

women lawyers JOURNAL®



Vol. 90 No. 5

AUTUMN 2005

Judge Ann Claire Williams given NAWL Award



2004-2005 President Stephanie Scharf presents Judge Ann Claire Williams with the Arabella Babb Mansfield Award

Featured in This Issue:

“Women Make Better Lawyers – Discuss”

Avoiding the Client from Hell

Can You Have a Perfect Day? Just Once?

What Happens When Cops are Abusers

The Vision Thing: An Interview with Mary Cranston

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.”

— Margaret Mead

The National Association of Women Lawyers consistently delivers on its core mission of advancing women in the legal profession.

So do we.

- Jenner & Block’s women attorneys hold a variety of management positions in the Firm, lead Practice Groups, and manage some of the Firm’s largest clients.
- Jenner & Block’s women attorneys are leaders in the Bar at the national, state and local levels.
- In 2005, Vault ranked Jenner & Block as one of the Best 20 Law Firms for Women, for Overall Diversity and for Minorities.
- Jenner & Block was the recent proud recipient of the NAWL President’s Award and the Women’s Bar Association of Illinois Women with Vision Award.

Jenner & Block is proud to be a Premier Sponsor
of NAWL and its programs.

JENNER & BLOCK

Chicago
312 222-9350

Dallas
214 746-5700

Washington, DC
202 639-6000

Jenner & Block LLP

www.jenner.com

Image from the Collection of the Supreme Court of the United States.

Women Lawyers Journal®

Published by the National Association of Women Lawyers®/Vol. 90 No. 5

	Page
Editor's Note <i>by Holly English</i>	4
From the President <i>by Lorraine K. Koc</i>	5
Photos from NAWL Programs	6
Book Club Announcement	9
My Answer to the Question, "How Do You Do It All?" <i>by Nancy B. Rapoport</i>	10
Try Coaching Your Secretary – for a Top Performance <i>by Dr. Ellen Ostrow</i>	11
Stop "Selling" Now! <i>by Karen Kahn Wilson</i>	13
Avoiding the Client from Hell <i>by Kathleen Harleston</i>	14
Book Review <i>Reviewed by Maritza Ryan</i>	15
Why Can't Every Day Be Perfect? <i>by Mara S. Georges</i>	17
Woman Make Better Lawyers: Discuss	21
Interview w/ Mary Cranston <i>by Selma Moidel Smith</i>	24
Batterers w/ Badges <i>by Jennifer Ammons</i>	28
NAWL News	40
NAWL Networking	49

About NAWL

Founded in 1899, NAWL is a professional association of attorneys, judges, law students and nonlawyers serving the educational, legal and practical interests of the organized bar and women worldwide. *Women Lawyers Journal*®, *National Association of Women Lawyers*®, *NAWL*®, and the *NAWL seal* are registered trademarks. ©2003 National Association of Women Lawyers. All rights reserved.

How to contact NAWL

By mail: American Bar Center, MS 15.2, 321 North Clark Street, Chicago, IL 60610;
by telephone: (312) 988-6186; by fax: (312) 988-5491; by e-mail: nawl@nawl.org.

About Women Lawyers Journal

EDITORIAL POLICY *Women Lawyers Journal* is published for NAWL® members as a forum for the exchange of ideas and information. Views expressed in articles are those of the authors and do not necessarily reflect NAWL® policies or official positions. Publication of an opinion is not an endorsement by NAWL®. We reserve the right to edit all submissions.

ARTICLES Book reviews or articles about current legal issues of general interest to women lawyers are accepted and may be edited based on the judgment of the editor. Editorial decisions are based upon potential interest to readers, timeliness, goals and objectives of the association and quality of writing. No material can be returned unless accompanied by a self-addressed, stamped envelope.

TO ADVERTISE Contact NAWL® headquarters for rate information.

TO SUBSCRIBE Annual dues include a subscription to the *Women Lawyers Journal*. Additional subscriptions or subscriptions by nonmembers are available for \$45 in the U.S. and \$65 international. Back issues are available for \$12 each.

Copyright 2005 National Association of Woman Lawyers. All Rights Reserved.

NAWL Executive Board

President

LORRAINE K. KOC
Philadelphia, PA

President-Elect

CATHY FLEMING
New York, NY

Vice President

JESSIE K. LIU
Washington, DC

Treasurer

MARGARET FOSTER
Chicago, IL

Treasurer-Elect

NANCY J. NICOL
Rolling Meadows, IL

Recording Secretary

LESLIE AUERBACH LEWIS
Winter Park, FL

Corresponding Secretary

DORIAN DENBURG
Atlanta, GA

Members-at-Large

PEGGY DAVIS
Chicago, IL

MARGARET B. DREW
Norwood, MA

HOLLY ENGLISH
Roseland, NJ

LISA HOROWITZ
Washington, DC

MARILYN J. IRELAND
San Diego, CA

ANITA WALLACE THOMAS
Atlanta, GA

Immediate Past President

STEPHANIE A. SCHARF
Chicago, IL

Past President

ZOE SANDERS NETTLES
Columbia, SC

Women Lawyers Journal

Editor

HOLLY ENGLISH
Roseland, NJ

Executive Director

MICHELLE PARK
Chicago, IL

Women Lawyers Journal (ISSN 0043-7468) is published quarterly by the National Association of Women Lawyers (NAWL)®, 321 North Clark Street, MS 15.2, Chicago, IL 60610.

Editor's Note

By Holly English

The Autumn Issue of NAWL's Women Lawyers Journal is chock-full of provocative, diverting articles. Some are bite-size, so if you're in a hurry, flip to one of the new features. When you have more time, peruse some of the longer articles.

Ever wonder how other women seem to have it all together? Nancy Rapoport, Dean of the University of Houston Law Center, says bluntly, "I can't do it all, and what I do, I do poorly." Well – if you call being dean *and* a champion ballroom dancer some kind of sub-standard performance, I suppose that's true. Read what she has to say in the new "Lifestyle" feature. And Mara Georges, corporate counsel of Chicago, yearns wistfully for that "perfect day," as she outlines a five-point survival plan to make perfect days a little more attainable. I think you're going to love these bulletins from the front; they feature women who "tell the truth" about their lives and then tell us what they do about it. Enjoy.

Other features include: super advice from super-coach Ellen Ostow on how to coach people who work for you; incisive thoughts on how to turn marketing from a dreaded "sales job" to an opportunity to make new friends; to-the-point advice about avoiding dreadful clients, by South Carolina solo practitioner Kathleen Harleston, and Maritza ("Ritz") Ryan, a colonel and law professor at West Point, tells us why *Lipstick Jihad* (about one woman's experience in Iran) is a must-read.

One of our more in-depth features is written by long time NAWL member and practitioner, Selma Moidel Smith, who interviewed Mary Cranston, chair of Pillsbury Winthrop. Mary is an expert at the vision thing; she sees a goal in her mind's eye and pursues it. So far, she's done pretty well. Read it and be inspired.

A gripping look at an under-the-radar topic is "Batterers with Badges." The winner of our NAWL Domestic Violence Essay Contest, Jennifer Ammons, a third-year at

California Western School of Law, has penned the most suspenseful scholarly article you'll ever read, chronicling why police officers abuse their family members and how they get away with it. Read her piece and you'll see why it's a prize-winner.

Finally – do many of us, secretly or not, believe that women are better lawyers than men? That was the thesis of a lively ABA panel in which I took part. Excerpts appear in this issue. Take a look and see whether we females really are the better barristers.

Finally, let me introduce myself. I joined the NAWL board this summer, and have just taken over the reins as Editor of the Journal from Zoe Sanders Nettles, who did such a superb job in editing the Journal. I practice labor and employment law at a firm in Roseland, New Jersey; in the past, I have worked as a values consultant and legal journalist. I am also the author of *Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace*, a study of gender issues for lawyers – so these issues are central to my interests and pursuits.

Please let me know how you like this issue and what you would like to see in future issues. I look forward to hearing from you.

Warmest regards,



Holly English
Women Lawyers Journal Editor, 2005-2006
Post, Polak, Goodsell, MacNeill &
Strauchler, PA Roseland, NJ
Holly.English@ppgms.com

From the President

By Lorraine K. Koc

NAWL has truly become the “Voice of Women in the Law,” with our vast involvement in the broader sphere of the law. Indeed, lawyer surveys consistently indicate that attorneys want to apply and extend their legal expertise in ways that transcend everyday legal practice.

As President of NAWL, I am confident that we can leverage our considerable array of talent and work and make a difference by the end of this bar association year. So, I invite each of you to join in our mutual endeavors, and want to highlight some of our recent work and opportunities for your active help:

*The Supreme Court Committee, whose work was cited during the Senate confirmation hearings of John Roberts, engaged in a comprehensive evaluation process. The Committee concluded that Judge Roberts was “qualified” but noted “a continuing concern ... regarding Roberts’ approaches to the full range of legal principles that are essential for the protection and advancement of women’s rights.” The Committee is chaired by Past President Stephanie Scharf and is comprised of law professors, appellate litigators, and lawyers from other practice settings. The Committee’s work will continue with the second Supreme Court nomination.

*The Amicus Committee, chaired by Lorelie Masters and Cintra Geirn, is working on several key Supreme Court cases, including the upcoming *Ayotte v. Planned Parenthood*, scheduled for argument on November 30, 2005. This case involves the New Hampshire parental notification law, which does not contain any exception for the mother’s health. The lower courts ruled that the absence of this exception rendered the law unconstitutional.

*The Legislative Committee, chaired by Dawn Henrichon, is following developments on domestic violence and other current legislation, and the new Administrative Law Committee is involved in new changes to Title IX regulations (sports funding) and FDA health issues (“morning-after” pill distribution proposals).

*The Program Committee, co-chaired by President-Elect Cathy Fleming, Lisa Horowitz and Deborah Frohling, continues to develop programming designed to break through the “50-15-15” line – with women constituting about 50% law school students, but only 15% of law firm equity partners and 15% of chief legal officers. Upcoming programs include NAWL’s first annual “General Counsel Institute” for female corporate counsel seeking to advance to the general counsel and board level. This program was developed with the National Directors Council and is co-sponsored by select chapters of the American Corporate Counsel Association. NAWL will also present a national program in Washington, D.C. on “Developing Business Relationships” with the National Conference of Women’s Bar Associations (NCWBA) and others this spring. Look for additional programs on legal career planning and leadership.

*The International Law Committee, co-chaired by Eva Herzer and Stephanie Masker, effectively uses NAWL’s special Non-Governmental Organization (NGO) status at the United Nations to advocate women’s rights on an international basis.

If you are interested in any of these topics, please contact the Committee Chair or NAWL headquarters. Although it is often difficult for



Lorraine K. Koc
NAWL President, 2005-2006
General Counsel, Deb Shops, Inc.
lkoc@debshops.com

one individual to make a difference, working together we can indeed strengthen the role of women in the profession and have an impact on public policy.

Best regards,

Annual Meeting, Chicago, August 5, 2005



NAWL Service Award Recipients Jessie Liu (left) and Lorelie Masters (right) with 2004-2005 President Stephanie Scharf



Judge Sophia Hall, Circuit Court of Cook County; Judge Ilana Rovner, U.S. Court of Appeals, Seventh Circuit; Judge Ann Claire Williams, U.S. Court of Appeals, Seventh Circuit



2004-2005 President Stephanie Scharf and Judge Ann Claire Williams, 2005 Arabella Babb Mansfield Award recipient



2003-2004 NAWL President Zoe Sanders Nettles; 2004-2005 President Stephanie Scharf; 2005-2006 President Lorraine Koc



Judge Williams installs the 2005-2006 NAWL Executive Board



2005-2006 NAWL Executive Board

Taking Charge of Your Career, Chicago, Sept. 22, 2005



Moderator Peggy Davis with panelists Pamela Baker, Joy Cunningham, Linda Listrom, and Andrea Kramer



Panelist Sue Bettman speaks out



Panelists Jane Pigott, Linda Meyers, Dawn Gonzalez, Patricia Ball-Reed and moderator Nancy Gerrie



Program Chairs Peggy Davis, Charlotte Wager, Lisa Horowitz and panelist Dawn Gonzalez



Guests take a moment to network at the program



Panelist Sue Bettman, moderator Charlotte Wager, and panelists Susan Sher and Robin Shoffner



Advocating a framework and business culture that encourages the advancement of women in our professions.

KIRKLAND & ELLIS LLP

The Kirkland & Ellis LLP

Women's Leadership Initiative is
proud to be a Premier Sponsor of the
National Association of Women Lawyers.

Chicago London Los Angeles Munich New York San Francisco Washington, D.C.

www.kirkland.com

Book Club Announcement: Great Autumn Reading Opportunities

With Karen Hahn Wilson

Finding time for personal reading is a luxury and a goal that we, at NAWL, want to support. This fall, we are initiating two activities to help you wade through the piles of literary possibilities. First, we will post our quarterly recommendations in the *Journal* and on our website. Second, we have arranged for you to converse with our selected authors at a monthly telegathering the first Wednesday of each month at 2:00 pm est., hosted by Karen Hahn Wilson, a psychologist and coach who specializes in working with attorneys. These books not only are enjoyable, but are full of new, powerful ways to think about your career and your life in general.

This quarter we will feature three books written by women, for women. What is special about them is that each book presents a “cutting edge” discussion that is unique, fascinating and important.

The October offering — *Dancing on the Glass Ceiling* — introduces the concept of “female-based leadership styles” and ways that our thinking and living style can leverage success. The chapters are programmatically organized, allowing the reader to create an individualized coaching program and propel her career into advanced levels of achievement and enjoyment.

The Naked Truth, by Margaret Heffernan, the selection for November, is nothing short of revolutionary. In a light yet very grounded, researched style, it expands upon the reality of a mismatch between current business practices and the ways women think, relate and approach work. Heffernan is passionate in positing that corporations and firms must change in order to retain talented women. The material is compelling, with data that will enable even the most traditional executives to see the importance of transforming.

The Princessa, by Harriet Rubin, the book we’ll discuss in December, is absolutely required reading. Rubin clearly sees the

differences between the way men and women approach the “battles” in their lives. Her book gives women an outstanding, powerful set of “weapons” that correspond to the ways we conduct our lives. After you read this book you will reconfigure some of the strategies that you are using in your work as well as in your personal life.

Enjoy your autumn reading and please join Karen in a lively discussion with the brilliant and personable women authors the first Wednesday of each month. For more information consult the NAWL website, www.nawl.org. To sign up for the *Read, Learn and Connect* series, e-mail the NAWL office (parkm@nawl.org).

My Answer to the Question, “How Do You Do it All?” (Hint: Think *Dancing*)

By Nancy B. Rapoport

I have been a big-firm lawyer, working 80 hours a week, and I have been a law professor, working less than that (but still keeping busy). I'm now the Dean of the University of Houston Law Center, and I'm back to my old 80-hour-a-week life. I love what I do, but the day-to-day stresses of the job would be overwhelming were it not for my hobby, which is competitive Latin (and, soon, competitive ballroom) dance. I dance pro-am with my teacher, Billy King.

“I have a to-do list that probably looks as long as yours, and I probably get to as few things on mine as the rest of you do on yours.”

People ask me all the time how I manage to “do it all,” and my answer is always the same: I don't do it all, and what I do, I do poorly. Although that answer has some hyperbole, there's more than a little truth in it.

Here's a typical day for me: I come downstairs to coffee that my husband, Jeff Van Niel, has made for me, and I pry my eyes open. We talk for a bit. He goes off to work. I check email, then I either go to a breakfast meeting or head into work. I have a to-do list that probably looks as long as yours, and I probably get to as few things on mine as the rest of you do on yours.

During the morning, I alternate among meetings, phone calls, *more* emails, visits with alumni and some students or faculty, letters, and occasional planning time for longer-term projects. I eat lunch out with alumni or I work through lunch while catching up on things. The afternoon is a repeat of the morning.

On bad days, crises take up most of my time. On good days, the pile in my “out” box increases and the pile in my “in” box shrinks. If I don't have a dinner event to attend, I rush over to the dance studio and take a couple of hours of lessons. I head home, kiss my usu-

ally-already-asleep husband, and take another look at email and whatever personal mail has arrived. I play with our cats, if either of them is in the mood to play, and I crawl into bed and watch TV until I fall asleep.

On the weekends, I catch up with around 700 emails that have accumulated, I try to prepare for class (if it's the semester that I'm teaching), and I work on articles or reports. People who think that academia is the perfect life are right, but not because it's a short week. (It's because we get paid to read what we want, write what we want, and teach what we want, usually at the times that we want to.)

There is no such thing as a balanced life, but there are compromises that I make that help my life feel more balanced than it actually is. We need so many things to be a part of our days: work, friends, family, exercise. When we can combine some of these things, it's more likely that we'll fit more of them in. And for me, dance helps me with exercise, with friends and family (my husband makes my jewelry and helps with my costumes), and gives me something to enjoy when other parts of my day haven't been easy.



Nancy B. Rapoport is Dean and Professor of Law at the University of Houston Law Center. She practiced last with Morrison & Foerster in San

Francisco, and thereafter launched her academic career. She served as Dean of the University of Nebraska College of Law from 1998-2000 and has held her present position since 2000. In 2001, she was elected to membership in the American Law Institute, and in 2002, she received a Distinguished Alumna Award from Rice University. She is a Fellow of the American Bar Foundation and a Fellow of the American College of Bankruptcy.

Try Coaching Your Secretary – for a Top Performance

By Dr. Ellen Ostrow

If you think it's tough being a woman attorney in a profession traditionally dominated by men, consider what it's like to be a legal assistant or paralegal. Support positions in legal workplaces are typically occupied by women. In keeping with their lower status, women support personnel are normally expected to assume a deferential and caretaking role. Go ahead, ask an experienced legal secretary how many times she's been the object of an attorney's angry outburst — she's probably given up counting.

But women attorneys often face challenges in their relationships with support staff that their male counterparts don't encounter. Karen, a partner in a mid-sized law firm, was stymied when she asked me to coach her. She'd hired an assistant with significant experience, hoping to eliminate the need for extensive training. But rather than providing the efficient help she'd expected, her assistant, Mary, was only complicating Karen's practice.

Making friends won't help. You are the boss and need to maintain appropriate boundaries.

For instance, Mary took it upon herself to reorganize the files and edit Karen's letters. When Karen explained her standard client-engagement procedure, Mary suggested changes to "improve" the process. Would Mary have behaved this way if her new boss was a man, Karen wondered?

Gender and position can become very confusing in the relationship between a woman attorney and her female support staff. As a woman, others have implicit expectations of support and nurturance from you. Your assertion of authority is a violation of your gender role, so it's likely to be

met with a more negative response from support staff than a male attorney would receive.

Making friends won't help. You are the boss and need to maintain appropriate boundaries. What kind of relationship will help you get beyond these challenges so you can get a great work product out the door?

Learn Professional Goals

My suggestion is that you take on a coaching role. As a coach, you're not just trying to persuade your paralegal to do work the way you want it done. The goal of coaching is to develop the person you're coaching, not just to fix the problem. And why go to the trouble? Because it's likely to produce the results you want — and generate multiple dividends.

To effectively coach your support staff you'll need to commit yourself to learning about their own professional goals. Karen began her coaching relationship with Mary by empathically listening to her description of her previous accomplishments. It became clear that Mary was proud of what she'd learned and wanted Karen to appreciate the level of sophistication her years of work had helped her develop. She hoped to become more than just one of Karen's support staff: she envisioned a role of trust and independence in which Karen would be free to leave the office under Mary's competent management.

Assuming a coaching role allowed Karen to harness Mary's motivation and energy. Demonstrating her commitment to Mary's goals created a bond of loyalty and trust. Karen's compassion didn't confuse Mary about the boundaries of their relationship. Instead, it opened the door for a discussion of Karen's expectations and how Mary could use her well-honed skills to help Karen's practice. Mary didn't mind adapting to Karen's system as long as Karen rec-

coaching tips

ognized Mary's potential contribution. As the coaching enabled Mary's sense of competence to grow, she was inspired to go above and beyond the call of duty.

Certainly Karen had to spend more time coaching Mary than she would have if she'd simply told her how she wanted things done. But besides building long-term social capital, Karen reaped other benefits. She found that compassionately connecting with Mary was a relief from the stress and pressure of her legal practice. Rather than draining her, these coaching conversations actually energized Karen. As a minority member in a firm of mostly male partners, Karen felt less isolated. It became obvious to her that she was developing leadership skills that empowered her in her dealings with staff, colleagues and clients.

Karen discovered another advantage of coaching her assistant: feedback. As the boss you're typically kept in the dark about what's not working until it's too late. But Karen's relationship with Mary gave her access to the information she needed to address problems before they got out of hand.

When your paralegal fails to organize the documents for a case and you know she's capable of better, maybe it's time for you to consider becoming her coach.



Dr. Ellen Ostrow is the founder of Lawyers Life Coach LLC, a firm providing professional development, career, business development and executive coaching services to attorneys and consultation to legal employers. Known

for her expertise on issues of particular concern to women lawyers, her email newsletter, Beyond the Billable Hour™ has been reprinted by 25 different bar association publications and many other print and electronic legal publications. She has addressed the ABA, NAWL, NALP, the ABA Commission on Women in the Profession and numerous state and women's bar associations. To contact Dr. Ostrow visit <http://Lawyerslifecoach.com> or write to Ellen@lawyerslifecoach.com.

Stop “Selling” Now!

By Karen Hahn Wilson

Need to market, build a bigger book of business, get some origination credit — but the thought of doing this fills you with distaste and dread? You're not alone. Most attorneys I have coached have reported the same feelings when we first spoke. In fact, one said to me, “When I ‘sell,’ I feel like I am selling my soul.” I promise, it doesn't have to be that way.

Here is the key to turn marketing from a chore to a fun activity: *stop selling*. Instead of focusing on finding people to buy hours of your time, create opportunities to get to know people. Rainmakers understand that the key to creating a big book of business is creating relationships with depth, consistency and longevity, and not worrying about when the occasion for billable hours will arise. Individuals who do this not only make more money, but have a lot more fun doing it. Here are some activities that immediately apply this new way of thinking:

- **Make friends.** Call old friends, former clients, and individuals you have always wanted to meet. Consider these occasions as times to get to know the person. Talk about *them*, not you.
- **Be helpful.** Make it your business to find ways that you can serve others: send them an important piece of information, a book/website, a referral for their children, etc.
- **Do internal networking.** Get to know the other attorneys in your firm, and get to know their needs and their goals, as well as finding ways to help them with their clients. Focus on becoming a supportive, “go to” person.
- **Listen, don't blab.** If you find yourself talking more than you are listening in any conversation, *stop*. Rainmakers know that their power lies in being attentive and caring, not in trying to “prove” themselves.

“I see relationship skills and rainmaking skills as interchangeable,” writes Mark Maraia, mentor to thousands of legal rainmakers, in his book *Rainmaking Made Simple: What Every Professional Must Know*. “There is a pleasant side effect to this relationship orientation: the more you focus on relationships, the less your service will be seen as a commodity and the higher fees you will command.”

Rainmakers know that their power lies in being attentive and caring, not in trying to “prove” themselves.

