



# National Conference of Women's Bar Associations

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## Nomination Form for 2018 Public Service Award and Outstanding Members Program Award

The National Conference of Women's Bar Associations' (NCWBA) Public Service Award and Outstanding Member Program Award recognize significant accomplishments of women's bar associations across the country. The **Public Service Award** is given to recognize a wide variety of outstanding and unique public service projects. The **Outstanding Member Program Award** is given to recognize bar associations' innovation projects, programs and service to their members. The NCWBA hopes that these Awards will inspire other women's bar associations to initiate similar programs in their own regions. For information about past recipients of both Awards, go to [www.ncwba.org](http://www.ncwba.org).

### Nominations are due Friday, January 26, 2018.

Nominations are only accepted from member organizations of NCWBA (whose dues are current or submitted with the application). Projects co-sponsored with other non-bar association organizations may be considered, although more weight is given to those carried out solely by a women's bar association.

### Instructions

Complete the nomination form and return it to the NCWBA Awards Committee at [awards@ncwba.org](mailto:awards@ncwba.org). Supplemental information about your nominee is also accepted, however, the total number of pages for the nomination (including the nomination form) should be limited to 10 pages.

### Nominee:

(boxes will expand as you type)

Name of women's bar association being nominated:	Florida Association for Women Lawyers (FAWL)
Name of project, program or service being nominated:	Nursing Rooms in Courthouses
Name of contact person for purposes of award notification:	Jamie Karpman, FAWL Awards Chair
Association's address:	P.O. Box 731685, Ormond Beach, FL 32173-1685
Telephone number of contact person:	904-742-7374
Email of contact person:	Jamie.Karpman@gmail.com
Number of members in the bar association:	Approximately 3,000 members

\*\*Please make sure to notify the NCWBA of any change in contact information after submission of nomination to ensure timely notification of the awards decision.

Indicate which Award the bar association is being nominated for:

☒ Public Service Award

## 1. About the Bar Association being Nominated:

In the space that follows, tell us about the women's bar association being nominated for an award. Include the year the association was established, a brief sketch of its growth and development, its major contributions to the legal community or community at-large, and its current membership. The space below is designed to expand to fit the length of your narrative.

Year Established: 1951

Number of Members: Approximately 3,000 members

### About the Organization:

The Florida Association for Women Lawyers (FAWL) strives to propel women lawyers into economic, social, and leadership spheres of power. FAWL's mission is to actively promote gender equality and the leadership roles of FAWL's members in the legal professional, judiciary, and community at-large. To achieve these goals, FAWL upholds the highest standards of integrity, honor, and courtesy in the legal profession, promotes reform in law, and facilitates the administration of justice. FAWL is comprised of 34 attorney and law student membership Chapters across the state of Florida. The FAWL Board is comprised of executive officers and representatives from each of the Chapters across the state. Membership has grown over time as has the prominence of the organization. The FAWL President has an ex officio seat on The Florida Bar Board of Governors, the mandatory bar that governs Florida lawyers. FAWL advocates for its members at the statewide level by having this important "seat at the table" and through its Membership Advancement & Promotion (MAP) Committee. The MAP Committee issues letters of support for qualified nonpartisan candidates for positions in the judiciary and on judicial nominating commissions and supports qualified members for service on The Florida Bar Committees; FAWL's efforts have helped increase the appointment of qualified women lawyers to Florida Bar Committees from 38% in 2012 to 51% in 2017. FAWL also provides administrative support to its local chapters, statewide networking and mentorship opportunities, and continuing legal education seminars. The FAWL Journal, a biannual publication, focuses on issues of importance to women lawyers and the legal community, as well as highlighting women leaders, community initiatives, and topical issues affecting women.

## 2. About the Project, Program or Service being Nominated:

In the space that follows, tell us about the project, program or service being nominated for an award. First, describe the project, program or service in one sentence (i.e., a sound bite). Then go on and describe the project, program or service in detail, giving sufficient detail so that another women's bar association wishing to do a similar project could use your description as an outline of their action plan. Include information on how and why the project, program or service was initiated, historical information for the project, program or service, give the number of women attorneys involved, the number of people impacted and overall results achieved. Copies of photographs, news clippings or other supporting documentation may be attached to the narrative. The space below is designed to expand to fit the length of your narrative.

### Description of project, program or service in one sentence:

- *Example: "The Pipeline to Leadership Project provides leadership training to women attorneys who are interested in securing positions on public boards and commissions."*

The "Nursing Rooms in Courthouses" initiative promotes gender equality while providing access to justice for women lawyers, courthouse staff, jurors, and all those with business before the court.

