the 2026 Women & The Law Retreat

FRIDAY/SATURDAY, FEBRUARY 27 & 28, 2026

HYATT PLACE DEWEY BEACH, 1301 COASTAL HWY, DEWEY BEACH, DE 19971

Thursday, February 26, 2026

5:00PM - 7:00PM - Welcome Happy Hour (on site, Sunset North)

Friday, February 27, 2026

PROGRAM

6:00AM - 9:00AM
CONTINENTAL BREAKFAST - HOTEL LOBBY - COMPLIMENTARY FOR HOTEL GUESTS

8:00AM - 8:45AM
REGISTRATION & CHECK-IN | LIGHT BREAKFAST SERVED

8:45AM - 9:00AM
WELCOME AND INTRODUCTION

9:00AM - 10:15AM

CAN WE TALK? TACKLING TOUGH TOPICS WITH CLIENTS, CO-WORKERS AND MORE
SPEAKER: DENA LEFKOWITZ, ESQ.

Dena Lefkowitz is a former lawyer turned executive coach and the founder of Achievement by Design LLC℠, where she helps attorneys advance their careers. A former litigator and general counsel, Dena brings deep insider knowledge of the legal profession to her coaching practice. She is the author of Winning in Your Own Court: 10 Laws for a Successful Career Without Burning Out or Selling Out, published by the American Bar Association and winner of multiple national book awards. Dena is a frequent speaker and writer on professional development, rainmaking, and leadership, and her work has appeared in Law.com and The Legal Intelligencer. She lives in Wilmington, Delaware.

Lawyers are trained to argue cases, not manage emotions. Yet most problems in practice aren't about the law; they're about communication. When difficult situations go unaddressed, they can strain relationships, lower morale, and even lead to costly mistakes. In this engaging and practical session, Dena Lefkowitz, Esq., PCC, shares how to approach difficult conversations with confidence and skill. Participants will learn why they're stressful, how to prepare to handle them effectively, and how to use proven tools to turn tense moments into productive dialogue.

10:15AM - 10:30AM
BREAK

10:30AM - 11:30AM

MENOPAUSE: WHAT IS HAPPENING TO MY BRAIN, MY BONES, AND EVERYTHING IN BETWEEN?
SPEAKER: DR. ANNE COLLINS DUCH, DPT, WCS, E-RYT
PHYSICAL THERAPY FOR WOMEN, LLC

Menopause is more than hot flashes. It's a whole-body transition that influences cognition, bone density, pelvic health, mood, sleep, and overall well-being. In this informative and approachable presentation, we'll explore what's really happening during the menopausal shift and how to support the brain, the skeleton, and the pelvic floor through evidence-based strategies.

11:30AM - 12:00PM

DRESSING FOR SUCCESS
SPEAKER: DEANNA MCCOUBRIE
THE DRESSING ROOM ON MAIN, MULLICA HILL NJ

A fun, practical session on using style as a tool for confidence and professional presence. The Dressing Room on Main is a women's boutique in Mullica Hill known for Deanna's expertly curated mix of premium, upscale brands and affordable, fashion-forward finds. Deanna will share practical tips on building a versatile wardrobe and dressing for success in and out of the courtroom- without losing your personal style.

12:00PM - 1:15PM
BUFFET LUNCH (PROVIDED)

THIS SEMINAR OFFERS 8 TOTAL HOURS OF CLE CREDIT INCLUDING 3.3 HOURS OF ETHICS FOR DELAWARE ATTORNEYS, 8 TOTAL HOURS INCLUDING 3.0 HOURS OF ETHICS FOR PENNSYLVANIA ATTORNEYS AND 9.6 TOTAL HOURS INCLUDING 3.9 HOURS OF ETHICS FOR NEW JERSEY ATTORNEYS

SPONSORED BY THE WOMEN & THE LAW SECTION OF THE DELAWARE STATE BAR ASSOCIATION

the 2026 Women & The Law Retreat

Friday, February 27, 2026

PROGRAM CONTINUED

Credits for Friday, February 27, 2026:
Delaware & Pennsylvania - 5 credits including 2.3 ethics,
New Jersey - 6 credits including 2.7 professional ethics and 1.2 DEI ethics

1:15PM - 2:15PM

REBRANDING YOUR CAREER: REINVENTION WITHIN THE DELAWARE MARKET

SPEAKERS: KARIN VOLKER, ESQ.
HON. DANIELLE GIBBS
LISA MINUTOLA, ESQ.
MISTY SEEMANS, ESQ.
HON. VIVIAN MEDINILLA (RET.)
HON. JAN JURDEN (RET.)

MODERATOR: MICHELE ALLEN, ESQ.

This panel brings together Delaware attorneys who have successfully pivoted within the legal profession -transitioning practice areas, shifting between public and private sectors, launching new roles, or redefining their professional identity altogether. Panelists will share candid insights on why they chose to reinvent their careers, how they navigated the unique opportunities and constraints of the Delaware legal market, and what strategies helped them build credibility in a new space. Attendees will gain practical guidance on identifying when it's time for a change, positioning themselves for new opportunities, and embracing reinvention at any stage of practice.

2:15PM - 2:30PM

DELAWARE ADR

SPEAKERS:

HON. SAM GLASSCOCK III (RET.), PROFESSIONAL NEUTRAL, DELAWARE ADR, LLC

HON. DAVID A. WHITE (RET.), PROFESSIONAL NEUTRAL, DELAWARE ADR, LLC; PRESIDENT, DSBA

WILLIAM D. JOHNSTON, PROFESSIONAL NEUTRAL, DELAWARE ADR, LLC

2:30PM - 3:30PM

EVOLVING IMMIGRATION LAW: WHAT EVERY *PRACTITIONER SHOULD KNOW IN 2026*

SPEAKER: AMANDA DOROSHOW, ESQ., ASSOCIATE DIRECTOR AT ACACIA CENTER FOR JUSTICE

Immigration policy and law in the United States continues to evolve rapidly, and it's important for legal practitioners to stay attuned to the lived realities of their immigrant clients. This session will highlight the current immigration landscape and explore practical strategies for supporting your immigrant clients. Attendees will leave this session with resources for clients and information about other ways to get involved.

3:30PM - 3:45PM

SESSION WRAP-UP & REMARKS

3:45PM : 5:30PM

TAKE A BREAK: FREE TIME ON YOUR OWN TO REFRESH & REJUVENATE

5:30PM - 6:30PM

HAPPY HOUR HOSTED BY DELAWARE ADR (ON SITE, PRE-FUNCTION ROOM)

6:30PM - 9:30PM

DINNER & DANCING WITH DECADE 80! (ON SITE, PRE-FUNCTION AND BALLROOM)

Mix, mingle, and graze your way through dinner stations—then hit the dance floor with Decade 80 and dance the night away, Dewey style!

Materials

SPONSORED BY THE WOMEN & THE LAW SECTION OF THE DELAWARE STATE BAR ASSOCIATION

BIO

Dena Lefkowitz is a former lawyer turned career coach and founder of Achievement by Design LLC℠, where she works with attorneys on business development, career advancement and professional growth. A former litigator and general counsel, she brings firsthand knowledge of the legal profession to her coaching practice.

Dena is the author of *Winning in Your Own Court: 10 Laws for a Successful Career Without Burning Out or Selling Out*, published by the American Bar Association and winner of multiple national book awards. She is a frequent speaker and writer on professional development, rainmaking, and leadership. She writes the “Coach’s Corner” column for *The Legal Intelligencer* and *Law.com*. Dena lives in Wilmington, Delaware.

Can we talk?

How to effectively
tackle tough topics
with clients, co-workers, and more



Dena Lefkowitz, Esq., PCC
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What we will discuss today:

1. What constitutes a tough topic?
2. Understanding the distress behind "we need to talk".
3. Why get good at it?
4. Transforming a tough topic into a candid conversation.



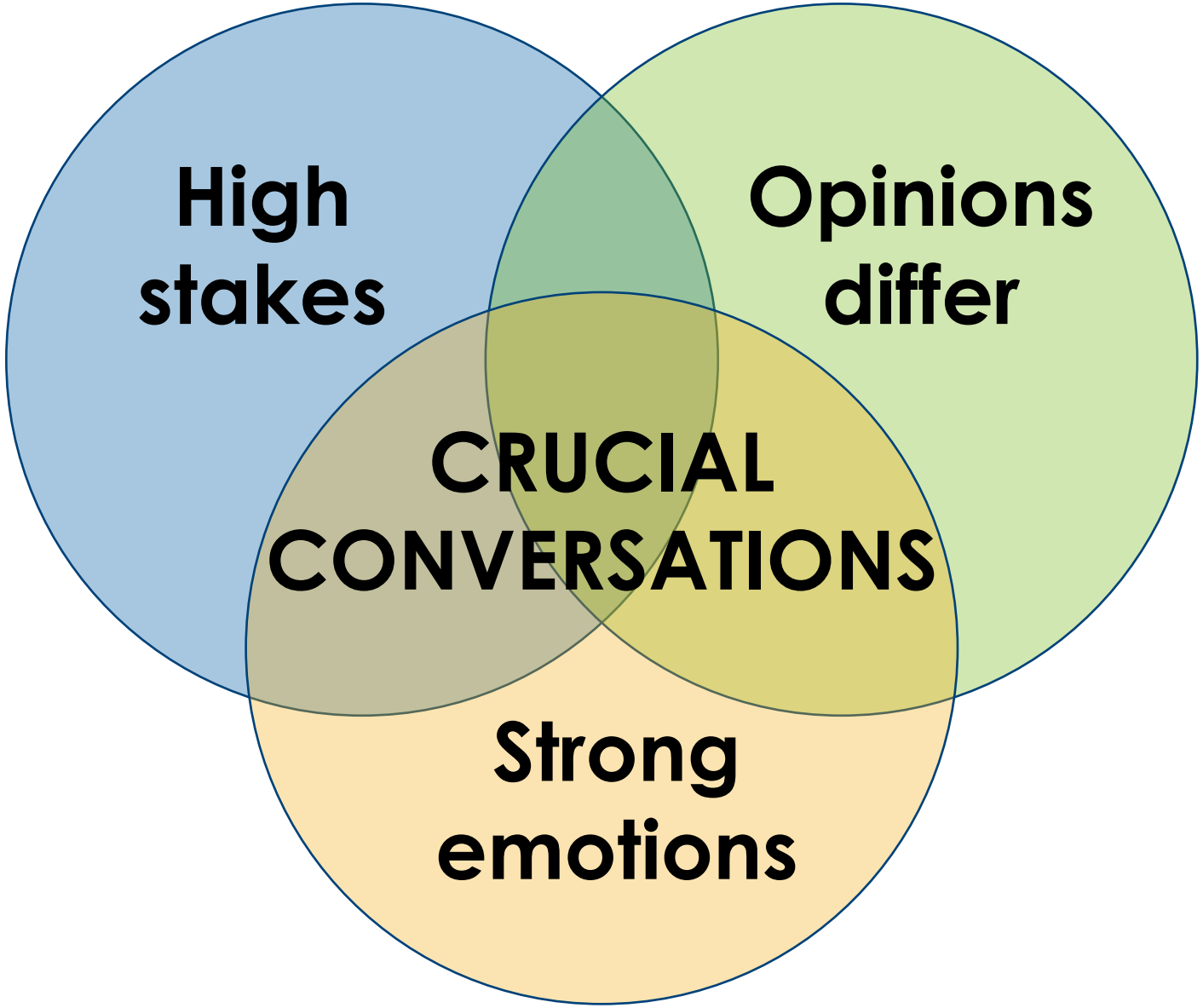
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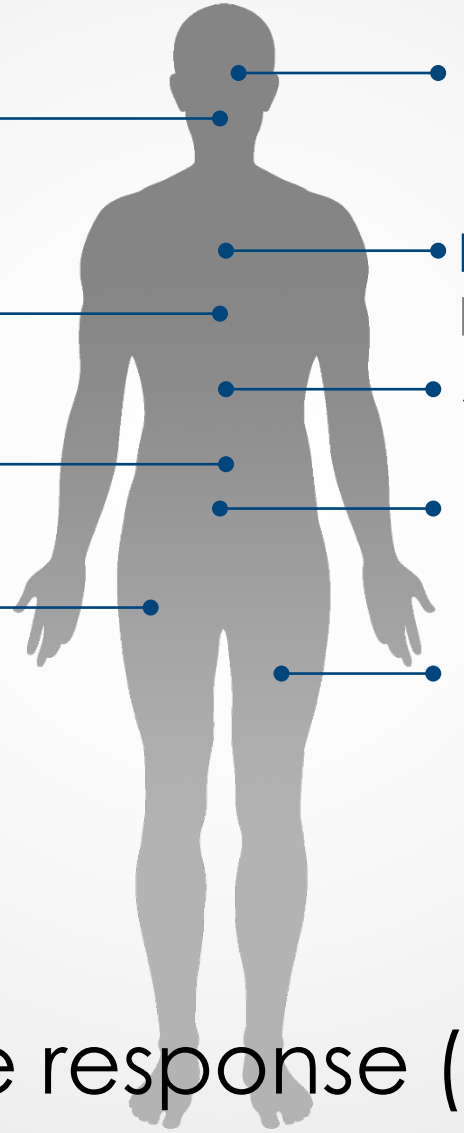
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3. Why get good at it?
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Source: Al Switzler, Joseph Grenny, and Ron McMillan, Crucial Conversations: Tools for Talking When Stakes Are High.

2. Understanding the science behind the distress



Saliva
Flow decreases

Lungs
Quick, deep breathing

Stomach
Digestive enzymes decrease

Muscles
Become tense; trembling occurs

Eyes
Pupils dilate

Heart
Beats faster & harder

Skin
Blood vessels constrict; chills & sweats

Bowel
Food movement slows down

Blood vessels
Blood pressure increases;
major vessels dilate

Fight, flight or freeze response (Amygdala highjack)


I am so unhappy.
I'll never get it.
No one likes me.
I'm too old.
I feel hopeless.
I'm too stupid.
I'm afraid
What if I get hurt again?
I'll never get it.
It will never
I'm not funny.
I'll fail.
I'm damaged.
I'll fail.
Missed my chance.
I'm getting too old.
I don't deserve a raise
I am a doormat.
I've already failed.
I feel hopeless
I'm damaged.
I'm just a loser.
I'll fail.
I don't deserve a raise.
I can't do anything right.
I'm too stupid.
I'll never get it.



Dena Lefkowitz, Esq., PCC

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Tackling Tough Topics: Why Get Good at It?

The Law Requires It

Relationships Need It

Business Demands It



Rules of Professional Conduct

Preamble: A lawyer's responsibilities.

[2] As a representative of clients, a lawyer performs various functions. As advisor, a lawyer **provides a client with an informed understanding** of the client's legal rights and obligations **and explains their practical implications.**

Tackling Tough Topics: Why Get Good at It?

