



NAWL'S MID-YEAR MEETING IN DALLAS, TEXAS

At NAWL's Mid-Year Meeting in Dallas, Texas, NAWL honored Chief Justice Carolyn Wright with its Leadership Award. Presenting the award to Justice Wright is NAWL President-Elect, Dorian Denburg. Justice Wright has served in the judiciary for more than 25 years. While many of the positions held by her have been historical firsts for women and minorities serving in the Dallas judiciary, her election to the Court of Appeals marked the first time in Texas history that an African American woman has ever won a multi-county election for any elected office in Texas, and she is the only African-American woman currently serving on an appellate court in the State of Texas. Her judicial service includes more than 14 years on the Court of Appeals, eight years as an elected State District Judge and three years as an Associate Judge in the Family District Courts.

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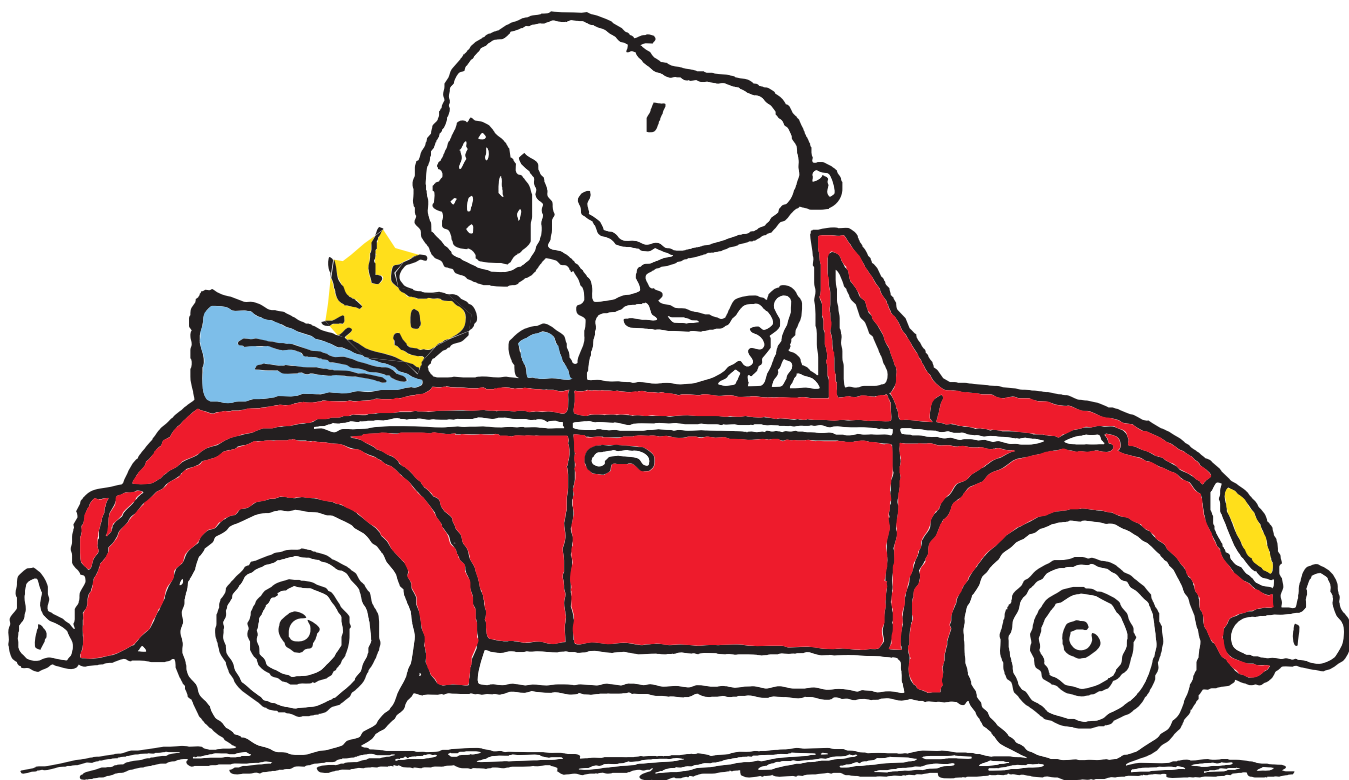
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by Katie McCabe and Dovey Johnston Roundtree; reviewed by Deborah Froling



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ABOUT WOMEN LAWYERS JOURNAL

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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, timelines, goals, and objectives of the association and the quality of the writing. No material can be returned unless accompanied by a self-addressed, stamped envelope.

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Photos from the Mid-Year Meeting taken by Fogel Photography.

Program designed by Caroline Caldwell Design.



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NATIONAL ASSOCIATION OF WOMEN LAWYERS



National Association of Women Lawyers®
the voice of women in the law®

About NAWL

Founded in 1899, NAWL is a professional association of attorneys, judges and law students serving the educational, legal and practical interests of the organized bar and women worldwide. Both women and men are welcome to join. Women Lawyers Journal®, National Association of Women Lawyers®, NAWL, and the NAWL seal are registered trademarks.

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. For more information about membership and the work of NAWL, visit www.nawl.org.

BENEFITS OF MEMBERSHIP

- A voice on national and international issues affecting women through leadership in a national and historical organization
- Networking opportunities with women lawyers across the United States
- Access to programs specifically designed to assist women lawyers in their everyday practice and advancement in the profession
- A subscription to the quarterly Women Lawyers Journal and the ability to be kept up to date on cutting edge national legislation and legal issues affecting women
- The opportunity to demonstrate your commitment and the commitment of your firm or company to support diversity in the legal profession.

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EDITOR'S NOTE

If you were at NAWL's Mid-Year Meeting in Dallas, Texas, hopefully you stayed until the end to hear Kathleen Wu's inspiring speech. If you weren't in Dallas and/or didn't stay until the end of the day to hear Kathleen, then you are in luck. We've included the highlights of her speech in this issue. We weren't able to include her powerpoint slides which provided great visual aids but we think the snippets we've included here will give you a good sense of the content. I hope it will leave you as inspired as those of us who were in attendance were (and it didn't hurt that there was champagne passed when the toast was made at the end). In addition, we have a fun article on a Blackberry® code of conduct. I hope that those of you who are as addicted to yours as I am mine will find it a useful reminder of how we can let technology take over our lives and sometimes we just need to put the device down and enjoy the world around us.



Another article in this issue is one I'm extremely excited about (and it's not just because I wrote it, although I'm pretty proud of that as well). It is a review of the book, *Justice Older than the Law: The Life of Dovey Johnson Roundtree*. She is one spectacular lady and the book is a fascinating read. I was honored to have the opportunity to interview Katie McCabe, the co-author with Dovey, for this article as well. I commend all of you to read the book and to attend NAWL's annual meeting in New York in July where Katie will discuss the book on Thursday, July 22 prior to the luncheon.

The pictures included in this issue are from some of the great events that NAWL has put on over the past few months, including its Mid-Year Meeting in Dallas, Texas and highlights from its Nights of Giving held in Miami, Florida and Golden Valley, Minnesota.

I love hearing from our members and readers about what they like and don't like about the *Women Lawyers Journal*. If you have suggestions or want to write an article, please drop me an email. I hope you enjoy the issue!

Warm wishes,

Deborah S. Froling, Editor

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PRESIDENT'S LETTER

It is with great anticipation and some sadness that I look forward to the NAWL Annual Meeting in New York at the beautiful and historic Waldorf=Astoria. The Annual Meeting has become a celebration of women lawyers and has been the source of great inspiration to all those who attend. It also marks the end of my tenure as President of NAWL. As I look back on this year, I am proud of NAWL's accomplishments and its financial strength. NAWL's Nights of Giving continue to allow NAWL members and others to give back to their communities. NAWL's mid-year meeting in Dallas, Texas was attended by over 250 participants. NAWL Supreme Court committee is involved in evaluating a new woman nominee for the land's highest court. There is much to be proud of and much that will continue to be done.