Altering the way you think about and practice business development will dismantle the blocks that you feel about “marketing,” and open up opportunities to get to know others and make invaluable contributions to their lives. You will find yourself invigorated, making a difference and reconnecting with one of the most compelling factors that motivated you to become an attorney. It doesn't get better than that.



Karen Kahn Wilson, EdD, PCC is an executive coach and psychologist. She is the President of WomenCentricTM Enterprises which combines state of the art research and powerful practical tools to set up comprehensive, women's initiatives in law firms. She can be contacted at Karen@womencentric.com.

Avoiding the Client from Hell

By Kathleen Harleston

One of the benefits of having a solo/small firm practice is the direct contact we enjoy with the client. Although the great majority of client relationships are positive, occasionally one encounters a difficult client. Such clients can, without realizing it, display behaviors that make them their own worst enemy. Tips for handling such a situation include the following.

- **Examine yourself.** Are you contributing to the solution or the problem? Lawyers tend to have competitive, assertive personalities, and to value justice over harmonious relationships. If your behavior is fanning the flames, step aside and let the fire blow by.
- **Keep your cool.** Recently, I watched Judy, a long-time cashier at my favorite salad restaurant, deal with an unjustifiably angry customer. Judy looked directly at the woman, listened carefully, and responded briefly and kindly to her complaints. In her words, “You have to pick your battles.” This works equally well with a difficult client, and may permit you to rehabilitate the relationship in the end.

Handling difficult clients has to be experienced to be fully understood.

- **Stay open.** Maintain open lines of communication, even though avoidance behavior is a natural response to stress. At Joan Swartz’ small law firm in St. Louis, they annually review their client relationships. On the few occasions in the past that they determined a relationship was irreparable, they were successful in withdrawing from the case. Joan cautions, though, that local and state rules of professional conduct must be consulted first.

- **Look for other problems.** Question whether an underlying, treatable illness exists. Jane Tate, a solo family law attorney in Kailua, Hawaii, sometimes recognizes Post-Traumatic Stress Disorder (PTSD) in a client’s behavior. When Jane sees certain symptoms, such as hyper-vigilance and multiple (and sometimes hysterical) telephone calls, she recommends a PTSD specialist. Conditions such as low blood sugar, hyperthyroidism, drug use, or manic depression may also cause such symptoms.
- **Just say no.** As solo practitioner Ava Monique George Stewart of Chicago points out, “We all read about how to recognize difficult clients up front. Then one shows up and we recognize him or her, yet we immediately go into denial. Why are we so afraid to say ‘no’ early on? Probably because handling difficult clients has to be experienced to be fully understood.” You can explain to him or her, for example, that a lawyer and client must mesh well in order to make a successful team, and that you do not feel that you are the best choice for him/her.

Kathleen Harleston

is a registered patent attorney at the Harleston Law Firm, LLC in Charleston, South Carolina. She is a graduate of Clemson University (BS, MS) and the University of South Carolina School of Law. She can be reached at 843-971-9453 or kathleen@harlestonlawfirm.com.

Lipstick Jihad: A Memoir of Growing Up Iranian in America and American in Iran

By Azadeh Moaveni.

2005, 249 pp., PublicAffairs. \$25

Reviewed by Maritza Ryan.

Lipstick Jihad is an eye-catching, seemingly oxymoronic title for a book that, like its author, encompasses an inherent duality: a deeply personal memoir by an Iranian-American woman living in post-revolutionary Iran, coupled with a journalist's keen observations on the social upheaval and political unrest in that country at a pivotal time in its history. Moaveni's account illustrates how the legal status of women in Iran remains caught up in the battle between the strict interpretation of Islam and modernity, between authoritarian rule by divine right and the rule of law, and between international isolation and engagement in the world community. *Lipstick Jihad* ("jihad" meaning "struggle") refers to the subtle resistance of the populace, and particularly women, against the insidious and often ridiculous encroachments of an Islamic fundamentalist state into every aspect of their daily lives.

A Californian by birth, Moaveni ventured to Iran, the land of her parents, primarily on assignment as a journalist, but also on a personal mission in search of her own identity. Raised in the heart of the Iranian diaspora in America, her sense of "otherness"—exacerbated by her classmates' knee-jerk association of her ethnicity with the radical, hostage-taking revolutionaries who had caused her family to flee Iran in the first place—was a hallmark of her youth. Certainly, there is much personal revelation in this book regarding the struggle of one woman, most decidedly the product of two diametrically opposed cultures, to both claim individual autonomy and yet find a place to "fit in." But the timing of her quest to Iran is historically fortuitous: she witnesses the tentative advances of a nascent Reformist movement and its setbacks after 9/11. She records the reaction of ordinary Iranians to "regime change" in Iraq—"When will our turn come?"—a hope that the aftershocks from next door might be strong enough to topple the mullahs, or at least ramp up the pressure toward more

rapid democratization and modernization.

Unfortunately, Iran's inclusion in the "axis of evil" shortly after 9/11 inadvertently served to further entrench ruling hard-line conservatives in bunkers now labeled "national security." The harsh words from Washington, later followed by the Iraq war, turned out to be a "divine gift" to the hardliners, who now demanded internal conformity and unity in the face of external threat. Efforts to modify the strict *Sharia*, or Islamic Religious Law, imposed after the 1979 revolution were stopped dead in their tracks. The *Sharia* fell particularly hard on women, stripping them of an array of rights

The author is chased and clubbed by militia breaking up a coed social event and threatened by thugs for driving alone with a male relative.

in, for example, divorce proceedings, child custody, freedom to travel and access, while simultaneously covering them in head-to-toe *chadors*, and criminalizing the indecent exposure of their hair, bare arms or ankles. Ironically, though Iranian women had once voluntarily taken to the veil as an anti-Western "protest symbol," the mullah-ordered veiling now came to "symbolize the system's disregard for women's legal status in general."

Moaveni's description of a typical interview with one of these religious rulers provides humorous, if disturbing, insights into a society whose mix of government, religion, and a smattering of "fear and hostility toward women and their sexuality" results in unrelenting oppressiveness and a national obsession with sex. Ms. Moaveni breaks down her hour with one corpulent Mullah whom she likened to "Jabba the Hut."

First fifteen minutes: Gaze averted, stares at own feet, wall, space, anywhere but two-foot radius around opposing female.

Second fifteen minutes: Slowly casts glances in direction of head and talking voice.

Third fifteen minutes: Makes eye contact and conducts normal conversation.

Last fifteen minutes: Begins making googooly eyes, smiling in impious fashion, and requesting one's mobile phone number.

Tales of such awkward, lecherous clerics might be merely humorous, but for the overwhelming power their peers wield over the average Iranian, controlling the judiciary, the military and most important state institutions. Under the Iranian Constitution, the powers of clerics trump those of the president and the legislature: religious leaders have veto authority over the passage of all laws, using it liberally to invalidate statutes or policies they consider inconsistent with their interpretation of Islamic law. The clergy-dominated judiciary is known for "chaos and brutality;" the police are corrupt and unpredictable; ultra-religious vigilantes run rampant; freedom of the press is a fluctuating concept. The author experiences firsthand the resulting arbitrary and dangerous nature of life in the Islamic Republic on several occasions: she is chased and clubbed by militia breaking up a coed social event; threatened by thugs for driving alone with a male relative; awakened to the sounds of a stranger being tortured in the empty, government-confiscated house next door; and hounded by mysterious intelligence agents, whose increasingly menacing interrogation sessions convince her to leave Iran for her own safety.

Still, Moaveni's clever title, *Lipstick Jihad*, reflects a resilient belief that "bottom-up" change—legal, political, and social—is not only possible but already underway. By the end of her book, Moaveni appears to have made peace with her dual American and Iranian identity, while the Iran she chronicled remains unstable and repressive internally, and a rogue state abroad. Nevertheless, Moaveni believes that several developments in Iran today augur progress toward a true Islamic democracy: the "Demographic Timebomb," an unusual-

ly large youthful population; an insatiable fascination with American and Western culture, and all the artifacts of modernity: the internet, mobile phones, and satellite dishes; and, most importantly, the countless ways in which everyday women in the street engage in *jihad*, quietly undermining the regime's oppressive strictures by consorting with male colleagues, wearing ever brighter colors, inching back their headscarves, and, yes, defiantly wearing lipstick.



Colonel Maritza S. Ryan is an Academy Professor and Acting Head of the

Department of Law at West Point, and teaches Constitutional & Military Law and Jurisprudence. Colonel Ryan's initial tour in the Judge Advocate General's Corps was at Fort Sill, Oklahoma, where she served as Senior Trial Counsel. She deployed to Desert Shield/Desert Storm as a Brigade Legal Counsel; she returned to Fort Sill to be the Senior Defense Counsel. She is from New York City, the daughter of Spanish immigrants, a cancer survivor, and is married to fellow USMA graduate, Major (Retired) Bob Ryan, with whom she has two children, Alexander (15) and Andrew (12).

Why Can't Every Day Be Perfect?

By Mara S. Georges

[The following is the text of a speech that Ms. Georges, Corporation Counsel of the City of Chicago, delivered at the "Taking Charge of Your Career" Program in Chicago on September 22, 2005, convened by NAWL.]

Some days are just so perfect. You wake up early – before the alarm – and take an effortless run. As you get dressed for work, you notice how great your hair looks and how for a forty-something, you look pretty darn good. You wake up your kids, because perfect kids don't awaken early, and they never interfere with your private morning time. When they awake, they are happy to greet the new day: smiling, laughing, full of witty and clever comments, full of songs to sing. You think to yourself, "Wow. I've got great kids. I'm so lucky."

When you arrive at work, you greet your colleagues with a friendly "Good morning!" and you think to yourself, "I'm so happy to be part of the working world." While at work, all tasks seem doable and you allow yourself to revel in your intelligence and good fortune. Cases settle; conflicts get worked out; and even opposing counsel is pleasant and nice to deal with.

Back at home, after a challenging yet fulfilling and productive day at work, you cook a dinner that everyone eats and for which you receive kudos and compliments. Your husband offers to handle the clean-up, which results in a shiny and orderly kitchen. Baths are a breeze and the kids are asleep long before you're ready to fall into bed. The end of the day brings relaxation, rejuvenation and a time for reflection.

Best Juggler, Finest Circus

Sure, the perfect day happens every once in a while. It really does. I've experienced them, I swear I have. All right, I'll admit, there have only been two or three of those days in my entire 18 years of practicing law. But, when those days happen, it's great. You feel like you've mastered it all and that you're the best juggler in the finest circus in the entire world.

Most days, however, fall short of the perfect day. Instead of juggling the balls and keeping them in the air, you drop them over and over. You struggle through a workout, lament the way you look and get short with the kids as soon as they awaken. Nothing comes easy at work. You fight – or at least have words – with everyone. You can't come to an agreement on any case. You've got no food in the house and nothing for dinner, the kids don't want a bath and won't go to bed. You're exhausted and feel like you can't master a thing. Your fear is that you're not doing well at any of your roles because you're constantly being pulled in every direction at once, and you don't have the time to give any area the attention it deserves or requires. As a result, you feel like you're constantly falling short in one way or another.

All right, I'll admit it: there have only been two or three perfect days in my entire 18 years of practicing law.

All right, maybe it's not quite that bad, but the less than perfect day seems to happen a lot more often than the perfect day. We as women expect so much of ourselves that we're often not able to live up to our own expectations. The fantasy of what life should be makes for good TV and movies. But because the perfect day – let alone a long string of them – is unattainable as it is desirable, it causes us to doubt our ability to succeed in the real world.

What to do? I would like to share some insight into those things that have worked well for me – those things that have enabled me to deal with my less than perfect days, to take charge of my career, and to balance my professional and personal personas.

Look at the Numbers

But, before discussing these ideas, I'd like to put this topic into perspective by citing some statistics: Nationwide, there are

perfect day

1,084,000 licensed lawyers. Over the past 20 years, the percentage of women layers has steadily increased from 8% in 1980 to 27% in 2000. Perhaps more interesting, in the 2003/4 academic year, 49% of the nation's law students were women. So, the percentage of women lawyers will continue to rise in the coming years.

In 2001, the ABA Commission on Women in the Profession published a report entitled, *The Unfinished Agenda: Women and the Legal Profession*. Here are some interesting findings from the study: Over the dozen years leading up to the study (published in 2001), the number of women partners, general counsels, and federal judges doubled. Despite impressive progress, women only account for about 15% of federal judges and law firm partners, 10% of law school deans and general counsels, and only 5% of managing partners of large law firms.

Try the Five-Point Personal Survival Plan.

This study revealed that work/life balance is a very big issue. Two-thirds of surveyed lawyers report experiencing work/family conflict and most believe that it is the greatest barrier to women's advancement. Only 20% are very satisfied with the allocation of time between work and personal needs, or with their opportunities to pursue the social good. Not surprising, most female attorneys feel that they do not have sufficient time for themselves or their families. Half report high levels of stress in juggling their responsibilities.

Moreover, women who do not have families often have difficulty finding time for relationships that might lead to them. Another issue is a feeling of double standards and double bind. For example, working mothers are held to a higher standard than working fathers and are often criticized as insufficiently committed, either as parents or professionals. If you sacrifice family for work, you're thought of as lacking as a mother. But if you need extended leaves or reduced schedules, you're thought of as lacking as lawyers. (Sound familiar?)

In fact, contrary to conventional wisdom, there is little basis for assuming that working mothers are less committed to their careers than other lawyers. The statistics show that women are not significantly more likely to leave legal practice than men. Rather, they typically move to positions with greater flexibility.

So, what's the punch line? The legal profession is challenging; it is particularly challenging for women, especially those with families. Progress is being made, albeit not as quickly as many would like. Finally, we are not alone in our quest for that "perfect day" that I spoke about earlier, nor the stress that often accompanies it.

Five-Point Personal Survival Plan

And — what is the solution? Well, if I had all the answers, I'd probably be out on my sailboat somewhere in the Caribbean right now. What I can share is what has worked for me. I call it my Five-Point Personal Survival Plan:

- Managing Expectations
- Strong Support System
- Mentorship
- Saying "No"
- Self Maintenance

By following this plan, I find I can manage the pressures of work life and home life while maintaining my sanity. Let's take a closer look at each of these points.

1. Managing Expectations. It is vitally important that we manage the expectations we set for ourselves. For many of us, and it is certainly true for me, we are our own harshest critic. And our self-image, our feeling of success or failure often rides on how we perform measure against our won self-established expectations. As a result, managing these expectations is very important.

I try to enter experiences knowing that I am by no means perfect: I know I'm going to get something—more likely, many things—wrong during the course of the day. And I realize that, sometimes, the day is going to be downright ugly. But, despite my errors and misjudgments, I know that—in most cases — things will turn out just fine. It is important for me to cut myself some slack; take some of the pressure off, and not let myself fall into the trap of expecting — or even trying to achieve — perfection. That's obviously not achievable.

Sometimes I gain perspective if I consider that even during the most important meets, Olympic gymnasts sometimes fall during routines they've practiced — and done perfectly — hundreds if not thousands of times. If these elite athletes can't always get it right, even when it matters most, even after thousands of hours of training and practice, even after doing the routine perfectly time and time again, then how are we supposed to?

Equally important as managing self expectations is managing the expectations of those around you: clients, colleagues, the public, the press, family members, and friends. We all want to be winners; it's human nature. As lawyers and professionals, we're hard-wired with a passion for success and achievement. Consequently, we have a natural tendency to set very high expectations in the eyes of those we represent and those around us. But, when we do that, set expectations too high, we risk disappointment ... even when the absolute performance or result may have been excellent. I try to be realistic and set expectations that are achievable. I would much rather err on the side of delivering good news than disappointment. However, establishing realistic expectations is not always easy or comfortable. I have found that it takes a lot of discipline and, at times, a lot of courage. But from experience, I know how important it is.

2. Strong Support System. One thing I've learned over the years is that none of us – not even the most talented among us – operates in a vacuum. We need people in our corner: people we can always depend upon; people we trust; people who care about us as individuals; people who will be with us through thick and thin; people whose only interest is what is best for us. In short, each of us needs a strong support system.

Support systems come in an infinite variety of sizes and shapes; each is different, but each shares common characteristics. Support systems can be comprised of family, friends, colleagues, and institutions. Support systems can also be comprised of our faith, our value system, our beliefs, our self-confidence and our reputations.

Over the years, I have established a strong support system without which I couldn't do my job. I realized that I can't do it all alone. Success and achievement are a team sport. I must, and I do, rely on the talents and hard work of many other people to get the job done. There are times when I think I could have done things better than the people on whom I rely. That, however, is another trap that takes you down the road of doing it all yourself, with all the inherent limitations that entails. I understand that I must accept that their ways, while different from my own, will work just fine in the overwhelming majority of cases.

Besides the professionals on my team, I also look to my family, friends, and colleagues for support. They may not always be experts

in the law. But, more often than not, they are experts when it comes to keeping me together and moving forward. They pick me up when I falter, they provide reassurance and a shoulder to lean on, and they take me to another place away from work. They help me maintain a sense of perspective and what's really important in life. Without their abiding support, I simply could not do what I do.

3. Mentorship. Part of a strong support system is having one or more mentors. Mentorship is such a unique and special kind of support that it deserves its own discussion.

What is a mentor, and what are the characteristics of a good one? According to the dictionary, a mentor is a "wise and trusted counselor or teacher, especially in occupational settings." A mentor is a professional – most likely another lawyer – who takes a special interest in your career. A good mentor is not only wise and trusted, but someone who cares enough to tell you when you're wrong and helps you get back on the right track. A good mentor is often well connected and can help open doors for you. The bottom line: a good mentor can be invaluable in accelerating your career.

*I have had enough practice
that I can now say "no"
quite easily without
feeling too guilty.*

Over the years, I have been fortunate to have some outstanding and extraordinarily helpful mentors, one in particular. My primary mentor has shared generously of his time, talent and experience. He is someone who I can – and often do – pick up the phone and just bounce ideas off of, be they issues of the law, organization dynamics, career advice or the like. Truly, I can talk with him about anything. He is accessible and only has my best interests in mind. In short, he has been exceedingly important to me over many years.

Mentorship should be a two-way street. To me, it is just as important to be a mentor as it is to have a mentor. There is something especially gratifying about being a mentor to someone else: sharing your knowledge and experience; providing advice and counsel; watching, contributing to, and taking pride in the development of another. Besides the gratification that goes along with helping someone else achieve in their career, mentorship

also provides an opportunity for perspective. It helps you realize just how far you have come, what is important and not, what contributes to success. If you haven't experienced this, I highly recommend becoming someone's mentor.

4. Saying "No". Saying "no" may seem counter-intuitive to many. After all, just like setting tall expectations, we're all wired to say "Yes." "Yes, I can take that new project." "Yes, we can win that case." "Yes, I can work late tonight and over the weekend." "Yes, I can take that unanticipated business trip." "Yes, I can represent our firm at a conference." "Yes, baby, I can pick you up from school today."

Let's face it: saying "no" is a whole lot harder to do than saying "yes." Saying "yes" pleases people, it feeds our ego, it says we're committed, it says, "You can count on me," it says, "I can handle it." But, we know that there are only 24 hours in a day (if someone has an answer for that constraint, please let me know... I want to be in business with you!). There is only so much work we can successfully accomplish. And, we know there are very important competing priorities for our time. In short, we know we cannot be everything to everyone. We must make choices. We must say "no" sometimes. The truth is, most of us don't say "no" often enough, despite how odd that may seem. Saying "no" obviously is another area where a good sense of perspective and priority is important.

Despite my desire to be everything to everyone, I have to say "no" more often than I say "yes." I have found that for women, especially, saying "no" is a tough thing to do. But, I have had enough practice that I can now say "no" quite easily without feeling too guilty. In other words, my fourth maxim is: don't overcommit. Select a few things that are truly important to you, things you believe in, things that will ultimately make a difference, and throw yourself wholeheartedly into those things. To everything else, just say "no."

5. Self Maintenance. I have saved perhaps the most important item for last: self maintenance. I really do not believe it is possible to sustain your best effort for long if you do not take good care of yourself: physically, mentally and emotionally.

Just like support systems, self-maintenance can take many forms. It really is not important what you do to take care of yourself or how. The most important thing is that you

do it, and that it works for you. Taking care of yourself may entail, for example, maintaining a certain level of fitness, putting the right foods into your body, getting enough sleep at night, having a successful relationship, enjoying a hobby or outside interest that you're passionate about, having some "do nothing" down time, setting and achieving non-work-related goals, practicing strong faith, or any combination of the above. The main thing is: whatever you do in the area of self maintenance, it should provide a mental and emotional break from the pressures and stress of work, a sense of rejuvenation and wellbeing, and a sense of a good health and energy.

Fitness, sleep, nutrition, my family, and my faith are at the core of my self-maintenance plan. Your plan will be different; that's to be expected. What's important is that you take good care of yourself, that you have a self-maintenance plan that works for you.

So there you have it: my 5-Point Personal Survival Plan. Managing expectations, having a strong support system, mentorship, saying "No," and self maintenance. By following a plan such as this, I believe you can achieve greater success, build a better balance between your work and personal life, better maintain your health and sanity, and have a little fun along the ways.

Who knows? You just may enjoy a few more of those "perfect days."



Mara S. Georges
Corporation
Counsel

Mara S. Georges

was appointed Corporation Counsel for the City of Chicago on May 26, 1999 by Mayor Richard M. Daley. As corporation counsel, Ms. Georges is responsible for the day-to-day operation of the City's Law Department, providing legal advice to the Mayor, members of the City Council, City commissioners, agencies and departments. Ms. Georges lives in the Lincoln Park area with her husband and two young children.

Women Make Better Lawyers: Discuss

In August, 2005, the ABA held its Annual Convention in Chicago. One of the panels was a provocative one entitled "Why Women Make Better Lawyers." Its creator, Michael Hyman, a partner with Much Shelist in Chicago, came up this diverting topic, and a large audience of males and females found it thought-provoking. Some excerpts follow:

Sharon C. Jones

The Top 10 Reason Why Women Make the Best Lawyers:

10—Women have a competitive advantage in the legal profession

We have a competitive advantage because our legal ability is usually underestimated by our male opponents. Why is that a good thing? Because our male opponent may not be as prepared as he might be against a man.



*Sharon E. Jones,
Jones Diversity LLC*

9—Women are more effective cross-examiners than men

Our culture still doesn't like to see a man be mean to a woman or, heaven forbid, make her cry. So if you need a brutal cross-examination of a female witness—you need a woman to do it.

8—Women are better at collaborating and therefore better at consensus building

Collaboration and consensus building are needed in all aspects of the legal profession—from the judiciary to law firms and law department management, to joint defense arrangements, settlement agreements and corporate transactions. Women look for the win-win option to make everyone happy.

7—Women are good listeners and easy to talk to

Men don't generally tell other men their secrets—but they will definitely tell women. Men will listen to women when they won't listen to other men for advice.

6—Women are more persuasive advocates

Years of having to achieve our goals without brute force, economic power or political influence have made us hone our skills of persuasion.

5—Women are more hardworking

We are always trying to overcome the stereotypical presumptions that we are not committed to the practice of law or not intellectually competent, so we work extremely hard to rebut that presumption.