### Details about the project, program or service:

FAWL Chapters across the state of Florida have coordinated with Chief Judges, Clerks of Court, and staff in their local courthouses to provide nursing mothers and caretakers a safe and sanitary space to pump breastmilk or nurse small children. When a designated space is not available, women are often forced to pump breast milk in bathrooms, cars, or other spaces without access to a sink, a door lock, or an electrical outlet. Often called "Lactation" or "Nursing" rooms, the opening of these designated spaces help to achieve FAWL's mission of equality while providing a public service to all with business before the court. These rooms make it easier for women lawyers and courthouse staff to return to work, women to serve as jurors, and litigants and witnesses to participate in the judicial process after the birth of a child. Nursing Rooms go a long way towards equality in the legal profession and ensuring access to justice. The first of these rooms opened on September 8, 2016 in Miami-Dade Courthouse due, in part, to the hard work and donations from the Miami-Dade FAWL Chapter. Since the first room opened, additional rooms have opened in the Miami area in the Lawson E. Thomas Courthouse Center, Miami-Dade Children's Courthouse, Richard E. Gerstein Justice Building, through the efforts of MDFAWL. Palm Beach County FAWL sponsored and furnished a Nursing Room in the Palm Beach County Courthouse. The efforts of Hillsborough County FAWL members resulted in lactation rooms opening in the Edgecomb Courthouse and Criminal Courthouse Annex in Tampa. The state courthouse in Orlando offers a private room for nursing mothers. Most recently, the Jacksonville Women Lawyers Association cut the ribbon on November 1, 2017 for a Nursing Lounge in the Duval County Courthouse. Publicity around the opening of these Nursing Rooms (or the lack of such spaces) has encouraged other courthouses, such as the George C. Young United States Courthouse in Orlando, and law offices, such as the State Attorney Office for the Fourth Judicial Circuit in Duval County, to provide designated space for nursing mothers to pump breastmilk.

### 3. Tell Us What Makes Your Project, Program or Service Special

In the space that follows, tell us what is unique about your project, program or service and why is it special. The space below is designed to expand to fit the length of your narrative.

What makes this project, program or service special:

- *Example: "The Visiting Mom Project" is special and unique because it filled an unmet need of young children visiting their incarcerated mothers. The Project created a new visiting room for the children which was warm and inviting, looking more like a public library than a jail, and sent a message to incarcerated mothers that reaffirmed their humanity and their roles as mothers."*

The initiative to open designated Nursing Rooms in courthouses across the state of Florida serves not only FAWL members, but all women lawyers, as well as providing members of the public with a safe and sanitary place to pump breastmilk while having business before the court. Designated Nursing Rooms not only provide safety and convenience, but they also preserve the dignity of the women pumping breastmilk or nursing their children in the formal courthouse environment. While the need for these spaces seems obvious to many, it is not obvious to all. The publicity about the historic openings of these Nursing Rooms drew ire from some members of the Florida legal community, even leading one Florida lawyer to write a letter to the editor of The Florida Bar News to state, "Please tell me I was just imagining the June 1 front page photo and article on the ceremonious opening of the Tampa courthouse lactation rooms. I'm not quite sure how we arrived at this point in history to make such features newsworthy or even something we should be candid about. So call me old-fashioned or ignorant or insensitive; just don't call me to give directions to the frantic woman carrying her child, scurrying about the courthouse looking for someplace private to nurse her child. -John J. Dolatowski, Daytona Beach" It is evident that the opening of Nursing Rooms in courthouses is crucial to equality for women in the legal profession and the community at-large, as well as helping to ensure access to justice in communities across Florida.

**Submission Deadline: Nominations are due Friday, January 26, 2018.**

Send your completed Nomination Form to the NCWBA Awards Committee at [awards@ncwba.org](mailto:awards@ncwba.org)

The Nomination Form and any supplemental information should be limited to 10 pages.



## Court Announcements

Online Live Chat Feature  
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New "Florida Courts Help"  
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Upcoming Judicial Rotations

Miami-Dade County Law  
Library Announces Collaboration  
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The Miami-Dade County Law  
Library, located on the 3rd floor  
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collaborates with local bar  
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## Court Announcements

### New Addition to Miami-Dade County Courthouse: A Lactation Lounge

by Celia Ampel, Daily Business Review - August 2, 2016



J. Albert Diaz - The new lactation room at the Miami-Dade County Courthouse.

When Miami commercial litigator Deborah Baker-Egozi was a new mom, she sometimes had to take breaks during all-day court hearings to pump breast milk in a bathroom.

"There was nowhere to go," said Baker-Egozi, now with Greenspoon Marder. "Most of the judges were lovely. They would say 'Yes, you can use a jury room. I'm sorry there's no sink in there. There's no lock.' ... But that's uncomfortable when you have to do that in front of opposing counsel and your client."

