

## Women In The Law: Sexual Harassment/Sexual Assault – Why Is It So Pervasive?

### #WETOO IN THE LEGAL WORKPLACE

Friday, October 21, 2022  
10:30 – 11:45 AM



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It's 2022 – Why are we still talking about sexual harassment, sexual assault, and misconduct in the military and legal profession?: Judge Marcella Holland moderates a discussion with the Michigan Director of Veterans Affairs Agency, Zaneta Adams and NAWJ Resource Board Member Elaine Metlin, contributor to the Women Lawyers on Guard, Inc. report entitled “Still Broken Sexual Harassment and Misconduct in the Legal Profession, a National Study” (2020)

Learning objectives: Attendees will learn:

1. How pervasive these issues are in the military, legal profession, and courts.
2. What the US military is doing to address the continuing problems of sexual assault and sexual harassment in its rank and file.
3. What the legal profession is doing to address claims of sexual harassment and sexual assault?
4. What more needs to happen, and how do we affect change?

### Speakers:

#### Zaneta Adams, Director, Michigan Veterans Affairs Agency



Zaneta Adams was appointed Director of the Michigan Veterans Affairs Agency by Gov. Gretchen Whitmer in June 2019. She is the first woman veteran in Michigan history to be appointed to a governor's cabinet position.

In 2006, after eight years of service in the U.S. Army, National Guard and Reserve, Adams was medically discharged with honor. During her time in the military, Adams served as a Joint Counter Narcotics Task Force Agent for the National Guard. Prior to her appointment to the MVAA in 2019, she was an attorney at Williams Hughes PLLC, assisting veterans with compensation and pension appeals.

Adams has consistently demonstrated leadership through service and board membership. Current roles include serving on the advisory board for Fisher House Michigan and as a board member for the USS Silversides Submarine Museum, Mercy Health Physician Partners and Challenge America, a national veteran resource nonprofit organization. She is also an appointed member of the U.S. Department of Veterans Affairs' Sexual Assault and Harassment Prevention Workgroup.

In 2021, Adams was named a Women Veteran Trailblazer by the VA's Center for Women Veterans. The honor recognizes women veteran leaders and advocates who have made a significant impact on issues facing veterans, including education, employment, homelessness, mental health and wellness.

Adams holds a bachelor's degree in psychology from Columbia College and a Juris Doctor from Western Michigan Cooley Law School, where she is an adjunct professor teaching veterans' law.

**Elaine Metlin, Litigation Partner (Retired), Dickstein Shapiro LLP**



Elaine Metlin is a retired litigation partner who spent most of her career at Dickstein Shapiro LLP, where she focused on complex antitrust opt-out lawsuits, general commercial litigation and white collar criminal defense. Ms. Metlin chaired Dickstein's Women's Leadership Committee for over a decade; she also served on the firm's Executive Committee and the Compensation Advisory Committee, chaired its Hiring Committee and co-chaired its Professional Development Committee.

In addition to serving on NAWJ's Resource Board, which she co-chaired for many years, she is a Fellow of the American Bar Foundation. Ms. Metlin currently volunteers with Women Lawyers On Guard, a 501(c)(3) corporation, where she co-chairs the Amicus Committee (and occasionally helps with drafting amicus briefs). She is a Member of the Board of Women Lawyers On Guard Action Network, a 501(c)(4) corporation, where she is the Vice President of Advocacy. She currently volunteers with the Fairfax County Master Gardener Association and the Audubon Society. Prior to retirement, she was a member of the American Bar Association (ABA) Section on Antitrust and the ABA Section of International Law, where she served as co-chair of the International Litigation Committee. She served on the Board and as a Trustee of the Washington Lawyers' Committee for Civil Rights and Urban Affairs and was a founding member of the DC Chapter of WLMA (the Women's Leadership and Mentoring Alliance). She was also a member of the Edward Bennett Williams Inn of Court, the Lawyers Club of Washington, DC, the DC Women's Bar and NAWL. In 2011, Ms. Metlin was honored to receive NAWJ's Florence K. Murray Award. It remains one of her proudest achievements.