4—Women are more creative (both in crafting solutions, writing briefs and all other aspects of legal work)

As people who are different from the norm within the profession, women are the creative source. We are the people with the different ideas, perspectives and solutions.

3—Women are smarter, and intelligence matters in the practice of law.

We had to be smarter to get where we are. Given the historical presumptions about lack of intelligence and commitment, we had to be very, very smart to achieve any type of leadership role

2—Women are skilled multi-taskers

Having to work and take care of the home, the children, significant others and ourselves have made us skilled at multi-tasking.

1—Women are willing to speak out against the things that are not right.

This is what our profession is about. Most of us became lawyers to correct injustice, to change the world, to right the wrongs. Women, as outsiders within this predominantly male profession, are the ones who most often speak out to correct the injustices.



*Michael Hyman, Much
Shelist Freed Denenberg
Ament & Rubenstein, PC
(facilitator)*

Kathleen C. Kauffman

I conducted an informal survey of scientific research about the genders. Here are some findings:

Women's brains are faster and more efficient.

- In the last decade, studies of perception, cognition, memory and neural function have found apparent gender differences that often buck conventional prejudices. Women's brains, for instance, seem to be faster and more efficient than men's.
- Women score more highly than men on tasks involving language and communication.

Women have superior perception that lets them see the big picture.

- Women's perceptual skills are oriented to quick – call it intuitive – people reading. Females are gifted at detecting the feelings and thoughts of others. Tuned into others, they more readily see alternative sides of an argument. Women, in other words, seem to be hard wired for a top-down, big-picture take. Men might be programmed to look at things from the bottom up. Men focus first on minute detail and operate most easily with a certain detachment.

Women handle anger better.

- Men tend to be more hot-headed than women, researchers at the University of Pennsylvania suggest, because their brains are fundamentally different. In a nutshell, the research indicates that men are more aggressive than women because the part of the brain that modulates aggression is smaller in men than it is in women. Both genders have about the same ability to produce emotions, but when it comes to keeping those emotions in check, men have been shortchanged.

Men ARE better at throwing, catching and hitting balls.

- Men exhibit more accuracy in tests of target-directed motor skills – that is, in guiding or intercepting projectiles.



*Kathleen C. Kauffman,
Ackerson Kauffman Fex, PC*

Conclusion

To fulfill our ability to be better lawyers, women need to resolve to walk on the sunny side of the street, when dealing with sexist expectation, dealing with sexual harassment and by controlling their own economic destiny.

Kathleen Havener

As hard as it is for me to say it, and as hard as it might be for you to hear it, I don't believe that women make better lawyers. I have spent too much of my life committed to achieving gender equality – and more importantly, working hard for gender diversity – to ever say that women make better lawyers.

What I truly believe – and what I dedicate all the time I possibly can spare to – is the notion that the best representation a client can achieve is from a diverse team of lawyers that, to the greatest extent possible, includes women and men, multiple races, multiple cultures, and multiple generations. Obviously this is only feasible when the client is wealthy enough to pay for it. But don't doubt me for one minute – when the client can afford such representation, the client should and will engage it, because that is the best representation money can buy.



*Kathleen Havener,
Hahn Loeser & Parks LLP*

I do believe that there are significant gender differences, some hardwired into us and some socialized into us, whether by our parents or the rest of our culture. Those gender differences can be friend or foe. I'm convinced that we can let them rule our lives or we can use them to make ourselves better lawyers. The most important thing we can do about gender differences, though, is understand them. Make friends with them, so that when they might get in our way, we learn either to use them or put them aside as necessary to do the best job we can for our clients.

I try my best to greet every female associate when she arrives at our office, and I give each of them their own copies of *Talking From Nine to Five*, by Deborah Tannen, and *How to Talk so Men Will Listen*, by Miriam Woodard. Since every woman, no matter how sophisticated and worldly, is naïve when she starts as a new lawyer, I would not be the least bit surprised to learn that the vast majority of them are insulted by the gesture. Every one thinks she is different, or worse, that the world has changed since "my day." But I have news for you. Today is my day. Those young women

and I work in the same firm. I am quite certain that by the time they have put in their first 18 months, they are grateful to me for giving them those books (presuming they have ever pulled the books out and looked through them).

To get along in the male-dominated world of the law, we must learn that there are times when we must lose the language we learned from the cradle. No longer can we say, "I feel this argument is weaker than the prior one." What are we talking about, anyway? We don't feel anything about the argument – we know damn well that one argument is better than the other. So we need to practice saying what we mean. No more overly polite, "maybe you disagree with me but. . ." Just say it. "The second argument is weaker than the first one, and here's why."

Similarly we must lose some of the softness, some of the deference, the tilt of the head, the effort to enter a room unseen. We need to remind ourselves that we *belong* in the room. That we need not defer. That the tilt of the head and the softness of speech are anachronistic signs of a time when we would defer or else.

Holly English

First, I want to talk about the fact that we're talking about this topic; then I'll talk about it, mostly in terms of a "toolbox" metaphor; and then I'll talk about how we can stop talking about it.

The fact that we're at the ABA having a panel with this title, in and of itself, shows pretty amazing progress. Can you imagine, 30 years ago, a panel like this? The title would have been a setup for a gag, a joke – but now it's a serious topic. Some will say we shouldn't have this conversation, but it's valuable because we can't pretend that gender doesn't continue to be an issue. There are, however, ways to make it less of an issue.

I'd suggest we construct a (metaphorical) toolbox. Into the toolbox we'll throw the techniques that women tend to be better at, and



*Holly English,
Post, Polak, Goodsell,
MacNeill & Strauchler, PA*

those approaches more readily identified with men. Then, let's make the whole toolbox available to everybody. For example:

Women are great at innovation. We're outsiders, we're not afraid to try something new. Let's urge men, who tend to be more hide-bound and traditional, to try something new; it won't kill them.

Similarly, **women embrace new and effective management techniques.** For too long, law firms in particular have balked at instituting modern management, but women have excelled at pursuing new and better ways of managing people. Not only does it make everyone more successful, people are happier, too.

Women are less egotistical when it benefits their work. As we often say, "It's not always about you." An effective strategy can be to let the case take center stage, rather than worrying so much about whether you are the center of attention.

Men have their own strengths to contribute to the toolbox. For example, they're great at **asking without guilt.** Whether it's asking for business, asking for a raise, they're willing to make the pitch, whereas women are more likely to silently resent.

And **sometimes it can be about you.** While women are less likely to hog the credit, they are also less likely to get it. Let's remember that now and then it's okay to accept a compliment and not deflect the credit.

Men know that we can't be above it all. All of us need to participate in business getting, in office politics, etc. And they don't shrink from these onerous but necessary duties, as women often do; while it might not be our favorite thing, it's got to be done.

These are only a few examples; there are myriad other tools we can throw in the toolbox.

But finally, how can we stop talking about gender? Here are a few thoughts:

- **Support the mavericks:** the people who do things differently need our support. So don't rebuff the guy who goes part time, the woman who comes on strong. They are creating new gender norms, and they need friends.
- **Take some risks ourselves.** Try to do things a little differently, try some new approaches, even if they aren't the typical roles that women play.
- **Urge others to take risks.** Be a role model and a coach for others to try these different approaches.

INTERVIEW: Mary Cranston Talks about the “Vision Thing”

By Selma Moidel Smith

“One of the 100 Most Influential Lawyers in America” ... “One of the Two Best Law Firm Leaders in the United States” ... Such accolades were given to Mary B. Cranston by the *National Law Review* (2000) and *Of Counsel* (2002). Now, she has been honored by the ABA Commission on Women in the Profession with a Margaret Brent Women Lawyers of Achievement Award, presented at the Annual Meeting in Chicago on August 7, 2005.

Cranston is the first woman to chair an “Am Law 100” law firm, listed by *The American Lawyer*. She was elected chair of San Francisco’s oldest and largest firm, Pillsbury Madison & Sutro, in 1998, and presided over the mergers by which the firm became Pillsbury Winthrop Shaw Pittman, with 900 lawyers in 16 offices worldwide. She served previously as chair of the firm’s Litigation Department, and her areas of practice are complex class action litigation, antitrust and securities actions, and regulated industries.



Mary Cranston

Cranston was one of the first women elected a Fellow of the American College of Trial Lawyers. She has served the ABA Antitrust Section as an officer and section delegate, and is a past chair of the Antitrust and Trade Regulation Committee of the State Bar of California.

This interview took place at the firm’s office in San Francisco on June 10, 2005.

Is there any particular case that you feel was pivotal in the development of your career?

Very early on, I worked on a massive

price-fixing case for our client, Chevron. It was a claim brought by a number of states that the major oil companies were fixing prices. It was one of those cases that had casts of thousands of lawyers representing each of the defendants, and the states had large teams of lawyers. It was a huge case, and I was a fairly junior lawyer, but it turned out there was a potential counter-claim by some of the oil companies against the state for failure to run the major offshore oil fields in California appropriately. We felt they were manipulating the production in those fields to change the price.

A lot of the senior lawyers in the case thought it was a throwaway, so they allowed me to take charge of that counter-claim. Since it was mine, I gave it my all and really dug into it. We found quite a bit of evidence, and it turned out to be a pretty significant matter. I was able to do early arguments and trial work on that counter-claim as a lead lawyer way before I would otherwise have had the chance. It was ultimately a significant chip in the resolution of the case. That was probably my earliest break. It gave me a taste for being in charge of litigation and having the ability to put together the whole gestalt and themes of the case, which turns out to be something I enjoy.

So this became a turning-point in your own thinking?

Yes, that stimulated me early on to want to be a lead trial lawyer. This was a real breakthrough for me psychologically about how to succeed in law, because it was apparent to me that there were no women models out there in the market. There were some plaintiffs’ lawyers, but not on the defense side—there were no women who were leading the charge—and I think it was pretty understandable. The clients at the senior level were all male, and when those executive teams were thinking about someone to trust with a bet-the-farm case, a

young woman was not exactly what popped into their brain. In fact, I didn't have anybody to model myself after. How would somebody like that behave? So I got onto the whole notion of creating a mental mentor for yourself, picturing yourself leading the charge in the courtroom, picturing yourself being begged by the executive team to take the case.

“If you’re willing to challenge yourself and if you’re willing to look your fears in the face, and if you’re willing to be a bulldog about what you want, you can get there.”

I didn't know exactly how I was going to get there, but I started to read a lot about vision and about how to create change in your own life and circumstances, and so I realized that you had to get a clear vision and you had to look in your own mind to see what little beliefs you had about yourself and what fears you had that were going to stop you—that you had to not try to repress them but pat them on the head and go for it anyway. So I set some pretty big goals for myself.

I wanted to be a lead trial lawyer, and I also realized that controlling a lot of business in a law firm was the ticket to glory, so I set myself these big goals for business development. At that point, of course, I had no clue of how to do it, but I could tell if a small step would lead me in the right direction, so I just didn't give up. It took me five years, but I was able to achieve them, and that gave me a lot of confidence. If you're willing to challenge yourself and if you're willing to look your fears in the face, and if you're willing to be a bulldog about what you want, you can get there. And that really was the ticket to my success as a lawyer. Over time, I did become a very big rainmaker in the firm and was in demand as a lead trial lawyer.

Did you have professors in law school who influenced your direction, or who inspired you?

There were two at Stanford that I would mention. One was Barbara Babcock, who was the only woman professor. Not only was she, or is she, a brilliant intellect, but she is one of the nicest human beings on earth, and she gave all her free time to mentoring the young women. I feel that without her I would have been in an extremely male environment with no one to help us with the difficulties of that kind of integration. Another professor who was quite influential was Bill Baxter, he's passed away now, who was teaching antitrust and was a very brilliant economist. I've always enjoyed economics. That was probably the area of the law that I found the most intellectually challenging, and it turned out to be the path that I followed with my career.

And when you completed your scholastic preparation, where did you apply for a position?

I went into the law firm of which I'm now the chair, so I'm one of those people who's had a very consistent career. In 1975, I went to Pillsbury Madison & Sutro because they were the oldest law firm in San Francisco—the largest, the most established—and they had a tremendous antitrust department. Because of my training in economics as an undergrad and with Bill Baxter, I was put on very large antitrust cases. I was given the assignment of working with the economists and so I avoided a lot of the drudgery of the document work of those big cases and got right into the meat of the substantive issues. That was very lucky, so I enjoyed it from the beginning. I also was able to work with some tremendously talented trial lawyers who helped me a lot and gave me a very good early start in trial skills. One of the clients I worked with from the beginning was what was then Pacific Telephone and Telegraph, and is now part of SBC, so I also developed a deep expertise in telecommunications regulation, especially as it interacts with the antitrust laws. That was how my career got started.

Which of your many honors do you find especially meaningful?

I was very honored to be named as one of the 100 most influential lawyers in America. It had very little to do with me per se. Because of where I've been in my career, I have met many of the extraordinary women

in this country and they are grossly under-represented on these lists. I think it's because we still have some cultural bias in the perceptual field and I was just very honored to be able to stand in the shoes of so many of these women. Every one of us that gets there is sort of opening the door a little bit, so I was really pleased about that one.

I also was, maybe the word is relieved, to be named one of the two best law firm leaders in the United States. I think everyone who takes the top job—especially in a venerable organization like Pillsbury that's been around a hundred and thirty years—is the current custodian. I was asked to take the reins at a time of great change. I was not only nervous about my ability to do the job well and the consequences if I didn't, but I also knew there were just so few women in this position that it would be very visible if I couldn't do it. I was glad to have the Good Housekeeping Seal of Approval.

Who have been your most important role models as women?

My mother, who has passed away, was a truly brilliant woman. When my son was doing calculus in high school, she could help him with his math—he lost me at the third grade—and she was one of the first women to do advanced work in economics at Stanford. She was really bright, and she would have loved to have been in business, but particularly in the social class she grew up in, it was considered a little bit demeaning to your husband to work so she didn't. She just ran all the charitable organizations in town, but she was a little bit bored with what society had to offer her and so she was extremely supportive. You know, many young women grow up with mothers who are quite scared that their daughters are going to go out there and be career women. My mother had exactly the opposite attitude: if you can do it, go for it.

When I got to Pillsbury in 1975, there were maybe zero, maybe one or two, firms in the United States that had women partners, and Pillsbury, I know for a fact, had the very first woman partner in Toni Rembe. She's a retired partner today. And we also had another partner, Margaret Gill. Toni was in Tax, Margaret was in Corporate, and they were very different in their personalities. So I had two really quite different, but equally effective, role models. For women of that

generation who were making it in law firms, if they had a life, you didn't see it at the office, but Margaret had two kids and Toni was married to a very high-powered executive. What they would do was—very much under the table so that it was invisible in the firm—nurture all the women. They would tell us how to get things done. That was such a gift. There was no other law firm in the country that I could have joined where I would have had that kind of help, and I think it made a huge difference in my career.

“My generation was the one that came out of the closet and started saying to the men, ‘These lunches at these discriminatory clubs have got to stop.’ We were a little bit of the in-your-face group.”

My generation was the one that came out of the closet and started saying to the men, “These lunches at these discriminatory clubs have got to stop. And by the way, you need to be very conscious about who you're mentoring, because you tend to mentor those who are like you, but we need mentoring too.” We were a little bit of the in-your-face group, very different from Toni and Margaret. You know, they would actually sometimes counsel us behind the scenes, “Don't do that.” And we said, “No, the time is here.” Eventually, as they saw that it was working, they came out and became very strong advocates. But you can see how the times made them extremely cautious. This was before 1964, before there was Title VII.

Is there advice you would give women who have enjoyed successful careers as lawyers?

For the senior women lawyers, one crying need is for older women mentors. In a typical law firm, there may be 50 percent women associates, but only in the best case 25 percent women partners, and those women get very overtaxed in terms of mentoring. I think that offering to be a very safe sounding board for young women is an extremely valuable thing to do, and that's something that I always make time for.

I think it's important in your later years to not be afraid to give up the career path that you've spent so much time building. I see people hanging on to a particular job or situation, even though it's getting to be a little tedious for them, and I think it's because they think it's their last hurrah. The fantasy in people's minds is that, "It's my job as I'm doing it today—or the park bench, with nobody wanting me and nobody caring about me." You have to shut one door before the other doors open, and have faith and confidence that there is something very valuable that you're going to be contributing.

The good news about the later years is that you usually are financially in a position that gives you the ability to find something that may not be as remunerative but is really interesting to you. Visualize what would be a truly fun way to spend the next ten years and shut the door on what you're doing now if it precludes you from doing that. Let the other door open up.

Is there anything that you feel stands in the way of women's progress in the legal profession?

I don't think it's debatable that there is a certain patriarchal nature to our culture. You just need to look at how many years women have been in business, coming out of business schools, coming out of law schools, and you look at the top leadership groups in this country. Statistically that's impossible unless there's some kind of cultural bias going on, and the thing—this is a little subtle—but the thing that I see a lot is that half the problem is that women buy it.

I had a real epiphany about that myself in my own career. I realized I had a vision, unconscious though it might be, but a vision that men really were in my way and that they were going to stop me, and I took that out of there and decided that men, like women, like everybody, could be helpful and be a mentor to me, and I think it subtly changed how I approached things.

Ultimately, I was able to achieve whatever I set my sights on. The real solution, of course, is going to be critical mass, and that may take us another 20 years, another 50 years, but once we have equal numbers of men and women at all levels, it's just not going to be an issue any more.



Selma Moidel Smith

is a past president of the Women Lawyers Association of Los Angeles and author of NAWL's Centennial History. She recently received NAWL's Lifetime of Service Award. smsth@aol.com.

Batterers with Badges: Officer-Involved Domestic Violence

By Jennifer Ammons*

Winner, NAWL Domestic Violence Essay Contest

Introduction

In many ways, the story of Crystal Brame resembles that of many women abused by the men they love. Crystal's husband checked her car's odometer frequently, timed how long she took running errands, and weighed her daily.¹ She had to obtain his permission to use their credit card,² and he gave her a stipend every two weeks, checking the receipts to see how she spent it.³ Mr. Brame verbally abused his wife, telling her she was "fat and . . . ugly" and "no man would ever want her."⁴ He threatened her life, "put a loaded gun to her head,"⁵ and even tried to choke her several times, but each time he sent flowers afterward.⁶ When she eventually left him, he killed her.⁷

But in one critical way, Crystal Brame differed from other abused women: her husband was the Chief of Police in Tacoma, Washington.⁸ Because he was a high-ranking law enforcement officer, Crystal found it difficult to get the help she needed to escape the abuse.⁹ When she told him the violence needed to stop, he challenged her, asking, "Who are you going to call? One of my buddies?"¹⁰ When she did report him to the police, her fears were dismissed, and the City Manager prevented an investigation by internal affairs.¹¹ In fact, the Assistant Police Chief began harassing Crystal and her family.¹² When a journalist reported Crystal's allegations, the president of the Tacoma police union threatened the writer.¹³ After Crystal filed for divorce, Chief Brame made his own allegations, "blam[ing] his wife's 'ferocious temper' and emotional instability for the abuse," and claiming that his 5-foot-tall, 105-pound wife "'ha[d] physically abused [him] for a number of years.'"¹⁴ Ultimately, Chief Brame used his service revolver to fatally shoot her and himself.¹⁵

The Brame tragedy is not unique. Instead, it merely illustrates many of the particular difficulties faced by victims of police batterers. Because of the specialized training law enforcement officers receive and their access to resources ranging from a firearm to comput-

erized information databases, officers are extraordinarily well prepared to become abusive at home.¹⁶ Furthermore, the close-knit, male-oriented police culture and ability of police to track people down make it extremely difficult for victims of abusers in law enforcement to escape the situation or get help.¹⁷

This subclass of domestic violence (DV), known as officer-involved domestic violence (OIDV), is easy to define, but particularly difficult to craft effective interventions for. Researchers have struggled to even determine the extent of the problem with any accuracy.¹⁸ However, the stories of women¹⁹ murdered by their law enforcement partners continue to appear in the news,²⁰ indicating that current laws and policies designed to stop the violence have not succeeded.

In one critical way, Crystal Brame differed from other abused women: her husband was the Chief of Police in Tacoma, Washington.

This article examines why OIDV seems particularly resistant to reduction and recommends ways in which policies can more effectively target it. Part I gives a brief overview of DV in general, while Part II describes the problem of OIDV, including its prevalence and particular difficulties associated with it. Part III looks at the current law and policies designed to address DV generally and OIDV in particular, and part IV discusses why they have failed to make the strides expected. Finally, Part V suggests changes necessary in order to make the current law and policies effective in reducing OIDV.

I. Domestic Violence: A National Epidemic

"Every 9 seconds a woman is beaten."²¹ In 2001 alone, there were nearly 700,000 incidents of DV that threatened the well being of

children and families across the nation, and this number had dropped over the previous ten years from well over 1 million incidents per year.²² The sheer volume and widespread nature of DV in the United States led U.S. Health and Human Services Secretary Donna Shalala to declare in 1994, "Domestic violence is an unacknowledged epidemic in our society."²³ Roughly \$44 million is spent annually to treat injuries caused by DV,²⁴ while another estimated \$4 billion is lost each year in "lower productivity, staff turnover, absenteeism, and excessive use of medical benefits," due to domestic violence.²⁵

These amounts are so high both because DV is widespread and because it is a pattern. Rarely does DV occur as a single isolated incident; rather it occurs in a cycle, escalating over time.²⁶ As described by Lenore Walker, the "Cycle of Violence" consists of three identifiable phases: "the tension-building phase; the acute battering incident; and the tranquil, loving . . . phase that follows,"²⁷ commonly known as the "honeymoon phase."

Donna Shalala declared in 1994, "Domestic violence is an unacknowledged epidemic in our society."

The honeymoon phase is just one of many reasons women stay in abusive relationships. Many are financially dependent on their abuser, isolated from friends and family, and without anywhere to go if they leave.²⁸ They are threatened with increased violence if they leave.²⁹ In fact, most women killed by their partners are killed when they try to leave.³⁰ Men continue to batter, according to a report issued by the U.S. Department of Justice, because "violence is a highly effective means of control" and "because they can."³¹

II. Officer-Involved Domestic Violence

"Police abusers differ from civilian abusers because they have the advantages of their training, their badge, their gun, and the weight of their tight-knit culture behind them."³² This is no small difference; these advantages make them better batterers and more likely to batter. Studies over the past two decades have found the rate of DV among police families to be somewhere between 22 percent and 41 percent,³³ 2-4 times that of the general population.³⁴ Number of years on the job was not correlated with spousal abuse.³⁵

However, factors correlated with a higher rate of OIVD include working odd shifts or long hours, taking little time off, sleep deprivation, "[p]oor coping strategies," job dissatisfaction, and being a patrol or narcotics officer.³⁶ Most notably, couples that were divorced, separated, or living apart had three times more "severe violence" as couples that were living together.³⁷

The true rates of OIVD may actually be much higher than studies indicate, due to limitations on these studies. "[U]nder reporting is a problem in the general population," points out one researcher, and it is likely to be an even greater problem among victims of OIVD.³⁸

A. Shrouded in Secrecy

Most of the studies done to date use self-reporting.³⁹ Because police officers are employed in the field of law enforcement, they are much less likely to be willing to self-report commission of a crime, regardless of assurances of confidentiality; they are very afraid for their jobs.⁴⁰ Studies finding higher numbers may, in fact, be more accurate, because their wording of questions was easier for batterers to accept and take responsibility for.⁴¹ For example, one of the earliest studies asked whether officers "had ever gotten out of control and behaved violently against their spouse and children" in the last six months, rather than asking if they had "hit" or "abused" their family.⁴² The study found that 40 percent of officers were willing to admit to this.⁴³

Furthermore, victims of OIVD are less likely to report abuse.⁴⁴ Because the abuser is the police, victims are hesitant to call the police.⁴⁵ "I knew they'd cover up for him like they did for each other. Just look the other way," said one victim.⁴⁶ Others have been told by their husbands they would be arrested, not the batterer.⁴⁷ Still others fear the retribution that may occur if their abuser finds out about the report.⁴⁸ Such retribution can prove fatal for a reporting victim.⁴⁹ Even average citizens that are harmed by partners fear an ineffective response, which could actually escalate the situation, especially when the abuser has access to a gun.⁵⁰ This is even truer for victims of OIVD. Such responses from law enforcement actually expand abusers' power, because they decrease the likelihood that a victim will call for help in the future.⁵¹

Others are also less likely to notice the results of attacks by police officers. Police have experience with assault and battery, having seen it many times on the job, and they

know where to hit to avoid leaving marks entirely or limit marks to concealed areas.⁵² Because the signs of abuse are not as obvious, victims and abusers can more easily fool others into thinking everything is normal.