This year at our Annual Meeting, as in year's past, we look to honor some outstanding women and organizations. This year's honorees include:

- The Honorable Judith Kaye **Arabella Babb Mansfield Award**
- Met Life Legal Department **NAWL President's Award**
- Elaine Jones, President and Director-Counsel Emeritus, NAACP Legal Defense Fund **NAWL Public Service Award**
- Debra Lee, Chairman and CEO, BET Entertainment **M. Ashley Dickerson Diversity Award**

Virginia S. Mueller Outstanding Member Awards:

- Elicia Blackwell, *Miami, FL*
- Merrie Cavanaugh, *Dallas, TX*
- Katherine Compton, *Dallas, TX*
- Jennifer Guenther, *San Bernadino, CA*
- Kristin Sostowski, *Newark, NJ*
- Janet Stiven, *Chicago, IL*

My deepest thanks to our NAWL members, friends and supporters, and I'm confident that NAWL will continue to strengthen and grow as I turn over the presidency to Dorian Denburg, the incoming NAWL President.

Warmest regards,

Lisa Gilford

NAWL President 2009-2010

Alston + Bird LLP

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EVENT HIGHLIGHTS

NAWL Mid-Year Meeting

February 25, 2010, Dallas, Texas

On February 25, 2010, at the Fairmont Hotel in Dallas, NAWL held its Mid-Year Meeting. Chaired by NAWL Vice President Heather Giordanella, counsel at Drinker Biddle & Reath, the mid-year meeting included CLE programs and NAWL award recipients Dell Inc.'s Legal Department (NAWL Challenge Award) and Chief Justice Carolyn Wright (Leadership Award). In addition, the meeting included a two panel presentations, Collective Wisdom: Lessons from the Bench that Every Woman Lawyer Should Know and The Ethics of Self Promotion and Resolving Client Conflicts, as well as a facilitated exercise entitled "Every Woman Needs a Game Plan" and remarks entitled "Women Helping Women: If You Want to Make a Real Difference Get Comfortable Being Uncomfortable" by Kathleen Wu of Andrews Kurth. A cocktail reception was held the evening before at the beautiful Belo Mansion.



Members of the Mid-Year Meeting Planning Committee. Front row: Sinead Soesbe, Marisia Parra-Goana, Heather Giordanella, Jane Mallor McBride, Lyndel Mason and Stacey White. Back row: Vicky DiProva, Elicia Blackwell, Laura Kugler, Kit Addelman, Kathleen LaValle, Victoria Kulik, Christie Villarreal, Merrie Cavanaugh, Gayla Crain, DeAnna Allen, Katherine Compton, Rebecca Massiatte, Angela Brandt and Kristin Bauer.



Enjoying the picturesque Belo Mansion are some attendees from Greenberg Traurig.



A panel entitled "Collective Wisdom: Lessons from the Bench About What Every Woman Lawyer Should Know," was presented at the Mid-Year Meeting. The panelists were: seated: Honorable Stacey Jernigan, U.S. Bankruptcy Court, Northern District of Texas and Judge Catharina Haynes, U.S. Court of Appeals for the Fifth Circuit. Standing: Chief Justice Carolyn Wright, Texas Fifth District Court of Appeals and panel moderator, Judge Barbara Lynn, U.S. District Court, Northern District of Texas.



Merrie Cavanaugh of AT&T, Heather Giordanella, NAWL Vice President and counsel at Drinker Biddle & Reath, Kathleen Wu, of Andrews Kurth LLP, the keynote speaker for the meeting, and NAWL President-Elect, Dorian Denburg of AT&T pose for the camera.

EVENT HIGHLIGHTS

NAWL Mid-Year Meeting

February 25, 2010, Dallas, Texas



NAWL Treasurer Beth Kaufman, NAWL Past President Holly English, NAWL Immediate Past President Lisa Horowitz and NAWL Executive Director Vicky DiProva take a break during the Mid-Year Meeting.



NAWL Board Members DeAnna Allen, partner at Dickstein Shapiro, and Anita Wallace Thomas, partner at Nelson Mullins, paused for a moment to be captured by the camera during the meeting.

In Golden Valley, Minnesota at General Mills Corporate Headquarters, NAWL, along with General Mills and Lexis Nexis, sponsored a Night of Giving benefitting Girls in Action: Ready for the World, Ready to Compete. Co-sponsoring the event was the Minnesota Women Lawyers Association.



The girls of Girls in Action pose outside of the Night of Giving.



Attendees at the Night of Giving pose in front of the table of goodies that were packed into gift bags.

Women Helping Women: If You Want to Make a Real Difference, Get Comfortable Being Uncomfortable

Adapted from a speech by Kathleen Wu, Andrews Kurth LLP for publication by Heather Austin, an associate in the Philadelphia office of Thorp Reed & Armstrong LLP.

Women today, particularly women entering the workforce today, clearly took our advice when we told them they can be anything they want to be. These young women are increasingly more well rounded, demonstrating not only great academic strength, but significant extracurricular activities, as well.



Kathleen Wu is a partner in the Dallas office of Andrews Kurth LLP, focusing her practice on real estate, finance and business transactions. Kathleen has been selected as a Texas Lawyer Super Lawyer each year since its inception and was one of only 30 “Extraordinary Women in Texas Law” by Texas Lawyer as well as one of the “Most Powerful and Influential Women in Texas” by Texas Diversity, among other recognitions. She is a sought-after speaker, author and advocate on multiple issues affecting women in the workplace.

Working women have made significant strides over the last 50 to 100 years; yet, many women continue to leave the workforce during childbearing and child-rearing years because they cannot “balance” their work and home life. Work-life balance, or more accurately work-life choices, are tough and have consequences. For instance, a decision to have children may necessarily force a working woman to decrease the number of hours that she works. While many employers are beginning to honor requests to work part-time or telecommute, there are not enough employers who have found a way to accommodate the working mothers they employ. There is a need to advocate for ways to keep these working moms in the game. Who will do this? According to Kathleen Wu: “We are the ones we have been waiting for.”

Wu, a partner with Andrews Kurth, LLP, located in Dallas, Texas is motivated by a desire to help others navigate the daily challenges that women in the legal profession face when trying to succeed in a profession dominated by men. Shortly after being named managing partner of her firm in 1997, Wu began writing and talking about these issues, and she shared her observations and advice in remarks given during the February 25, 2010 mid-year meeting of the National Association of Women Lawyers.

Noting that women have made progress over the last several decades, Wu commented on a recent announcement by the Pew Research Center, revealing that women are outpacing their spouses in both income (22% earn more than their husbands) and education (28% have more education than their husbands). The apparent progress is explained somewhat by the layoffs triggered by the recent recession. High income professional positions, held overwhelmingly by men, were

the target of most layoffs. Lower income professional positions, held primarily by women, have not been hit as hard. “In a nutshell, women are worth less, so we’re not getting hit as hard by this recession as men.”

Women today, particularly women entering the workforce today, clearly took our advice when we told them they can be anything they want to be. These young women are increasingly more well rounded, demonstrating not only great academic strength, but significant extracurricular activities, as well. Ironically, as a result of efforts of many colleges to maintain the gender balance on the campuses, many of these highly qualified young ladies are finding it harder to get into the college of their choice. Two-thirds of colleges and universities report that they receive more applications from women than men. However, many middling male applicants are accepted over more extraordinary female applicants because of the gender control initiative, the discriminatory effects of which are now being investigated by the Commission on Civil Rights.