Rule 1.4. Communication

(a) A lawyer shall: « Rule 1.4. » (1) **promptly inform** the client of any decision or circumstance with respect to which the client's informed consent, as defined in Rule 1.0(e), is required by these Rules; (2) **reasonably consult** with the client about the means by which the client's objectives are to be accomplished; (3) keep the client reasonably informed about the status of the matter; (4) promptly comply with reasonable requests for information; and (5) consult with the client about any relevant limitation on the lawyer's conduct when the lawyer knows that the client expects assistance not permitted by the Rules of Professional Conduct or other law. (b) **A lawyer shall explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation.**

Tackling Tough Topics: Why Get Good at It?

Rule 1.4. Communication

Comment

[4] A lawyer's regular communication with clients will minimize the occasions on which a client will need to request information concerning the representation.



Tackling Tough Topics: Why Get Good at It?

Rule 2.1. Advisor

In representing a client, a lawyer shall exercise independent professional judgment and **render candid advice**. In rendering advice, a lawyer may refer not only to law but to other considerations, such as moral, economic, social and political factors, that may be relevant to the client's situation.

Tackling Tough Topics: Why Get Good at It?

Comment to Rule 2.1

[1] Scope of Advice. — A client is entitled to **straightforward** advice expressing the lawyer's **honest assessment**. Legal advice often involves unpleasant facts and alternatives that a client may be disinclined to confront. In presenting advice, a lawyer endeavors to sustain the client's morale and may put advice in as acceptable a form as honesty permits. However, a lawyer should not be deterred from giving **candid** advice by the prospect that the advice will be unpalatable to the client.

Tackling Tough Topics: Why Get Good at It?

The Law Requires It

Relationships Need It

Business Demands It



Tackling Tough Topics: Why Get Good at It?

The Law Requires It
Relationships Need It
Business Demands It





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It pays to have
a system, a strategy, a plan.



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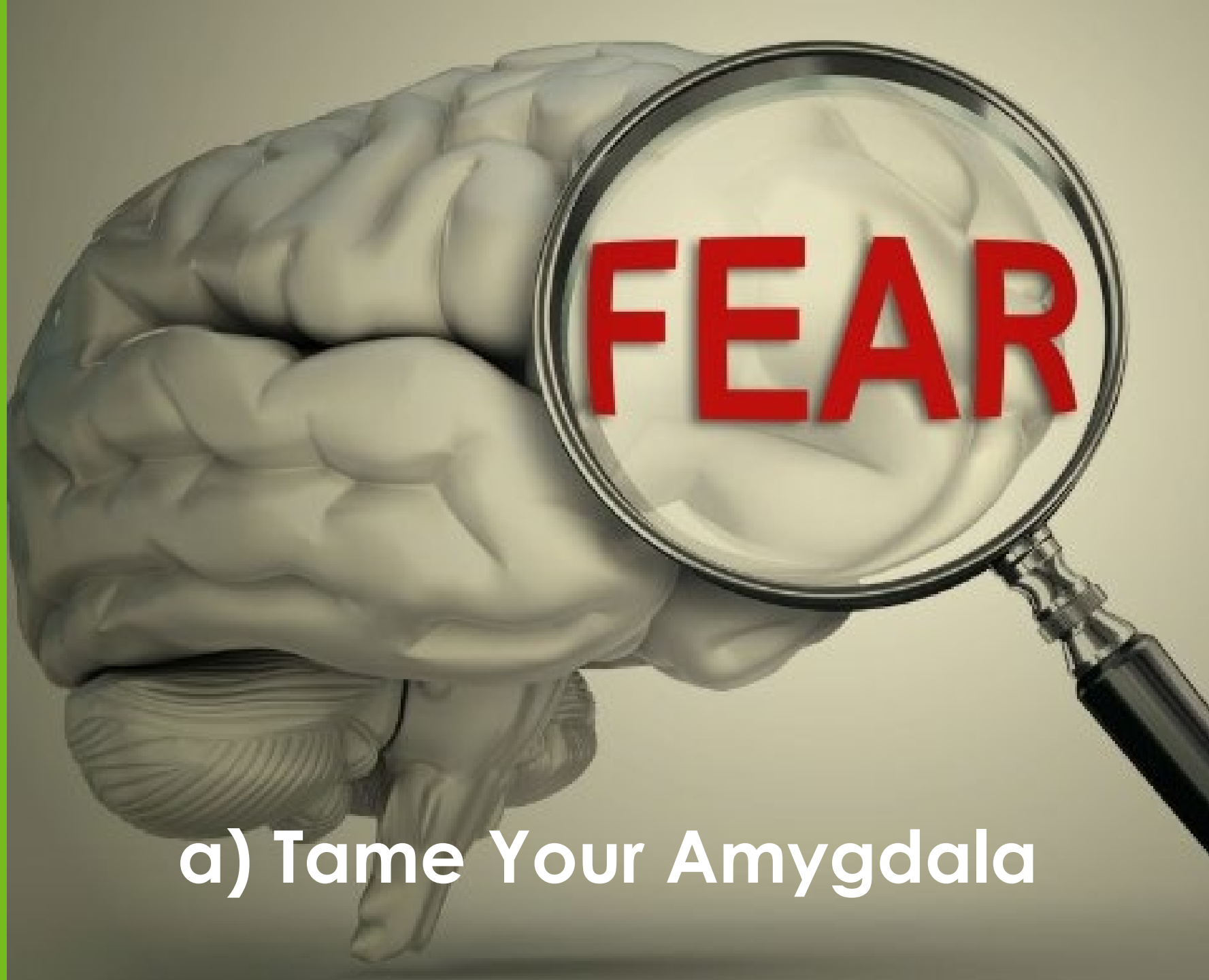
a) **Start with you**
b) Create a safe environment
c) Master your stories
d) Transforming the conversation

When you need to broach a tough topic, ask yourself these questions to set the stage:

- What do I really want for myself?
- What do I really want for the other person?
- What do I really want for the relationship?
- How would I behave if really wanted these results?

Source: Al Switzler, Joseph Grenny, and Ron McMillan, Crucial Conversations: Tools for Talking When Stakes Are High.

a) **Start with you**
b) Create a safe environment
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a) Tame Your Amygdala

a) **Start with you**
b) Create a safe environment
c) Master your stories
d) Transforming the conversation

What is your default stress response?

a) Start with you

b) Create a safe environment

c) Master your stories

d) Transforming the conversation



a) Start with you
b) **Create a safe environment**
c) Master your stories
d) Transforming the conversation

Make a point of observing others:

- Notice shifts in behavior.
- Have they gone quiet?
- Are they interrupting or getting sharp?
- Are they trying to wrap up the meeting abruptly?

a) Start with you
b) Create a safe environment
c) Master your stories
d) Transforming the conversation



When someone is triggered, don't ignore it.

Restore safety using one of these techniques:

- Apologize
- Contrast (don't/do statement)
- Seek a mutual purpose

a) Start with you
b) **Create a safe environment**
c) Master your stories
d) Transforming the conversation

Don't get sidetracked by safety problems

- Silence and attacks are usually signs of feeling unsafe.
- Recode the behavior.

People feel safe when they:

- Trust your motives and
- feel respected

a) Start with you
b) Create a safe environment
c) Master your stories
d) Transforming the conversation

(just because you think
it doesn't make it true)

The Myth of Limited Options:
I only have 2 choices

1. Speak up and make an enemy; OR
2. Suffer in silence and permit a bad choice or status quo to continue

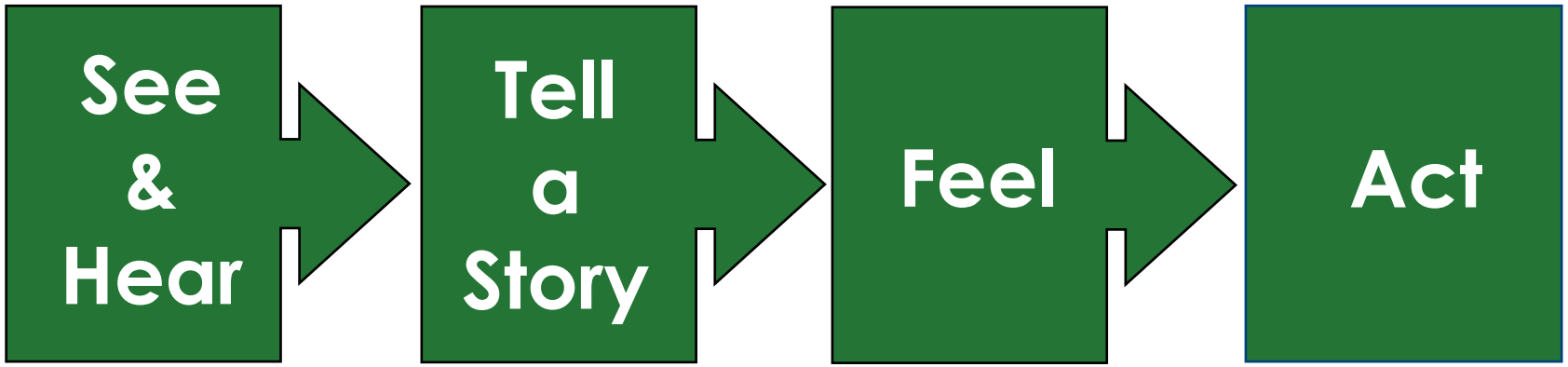
The Reality: Dialogue

Source: Al Switzler, Joseph Grenny, and Ron McMillan, Crucial Conversations: Tools for Talking When Stakes Are High.

a) Start with you
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(just because you think it doesn't make it true)

The Path to Action Model



Source: Al Switzler, Joseph Grenny, and Ron McMillan, Crucial Conversations: Tools for Talking When Stakes Are High.



Victim Stories

"It's not my fault"



Helpless Stories

"I had no choice"



Villain Stories

"It's all your fault"

a) Start with you
b) Create a safe environment
c) **Master your stories**
d) Transforming the conversation

Stories:

- Our internal explanations for what we see and hear.
- Not facts, conclusions.
- Often incomplete, sometimes wrong.
- Once told, they take a life of their own.

a) Start with you
b) Create a safe environment
c) Master your stories
d) Transforming the conversation

To let go of a story, try a **turnaround**. Write down your stressful thoughts and ask yourself:

1. Is it true?
2. Can I absolutely know that it's true?
3. How do I react when I think this thought?
4. Who or what would I be without the thought?

Next, turn that statement around to the self, to the other person or the opposite.

How are they as true as the original statement?

Source: Byron Katie, I need your love – is that true?

a) Start with you
b) Create a safe environment
c) Master your stories
d) Transforming the conversation

Share your facts
Tell your story
Ask for others' paths
Talk tentatively
Encourage testing

Source: Al Switzler, Joseph Grenny, and Ron McMillan, Crucial Conversations: Tools for Talking When Stakes Are High.

a) Start with you
b) Create a safe environment
c) Master your stories
d) **Transforming the conversation**

The Goldilocks approach

Scenario: you think a client lied to you.

Your approach:

- **Too soft:** I'm probably crazy but…
- **Too hard:** How could you lie right to my face?
- **Just right:** It's starting to look like you weren't entirely candid with me. Is that right?

a) Start with you
b) Create a safe environment
c) Master your stories
d) Transforming the conversation

AMPP:
Listening tools for helping others share their paths to action

Ask them to tell their stories
Mirror to confirm feelings
Paraphrase to acknowledge their story
Prime when you're getting nowhere

Source: Al Switzler, Joseph Grenny, and Ron McMillan, Crucial Conversations: Tools for Talking When Stakes Are High

a) Start with you
b) Create a safe environment
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Who are you -
Decider
or
Contributor?

Key Concepts to Remember

- Dialogue is about contributing to make better decisions
- Keep the conversation safe
- Master your stories
- Use your tools

NEXT STEPS

Thank You!

Can We Talk?

How to effectively
tackle tough topics
with clients, co-workers, and more

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Anne Collins Duch, DPT, WCS, E-RYT 500 is a Doctor of Physical Therapy specializing in pelvic health, with particular expertise in menopause-related challenges and nervous system resilience. She integrates nearly three decades of clinical experience with advanced yoga training, blending evidence-based physical therapy with the principles of traditional yogic practice.

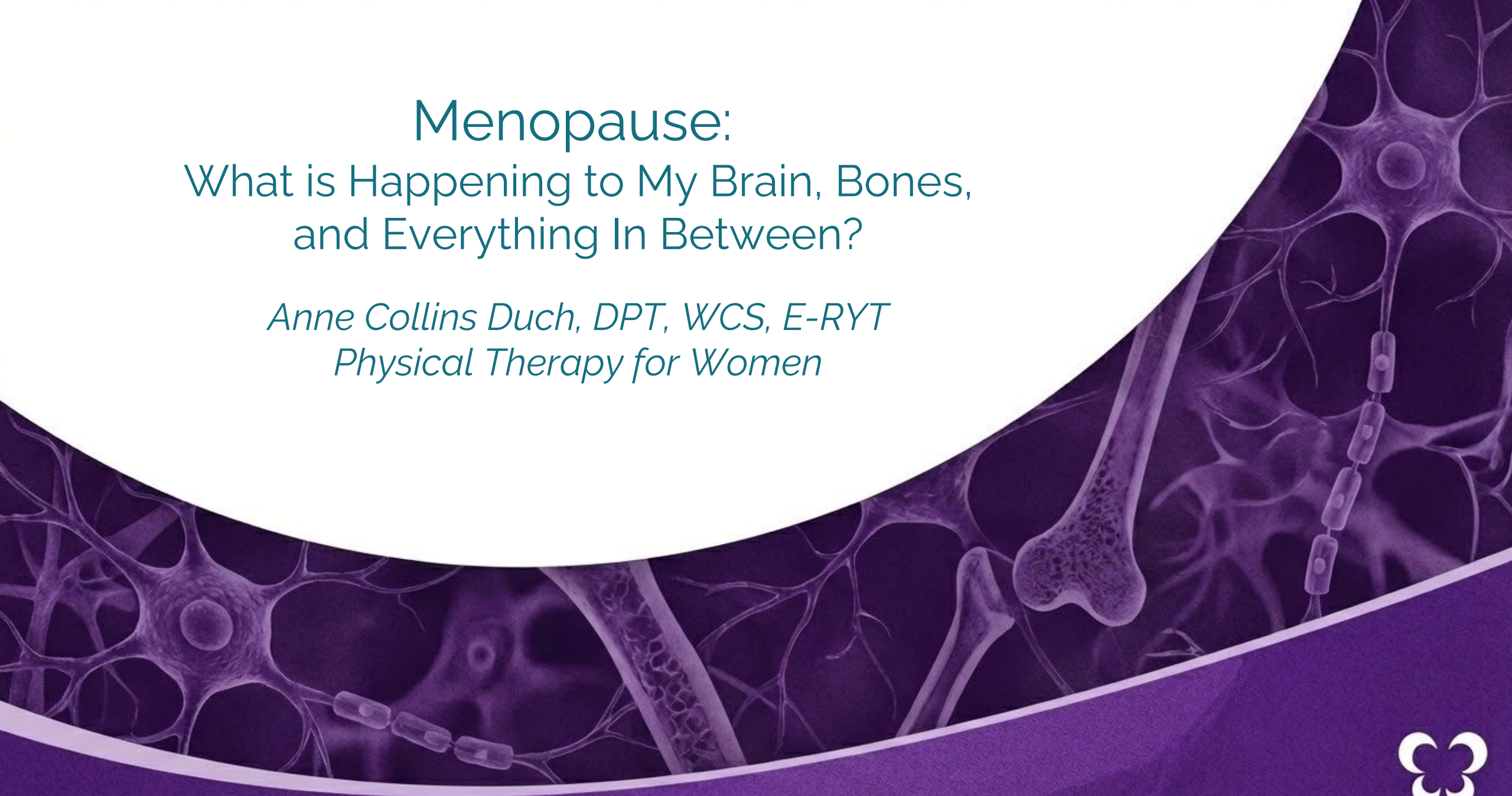
Dr. Duch's clinical work centers on the often-ignored women's health-related factors that influence professional sustainability, including the treatment of pregnancy and postpartum-related pain, bladder and bowel health, pelvic pain, bone health, sleep disruption, as well as the cognitive and physiological shifts of menopause. She integrates evidence-based physical therapy with advanced yoga training to support long-term strength, performance, longevity and resilience — critical components for women navigating demanding careers.