B. Uniquely Positioned & Trained: What Makes Police Good Batterers

This knowledge of where to hit is just one of the advantages police have over average batterers. Law enforcement officers also have the advantage of specialized training in how to subdue or incapacitate suspects, through intimidation, the use of the “command presence” or, if necessary, physical techniques that leave no marks.⁵³ When police are on the job, the ability to control volatile situations can mean the difference between life and death, so officers take their training very seriously.⁵⁴ It is no surprise, then, that many abusive cops have letters of commendation in their files, praising their ability to defuse difficult situations.⁵⁵ David Brame was even made out to be “a champion for domestic abuse victims.”⁵⁶

The rate of domestic violence among police families is two to four times that of the general population.

The problem comes when officers take those techniques home. For example, Chief Brame “used tactics he learned and perfected as a police officer, such as constant surveillance, interrogations, and threats to control his wife.”⁵⁷ Physical intimidation, emotional control, and raising their voices come naturally and are probably not considered a use of force by most cops.⁵⁸ Officers may perceive refusal to comply with requests or orders as a threat, rather than a mere difference of opinion.⁵⁹ They also take their gun home with them, making them even more dangerous. “Guns,” notes one review of DV fatalities, “are the most common weapon used in domestic violence homicides.”⁶⁰

Furthermore, police are positioned perfectly to get away with DV. If their victim reports the abuse, it is her word against his – not a good position for the victim to be in. As a society, we tend to have some degree of inherent respect for police.⁶¹ Officers have an even greater respect and deference for their peers and co-workers. Some women have had their complaints “brushed aside,” partially due to a police policy of keeping such allegations

in-house.⁶² According to a former police officer, traditionally investigations of DV complaints against officers were conducted privately, with a focus on not embarrassing the officer.⁶³

With this policy supporting them, abusive officers can use their knowledge of the criminal justice system to their advantage, as well. Many threaten to have their wife or girlfriend arrested if she reports.⁶⁴ In addition, “it’s a well-known tactic among batterers to pre-empt allegations against them by filing their own complaints first.”⁶⁵ Some officers even “use[] their knowledge to set up wives or girlfriends, making it appear as if the woman was stalking them, attacking them or mentally unstable.”⁶⁶ This manipulation of the law enforcement system further diminishes the victim’s credibility if and when she decides to report the abuse.

C. No Escape

Perhaps the biggest factor differentiating OIDV from other cases of DV is the near impossibility of escape for the victims. Across all DV, the most dangerous time for a victim is when she tries to leave.⁶⁷ Compounding this, victims of OIDV essentially have nowhere to go, no way to escape, and very few people to protect them.

Although police are supposed to enforce restraining orders and arrest for their violation or for probable cause of a crime occurring, this is less likely to happen when a fellow officer is involved. Officers are more likely to take their fellow cop’s word over the victim’s, and may handle the situation ineffectively.⁶⁸ This is assuming the call gets to an officer at all. Some dispatchers hesitate to send officers in response to such a call.⁶⁹ Furthermore, judges may be unwilling to issue a protective order against a police officer, and even if an order is issued, other police officers often delay serving the order on the officer.⁷⁰

Victims who attempt to leave often have nowhere to go, because the shelters available to other victims of DV are unsafe when there is a police officer involved.⁷¹ Police officers “know[] the locations of local shelters and can readily discover the address of any shelter.”⁷²

If a victim of a police-abuser tries to go elsewhere and start a new life, a police officer has access to resources necessary to track her down. He can trace license plates and credit card usage.⁷³ He can track her movements using records from telephone companies, utilities, schools, hospitals, insurance companies, and welfare.⁷⁴ He can even track a victim who

changes her Social Security Number.⁷⁵ This essentially traps a victim in her current life. "In looking for a job, I found positions open, yet I had no way to prove my qualifications and experience," says one victim, describing her difficulty starting a new life.⁷⁶ "I could not . . . use any of my past experience or personal references because my husband would find out."⁷⁷ Some women "have re-located more than once, to get away."⁷⁸ One victim says it got so bad that she "no longer ha[s] an address."⁷⁹ She says her life is like being in prison:

Even though my Stalker was arrested and [confessed], the Judge didn't put him in jail. The Judge didn't take away his freedom. He took away mine. My batterer went back to being a police officer. Like nothing had ever happened. But I will never go back to a normal life again. I will forever be looking over my shoulder.⁸⁰

D. Not Just About Their Direct Victims

While OIDV devastates the victims themselves, its impact extends outside those relationships. What happens when a law enforcement officer who is himself an abuser is called upon to respond to DV incidents, enforce restraining orders, or testify in a DV case? Diane Wetendorf, a national expert on OIDV, warns that the officer may not interact appropriately with either party, excusing abusive behavior and failing to "adequately protect a victim."⁸¹ Others share these concerns.⁸²

"I knew they'd cover up for him like they did for each other. Just look the other way," said one victim.

If not brought to the attention of the proper authorities, or if not dealt with appropriately by those authorities, OIDV can also result in civil liability.⁸³ In 1984, a Connecticut district court held that police departments were liable for damages resulting from policies of responding differently to abuse of women by an intimate partner than to other cases of abuse or assault.⁸⁴ A 2000 case set a similar precedent in the Ninth Circuit.⁸⁵ Further liability may occur if police departments do not take care to remove guns from officers with convictions for DV or restraining orders against them.⁸⁶

III. Laws & Policies: The Attempt to Legislate Change

Much of the law's responsibility for causing change has been left to the courts, which have provided some small degree of relief. In 1996, however, Congress passed a law⁸⁷ known as the Lautenberg Amendment⁸⁸ or Domestic Violence Offender Gun Ban.⁸⁹ Pursuant to this amendment, section 922(g) of the U.S. Code provides that it is unlawful for one to possess a firearm if he or she is subject to a DV restraining order or has been convicted of a DV misdemeanor.⁹⁰ The statute is retroactive, including convictions and restraining orders issued before its passage, and contrary to the belief of some, it provides no "exception for law enforcement or military personnel."⁹¹

States have also enacted statutes directing law enforcement agencies to develop policies for responding to DV calls.⁹² These statutes set out a variety of guidelines for the policies, including requirements that they encourage or mandate arrests where there is probable cause that a DV offense has been committed and that written records be made and kept for all DV reports.⁹³ Many states, including California, do not specifically require that these policies address OIDV. However, Washington, in the wake of the Brame tragedy, added a new section to its laws, requiring that law enforcement agencies adopt policies for responding to complaints of OIDV.⁹⁴ In doing so, the legislature stated that it was "addressing the need for improved coordination and accountability . . . when reports of domestic violence are made and the alleged perpetrator is a . . . Washington peace officer."⁹⁵ The remainder of policy development has been left to the agencies themselves.

IV. The Abuse Goes On: The Spectacular Failure of Regulation

The few laws promulgated by Congress and state legislatures have failed to effectively address the problem of OIDV to this point. There are a number of reasons for this. First, policy development has been mostly left in the hands of individual law enforcement agencies, which are not subject to any accountability measures. Second, the police culture still reflects outdated notions about DV, leading officers to protect their own. Third, the Lautenberg Amendment puts agencies in a bind, forced to choose between enforcing federal law and keeping much-needed officers on the streets. Finally, law enforcement agencies may try to cover up an officer's DV to avoid

bad publicity.

A. Fox in the Henhouse: Problems with Having Agencies Self-Regulate

State statutes directing law enforcement agencies to develop and follow policies for responding to OIDV make the critical mistake of leaving the agencies “on their honor” to do so. Although state-legislated, the laws explicitly state that they are to be administered and implemented by individual law enforcement agencies, without any particular oversight.⁹⁶

History has shown this to be most ineffective. Based on an informal survey conducted at the FBI National Academy in Quantico, VA, one researcher states, “While most law enforcement administrators claim to comply with domestic violence statutes when dealing with their own officers, they also admit to slippage.”⁹⁷ One survey in 1994 found that almost half of police departments across the nation “had no specific policy for dealing with officer-involved domestic violence.”⁹⁸ Another found that most agencies do not have such a policy, even though they have policies “requir[ing] the notification of Internal Affairs when an employee is the subject of a criminal investigation.”⁹⁹

The International Association of Chiefs of Police prepared a model policy in 2003 for responding to OIDV.¹⁰⁰ Some police departments have adopted the policy, but most do nothing more than “simply including the policy in their manuals.”¹⁰¹

Because so few agencies have policies, they remain free to respond to OIDV in whatever way was traditionally used. In response to OIDV allegations that are sustained, most agencies send the offending officer to counseling.¹⁰² In fact, “[o]nly 19% of the departments [surveyed] indicated that officers would be terminated after a second sustained allegation of domestic violence.”¹⁰³ Of the 91 cases of alleged OIDV investigated by the Los Angeles Police Department and sustained between 1990 and 1997, only 4 resulted in a criminal conviction.¹⁰⁴ One of those convictions was subsequently expunged.¹⁰⁵ Of the remaining three convicted officers, one was suspended for 15 days and another was suspended for only 5 days.¹⁰⁶ On the other hand, 26 of the 91 officers “were promoted, including 6 employees who promoted within 2 years of the ... incident.”¹⁰⁷ In San Diego, 42% of OIDV cases referred to the City Attorney are prosecuted, compared to 92% of DV cases as a whole.¹⁰⁸

Even where there are policies in place governing the response to OIDV, though, lack of accountability allows officers to blatantly disregard them. One researcher noted that “when officers were dispatched to suspected calls of domestic violence involving one of their co-workers, any policy or law...was quickly abandoned. Responding officers would often speak only briefly with the ‘off-duty officer’ and...dismiss the call without any further investigation [or] written report,” regardless of what the policy directed.¹⁰⁹ Officers continue to respond in this manner, because “there are no repercussions . . . for failing to take the action mandated by law.”¹¹⁰

B. Birds of a Feather: Internal Cover-ups & Police Culture

The pervasive police culture and steadfast adherence to outdated conceptualizations of DV also contribute to the failure of current laws and policies in attacking OIDV. Historically, a woman was considered to belong to her husband and to be completely dependent on him.¹¹¹ Therefore, men were given the freedom to discipline their wives as they saw fit, provided they did not inflict severe harm.¹¹² Until recently, society, as a whole, considered DV to be a private matter, rather than a criminal issue or a social problem.¹¹³ Accordingly, police developed an unofficial policy of not interfering in cases of DV, considering it people’s private business.¹¹⁴

Police were often unlikely to be sympathetic or helpful unless the abused woman was “a Betty Crocker type [who] kept the house clean and had an apron on when she came to the door.”

A psychologist who has worked with police says that it is “still a man’s world” in law enforcement agencies.¹¹⁵ A law professor completing a study of police response to DV calls in British Columbia in the 1990s said that even that recently, “[p]olice typically judged battered women in unflattering terms and were often unlikely to be sympathetic or helpful unless the abused woman was ‘a Betty Crocker type [who] kept the house clean and had an apron on when she came to the door.’”¹¹⁶

In addition to this attitude, there is a strong

unspoken rule that police protect their own. Law enforcement officers who break the code of silence fear retaliation such as “[s]hunning violators, revealing their inadequacies, or withholding assistance in emergencies.”¹¹⁷ This can lead officers to fear “that they literally risk their lives when they turn in their peers.”¹¹⁸ Because of this, many officers fail to report DV incidents of which they are directly aware.¹¹⁹

C. Removing Guns Takes Cops Off the Street

The Lautenberg Amendment has not only proved ineffective, but it has actually undermined other laws and policies. It puts police departments in a tough position when their officers are the subjects of restraining orders. Removing the officer’s gun forces them to place him on suspension or find “non-law enforcement duties” for him, which “can cause severe staffing shortages.”¹²⁰ On the other hand, failing to comply with the statute can open a department to civil liability.¹²¹

Two key changes are necessary: the police culture must change and agencies must become accountable.

Because of this, the Lautenberg Amendment is not uniformly enforced among law enforcement agencies. A 1999 survey by the Akron Beacon Journal in Ohio found that among 68 of “the country’s 100 largest police departments,” only “a total of 11 officers” in 6 cities were “fired or reassigned to administrative duties” due to losing their gun for a DV conviction.¹²² A former police chief explains that police can and do get around the Lautenberg Amendment “by routinely getting domestic violence convictions expunged from their record¹²³ or by pleading to lesser crimes than domestic violence.”¹²⁴ Furthermore, judges tend to enable this trick.¹²⁵ One expert suggest that courts may have actually become more lenient with police officers accused of DV since the passage of the Lautenberg amendment.¹²⁶

The results can be devastating. In one state, “[s]ince 1997, at least twelve domestic violence homicides have been committed . . . by abusers using guns they were federally prohibited from possessing because they had a prior domestic violence conviction.”¹²⁷

D. Avoiding Bad Publicity

A final reason laws and policies are not always followed is a tendency for law enforcement agencies to cover up an officer’s DV to avoid bad publicity. In a world of proliferating litigation, departments fear civil liability, as well as a lack of respect for officers, if the public becomes aware of OI DV. Unfortunately, by covering up the abuse, they run a greater risk of experiencing bad publicity and liability, in the event the abuse does not stop – and DV tends to escalate, rather than end after one or two incidents. Batterers tend to continue their abusive behavior unless interrupted by a successful intervention.¹²⁸ Again, the Brame story presents an example: Crystal Brame’s family has “filed a \$75 million wrongful-death civil suit against the city” of Tacoma,¹²⁹ alleging that the city should have been aware of the danger Chief Brame posed and protected her.¹³⁰ The case is currently pending.¹³¹

V. Adding Accountability and Changing the Culture

Two key changes are necessary to give teeth to the policies promulgated by various departments and associations across the country: the police culture must change and agencies must become accountable. The first step, though, is developing policies to be followed at all.

A. Police Protocols

Because most police value their jobs and identities as cops above all else, “[a] department’s policy and attitude may be the most influential factors in deterring police domestic violence.”¹³² Therefore, every law enforcement agency needs to adopt a policy directing the steps to be taken when an allegation of OI DV is made. The core tenet of such a policy must be that a police officer “should be treated no differently than any other citizen.”¹³³

In order to avoid an officer’s improper influence over the investigation of his own case, a supervisor should be dispatched to the scene of the incident,¹³⁴ and the Internal Affairs Division or Department should be placed in charge of the investigation.¹³⁵ The entire investigation should be well documented, beginning with the initial report to the authorities.¹³⁶

While the investigation is proceeding, department-issued equipment, including any weapons, should be removed from the suspect officer.¹³⁷ Because of this, and in order to protect the victim, reporting party, and third parties from retaliation, the officer should be

placed on administrative leave or suspension while being investigated.¹³⁸ If an investigation reveals that the officer did commit the alleged act, consequences must be provided, as discussed below.

However, the policy for addressing OIDV need not start when an incident is reported. Several commentators suggest that a preventative approach can be taken instead of, or in addition to, the policies offered above. One helpful modification to current practices would be a screening process.¹³⁹ One study looking at agencies with a screening policy found that a surprisingly high number of applicants actually disclosed past DV, enabling the agencies to which they were applying to screen them out before becoming involved in the violence.¹⁴⁰ In addition, “provid[ing] resource information to employees and families, and coaching and counseling for employees,” could prevent or stop DV.¹⁴¹ By stopping the violence before it starts, law enforcement agencies could help both the officers and themselves, in addition to the potential victims, by avoiding the need for issuance of restraining orders that would trigger the Lautenberg Act. As the old maxim states, “an ounce of prevention is worth a pound of cure.”

Agencies also need to develop a system for “monitor[ing] the existence and status of OFPs [orders for protection],” to protect themselves from liability.¹⁴² Waiting for officers to report their own restraining orders to superiors has not proved effective and is unlikely to ever prove effective. It is counterintuitive to expect a law enforcement officer to report his own violation of law, which is likely to lead to a desk job, suspension, or even termination from his job. Although one commentator feels that “[e]mployees can be required to notify the agency of the existence and status of OFPs against them,”¹⁴³ she does not state how such a requirement would be enforced. If the problem is that officers are not currently disclosing the existence of such orders, why would they start doing so just because words were added to an employee handbook or “policy and procedure manual”?

B. Establishing Consequences

If the officer is found to have committed the act of DV, in either a criminal or administrative investigation, there must be consequences. Beginning with Sherman and Berk’s groundbreaking study in 1984 on the effects of arrest on DV recidivism rates,¹⁴⁴ we have found that concrete, real, and societally sanctioned consequences are more effective in

reducing DV than merely talking to the offender or leaving the problem to be resolved within the family.¹⁴⁵

Some evidence suggests that DV will continue when batterers are not held accountable for their actions and there are no negative consequences for the violence.¹⁴⁶ Nationwide, women abused by a partner are at “high risk of being victimized again.”¹⁴⁷ The less serious the consequences for family violence, the greater the likelihood of recidivism will be.¹⁴⁸ On the other hand, “[w]hen justice agencies deliver a clear message that domestic violence is unacceptable behavior that will not be tolerated, this view is encouraged throughout society.”¹⁴⁹

Consequences suggested for OIDV range from counseling to suspension, demotion, or even termination.¹⁵⁰ The International Association of Chiefs of Police recommends immediate termination upon even a finding in an administrative proceeding that the officer has in fact abused a significant other.¹⁵¹ Others feel termination should only occur after a pattern of DV.¹⁵² Establishing consequences for actions will provide accountability to individuals; officers that “do the crime” have to “do the time” in some form.

To provide a less punitive and more rehabilitative consequence, it has also been suggested that law enforcement agencies develop their own batterers’ programs.¹⁵³ Group treatment programs for batterers have met with some success, but studies evaluating these programs tend to suffer from small sample sizes and/or reliance on unconfirmed self-reporting.¹⁵⁴ Furthermore, studies have not looked at the efficacy of batterers’ programs with law enforcement officers.¹⁵⁵

C. Departmental Accountability

In addition to personal accountability, though, departments need to be held accountable for their policies and patterns of behavior. Accountability is one of the criteria for evaluating service delivery.¹⁵⁶ To be considered effective in delivering services, an organization, including a law enforcement agency, must be “accountable for its actions and decisions,” and the benefits it provides must be “integrated and continuous” and “accessible to clients and beneficiaries.”¹⁵⁷

Unfortunately, judging by these criteria, law enforcement agencies are remarkably poor at providing protective services to victims of OIDV. While the law requires such agencies to develop a policy for providing continuous

service to victims of DV, reality departs from the scene imagined under the law. Because some victims are afraid to call the police, as a practical matter, services are not accessible to them, and services are anything but constant. Studies have found that the beliefs of individual officers and personal factors in their lives, such as their approval of family violence, affect how they respond to any call reporting DV.¹⁵⁸ In some cases, entire departments have been found to have a pattern of failing to take DV cases seriously.¹⁵⁹ This failure is at least partially because there is no accountability for their actions. There are no checks and balances provided in the law to ensure that law enforcement agencies are not merely developing policies, but actually implementing them as well.

There are at least three possible ways to establish such checks on agencies' behavior. First, an oversight committee could be appointed or the duty of oversight delegated to a particular office. This solution seems simple, but there are several problems with it. Creating an oversight committee takes money and manpower, both in short supply, while assigning the duty to a pre-existing office further overburdens a heavily laden government office. This solution also would deteriorate relations between the oversight body and law enforcement agencies, who would feel they were being treated as children and micromanaged (notwithstanding the fact that many agencies have shown this is approximately their level of ability to get such policies implemented). The solution also still lacks teeth. Even if an agency were appointed or created to police the police, what would be the consequences they could issue?

A second possible solution ties compliance with laws directing the establishment of such procedures to funding. Under the Violence Against Women Act (VAWA),¹⁶⁰ federal funds are available for, *inter alia*, "training law enforcement officers . . . to more effectively identify and respond to violent crimes against women, including . . . domestic violence, and dating violence" and "developing and implementing more effective police . . . policies, protocols, orders, and services specifically devoted to preventing, identifying, and responding to violent crimes against women, including . . . domestic violence."¹⁶¹ In return for those grant funds, the grantee has to report to the U.S. Attorney General "the activities carried out" and "an assessment of the effectiveness of those activities in achieving the purposes

of [the VAWA]."¹⁶² Unfortunately, utilization of this solution would require either the federal government to expand the program, making it easier for law enforcement agencies to gain access to these grants, or the states to fund their own mandates. Again, funding becomes an issue.

Alternatively, rather than offering incentives for complying with the law, the legislature could create punishments for not doing so, by creating a new civil cause of action against departments that do not establish and implement a procedure for responding to OIDV. For this cause of action, plaintiff victims of OIDV (or of DV as a whole) would not have to prove a discriminatory "pattern or practice" by a law enforcement agency, as under VAWA,¹⁶³ but only that the agency had failed to establish a policy for responding to allegations of OIDV by the stated deadline, or alternatively, that the agency did not follow its own established policy. This solution also offers potential financial difficulties, since awards against the agency are paid out of taxpayer dollars. However, the costs associated with this solution are not precedent to its effectiveness; that is, the costs can be avoided if law enforcement agencies simply comply with the law. By comparison, the other two solutions offered above require that money be expended before agency compliance can be increased.

D. Changing the Culture

Most importantly, though, those that hope to eliminate OIDV must attack the shroud of secrecy surrounding the tight-knit police community. For change to occur, one member of this community believes that "members of the law enforcement profession first must acknowledge the existence of the problem. Then, they must work together to assist coworkers through intervention. In short, they must not keep it a secret."¹⁶⁴

Because the attitude of much of the department depends on how superiors respond to DV, the change must start with these individuals. When supervisors in an organization buy into a new program or set of values, those they supervise tend to follow.¹⁶⁵ On the other hand, when managers indicate their disapproval of a policy promulgated by a governing body, others are unlikely to follow it. Therefore, police supervisors must be trained, adopt new policies and views as their own, and then "educate all employees about the nature of police violence, emphasizing detection and encouraging intervention."¹⁶⁶

Conclusion

Although recent decades have seen an explosion of attention focused on and scholarly discourse on the problem of DV, very little time and very few words have been spent on the particular issue of OIDV. Despite the lack of awareness of this sub-category of DV, it differs in a number of ways from “ordinary” DV – ways that make the plight of its victims far more dire and hopeless. Furthermore, the prevalence of DV among officers themselves leads one to question how we could ever hope for effective law enforcement response to DV.