Of course, not all colleges and universities seek to control the gender balance of their student population. However, the gender-blind application process used by the University of North Carolina, the University of Vermont and other schools across the nation has resulted in school populations where “women so outnumber men on college campuses that it has turned the dating world on its head” and the students’ social lives “will consist of nothing but Girls Night Out.”

“Those who have been advocates for change have never gotten enough of it fast enough.” This is the case with professional women who, according to Wu, are better off than they were 50-100 years ago but, who have, in many ways, barely moved the needle. Relying on the

Bureau of Labor Statistics, Wu noted the discrepancy between the more than 10 million women with children under 18 years of age who are not in the labor force and their 1.7 million male counterparts. While many women leave the workforce to care for their children, Wu believes Corporate America forgot most of these women never intended to depart permanently. The slow embrace by American companies of alternative work schedules and telecommuting opportunities precludes many women from staying employed and meeting their family obligations.

It's not as if companies don't have an incentive to accommodate female employees. While studies are not conclusive on the issue of causation, Wu explained that a 2007 study by Catalyst found that, on average, companies with the highest percentage of female board directors had a higher return on equity (53% higher) and on invested capital (66% higher) than those with the least number of women directors. Likewise, *USA Today* reported that the stocks of 13 Fortune 500 companies with women at the helm in 2009 were up an average of 50% compared to a 25% gain in the S&P 500. These leading women, like other minorities in power, look to hire vendors and firms that take diversity seriously. By way of example, Roderick Palmore, General Counsel at General Mills, rewards or penalizes law firms based on their racial and gender diversity. Palmore, who is African-American, has gotten more than 100 General Counsel to sign on to his Call to Action, which evaluates the diversity of their outside law firms. Some companies demand more than diversity, cost-effectiveness and performance goals. Joseph West, Associate General Counsel for Wal-Mart, announced that the company's outside counsel must also have flexible policies *in addition to* meeting diversity, cost-effectiveness and performance goals. It is clearly in a law firm's best interest to help women succeed.

Women who remain employed after starting a family often bump up against the glass ceiling and never smash through it. For example, in the legal profession, Wu noted that most women do not rise above the associate level. Wu noted that a recent *American Lawyer* study showed that women make up about a third of lawyers at our nation's biggest and most prestigious law firms but still only account for less than twenty percent of big firm partners. Similarly, the National Association of Women Lawyers' survey results show that nearly half of U.S. law firms count no women amongst their top-10 rainmakers. Women also make up only a small percentage of firm managing partners (6%) and members of high level firm governing committees (15%). And, with regard to those on equal footing, male equity partners earn

an average of \$66,000 per year more than their female counterparts.

According to Wu, the disparity cannot be one of qualifications. That women are just as good as men in the workplace is a contention so plainly accurate Wu did not find it necessary to back it up with data. However, one question remained, and it is not so easily answered: are women actually better managers than men? The answer is a definitive "maybe."

According to researcher Alice Eagly, women, in general, are "less bossy, more collaborative and more democratic." Women are also more encouraging and positive in their approach. However, not all of the women who make it to the top exhibit these qualities. The ABA Journal asked 1,400 people who they would rather work for, men or women. The good news is that 58% said it didn't make any difference. However, for those female lawyers under 40 who thought gender mattered, a solid majority preferred to work for male supervisors because of their perceived ability to give better direction, provide more constructive criticism and keep confidential information private. Despite the concerns that some women expressed about working for a woman, female supervisors who expressed a gender preference preferred to have women work *for* them.

Wu considered the gender gap as a possible explanation for the gender preference, noting that many women lawyers over 40 made their career a priority and made the necessary sacrifices, accepting the trade-offs that come from that decision. This generation is much less sympathetic to the younger generation of women who expect to be accommodated—they want to have it all, a rewarding home life, children, marriage and a challenging, rewarding career. It's a generational gap and there is no fairy dust to make it go away.

A recent *New York Times* story reported on bullying in the workplace and revealed that while both women (40%) and men (60%) are the culprits, "of those 40% of women who did bully, women were their victims 70% of the time." Male bullies were equal opportunity offenders, bullying both genders equally. Women, according to Wu, expect that female bosses will play the role of a friend. Women are judged more harshly for the very acts for which men are applauded. Take, for instance, Justice Sotomayor, who was harshly criticized for her courtroom demeanor. However, when the criticism began, Judge Guido Calabresi, a colleague from the court of appeals started to pay close attention to what Judge Sotomayor and her male counterparts said to lawyers appearing before the court. He found "no difference at all" and he "concluded that all that was

While studies are not conclusive on the issue of causation, Wu explained that a 2007 study by Catalyst found that, on average, companies with the highest percentage of female board directors had a higher return on equity (53% higher) and on invested capital (66% higher) than those with the least number of women directors.

“when mediocre, untalented women can get promotions at the same rate as mediocre, untalented men, then we can declare victory.” Until there is change, we—women—need to support the women around us and those above us. “When they do well, we all win.”

going on was that there were some male lawyers who couldn’t stand being questioned toughly by a woman.” According to Calabresi, “[i]t was sexism in its most obvious form.”

Wu cautioned that female bosses should not have to apologize when asking an employee to do what the employee is paid to do. These women should not have to preface every request with “please” and “thank you.” Their failure to extend such courtesies should not be taken personally.

Still, Wu acknowledged that we still live in an era where a woman in a position of power represents *all* women. When a woman does a bad job, an employer may take away the lesson that it is not worth the “risk” of putting another woman in that position. This is “silly” according to Wu. All white men are not judged by the acts of Hitler, Stalin, Ken Lay, Bernie Madoff and Charles Manson. Wu once heard someone say that “we’ll only have true equality when a woman can get ahead not by being twice as good as a man at a particular job, but by being just as bad as a man.” Wu continued that “when mediocre, untalented women can get promotions at the same rate as mediocre, untalented men, then we can declare victory.” Until there is change, we—women—need to support the women around us and those above us. “When they do well, we all win.”

Wu provided a roadmap for those seeking to do their part, encouraging attendees to focus on the fundamentals and strive to be the best that they can be. Every task should be viewed and welcomed as an opportunity to take on a new challenge and improve one’s skills. Wu cautioned that one cannot control every aspect of her environment (i.e., rumors, office politics, layoffs, etc.); however, one can control what she does during the work day. Focus on those things you can control and you’ll do fine—more or less.

Wu encouraged her audience to take reasonable risks, realizing that you may fail some of the time but accepting that you will learn from those mistakes. Wu strongly encouraged attendees to **get comfortable with being uncomfortable**.

“Having something in your life besides your job will make you a more well-rounded person and ultimately a better lawyer.” Accordingly, Wu recommended that women find their individual passion. Be it the law or something else, one will find time for her true passion, and that passion will add excitement, wonder and adventure to her life.

To advance the goal of “women helping women,” Wu also encouraged women to become involved and support efforts to promote a more livable workplace. Mentoring

provides such an opportunity, as does participation in a diversity committee, women’s initiative or an event planning committee.

Wu was sensitive to the time restraints under which women work as they try to balance their work and home life. However, quoting Optimus Prime (head of the good guy robots in *Transformers 2*), Wu noted that “fate rarely calls upon us at a moment of our choosing.” In order to provide balance and increase the likelihood that one will complete a task, Wu suggested that one focus on small things. Focus on one thing that you can do to get yourself or another woman ahead. This can be as simple as having lunch with a younger colleague, attending a happy hour, speaking up at a meeting or inviting a potential client to coffee. “Think small” because you might actually complete your task and remember that “every time a woman advances in the work place, an angel gets her wings.”

To conclude, Wu made a toast to everyone in the room:

To all of you in this room;

To your mothers, aunts, grandmothers, and all the women who preceded you;

To your daughters, nieces, granddaughters, and all the young women who will come after you;

To all the successes and failures that got us here, and to those we’ll have in the years to come;

Let us toast our past, our present and our future;

Let us remember that we’re all in this together, and that we are the ones we’ve been waiting for.