She maintains a specialty, private PT practice within Sadhana Yoga Studio where she also teaches several perinatal and vinyasa classes weekly. She has amassed a respectable IG following as @ptforwomen and is building a related online educational library, which can be found at www.anneduch.com.



Menopause:
What is Happening to My Brain, Bones, and Everything In Between?

Anne Collins Duch, DPT, WCS, E-RYT
Physical Therapy for Women





Hi, I'm Dr. Anne Duch (sounds like Duke) and I am a pelvic health physical therapist and yoga teacher who is passionate about helping women navigate health challenges and optimize wellness throughout every stage of their life.

I own a specialty P.T. practice located within Sadhana Yoga Studio in North Wilmington where my amazing colleague and I treat a variety of orthopedic and pelvic health conditions - and where I also teach several perinatal and vinyasa yoga classes per week.

I am building an online education library, where I offer guidance on nervous system regulation, the treatment of bladder urgency, bone health, and the development of a breath work practice.

Today's Agenda:

- Define Perimenopause & Menopause
- Review the Common Menopausal Symptoms
- Discuss the Purpose of Hormones
- Examine the History of Menopause
- Evaluate Challenges Specific to Brain, Bones, and Pelvic Health
- Appraise Strategies to Address Menopause-Related Symptoms



Lifespan Considerations:

What physical and emotional challenges have you experienced up to this point?

- social determinants of health
- adverse childhood experience
- family structure
- cultural expectations
- pressure to succeed
- illness or disability

Lifespan Considerations:

What transitional times has your body experienced up to this point?

- puberty
- young adulthood transitions
- athletic pursuits
- professional pursuits
- potential pregnancies
- postpartum optimization
- fertility challenges
- life pursuits
- family care-taking
- perimenopause
- menopause
- wise womanhood

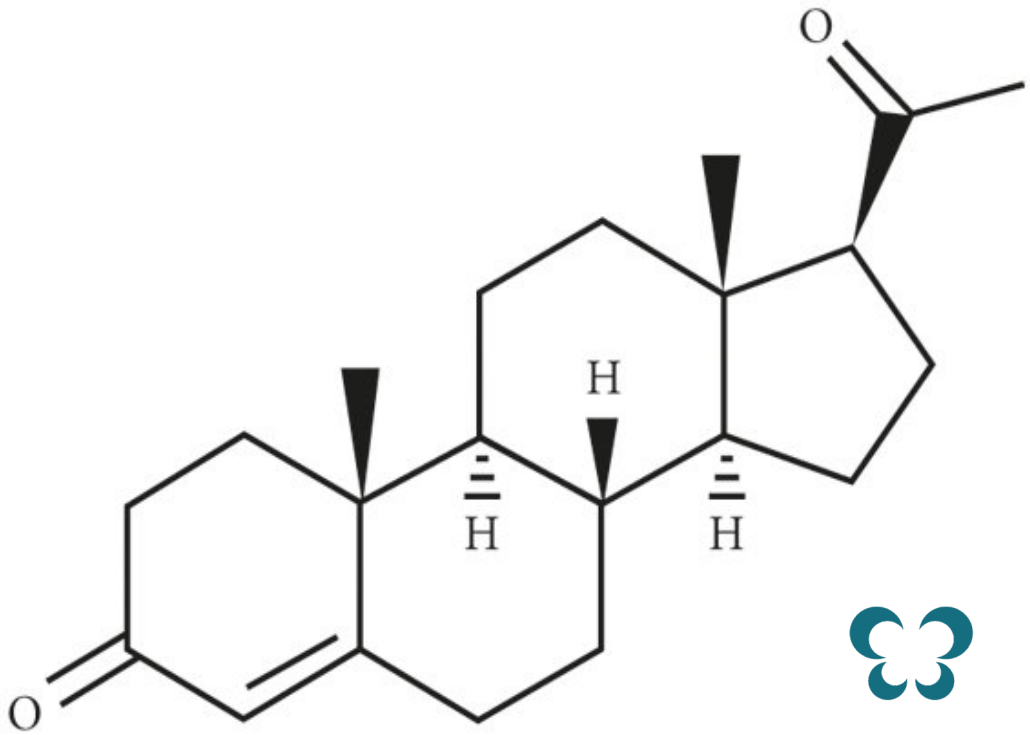
Pause for a hormone discussion time-out.



Hormones 101

messenger chemicals
released by a cell or a gland
in one part of the body that
affect cells or a gland in other
parts of the body

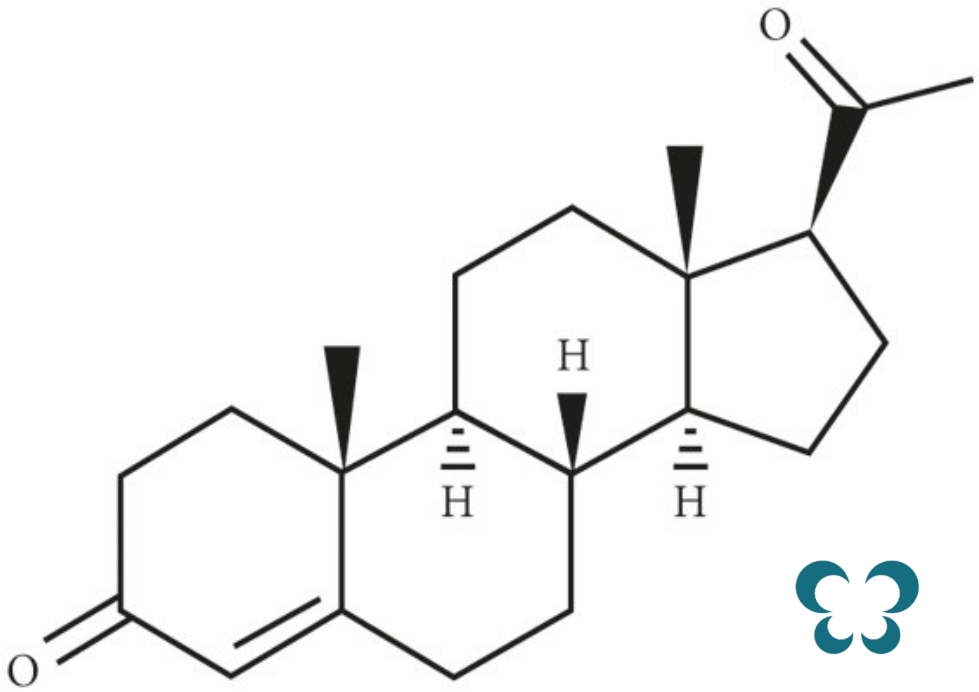
(Endocrine System)

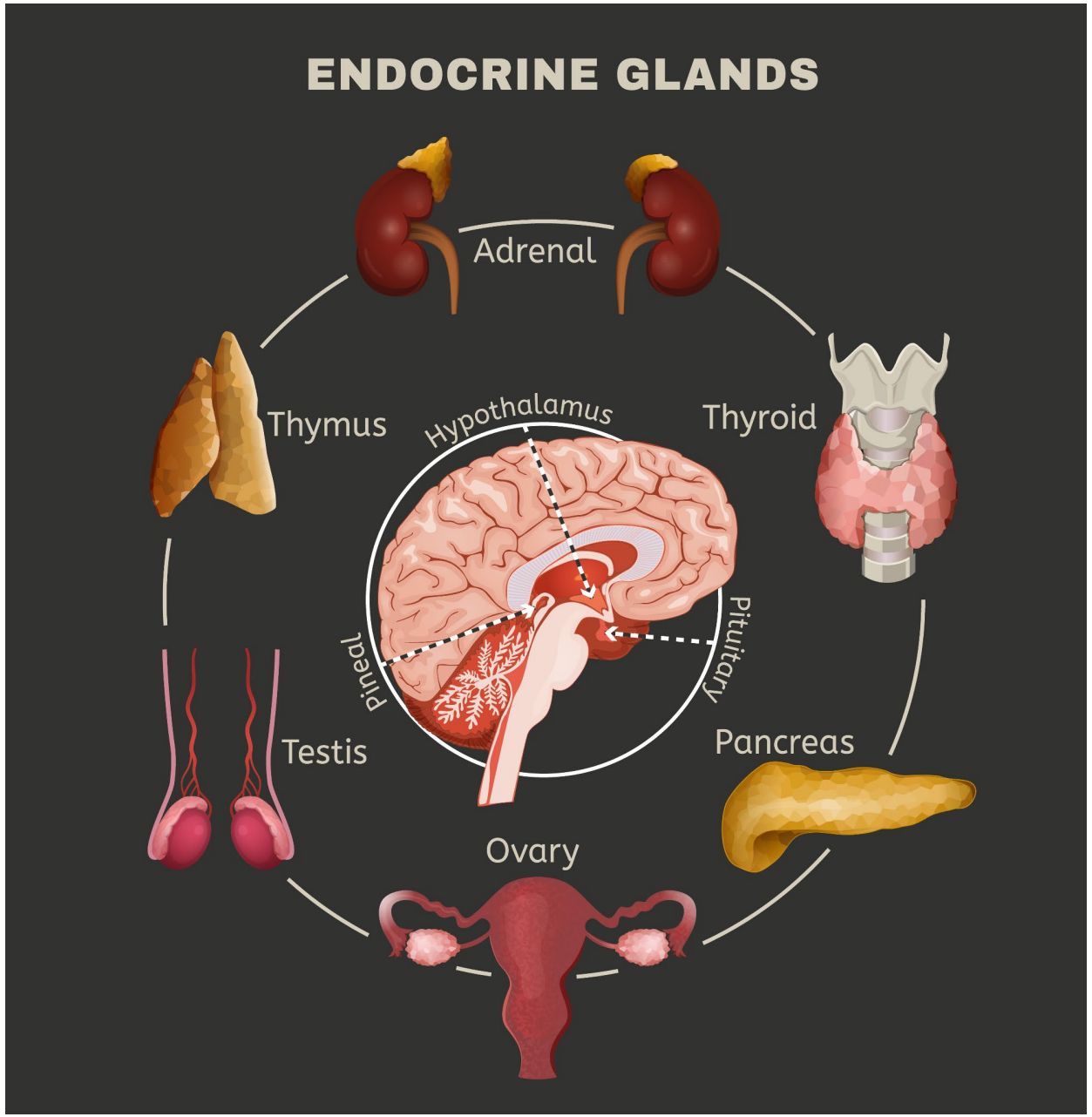


Hormones 101

Control bodily processes like:

- metabolism
- internal homeostasis - blood pressure, blood sugar regulation, body temperature, electrolyte and fluid retention
- growth and development
- sexual function
- reproduction
- sleep-wake cycle
- mood




ENDOCRINE GLANDS
Adrenal
Thymus
Hypothalamus
Thyroid
Pineal
Pituitary
Testis
Pancreas
Ovary

Hormone Types

thyroid hormones (T3 and T4)	regulates metabolism, energy production, and body temperature	thyroid gland
growth hormone (GH)	stimulates growth, cell repair, and metabolism	pituitary gland
oxytocin	“love hormone”, promotes bonding and childbirth process	hypothalamus
melatonin	regulates sleep-wake cycle	pineal gland
adrenaline (epinephrine)	increases heart rate and energy, “fight or flight” response	adrenal gland
cortisol	“stress hormone”, regulates metabolism, immune response and stress	adrenal gland
insulin	regulates blood sugar levels by helping cells absorb glucose	pancreas

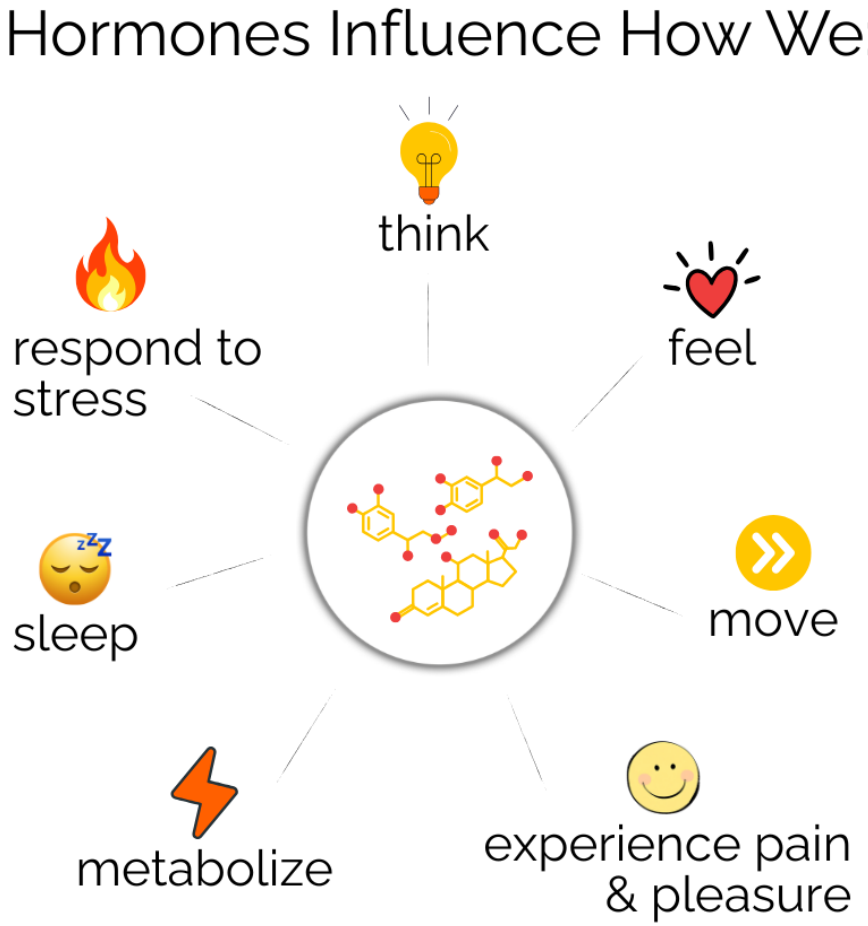


Hormone Types

serotonin	influences mood, digestion, and sleep	gastrointestinal tract and brain
follicle-stimulating hormone (FSH)	stimulates the growth of ovarian follicles	pituitary gland
luteinizing hormone (LH)	triggers ovulation	pituitary gland
prolactin	promotes milk production after childbirth	pituitary gland
parathyroid hormone (PTH)	regulates calcium levels in the blood	parathyroid glands
aldosterone	regulates blood pressure by controlling sodium and potassium levels	adrenal glands

Menopause “Big 3”

estrogen (3 types)	regulates the female reproductive system, supports bone health, and influences mood and skin health	ovaries, small amounts in adrenal glands and fat tissues
progesterone	prepares the uterus for pregnancy, balances the effects of estrogen, and supports mood regulation	ovaries and adrenal glands
testosterone	promotes muscle mass, libido, and bone density; important for both men and women	ovaries and adrenal glands



- puberty
- young adulthood transitions
- athletic pursuits
- professional pursuits
- potential pregnancies
- postpartum optimization
- fertility challenges
- life pursuits
- family care-taking
- perimenopause
- menopause
- wise womanhood

What is perimenopause?