In recent years, various legislatures have begun to catch a whiff of the problem and have attempted legislation to attack it. Unfortunately, these attempts have ignored the need for accountability, leaving agencies to self-regulate. As a result, many laws and policies have been considered mere suggestions. In order to turn the tide of OIDV, every law enforcement agency needs to have a clear policy on response to OIDV, which is supported by management personnel. In addition, legislatures need to provide a clear directive to law enforcement agencies that is backed up by consequences.

The pastor officiating at Crystal Brame’s funeral hoped that her casket would become a “wake-up call.”¹⁶⁷ For the state of Washington, it did. In 2004, legislation passed requiring “that each law enforcement agency in Washington develop an officer-involved DV policy by [June 1,] 2005.”¹⁶⁸ Tacoma itself implemented a “tough new domestic violence policy” in 2004.¹⁶⁹ Let the many caskets already lowered all across the country be a wake-up call to us all: officer-involved domestic violence is intolerable.

FOOTNOTES

** J.D. candidate, May 2006, California Western School of Law; M.S.W. candidate, May 2006, San Diego State University; B.S., psychology, cum laude, 2000, Duke University. The author wishes to express her gratitude to her family for their support and to Elizabeth Spiezer for her editing assistance.

1 Mike Carter, *Portrait of a Marriage: Crystal Brame Feared Her Angry, Controlling Husband; Friends Speak of a Violent Union, Her Attempt to End It and Get Her Life Back*, *Seattle Times*, May 4, 2003, at A30.

2 Associated Press, *Police Chief Had Sought Help for Stress* (Apr. 28, 2003), <http://www.cnn.com/2003/US/West/04/27/police.shooting.ap>; Ruth Teichroeb, *Tacoma Police Chief’s Wife Says He Pointed a Gun at Her; David Brame Denies Allegations, Says It Was She who Abused Him*, *Seattle Post-Intelligencer*, Apr. 25, 2003, at A1.

3 Bill Lagatutta, *Tacoma Confidential*, *CBS News.com*, June 9, 2003, available at

<http://www.cbsnews.com/stories/2003/09/25/48hours/main575070.shtml>.

4 *Id.*

5 *Id.*

6 Associated Press, *supra* note 2; Teichroeb, *supra* note 2.

7 E.g., Carter, *supra* note 1.

8 E.g., *id.*

9 See, e.g., Carter, *supra* note 1; Associated Press, *supra* note 2; Teichroeb, *supra* note 2.

10 Maureen O’Hagan & Cheryl Phillips, *When a Wife’s Abuser is a Cop, Who Can Help? Women Battered by Police Officers Say They Face Disbelief, Retaliation if They Tell*, *Seattle Times*, May 9, 2003, at A1.

11 Ray Rivera, *Corpuz May Have Squelched Inquiry; Documents Say He Told Police to Ignore Brame Allegations*, *Seattle Times*, May 23, 2003, at B1.

12 See Michael Ko, *Brame Inquiry: Poor Judgment But No Charges; Investigators Criticize Tacoma’s ‘Troubled Management Culture’*, *Seattle Times*, Nov. 18, 2003, at B1; Mike Carter, *Crystal Brame Told Assistant Chief of Threats, Notes Show*, *Seattle Times*, June 28, 2003, at A1; Robert L. Jamieson Jr., *Plenty of Blame in Crystal’s Sad Story*, *Seattle Post-Intelligencer*, May 5, 2003, at B1.

13 Charles Mudede, *City of Destiny, The Stranger*, May 8, 2003, available at <http://www.thestranger.com/seattle/Content?oid=14180>.

14 Teichroeb, *supra* note 2 (quoting David Brame’s court papers).

15 Carter, *supra* note 1.

16 See *infra* Part II.B

17 See *infra* Part II.C

18 See, e.g., Robin Klein & Constance Klein, *The Extent of Domestic Violence Within Law Enforcement: An Empirical Study*, in *Domestic Violence by Police Officers* 225, 225-26 (Donald C. Sheehan ed., 2000); Andrew H. Ryan, Jr., *The Prevalence of Domestic Violence in Police Families*, in *Domestic Violence by Police Officers*, *supra*, at 297, 297-98.

19 Domestic violence is perpetrated by both men and women, and both men and women are victims, as well. However, the overwhelming majority of domestic violence is committed by men against women. Callie Marie Rennison, U.S. Dep’t of Justice, *Intimate Partner Violence, 1993-2001* (2003). In addition, the law enforcement field is still dominated by men. See Brian A. Reaves & Matthew J. Hickman, U.S. Dep’t of Justice, *Law Enforcement Management and Administrative Statistics, 2000: Data For Individual State and Local Agencies with 100 or More Officers* 25-36, 243 (2004). Therefore, this article, while not denying the existence of other types of domestic violence, will refer to perpetrators of DV as males and victims as females. The article also, therefore, only addresses the cases in which law enforcement officers abuse their partners, leaving the cases in which officers are the victims of abuse for another day.

20 For example, in addition to Crystal Brame, Sandra Maseda was killed by her police-officer husband in a 2004 murder-suicide in Florida, and Laurie Barnicoat was killed by her police-officer ex-husband in 2003 in Florida. *Women to Arms!, No Longer Afraid . . . No Longer Alive!*, http://womentoarms.net/no_longer.html (last visited May 4, 2005). In addition, Sandra Maloney was killed in 1999 by her Green Bay, Wisconsin, estranged husband, who was a police detective; Maria Martinez was shot to death by her husband, a Border Patrol officer in El Paso, Texas; Lori Stanley was killed by her police-officer ex-boyfriend in a

2004 Nashville, Tennessee, murder-suicide; and Kerry Repp was killed by her husband, an Oregon State Trooper. Jenny Miller's Photos, http://flickr.com/photos/police_dv (last visited May 4, 2005). These are only a few of the victims of OVID in the last five years.

21 Assembly Select Committee on Domestic Violence, *The Judicial Process for Victims of Domestic Violence* 7 (2001).

22 Rennison, *supra* note 19.

23 Jill Smolowe, *When Violence Hits Home*, *Time*, July 4, 1994, at 18.

24 Assembly Select Committee, *supra* note 21, at 13.

25 Ann Jones, *Next Time, She'll Be Dead: Battering and How to Stop It* 12 (1994).

26 Gail A. Goolkasian, U.S. Dep't of Justice, *Confronting Domestic Violence: The Role Of Criminal Court Judges* 2 (1986).

27 Lenore Walker, *Terrifying Love: Why Battered Women Kill and How Society Responds*, reprinted in part in Clare Dalton & Elizabeth M. Schneider, *Battered Women and the Law* 65 (2001).

28 Goolkasian, *supra* note 26, at 2.

29 *Id.*

30 See, e.g., Karla Fischer et al., *The Culture of Battering and the Role of Mediation in Domestic Violence Cases*, 146 *Southern Methodist Univ. L. Rev.* 2117, 2141 (1993), reprinted in part in Dalton & Schneider, *supra* note 27, at 57, 64.

31 Goolkasian, *supra* note 26, at 2.

32 Diane Wetendorf, *The Impact Of Police-Perpetrated Domestic Violence, in Domestic Violence by Police Officers*, *supra* note 18, at 375, 380 [hereinafter *Wetendorf, Impact of PPDV*].

33 Ryan, *supra* note 18, at 298.

34 National Center for Women & Policing, *Police Family Violence Fact Sheet*, <http://www.womenandpolicing.org/violenceFS.asp> (last visited Apr. 8, 2005) [hereinafter *Family Violence Fact Sheet*].

35 On the Front Lines: *Police Stress and Family Well-Being: Hearing Before the House Select Comm. on Children, Youth, and Families*, 102nd Cong. 32-48, 42 (1991) (statement of Leann Boulton Johnson, Ph.D., Associate Professor of Family Studies, Arizona State University) [hereinafter *Johnson statement*].

36 Ellen Kirschman, *I Love a Cop: What Police Families Need to Know* 144 (1997).

37 *Id.* at 143.

38 Johnson statement, *supra* note 35.

39 See Klein & Klein, *supra* note 18; Ryan, *supra* note 18.

40 Klein & Klein, *supra* note 18, at 226.

41 Johnson statement, *supra* note 35.

42 *Id.*

43 *Id.*

44 See, e.g., Kirschman, *supra* note 36, at 140.

45 See, e.g., *id.*

46 *Id.* at 140.

47 O'Hagan & Phillips, *supra* note 9.

48 *Id.* "If he had been fired, I would have paid for that in some manner," explains one woman. "That's their identity, being an officer. ... If you take that away from them, they're nothing." *Id.*

49 Wetendorf, *Impact of PPDV*, *supra* note 32, at 378.

50 Margaret Hobart et al., *Tell the World What Happened to Me: Findings and Recommendations of the*

Washington State Domestic Violence Fatality Review 46-47 (2002).

51 *Id.* at 47-48.

52 Wetendorf, *Impact of PPDV*, *supra* note 32, at 378.

53 Diane Wetendorf, *When the Batterer is a Law Enforcement Officer: A Guide for Advocates* 17 (2004) [hereinafter *Wetendorf, Guide for Advocates*].

54 See Donald D. Lott, *Deadly Secrets: Violence in the Police Family*, *FBI Law Enforcement Bull.*, Nov. 1995, at 12-13.

55 See Kirschman, *supra* note 36, at 141; Lagatutta, *supra* note 3.

56 Ruth Teichroeb & Jeffrey Barker, *Tacoma Police Say Chief was a Champion for Domestic Abuse Victims; No Signs Brame Was About to Explode*, *Seattle Post-Intelligencer*, Apr. 29, 2003, at B1.

57 Alisa Bierria, *Police Violence in Our Private Lives, Real Change News*, May 15, 2003, available at http://www.realchangenews.org/pastissuesupgrade/2003_05_15/opinion/police_violence.html.

58 Kirschman, *supra* note 36, at 144-45.

59 *Id.* at 145; see also Wetendorf, *Impact of PPDV*, *supra* note 32, at 377.

60 Hobart et al., *supra* note 50, at 49.

61 See, e.g., Wetendorf, *Guide for Advocates*, *supra* note 53, at 8. "I knew no one would believe he hit me, because he's the kind of guy who's always stopping to help someone, and he has the letters of commendation to prove it," said one victim. Kirschman, *supra* note 38, at 141.

62 O'Hagan & Phillips, *supra* note 9.

63 *Id.*

64 *Id.* For example, one officer informed his girlfriend after a "scuffle", "I know the law and you're the one that's going to get arrested." *Id.*

65 *Id.*

66 *Id.*

67 Fischer et al., *supra* note 30, at 57, 64.

68 Wetendorf, *Guide for Advocates*, *supra* note 53, at 8; see also O'Hagan & Phillips, *supra* note 10.

69 Wetendorf, *Guide for Advocates*, *supra* note 53, at 8.

70 *Id.* at 33-34.

71 *Id.* at 8.

72 *Id.*

73 *Id.* at 9.

74 *Id.* at 67.

75 *Id.* at 9.

76 *Id.* at 67.

77 *Id.*

78 *Hide and Seek*, http://www.abuseofpower.info/Story_Hide.htm (last visited Apr. 7, 2005).

79 *Shelter Life*, http://www.abuseofpower.info/Story_Shelter.htm (last visited Apr. 7, 2005).

80 *Id.*

81 Wetendorf, *Impact of PPDV*, *supra* note 32, at 378, 380, 382.

82 Lott, *supra* note 54, at 12-13 (based on an informal survey he conducted at the FBI National Academy in Quantico, VA); John Feltgen, *Domestic Violence: When the Abuser is a Police Officer, Police Chief*, Oct. 1996, at 42.

83 See *Thurman v. City of Torrington*, 595 F. Supp. 1521 (Dist. Conn. 1984).

84 *Id.*

85 *Estate of Macias v. Ihde*, 219 F.3d 1018 (9th Cir. 2000).

86 Margaret H. Culp, Officer-Involved Orders for Protection: A Management Challenge, *Police Chief*, Mar. 2000, at 10.

87 Pub. L. No. 104-208, 110 Stat. 3009-369 (West 2005).

88 Ed Meyer et al., Few Lose Jobs: Cops Avoid Domestic Violence Law, *Akron Beacon J.*, Dec. 5, 1999, at A1.

89 National Center for Women & Policing, Domestic Violence Offender Gun Ban Fact Sheet, at <http://www.pennharrington.com/gunbanfacts.htm> (last visited Feb. 6, 2005) [hereinafter Gun Ban Fact Sheet].

90 18 U.S.C. 922(g) specifically provides:

It shall be unlawful for any person—

...

(8) who is subject to a court order that—

(A) was issued after a hearing of which such person received actual notice, and at which such person had an opportunity to participate;

(B) restrains such person from harassing, stalking, or threatening an intimate partner of such person or child of such intimate partner or person, or engaging in other conduct that would place an intimate partner in reasonable fear of bodily injury to the partner or child; and

(C)(i) includes a finding that such person represents a credible threat to the physical safety of such intimate partner or child; or

(ii) by its terms explicitly prohibits the use, attempted use, or threatened use of physical force against such intimate partner or child that would reasonably be expected to cause bodily injury; or

(9) who has been convicted in any court of a misdemeanor crime of domestic violence,

to ship or transport in interstate or foreign commerce, or possess in or affecting commerce, any firearm or ammunition; or to receive any firearm or ammunition which has been shipped or transported in interstate or foreign commerce.

91 Gun Ban Fact Sheet, *supra* note 89.

92 See, e.g., Cal. Penal Code § 13701 (West 2005); Wash. Rev. Code Ann. § 10.99.030 (West 2005).

93 See, e.g., Cal. Penal Code § 13701; Wash. Rev. Code Ann. § 10.99.030.

94 See Wash. Rev. Code Ann. § 10.99.090 (West 2005) (effective June 10, 2004).

95 2004 Wash. Legis. Serv. 18 (West).

96 See, e.g., Cal. Penal Code §§ 13730(a), (c) (West 2005). California does provide, however, for the state Attorney General's annual collection and report of the number of domestic violence calls received, "by agency, city, and county." Cal. Penal Code § 13730(b) (West 2005).

97 Lott, *supra* note 54, at 14.

98 Family Violence Fact Sheet, *supra* note 34 (citing Arlington, Texas Police Department & Southwestern Law Enforcement Institute, Domestic Assaults Among Police: A Survey of Internal Affairs Policies (1995)).

99 Feltgen, *supra* note 82, at 42, 45.

100 International Association of Chiefs of Police, Domestic Violence by Police Officers (2003).

101 Family Violence Fact Sheet, *supra* note 34.

102 *Id.* (citing Arlington, Texas Police Department & Southwestern Law Enforcement Institute, *supra* note 98.)

103 *Id.*

104 Katherine Mader et al., Domestic Violence in the Los Angeles Police Department: How Well Does the Los Angeles Police Department Police Its Own?: The Report of

the Domestic Violence Task Force i (1997).

105 *Id.* at 15.

106 *Id.* at 15-16.

107 *Id.* at ii-iii.

108 Family Violence Fact Sheet, *supra* note 34 (citing K. Thornton, Police and Domestic Violence, San Diego Union-Trib., May 11, 1998).

109 Feltgen, *supra* note 82, at 42.

110 *Id.*

111 Patricia G. Barnes, Domestic Violence: From a Private Matter to a Federal Offense vol. 1 xviii-xix (1998).

112 Kristin A. Kelly, Domestic Violence and the Politics of Privacy 60-61 (2003); Elizabeth Pleck, Domestic Tyranny: The Making of Social Policy Against Family Violence from Colonial Times to the Present (1987), reprinted in part in Dalton & Schneider, *supra* note 27, at 10, 14 (2001).

113 Carolyn Hoyle, Negotiating Domestic Violence: Police, Criminal Justice and Victims 13 (1998), Kelly, *supra* note 112, at 60; Demie Kurz, Women, Welfare, and Domestic Violence, in *Whose Welfare?* 132, 133 (Gwendolyn Mink ed., 1998); Pleck, *supra* note 112, at 10, 14.

114 Lynette Feder, Police Handling of Domestic Violence Calls: An Overview and Further Investigation, in *Women And Domestic Violence: An Interdisciplinary Approach* 49, 50 (Lynette Feder ed., 1999); Kelly, *supra* note 112; Hoyle, *supra* note 113, at 1, 15, 17.

115 Kirschman, *supra* note 36, at 145.

116 Alex Roslin, Batterer in Blue: U.S. Evidence Shows that Wives and Girlfriends of Male Cops Are Frequent Victims of Domestic Violence, *Georgia Straight*, July 24, 2003, <http://www.kersplebedeb.com/mystuff/police/batterers.html>.

117 Lott, *supra* note 55, at 14.

118 *Id.*

119 *Id.* at 13-14.

120 Culp, *supra* note 86, at 10.

121 *Id.*

122 Meyer et al., *supra* note 88.

123 For example, "in May 1997, three Los Angeles County sheriff's deputies who lost their guns because they had been convicted of domestic violence charges won their jobs back. They simply went to court and had their convictions expunged." *Id.*; see also Hector Tobar, 3 Deputies Go to Court, Regain Right to Carry Guns, *Los Angeles Times*, May 9, 1997, at B1.

124 Meyer et al., *supra* note 88.

125 *Id.*

126 Wetendorf, Impact of PPDV, *supra* note 32, at 379.

127 Hobart et al., *supra* note 50, at 49.

128 See, e.g., Goolkasian, *supra* note 26; R. Emerson Dobash et al., Changing Violent Men 41, 176 (2000).

129 Ko, *supra* note 12.

130 Briefly; Brame Lawsuit Moved from Pierce to King County, *King County Journal Online*, Feb. 12, 2004, <http://www.kingcountyjournal.com/sited/story/html/156040> [hereinafter Brame Lawsuit Moved]; Carter, *supra* note 12.

131 Brame Lawsuit Moved, *supra* note 130.

132 Wetendorf, Impact of PPDV, *supra* note 32, at 382.

133 Mader et al., *supra* note 104, at iii. The San Diego Domestic Violence Law Enforcement Protocol states, "No person, because of his or her occupation, should be exempt from the application of the laws concerning domestic violence." San Diego Domestic Violence Council, San Diego Domestic Violence Law Enforcement Protocol (1998).

134 Feltgen, *supra* note 82, at 45; International Association of Chiefs of Police, *supra* note 100, at 4.

135 Feltgen, *supra* note 82, at 45; International Association of Chiefs of Police, *supra* note 100, at 6; Mader et al., *supra* note 104, at iii.

136 International Association of Chiefs of Police, *supra* note 100, at 4.

137 Feltgen, *supra* note 82, at 45; International Association of Chiefs of Police, *supra* note 100, at 5; Culp, *supra* note 86, at 10. In fact, the IACP recommends that weapons be removed immediately upon arrest. International Association of Chiefs of Police, *supra* note 100, at 5.

138 Feltgen, *supra* note 82, at 45; see also Commentary, Another view..., The Spokesman-Review.com, May 5, 2004, <http://www.spokesmanreview.com/pf.asp?date=050504&ID=s1516435>; International Association of Chiefs of Police, *supra* note 100, at 7.

139 International Association of Chiefs of Police, *supra* note 100, at 2; see also Commentary, *supra* note 138.

140 Ryan, *supra* note 18, at 301.

141 Culp, *supra* note 86, at 10.

142 *Id.*

143 *Id.*

144 Lawrence W. Sherman & Richard A. Berk, The Specific Deterrent Effects of Arrest for Domestic Assault, 49 Am. Soc. Rev. 261 (1984).

145 See *id.*; Goolkasian, *supra* note 26; Dobash et al., *supra* note 128, at 148, 158-60; Michael Steinman, Arrest and Recidivism Among Woman Batterers, 16 Crim. Just. Rev. 183-97 (1991). But see Robert C. Davis et al., The Deterrent Effect of Prosecuting Domestic Violence Misdemeanors, 44 Crime and Delinquency 441-42 (1998); Richard R. Peterson et al., Combating Domestic Violence in New York City: A Study of DV Cases in the Criminal Courts (2003).

146 Goolkasian, *supra* note 26, at 2.

147 *Id.* at 2.

148 Jeffrey L. Edleson & Richard M. Tolman, Intervention for Men Who Batter: An Ecological Approach 130 (1992).

149 Goolkasian, *supra* note 26, at 3; see also Dobash et al., *supra* note 128, at 176-77; Edleson & Tolman, *supra* note 151, at 114-15.

150 Feltgen, *supra* note 82, at 46; International Association of Chiefs of Police, *supra* note 100, at 7; Mader et al., *supra* note 104, at iv.

151 International Association of Chiefs of Police, *supra* note 100, at 7.

152 Mader et al., *supra* note 104, at iv.

153 *Id.*

154 See Dobash et al., *supra* note 128, at 69-70; Donald G. Dutton, The Batterer: A Psychological Profile 175-76 (1995); Edleson & Tolman, *supra* note 149, at 79-86.

155 See Dobash et al., *supra* note 128, at 69-70; Dutton, *supra* note 154, at 175-76; Edleson & Tolman, *supra* note 149, at 79-86.

156 Donald E. Chambers, Social Policy and Social Programs: A Method for the Practical Public Policy Analyst 182 (2000).

157 *Id.*

158 Feder, *supra* note 114, at 52-53, 63-64; Kathleen J. Ferraro, Policing Woman Battering, 36 Social Problems 61 (1989); Sandra M. Stith, Police Response to Domestic Violence: The Influence of Individual and Familial Factors, 5 Violence & Victims 37 (1990).

159 See, e.g., *Thurman v. City of Torrington*, 595 F. Supp. 1521 (Dist. Conn. 1984).

160 Violence Against Women Act of 1994, Pub. L. No. 103-322, 108 Stat. 1902 (codified in scattered sections of 16 U.S.C., 18 U.S.C., & 42 U.S.C.).

161 42 U.S.C. § 3796gg (2005).

162 42 U.S.C. § 3796gg-1 (2005).

163 42 U.S.C. § 14141 (2005).

164 Lott, *supra* note 54, at 15.

165 See, e.g., Feder, *supra* note 114, at 64.

166 Lott, *supra* note 55, at 15.

167 Julia Sommerfeld, Crystal Brame is honored, laid to rest; Pastor: Let 'casket be a wake-up call', Seattle Times, May 11, 2003, at B1 (In his remarks at Crystal Brame's funeral, Pastor Mark Toone said "'I suspect there are people here who are locked in a destructive relationship.' . . . 'Let this casket be a wake-up call.'")

168 Officer-Involved Domestic Violence Training Pilot, Executive Summary (2004), <http://www.atg.wa.gov/domesticviolence/ExecutiveSummary.htm> (last visited Feb. 5, 2005); Wash. Rev. Code Ann. § 10.99.090 (West 2005).

