

Maureen Raiche Manning: Always a Part of the Conversation About Gender Equality in NH

By Meredith M. Lasna

The New Hampshire Bar Association's Gender Equality Committee established the Philip S. Hollman Award for Gender Equality when Judge Hollman retired from the Superior Court in 2003. The award is designed to honor his efforts as a stalwart advocate for gender equality in the legal system.



Manning

The NHBA Gender Equality Committee (GEC) has chosen an award recipient each year since 2004. A Hollman award recipient is someone dedicated to promoting respect and fair treatment toward all members of the judicial system. This recipient acts as a leader, educator, and role model on such issues.

The GEC is interviewing some of the Philip S. Hollman Award Recipients to further highlight their success in gender equality and to see what has changed (or stayed the same) since they received the award.

One cannot talk about work toward gender equality in the practice of law in New Hampshire without Maureen Raiche Manning being part of the conversation. As a founding member of the New Hampshire Women's Bar Association, presenting the second Hollman Award to Maureen in 2005 was a fitting tribute. I had the privilege of

speaking to Attorney Manning about her work on gender equality in the practice of law in New Hampshire.

A life-long New Hampshire resident, Maureen is a graduate of the University of New Hampshire and Franklin Pierce Law Center. During her first 10 years of practice as a trial lawyer in the state, Maureen observed that women attorneys had their own needs and existing organizations did not meet those needs. She observed that county and state-wide bar associations were places for men to gather and network. She felt strongly that women should have a place where they could come together and have a voice regarding equity and inequity in the practice of law. She wanted to create an opportunity for women to work, network, and be supported by other women.

Maureen was not alone in her feeling that New Hampshire needed an organization to address the unique needs of women practicing law in the state. In 1991, Maureen invited women practicing in Hillsborough County to a reception to gauge interest in a women's bar association. The response was overwhelming, and the Hillsborough County Women's Bar Association was formed with more than 200 members. Maureen served as the first president of this county bar and in May 1998, was one of the incorporators when a statewide women's bar was formed. From 1998 to 2000, she served as the NHWBA's first president and helped the organization flourish. The NHWBA now provides its 335 members throughout New Hampshire with opportunities for professional development,

leadership, and growth. To Maureen, it is empowering to women to provide them with opportunities to network and assume leadership roles.

Maureen remains committed to the association that she helped establish and to addressing equality and inequality in the practice of law in New Hampshire. She is still an active member of the NHWBA and, more recently, a member of the GEC. She sees her work serving on committees, participating in programs, and working on gender and pay equity surveys as important to promoting and advocating for gender equality in the legal system.

In addition to her work behind the scenes to suggest speakers and put together programs, she has served as a panelist providing her insight and experience. She highlighted specifically that her participation in the GEC's negotiation program stems from her recognition of how empowering role-playing opportunities can be. People benefit from learning by doing. Because of her valuable feedback, GEC asks her to return year-after-year as a panelist.

Maureen recognizes that a key area where there can be more work toward gender equality is for there to be more women judges in the state. She would like to see more women consider it as a career path. She supports programs that help women navigate the process and put themselves "out there," so they are in the position for consideration. Again, giving women attorneys the tools to succeed is why both the NHWBA and the GEC are still as important today as they were when they were formed.

On a more personal level, in addition to her work to support and encourage women in the practice of law throughout the state, Maureen mentors attorneys, particularly female attorneys. Her experience as a woman, an attorney with 35-years of experience, a wife, and a mother of three, gives her a point of reference and a commonality with the women she mentors.

Since receiving the Hollman Award, Maureen has seen significant changes in gender equality. There are more women practicing law, on the bench, serving in leadership roles, and leading law firms. She has observed that women-owned and women-run law firms like hers, Manning, Zimmerman & Oliveira, are doing as well if not better than their counterparts. As she puts it, these firms are "killing it." While she notes that we "are not there yet equality-wise," there has been progress.

Maureen encourages people concerned with gender equality to get involved by joining the NHWBA and the GEC, and to get the word out about the work of these groups. People from across the legal community should be involved, including those from big and small firms, solo practices, and the public sector.

Maureen loves that almost 20 years later, the Philip S. Hollman Award for Gender Equality continues to recognize people who are working hard toward change and equality in the practice of law. ■

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2023

ANNUAL MEETING AWARDS

Nominations Due April 24, 2023

The Bar's Annual Meeting provides an opportunity to recognize the outstanding accomplishments of members of the legal community and their contributions to the justice system. We encourage you to nominate your peers for their accomplishments. Be sure to note the reasons for your nomination. Please include why you think a particular individual is especially deserving of the award. Your thoughtful assessment of the nominee will help with the basis for the wording that will be used in the presentation remarks and a presentation piece for the award recipient.

To submit the nomination, please go to <https://www.nhbar.org/about-the-bar/bar-awards/> where you will also find a list of past recipients.

E. Donald Dufresne Award for Outstanding Professionalism
To honor the memory of E. Donald Dufresne this award is presented to an attorney that best fits the following:
"A professional lawyer is an expert in law pursuing a learned art in service to clients and in the spirit of public service; and engaging in these pursuits as part of a common calling to promote justice and public good."

Justice William A. Grimes Award For Judicial Professionalism
To honor the memory of Justice William A. Grimes this award is presented to a judge that best fits the following:
"The judges therefore should always be men of learning and experience in the laws, of exemplary morals, great patience, calmness, coolness and attention. Their minds should not be distracted with jarring interests; they should not be dependent upon any man or body of men." John Adams, 1776

Distinguished Service to the Legal Profession Award
This award is presented to the nominee who best exhibits service to the legal profession.

Practice Before the NH State Courts? Share Your Support for Court Funding

By Derek D. Lick

If you practice before the New Hampshire courts and want to support efforts to ensure the courts have sufficient resources to docket your cases and schedule your hearings more quickly, now is the time to voice your support for the Judicial Branch budget under consideration in the state Legislature. It's important.

This year's bi-annual budget request is particularly important because it is driven by an evidence-based "Weighted Caseload Study" undertaken for the New Hampshire Judicial Branch by the National Center for State Courts (NCSC). The study – the first workload assessment since 2005 – found that the courts needed more than 80 ad-

ditional judicial officers and court staff to manage the caseload effectively and efficiently. That included 17 additional judges in the Circuit Court, which handled an average 126,811 new cases each year, and 3.5 more judges in the Superior Court, which handled an average of 17,825 new cases filed each year.

Understanding the practical realities of budgeting in New Hampshire, the Judicial Branch has only requested funding for seven additional Circuit Court judges (compared to 17 recommended by the NCSC) and one new Superior Court judge (compared to three recommended) and 35 new clerical staff.

Study Recommendations for key positions (rounded):

	Current Level	Needed for Caseload	Shortfall	Requested
Circuit Court				
Judicial Officers	48	65	17	7
Clerical/Info. Center	278	333*	55	31
Superior Court				
Judicial Officers	22	25.5	3.5	1
Clerical Staff	100	112	12	4

* Includes full-time equivalents needed to both meet case needs and allow top level clerks to focus on their managerial duties instead of administrative tasks.

We urge you to express your support for the Judicial Branch budget request to your state representatives and senators and share with them the need for more judges and staff. As you know, a sufficiently re-

sourced and efficient court system is vitally important, not just to lawyers, defendants, and litigants, but to everyone who values the safety and stability of our communities. That's what our courts represent. Thank you for your effort. ■

Derek Lick is the Chairperson of the NHBA Committee of Cooperation with the Courts.