thanks goes out to our program sponsors, Nelson Mullins, and to our YLD Membership Committee Co-Chairs, Sarah Belardi and Lauren Lake for putting this together.





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Investiture of The Honorable Myshala E. Middleton

September 23, 2022

Congratulations to our own BABC President, The Honorable Myshala E Middleton, for her delayed investiture.
A lovely tribute for a lovely woman. Former BABC President, The Hon. Dana Middleton, presented a crystal gavel on behalf of the BABC.



BABC Crab Feast

September 29, 2022

If you missed the crab feast, well you must come next year. We will be at Jimmys for sure.
What a great menu, great room, and great friends. Thanks to Multi Specialty and Planet Depos for your event sponsorship.
Crabs were delicious!!! And thank you for all the donations of school supplies for teachers.
You can still drop off items at the bar office for our next donation.



YLD Rise & Shine Morning Mingle

October 13, 2022

Thank you Planet Depos for sponsoring the YLD Rise and Shine Morning Mingle.

A great turn out at 7:30 a.m. (with the rain). We even had three judges attend.

Kudos to YLD Membership Chairs Sarah Belardi and Lauren Lake for a great event!



Senior Legal Service 8th Annual Cabaret & Cabernet

October 20, 2022

Thank you to all who came out for our Annual Cabaret & Cabernet.

Congratulations to Brian Spenn, Esq. who received this year's Volunteer of the Year Award,
and to Elva Tillman, Esq. in recognition of her years of service to Senior Legal Services.

Special thank you to all of our coordinators, volunteers and program sponsors for putting this together. See you all next year!





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BABC Committee Chairs: **Front Row:** Kerri Smith, Esq., Events Chair; Hon. Myshala E. Middleton, BABC President, Nominating Chair; Hon. La Zette Ringgold-Kirksey, BABC Secretary; Diane Bristow, Esq., Historical Chair; **Second Row:** Aaron DeGraffenreidt, Esq., Government/Public Interest Co-Chair; Domonique Flowers, Esq., Communications & News Journal Co-Chair; Divya Potdar, Esq., Membership Chair; Teresa Epps Cummings, Esq., Personnel Chair; **Third Row:** James Motsay, Esq., Long Range Planning Chair; Elizabeth Hafey, Esq., Health & Wellness; Alice Pinderhughes, Esq., ADR Chair & Family Law Co-Chair; Levi Zaslow, Esq., Communications & News Journal Co-Chair; **Fourth Row:** Hon. Yvette M. Bryant, Bench Bar Co-Chair; Andrew Gendron, Esq., Bench Bar Co-Chair; Otis Freeman, Esq., Government/Public Interest Co-Chair



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