

ISSUE NUMBER 19 / NOVEMBER 2021

IWIRC NEWSLETTER

Connecting Women Worldwide



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Network News

NETWORK NEWS



Mexico Network: IWIRC's 50th Network!

IWIRC is proud to announce that the Mexico Network has been approved as IWIRC's 50th Network!



Carolinas Network

Carolinas has a new member, Ashley Edwards – partner with Parker Poe in Charlotte, NC.

We recently had a fantastic afterwork social cocktail at 5Church with ten members and former members in Charlotte, NC on July 16, 2021.

New England Network

On May 19, 2021, IWIRC New England celebrated its 25th Anniversary Celebration! Twenty- five years ago on May 29, 1996, ten women, including then-attorney Janet Bostwick and now Judge Bostwick, founded the New England Network of IWIRC to provide local educational and networking opportunities for women in the insolvency field located in Massachusetts, Maine, New Hampshire and Rhode Island.

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New England Network (Continued)

Almost 25 years to the day, IWIRC New England presented the following panel of amazing retired and current women bankruptcy judges.

- Hon. Carol J. Kenner (ret.), United States Bankruptcy Judge, District of Massachusetts
- Hon. Joan N. Feeney (ret.), United States Bankruptcy Judge, District of Massachusetts
- Hon. Diane Finkle, United States Bankruptcy Judge, District of Rhode Island
- Hon. Elizabeth D. Katz, United States Bankruptcy Judge, District of Massachusetts
- Hon. Janet E. Bostwick, United States Bankruptcy Judge, District of Massachusetts



The panelists reflected upon how much the practice of bankruptcy has changed between the time Judge Carol Kenner, now retired, took the bench 35 years ago (in 1986) and the present. Our newest judge on today's panel, Judge Bostwick, took the bench just 18 months ago. One thing that has remained constant over that period of time is that women need the support of others, including other women, to succeed. The challenges faced by women have become even more pronounced during the pandemic.

To celebrate the 25th anniversary of the New England Charter of IWIRC, we could think of no better way to honor the moment than to gather the only five female bankruptcy judges—three current and two retired—from the New England Region to reflect upon their careers and their time on the bench.

On September 12, the IWIRC New England network hosted a well-attended members-only outing to the New England Patriots' home opener game, with tickets and tailgate generously provided by Verdolino & Lowey, P.C. Members were able to see one another in person for the first time in over a year, and to witness Mac Jones' first NFL start.

India & Singapore Networks

On August 13, the boards of IWIRC Singapore and IWIRC India co-hosted a virtual meet-and-greet conceptualised as the first of a series of “IWIRC Huddles” - virtual meets in small groups with IWIRC Boards/members from around the world with a view to both forging deeper personal connections and having a more personalized forum for one of IWIRC’s hallmarks- networking! The event was spearheaded by Smitha Menon from IWIRC Singapore and Upasana Rao from IWIRC India with support from Singapore Board Member Pooja Sinha and India Co-Chair Maneesha Dhir.



The event was centred around a discussion on the “Tightrope Bias” for women- While women judged as masculine often will be considered for the same opportunities as men, they may also be judged incapable of the parts of the job that require emotional intelligence. Women who are seen as very feminine, on the other hand, tend to be judged as low on competence but high on warmth and are often treated kindly but not taken seriously. If you’re “too feminine”, you won’t get the same opportunities as men in the first place. If you’re “too masculine”, you will be penalized for lacking in social skills: Joan C. Williams, Rachel Dempsey, *What Works for Women at Work: Four Patterns Working Women need to Know*” at pg 61.

To further enhance participation, there was flex for a limited number of external invitees to participate as well.

The participants almost overwhelmingly agreed that the bias does exist and shared examples from their own professional lives. There was also a lively exchange of perspectives around what individuals and organisations could do to overcome this bias- from “calling it out,” “ignoring it and soldiering on,” being generally more conscious of our own implicit biases (be it towards men or women) to having more gender-neutral feedback and appraisal mechanisms in place within organisations.

