



Massachusetts
Black Women
Attorneys

MBWA QUARTERLY REPORT

SEPTEMBER | 2019

President's Message

Tinia Snow, Esq.



Dear Massachusetts Black Women Attorneys (MBWA) Members, Supporters and Friends,

It is a privilege and honor to serve as the President of the MBWA for a second term. MBWA has been a great source of support and sisterhood for not only me, but so many other women throughout the Commonwealth.

Each year we hope to build upon the legacy of the women who founded and led this wonderful organization as we continue our important fight for justice and equality for all. MBWA is committed to providing opportunities for networking and exchange of ideas. We promote leadership and advancement of black women attorneys through professional education. In doing so, we strive to create and nurture relationships with local bar associations, businesses, and community organizations.

On behalf of the entire MBWA Board of Directors, I would like to thank every smart and generous individual, who has volunteered their time, knowledge and resources as part of our effort to benefit the larger legal community. Our work could not be accomplished without the support of our volunteers and sponsors, for whom we are grateful. Thank you.

Best regards,

Tinia L. Snow, Esq.
MBWA President
2018-2020

Program Highlights



Affinity Bar Mixer

Out And About WITH MBWA



SABA GB's Career Panel

MASSACHUSETTS BLACK WOMEN ATTORNEYS



Dear MBWA Member:

Thank you for your continued support of the Massachusetts Black Women Attorneys. The MBWA remains committed to advancing black women in the profession and providing a network of support. As we embark on the 2019-2020 membership year, I write to remind you to renew your MBWA membership which expired on August 31, 2019. We kindly ask that you remit your payment no later than October 15, 2019 to avoid any interruption in your membership status. Your annual dues enable us to continue providing you with unique programming in support of black female attorneys and will assist us in increasing our efforts and visibility in the Boston legal community at large.

2019-2020 Dues:

Attorneys admitted to bar more than 5 years	\$60.00
Attorneys admitted to bar less than 5 years	\$50.00
Legal Service/Government/Public Sector Attorneys (admitted to bar 1 to 5 years)	\$30.00
Judiciary	Honorary
Law Students	Free
Life Membership	\$750.00

How to Pay your Annual Dues:

MBWA's online process via PayPal provides a fast, user-friendly option for paying dues. Just go to: <http://massblackwomenattys.org/membership/> and follow the instructions to pay online.

If you prefer to send the dues by mail, please make checks payable to "MBWA" and send to:

Massachusetts Black Women Attorneys
c/o Boston Bar Association
16 Beacon Street
Boston, MA 02108

Please mark your calendar for these upcoming MBWA Events:

- ❖ September 25, 2019 – MBWA Annual Induction Ceremony
- ❖ October 19, 2019 – MBWA Annual Membership Brunch
- ❖ November 1, 2019 – December 14, 2019 – Annual Holiday Gift Card Drive
- ❖ April 4, 2020 – Annual Ida B. Wells Awards Ceremony & Tea

Blanche E. Braxton Bar Scholarship:

In 2018, MBWA established the Blanche E. Braxton Bar Scholarship. The goal of the scholarship is to promote diversity in the legal profession in Massachusetts by providing financial assistance for bar exam expenses to a member of the MBWA. Donations can be made via PayPal at: <http://massblackwomenattys.org/scholarship/>.

Please disregard this notice if you have already renewed your membership for the 2019-2020 program year. Thank you again for your support of and participation in MBWA!

With kindest regards,

Shahria H. Boston, Esq.
Treasurer



MBWA

**THANK YOU FOR COMING
AND SUPPORTING OUR
BACK-2-SCHOOL DRIVE!**

MBWA is so thankful for everyone who was able to make it out to our Yoga for a Cause event on August 17 -- we raised over \$200.00 to buy school supplies!

If you couldn't make it to the event, don't worry there is still plenty of time to donate to our Back-2-School drive!

MBWA



BACK-2-SCHOOL DRIVE

There's still time to donate to our drive!
We've already collected 8 backpacks to donate to
Techboston and Brockton Public Schools!
Thank you to everyone who has already donated!