- transitional phase when ovarian reserve (i.e., egg count) is rapidly diminishing and the brain-ovaries go into overdrive in an effort to release an egg
- production of estrogen, progesterone, and testosterone rises and falls more unpredictably
- after egg reserve is completely depleted, hormones return to prepubescent levels

When does perimenopause occur?

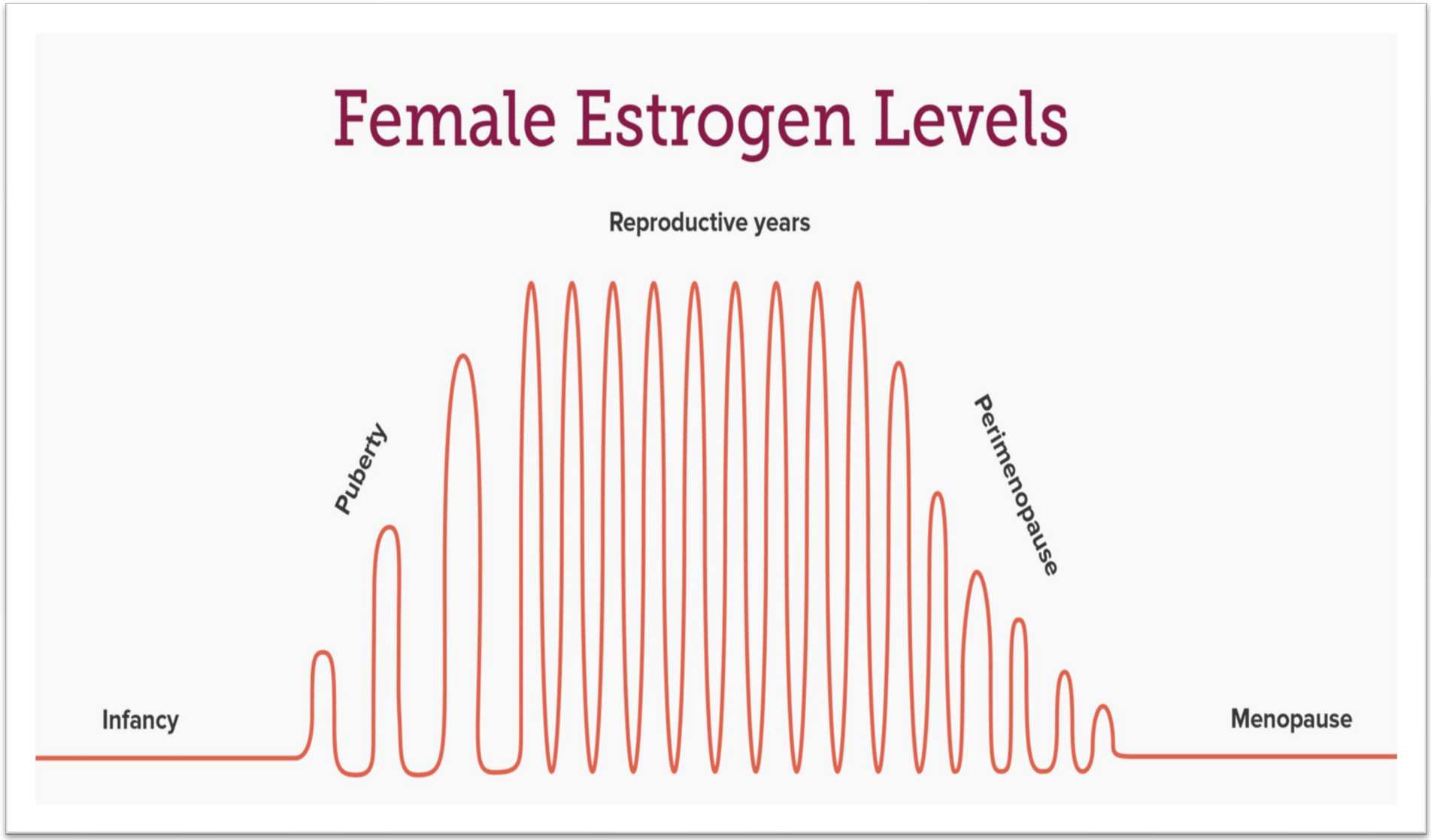
35-55 years of age

How long does perimenopause last?

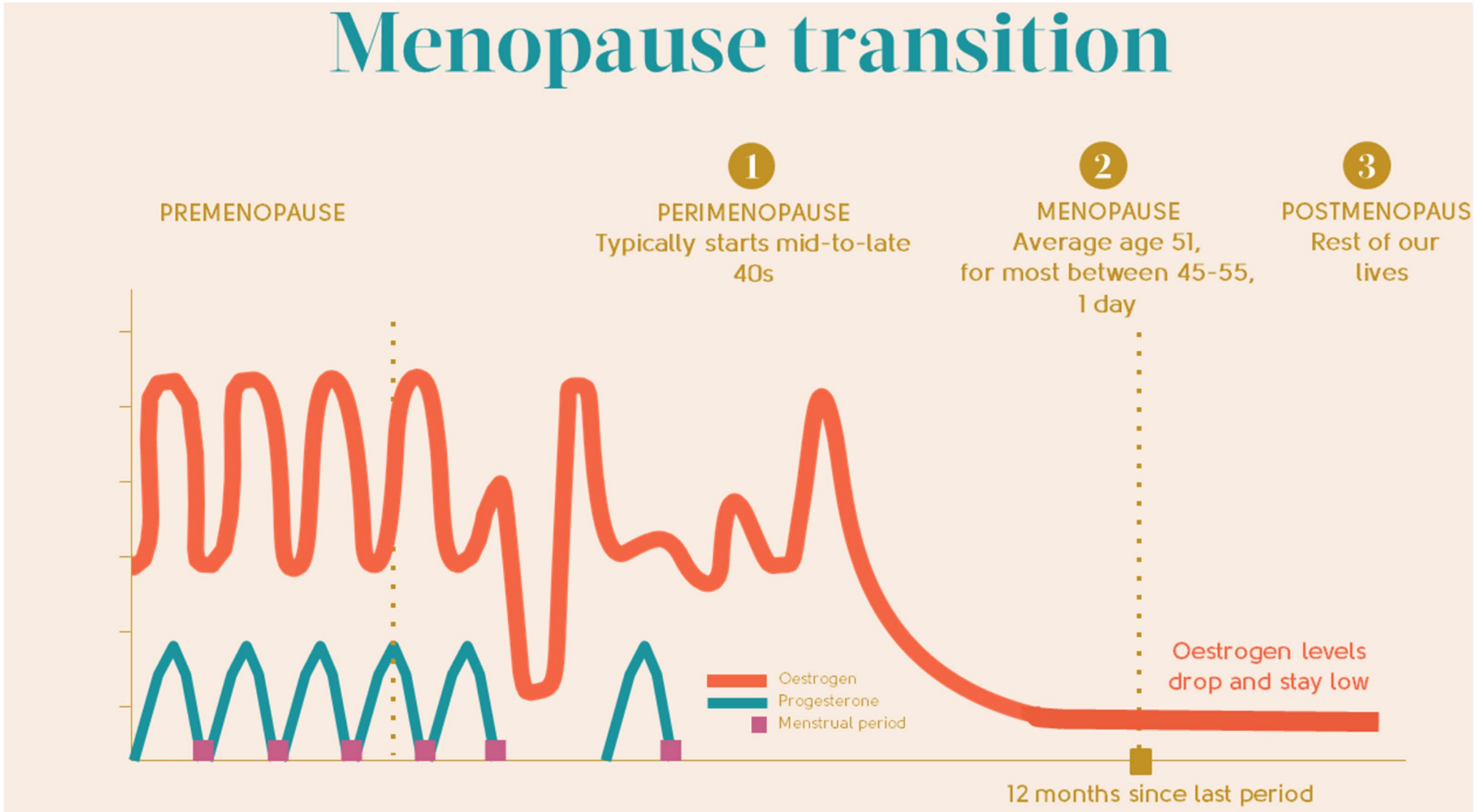
4-8 years

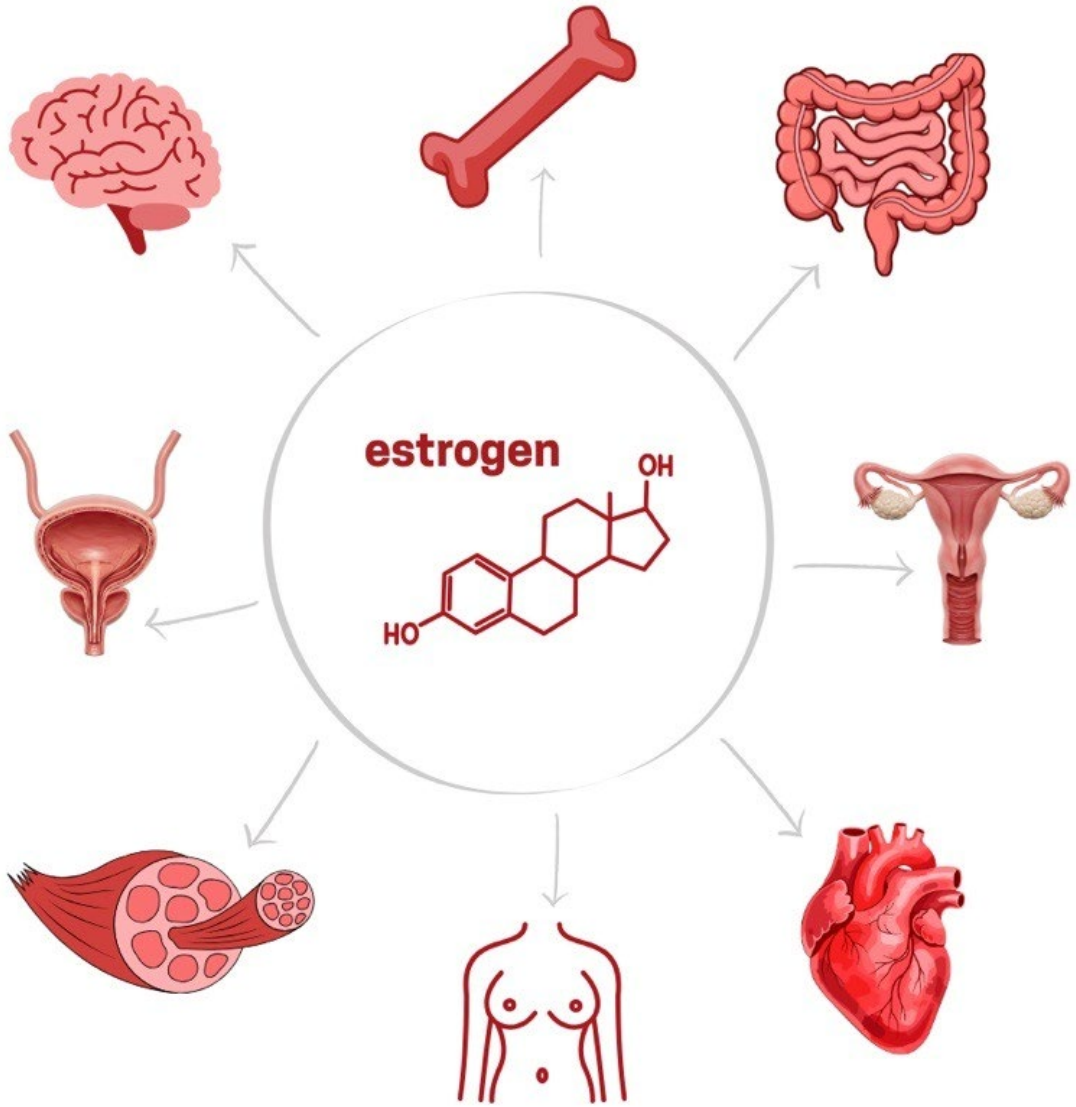
What is menopause?

- defined as 1 year after the last menstrual cycle
- marked by near complete loss of estrogen and progesterone & very low testosterone
- average age in U.S. = 51 y.o.