That's why Baker-Egozi pushed the Miami-Dade County Courthouse to designate a lactation room, an idea that had been discussed previously but never went anywhere.

This summer, the clerk of courts, county building personnel, judges and members of the Florida Association for Women Lawyers made the room a reality in just eight weeks.

The lounge, on the third floor of the 73 W. Flagler St. civil courthouse, locks with a code, includes comfortable chairs, several electrical outlets and walls painted a relaxing lavender and adorned with art made by lawyers' children. Any nursing mother in the building on court business can use it.

Many courthouses offer private rooms for nursing mothers, including those in Charlotte, North Carolina; Chicago; Denver; Minneapolis and Portland, Oregon. In Madison, Wisconsin, county supervisors unanimously voted to designate lactation rooms in every county-owned building.

But courthouses in some cities just can't find the space. Los Angeles Superior Court allows breastfeeding mothers to defer jury duty, recognizing that while the court "makes every reasonable effort to provide a private, locked room for lactating mothers to express milk, such accommodations are not available at many courthouses."

Miami-Dade Circuit Judge Scott Bernstein first introduced the idea for a lactation room in the county courthouse years ago after hearing from a lawyer who pumped milk in her car. He spearheaded the latest initiative with Civil Division Administrative Judge Jennifer Bailey. Chief Judge Bertila Soto was on board right away.

Bailey asked the clerk's office to clear out a "really dirty and beat-up" storage room full of 450 boxes of original

notes from the mortgage foreclosure crisis.

The county's internal services department swooped in with an offer of lavender paint—"usually the choices are white, white or white," Bailey joked—and the Miami-Dade chapter of FAWL paid to furnish the room. Now, similar work is underway at the criminal, children's and family courthouses, Bernstein said.

While the room is also open to jurors, witnesses, litigants and court employees, the spirit behind the space is to make it easier for female lawyers to balance family and work.

"It's hard enough to be a working parent, a trial lawyer, male or female," Bailey said. "We want to make it as easy as possible for our women lawyers to practice in this building."

Miami-Dade FAWL President Rebecca Ocariz said the organization has been talking about lactation rooms for years.

"It allows women to step right back into their career and the courtroom after having a child," said the Shook, Hardy & Bacon litigator in Miami.

Roig Lawyers attorney Julie Harris Nelson remembers that when she was nursing during her time at the state attorney's office, she used to leave the Richard E. Gerstein Justice Building and go to her office across the street to pump.

"It was very, very important to me to have a comfortable surrounding," the Miami lawyer and statewide FAWL treasurer said. "It literally took concentration. I had to be relaxed. So by creating a comfortable place for women to go ahead and pump, I think it's an excellent way to promote work-life balance and productivity. You shouldn't have to hike to your car."

Lara Bach, a Miami litigator with Weil and a nursing mother, said she is grateful the Miami civil courthouse found a place for a lactation room so she can avoid the anxiety of wondering, "Where am I going to pump today?"

Bach helped decorate the room as part of her work with Miami-Dade FAWL.

"The lactation room is a phenomenal accomplishment in the right direction," she said. "It represents a small piece of the larger gender equality puzzle, which will require a concerted and lasting effort to solve."

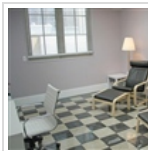
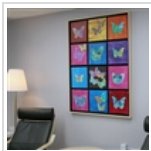
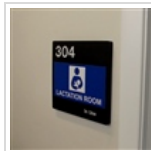
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[Read original article from Daily Business Review](#) by Celia Ampel, August 2, 2016



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# Miami-Dade County Courthouse Opening Lactation Room for New Mothers

Published at 6:10 AM EDT on Sep 8, 2016 | Updated at 6:14 AM EDT on Sep 8, 2016



New mothers will now have a place to privately pump breast milk at Miami-Dade County's courthouse.

A news release says Miami-Dade County, the Miami-Dade Chapter of the Florida Association for Women Lawyers and the Eleventh Judicial Circuit is holding a ribbon-cutting ceremony Thursday morning for a new lactation room at Dade County Courthouse.

Officials say they're planning to open similar rooms at other court facilities.

Chief Judge Bertila Soto says she's proud to offer a safe, comfortable space for nursing mothers. She says the room will be especially useful for attorneys and other court participants who often spend many hours at the courthouse.

**EXCLUSIVE** [Miami Beach Man Says He Contracted Zika](#)

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June 1, 2017

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**TWO STAFF ATTORNEYS** at the 13th Judicial Circuit, who were also nursing moms, saw the need firsthand for lactation rooms at the courthouse and took their idea to their supervisors. On May 12, Chief Judge Ronald Ficarrota, and staff attorneys Lyndsey Siara and Nicole Gehringer cut the ribbon at a celebration announcing two new lactation rooms, open to the public, that will give nursing mothers a private, quiet space amid the hustle and bustle at the Edgecomb Courthouse and Criminal Courthouse Annex in Tampa.