Check out our updated registries at
[Target](#) and [Amazon!](#)

Upcoming Events



MBWA INVITES
YOU TO JOIN OUR

Annual Swearing-In Ceremony

*Administration of Oath
The Honorable Stacey J. Fortes
First Justice of Lowell District Court*

*September 25, 2019, 6:00 PM
McCarter & English LLP
265 Franklin Street
Boston, MA 02110*

*RSVP by September 20, 2019 via
Eventbrite*

Proudly sponsored by



MBWA's Annual Swearing In-Ceremony

We hope you will join us on September 25, 2019, at McCarter & English, LLP for our Annual Swearing-In Ceremony. We will have the privilege of having the Hon. Stacey Fortes administering this year's oath to the 2019 - 2020 Board of Directors.

[**RSVP Here!**](#)



2019 - 2020 Board of Directors

Executive Committee:

Tinia Snow - President

Janette Ekanem - President-Elect

Patrice Dixon - Vice President

Shahria Boston Kidd - Treasurer

Desiree Murphy - Corresponding Secretary

Ibinabo "IB" Koleosho - Recording Secretary

Board Members At-Large:

Francesse Canty

Keidi Carrington

Tara Dunn

Jasmine Jean-Louis

Jasmine Wells



Massachusetts
Black Women
Attorneys

2019 NBALES2019

STRATEGY. INFORMATION. CONNECTION.

THE LABOR AND EMPLOYMENT SECTION'S ANNUAL CONFERENCE

2019 NBA Labor & Employment Section Annual Conference

Join the NBA and others across the country on October 25 - 26, 2019, for the L&E Sections annual conference. Registration closes on October 18, 2019!

[Read more](#)

www.nationalbar.org

Membership Spotlight:

Angela Gomes, Esq.

Partner, Sullivan & Worcester

MBWA would like to congratulate member Angela Gomes on attaining partnership at international law firm Sullivan & Worcester!

We caught up with Angela to get her insights and experiences on



navigating to her career and what it means to her to be a black woman attorney:

How did you get into corporate law?

I actually went to college to be a pediatric surgeon, but quickly realized that that career wasn't for me. After going back to the drawing board and exploring some other classes in undergrad, I took a corporate paralegal class in which we read *Barbarians at the Gate* – a book about the takeover of Nabisco. I found the book fascinating and thought I would enjoy helping companies buy and sell other companies, even if sometimes it is against their will. So I went to law school with a desire to pursue a career in mergers and acquisitions. I ended up getting a summer associate position at Skadden Arps, one of the top firms for M&A, and went on to start my career there after law school. While at Skadden, in addition to transactional work, I also handled corporate governance and securities regulation matters, as well as corporate finance.

How has your identity as a black women influenced your practice?

My identity as a black woman has always been a part of my life at the firm and legal career, in general. For many years, I was the only black woman in the office, and, although I did not feel as if I was treated differently in my practice because of it, I took it as a personal challenge to increase the diversity in the office. When I left Skadden, there were over 15 diverse attorneys, including 4 black women, out of approximately 50 attorneys.

What does it mean to be a black female attorney to you?

Being a black female attorney to me means constantly demonstrating that you are just as good as your white and male counterparts, while also working hard to gain the respect of your clients. It also means lifting as I climb and making sure that the path remains open and clear for those

coming behind me.

How have your mentors helped you in your career?

I have been fortunate to have many mentors throughout my career – both internally and externally. Some of the best advice I received was to make sure that I had a board of mentors. These mentors have helped me to navigate firm politics and difficult situations, have given me access to leadership opportunities and have given me endless support and career advice. They have also become good friends and confidants. In addition to having mentors, I also had, and believe it is extremely important to have, at least one sponsor. This is someone who, in addition to caring about you and your professional development, also has the capital whether at your organization or elsewhere to help you achieve those goals. This is the person who can speak on your behalf when you are not in the room.

What advice do you have for someone looking to become a partner?