169 Commentary, *supra* note 138.



Jennifer Ammons is a third year law student at California Western Law School, where she is Executive Editor of the California

Western Law Review and has won several academic awards. Ms. Ammons is also a graduate student at San Diego State University, where she expects to earn her Master of Social Work degree in 2006. Ms. Ammons is president of Christian Legal Society and a member of several other student organizations, including the Criminal Law Association and Public Interest Law Foundation. She also is interning at the Center for Community Solutions, serving survivors of domestic violence and sexual assault. Ms. Ammons earned her Bachelor of Science from Duke University. After graduation, Ms. Ammons plans to clerk for the Honorable Gerry Alexander, Chief Justice of the Washington Supreme Court. In the future, Ms. Ammons hopes to use her training and education to continue assisting victims and survivors of family violence. Jennifer Ammons can be contacted at JNAmmons@law.cwsl.edu.

Recent NAWL Meetings

NAWL held its Annual Award Luncheon on August 5, 2005 in Chicago in conjunction with the Annual Meeting of the American Bar Association. Judge Ann Claire Williams of the United States Court of Appeals, Seventh Circuit, was presented with the Arabella Babb Mansfield Award, NAWL's highest honor, and over five hundred guests joined NAWL in saluting her as well as in welcoming the 2005-2006 Executive Board.

NAWL presented the fifth program in its nationwide series, "Taking Charge of Your Career: Best Practices for Women Lawyers and Their Firms", in Chicago on September 22, 2005. This career development series, which has become a hallmark NAWL program, is designed to advance women attorneys within the legal field.

Upcoming Program News

Women Lawyers General Counsel Institute®

November 7-8, 2005, New York, NY

The National Association of Women Lawyers has announced the first annual Women Lawyers General Counsel Institute, to take place in New York City on November 7 and 6, 2005. The Institute is designed to facilitate the advancement of women lawyers into the top tiers of corporate law departments by offering a series of seminars and workshops on the skills and information needed to achieve the position of Chief Legal Officer. The target audience consists of senior women corporate counsel at the levels of assistant, associate and deputy General Counsel, and General Counsels of smaller companies. Various bar and corporate organizations are participating as co-sponsors and sponsors of the Institute.

Maximizing Your Potential: A Web Conference Series

Hosted by Foley & Lardner LLP

January 2006

This program series, using an innovative webcast format, will function as an adjunct to NAWL's Take Charge of Your Career seminars. Webcasts will focus on sharing information about achieving leadership opportunities, work/life balance, client development and other skills needed for women lawyers to take charge of their careers.

NAWL thanks all 2005 Program Sponsors

Premier Sponsors

Edwards & Angell

Jenner & Block

Kirkland & Ellis

Gold Sponsor

Sidley Austin Brown & Wood

Sponsors

Dickstein Shapiro Morin & Oshinsky

Foley & Lardner

Publications

The 6th Edition of The National Directory of Women-Owned Law Firms and Women Lawyers was published in August 2005. Members who are interested in serving on the Directory Committee for publication of the 7th Edition should contact parkm@nawl.org.

Amicus Committee News

On October 12, 2005, NAWL signed on as amicus to the case of *Ayotte v. Planned Parenthood Federation of America*, filed in the United States Supreme Court. NAWL supported the position of the respondent, Planned Parenthood Federation of America, arguing that the first circuit decision should be affirmed. The decision by the first circuit held unconstitutional a New Hampshire statute requiring parental notification but failing to include a broad health exception preserving the health of a minor seeking an abortion.

To view amicus briefs go to www.nawl.org.

International Law Committee News

On September 27, 2005 NAWL wrote letters to Pakistan President Pervez Musharraf and Prime Minister Shaukat Aziz regarding the violent abuse case of Dr. Shazia Khalid. The letters emphasized that Dr. Khalid, who has been a victim of multiple rapes, and other women like her who have been victimized, must be ensured legal protection against the perpetrators and justice for the heinous crimes that have been committed against them. In addition, the letters pointed out that the government must protect rather than punish victims like Dr. Khalid, allowing her and her family the freedom to travel outside of Pakistan and granting them protection from discrimination.

Legislation Committee News

NAWL is co-sponsoring with the National Conference of Women's Bar Associations (NCWBA), Hurricane Katrina Initiatives. Through the leadership of the NCWBA, NAWL is supporting efforts to provide job assistance to women lawyers, including relocation of their offices, materials and technical support, and relocation of women law students who have been displaced by Hurricane Katrina. For more information about how you can contribute to assisting women lawyers, please go to www.ncwba.org; and to assisting women law students, please go to www.aals.org.

Committee for the Evaluation of Supreme Court Nominees

On September 20, 2005, NAWL issued its evaluation of Judge John G. Roberts, Jr., for the position of Chief Justice of the United States, set forth in a letter to Senator Arlen Specter and members of the Senate Judiciary Committee. The NAWL Committee concluded, based on Judge Roberts's publicly available writings, personal interviews by Committee members with individuals having information regarding Judge Roberts's history and treatment of women employees and colleagues, and hearings conducted by the Senate Judiciary Committee on September 12-15, 2005, that Judge Roberts is "qualified" for the position of Chief Justice. The Committee expressed several concerns, however, based on gaps in information with regard to Judge Roberts's approaches to the full range of legal principles that are essential for the protection and advancement of women's rights.

Prior to concluding its evaluation, the Committee conducted an investigation of Judge Roberts which raised several questions and concerns about the impact of his judicial philosophy with respect to women's rights. A list of questions was submitted to the Senate Judiciary, Judge Roberts, and the White House for use in the hearings. To view these questions and the full press release on the evaluation conducted by the NAWL Committee, please go to www.nawl.org.

Membership

Barbara George Barton has once again been honored to be included in the 2006 edition of The Best Lawyers in America in the field of bankruptcy and creditor-debtor rights. Selection for this honor is based upon more than 18,500 leading attorneys throughout the United States casting more than a million votes on the legal abilities of their colleagues.

Andrea Bonina, of Bonina & Bonina PC, is currently serving as the President of the Bay Ridge Lawyers Association, the largest neighborhood bar association in New York, and as the treasurer of the Brooklyn Bar Association, the county bar association where her office is located.

Angela Bradstreet, Managing Partner of Carroll, Burdick & Mc Donough LLP, has been honored by the Daily Journal as one of the Top 75 Women Litigators in California. This prestigious award recognizes women who have exemplified leadership in the legal community and profound achievements in litigation. Ms. Bradstreet's accomplishment was highlighted in a special supplement entitled Top Women Litigators in the September 13th edition of the Daily Journal.

Sharon F. Bridges, RN, JD, was recently appointed to serve on the Medical Liaison Committee for the Mississippi Bar Association. Sharon was elected Region V Deputy Regional Director for the National Bar Association and appointed to serve on its Commercial Law Section's Editorial Board. On September 16, 2005, Sharon presented Medical Evidence: Understanding and Applying Current Medical Research, at the DRI's Nursing Home Litigation Seminar in San Francisco. Sharon is a nurse attorney with Brunini, Grantham, Grower and Hewes, Jackson, Mississippi.

Lynda L. Calderone has joined Flaster/Greenberg as a shareholder and as head of its Intellectual Property Practice. Calderone joined the firm from Akin Gump in Philadelphia, where she was a

partner. She will also assist in opening a new Flaster/Greenberg Philadelphia office beginning in November 2005.

Sarah L. Daniel has recently joined Miller, Brown & Dannis, an education law firm in San Francisco. Ms. Daniel focuses on special education and student issues, representing public school districts throughout California.

Deborah Hunt Devan, an attorney in private practice in Baltimore, MD, was specially recognized in August by Woodward & White, publishers of *The Best Lawyers in America*, as one of the “best lawyers” in the field of Bankruptcy Law in Maryland. Special recognition was given to her because she has been selected as one of the “best” in the field of Bankruptcy Law for the 10th consecutive year.

Dickstein Shapiro Morin & Oshinsky LLP

opened its first West Coast office by joining the Los Angeles law firm of Pasich & Kornfeld in May 2005. *Linda Kornfeld* was named managing partner of the Los Angeles office. Dickstein Shapiro now has three offices, DC, New York, and Los Angeles, and women serve as the office Managing Partners in both New York (*Robin Cohen*) and Los Angeles (*Linda Kornfeld*). Additionally, *Dickstein Shapiro* was ranked number 16 in the “Top 100 Law Firms for Women” in *Vault’s* 2006 Edition and was also listed in *MultiCultural Law* magazine’s “Top 50 Law Firms for Women.”

Linda Kornfeld, managing partner of the LA office, was recently listed as one of the “The Top Young Lawyers in Southern California” in the 2005 Rising Stars Edition of *Super Lawyer*. Linda is a member of the American Bar Association, serving on the Bad Faith Subcommittee of the Litigation Section and the Committee on Insurance Coverage Litigation. She also serves on the Los Angeles County Bar Association, Litigation Section.

Deborah Kelly, Partner in the Employment group, was selected as a finalist in the *Washington Business Journal’s* 2005 “Top Lawyer” survey in the Employment category. The *Washington Business Journal* ranked local lawyers based on demonstrable success and excellence in their practice area. Deborah also was ranked in the 2005 *Chambers USA: America’s Leading Lawyers for Business* annual guide as a leading attorney in Employment law for DC. She was described as “knowledgeable and comfortable telling a client what they need to hear,” and also as a “very effective advocate.”

Elaine Metlin and *Karen Bush*, both partners, wrote and published a byline in the September 26, 2005 issue of the *National Law Journal*, titled “How Women Can Develop Business.” The article discussed issues and opportunities for women attorneys related to client development. Elaine is an active member of the American Bar Association, Women’s Bar Association, and the District of Columbia Bar Association. Karen served as a Deputy City Attorney for the cities of Signal Hill and Laguna Beach California prior to joining the firm.

Leslie Thornton, a partner, wrote an article titled “Work With Us,” which was published in the April 15 issue of the *Legal Times*. The article provided Leslie’s perspective on diversity in the legal industry. Leslie was Chief of Staff to the Secretary of the U.S. Department of Education and has founded and acts as director of two nonprofits, Capital Education Fund and the Educational Equity Institute.

Susan Page White and *Linda Kornfeld*, both Partners, wrote and published a byline in the *Mealey’s Litigation Report – Insurance*. The article titled “The Scope of Additional Insured Coverage” discussed “additional insured” coverage and the breadth of coverage provided to the “additional insured” under the subcontractor’s policy.

Ava K. Doppelt, of the law firm Allen, Dyer, Milbrath & Gilchrist, P.A., Orlando, Florida, was selected by a vote of her peers as one of Florida Trend’s 2005 Florida Legal Elite.

Julia L. Ernst recently became the Executive Director of the Women’s Law and Public Policy Fellowship Program at the Georgetown University Law Center, which provides opportunities for new lawyers to devote a year working on women’s rights with a public interest organization in the nation’s capital.

Elona Farka, Director and CEO of Swiss-American Trading Capital, Inc., has been lately nomi-

nated as Human Capital Officer of the corporation. Swiss-American Trading Capital, Inc. business activity includes the creation, protection, management, and leveraging of the corporation's wholly owned and proprietary intellectual property, on exclusive technologies and know how, and focuses on revolutionary methods/products that efficiently and responsibly address global problems.

Sharla Frost, Powers & Frost, L.L.P., Houston, Texas, has been named a Texas Super Lawyer and will be featured in the upcoming October edition of the Texas Monthly Super Lawyers publication. Super Lawyers represent the top five percent of Texas attorneys in more than sixty practice areas. The attorneys are chosen as a result of a survey of more than 65,000 attorneys across Texas.

Jenner & Block LLP

Terri L. Mascherin, Partner at Jenner & Block LLP, has joined the 7th Circuit American Jury Project Commission, an initiative established by the 7th Circuit Bar Association that will review some of the American Bar Association's proposed reforms aimed at strengthening the jury system in both criminal and civil trials.

Lise T. Spacapan, Partner at Jenner & Block LLP, played a key role during the National Foundation For Judicial Excellence's inaugural symposium: "Justice and Science." Ms. Spacapan participated in the demonstration entitled "Examination of an Expert."

Amy L. Tenney, Associate at Jenner & Block LLP, was a featured speaker at the National Association of Sentencing Advocates' 13th Annual Conference plenary on effective death penalty representation and also served as a panelist at a workshop entitled "The World Since Wiggins."

Stephanie A. Scharf, Partner at Jenner & Block LLP, spoke at North Star Conferences' National Institute for Women Corporate Counsel. Mrs. Scharf served as a panelist at a session entitled, "Leadership: Setting and Achieving Your Goals For Personal and Corporate Success," which discussed delegating work, networking and rainmaking techniques, and balancing work/life while on the path to leadership. In addition, Ms. Scharf has become a member of the Board of Directors of the Illinois Bar Foundation, the charitable arm of the Illinois State Bar Association. The Foundation provides donations to aged and infirm lawyers who do not have the means to support themselves, and gives grants to legal service organizations and projects for improving the administration of justice in Illinois.

Katherine A. Fallow, Partner at Jenner & Block LLP, spoke at the Law Seminars International Gamer Technology Conference. Ms. Fallow led a session entitled "Legislative Trends in Regulating Video Game Content and Access."

E. Lynn Grayson, Partner at Jenner & Block LLP, has been appointed to the Board of Directors of the National Conference of Women's Bar Association. Ms. Grayson will serve a two year term from August 2005 through August 2007.

Carla J. Rozycki, Partner at Jenner & Block LLP, spoke at the Association of Corporate Counsel and Pepperdine University School of Law's 6th Annual Technology Law Conference. Ms. Rozycki served as a panelist at a session entitled, "The ADA, the Intra- and Inter-nets and Technology: Accessibility for Disabled Employees and Consumers."

Jessica Tillipman, Associate at Jenner & Block LLP, co-authored an article in *The Corporate Counselor*, "FCPA Enforcement in a Sarbanes-Oxley World," Vol. 20, No. 3, exploring the interaction between the Sarbanes-Oxley Act of 2002 and the Foreign Corrupt Practices Act (FCPA), noting a higher number of FCPA investigations and enforcement actions and a higher level of disclosure and cooperation by American companies doing business overseas.

Lorelie S. Masters, Partner at Jenner & Block LLP, co-authored "All Things Considered," *Best's Review*, Vol. 106, No. 2, providing guidelines for determining the prudent amount of D&O coverage to obtain for companies of varying market capitalization and in various industry segments.

Debbie L. Berman, Partner at Jenner & Block LLP, recently received the prestigious Jewish United Fund/Jewish Federation of Metropolitan Chicago's Davis, Gidwitz & Glasser Award, which recognizes "young leaders who represent an ideal of dedication and service to the Jewish community." Ms. Berman, among other things, is currently seated on the JUF/Jewish Federation's board of directors, and is the 2005-06 Chair of the JUF/Jewish Federation

Leadership Development Committee and Campaign Chair of the JUF Lawyers Division.

Patricia A. Bronte, Partner at Jenner & Block LLP, was recently honored by the Lawyers' Committee for Better Housing (LCBH) with its Founders' Award for "unwavering commitment to the pro bono representation of the poor" in housing-related matters.

John Marshall Law School, Chicago

Three students participated in the summer Judicial Intern Opportunity Program sponsored by the American Bar Association Section on Litigation. The program paired nearly 100 students from across the country with judges for hands-on experiences. Hardee Siong was with Chief Judge Gene Schwarm of Illinois' 4th Judicial Circuit (5th Appellate District) in central Illinois. Naheda Zayyad interned in Chicago with Cook County Circuit Court Judge Alexander White. Grace Mata was in Peoria, Ill., interning with Judge Joe Billy McDade in U.S. District Court for the Central District of Illinois.

Sherri Berendt (J.D. '99) is serving as Alumni Relations Officer at The John Marshall Law School in Chicago. She previously served as Assistant Dean and Director of Admissions at Western New England College School of Law.

Zubaida Qazi (J.D. '05) has been selected the 2005-2006 recipient of the Melamed Fellowship offered by the Center for International Business and Trade Law at The John Marshall Law School in Chicago. She will be completing an LL.M. degree in international business and trade law. She received her bachelor's degree from the University of Chicago, and a J.D. from John Marshall.

Jane Oswald has retired from her 41-year career at The John Marshall Law School in Chicago. Alumni, faculty and staff offered their best wishes at a retirement party at the law school. Oswald started as a switchboard operator and moved into various leadership positions. At the time of her retirement in August 2005, Oswald was the Associate Dean for Academic Services.

Andrea M. Johnson, Partner and head of the Employment & Commercial Section at Powers & Frost, L.L.P., provided a detailed update on Texas "hot topics" in Employment Law 2005, to HR Houston, on September 8, 2005. HR Houston is an organization of HR professionals in the Houston metropolitan area. The focus of the presentation was to discuss how the pronouncements of the Supreme Court, Fifth Circuit and Texas Appellate Courts are practically impacting Human Resource work, vital issues in the HR world.

E. Barry Johnson, previously a partner at Johnston Barton Proctor & Powell LLP, became Assistant General Counsel with Movie Gallery, Inc. in Dothan, Alabama on July 11, 2005.

Kelly Overstreet Johnson, Immediate Past President of The Florida Bar, was recently elected to the Board of the National Conference of Bar Presidents. She was also selected as a member of Leadership Florida, Class XXIV. Johnson practices commercial and class action litigation with the statewide law firm of Broad and Cassel in Tallahassee, Florida. The firm recently opened an office in Destin.

Kristina M. Johnson of Jackson, Mississippi, has been recently selected as one of Mississippi's 50 Leading Business Women for 2005 and has obtained the distinction of a listing in the 2006 Best Lawyers in America in the area of Bankruptcy and Creditor-Debtor Rights Law.

Jennifer Keller, of Edwards & Angell LLP, has successfully represented two petitioners in connection with their respective claims of international child abduction. In both cases, her clients were parents claiming that a spouse had abducted their children and fled their country of residence to the USA. Specifically, Ms. Keller filed a petition on behalf of each client under the Hague Convention on International Child Abduction, requesting that the USA return each petitioner's child to his country of habitual residence pending a resolution of custody by that country's courts. In both cases, Ms. Keller was not only successful in reuniting her clients with their children, but was also able to negotiate an amicable settlement, helping the parents re-establish open lines of communication for the sake of the children.

April Keller-Drumm, 2005 NAWL Outstanding Law Student Award recipient from Akron School of Law, has begun working as a Violence Against Women Assistant Prosecutor for Mahoning County, Ohio. April works for the equivalent of a sex crimes unit, prosecuting upper level felony crimes perpetrated against women and children.

Susan Ann Koenig of Koenig & Tiritilli, P.C., L.L.O. in Omaha, Nebraska, recently authored Divorce in Nebraska: Understandable Answers to Your Legal Questions, published by Addicus Books. Susan practices family law and estate planning in addition to being a certified life coach. **Helen Mac Murray** is being recognized by "Law and Politics Magazine" as a 2005 Ohio Super Lawyer for the second time. Only five percent of lawyers in Ohio earn the designation of Super Lawyer. Helen currently heads the National Regulatory Affairs area practice group at Kegler, Brown, Hill & Ritter, where she is a Director.

Lisa A. Marino, founding member of Marino & Assoc., PC, has been elected to serve as President of the Justinian Society of Lawyers. The Justinian Society is the largest ethnic bar association in the state of Illinois. In 2004, the Italian Sons & Daughters of America and the Italo American National Union Foundation honored Ms. Marino with the prestigious David Award. This award is bestowed upon individuals in recognition of outstanding achievement in their careers. Marino & Associates, PC is a boutique real estate law firm whose primary office is located on the Northwest side of Chicago.

Nina Marino, of Kaplan Marino APC in Beverly Hills, California, has been nominated and confirmed to the American Bar Association Criminal Justice Section Council. Ms. Marino will serve a three year term as council member.

Alyson Meiselman became an equity shareholder in the Baltimore, Maryland firm of Scurti and Gulling, P.A. on July 1, 2005. The firm is now a majority women owned firm, in addition to being the largest gay, lesbian, bi-sexual, and transgendered owned and operated law firm in the United States. In addition, Alyson became the Chair of the Legal Issues Committee of the Harry Benjamin International Gender Dysphoria Association, Inc. this past April.

Connie E. Merriett has joined Kerr & Wagstaffe LLP in San Francisco where she practices trial and appellate litigation. She focuses her practice on intellectual property, securities, employment, and general litigation matters. Ms. Merriett was formerly an associate with Orrick, Herrington & Sutcliffe LLP. Ms. Merriett was recently selected as a 2005 State Bar of California Leadership Academy Scholar.

Elizabeth A. "Betty" Morgan, Partner with the law firm of Hunton & Williams and co-chair of the firm's trademark practice, has been appointed Vice-Chair of the Trademark Legislation Committee of the American Intellectual Property Law Association (AIPLA). Additionally, Ms. Morgan serves as Vice-Chair of the Trademark Law (U.S.) Committee of IPO, receiving the "Outstanding Committee Award" at IPO's Annual Meeting in September for its dedication and achievements.

Nelson Mullins Riley & Scarborough LLP attorneys and staff are pulling together to assist Katrina victims. Partner Anthony Hayes led a firm-wide effort raising nearly \$15,000 and then went to Shreveport, La., and "adopted" a Red Cross shelter, purchasing food and supplies for evacuees. Firm attorneys also worked to create "Operation Reunite," a program providing money for transporting evacuees to the homes of families and friends. Staff also donated clothing, food and supplies to evacuees.

Gloria S. Neuwirth, of Davidson, Dawson & Clark LLP announces that her office has moved to expanded space to the 38th Floor of The Lincoln Building, 60 East 42nd Street, New York, New York 10165. The firm continues the practice of estate planning and administration, trusts, taxes and not-for-profit representation. Additionally, Gloria was fortunate to be a member of the New York State Bar Association delegation to Havana, Cuba in April 2005. The Bar Association obtained permission from the U.S. Department of the Treasury, to take groups of delegates to Cuba under a general license for the purpose of "conducting research on the Cuban legal system and its institutions". The delegates met with university professors and law students, attorneys and judges, a Canadian attorney offering consulting services in Cuba to foreign clients, and many private citizens.

Cynthia Hujar Orr, of Goldstein & Hilley in San Antonio, Texas, was elected Secretary of the National Association of Criminal Defense Lawyers on August 3, 2005.

Diane Romza-Kutz has become a managing partner in the Chicago office of Epstein Becker & Green, P.C. Once an Adjunct Professor for the Department of Criminal Justice at Loyola University, Ms. Romza-Kutz now focuses on health care and pharmaceutical litigation. She has tried numerous product-liability cases in both the federal and state courts and has extensive transactional, reg-

ulatory, administrative and litigation experience, including counseling pharmaceutical clients under government investigation.

Nancy A. Sachitano, President and Managing Partner of Strickler, Sachitano & Hatfield, P.A., Bethesda, Maryland, will be included in the Pro Bono Resource Center of Maryland as a special Honoree at their 15th Anniversary Gala on October 15, 2005. When asked to identify one attorney who best embodies the spirit of pro bono, James L. Thompson, past President of the Maryland State Bar Association, chose Ms. Sachitano for her outstanding pro bono efforts.

