



North Carolina Association of Women Attorneys

P.O. Box 32725, Charlotte, NC 28232 | PH: (704) 940-1707 | EMAIL: admin@ncawa.org

February 8, 2021

2021 GOVERNING BOARD

PRESIDENT

Laura Loyek
PO Box 1929
Cary, NC 27512
(919) 447-3322
laura@lawyersmutualnc.com

PRESIDENT-ELECT

Samantha Sliney, Whispering Pines

VICE PRESIDENT

Audrey Snyder, Greensboro

TREASURER

Sheldon Schenck, Raleigh

CO-TREASURER/AT-LARGE

Elizabeth Ray, Greensboro

SECRETARY

Kaitlin Myers, Asheville

IMMEDIATE PAST PRESIDENT

Manisha P. Patel, Greensboro

HISTORIAN

Erin Burke, Raleigh

CAREER SUPPORT & ADVANCEMENT COMMITTEE CHAIR

Holly Taylor, Raleigh

EDUCATION COMMITTEE CHAIR

Lauren Snyder, Raleigh

GOVERNMENT ACTION COMMITTEE CHAIR

Sarah Jessica Farber, Raleigh

NOMINATING & PUBLIC SERVICE AWARD COMMITTEE CHAIR

Wendy Vonnegut, Fayetteville

COMMUNITY OUTREACH COMMITTEE CHAIR

Rosa Boatright, Durham

TECHNOLOGY & COMMUNICATIONS COMMITTEE CHAIR

Nicole Winget, Fayetteville

AT-LARGE

Porsha Washington, Charlotte
Liles Demmink, Raleigh

JUDICIAL DIVISION CHAIR

Hon. Linda McGee
NC Court of Appeals, Ret.

LOBBYIST

Ashley Matlock Perkinson, Raleigh

Dear Mr. Brian Oten and Members of the Ethics Committee:

On behalf of the North Carolina Association of Women Attorneys, we write to express our support for the proposed amendments to The Preamble and Rule 8.4 of the Rules of Professional Conduct to include prohibitions on discriminatory and harassing conduct.

NCAWA was founded over 40 years ago by a group of women attorneys dedicated to speaking out on issues affecting North Carolina women, both inside and outside the legal profession. Today, in collaboration with local chapters and members statewide, NCAWA continues to further its powerful mission of promoting the participation of women in the legal profession and advancing the rights and welfare of women under the law. The proposed amendments are as relevant and as necessary to advance NCAWA's mission today as they were 40 years ago. It is finally time to make that change.

We trust that the Ethics Committee has spoken with members of NCAWA as well as other attorneys across the state in an effort to understand the degree to which discrimination still occurs within the legal profession. A limited survey of the vast catalog of female attorneys' personal accounts undoubtedly demonstrates the dire need for the proposed revisions. Unfortunately, we all have stories. That the discussion surrounding the proposals has become so contentious is—in and of itself—indicative of their need.

The principle that an attorney ought not discriminate in his or her practice is neither a new nor a draconian concept, but rather a modern-day truth that the profession must recognize. Discriminatory and harassing conduct not only diminishes public confidence in the legal profession, but prohibits the advancement of the profession as a whole. The proposed amendments should have, decades ago, been a *starting point*. We urge you to place North Carolina on the right side of history and finally afford the members of our community a protection which has long been overdue.



North Carolina Association of Women Attorneys

P.O. Box 32725, Charlotte, NC 28232 | PH: (704) 940-1707 | EMAIL: admin@ncawa.org

We appreciate your time and thank you for considering NCAWA's mission of advancing the rights of women in North Carolina.

Sincerely,

Members of the North Carolina
Association of Women Attorneys

Sheldon L. Schenck, Raleigh *

Lauren E. Snyder, Raleigh *

Manisha P. Patel, Greensboro **

Laura Loyek, Raleigh **

Audrey Snyder, Greensboro *

Porsha Washington, Charlotte *

Liles Demmink, Raleigh *

Sarah Jessica Farber, Raleigh *

Erin Burke, Raleigh *

Elizabeth T. Martin, Durham

Lauren J. Schantz, Charlotte

Alyssa M. Levine, Charlotte **

Sarah V. Corley, Asheville

Sarah E. Morin-Gage, Wilmington

Kathleen H. Dooley, Charlotte

Dee Wallis, Raleigh **

Jamie Lisa Forbes, Greensboro

Lynn Norton-Ramirez, Chapel Hill

Diane Wells, Raleigh

Leah Broker, Asheville **

Milan T. Pham, Durham

Ashley H. Grim, Wilmington

Holly Taylor, Raleigh *

Jane Paksoy, Raleigh

Megan Shook, Raleigh

Julia C. Archer, Winston-Salem

Michael Rose Whyte, Fayetteville

Nancy Mayer, Durham

Helen L. Parsonage, Winston-Salem

Chamberlain E. Collier, Raleigh

Elizabeth A. Ray, Greensboro *



North Carolina Association of Women Attorneys

P.O. Box 32725, Charlotte, NC 28232 | PH: (704) 940-1707 | EMAIL: admin@ncawa.org

Amie C. Sivon, Apex

Melissa Walker, Raleigh **

Lauren E. Williams, Wilmington

The Hon. Linda H. Stephens, Raleigh

Suzanne Chester, Raleigh

Carolyn McAllaster, Durham **

The Hon. Lydia E. Lavelle, Carrboro **

Beth S. Posner, Chapel Hill

In addition, the following non-NCAWA members have graciously joined in signing this letter:

Rodrick J. Enns, Winston-Salem

The Hon. Lisa Johnson-Tonkins, Greensboro

Christopher W. Jackson, Greensboro

Ravyn A. Tyndall, Raleigh

Cynthia Alleman, Asheville

Joseph P. Gram, Greensboro

James S. Schenck, IV, Raleigh

S. Wesley Tripp, III, Asheville

Paul E. Davis, Raleigh

Andrew L. Chapin, Greensboro

Jay M. Wilkerson, Raleigh

L. Nicole Patino, Greensboro

Jennifer G. Mencarini, Greensboro

Monica Webb-Shackleford, Raleigh **

Lisa Grafstein, Raleigh **

Holly M. Bryan, Durham **

Preetha Suresh Rini, Raleigh

Colleen L. Byers, Winston-Salem

The Hon. Lora C. Cabbage, Greensboro

Lisa Taylor, Raleigh

Carmelle F. Alipio, Raleigh

Margaret J. McCreary, Durham

Rachel M. Blunk, Greensboro **

Kendra N. Stark, Raleigh

Julie Cheek Woodmansee, Durham

Lauren Brasil, Chapel Hill

Kelly Clarke, Raleigh

Gina Reyman, Durham

TeAndra Miller, Raleigh



North Carolina Association of Women Attorneys

P.O. Box 32725, Charlotte, NC 28232 | PH: (704) 940-1707 | EMAIL: admin@ncawa.org

Yolanda Taylor, Wake Forest

Atiya Mosley, Durham

Jen Story, Chapel Hill

Elysia Prendergast-Jones, Raleigh

Madelyn C. Morreale, Pittsboro

* 2021 NCAWA Board Member

** Past or Current NCAWA President