## Tampa's courthouses offer lactation rooms

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Four paragraphs on page 9 of the October 1, 2016, Bar News jumped out at two staff attorneys at the 13th Judicial Circuit in Tampa.

The headline was "Dade County Courthouse features a lactation room," and Nicole Gehringer, eight-months pregnant, and Lyndsey Siara, who had recently finished pumping, both agreed it would be great if Hillsborough County's courthouse had such an accommodation for nursing mothers, too.

They took their idea to Trial Court Administrator Gina Justice.

"She was immediately on board, and we discussed what steps needed to

be taken to get the rooms opened, like signage and appropriate furnishings. Our chief judge (Ronald Ficarrotta) was also on board," said Gehringer.

The two moms proudly witnessed their idea come to life on May 12, during the ribbon-cutting ceremony of two lactation rooms: one on the sixth floor of the main Edgecomb Courthouse at 800 East Twiggs Street, and another on the fourth floor of the Criminal Courthouse Annex at 401 N. Jefferson Street.

The lactation rooms are available to all nursing or pumping mothers at the courthouses, including attorneys, professional staff, jurors, and members of the public.

Before, mothers who needed to pump their milk or nurse their babies were accommodated in a vacant office or a conference room.

This setup is better, both moms agree, because there is now a designated space to go, in a private, softly lit room with comfortable chairs, a locking door, and electrical outlet. One room even has an attached bathroom.

Nursing mothers know firsthand that a relaxing atmosphere makes the process easier.

"If you are stressed or anxious, it's not nearly as easy. This will be a clean, comfortable space, and you won't have to worry about someone barging in," said Gehringer.

"Before, someone would be faced with uncertainty: 'Where am I going to pump? Who will I ask?'" said Siara.

"Another nice thing about it is a woman won't have to advertise her need to nurse or pump," said Siara. "You could see a situation where a juror would have to go to a male bailiff and explain, 'I have to take care of this.' So, now, there is more of a comfort factor. All she has to do is go to the information desk."

While these staff attorneys in the 13th Circuit got the idea from reading about the 11th Circuit, and there may be a few other lactation rooms scattered around other Florida courthouses, both Gehringer and Siara say they hope what they're doing in Tampa will set a good example for other circuits.







# Room for nursing mothers opens in PBC courthouse

Jane Musgrave

April 13, 2017 Filed in [15th Circuit, Palm Beach County courts](#).



Nursing mothers now have a room of their own in the Palm Beach County Courthouse in West Palm Beach.



Spearheaded and outfitted by the Palm Beach County Chapter of the Florida Association of Women Lawyers, the room on the fourth floor will give lawyers, court staff and visitors who are nursing the ability to do so in private, said court administrator Barbara Dawicke.

Chief Judge Jeffrey Colbath officially opened the room, that was previously used as a waiting area for children and parents called to testify in court cases, with a ribbon cutting last week.

“Nursing mothers (who happen to be at the courthouse), nursing attorneys, and court staff who are nursing can obtain some privacy in a comfortable and clean space, instead of having to resort to seeking out a restroom to pump,” Dawicke said.

# New nursing room at Duval County Courthouse provides support for residents

Lindsey Boetsch, WTLV 7:23 PM EDT November 01, 2017



(Photo: Boetsch, Lindsey)

JACKSONVILLE, Fla. -- The Jacksonville Women Lawyer's Association cut the ribbon on a new nursing room in the Duval County Courthouse Wednesday.

It's the first of its kind in a courtroom on the First Coast. It will not only benefit women who work in the courthouse, but also benefit women all over downtown Jacksonville.

Those could be women who are lawyers, jurors, or prospective jurors. Or it could be women like Neileen Shoemaker who work downtown near the courthouse.

"It's definitely heartwarming to know that this is something that has been a focus for the Duval County Courthouse to do," Shoemaker said.

There are other nursing lounges on the First Coast, but one like this in a courthouse just started more recently. Courthouses in Miami-Dade, Tampa and the federal courthouse in Orlando all now have nursing lounges.

Shoaf Richardson says the first task her board asked her to do as President was to provide a nursing room. She went to Chief Judge Mark Mahon with the request and he almost immediately said yes.

"It's very well designed, it's got a refrigerator for storage, it's got a second door inside, so it gives you some measure of privacy, and it's kind of in a secluded area in the courthouse on the fourth floor, where there's not a lot of foot traffic or people where they could walk in or come in accidentally," Mahon said.

If you are in need of the nursing room, it's on the fourth floor. Just ask the fourth floor bailiff for the key.

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