The Blackberry: Friend or Foe

By Lori L. Pines



Lori L. Pines is a Partner in the Litigation Department at Weil, Gotshal & Manges LLP, where she is a member of the Complex Commercial Litigation Practice Group and continues to play a central role in managing the defense of some of the nation's most complex and public disputes on behalf of major clients in numerous industries including healthcare and energy/commercial power. Lori is the Chair of Weil, Gotshal's global Litigation Training program, a member of the Firm's Professional Development Committee, and a dedicated Career Development Partner and Mentor, as well as the chairman of bar association subcommittees for the New York City Bar's Committee on Women and the Profession and the American Bar Association's Health Law Litigation Committee. Lori has two sons, ages 6 and 10, and proudly serves as an Advisory Committee

Member of the Sloane Hospital for Women at New York (Columbia Presbyterian), on the Leadership Gifts Committee of the Collegiate School in NYC, and as a Co-Chair of her graduating class at Harvard College. Lori received her J.D. from New York University School of Law, and has an M.P.A. from Princeton University's Woodrow Wilson School of Public and International Affairs and a B.A. in Biology from Harvard College, where she graduated with Honors.

There is no polite way to say it—my kids hate my blackberry. My four-year-old tried to break it once; he spiked it into the bathroom floor. Cradled in its red leather Sena case, my blackberry survived the attack.

To my kids, my blackberry means I am not really there even when I am with them. They must feel that they have to compete with it for my attention.

I confess that sometimes I hate my blackberry too. It calls out to me at all hours of the day and night—and makes it virtually impossible to unplug. No more can I honestly say that I will be “out-of-pocket until....” With a blackberry in my pocket or pocketbook, I am never really out-of-pocket.

Plus, it's a chore to have to keep it charged all the time. And, despite having been given a fancy, upgraded model, I still find it difficult and f-r-u-s-t-r-a-t-i-n-g to retrieve attachments and long messages, especially in areas of spotty service (like that endless stretch of Connecticut that lies smack in the middle of a road or train trip from New York to Boston).

But sometimes, I really do love my blackberry. Being able to use it anywhere means you can be anywhere when you use it—like the supermarket or my sons' soccer games. No other device has both freed and enslaved me

at the same time. My clients and colleagues are none the wiser when I respond to them from the bleachers or the beauty salon. [As an aside, I have never really understood why some blackberry users are so insistent about concluding their emails with the telling tag line: “sent via blackberry.” Trying to explain away a typo in an e-mail by attributing it to creation on the blackberry never helps appease clients anyway, so why give up the anonymity of location?]

Furthermore, with a blackberry in hand, there is usually no need for me to lug a laptop when I travel—and we all know how much fun laptops can be in airport security lines where they receive particular attention from TSA personnel. Blackberries are also great for sending a quick message to a friend or to my kids' babysitters. I have made countless, well-planned and successful play dates for my children with the help of my trusty blackberry.

So how do I combat the biggest blackberry downside of all: the rage my blackberry virtually always invokes in my kids (and occasionally stirs in my husband, who is also a blackberry user)? It has definitely helped me to establish the following blackberry Code of Conduct and to try to adhere to the Code whenever possible:

Being able to use it anywhere means you can be anywhere when you use it—like the supermarket or my sons' soccer games. No other device has both freed and enslaved me at the same time.

Should your kids still protest your usage of the blackberry even when you have done your very best to refrain (and most likely they will), remind them that without it you really would still be in the office.

Lori's Blackberry Code of Conduct

1. No blackberry use during meals

Take the time to actually enjoy and experience your food. As I have read in many diet books, you are likely to eat less if you eat mindfully. Moreover, observing this provision of the Code will facilitate your ability to engage in meaningful conversations with your dining partners.

2. No blackberry use while taking the kids to or from school

This can be a special time to bond with your child. Don't let the blackberry rob you of that opportunity.

3. No blackberry use during other family time

We all know that our children are growing up quickly: at some point they won't want to play or spend time with us. So be with your kids (not with your blackberry!) when you are spending time with them.

4. Never set the blackberry to buzz when an email is received

You know you will check it anyway. Furthermore, given the volume of emails I receive in a single day, the buzzing would drive me crazy and would surely annoy others.

5. Cease blackberry use for the evening after 8 pm

I admit that I break this rule a lot. I usually sneak a peak after I put the kids to bed. But, at least I admit it and am trying.

6. No checking the blackberry in the middle of the night

This one is really more about my husband than my kids. Apparently nothing disturbs his sleep more than hearing the "clicking" of the keys on my blackberry—it reminds him of the unopened e-mails from all corners of the globe that are likely to be accumulating on his own device.

7. Checking the blackberry should never be the first thing you do in the morning or the last thing you do before going to bed

Say good morning or good night to a family member instead. Take a deep breath. Reflect on all the positive aspects of your life. Try to do all of those good things described in stress relief manuals—none of which involve checking e-mails.

8. Do not check your blackberry while driving or walking down the street

This is purely a safety issue, but you do want to be there to see your kids grow up, don't you?

The Code of Conduct is designed to establish reasonable and appropriate limits on blackberry use. It is important to set limits on blackberry use. Indeed, there is a reason people sometimes jokingly refer to the blackberry as the "crackberry"—once you start checking your e-mails, it is hard to stop.

Of course, emergencies do happen, and it may be necessary to use the blackberry on a wider basis than

prescribed by the Code. But when they do, you should still keep the Code in mind, and do your best to limit blackberry use to what is absolutely necessary. Should your kids still protest your usage of the blackberry even when you have done your very best to refrain (and most likely they will), remind them that without it you really would still be in the office. They will still hate your blackberry—but maybe they won't try to break it.

Justice Older than the Law: The Life of Dovey Johnson Roundtree

By Katie McCabe and Dovey Johnson Roundtree
Reviewed by Deborah Froling

Before reading *Justice Older than the Law*, I had never heard of Dovey Johnson Roundtree. I find that astonishing since I'm a news junkie, have spent close to 25 years in the Washington, D.C. area and 23 of those years steeped in the D.C. legal profession. However, the life of Dovey Johnson Roundtree—from Charlotte, North Carolina to Atlanta, Georgia to Washington, D.C.—from the Women's Army Auxiliary Corps to Howard University Law School to ordained minister in the A.M.E. church—and the people with whom she associated—Mary McLeod Bethune, James Nabrit and Joyce Hens Green, among many others—is a story about a woman who had enough courage for five or six lifetimes. The book is an awe-inspiring tale—it's part story of a woman growing up in the Jim Crow south, part story of a woman who serves her country even though her country does not really want her to, it's part story of a woman who joined and changed the legal profession in Washington, D.C. and it's part story of a woman who became an ordained minister in a church that resisted her full participation. It's all of those things and none of those things. The story is about universal truths that apply to all of us—these truths happen to come in the life's journey of one spectacularly courageous woman named Dovey Johnson Roundtree.

I was fortunate enough to not only be able to read and review the book but also meet with co-author Katie McCabe and interview her for this article. The process of writing the book took more than ten years and I must say it was time well spent. The book was an enthralling read from beginning to end. McCabe and Dovey are as unlikely a pair as you will ever see but their collaboration results in a book that is much more than just a story of Dovey's life and a history of the civil rights movement. It is a universal story about one woman's journey through life during a very tumultuous time in our country.

Dovey is introduced to us first as a child at the feet of her grandmother, Rachel. Those feet were broken, gnarled and misshapen—the result of a beating by a white slave master. Her grandmother was Dovey's first beacon. After Dovey's father died in the flu epidemic

of 1919, Dovey, her mother and sisters went to live with her grandmother and grandfather, a minister. It was life with her grandmother that shaped Dovey's life and it was with her grandmother that Dovey first experienced racism in the Jim Crow south. It was from this same woman that Dovey was armed against the exclusion she faced most of her life.