Saul Ewing LLP

Partners *Constance B. Foster*, *Wendie C. Stabler*, and *Harriet E. Cooperman* have been recognized for legal excellence in the 12th edition of *The Best Lawyers in America*, a prestigious biennial list published by Woodward/White, Inc.

Harriet E. Cooperman, Partner and Chair of the Labor, Employment, and Employee Benefits Practice Group, resident in the Baltimore office, was reappointed to the Maryland State Higher Education Labor Relations Board by Maryland Governor Robert Ehrlich. Her term will last six years, running from July 1, 2005 through June 30, 2011.

Kimberly L. Gattuso, an Associate in the Litigation Department, and a member of the Corporate Governance and Antitrust Practice Groups in the Wilmington office, was elected Chair of the Litigation Section of the Delaware State Bar Association on May 17. Ms. Gattuso began her one year term on July 1.

Pamela S. Goodwin, the Managing Partner of the Princeton office and a member of its Environmental Department, has been named to the Board of Trustees of McCarter Theatre in Princeton, New Jersey. The McCarter Theatre is one of the leading regional theaters in the nation, featuring nearly one hundred forty professional presentations each season, and attracting internationally known artists in music, dance, and theatrical productions. Ms. Goodwin was also appointed chair of the Clean Water Council of New Jersey on September 13. Ms. Goodwin has been acting chair and vice chair of the council since she was reappointed by acting Governor Richard J. Codey on July 12. This will be her second term. In addition, Ms. Goodwin was one of 50 lawyers featured in the August 29 *New Jersey Law Journal's* Women and Minorities in the Legal Profession supplement. Ms. Goodwin was cited for her legal work in environmental litigation, as well as her leadership of Saul Ewing's Princeton office and support for the Firm's "We're All In" pro bono program.

Suzanne S. Mayes, a Partner in the Public Finance Department in the Philadelphia office, was elected President of Mount Saint Joseph Academy Alumnae Association. Ms. Mayes began her two-year term on July 1. Ms. Mayes also hosted the first annual Saul Ewing LLP-sponsored Mid-Atlantic Women's Public Finance Forum at The Ritz Carlton Hotel in Philadelphia on May 19. The half-day conference was well-attended by prominent women in the public finance industry, including bankers, financial advisers, issuers and borrowers of municipal debt, bond insurers, trustees and lawyers.

Wendie C. Stabler, a Partner in the Real Estate Department in the Wilmington office, was honored by Goodwill Industries of Delaware and Delaware County, Inc., with the Volunteer of the Year Award for 2005 on April 29, at the Bank One Center on the Riverfront in Wilmington, Delaware.

Spriggs & Hollingsworth

Jean M. Cunningham has been elected to the Washington D.C. office of the Firm's partnership. Cunningham's practice focuses on pharmaceutical and other products liability, and toxic tort and defense litigation. Her practice also includes environmental and white-collar criminal defense matters.

Rosemary Stewart, a Partner in Washington D.C. has worked on a number of Winstar-related cases in the U.S. Court of Federal Claims ("CFC") over the last several years. These long-term cases involve breaches of contract by the U.S. government that occurred when Congress changed the rules and reneged on promises of favorable accounting made to acquirers of troubled savings and loan associations in the 1980's. Ms. Stewart recently received victories in two cases that were tried back in the summers of 2002 and 2003. At trial, each case required expert

evidence of the damages suffered by the plaintiffs with the government contending that no or minimal damages had resulted. Ms. Stewart was able to draw upon her considerable experience in banking law and financial institution litigation.

Natalie S. Watson, an Associate in the Newark office of McCarter & English, LLP, concentrating her practice in Products Liability with a focus on civil litigation, was appointed Vice Chair of the Young Lawyers' Committee for the New Jersey Defense Association on September 1, 2005.

Western New England College School of Law, in Springfield, MA, introduced in September 2005 its first-ever post-graduate degree with the introduction of the Master of Laws (LL.M.) degree in Estate Planning and Taxation. The program is the only one of its kind offered in Massachusetts, and one of only three in the nation specializing in estate planning. The part-time evening program will prepare both new and established attorneys to meet the growing demand for estate planning and taxation counseling resulting from the aging of the baby boom generation. Students can choose to study in a two-year track taking two courses a week, or a three-year option attending one four-hour class a week.

Weston Benshoof Rochefort Rubalcava & MacCuish LLP

Lisa Gilford, a partner with Weston Benshoof Rochefort Rubalcava & MacCuish was named a "Rising Star" by Southern California Super Lawyers, a feature in the September issue of Los Angeles Magazine.

Michele Powers of Weston Benshoof Rochefort Rubalcava & MacCuish LLP was selected by the Los Angeles Daily Journal to be profiled in a special feature entitled "The Top 50 Women Litigators in California." Michele Powers will also be receiving an Award for Excellence from the American Bar Association Toxic Tort and Environmental law committee for her work with the committee this year.

Sharon F. Rubalcava and **Jocelyn N. Thompson** of Weston Benshoof Rochefort Rubalcava & MacCuish have been ranked as "leading individuals" in environmental law by the 2005-2006 edition of *Chambers USA*, which also ranked the firm as one of the leading environmental law practices in California. Ms. Rubalcava was cited for her "impressive reputation assisting developers in obtaining project permits in California's often difficult political climate." Ms. Thompson was also singled out as a "terrific air lawyer." The annual *Chambers USA* guide is based on surveys of thousands of clients and lawyers across the country to obtain a consistent market view of which firms and attorneys are considered leaders in their field.

Wolf Block Schorr and Solis-Cohen LLP

In March 2005, WolfBlock announced it had solidified its relationship with The Commonwealth Group (TCG), a public policy advocacy, corporate counseling and merchant banking firm with offices in Washington, D.C. and Boston, Massachusetts. The strengthened relationship will result in the establishment of WolfBlock Public Strategies, LLC, with new offices in Boston and expanded offices in Washington, D.C. The Washington, D.C. office was formerly known as WolfBlock Government Relations, LLC. The government relations group in Harrisburg, Pennsylvania continue to operate as WolfBlock Government Relations LP. WolfBlock also added TCG's three principals in new capacities: Robert B. Crowe, Christopher T. Cushing and Christopher J. Greeley will all serve as members of the public affairs business in the D.C. and Boston offices, serving as Chief Executive Officer, Vice Chairman, and Executive Vice President & Managing Director respectively. Mr. Crowe will also join WolfBlock's legal offices as a Partner in the Boston office.

Lani A. Adler, Partner, joined WolfBlock's New York office in January. Ms. Adler joined WolfBlock's Business Litigation Practice Group from Becker, Glynn, Melamed & Muffly LLP in New York. She counsels an extensive array of foreign and domestic clients and is experienced in handling a variety of litigation and arbitration matters, including contract, defamation, RICO, distribution, toxic tort, employment, antitrust, intellectual property, and entertainment - publishing, television and cable syndication, film, and theatre, new media matters; draft licenses and contracts.

Juliane Balliro joined WolfBlock's Business Litigation Practice Group as a partner in the Boston office. She represents companies, executives and individuals in complex business, employment and criminal cases.

Helen Casale of the Norristown, PA, and Cherry Hill, NJ, offices was recently among only 35

under-40 attorneys in Pennsylvania to have been selected as “Lawyers on the Fast Track” by American Lawyer Media-Pennsylvania (ALM-PA). To identify young leaders in Pennsylvania’s legal industry, ALM-PA solicited nominations on “up-and-comers,” who were then evaluated by an independent panel comprised of distinguished members of the legal community from across the commonwealth, selected for their experience, practice and activities. WolfBlock had the most “Lawyers on the Fast Track” of any firm in Pennsylvania.

Abbe Fletman has been selected as co-chair of the Civil Justice Initiatives Task Force of the American Bar Association’s Section on Litigation. Ms. Fletman was also chosen as an honoree in March 2005 for Councilwoman Blondell Reynolds Brown’s 7th Annual “Women Making a Difference,” a program started to salute extraordinary women who have made remarkable differences in their fields and communities. Ms. Fletman has also been appointed as a lifetime member to the Board of Directors of the Free Library of Philadelphia by Philadelphia Mayor John Street.

Helene S. Jaron joined the Real Estate Structured Finance Group in April 2005 as a Partner. She joined WolfBlock from Dechert’s Philadelphia office. Ms. Jaron focuses her practice on real estate finance and securitization. She represents lenders, issuers, collateral managers, and REITs in matters involving net lease financings, loan origination, CMBS /CDO securitizations, private placement transactions, and the sale of commercial mortgage loans and participation interests.

NAWL recognizes Law School Members

The John Marshall Law School
 Lewis & Clark Law School
 Saint Louis University School of Law
 Samford University School of Law
 University of Denver Sturm College of Law
 University of Washington School of Law
 Valparaiso University School of Law
 Villanova University School of Law
 Washburn University School of Law
 Western New England College School of Law

NAWL recognizes Law Firm Members

A. Kershaw PC
 Alston & Bird LLP
 Arnold & Porter LLP
 Chester Wilcox & Saxbe LLP
 Dickstein Shapiro Morin & Oshinsky LLP
 Edwards & Angell LLP
 Foley & Lardner LLP
 Goodwin Procter LLP
 Gordon Hargrove & James PA
 Griffith Sadler & Sharp
 Hirschler Fleischer PC
 Kirkpatrick & Lockhart LLP
 Jenner & Block LLP
 Lash & Goldberg LLP
 McDermott Will & Emery LLP
 Mayer Brown Rowe & Maw LLP
 Mintz Levin Cohn Ferris Glovsky and Popeo LLP
 Nelson Mullins Riley & Scarborough LLP
 Powers & Frost LLP
 Saul Ewing LLP
 Sherin and Lodgen LLP
 Sidley Austin Brown & Wood LLP
 Spriggs & Hollingsworth
 Stites & Harbison PLLC
 Strickler Sachitano & Hatfield PA
 Walsh Colucci Lubeley Emrich & Terpak PC
 Weston Benshoof Rochefort Rubalcava &
 MacCuish LLP
 Wolf Block Schorr and Solis-Cohen LLP

PRACTICE AREA KEY

ACC	Accounting
ADO	Adoption
ADR	Alt. Dispute Resolution
ADV	Advertising
ANT	Antitrust
APP	Appeals
ARB	Arbitration
BDR	Broker Dealer
BIO	Biotechnology
BKR	Bankruptcy
BNK	Banking
BSL	Commercial/Business Lit.
CAS	Class Action Suits
CCL	Compliance Counseling
CIV	Civil Rights
CLT	Consultant
CNS	Construction
COM	Complex Civil Litigation
CON	Consumer
COR	Corporate
CRM	Criminal
CUS	Customs
DOM	Domestic Violence
EDU	Education
EEO	Employment & Labor
ELD	Elder Law
ELE	Election Law
ENG	Energy
ENT	Entertainment
EPA	Environmental
ERISA	ERISA
EST	Estate Planning
ETH	Ethics and Professional Responsibility
EXC	Executive Compensation
FAM	Family
FIN	Finance
FRN	Franchising
GAM	Gaming
GEN	Gender & Sex
GOV	Government Contracts
GRD	Guardianship
HCA	Health Care
HOT	Hotel & Resort
ILP	Intellectual Property
IMM	Immigration
INS	Insurance
INT	International
INV	Investment Services
IST	Information Tech/Systems
JUV	Juvenile Law
LIT	Litigation
LND	Land Use
LOB	Lobby/Gov Affairs
MAR	Maritime Law
MEA	Media
MED	Medical Malpractice
M&A	Mergers & Acquisitions
MUN	Municipal
NET	Internet
NPF	Nonprofit
OSH	Occupational Safety & Health
PIL	Personal Injury
PRB	Probate & Administration
PRL	Product Liability
RES	Real Estate
RSM	Risk Management
SEC	Securities
SHI	Sexual Harassment
SPT	Sports Law
SSN	Social Security
STC	Security Clearances
TAX	Tax
TEL	Telecommunications
TOL	Tort Litigation
TOX	Toxic Tort
TRD	Trade
TRN	Transportation
T&E	Wills, Trusts & Estates
WCC	White Collar Crime
WOM	Woman's Rights
WOR	Worker's Compensation

The NAWL Networking Directory is a service for NAWL members to provide career and business networking opportunities within the Association. Inclusion in the directory is an option available to all members, and is neither a solicitation for clients nor a representation of specialized practice or skills. Areas of practice concentration are shown for networking purposes only. Individuals seeking legal representation should contact a local bar association lawyer referral service.

ALABAMA

SHAYANA BOYD DAVIS
JOHNSTON, BARTON,
PROCTOR & POWELL LLP
2900 AMSOUTH/HARBERT
PLAZA
BIRMINGHAM, AL 35203
205/458-9500
sbd@jbpp.com
LIT BKR PRL

HELEN KATHRYN DOWNS
JOHNSTON BARTON
PROCTOR & POWELL LLP
1901 SIXTH AVENUE,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9495
hkd@jbpp.com
LIT PRL

S. SHELTON FOSS
JOHNSTON BARTON
PROCTOR & POWELL LLP
1901 SIXTH AVENUE,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9443
ssf@jbpp.com
ANT LIT ILP

JENNIFER FOX
JOHNSTON BARTON
PROCTOR & POWELL LLP
1901 SIXTH AVENUE,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9491
jfs@jbpp.com
EEO

ELIZABETH BARRY JOHNSON
JOHNSTON, BARTON,
PROCTOR & POWELL LLP
2900 AMSOUTH/HARBERT
PLAZA
1901 SIXTH AVENUE NORTH
BIRMINGHAM, AL 35203-2618
205/458-9400
ebj@jbpp.com
EEO L&E WHITE COLLAR
DEFENSE

HEATHER F. LINDSAY
JOHNSTON, BARTON,
PROCTOR & POWELL LLP
2900 AMSOUTH/HARBERT
PLAZA
1901 SIXTH AVENUE NORTH
BIRMINGHAM, AL 35203
205/458-9400
hfl@jbpp.com

EEO

ANGIE GODWIN MCEWEN
JOHNSTON BARTON
PROCTOR & POWELL LLP
1901 SIXTH AVENUE NORTH,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9400
FIN COR RES

LYNLEE WELLS PALMER
JOHNSTON, BARTON,
PROCTOR & POWELL LLP
2900 AM SOUTH/HARBERT
PLAZA
1901 SIXTH AVENUE NORTH
BIRMINGHAM, AL 35203-2618
205/458-9400
lwp@jbpp.com
EEO

GINA ELAINE PEARSON
JOHNSTON BARTON
PROCTOR & POWELL LLP
1901 SIXTH AVENUE NORTH,
SUITE 2900
BIRMINGHAM, AL 35203
204/458-9400
gep@jbpp.com
MED LIT HCA NURSING
DEFENSE

JENNIFER F. SWAIN
JOHNSTON, BARTON,
PROCTOR & POWELL LLP
1901 SIXTH AVENUE NORTH,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9491
jfs@jbpp.com
EEO

MARY BRUNSON WHATLEY
JOHNSTON BARTON
PROCTOR & POWELL LLP
1901 SIXTH AVENUE,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9400
mbw@jbpp.com
LIT

ANNE P. WHEELER
JOHNSTON, BARTON,
PROCTOR & POWELL LLP
1901 SIXTH AVENUE NORTH,
SUITE 2900
AMSOUTH/HARBERT PLAZA
BIRMINGHAM, AL 35203
205/871-3292
awheeler@jbpp.com
BSL BNK FIN

KENNY MALLOW WILLIAMSON

JOHNSTON, BARTON,
PROCTOR & POWELL LLP
1901 SIXTH AVENUE NORTH,
SUITE 2900
BIRMINGHAM, AL 35203
205/458-9437
kmw@jbpp.com
HCA LIT REGULATORY,
TRANSACTIONS

ARIZONA

JULIE A. PACE
STINSON, MORRISON,
HECKER LLP
1850 N. CENTRAL AVE #2100
PHOENIX, AZ 85004-4584
602/212-8523
jp pace@stinsonmoheck.com
EEO OSH LIT

LORRAINE M. PAVLOVICH
18704 NORTH CACTUS
FLOWER WAY
SURPRISE, AZ 85387
623/544-2930
pavlovich3@cox.net

CALIFORNIA

GLORIA R. ALLRED
ALLRED, MAROKO &
GOLDBERG
6300 WILSHIRE BOULEVARD,
SUITE 1500
LOS ANGELES, CA 90048
323/653-6530

ROCHELLE BROWNE
RICHARDS WATSON &
GERSHON
355 SOUTH GRAND AVE.,
40TH FLOOR
LOS ANGELES, CA 90071
213/626-8484
rbrowne@rwglaw.com
LND LIT APP CST

SARAH DANIEL
RUIZ & SPERAW
2000 POWELL STREET 1655
EMERYVILLE, CA 94608
edlaw4me@netzero.com

HELEN DIAMOND
484 CLIFF DRIVE #8
LAGUNA BEACH, CA 92651
949/494-1592
ADR BSL

SAMANTHA SLOTKIN GOODMAN

PIPER RUDNICK LLP
550 S. HOPE STREET,
SUITE 2300
LOS ANGELES, CA 90071
213/330-7723
samantha.goodman
@piperrudnick.com
RES

JENNIFER L. KELLER
18101 VON KARMAN #1400
IRVINE, CA 92612
949/476-8700
jkeller@prodigy.net

CHI SOO KIM
BINGHAM MCCUTCHEN LLP
THREE EMBARCADERO
CENTER
SAN FRANCISCO, CA 94118
415/393-2738
chisoo.kim@bingham.com
LIT

EDITH R. MATTHAI
ROBIE & MATTHAI, PC
500 S. GRAND AVE.
15TH FLOOR
LOS ANGELES, CA 90071
213/624-3062
ematthai@romalaw.com
ETH Legal malpractice

CONNIE E. MERRIETT
KERR & WAGSTAFFE LLP
100 SPEAR STREET, SUITE 100
SAN FRANCISCO, CA 94105
415/371-8500
merriett@kerrwagstaffe.com
ILP LIT SEC

VIRGINIA S. MUELLER
LAW OFFICE OF
VIRGINIA S. MUELLER
106 L STREET
SACRAMENTO, CA 95814
916/446-3063
vsmueller@webtv.net
PRB FAM

ELLEN A. PANSKY
PANSKY & MARKLE
1114 FREMONT AVENUE
SOUTH PASADENA, CA 91030
213/626-7300
epansky@pansky-markle.com
ETH LIT

DELIA K. SWAN
11500 OLYMPIC BLVD,
SUITE 370
LOS ANGELES, CA 90064
310/445-5010
delia@swanlegal.com
LEGAL RECRUITER

LAUREN E. TATE
TATE & ASSOCIATES
1460 MARIA LANE, SUITE 310
WALNUT CREEK, CA 94596
925/210-2000

ltate@tateandassociates-law.com
MED PRL EEO PIL

DISTRICT OF COLUMBIA

JANE F. BARRETT
BLANK ROME, LLP
600 NEW HAMPSHIRE AVE., NW
WASHINGTON, DC 20037
202/772-5907
barrett@blankrome.com
WCC EPA INT GOV

ROBERTA BEARY
1718 CONNECTICUT AVE., NW
SUITE 201
WASHINGTON, DC 20009
202/483-3550 X12
rbeary@martfour.com
INTERNATIONAL FINANCE

KALI BRACEY
JENNER & BLOCK
601 13TH STREET, NW
WASHINGTON, DC 20005
202/639-6871
kbracey@jenner.com
LIT

MICHELE A. CIMBALA
STERNE KESSLER
GOLDSTEIN & FOX
1100 NEW YORK AVE., N.W.
WASHINGTON, DC 20005
202/371-2600
mcimbala@skgf.com
BIO

ILONA COLEMAN
BLANK ROME
600 NEW HAMPSHIRE
AVENUE, N.W.
WASHINGTON, DC 20037
202/772-5915
coleman-I@blankrome.com

PATRICIA E. CONNELLY
TROUT RICHARDS
1350 CONNECTICUT AVE., N.W.
WASHINGTON, DC 20036
202/463-1924
pconnelly@troutrichards.com
EEO SEC LIT False Claims Act

ROCHELLE S. HALL
LECLAIR RYAN
1701 PENNSYLVANIA
AVENUE, NW SUITE 1045
WASHINGTON, DC 20006
202/659-6702
rhall@leclairryan.com
LIT SEC

KATHERINE J. HENRY
DICKSTEIN SHAPIRO
2101 L STREET NW
WASHINGTON, DC 20037
202/775-4758
henryk@dsmo.com
INS LIT ADR

VERONICA KAYNE
WILMER CUTLER PICKERING
2445 M STREET, N.W.
WASHINGTON, DC 20037
202/663-6975
veronica.kayne@wilmerhale.com
LIT ANT

CHERIE R. KISER
701 PENNSYLVANIA AVE. NW,
SUITE 900
WASHINGTON, DC 20004
202/434-7325
crkiser@mintz.com

DENISE C. LANE-WHITE
BLANK ROME LLP
600 NEW HAMPSHIRE
AVENUE, NW
WATERGATE, 11TH FLOOR
WASHINGTON, DC 20037
202/772-5833
lane@blankrome.com
ILP LIT

MARJORIE A. O'CONNELL
O'CONNELL & ASSOCIATES
THOMAS CIRCLE LOFT
FOURTH FLOOR 1339 GREEN
COURT, NW
WASHINGTON, DC 20005
202/466-8200
maoc@oconnell-associates.com
TAX FAM

CATHERINE E. STETSON
HOGAN & HARTSON LLP
555 13TH STREET, N.W.
WASHINGTON, DC 20004
202/637-5491
cestetson@hhlaw.com
LIT

CHERYL A. TRITT
MORRISON & FOERSTER, LLP
2000 PENNSYLVANIA
AVENUE, NW, SUITE 5500
WASHINGTON, DC 20006
202/887-1510

MARCIA A. WISS
HOGAN & HARTSON LLP
555 THIRTEENTH STREET, NW
COLUMBIA SQUARE
WASHINGTON, DC 20004-1109
202/637-5600
mawiss@hhlaw.com
INT FIN COR SEC

DELAWARE

HEATHER JEFFERSON
THE DELAWARE
COUNSEL GROUP
300 MARTIN LUTHER KING
BLVD, SUITE 200
WILMINGTON, DE 19801
302/576-9600
hjefferson
@delawarecounselgroup.com
COR ALTERNATIVE ENTITIES

FLORIDA

JUNE McKINNEY BARTELLE
FAWL-PROGRAM CHAIR
OFFICE OF THE ATTORNEY
GENERAL
10020 LEAFWOOD DRIVE
TALLAHASSEE, FL 32399-1050
850/414-3300
junemesq@sprintpcs.com
EDU PRB

PEGGY SMITH BUSH
CABANISS, SMITH, TOOLE &
WIGGINS, PL
485 N. KELLER RD., STE 401
MAITLAND, FL 32751
407/246-1800
pbush@cabaniss.net
PIL PERSONAL LIABILITY
DEFENSE

CARYN GOLDENBERG CARVO
CARVO & EMERY
ONE FINANCIAL PLAZA
SUITE 2020
FT LAUDERDALE, FL 33394
954/524-4450
cgc2020@bellsouth.net
LIT RES FAM