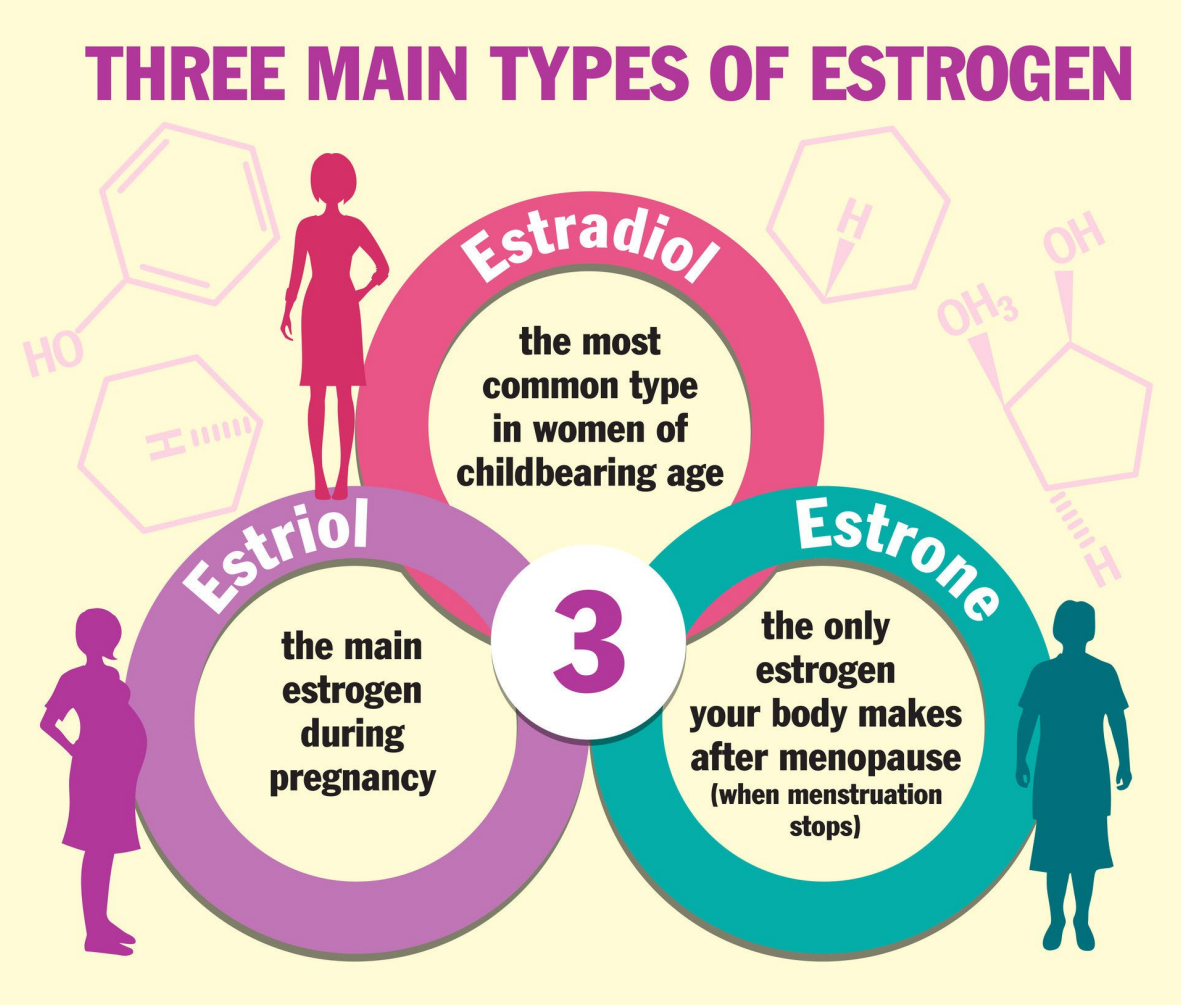

Female Estrogen Levels
Reproductive years
Puberty
Perimenopause
Infancy
Menopause

Menopause transition





Estrogen receptors exist throughout the entire body.



Estrogen is a protective hormone. Of the 3 types of estrogen, estradiol (E2) is the most powerful.

- brain fog / forgetfulness
- hot flashes
- sleep disruption
- period irregularity
- joint pain
- low libido
- heart palpitations
- G.I. distress
- bloating

What are some common symptoms of perimenopause?

- chronic cough
- frozen shoulder
- itchy ears
- urinary urgency
- ringing in the ears
- mental health changes
- vaginal dryness
- painful intercourse
- hair thinning/loss

What are some common symptoms of perimenopause?

- bone health changes
- cholesterol / BP changes
- muscle mass changes

What are potential not-so-symptomatic results of menopause (until down the road)?

Commonly held beliefs about menopause largely depend on the lens through which it is viewed, as well as how it is being viewed in historical context.

How do you (and your care provider) view menopause?

- Is it a taboo subject?
- Is there a cultural bias toward youth and beauty?
- Does it cause a susceptibility toward illness?
- Is it a natural process to “get through”?
- Is there a tolerance toward “acceptable” amount of suffering?

Treatment options and research dollars toward learning more about menopause’s effect on health and well-being also follow cultural and historical context.

Commonly held beliefs about menopause largely depend on the lens through which it is viewed, as well as how it is being viewed in historical context.
How do you view menopause?

- Are you happy about the next stage of life?
- Do you consider this a period of maturity and wisdom?
- Do you have more clarity about my life's purpose?
- Do you believe relief will be found as I move into this next phase?

Treatment options and research dollars toward learning more about menopause's effect on health and well-being also follow cultural and historical context.

History of Menopause

Ancient Egypt and Greece (circa 2000 BCE - 400 BCE)

Menstrual irregularities attributed to an imbalance of bodily humors or divine causes.

Hippocrates (460-370 BCE)

The “Father of Medicine” noted that menstruation typically stopped around the age of 40; did not recognize menopause as a specific phase of life.

Middle Ages (500-1500 CE)

Women's health was interpreted through religious and mystical lenses; aging women were viewed with suspicion or as witches due to societal fears of aging and the unknown.

Renaissance (14th-17th Century)

There was renewed interest in human biology and medicine; older women were marginalized & menopause was still unrecognized in medical literature.

History of Menopause

17th Century:
Early Medical Recognition

Coined by French physician Charles-Pierre-Louis de Gardanne, the term "menopause" started to emerge in medical literature.

18th Century:
The Enlightenment

Menopause began to be recognized as a distinct phase of life, but it was often pathologized.

19th Century

Menopause was associated with hysteria, melancholy, and other psychological conditions and treated with extreme measures, including leeches, purging, and hysterectomies.

Early 20th Century

Advances in endocrinology led to the identification of estrogen as a key female hormone and linked to the symptoms of menopause.

History of Menopause

1940's and 1950's

Hormone replacement therapy (HRT) was developed as a treatment for menopause symptoms and hailed as a way to "cure" menopause and prevent aging.

Latter half of the 20th Century

The feminist movement began to challenge the medicalization of menopause; women started to reclaim menopause as a natural stage of life and seek out alternative management.

21st Century

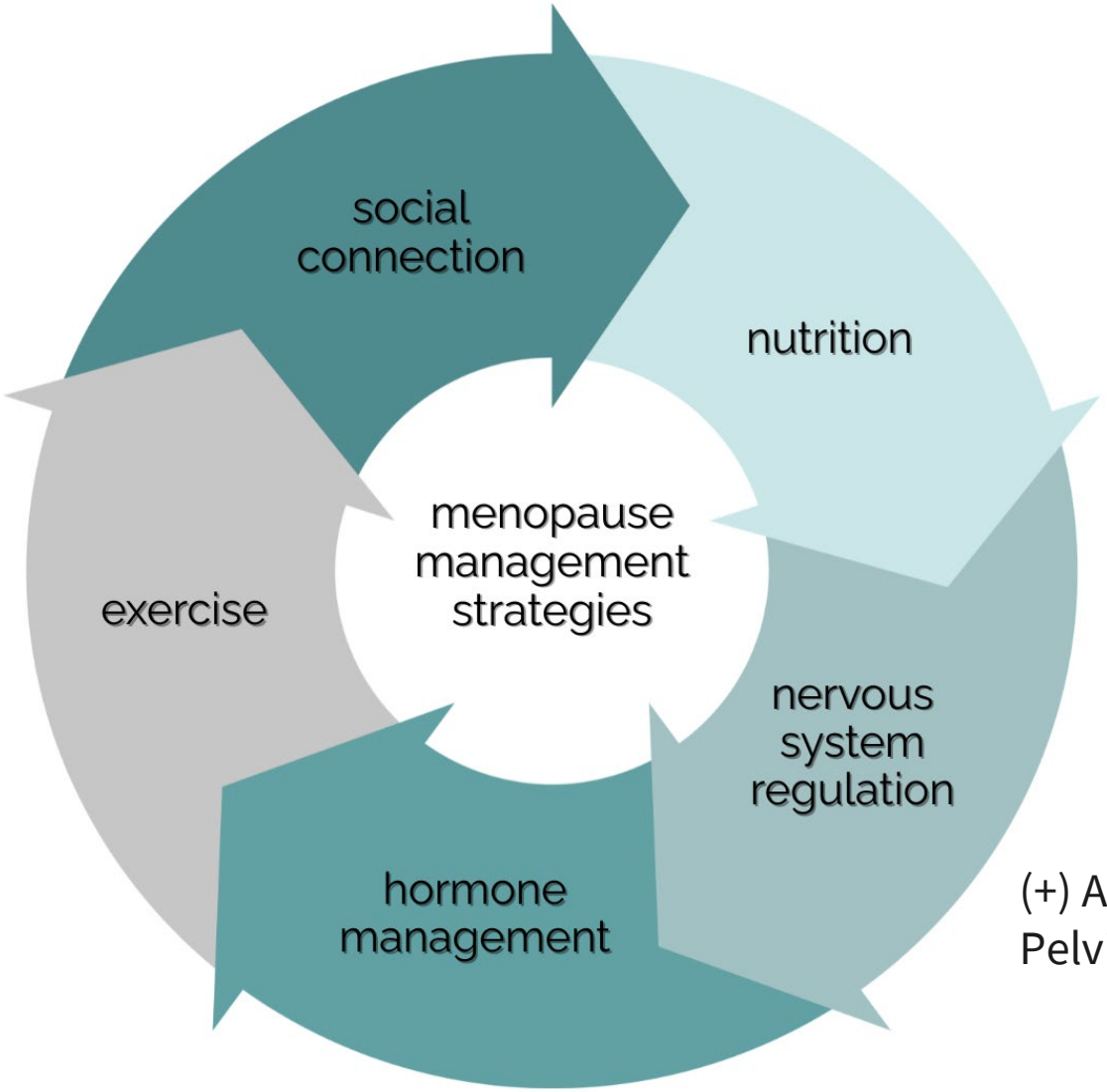
Menopause is understood as a natural biological process that marks the end of a woman's reproductive years; no longer considered a disease. ***Congress mandates that women be included in clinical research studies - in 1993.***

2002 WHI:
The Aftermath

This large, government funded, research trial was halted due to "poor outcomes" which put HRT on the backburner for 2 decades (inappropriately).


That's all really great.
Now what do we actually DO about it?

Current Best Evidence-Based Approach for Managing Perimenopause ➞ Menopause Transition



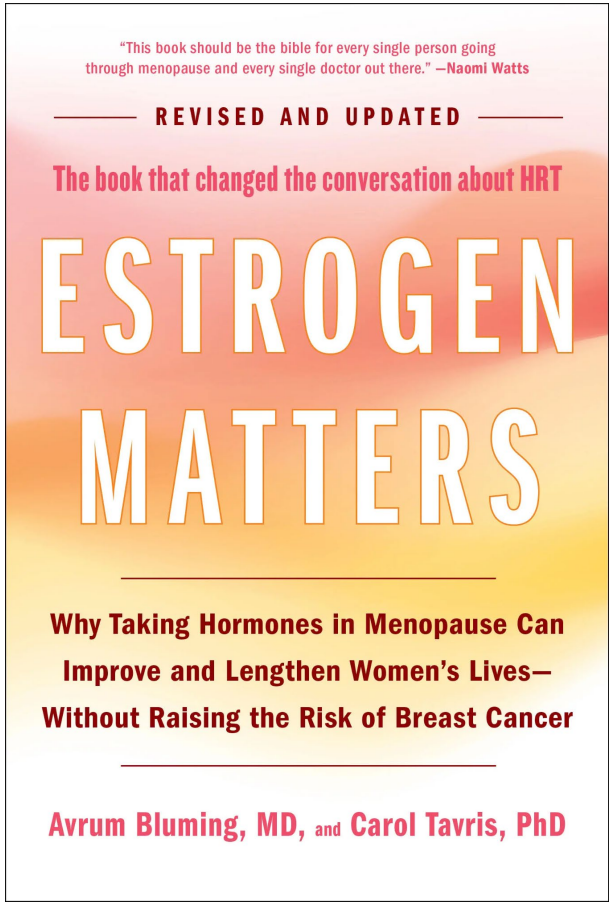
(+) Adequate Sleep &
Pelvic Physical Therapy

Menopausal Hormone Therapy
(dose and delivery matter)

- systemic estradiol - for bone health, thermo-regulatory symptoms, joint pain; may be taken by patch, gel, or orally
- systemic progesterone - for sleep disruption, anxiety, and required if taking estrogen with intact uterus; best taken orally
- testosterone - for low libido, brain fog, w/o recovery; may be taken via troche, injection, transdermally

Systemic MHT best initiated within 10 year window of menopause onset - but thoughts on this are changing.

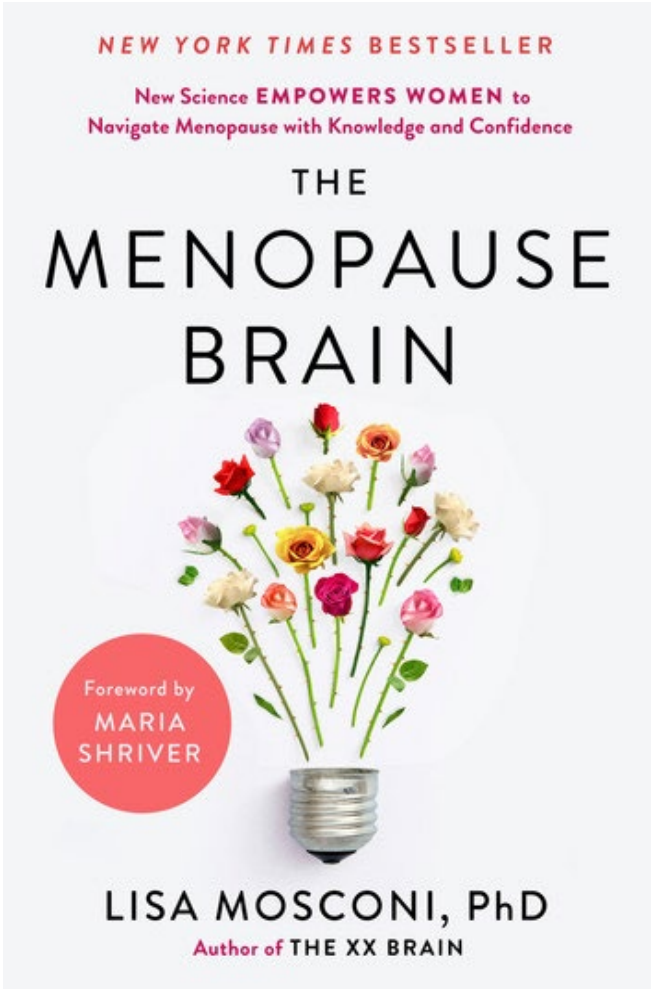
My Favorite Book Recommendation Regarding MHT



Impact of Menopause on the Brain

- There are changes in brain structure, connectivity, and metabolism occur as estrogen levels drop during perimenopause.

- The good news is that in postmenopausal women, it is believed that many of these **biomarkers stabilize or even recover** toward a new baseline, suggesting the brain's adaptation to the hormonal shift.