Dovey's story is the story of a lifetime of courage, a story about how one person can change the world and the story of a woman who had great mentors and took full advantage of all the opportunities those mentors guided her towards. From Dovey's first teacher, her grandmother, to Edythe Wimbish, her eighth-grade teacher in Charlotte who first set her sights on Spelman College, to Mary Mae Neptune, a white professor of English literature at Spelman who took special interest in Dovey, to Mary McLeod Bethune, a friend of Grandma Rachel's and President of the National Council on Negro Women in DC and James Nabrit, her professor at Howard Law School, Dovey was guided and nurtured and challenged throughout her life. That she accomplished so much is not a surprise—but how she did it and what she did is enough for five people, not a diminutive black woman raised in Charlotte, North Carolina in the 1920s and 1930s.

As a black woman raised in the south, Dovey faced enormous challenges at every turn. Dovey could have quit fighting at any time but she didn't. When Dovey, at Edythe Wimbish's and her mother's urging, set her mind to attending Spelman, she could have been thwarted by the lack of money and the real danger of being in Atlanta at the time, but she wasn't. When she encountered problems at Spelman, she could have dropped out, returned to North Carolina and found work near home. Instead, through the gift of Mary Mae Neptune, she was able to stay at Spelman and graduate. Dovey says about Mary Mae, "[t]here is always someone ... who would be the miracle maker in your life, if you but believe. Miss Neptune was that person for me." Upon graduation, Dovey went to teach in Chester, South Carolina to earn money to help out her family, and while she could have been content to do that for the remainder of her days,

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BOOK REVIEW

In telling her mother and grandmother about her assignment in California, Dovey said “I felt myself torn in the way that was to define my life as a woman for the next sixty years.”

she was not. Over time, Dovey’s restlessness grew and, in 1941, she headed to Washington, and called on Dr. Mary McLeod Bethune, that friend of her grandmother. When Dr. Bethune decided that Dovey should be in the first class of the Women’s Army Auxiliary Corps (WAAC), Dovey could have decided not to answer that call. Instead, Dovey decided to join the WAAC and subject herself to the injustices foisted upon her in the military. When the blossoming integration was threatened immediately prior to Dovey and the others in the first WAAC class taking their re-enlistment oath, Dovey, alone, stood prepared to resign her commission rather than accept a segregated unit. Dovey said “the idea of America was worth fighting for, however ugly its present reality. Now, finally, I had come to that myself.”

After the war ended, rather than head home to North Carolina or resume her teaching career, Dovey began work as a recruiter for A. Philip Randolph’s Fair Employment Practices Committee. In telling her mother and grandmother about her assignment in California, Dovey said “I felt myself torn in the way that was to define my life as a woman for the next sixty years.”

It was during her time working for the Fair Employment Practices Committee that Dovey, with the help of Pauli Murray, a young lawyer who later joined forces with Betty Friedan and founded the National Organization of Women, realized the answer was in the law—“it was the law, misapplied, twisted, disingenuously interpreted that had generated the monstrosity known as separate but equal.” Dovey’s decision to go to law school was a departure from her long-held plans to go to medical school and Bill Roundtree, her love at Spelman who re-appeared in Dovey’s life after the war ended, was solidly behind her—even talking about studying law together. Dovey struggled with her decision to marry Bill and have children against her desire to pursue a career in law—concerned that she couldn’t do both—a struggle that continues to this day for many. Pauli Murray told her Dovey that, of course she could, and so Bill and Dovey were married on Christmas Eve in Chicago and then left for Portland, Oregon, where Dovey continued her FEPC work. Unfortunately, Dovey notes that “Bill in his truest heart wanted a woman quite different from the one I’d become [and] ... somewhere in the winter months in Portland, I began to sense that, much as we cared for each other, we were moving on different tracks altogether.” When Dovey and Bill moved back to Washington so that Dovey could enroll in Howard Law School, it became clear that Bill

had chosen a different path. So, in 1947, Dovey alone entered Howard University Law School on the GI bill, as one of five women in her class.

When Dovey arrived at Howard, the discrimination was as strong as it was in the military. This time, however, the discrimination was due more to her gender than her race. At registration, Dovey was asked repeatedly whether it was her brother, husband or father that was registering for school on the GI bill. It was inconceivable to many that Dovey would be enrolling for herself, as a woman and as a military veteran.

Given the title, this is where I thought the book would have started. I expected to read about many of the cases that Dovey tried throughout her long legal career in great detail. While that might have been interesting for a lawyer, this book was not written just for lawyers. This is not solely a book about what cases Dovey won and lost but the story of a journey that began in North Carolina and ended up in Washington, D.C. amongst the most powerful people in the civil rights movement and beyond. However, since being a lawyer is a large part of her journey, there are two cases detailed in the book—*Sarah Keys v. Carolina Coach Company* and *Ray Crump*. Sarah Keys was a 22 year old WAC member who had been thrown off a bus by the driver in the middle of the night and left to fend for herself in a little North Carolina town in the middle of nowhere after she refused to give up her seat in the front of the bus to a white marine. After Ms. Keys refused to give up her seat, the bus driver off-loaded all of the passengers from the bus and loaded them onto another bus but when Sarah Keys tried to board, the bus driver slammed the door in her face. When Sarah ran into the station for help, which she didn’t receive, she went up to a police officer at the station and begged for help. Instead, she was accused of disorderly conduct and thrown into jail for the night and promptly the next morning, was convicted of disorderly conduct by the mayor who praised the local police for their vigilance. The incident, for Dovey, was reminiscent of her own experience in Miami nine years before when she was recruiting for the army and was thrown off a bus. It also brought back memories of a recent incident on a train experienced by her mother and grandmother returning home to North Carolina from D.C. and for whom Dovey was unable to obtain justice. Appearing before the Interstate Commerce Commission, Dovey and her law partner, Julius, set out to desegregate interstate travel while Thurgood Marshall and others were pursuing *Brown v. Board of Education* and other desegregation cases in the Supreme Court.

BOOK REVIEW

Winning the Sarah Keys case cemented Dovey's reputation in legal circles, but the Ray Crump case was the one that made her the darling of D.C. Ray Crump was accused of the C&O Canal murder of Mary Pinchot Meyer, a woman of power and privilege—she was the sister-in-law of Newsweek's Washington Bureau Chief, Ben Bradlee. Mary's ex-husband was a top CIA official and there were rumors that she had had an affair with President John Kennedy. Ray Crump, on the other hand, was a child-man, who was described as puny and slow-witted. Previously, he had been beaten and robbed, causing him to suffer blackouts and headaches. He also drank too much but he worked when he could and provided for his family. His mother begged Dovey to take on this seemingly unwinnable case. According to Dovey, Ray was "incapable" of committing this crime of which he had been accused. Dovey notes that her presence on the case "irritated and threatened many of the white judges and lawyers in the courthouse, male and female alike." At this time in history, black lawyers were expected to lose these types of trials and therefore, were not sought out even by blacks to defend them in court. The Ray Crump case, thought by all to be a lost cause, was, in Dovey's mind, one that never should have come to trial. A man's life was at stake and Dovey was going to use everything she had to make sure he won. Dovey said, "[i]n the eight months during which I had Raymond Crump in my keeping, and the eight days of the trial when I acted as his advocate at the bar of justice, I reached into every part of my mind, drew upon nearly every area of my legal training, tapped every recess of my heart, and looked into my soul for

the understanding that neither the law nor my intellect could provide. No case, before or since, consumed me in quite the same way. And no case left me so changed." It was the beginning of "the kind of success of which many lawyers dream." Dovey had cases, notoriety and respect. Dovey noted, "I'd gone into the trial with the sense that I was being tested and watched by many who resented my presence in such a high profile case, but I felt, afterwards, that at last I'd won acceptance, and in so doing, helped to make a way for young attorneys of every color."