JENNIFER COBERLY
ZUCKERMAN ET AL
201 S BISCAYNE BLVD,
SUITE 900
MIAMI, FL 33131
305/579-0110
jcoberly@zuckerman.com
TEL BSL EEO INT

LYNN COLE
LAW OFFICES OF
LYNN COLE, PA
301 WEST PLATT ST. Suite 409
TAMPA, FL 33606
813/223-7009
lhc@lynncole.com;
elizabeth@lynncole.com
ADR MEDIATION

KAREN H. CURTIS
CLARKE SILVERGLATE &
CAMPBELL, PA
799 BRICKELL PLAZA, STE 900
MIAMI, FL 33131
305/377-0700
kcurtis@cswm.com
LIT APP

PATRICIA A. DOHERTY
WOOTEN HONEYWELL
KIMBROUGH GIBSON
DOHERTY & NORMAND
PO BOX 568188
ORLANDO, FL 32856
407/843-7060
pdoherty@whkpa.com
PIL MED
wrongful death; nursing home

DEBRA POTTER KLAUBER
101 NE THIRD AVENUE,
6TH FLOOR
FORT LAUDERDALE, FL 33301
954/523-9922
dklauber@haliczperpettis.com
APP MED PIL

JANE KREUSLER-WALSH
501 S FLAGLER DRIVE, STE 503
WEST PALM BEACH, FL 33401
561/659-5455
janewalsh@jkwpa.com
APP

LISA BERLOW LEHNER
LAW OFFICES OF
LISA LEHNER, PA
169 EAST FLAGLER STREET
ALFRED I. DUPONT BUILDING
SUITE 1422
MIAMI, FL 33131
305/779-6096
l.lehner@lehner-law.com
APPELLATE LAW

REBECCA J. MERCIER-VARGAS
501 S. FLAGLER DRIVE, STE 503
WEST PALM BEACH, FL 33401
561/659-5455
rmercier@jkwpa.com
APP

GEORGIA

BERYL B. FARRIS LLC
IMMIGRATION LAW
P.O. BOX 451129
ATLANTA, GA 31145-9129
404/659-4488
visas4usa@yahoo.com
IMM

MICHELLE W. JOHNSON
NELSON MULLINS RILEY &
SCARBOROUGH, LLP
999 PEACHTREE STREET, NE,
SUITE 1400
ATLANTA, GA 30309
404/817-6167
michelle.johnson@nelsonmullins.com
EEO

DOROTHY YATES KIRKLEY
KIRKLEY & HAWKER LLC
999 PEACHTREE ST., STE 1640
ATLANTA, GA 30309
404/892-8781
counsel@kirkleyhawker.com
BSL WCC APP

ELISA KODISH
NELSON MULLINS RILEY &
SCARBOROUGH, LLP
999 PEACHTREE STREET, NE
ATLANTA, GA 30309
404/817-6160
elisa.kodish@nelsonmullins.com
LIT PRL

ANGELA O'STEEN

ONE CONCOURSE PARKWAY,
SUITE 300
ATLANTA, GA 30328
678/731-5935
angela.o'steen@novainfo.com
COR

SARA SADLER TURNIPSEED
NELSON MULLINS RILEY
AND SCARBOROUGH LLP
999 PEACHTREE ST., STE 1400
ATLANTA, GA 30309
404/817-6220
sara.turnipseed@nelsonmullins.com
LIT

IOWA

ROXANNE BARTON CONLIN
ROXANNE CONLIN &
ASSOCIATES
319 7TH STREET, STE 600
DES MOINES, IA 50309
515/282-3333
roxlaw@aol.com
PIL EEO MED

LORELEI HEISINGER
411 FOUR SEASONS DRIVE
WATERLOO, IA 50701
319/833-0649
Loreleilaw@mchsi.com
LOB Legislative; government
relations

ILLINOIS

LINDA T. COBERLY
WINSTON & STRAWN, LLP
35 WEST WACKER DRIVE
CHICAGO, IL 60601
312/588-8768
lcoberly@winston.com
LIT

PATRICIA A. COLLINS
ASHER GITTNER ET AL
200 W JACKSON BLVD,
STE 1900
CHICAGO, IL 60606
312/263-1500
pac@ulaw.com
EEO

CRAIG B. HAMMOND
77 W. WASHINGTON, #1805
CHICAGO, IL 60602
312/236-5006
chammon2@ix.netcom.com
FAM ELD

WILLIAM J. HARTE
111 WASHINGTON ST
CHICAGO, IL 60602
312/726-5015
wharte@williamharteltd.com
APP DIV LIT

**MARGARET PARNELL
HOGAN**
LITTLER MENDELSON PC

200 NORTH LA SALLE,
SUITE 2900
CHICAGO, IL 60601
312/795-3222
mphogan@littler.com

LISA A. MARINO
3310 NORTH HARLEM AVE.
CHICAGO, IL 60634
773/804-9100
REAL ESTATE TAX

INDIANA

TINA M. BENG
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
tbengs@hwelaw.com
EEO

KRISTEN M. CARROLL
151 NORTH DELAWARE ST.,
SUITE 600
INDIANAPOLIS, IN 46204
317/638-4521
kcarroll@k-glaw.com
LIT CNS PIL INS

ELIZABETH A. DOUGLAS
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
edouglas@hwelaw.com
EEO ERISA

CINTRA D.B. GEAIRN
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
cgeairn@hwelaw.com
EEO ERISA

LAUREN K. KROEGER
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
lkroeger@waretech.com
EEO LIT

MELANIE D. MARGOLIN
LOCKE REYNOLDS
201 NORTH ILLINOIS ST., STE 201
INDIANAPOLIS, IN 46244
317/237-3800
mmargolin@locke.com
BSL

WILLIAM F. SATTERLEE III
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383

219/464-4961
wsatterlee@hwelaw.com
LIT EDU EEO Mediation

LOUISIANA

LYNN LUKER
LYNN LUKER &
ASSOCIATES, LLC
3433 MAGAZINE STREET
NEW ORLEANS, LA 70115
504/525-5500
lynn.luker@llalaw.com
PRL EEO MAR ASBESTOS

JENA W. SMITH
BALDWIN & HASPEL LLC
1100 POYDRAS, SUITE 2200
NEW ORLEANS, LA 70163
504/585-7711
smith@baldwinhaspel.com
PRL BSL

MARYLAND

DEBORAH H. DEVAN
ONE SOUTH ST. 27TH FLOOR
BALTIMORE, MD 21202
410/332-8522
dhd@nqgrg.com
BKR BNK

JO BENSON FOGEL
5900 HUBBARD DRIVE
ROCKVILLE, MD 20852
301/468-2288
jfogelPA@aol.com
FAM EST GRD

SIDNEY S. FRIEDMAN
4 RESERVOIR CIRCLE, STE 200
BALTIMORE, MD 21208
410/559-9000
ssf@weinstocklegal.com
BKR GENERAL PRACTICE
WITHIN PRE-PAID LEGAL
SERVICES, INC.

ALISON S. FRIEDMAN
36 SOUTH PACA STREET, #214
BALTIMORE, MD 21201
afrie002@umaryland.edu

HEATHER Q. HOSTETTER
4550 MONTGOMERY AVENUE,
SUITE 900N
BETHESDA, MD 20814
301/657-8805
hhostetter@modernfamilylaw.com

DUANE P. LAMBETH
GEORGETOWN UNIVERSITY
2211 KIMBALL PLACE
SILVER SPRING, MD 20910
202/565-3661
dpl1@comcast.net
INT COR PROJECT FINANCE

ALYSON MEISELMAN
SCURTI AND GULLING, PA
200 EAST LEXINGTON ST.,

SUITE 1511
BALTIMORE, MD 21202-3530
410/244-0772
ameiselman@scurtiandgulling.com
FAM GEN

NANCY A. SACHITANO
STRICKLER, SACHITANO &
HATFIELD, P.A.
4550 MONTGOMERY AVENUE,
STE 900N
BETHESDA, MD 20814
301/657-8805
nsachitano@modernfamilylaw.com
FAM LIT

TRACEY E. SKINNER
2 NORTH CHARLES STREET,
SUITE 500
BALTIMORE, MD 21201
410/752-2052
Teskinner@aol.com
RES BSL COR HOT TITLE

REBECCA SLADE
YOSHITANI
13031 TWELVE HILLS ROAD
CLARKSVILLE, MD 21029
rsyosh@aol.com
ILP

MICHIGAN

ELIZABETH K. BRANSBORFER
MIKA MEYERS BECKETT &
JONES PLC
900 MONROE AVENUE, NW
GRAND RAPIDS, MI 49503
616/459-3200
ebrandsborfer@mmbjlaw.com
COM LIT FAM RES

MARGARET A. COSTELLO
DYKEMA GOSSETT PLLC
400 RENAISSANCE CTR
DETROIT, MI 48243
313/568-5306
mcostello@dykema.com
LIT INT BKR

JACLYN SHOSHANA LEVINE
MILLER, CANFIELD,
PADDOCK & STONE, PLC
ONE MICHIGAN AVE., STE 900
LANSING, MI 48933
517/483-4904
levine@millerandstone.com
LIT EPA Regulatory

JENNIFER PUPLAVA
MIKA MEYERS ET AL
900 MONROE AVENUE, NW,
STE 700
GRAND RAPIDS, MI 49503
616/459-3200
jpuplava@mmbjlaw.com
LIT BSL LOB IST

LYNN A. SHEEHY
BUTZEL LONG

150 W JEFFERSON, STE 900
DETROIT, MI 48226
313/225-7078
sheehy@butzel.com
LIT BSL MED PRL

MINNESOTA

HEIDI E. VIESTURS
ROBINS, KAPLAN,
MILLER & CIRESI LLP
800 LASALLE AVENUE, #2800
MINNEAPOLIS, MN 55402
612/349-8500
heaviesturs@rkmc.com
MED

MISSOURI

ANNETTE P. HELLER
14323 S. OUTER FORTY,
STE 512S
TOWN & COUNTRY, MO 63017
314/647-1200
Tmattorneyheller@aol.com
ILP

MISSISSIPPI

KRISTINA M. JOHNSON
WATKINS LUDLAM
WINTER & STENNIS PA
PO BOX 427
JACKSON, MS 39205
601/949-4785
kjohnson@watkinsludlam.com
BSL BKR workouts

JENNIFER W. YARBOROUGH
6360 I-55 N. SUITE 201
JACKSON, MS 39211
601/965-7258
jyarrow@smithreeves.com
INS TOX CNS

NORTH CAROLINA

SUSAN J. GIAMPORONE
WOMBLE CARLYLE
SANDRIDGE & RICE
P.O. BOX 13069
RESEARCH TRIANGLE PARK,
NC 27709
919/484-2300
sgiamportone@wcsr.com
TOL HCA pharmaceuticals;
medical devices

NEW JERSEY

LYNNE ANNE ANDERSON
SILLS CUMMIS EPSTEIN &
GROSS P.C.
ONE RIVERFRONT PLAZA
NEWARK, NJ 07102
973/643-5686
Landerson@sillscummis.com
EEO LIT

LYNN F. MILLER
MILLER, MILLER & TUCKER, PA

96 PATERSON ST
NEW BRUNSWICK, NJ 08901
908/828-2234
lmiller@millerandmiller.com
FAM BKR EST LIT

HOLLY C. PETERSON
111 MULBERRY ST., APT. 8C
NEWARK, NJ 07102
201/795-6675
hollypeter@earthlink.net
LIT

NEW YORK

LEONA BEANE
11 PARK PLACE, SUITE 1100
NEW YORK, NY 10007
212/608-0919
lbeanelaw@aol.com
GRD T&E ADR PRB ARB

PAULA SAMMONS BUTLER
10 PHILIPS LANE
RYE, NY 10580
914/967-0021
pb0021@aol.com
COR

LINDA CHIAVERINI
WOMEN'S BAR ASSOCIATION
OF THE STATE OF NEW YORK
PO BOX 936
NEW YORK, NY 10024-0546
212/362-4445
info@wbasny.org

SYLVIA CHIN
WHITE & CASE
1155 AVENUE OF THE
AMERICAS
NEW YORK, NY 10036
212/819-8811
schin@whitecase.com
COR INT FIN

LORI B. LESKIN
KAYE SCHOLER LLP
425 PARK AVENUE
NEW YORK, NY 10022
212/36-8541
lleskin@kayescholer.com
LIT PRL CAS BSL

GLORIA S. NEUWIRTH
DAVIDSON DAWSON &
CLARK
60 EAST 42ND STREET,
38TH FLOOR
NEW YORK, NY 10165
212/557-7720
gsneu@dwidsondawson.com
EST PRB T&E NPF TAX

OHIO

ELAINE S. BERNSTEIN
130 WEST SECOND STREET,
SUITE 1818
DAYTON, OH 45402
937/496-3686

esb@erinet.com
EEO MEDIATION

RANDAL S. BLOCH
WAGNER & BLOCH
2345 ASHLAND AVENUE
CINCINNATI, OH 45206
513/751-4420
wagbloch@yahoo.com
FAM

MARY JO CUSACK
5655 N. HIGH STREET, STE 200
WORTHINGTON, OH 43085
614/880-0888
maryjocusacklaw@aol.com
PRB FAM EST

BEATRICE K. SOWALD
SOWALD SOWALD AND CLOUSE
400 S FIFTH STREET, STE 101
COLUMBUS, OH 43215
614/464-1877
bsowald@sowaldclouse.com
FAM PRB

ELIZABETH M. STANTON
CHESTER, WILLCOX &
SAXBE LLP
65 E. STATE STREET, STE 1000
COLUMBUS, OH 43215-4213
614/334-6189
estanton@cwslaw.com
EEO EDU APP MUN Annexation

OKLAHOMA

KATHLEEN WAITS
UNIVERSITY OF TULSA
COLLEGE OF LAW
3120 E 4TH PLACE
TULSA, OK 74104
918/631-2450
Kwaits@utulsa.edu
DOM ETH Contracts

OREGON

AMY CARLTON
WILLIAMS, KASTNER & GIBBS
888 SW FIFTH AVE., STE 1150
PORTLAND, OR 97204-2025
503/228-7967
acarlton@wkg.com
COR M&A

ELONA FARKA
391 N.W. 179TH AVENUE
ALOHA, OR 97006
503/430-1748
efarka@satcapital.com
ILP

PENNSYLVANIA

ANN M. BUTCHART
LAW OFFICE OF
ANN M. BUTCHART
1319 N SECOND STREET
PHILADELPHIA, PA 19122
215/854-4010

a.m.b@juno.com
SSN ERISA BNK Disability;
zoning

DORIS S. CASPER
200 LOCUST STREET
SOCIETY HILL TOWER N17AH
PHILADELPHIA, PA 19106
215/627-4271

NANCY OMARA EZOLD
NANCY O'MARA, EZOLD PC
401 CITY AVENUE, STE 904
BALA CYNWYD, PA 19004
610/941-4040
EEO BSL PIL

JOANNE KELHART
44 E BROAD STREET
BETHLEHEM, PA 18018
610/691-7000
jkelhart@ssk-esq.com
LIT

SHONU V. MCECHRON
SAUL EWING LLP
2 N. 2ND STREET, 7TH FLOOR
HARRISBURG, PA 17070
717/257-7558
smcechron@saul.com
COR INS HCA ILP CNS

LESLIE ANNE MILLER
OFFICE OF GENERAL
COUNSEL
225 MAIN CAPITAL BUILDING
HARRISBURG, PA 17120
717/787-2551
millesq@aol.com
GOV APP LIT ADR
MEDIATION; ARBITRATION

RHODE ISLAND

KIMBERLY A. SIMPSON
VETTER & WHITE
20 WASHINGTON PLACE
PROVIDENCE, RI 02903
401/421-3060
ksimpson@vetterandwhite.com
LIT PRL BSL
commercial products

SOUTH CAROLINA

NATALIE BLUESTEIN
ONE CARRIAGE LANE,
BLDG D
CHARLESTON, SC 29407
843/769-0311
natalie.bluestein@scbar.org
FAM

JANE NUSSBAUM DOUGLAS
BLUESTEIN & DOUGLAS
ONE CARRIAGE LANE
BUILDING D
CHARLESTON, SC 29407
843/769-0311
jane.douglas@scbar.org
FAM

KATHLEEN HARLESTON
HARLESTON LAW FIRM
909 TALL PINE ROAD
MT PLEASANT, SC 29464
843/971-9453
kathleen@harlestonlawfirm.com
ILP Trademark, copyright,
patent

NANCY DOHERTY SADLER
GRIFFITH, SADLER &
SHARP, P.A.
PO DRAWER 570
BEAUFORT, SC 29901
843/521-4242
nds@gandspa.com
LIT

MARY E. SHARP
GRIFFITH SADLER &
SHARP, PA
PO DRAWER 570
BEAUFORT, SC 29901-0570
843/521-4242
mes@gandspa.com
LIT PIL ETH TOL
Premises liability,
automobile litigation, Professional
liability

NINA N. SMITH
SMITH, ELLIS & STUCKEY, PA
1422 LAUREL STREET
COLUMBIA, SC 29201
803/933-9800
nns@seslaw.com
BSL SEC ETH

SOUTH DAKOTA

MARY G KELLER
KELLER LAW OFFICE
PO BOX 97
HURON, SD 57350
605/352-1883
kellawsd@msn.com
FAM CRM

TENNESSEE

MARCIA MEREDITH EASON
MILLER MARTIN
832 GEORGIA AVE.,
SUITE 1000
CHATTANOOGA, TN 37402
meason@millermartin.com

TEXAS

SHARLA FROST
POWERS & FROST LLP
1221 MCKINNEY STREET
2400 ONE HOUSTON CENTER
HOUSTON, TX 77010
713/767-1555
rcampos@powersfrost.com

DAWN S. RICHTER
WINSTEAD, SECHREST &
MINICK PC
910 TRAVIS STREET,

SUITE 2400
HOUSTON, TX 77002-5895
713/650-2680
drichter@winstead.com
ENG COR INS FIN

KATHY WEINBERG
JENNER & BLOCK
1717 MAIN STREET,
SUITE 3150
DALLAS, TX 75201
214/746-5789
kweinberg@jenner.com
GOV

VIRGINIA

GINA BURGIN
HIRSCHLER FLEISCHER
FEDERAL RESERVE BANK
BUILDING
701 EAST BYRD STREET
RICHMOND, VA 23219
804/771-5614

**DEBORAH SCHWAGER
FROLING**
HIRSCHLER FLEISCHER
701 EAST BYRD STREET
THE FEDERAL RESERVE
BANK BUILDING
RICHMOND, VA 23219
804/771-9514
dfroling@hf-law.com
COR MAC

LINDA M. JACKSON
VENABLE LLP
8010 TOWERS CRESCENT
DRIVE, SUITE 300
VIENNA, VA 22182
703/760-1600
lmjackson@venable.com
EEO LIT

CHANDRA D. LANTZ
HIRSCHLER FLEISCHER
PO BOX 500
RICHMOND, VA 23218
804/771-9586
clantz@hirschlerfleischer.com
BSL CNS INS LND

VIRGIN ISLANDS

KARIN A. BENTZ
LAW OFFICES OF
KARIN A. BENTZ, P.C.
18 DRONNINGENS GADE,
SUITE 8
CHARLOTTE AMALIE,
VI 00802
340/744-2669
Kbentz@virginlaw.com
EEO BSL COR RES

WASHINGTON

SUSAN LEHR
WILLIAMS, KASTNER &
GIBBS PLLC

601 UNION ST., STE 4100
SEATTLE, WA 98101
206/628-6600
slehr@wkg.com
COR FIN

SHERYL WILLERT
WILLIAMS, KASTNER &
GIBBS PLLC
601 UNION ST., STE 4100
SEATTLE, WA 98101
206/628-6600
swillert@wkg.com
ADR CIV EEO LIT

INTERNATIONAL

MARGARET BENNETT
MARGARET BENNETT
SOLICITORS
5A BLOOMSBURY SQUARE
CHARLTON HOUSE
LONDON, UK WC1A 2LX
+4417/404-6465
exclusive@divorce.uk.com

LORI DUFFY
WEIR & FOULDS
130 KING ST W EXCHANGE
TWR, SUITE 1600
TORONTO, ONT M5X 1J5
416/947-5009
lduffy@weirfoulds.com
RES T&E

SAMANTHA HORN
STIKEMAN ELLIOTT LLP
5300 COMMERCE COURT
WEST
199 BAY STREET
TORONTO, ONT M5L 1B9
416/869-5636
sghorn@stikeman.com
COR

JAYANTHI DEVI SAGANTI
NP SILICITORS
171 HANWORTH ROAD
HOUNSLOW, MIDDLESEX,
LONDON TW3 3TT
0044-020-8577-7799
sjreddy2000@yahoo.com
COR IMM

Sills Cummis Epstein & Gross

A Professional Corporation

women-in-law: (wĭm'ĭn-ĭn'-lô') *n. pl.*

1. related by the practice of law
2. bound by a common interest in serving client needs
3. committed to supporting other women lawyers and their families

Sills Cummis is making a difference with its Women's Group, co-chaired by Lynne Anne Anderson and dedicated to promoting the professional and personal growth of women lawyers. The Group encompasses the Sills Cummis women lawyers who welcome their clients and friends to participate.

Lynne is a member of the Firm and focuses on employment and labor issues. The Employment and Labor Practice Group, of which almost half of the lawyers are women, are counsel to some of the region's largest employers. Whether it's counseling on employment representing issues or defending employers in court, the Employment and Labor lawyers guide clients with practical advice to meet their business needs.

For further information, please contact Lynne Anne Anderson at 973-643-5686 or landerson@sillscummis.com.

New Jersey
One Riverfront Plaza
Newark, NJ 07102
Tel: 973-643-7000
Fax: 973-643-6500

www.sillscummis.com

New York
30 Rockefeller Plaza
New York, NY 10112
Tel: 212-643-7000
Fax: 212-643-6500

Edwards & Angell^{LLP}

is proud to sponsor
NAWL programs



At Edwards & Angell we did not set out
to make a commitment to women;
we set out to make a commitment to excellence.

The women were already there.

For further information, contact:

Cathy Fleming, *Chair*, Corporate Integrity and White Collar Group

Phone: 212.912.2743 email: Cfleming@EdwardsAngell.com

Join NAWL

By joining NAWL, you join women throughout the United States and overseas to advocate for women in the legal profession and women's rights. We boast a history of more than 100 years of action on behalf of women lawyers. We want you to meet women like you, who are proud to be engaged in the practice of law and wish to work together for the progress of women in the law.

Benefits of Membership

- Ω Networking opportunities with attorneys across the United States
- Ω Opportunities to serve in leadership roles in a national organization
- Ω A voice on national and international issues affecting women
- Ω Annual Subscription to the Women Lawyers Journal
- Ω Invitations to events, conferences, and other programs
- Ω A copy of the National Directory of Women-Owned Law Firms & Women Lawyers

And Much More!

For a NAWL Membership Application and information about upcoming events, visit our website www.nawl.org or contact NAWL at (312) 988-6186 or parkm@nawl.org.

National Association of Women Lawyers

American Bar Center, MS 15.2
321 North Clark Street
Chicago, IL 60610

PRESORTED
STANDARD
U.S. POSTAGE PAID
CHICAGO, IL
PERMIT NO. 4116