Best Brain / Nervous System Strategies

- protect adequate sleep (quantity & quality)
  - hormone management considerations
- meditation
- vagus nerve snacks
  - breath work - longer exhale, crier, raspberries, box
  - touch points - brain stem, cheek blow outs, heart circles
  - movement snacks - rhythmic sway/bounce, eye yoga
- walk / dance / music
- co-regulate with friends, family, pets, community

Impact of Menopause on Muscles & Joints: Musculoskeletal Syndrome of Menopause (MSM)

The estrogen (and testosterone) receptive tissues of bones, muscles, joints, fascia and tendons are often affected by the loss of hormones resulting in:

- Sarcopenia
- Osteopenia / Osteoporosis
- Arthralgia (in the absence of other inflammatory disease)
- Joint stiffness

Impact of Menopause on Bone Health: Osteopenia & Osteoporosis

- Osteoporosis is a condition of adolescence that manifests in late adulthood.
- Majority of bone health changes take place 1-3 years within the onset of menopause.
- DEXA scans recommended at age 65 - that is too late!
- Estrogen is hugely bone protective.
- LOAD and impact is necessary for building or maintaining bone tissue.
- Proper fueling and rest & recovery is imperative for bone health.

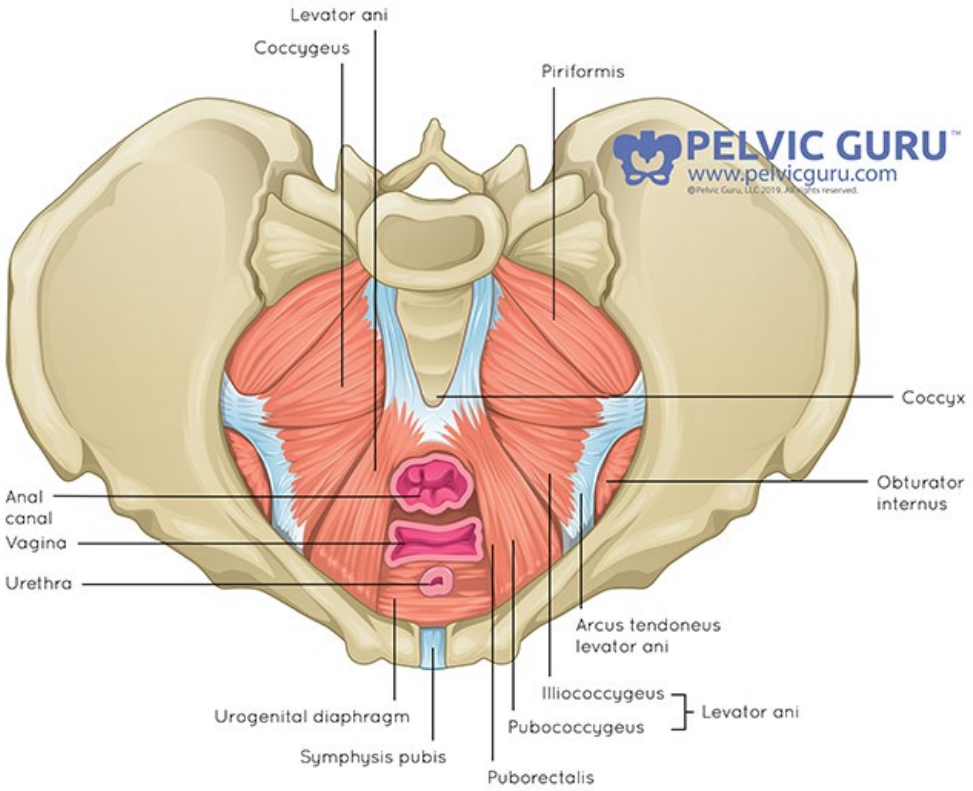
Exercise Focus for MSM & Bone Health Considerations:

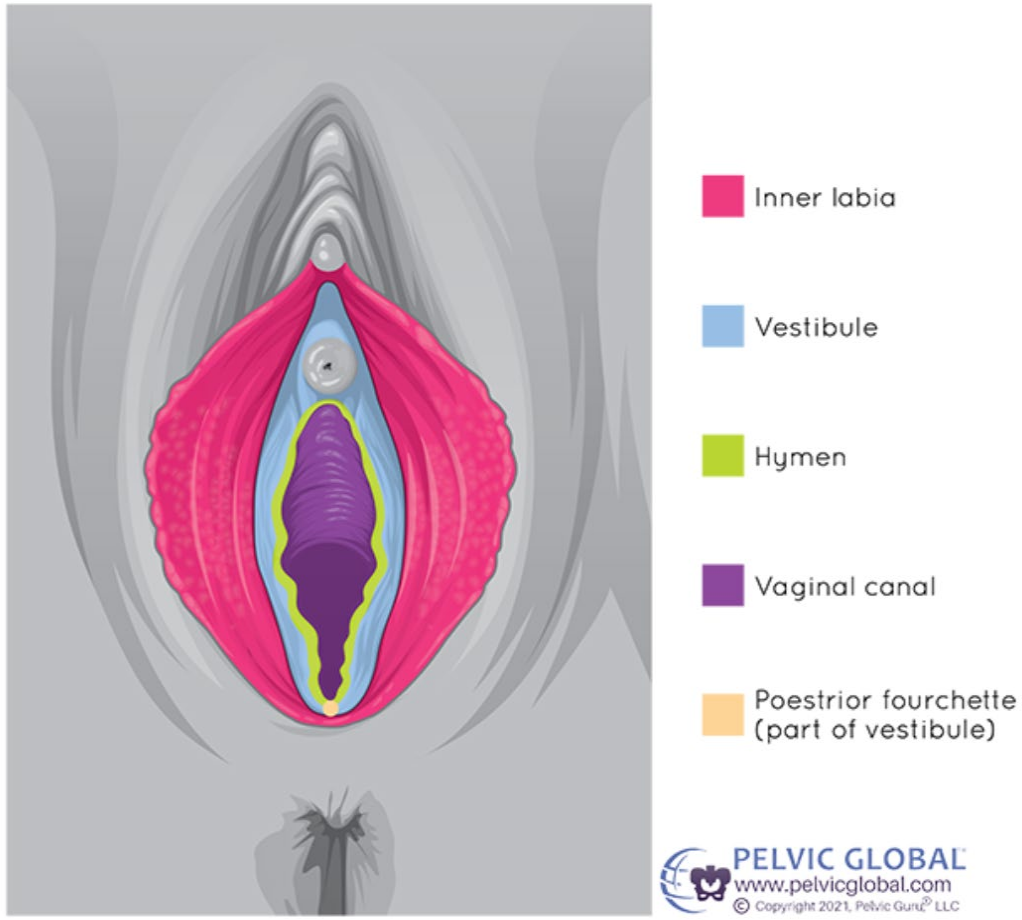
- mobility - yoga & movement snacks
- resistance training - load gets heavier progressively
- plyometrics / explosive mvmts - jumping & sprinting
- balance - challenge vestibular system & proprioception
- nervous system regulation - vagus nerve strategies & meditation

Fueling for MSM & Bone Health Dietary Considerations:

- adequate protein - 30-40 grams per meal / 100 grams per day
- sufficient fiber - 25 grams per day
- calcium - >1200 mg per day (food better than supplements)
- vitamin D3 / K2 - 2000 IU supplementation
- creatine - 5 grams per day

Impact of Menopause on the Tissues “Down There”: (but first an anatomical tour)





Genitourinary Syndrome of Menopause (GSM):

- tissue atrophy
- vaginal dryness & burning
- increased urinary tract infection frequency
- leaking
- worsening prolapse symptoms
- decreased vaginal canal extensibility
- pain with intercourse

Topical Vaginal Estrogen

- For treatment of GSM - dryness, urinary leakage, pain with intercourse, chronic UTI's
- Not a systemic treatment / localized to the tissues it touches
- Can be used with systemic HRT
- **Topical vaginal estrogen / DHEA is safe and can be initiated at any time by all. It is the most under-utilized strategy for pelvic health in menopause.**



Conditions for Which Pelvic Health Physical Therapy Can Be Helpful (Shameless Plug)

- Urinary Incontinence & Frequency
- Constipation
- Prolapse
- Pain with Intercourse
- Osteoporosis
- Balance-related Challenges
- Musculoskeletal Pain

What is happening to your brain, your bones, and everything in between during menopause?

Your brain is plastic - train it.

Your bones are living tissue - nourish them.

Your muscles are trainable - strengthen them.

Your nervous system is adaptable - lead it.



As you move forward . . .

- Consider your specific health challenges.
- Note where you are doing well.
- Modify the modifiable.
- Offer yourself grace and compassion in the hard parts.
- Partner up with doctors, registered dieticians, trainers, physical therapists, yoga teachers, mental health providers, etc. that can meet you where you are and usher you forward.
- And remember, quick fixes ain't it. This is a long game situation.

I'd love to hear from you!

Dr. Anne Collins Duch
info@anneduch.com
www.anneduch.com
IG - @ptforwomen

Physical Therapy
for Women
www.pt-women.com





Deanna McCoubrie is the owner of The Dressing Room on Main in Mullica Hill, New Jersey, a boutique dedicated to helping women feel confident, credible, and comfortable in their everyday lives. With more than 15 years of retail management experience at iconic fashion institutions including Lord & Taylor, Neiman Marcus, and Saks Fifth Avenue, Deanna brings deep expertise in styling, fit, and wardrobe building.

She holds a degree in Merchandising, Clothing, and Textiles from Florida State University and is known for her down-to-earth, relatable approach to personal style. Deanna believes that when women feel good in their clothes, they show up as the strongest version of themselves — and good things happen.

Deanna lives in South Jersey with her husband and their two children, Cole and Riley. She is honored to be invited to speak at this year's Women and the Law Retreat.

Dress For Success: Showing Up as Your Best Self





- Owner of The Dressing Room on Main
- 15+ Years Retail Management Experience
- Neiman Marcus, Saks Fifth Avenue, Lord & Taylor
- BS in Merchandising, Textiles, and Clothing from Florida State University

“I want people to see the dress but focus on the woman.”

-Vera Wang



“Luxury must be comfortable, otherwise it is not luxury.”

-Coco Chanel



“Style is a way to say who you are without having to speak.”

-Rachel Zoe



“Elegance is timeless.”

-Carolina Herrera



“The most important relationship in your life is the relationship you have with yourself.”

-Diane von Furstenberg



How do I want to show up today?



The Dressing Room on Main

Empowering women to feel confident, credible, and comfortable — one outfit at a time.

What We're Known For

- Curated, approachable, everyday fashion
- Pieces that blend comfort + polish
- Personalized styling for real women with real lives
- A warm, welcoming boutique experience

Visit Us:
The Dressing Room on Main
Mullica Hill, NJ 08085
856-223-1221

Hours:
Tuesday–Saturday 10:30-5:00
Sunday 11:00-3:00

Follow Us on Instagram @thedressingroomonmain

THEDRESSINGROOMONMAIN

Biographies for the Rebranding Your Career: Reinvention Within The Delaware Market Panel

The Honorable Danielle Gibbs

Danielle Gibbs is a Magistrate in Chancery. She previously served as Chief Legal Counsel to Governor John C. Carney and Chief Deputy Attorney General to Attorney General Matt Denn. Before entering state service, Danelle spent sixteen years in a corporate counseling and litigation practice in a large Delaware-based law firm.

Lisa Minutola, Esq.

Lisa Minutola is an Assistant County Attorney for the New Castle County Office of Law. In this role, she represents various New Castle County departments and boards, including the Board of Assessment Review and the Police Accountability Board. She formerly served as the Chief of Legal Services for the Delaware Office of Defense Services (ODS) from 2009 until her retirement in 2025. As the Chief of Legal Services, she was responsible for overseeing the agency's strategic planning, developing its policy initiatives, and advancing its legislative agenda, as well as the supervision of the agency's delivery of legal services and oversight of staff productivity. Additionally, she was the Chief Defender's representative on multiple boards and committees related to criminal justice and youth defense. Lisa began her career at ODS in 1996 and worked as a trial attorney and supervisor in multiple units. Lisa has been awarded the Delaware Center for Justice's SURJ Award for her efforts in criminal and juvenile justice reform and the Delaware State Bar Association's Service to Children Award. In 2018, she was appointed as the co-director of the Gault Center's Northeast Region and served on its advisory board, serving until 2025. She has a bachelor's degree from the University of Delaware and a J.D. from the George Mason University School of Law.

Misty A. Seemans

Misty A. Seemans, Esquire, serves as Chief of Staff to Delaware Governor Matt Meyer and as an Adjunct Professor at Widener University Delaware Law School. Previously, she served as statewide Family Court Supervisor at the Delaware Office of Defense Services (Public Defender's Office). As a public defender, Misty handled multiple jury and bench trials, ranging from misdemeanors to capital murder.

In 2023, *The News Journal* named Misty as one of the most influential lawyers in Delaware, and she was selected as a *Delaware Today* magazine Top Lawyer in 2023 and 2024. In 2022, she won the Delaware Association of Criminal Defense Lawyers "Balls of Steel" Award. Misty has taught trial skills through the National Institute for Trial Advocacy (NITA) in New York City, Philadelphia, as well as in Lagos, Nigeria.

Misty graduated *cum laude* from American University Washington College of Law in Washington, D.C. She received a J.D. as well as a M.A. in International Affairs. She received a B.A. in Playwriting from Bard College in Annandale-on-Hudson, N.Y. She enjoys reading, cooking and the Real Housewives.

Karin M. Volker, Esq.

Karin M. Volker, (Firm Tenure 2025; Position, General Liability) born in Bryn Mawr Pennsylvania in 1970, admitted to the Delaware Bar in 1997. Education: University of Delaware, B.A, Political Science 1992, Widener University School of Law 1996. Following graduation, she was hired by the University to assist the Delaware Civil Clinic as the Pro Bono Coordinator and Staff Attorney representing indigent victims of Domestic Violence. In 1998 she became an adjunct professor for the Domestic violence clinic. In 2000 after a court appointment to represent an indigent father, Ms. Volker was recruited by the Attorney General's Office of the State of Delaware to represent the Division of Family Services in the Civil Division of the Attorney General's office. After two years in the civil Division, Ms. Volker moved to the Criminal Division where she prosecuted domestic violence cases, gun crime, and quickly moved to violent crimes. Ms. Volker prosecuted in the attorney Generals for twenty-five years protecting Delaware's citizens from some of their most violent criminals. After twenty-five years of public service Karin retired from the State of Delaware.

Karin Volker joined the firm of Heckler & Fabrizzio in April of 2025 in the general liability section. Ms. Volker's many years of criminal litigation will assist her in defending automotive and premise liability cases.

Karin has practiced in the Superior Court of the State of Delaware, The Chancery Court of the State of Delaware, and the Supreme Court of the State as well as the Court of Common Pleas, The Justice of the Peace Court and appeared at many administrative boards and hearing in her representation of the State of Delaware.

Karin has two adult children, Jenna lives and works in Washington DC and Chris is an electrician's apprentice in her spare time Karin and her long-term boyfriend spend time traveling, seeing live music and love the Delaware beaches.