If that were not enough, Dovey decided that she needed to pursue the ministry—something about the practice of law left her wanting more. Her decision to pursue the ministry, however, needed the approval of the two most important women in her life—her mother and her grandmother. When Dovey told her grandmother she wanted to go into the ministry, her grandma said simply "if you *don't*, you will die." And while it seems simple enough, at the time Dovey started studying for the ministry, the AME church did not allow women to have full ministerial rights. By the time Dovey was ready, however, so was the AME church, having decided to grant women those full ministerial rights. Dovey was a trailblazer in the church, just as she was in everything else she did.

There is so much else in the book that can't be covered in this brief review but I would commend everyone to read the book in its entirety. It is a fascinating read, for lawyers and non-lawyers alike. It is a moving story, a universal story and it is told exceptionally well.

"I'd gone into the trial with the sense that I was being tested and watched by many who resented my presence in such a high profile case, but I felt, afterwards, that at last I'd won acceptance, and in so doing, helped to make a way for young attorneys of every color."

Dovey Johnson Roundtree is a retired lawyer, an Army veteran, and an A.M.E. minister. She lives in Charlotte, North Carolina.

Katie McCabe is a freelance writer whose work has appeared in the Washingtonian Magazine, Baltimore Magazine and Reader's Digest, among others. Her National Magazine Award-winning article on black medical legend Vivien Thomas was the basis for the HBO film *Something the Lord Made*, winner of three Emmys and a 2005 Peabody Award.

Deborah Froling is a partner with Arent Fox LLP in Washington, D.C. She has been a member of the Executive Board of NAWL for the past four years and currently serves as its Treasurer-Elect and editor of the *Women Lawyers Journal*.

Upcoming NAWL Programs

NOVEMBER 4 & 5, 2010

**6th Annual General
Counsel Institute**

WESTIN NEW YORK AT
TIMES SQUARE
NEW YORK, NY

This premier program for senior in-house women lawyers will celebrate its sixth-year hosting hundreds of attendees from all regions of the country and beyond. The Institute will provide participants a unique opportunity to learn from leading experts and experienced legal colleagues about the pressure points and measurements of success for general counsel in a supportive and interactive environment. Participants will enjoy plenary and workshop sessions with general counsel of major public corporations and other professionals in a collegial atmosphere while also engaging in networking opportunities with other senior legal professionals.

➤ For more information contact NAWL at 312.988.6729 or nawl@nawl.org

Recent NAWL Programs

JUNE 13, 2010

Connect, Listen & Learn Series

2:00 P.M. EST

FACILITATED BY KAREN
KAHN ED.D. PCC

Collaborative Competition: A Woman's Guide to Succeeding by Competing
by Kathryn C. Mayer

Collaborative Competition™ seems like an oxymoron, but is actually a developed skill set that leverages women's strengths as collaborators. Kathryn shares her stories and findings from 20 years as a leadership development executive as well as her extensive interviews with women leaders from highly competitive fields. Kathryn coaches you through exercises and examples, how and why to avoid falling into the trap of seeing competition as cutthroat and threatening, instead creating a new positive approach! While this book is targeted to women, it is also valuable for men as it explores skills that are critical to all successful professionals. Collaborative Competition™ will accelerate career growth through:

- Cultivating the strategic mindset and a personalized, healthy approach to competition
 - Forming partnerships with pacers who provide feedback, challenges, advice, and support
 - Managing challenging people and situations and turning stressful situations into competitive advantages
-

Recent NAWL Programs

APRIL 28, 2010

**National Night of Giving
in support of American Red
Cross of Miami Dade County**

K&L GATES

MIAMI, FL

NAWL, K&L Gates and other sponsoring organizations were joined by many at this charitable networking event benefiting the American Red Cross of Miami Dade County.

This event was generously sponsored by K&L Gates and co-sponsored by LexisNexis.

APRIL 22, 2010

**National Night of Giving
in support of Girls in Action**

GENERAL MILLS

GOLDEN VALLEY, MN

NAWL, with General Mills and other sponsoring organizations, sponsored this charitable networking event benefiting Girls in Action, an organization which works to decrease and prevent violence among high school girls while positively engaging them in academics and leadership.

This event was generously sponsored by General Mills and LexisNexis and co-sponsored by the Minnesota Women Lawyers.

APRIL 20, 2010

**National Night of Giving
in support of The Family Place**

HOSTED BY STANLEY KORSHAK

DALLAS, TX

Many joined NAWL, host Stanley Korshak and other sponsoring organizations at this charitable networking event benefiting The Family Place, a family violence service provider.

This event was generously hosted by Stanley Korshak, and sponsored by Alston + Bird, Baker McKenzie, Bell Nunnally, Carrington Coleman, Greenburg Traurig, Hermes Sargent Bates, Jackson Lewis, Lexis Nexis, Spencer Crain Cabbage Healy & McNamara, the Dallas Association of Young Lawyers, Dallas Women Lawyers Association, Texas Young Lawyers Association and Women's In-House Network.

FEBRUARY 24, 2010

NAWL Mid-Year Meeting

WELCOME COCKTAIL RECEPTION

BELO MANSION

DALLAS, TX

At its Mid-Year meeting in Dallas, Texas, NAWL awarded the NAWL Challenge Award to Dell Inc.'s Legal Department. The NAWL Challenge Award is presented to an in house legal department with policies designed to meet the NAWL Challenge (By 2015, women will represent 30% of law firm equity partners, 30% of chief legal officers, and 30% of tenured law school faculty members).

In addition, the NAWL Leadership Award was presented to Chief Justice Carolyn Wright. The Leadership Award is presented to high-profile individuals in the community whose personal contributions advance women lawyers and promote diversity in the legal profession.

FEBRUARY 25, 2010

NAWL Mid-Year Meeting

LUNCHEON AND CLE PROGRAMS

THE FAIRMONT DALLAS

DALLAS, TX

Member News

Selma Moidel Smith, who is both a lawyer and composer, celebrated the performance of her suite for orchestra, *Espressivo*, at the May 3 concert of the Los Angeles Lawyers Philharmonic. The concert, which also included works by Bach, Rimsky-Korsakov, and Bernstein, took place at the Los Angeles County Law Library and was co-sponsored by the Los Angeles County Bar Association as part of their Law Week events. Conductor Gary S. Greene, Esq., introduced Smith from the podium, and noted both her legal and musical activities: "In the field of law, she is a past president of the Women Lawyers Association of Los Angeles, a Fellow of the American Bar Foundation, the honoree of the annual Selma Moidel Smith Law Student Writing Competition of the National Association of Women Lawyers, and is currently the first woman editor-in-chief of California Legal History, the annual journal of the California Supreme Court Historical Society. In the area of music, she is a composer whose works have been performed locally and nationally, and she is listed in the International Encyclopedia of Women Composers."

NAWL member **Ghillaine Reed** was awarded one of the 40 Under-Forty Black Achievement Awards. On June 17, 2010, The Network Journal hosted the 40 Under-Forty Black Achievement Awards at the Crowne Plaza Hotel in Manhattan's Times Square. Launched in June 1998, *The Network Journal's 40 Under-Forty Black Achievement Awards* honors men and women under 40 years old whose professional accomplishments have significantly impacted an industry or profession, and who also have made an important contribution to their community.

NAWL Board Member **Anita Wallace Thomas** was awarded the Outstanding Women in the Profession Achievement Award by the Atlanta Bar Association's Women in the Profession Section at an event held on June 8, 2010 in Atlanta.