This was a particularly topical discussion for the Singapore-based participants as 2021 has been designated as the Year of Celebrating SG Women. #CelebratingSGWomen

Minnesota and Puerto Rico Networks

IWIRC Minnesota and Puerto Rico Network Webinar: "Experiences and Advice from Women in the Bankruptcy Profession" co-sponsored by Stinson LLP and ASK LLP on Tuesday, August 31, 2021

The Minnesota and Puerto Rico networks hosted a joint webinar event on August 31, 2021, entitled "Experiences and Advice from Women in the Bankruptcy Profession." The event featured five distinguished women in the bankruptcy profession who shared lessons learned in their respective bankruptcy and insolvency practices. The panelists were Carmen Conde, Esq., Partner and Founder of C. Conde & Associates; Doris Barroso, CPA, CVA, CFF,CGMA, CIRA, Managing Partner of RSM Puerto Rico; Connie Lahn, Esq., Partner at Barnes and Thornburg, LLP; and Nauni Manty, Esq., President and Founder of Manty & Associates, P.A. Adine Momoh, Esq., Partner at Stinson LLP, moderated the event by leading the panelists in questions regarding their practices and experiences. The event featured a one-hour discussion where topics for the panelists included professional priorities, career challenges, reflections on diversity and inclusion in the bankruptcy profession (both bench and bar), mentoring, professional development, and "work-life balance." The discussion was followed by a 30-minute interactive session where participants joined one of 3 breakout rooms facilitated by the panelists and moderator and networked with one another. The event was co-sponsored by Stinson LLP and ASK LLP. Many who participated in the event expressed their appreciation for the opportunity to learn practical advice from experienced women professionals with diverse backgrounds and practices.



Dallas/Fort Worth Network

On August 4, 2021 the DFW IWIRC chapter co-hosted a local, in-person networking event with the DFW Association of Young Bankruptcy Lawyers ("DAYBL"). The event was well attended and allowed parties from both groups to compare notes on ongoing cases and market themes over margaritas and appetizers.

On August 25, 2021, the DFW and Midwest IWIRC chapters participated in a joint virtual event in which members networked over shared recipes. Each member submitted a personal recipe they believed to be representative of their region for the "Regional Recipe Round-up." It was a great way to network across the country and learn a bit more about each other.

New Jersey Network

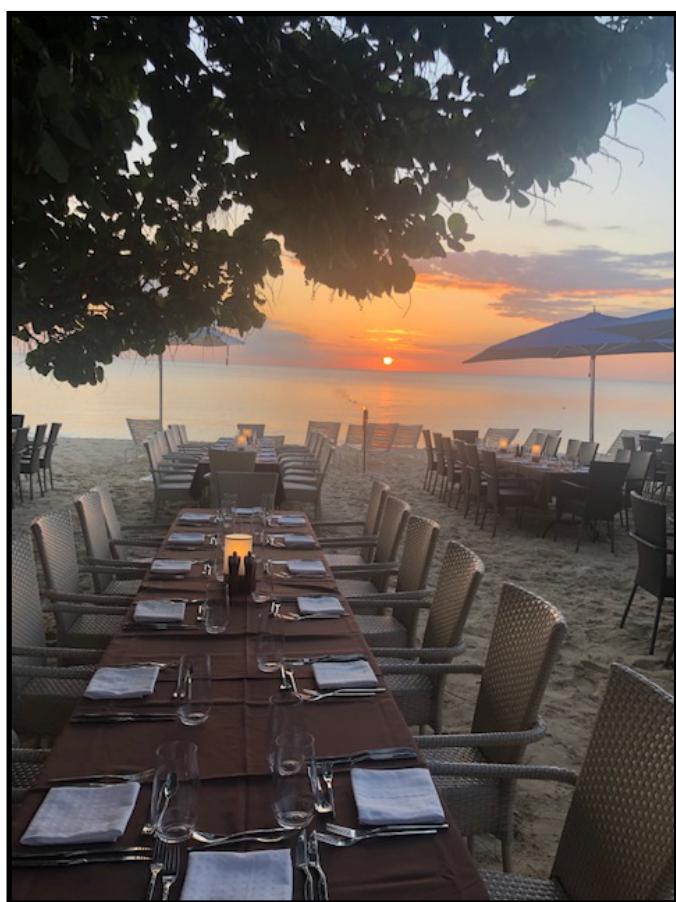
On August 24, 2021, the New Jersey Network held an event at lovely Mountain Ridge Golf Club in West Caldwell, NJ. Following a productive board meeting, board members enjoyed a round of golf or a helpful golf clinic. Board members had just enough time for a quick wardrobe change before hosting a cocktail hour on the patio with IWIRC members, prospective members, and other guests. Everyone enjoyed drinks, light refreshments, and conversation as the sun set over the hills in the distance: a beautiful ending to a beautiful day.