There are definitely the base level of qualifications: do excellent work and develop relationships with clients and potential clients such that you earn their trust and respect and can turn that into the ability to develop your own business when the time comes. In addition, and, perhaps more importantly, I would say is to communicate your goals to the firm early and often, and to be open and flexible as to what the path to partnership will look like for you. I believe black lawyers, especially women, are less likely to verbalize their goals to their employers, while our counterparts, especially men, make their goals clear from early on in their careers and demand updates on what they need to do to achieve their goals. Also, don't expect that your path to partnership will be a straight line (from summer associate to associate to counsel to partner) at the same firm. Always keep yourself open to opportunities to grow your skills or advance towards your goal. That may mean multiple firms or an opportunity in the public sector or in-house before achieving partnership. Also, it is equally important to have a plan for how you will be successful once you make partner and have the pressure to develop and sustain business.

Now that you're partner, where do you see your career in the next ten years?

Right now, I am just focused on continuing to provide my clients with excellent service and developing my skills as a partner and my book of

business. I look forward to continuing to build my practice with my new colleagues and see where the next chapter leads me. In addition, now that I have again found myself being the only black woman attorney at Sullivan, I plan to work with the firm to increase the diversity at the firm specifically and in Boston generally. There is still much more work to do in this area and I would like to see the number of black women partners at Boston law firms increase significantly from the current 6 in that timeframe.

MBWA Classifieds

Check out the latest job announcements, volunteer opportunities and more!



The Office of the Inspector General (OIG) has launched the Justice Geraldine S. Hines Diversity Fellowship for new lawyers looking for the opportunity to develop legal skills and experience working in an independent state agency that is dedicated to the promotion of good government and responsible stewardship of public assets.

Robinson+Cole

Robinson+Cole, an Am Law 200 Firm, is hiring for several positions in various offices:

- a [Finance Attorney](#) to join its Business Transactions practice group in either its offices in New York, NY; Stamford, CT, Hartford, CT; Boston, MA or Providence, RI;
- a [Land Use/Real Estate Associate](#) in its Boston, MA office;

Over a two-year term, the fellow will gain an understanding of the work of each of our divisions, getting an authentic experience of work as a government lawyer.

For more information about how to apply visit the [OIG's website!](#)

- a [Business Transactions Associate](#) to join its New York, NY, Stamford, CT, Hartford, CT or Boston, MA office;
- a [Real Estate & Development Attorney](#) with at least eight years of experience to join its Real Estate and Development practice group in its Boston office.



The Committee for Public Counsel Services ("CPCS") is seeking applications for several positions:

[Director of the Criminal Trial Support](#) in the Criminal Trial Support Unit

[Director of the Criminal Appeals Unit](#) in the Private Counsel Division

[Managing Director](#) of the Children and Family Division

[Trial Attorney](#) and [Senior Trial Counsel](#) in Worcester office of the Youth Advocacy Division



The Supreme Judicial Court is

seeking experienced counsel to fill the position of Assistant Legal Counsel.

The Assistant Legal Counsel assists the Legal Counsel and Deputy Legal Counsel in serving as a legal advisor to the Chief Justice and Justices of the Supreme Judicial Court on complex legal and policy matters.

For information visit the [SJC's website](#).

The Massachusetts Attorney General Office is seeking candidates for the following attorney positions:

- [Assistant Attorney General, Counsel II](#)
- [Assistant Attorney General, Trial Division- Abandoned Housing Initiative \(Worcester Regional Office\)](#)
- [Assistant Attorney General, Counsel II \(Central Mass Regional Office\)](#)

See the links for each position to apply!



Greater Boston Legal Services ("GBLS") is seeking candidates for several positions. [For more information see the GBLS' website!](#)

Deputy Director - Administration

Generalist Staff Attorney - Family Law Unit (Civil Legal Assistance for Victims of Crime)

Staff Attorney - Cambridge and Somerville Legal Services

Staff Attorney - Family Law Unit (Domestic Violence Legal Assistance Project)

Staff Attorney - Family Law Unit (Civil Legal Assistance for Victims of Crime)

Staff Attorney - Housing Unit



THE MASSACHUSETTS BLACK WOMEN ATTORNEYS

PROMOTING THE DEVELOPMENT OF BLACK WOMEN ATTORNEYS SINCE 1981



Massachusetts Black Women Attorneys

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<http://massblackwomennattys.org/>

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