



**2024 Women in CRE: Lidia Szczepanowski, Brown, Altman & Dileo LLP**

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Who inspires you most? What qualities do they possess that inspire you?

My mother inspires me the most. As a young child in Poland during WWII, she endured immense struggles, including immigrating to the USA through Ellis Island. Despite it all, even at 84, she remains positive, open-minded, kind, hardworking, and authentic. Her resilience and unwavering spirit continue to inspire me every day.

What recent project, transaction, or accomplishment are you most proud of?

As a litigation attorney, I thrive on crafting successful strategies. Recently, our firm initiated an action against a municipality, challenging a town code zoning provision that excludes assisted living facilities from residential districts, arguing it discriminates against disabled seniors. We aim to ensure these citizens can live in residential communities, not restricted to commercial or industrial zones. This case holds great significance for me as I work to protect their rights.

What are the most important factors young women should consider when choosing a firm to build their career with?

Young women should prioritize firms that offer growth opportunities, mentorship, and a supportive culture. It's important to assess the company's commitment to work-life balance, equal pay, and advancement for women. Additionally, research the firm's leadership, reputation, and the experiences of women who work there. Look for companies with clear policies against discrimination and harassment. Lastly, consider whether the firm's values align with your personal and professional goals to ensure a fulfilling and empowering career path.

Which professional organization(s) would you recommend to women just starting out in your industry:

For women starting out in the legal industry, I highly recommend joining the Women's Bar Association for your county. These organizations offer valuable networking opportunities, mentorship programs, and resources tailored to supporting women in law. They provide access to professional development events, CLE courses, and connections with experienced female attorneys who can offer guidance and support. In addition, they advocate for issues impacting women in the profession and promote leadership opportunities. Becoming involved early can help women build a strong network and navigate their careers with confidence.