Cayman Islands Network

IWIRC Cayman have been busy on the events front in the last few months!

March saw us host an evening with the Honourable Justice Margaret Ramsay Hale, judge of the Financial Services Division of the Grand Court. The inspirational event which was sponsored by Maples and moderated by IWIRC member Caroline Moran saw Ramsay Hale J discuss her path to the bench, how she has overcome obstacles throughout her career and what advice she would give to the next generation of female insolvency professionals.



In April IWIRC Cayman hosted our signature event, our barefoot beach BBQ which saw us welcome almost 150 guests to our fabulous beachfront venue, Luca. Due to the generosity of our sponsors, Calderwood, Alvarez and Marsal and Collas Crill, guests were treated to a delicious bbq, enjoyed a spectacular sunset networking and drinks aplenty!

We teamed up with the New York chapter in May for "Learn to Include Yourself" a virtual event with the hilarious Deborah Frances White, who discussed how better to include ourselves and include others and go about it with flair and charisma providing crucial ingredients for anyone paving a career in the modern

business world. The event was followed by speed networking between the Cayman and New York networks and virtual drinks.

In July we were delighted to host an insightful and lively panel on the topic of Insolvency Practitioners as Trustees, thanks to the generous sponsorship of PwC and Bedell Cristin. The panel provided a unique insight into the practical issues facing IPs when acting in a trustee capacity or a matter involving trusts and how to overcome them, the duties that apply and last but not least how to get paid!

India Network

Read IWIRC India's latest newsletter [here!](#) The newsletter covers events and initiatives taken by IWIRC India Network, and legal updates and articles by IWIRC India members in the field of Restructuring & Insolvency.

Greater Maryland Network

Read IWIRC Greater Maryland's latest newsletter [here!](#)

Wisconsin Network

In June, the Wisconsin Chapter of IWIRC held its first in-person networking event since the COVID pandemic. Over 20 insolvency professionals met at the Osthoff Resort—a beautiful AAA, four-diamond resort on Elkhart Lake, Wisconsin—for the chapter's annual meeting and networking lunch, happy hour and dinner. Attendees traveled from all over the state, but also Illinois and even New York! Members and non-members were pleased to see each other face-to-face and interact safely at the event. From the meeting, the Wisconsin Chapter of IWIRC recruited 2 new board members and a membership chair!



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IWIRC Dallas/Fort Worth

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IWIRC DC

IWIRC New England

IWIRC Delaware

IWIRC New Jersey

IWIRC Greater Maryland

IWIRC New York

IWIRC Greater Philadelphia

IWIRC Ontario

IWIRC Georgia

IWIRC Puerto Rico

IWIRC Florida

IWIRC Singapore

IWIRC Houston

IWIRC So Cal

IWIRC Hong Kong

IWIRC Western Canada

IWIRC Western Pennsylvania

Thanks for sharing your Network News!

Has your network hosted a great event? Have some exciting events coming up? We want to hear!

Send your submissions to news@iwirc.com to be featured in future IWIRC member news communications.



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