Lisa Gilford, President of the National Association of Women Lawyers, was named one of the Daily Journal's leading women litigators in California for 2010.

NAWL member **Amy Festante** was honored by the Pro Bono Partnership as one of its Volunteers of the Year for 2009. Amy provided assistance to many New Jersey clients in 2009, but she provided critical assistance to two New Jersey childcare centers — The Children's Corner of West Orange and The Children's House, a preschool in Verona, NJ. Amy Festante works in Kelley, Drye & Warren's Parsippany, NJ office, where her practice focuses on Real Estate. She is a NAWL member and a member of the Practicing Attorneys for Law Students Program, Inc.

Brooksley E. Born of Washington, D.C., long a leader in the organized bar, was awarded the 2010 Outstanding Service Award by The Fellows of the American Bar Foundation at its 54th Annual Awards Reception and Banquet at the Isleworth Country Club, Windermere, Florida. The Outstanding Service Award is given annually to a Fellow of the American Bar Foundation who has, in his or her professional career, adhered for more than 30 years to the highest principles and traditions of the legal profession and to the service of the public.

Born became a national figure for her role as chair from 1996-99 of the U.S. Commodity Futures Trading Commission, the agency that oversees futures and commodity option markets. During her tenure she warned against unregulated financial practices and strongly advocated for federal regulation of the over-the-counter derivatives market. These unregulated practices have been cited as leading to the 2008 financial crisis. Born retired after more than 30 years at the Washington law firm Arnold & Porter LLP, where she headed the firm's derivatives practice. Born is a noted advocate for women's rights, civil rights and the rights of the indigent. She chairs the board and was a founding member of the National Women's Law Center. Born also served on the boards of the ABA, the ABF and ALI-ABA and chaired a number of ABA entities including the Section of Individual Rights and Responsibilities, the Women's Caucus and the Standing Committee on the Federal Judiciary. She received her law degree from Stanford Law School, where she was president of the Stanford Law Review.

Law Firm News

Schoeman, Updike & Kaufman, LLP, the largest certified women-owned law firm in the country, was honored at the Transformative Leadership Awards Dinner, held in Chicago, Illinois on May 24, 2010. The dinner, hosted by *Inside Counsel* Magazine, recognized 12 women attorneys who have assisted other women in moving into leadership roles in the legal community. The awards celebrated the accomplishments of individual attorneys, and what they have done to mentor and economically empower other women lawyers.

Schoeman, Updike & Kaufman, LLP, with offices in New York and Chicago, was given an award in the category of women-owned law firms. Partner Beth L. Kaufman accepted the award on behalf of the Firm. At present, although the Firm is approximately half women and half men, 100% of the equity is owned by women, who also occupy the principal leadership positions in firm management. Ms. Kaufman expressed particular thanks for the leadership and support of partners Mindy H. Stern and Stephanie A. Scharf, managers of the New York and Chicago offices, respectively.

Jackson Lewis, one of the largest and fastest-growing workplace law firms in the United States with more than 600 attorneys in 45 offices, announced that three female partners and two associates from the Raleigh office of Cranfill Sumner & Hartzog LLP have joined the firm, significantly increasing the firm's presence in the greater Raleigh area and the state of North Carolina. **Patricia L. Holland, M. Robin Davis, and Ann H. Smith** joined the firm as Partners, together with two associates, Allison Serafin and Paul Holscher, and an experienced supporting staff. With this addition, Jackson Lewis will have 10 attorneys in their Raleigh office, making it one of the largest specialized labor and employment legal practices in the region.

Patricia L. Holland is a prominent A.V. rated North Carolina litigator and employment law leader. A former Assistant United States Attorney for the Eastern District of North Carolina, she brings to Jackson Lewis significant expertise in a wide range of litigation and workplace law matters, including significant litigation experience in the North Carolina Federal and State courts, as well as before administrative agencies such as the EEOC, the N.C. Department of Labor and the N.C. Employment Security Commission. Ms. Holland is a

certified DRC mediator. Ms. Holland received her B.A. from Wittenberg University where she graduated *cum laude* in 1976, and her J.D. from Wake Forest University in 1979 where she was a member of the Wake Forest Law Review and the Wake Forest Moot Court Board.

M. Robin Davis brings nearly 20 years of experience to Jackson Lewis. Ms. Davis represents employers in a broad spectrum of employment related issues including personnel policies, employment contracts, restrictive covenants, employee training sessions, investigations, discrimination and harassment claims. Ms. Davis also regularly advises and represents cities, towns, counties and quasi-governmental boards and agencies throughout the state of North Carolina on employment and personnel matters specific to public entity employers. These areas include due process claims, constitutional torts, open meeting laws, public records laws and grievance hearings. Ms. Davis is a certified DRC Mediator. Ms. Davis received her B.A. from the University of Louisville where she graduated with honors in 1987, and her J.D. from Georgetown University in 1990.

For over ten years, **Ann H. Smith** has been practicing defense litigation in Raleigh, North Carolina. She primarily focuses her practice in the areas of employment, education, and municipal and police law. She handles a wide variety of employment matters before both federal and state courts and agencies relating to federal statutes such as the ADA, FLSA, the FMLA, Title VII, and ERISA as well as state and local employment laws. She is also a certified DRC Mediator. Ms. Smith earned her B.A. from North Carolina State University where she graduated *summa cum laude* in 1991, and her J.D. from the University of North Carolina at Chapel Hill where she graduated with high honors in 1996.

Andrews Kurth LLP announced that **Thomas A. Sage** has joined the Houston office as a Partner in the Public Law practice group. Tom counsels both issuers and underwriters in almost every aspect of tax-exempt financing and infrastructure development. His primary areas of emphasis include traditional bond issues, charter school finance, municipal utility district representation and general infrastructure finance. Tom regularly serves as bond counsel for many Texas cities,

Law Firm News

counties and school districts as well as special utility districts. Tom earned his J.D., magna cum laude, in 1999 from the University of Houston Law Center and his Masters of Administrative Science, cum laude, from The University of Montana in 1994. He received his B.S. from The United States Air Force Academy in 1991 and served as an officer in The United States Air Force from 1991-1996.

Nathalie Ashby has also joined the firm as an Associate in the Public Law practice group. Nathalie regularly represents cities, school districts, charter schools and water districts in municipal finance transactions. Nathalie also represents municipal utility districts as general counsel and assists in representation of investment banking firms as underwriters' counsel. Nathalie earned her J.D. in 2006 from The University of Texas and her B.S. from Texas State University in 2000.

Duane Morris LLP announced that **Eleissa C. Lavelle** joined the firm in its Las Vegas office as a partner in its Construction and Trial Practice Groups. Lavelle represents owners, developers, financial institutions, contractors and subcontractors in a broad range of commercial construction; local, state and federal government contract matters and real estate matters. She represents clients in litigation disputes involving large commercial projects, licensing matters and contract drafting, and also with respect to issues arising during the course of construction. Lavelle also handles arbitration and mediation of real estate, construction and other commercial disputes, and has experience helping clients create and develop common-interest communities.

Previously, Lavelle served as the State Bar of Nevada's first bar counsel, as a deputy attorney general for the Nevada Department of Transportation and as a law clerk for the Hon. John F. Mendoza of the Eighth Judicial District Court of Clark County, Nevada.