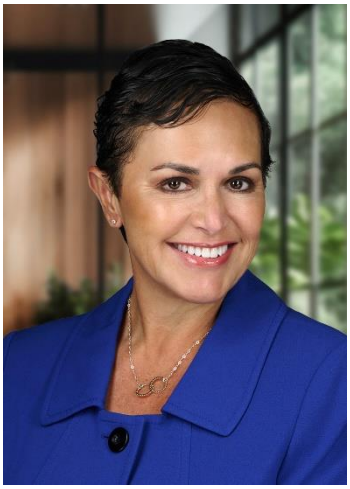
The Honorable Jan R. Jurden (*Ret.*), Dean, Wilmington University School of Law

The Honorable Jan R. Jurden, a U.S. Army veteran, became dean of the Wilmington University School of Law in spring 2025 after serving 23 years on the Superior Court of Delaware, including 10 years as president judge.

Jurden earned her bachelor's degree *summa cum laude* from Muhlenberg College in 1985 and her law degree from the Dickinson School of Law in 1988, where she served as articles editor of the Dickinson Law Review. She practiced law for 13 years at Young, Conaway, Stargatt & Taylor before her judicial appointment.

On the Superior Court, Jurden designed and presided over Delaware's first felony Mental Health Court for nine years. She also founded and chaired the Sisters in Success Program and the Criminal Justice Special Needs Population Committee. In addition, she chaired the Women and the Law Section of the Delaware State Bar Association, the Delaware Anti-Trafficking Action Council, and served on the Domestic Violence Coordinating Council and the Criminal Justice Council. Jurden collaborated with the Department of Corrections to expand access to treatment programs and reentry support for justice-involved individuals struggling with severe mental illness or addiction. She also presided over Veterans' Treatment Court and supported several Access to Justice initiatives.

Jurden is a member of the Delaware and American Bar Associations, the National Association of Women Judges, the Holland and Terry Carey Inns of Court, the Delaware Anti-Trafficking Action Council (chair), and the Judicial Nominating Commission for the State of Delaware. She was inducted into the Delaware Women's Hall of Fame in 2019 and has received multiple honors, including the Outstanding Service to the Courts and Bar Award, the Caleb R. Layton III Service Award, and the Women's Leadership Award.



Hon. Vivian L. Medinilla (Ret.) FCIArb, a former Judge of the Delaware Superior Court, now focuses on alternative dispute resolution and litigation at Weiss, Saville, Medinilla & Houser, PA. Appointed in 2013 as the Court's first Latina judge, she brings over 30 years of legal experience in both private practice and the judiciary. She presided over hundreds of jury and non-jury trials involving mass torts, asbestos, product liability, medical negligence, and complex commercial disputes. Bilingual in English and Spanish, she holds ADR certifications from Pepperdine Caruso School of Law, the National Judicial College, and Duke Law's Bolch Judicial Institute focused on Mass Tort litigation. She is a member of AAA/ICDR, and a Fellow of both the Chartered Institute of Arbitrators (CIArb), and the Academy of Court-Appointed Neutrals (ACAN). Her career also includes senior executive leadership in Delaware's child welfare system, founding a multilingual civil litigation firm, and serving in national roles with ABA and NAWJ.

Women & Law Retreat

DELAWARE

ADR®

CAREFULLY CRAFTED SOLUTIONS FOR COMPLEX DISPUTES

Hon. Sam Glasscock III (Ret.)

William D. Johnston

Hon. David A. White (Ret.)

DELAWARE ADR

CAREFULLY CRAFTED SOLUTIONS FOR COMPLEX DISPUTES



Honorable Sam Glasscock III (Ret.)
Professional Neutral

Vice Chancellor Glasscock served as a judicial officer in Delaware's Court of Chancery for more than 25 years, having been appointed Vice Chancellor in 2011 after serving in the role now known as Magistrate in Chancery from 1999 to 2011. Vice Chancellor Glasscock is well regarded as a thoughtful jurist with encyclopedic knowledge of the law. In addition to his many years of service on Court of Chancery, Vice Chancellor Glasscock is a dedicated mentor and teacher, including at Duke University School of Law, University of Florida Levin College of Law, Georgetown University Law Center, University of Georgia School of Law, Vanderbilt University Law School, and Washington University in St. Louis School of Law.

Vice Chancellor Glasscock is available for arbitration, including on an expedited basis by appointment of the Court of Chancery pursuant to the Delaware Rapid Arbitration Act. As part of Delaware's team approach to mediation, Vice Chancellor Glasscock will consult with other Delaware ADR Professional Neutrals to identify litigation risks based on his vast subject matter expertise. Vice Chancellor Glasscock's intellectual curiosity, and commonsense approach to complex legal issues will be leveraged to encourage practical solutions.

Vice Chancellor Glasscock was born in Erie, Pennsylvania and spent most of his youth in Lewes, Delaware. He received a B.A. in History from the University of Delaware in 1979, a J.D. from Duke University in 1983 and a Master's Degree in Marine Policy from the University of Delaware in 1989.

DELAWARE ADR

CAREFULLY CRAFTED SOLUTIONS FOR COMPLEX DISPUTES



Bill Johnston
Professional Neutral

Bill Johnston is a seasoned mediator, arbitrator, and court-appointed neutral (Special Magistrate), with more than 40 years of experience in corporate counseling, business litigation, and governance disputes under Delaware law. His extensive background as an advocate for clients in complex corporate and commercial matters uniquely enables him to assist parties and counsel in resolving challenging disputes.

Bill's distinguished career reflects a deep commitment to leadership and service within the legal profession. Bill is a recipient of the Delaware State Bar Association's Daniel L. Herrmann Professional Conduct Award and the Kimmel-Thynge Award presented by the DSBA's Alternative Dispute Resolution Section "For Outstanding Contributions to ADR in Delaware." In addition, he has been recognized in The Best Lawyers in America (Corporate Law) since 2007 and in the 2024 Lawdragon 500 Leading Litigators in America (Commercial Litigation, especially Chancery).

Bill is certified as a mediator and commercial arbitrator by the Superior Court of Delaware. He is a member and Distinguished Neutral of CPR: International Institute for Conflict Prevention and Resolution. In addition, he is a member of the American Arbitration Association's Roster of Commercial Arbitrators along with being a Fellow and member of the Board of Directors of the Academy of Court-Appointed Neutrals (ACAN) and a member of the governing Council of the ABA Section of Dispute Resolution.

DELAWARE ADR

CAREFULLY CRAFTED SOLUTIONS FOR COMPLEX DISPUTES



Honorable David A. White (Ret.)
Professional Neutral

Honorable David A. White (Ret) is a highly skilled mediator and arbitrator. He also serves as a judicial adjunct in various roles as a court-appointed neutral, including in Delaware's Court of Chancery and the Complex Commercial Litigation Division (CCLD) of Delaware's Superior Court.

David is a skilled Professional Neutral with vast experience in complex commercial and toxic tort litigation. David has earned a reputation in Delaware for his upbeat personality, enthusiasm and emotional intelligence. He is masterful at minimizing conflict and defusing tension. David has substantial experience handling discovery disputes regarding electronic discovery/ESI.

In recognition of his outstanding contributions to alternative dispute resolution, David was awarded the Delaware State Bar Association's Kimmel/Thynge Award in 2021. In December 2024, Commissioner White received the prestigious Delaware State Bar Association's Daniel L. Herrmann Professional Conduct Award. Commissioner White is a Fellow of the American College of Trial Mediators and a member of the National Academy of Distinguished Neutrals. David is currently President of the Delaware State Bar Association.

Evolving Immigration Law: What Every Practitioner Should Know in 2026

Amanda Doroshow, Esq.

Amanda is the Associate Director of the Unaccompanied Children Program's (UCP) Attorney Recruitment Project, a national initiative expanding access to legal information and representation for unaccompanied children facing removal from the United States. She previously served as a Senior Program Associate for UCP at the Vera Institute of Justice. Before joining Vera, Amanda practiced immigration law at Her Justice, where she trained and mentored pro bono attorneys and represented survivors of domestic violence seeking immigration relief. She began her career at Empire Justice Center, representing residents in New York's lower Hudson Valley in both affirmative and defensive immigration cases. Amanda has also volunteered with the Dilley Pro Bono Project on the Texas–Mexico border, assisting women and children seeking asylum. Born and raised in Delaware, Amanda earned her J.D. from CUNY School of Law and her B.A. from the University of Delaware. She is admitted to the New York bar.

Evolving Immigration Law: What Every Practitioner Should Know in 2026

ACACIA
CENTER FOR JUSTICE

February 27, 2026
Amanda Doroshow, Esq

Agenda



- Introduction
- Current Landscape
- Making a Plan
- Planning with your Client
- Resources for your Client
- Ways to Get Involved
- Questions?

ACACIA
CENTER FOR JUSTICE



Acacia Center for Justice

National Network

Partner and support a national network of human rights defenders providing legal defense to immigrants.

Universal Representation Goal

Manage funded programs all driven by a commitment to achieving universal representation in immigration proceedings.

Program Focus

Programs include orientation and representation programs for both adults and unaccompanied children.

ACACIA
CENTER FOR JUSTICE

Make a Plan

1. **Develop an Office Response Plan**

   Practice it!

2. **Designate an office point of contact**

3. **Clearly define public vs. private spaces.**

4. **Train staff on how to respond to ICE.**

   Stay silent or say “You are not allowed to enter. You must speak with my employer.”

The Office



QUICK TIPS

Clearly mark private areas with “Private” signs, closed/locked doors, and restricted access.

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CENTER FOR JUSTICE

Interactions with ICE



Chris Carlson | Associated Press

Ask the Agent

- Agent’s name, badge number or business card
- Purpose for visit
- If they have a judicial warrant

Document everything

- Record interaction (if safe to do so)
- Take photos or copies of documents
- Make a note of how many agents were present, from what agencies, if in uniform or plain clothed, and if armed or unarmed
- Take photos of vehicles and license plates

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Judicical Warrants vs Administrative Warrants



Pay close attention. Object if search goes beyond what the warrant allows.

- **ICE must have a valid judicial warrant signed by a judge to enter a private area.**
  - Without a warrant, ICE agents need YOUR permission to enter private areas of your business.
- **What to check for with a warrant:**
  - **Valid** judicial warrant (not administrative)
  - **Signed** by a judge
  - **Says "U.S. District Court" or a State Court at the top**
    - Not Administrative Warrant that says "Department of Homeland Security" and are on Forms I-200 or I-205.
  - Lists **specific address** to be searched
  - Executed **within the dates and times** stated on warrant.

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JUDICIAL WARRANTS v. IMMIGRATION WARRANTS

Is this the right address?

Note: only the person, property, & areas specified may be searched

Is it still current?

AO 93 (Rev. 12/09) Search and Seizure Warrant

UNITED STATES DISTRICT COURT

for the

Eastern District of California

In the Matter of the Search of
(Briefly describe the property to be searched or identify the person by name and address)

[redacted]640 Oak Avenue
Davis, California 95616

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

2:11-SW-0161 EFB

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the EASTERN District of CALIFORNIA
(identify the person or describe the property to be searched and give its location):
SEE ATTACHMENT A, ATTACHED HERETO AND INCORPORATED BY REFERENCE

The person or property to be searched, described above, is believed to conceal *(identify the person or describe the property to be seized):*
SEE ATTACHEMNT B, ATTACHED HERETO AND INCORPORATED BY REFERENCE

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property.

YOU ARE COMMANDED to execute this warrant on or before 5-9-2011 *(not to exceed 14 days)*

☐ in the daytime 6:00 a.m. to 10 p.m. ☐ at any time in the day or night as I find reasonable cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to United States Magistrate Judge

(name)

☐ I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized *(check the appropriate box)* ☐for _____ days *(not to exceed 30)*.
☐until, the facts justifying, the later specific date of _____.

Date and time issued: 4-25-2011 at 10:00 AM

Judge's signature

City and state: SACRAMENTO, CALIFORNIA

EDMUND F. BRENNAN, U.S. MAGISTRATE JUDGE
Printed name and title

Is it actually signed by a judge?

DEPARTMENT OF HOMELAND SECURITY
U.S. Immigration and Customs Enforcement

WARRANT OF REMOVAL/DEPORTATION

File No: _____

Date: _____

To any immigration officer of the United States Department of Homeland Security:

_____
(Full name of alien)

who entered the United States at _____ on _____
(Place of entry) (Date of entry)

is subject to removal/deportation from the United States, based upon a final order by:

- ☐ an immigration judge in exclusion, deportation, or removal proceedings
- ☐ a designated official
- ☐ the Board of Immigration Appeals
- ☐ a United States District or Magistrate Court Judge

and pursuant to the following provisions of the Immigration and Nationality Act:

I, the undersigned officer of the United States, by virtue of the power and authority vested in the Secretary of Homeland Security under the laws of the United States and by his or her direction, command you to take into custody and remove from the United States the above-named alien, pursuant to law, at the expense of:

SAMPLE

THESE ARE VISUAL CUES THAT THIS IS AN IMMIGRATION WARRANT

_____
(Signature of immigration officer)

_____
(Title of immigration officer)

IF THE ANSWER TO ALL OF THESE IS YES, THEN IT IS LIKELY A VALID JUDICIAL WARRANT

*Courtesy of National Immigration Law Center (color altered from original)

ACACIA CENTER FOR JUSTICE

What if things Don’t go as Planned?