**Hon. Marcella Holland, Judge (Retired), Circuit Court for Baltimore City**



Marcella A. Holland is a 1983 graduate of the University of Maryland School of Law, receiving the Alumni Association Prize.

Upon her admission to the Bar in December 1983, Marcella A. Holland was sworn in as an Assistant State's Attorney for Baltimore City and remained there for 13 years, the last 9 years assigned to the Economic Crimes Unit, before appointment on September 18, 1997 as Associate Judge on the Circuit Court for Baltimore City. In March, 2001, she became Judge in Charge of the Domestic Docket. On November 8, 2003, Judge Holland began her appointment as Administrative Judge of the Circuit Court for Baltimore City, the first African American woman to hold that position in the state of Maryland. As Administrative Judge, she handled

operations in 3 judicial buildings, managed a budget of approximately \$15 million, staff of hundreds and 16 Masters, and 32 associate judges, in addition to media relations, governmental relations and planning for a new criminal courthouse. Judge Holland retired from this position as an active judge on November 30, 2013, but as a Senior Judge continues to sit occasionally in the Circuit Court for Baltimore City.

Throughout her legal and judicial career, Judge Holland has had very active community involvement. Among her many activities, past and present, are: Bridge Beyond Bars Advisory Committee, Girl Scouts, 2003-, (Chair, Advisory Committee, 2015-); Board of Visitors, UM Law School, 2008-2018 (Emeritus Member 2018-); Mayor Kurt Schmoke appointed her to the Commission on Historical and Architectural Preservation in April, 1988, of which she later became Chair, the first African American woman to hold that position, serving two terms.

Judge Holland is an active Bar member, belonging to and serving in many capacities with various bar associations, including but not limited to: the American Bar Association; (Delegate, member of the Executive Committee, and Vice Chair, 2021-22, National Conference of State Trial Judges; Chair, various JD committees, including Courts & Community Relations, Co-Chair, Standing Committee on Diversity, 2018-19, Chair, 2020-2022; member and participant in Judicial Clerkship Program, past and present; National Bar Association (Board of Governors, 1989-90, 1992-93; 2010-11), NBA Judicial Council, Executive Committee member, 2004-2012, Chair 2010-2011); Maryland State Bar Association ; Bar Association of Baltimore City; Monumental City Bar Association (President, 1991-92); Alliance of Black Women Attorneys; National Association of Women Judges, ( President of the Maryland Chapter, 2000; Board service in positions of Treasurer, Project Chair and Finance Chair)

Among Judge Holland's Maryland judicial activities, past and present: Co-Chair, Family Law Committee; Judicial Council; Justice Matters Editorial Board, and Chair of the Conference of Circuit Court Judges, 2010-12, giving her a seat on the Judicial Council and membership in the Judicial Cabinet. Judge Holland has lectured on various aspects of family law, case management, judicial reform and handling cases involving self represented litigants in her home state, other states and the country of Morocco.

Judge Holland has authored two articles published in the Maryland State Bar Journal: *Judicial Administration-A New Judge's Perspective* (July/August 1999), and *The Emergence of Maryland's African-American Women Attorneys* (July/August 1995). She was the subject of the November/December 2016 MSBA Journal article *Integration in a Post-Brown World: A Conversation with Judge Marcella A Holland*.

Judge Holland has received numerous awards and honors. Among her most prized awards are: *The Daily Record's* Maryland's Top 100 Women Award, 1998, 2000, 2004, inducted into the Circle of Excellence; Ben Cardin Pro Bono Service Award, University of Maryland School of Law, 2003; Alumna of the Year, University of Maryland B.L.S.A., 2004; the Afro-American Newspaper Legends and Pioneers Award for Justice, 2010; Leadership in Law Award, the Daily Record, 2011; NBA Heman Sweatt Award, 2014; the highest award given by the NBA Judicial Council, the William H Hastie Award in 2015; the Vaino Spencer Leadership Award, one of two highest awards given by the National Association of Women Judges, 2018 and the Harriett Tubman/Martin Luther King, Jr. Award, 2021.