She is a member of the State Bar of Nevada as well as the Clark County and Utah State bar associations. Lavelle earned her J.D. from the University of Utah in 1976, where she was a moot court finalist. She earned her B.A. from the University of Utah, *magna cum laude*, in 1973. She is an LL.M. candidate at the Straus Institute for Dispute Resolution at Pepperdine University School of Law, and is writing her LL.M. thesis on dispute resolution relating to commercial construction

Vedder Price P.C. announced that **Amy L. Bess**, former Managing Partner of Sonnenschein's D.C. office and a member of that firm's Litigation and Labor and Employment Law practices, joined its Washington, D.C. office as a Shareholder. Ms. Bess defends employers against claims of race, sex, disability and age discrimination, sexual harassment, whistleblowing, wrongful termination and wage and hour violations. Her work involves both day-to-day counseling on these matters as well as the representation of management in federal and state courts and a wide range of administrative agencies. Bess is a graduate of Illinois State University (B.S., *summa cum laude*, 1982) and Northwestern University School of Law (J.D., 1987). Ms. Bess also represents employers in matters where employees violate employment agreements or attempt to misappropriate trade secrets. She has extensive trial and arbitration experience. Ms. Bess is a member of the Bars of Illinois and the District of Columbia. She is a member of the American Bar Association (Section on Labor and Employment) and serves on the Board of Governors of the District of Columbia Bar. She is an active member of the Women's Bar Association of the District of Columbia and former member of the Board of Directors of that organization. She serves as General Counsel and is a board member of **Everybody Wins!** D.C.— a non-profit children's literacy organization.

RECOGNITION

NAWL Recognizes

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Alston + Bird LLP

Arent Fox LLP

Axiom

Andrews Kurth

Baker & McKenzie LLP

Baker, Donelson, Bearman, Caldwell, & Berkowitz, PC

Beery, Elsner & Hammond, LLP

Bodyfelt, Mount, Stroup, Et Al

Boies, Schiller & Flexner LLP

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McGuireWoods LLP

McKool Smith

McNair Law Firm, P.A.

Nelson Mullins Riley & Scarborough LLP

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O'Brien Jones, PLLC

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NAWL congratulates the 2010 Outstanding Law Students. Selected by their law schools as the outstanding law students of their class, these talented and dedicated awardees are among the best and brightest.

Honored not only for academic achievements, these students were also chosen for the impact they made in areas beyond the classroom. The men and women listed below have worked to further the advancement of women in society and promoted issues and concerns of women in the legal profession with motivation, tenacity and enthusiasm that inspired both their fellow students and law professors.

NAWL is for women and men who want to change the world. We salute these individuals who have begun working early in their careers to promote justice for women, and we encourage them to continue making a difference as their careers blossom.

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Networking Roster

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PRACTICE AREA KEY		
ACC	Accounting	ENG Energy
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ADV	Advertising	ERISA ERISA
ANT	Antitrust	EST Estate Planning
APP	Appeals	ETH Ethics & Prof. Resp.
ARB	Arbitration	EXC Executive Compensation
BDR	Broker Dealer	FAM Family
BIO	Biotechnology	FIN Finance
BKR	Bankruptcy	FRN Franchising
BNK	Banking	GAM Gaming
BSL	Commercial/ Bus. Lit.	GEN Gender & Sex
CAS	Class Action Suits	GOV Government Contracts
CCL	Compliance Counseling	GRD Guardianship
CIV	Civil Rights	HCA Health Care
CLT	Consultant	HOT Hotel & Resort
CNS	Construction	ILP Intellectual Property
COM	Complex Civil Litigation	IMM Immigration
CON	Consumer	INS Insurance
COR	Corporate	INT International
CRM	Criminal	INV Investment Services
CUS	Customs	IST Information Tech/Systems
DOM	Domestic Violence	JUV Juvenile Law
EDU	Education	LIT Litigation
EEO	Employment & Labor	LND Land Use
ELD	Elder Law	LOB Lobby/Government Affairs
ELE	Election Law	MAR Maritime Law
		MEA Media
		MED MedicalMalpractice
		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 Women's Rights
		WOR Worker's Compensation

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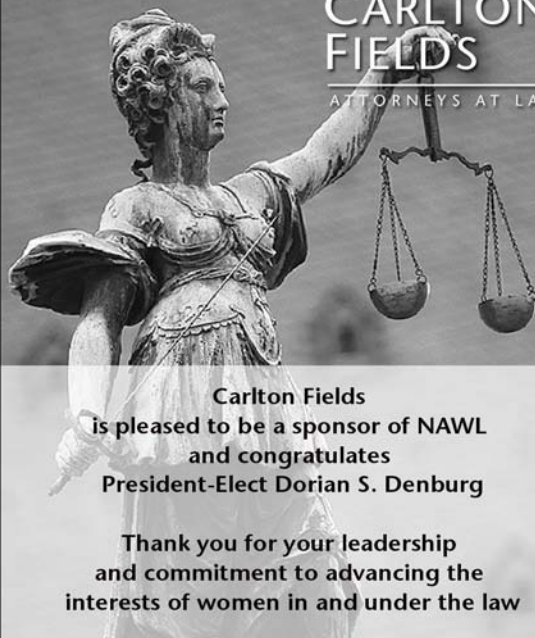
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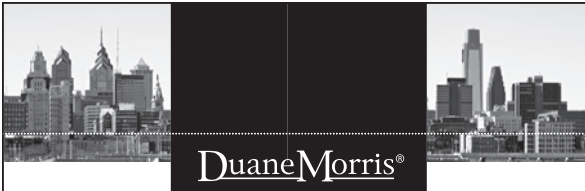
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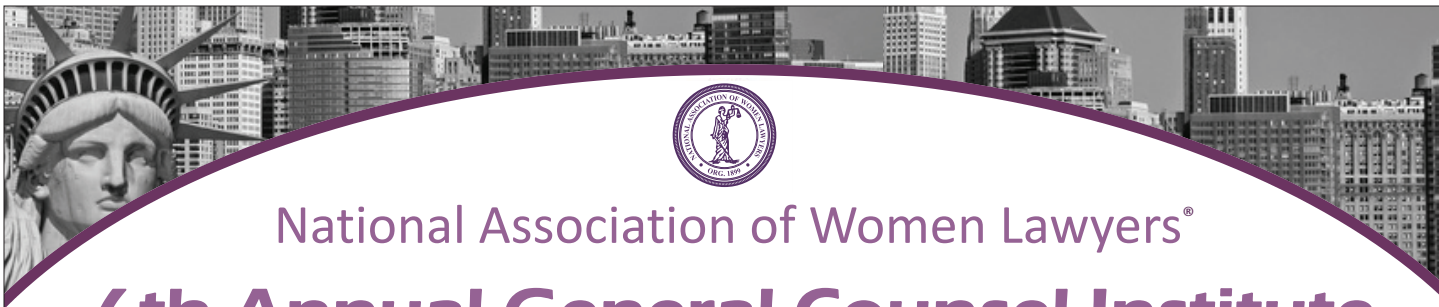


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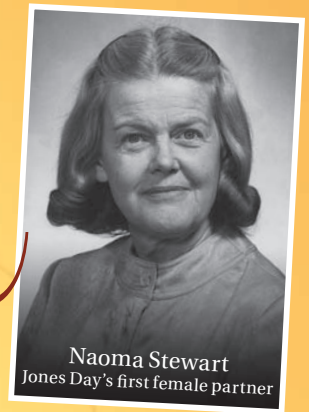


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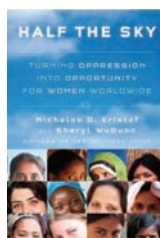
Join the National Association of Women Lawyers for the *2010 Annual Meeting & Awards Luncheon*

July 21 & 22 in New York City

July 21

Night of Giving Networking Event
Featuring Sheryl Wudunn,
Co-Author, "Half The Sky"

This event with benefit CARE.



July 22

Between morning and afternoon CLE sessions, celebrate the advancement of women in the profession at the Awards Luncheon, and welcome the 2010-2011 Board of Directors.



For registration information and sponsorship opportunities, please visit www.nawl.org.



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