1

Remain Calm

State to staff, “please follow the law enforcement protocol”

2

Record if Possible

Reiterate your right to record, if needed

3

If official still attemps to enter a private space

Say out loud “I do not consent to your entry”

4

Do Not:

- lie to the agent
- obstruct or escalate the situation
- allow staff/clients to be divided into groups



Alex Brandon | Associated Press

QUICK TIPS

Make a checklist for staff to have that they can reference when interacting with ICE

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Resources for your Client

Strike balance of not contributing to panic, but being a reliable resource for information if client is interested

Resources:

- Emergency Preparedness
- ReadyNow! App
- Know Your Rights Flyers
- Red Cards

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Emergency Planning

QUICK TIPS

For Attorneys

- Get contact information for someone else in case of emergency
- ensure client has all important documents related to case in safe place
- emergency contact knows to call attorney



Keep Important Documents Organized with Contacts

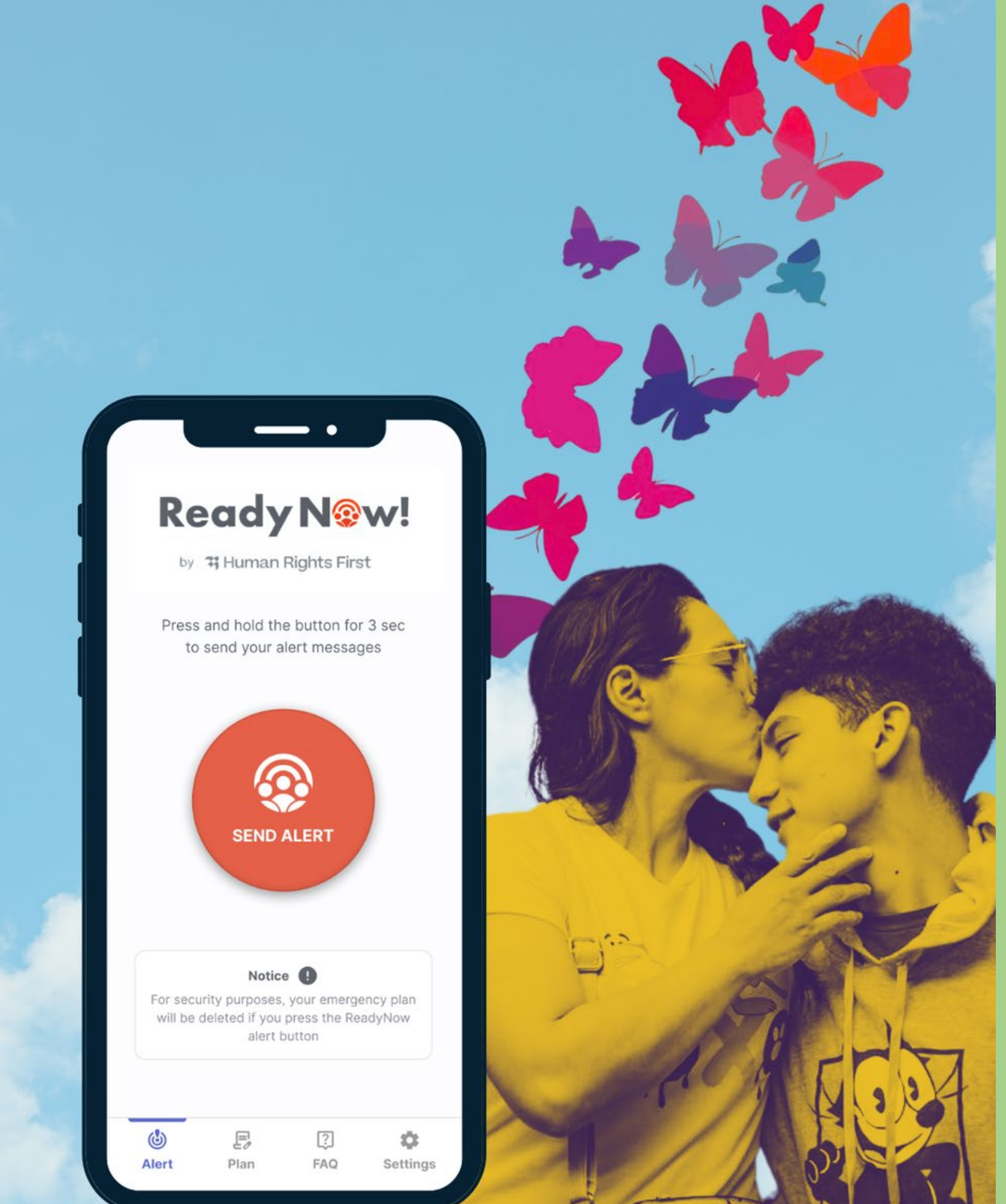
- birth certificates
- passports
- school and caregiver information
- important medical information (for client and family members)
- make sure school knows who to contact
- for pets, consider having emergency contact on ID tag
- include doctor information, medication and dosages



Emergency Contact

- Memorize their number
- Ensure contact knows plan and where to find important documents

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ReadyNow! App

- Free **secure** mobile app
- **Instantly notifies** trusted contact and legal aid if you are faced with arrest.
- Personalized **emergency plan** for childcare, medical needs, legal support and more
- Option to share key information with a **national network of pro bono immigration attorneys** if faced with arrest**.**
- Currently available in **six languages**: English, Spanish, Korean, Mandarin, Haitian Kreyol, and French

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KNOW YOUR RIGHTS with ICE

Immigrant Defense Project has been monitoring Immigration and Customs Enforcement (ICE) arrests in the community.



Who is at risk of being arrested by ICE?

The law allows the federal government to deport certain immigrants, including:

- Anyone without lawful immigration status
- People with status (e.g., lawful permanent residents, refugees and visa holders) who have certain criminal convictions

The federal government tells ICE who they should target or prioritize for arrest. ICE officers decide who they actually arrest, including people they claim:

- have final orders of removal (deportation orders),
- are deportable and have pending criminal cases and/or prior criminal convictions,
- who unlawfully entered the U.S. and do not have immigration status, or
- pose a threat to "public safety" or "national security."

The federal administration can change these priorities. Even if you believe you do not fall into these ICE arrest priorities, ICE could still decide to arrest you if you are vulnerable to deportation.

People with legal status and prior convictions

Be aware: You may be a target even if:

- Your conviction is from years ago;
- You didn't serve time in jail;
- Your case was minor or a misdemeanor;
- You've been an LPR for a long time; and/or
- All the other members of your family are US citizens.

Are ICE agents approaching anyone they think they can deport?

ICE agents usually identify the person they want to arrest ahead of time. Then they go to homes, courthouses, shelters and workplaces to look for that person. Sometimes they go to a home to gather information about other ways to find a person, such as going to their work. Increasingly, they are waiting on the street to make the arrest.

It is illegal for ICE agents to walk up to people and ask for their documents solely based on how they look or the language they are speaking. **If this happens, like in any interaction with ICE, you have the right to remain silent.**

If I know I'm at risk, what can I do?

- **Make a plan** with your loved ones in case you are picked up by ICE!
- **Avoid contact with Immigration** – don't apply to change your immigration status or to renew your greencard and don't travel outside of the United States without talking to a lawyer first!
- **Avoid contact with the Criminal Justice System** - the police share your fingerprints with Immigration!

Immigration and Customs Enforcement (ICE) is one of the federal government agencies responsible for deporting people. ICE is part of the U.S. Department of Homeland Security (DHS).

IF YOU OR A LOVED ONE IS AT RISK OF DEPORTATION, HAVE A PLAN!

Knowing which rights you have and exercising them is complicated. For more information:
immdefense.org/kyr

These materials are provided for informational purposes and do not constitute legal advice. Updated February 2025

LOCAL ORGANIZATION INFORMATION:

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Know Your Rights: The Basics

Anyone in the US, no matter their immigration status has the right to the following:

- stay silent
- ask for identification
- document and record
- deny entry into private spaces (if no judicial warrant) and ask for supporting documentation (e.g. warrants/subpoena)
- ask for a lawyer

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Know Your Rights: The Basics

- **Contact with ICE on the Street:**
  - Ask if free to leave
  - If no:
    - "I want to use my right to not answer questions" AND
    - "I want to speak to a lawyer"

- **Contact with ICE in your Car or Home:**
  - Request warrant

- **Do Not:**
  - Lie or show false documents
  - Flee arrest
  - Sign anything

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Additional Resources



- **Red Cards**
  - ILRC Red Cards

- **Know Your Rights Flyers (multiple languages)**
  - **IDP:** KYR Flyers and Infographics for Individuals
  - **ILRC**: 5 Key Reminders Flyer (English/Spanish)
  - **NIJC:** Warrants

- **Emergency Preparedness Plan**
  - **ILRC**: Family Preparedness Plan (CA-specific)

- **Resources for Employers**
  - **NILC:** What to Do if ICE Comes to Your Workplace
  - **CHIRLA**: KYR During Workplace Raids and I-9 Audits Guide

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How to Get Involved

- **Visit our website**
  - acaciajustice.org
  - Sign up for our mailing list
- **Volunteer Opportunities**
  - Witness for Justice - Court Observations
  - Habeas Pro Bono Project
  - NILRA Pro Bono Recruitment
- **Follow Acacia on social media platforms:**
  - LinkedIn, Instagram, BlueSky, Facebook, TikTok
- **Support DE based organizations**

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DE Immigrant Rights Organizations



- **La Esperanza in Sussex County**
- **Latin American Community Center in Wilmington**
- **Delaware ACLU**
- **Delaware Coalition for Immigrant Justice**
  - Run multilingual Rapid Response Hotline: (267) 382-5423
  - Offer additional support for families and emergency contacts

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Questions

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THE IMMIGRATION SYSTEM IS FAILING KIDS.

LAWYERS LIKE YOU ARE A LIFELINE.

LAW STUDENT, NEW GRAD, OR EXPERIENCED ATTORNEY? START HERE.

Explore job opportunities with legal service providers in our network representing unaccompanied children at **acaciajustice.org/defendkids**.

Professional development, including Spanish language support, may also be available.



ABOUT THE ACACIA CENTER FOR JUSTICE

Acacia works with a national network of legal service providers to defend legal access for people facing immigration detention and deportation.

WHY LEGAL REPRESENTATION MATTERS

Legal representation is essential to the fight for due process. Unaccompanied children with access to legal representation were **more than 7 times more likely than unrepresented unaccompanied children** to receive an outcome that allowed them to stay in the U.S.

5 FACTS ABOUT UNACCOMPANIED CHILDREN IN OUR IMMIGRATION SYSTEM

- As hard as it is to believe, some children are forced to **flee violence and endure a dangerous journey seeking safety** in the U.S. without a parent or legal guardian.
- Upon arrival to the U.S., unaccompanied children are detained in federal custody by the Office of Refugee Resettlement and **immediately placed in deportation proceedings**.
- There is **no right to appointed counsel in immigration proceedings**, including for **children**.
- Children who are unable to find representation **must defend their case to stay in the U.S. all alone - no matter how young they are**.
- There are approximately **370,830 unaccompanied children** with open immigration cases, which means every free or low cost attorney in the US would need to take **137 cases each**.

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THE IMMIGRATION SYSTEM IS FAILING KIDS.

LAWYERS LIKE YOU ARE A LIFELINE.

Many children and adults have fled their countries of origin due to past persecution, fear of future persecution, abandonment, or neglect. Legal representation helps ensure immigrants have access to all the forms of immigration relief available to them under existing law.

There is an urgent need for more attorneys, especially with an understanding of the diverse issues affecting youth (gender-based violence, exploitation, and LGBTQI+ issues, etc). Having an attorney who understands the experiences and needs of youth can make all the difference in their ability, and comfort with, sharing their story and pursuing their immigration cases.

Children and adult asylum seekers face a complex immigration system designed to exclude, rather than protect. Attorneys play a crucial role in fighting for due process, mitigating the harms of the system, and advocating within the immigration system to respond to the needs of vulnerable children and adults.

FROM THE FIELD

I enjoy representing unaccompanied children because they deserve an advocate who will fight for them and help them navigate the incredibly challenging immigration system. Now I get the opportunity to support these youth with so much potential as they create bright futures."

-**Alexa Sendukas**
former litigation associate

Connect with Acacia

Amanda Doroshow
Attorney Recruitment Project
adoroshow@acaciajustice.org

ADDITIONAL RESOURCES

THE NATIONAL IMMIGRANT LEGAL RESPONDERS ALLIANCE (NILRA)

Who We Are

The National Immigrant Legal Responders Alliance (NILRA)—a project of the Acacia Center for Justice—is a national network of over 100 organizations working to expand access to immigration legal defense during moments of heightened enforcement, detention, and deportation.

NILRA focuses on building national infrastructure that connects detained individuals with pro bono legal support, where the access-to-justice gap is greatest.

At the center of this work is the **NILRA Referral Database -** a secure, centralized referral platform

How We Work

NILRA makes it easy for pro bono attorneys to have a meaningful impact:

- Legal service providers screen cases and submit referrals through NILRA's centralized system.
- **Attorneys choose matters** that align with their interests, skills, and availability
- **NILRA offers mentorship and technical assistance to support pro bono attorneys**, including:
  - One-on-one mentorship
  - Targeted trainings
  - Case strategy support
  - Templates and sample filings
  - Document review

No prior immigration experience required
Opportunities range from full representation to discrete, time-limited engagements.

How Can You Contribute?

Because the need for legal services far exceeds available capacity, limited-scope representation and pro se support are critical tools for protecting the rights of people in detention. Opportunities range from long-term representation to one-time interventions:

Full-Scope Representation for Detained Adults

Represent an individual throughout their removal proceedings, including court appearances, filings, and applications for relief.

- Remote appearances are increasingly permitted
- Cases may last months to several years
- Estimated commitment: **30–100+ hours**, depending on complexity and posture

Limited-Scope Representation for Detained Adults

Take on high-impact, discrete matters, such as:

- **Habeas petitions** (to challenge unlawful detention or stop transfers)
- **Bond hearings**
- **Appeals** to the Board of Immigration Appeals or federal courts

Typical time commitments:

- Habeas petitions: **15–20 hours over 1–2 weeks**
- Bond hearings: **15–20 hours**, including court appearance
- Appeals: *time commitment varies by forum and scope*

"Pro Se Plus" Support for Detained Adults

Make a difference in even a single meeting by helping individuals:

- Prepare for credible or reasonable fear interviews
- Complete asylum applications
- Draft motions to reopen
- Participate in legal orientation sessions

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WITNESS FOR JUSTICE

BECAUSE JUSTICE DEMANDS WITNESSES.

Join us and uphold due process rights in our communities

Witness for Justice is building a volunteer-powered movement to:

- Promote public accountability and transparency in immigration courts
- Raise awareness about the lack of judicial independence in immigration adjudications
- Document due process violations and the politicization of proceedings
- Amplify the voices and stories of court observers to bring visibility and strength to these critical issues

We aim to strengthen - not duplicate - existing efforts. By collaborating with partners already doing this work, we're helping to connect the dots and fill the gaps, building toward a more unified and powerful national movement for immigrant justice.

ABOUT THE ACACIA CENTER FOR JUSTICE

Acacia works with a national network of legal service providers to defend legal access for people facing immigration detention and deportation.

WHY COURT OBSERVATIONS MATTER

As immigration enforcement ramps up, more people are being detained while heading to work, school, or even their own court hearings. It's urgent that we bear witness to what happens next. By joining a national cohort of trained volunteers, you'll help expose what's happening inside immigration courts - especially as children and families disappear into an opaque system with no public oversight. Together, we can shine a light and demand a fairer, more humane system.

Connect and learn more

Email: w4j@acaciajustice.org
Register: https://app.vomo.org/invite/org/ACACIA

FROM THE FIELD

I was one of only two people allowed in that courthouse. **If we had not been there, no one outside of the system** would have witnessed what had happened...I recognize these [authoritarian] government tactics from the stories of my clients. This is happening across the country every single day, **likely in your own neighborhood**. So where do we go from here?

Start by showing up. Go to your local immigration court. Sit quietly. Observe. Don't intervene, but **bear witness and tell the story.**

-Katie Fleming
Program Director, LOP and LOPC

Website Resources for Evolving Immigration Law Presentation

Red Cards / Tarjetas Rojas | Immigrant Legal Resource Center | ILRC

Know Your Rights with ICE - Immigrant Defense Project

Know Your Rights When Confronted by ICE (Flyer) | Immigrant Legal Resource Center | ILRC

Know Your Rights: Warrants - NILC

Step-by-Step Family Preparedness Plan / Plan de Preparación Familiar: (Guía Completa) | Immigrant Legal Resource Center | ILRC

A Guide for Employers: What to Do if Immigration Comes to Your Workplace - NILC

Workers' Rights & Labor Legal Services - The Coalition for Humane Immigrant Rights