

Women lawyers journal

Vol. 84, No. 3



Fall 1998

Different Paths to SUCCESS

**Dianna
Kempe**



Explains how finding a niche and getting involved can turn even an island into a global stage. *Page 3*

**Ilana
Rovner**



Reflects on how new opportunities provide choices for women lawyers to pursue their dreams. *Page 6*

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Clemons**



Writes about how each accomplishment can open chances to move onto other experiences in life. *Page 27*

If you've been meaning to ask a friend to join NAWL, but can never seem to find a membership application in the piles of paper in your office, here's a completely uncluttered place to turn.

NATIONAL ASSOCIATION OF WOMEN LAWYERS MEMBERSHIP APPLICATION

Mail to National Association of Women Lawyers, 750 N. Lake Shore Drive, 12.4, Chicago, Ill. 60611-4497

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Addresses: Office

Home

E-mail

I prefer to receive NAWL mail at ☐ Office ☐ Home

Telephones: Office () Office fax () Home ()

Areas of law practice concentration (or occupation if not a practicing lawyer):

Jurisdiction(s) admitted to practice:

Law school: Year first admitted to practice: 19.....

The person who suggested I join NAWL (if applicable) is:

I am a member of the American Bar Association (asked for statistical purposes only): ☐ Yes ☐ No

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☐ List me at my (check one) ☐ office ☐ home address (for a \$25 fee in four issues of the Women Lawyers Journal and online for one year at www.kentlaw.edu/nawl/nawl.html) and list me as concentrating my practice in these areas (see the Networking Directory in this issue for a complete list):

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☐ International \$50 ☐ Law student \$20 ☐ Networking Directory listing (4 issues and online) \$25

Total enclosed (paid in U.S. dollars) \$

Professional or student bar associations wishing to affiliate with the National Association of Women Lawyers should contact NAWL for details. Nonlawyers also should request details about associate membership.

Signature (I have checked this form and all information on it is correct)

Date

Island path leads to global role

During the International Bar Association's meeting in mid-September in Vancouver, Canada, Dianna Kempe became the first woman vice president of the IBA and is poised to become the first woman president. Dianna was Bermuda's first woman Queen's Counsel (1992) and served as Bermuda's first woman acting magistrate (1995). She founded the IBA Women's Interest Group (WIG) two years ago, which now includes 43 country representatives and more than 300 members. In recognition of her stellar personal and professional achievement, she was named our outstanding member of the year.

Why did you decide to practice law in the area of international liquidation/insolvency?

"When I first started practicing law in Bermuda, it was in the area of general litigation. After practicing for a number of years, I was conscious that within my own litigation department in my firm there was a significant amount of competition between the members. I decided that my solution around this issue was to find a niche area of law in Bermuda in which no one else was specializing. I chose insolvency and coincidentally this became a significant area of business in Bermuda. I was able, because of my experience, to take a leading role in Bermuda's first real stand-alone legislation and be perceived as an expert in the area."

Why did you choose to become involved with the IBA?

"I was the first woman president of the Bermuda Bar Association (1987-1990) and prior to that had served as a Bar Council member for a period of years. Coincidentally, my term of office within the Bar finished just after I became managing partner of my firm. With this new role, I wanted to take my *pro bono* organized national bar experience to a wider group. Given that the majority of my firm's work was international, it seemed entirely logical that I should look to the IBA to continue these efforts. By way of parentheses, I should say that I was well aware of the IBA before I became involved on the *pro bono* side because its international insolvency committee is the arena for insolvency practitioners, like myself, to obtain continuing legal education."

What led to your founding of the IBA Women's Interest Group?

"Although in many respects my involvement and interest in the IBA seemed to grow daily without any difficulty as I became more involved, I had more and more approaches from other women members within the IBA registering their



Dianna Kempe

City Hamilton, Bermuda.

Practice Since 1989, managing partner of Appleby, Spurling & Kempe, a law firm specializing in offshore international work with offices or affiliations in six other offshore jurisdictions. Until 1989, an international bankruptcy practitioner.

Recent accomplishments NAWL Outstanding Member of 1998. Nomination by the Council for vice president of the International Bar Association is unopposed.

NAWL member Since 1994; serves on the International Law Committee.

concerns that they were unable to move forward in the same way within the individual membership side of the organization. When I first got involved with the IBA, the percentage of women members was 5.5 percent and I felt that if I was going to have a higher profile, it was very important for me to have as a first challenge initiatives and work which would see this percentage significantly increase. The Women's Interest Group gives the women members of the IBA an opportunity to meet and network both nationally and internationally. There are 43 separate national groups and so far it has been very successful."

How does it feel to be the first woman to achieve such a significant leadership role in the IBA?

It has taken a substantial amount of hard work, not only on my part but also on the part of many other members of the IBA who have been extremely supportive towards my goal of obtaining the position. If I should be fortunate enough to become president then the challenge I think I will have to meet is to demonstrate during my period of presidency some substantial and effective initiatives."

What attributes do you believe led to this nomination?

"I believe I won the nomination on each occasion based on a significant amount of hard work, organization and preparation. These efforts have paid off and since I have always applied them throughout my career, have paid off in many other instances."

What one piece of advice would you offer to young women today considering active involvement in national or international bar associations?

"Be really sure that you are at an appropriate time in your career where you can devote the time, energy and work that will be involved in promoting yourself within your national or international bar association. It is extremely hard work and can be more easily achieved if you do not have other more pressing distractions."

Of all your many accomplishments, what might you point to as the one providing the most personal satisfaction?

"Throughout my career, but particularly in the past 8 years when I have been actively involved in the IBA, I have made numerous friendships with people who have been enormously supportive and kind. I value these friendships above everything else."

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Some corporations are providing safe harbors for domestic violence victims to help them get control of their lives and their jobs. **Page 10**

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Judge Cornelia Kennedy of the 6th U.S. Circuit Court of Appeals has made of career of

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NAWL Report

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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. ©1998 National Association of Women Lawyers. All rights reserved.

How to contact NAWL

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Looking back helps us get ahead

As we begin another year with NAWL and I begin my activities as NAWL president, I can't help but reflect on our history. NAWL will celebrate its 100th anniversary next year, so it seems fitting to examine where we've been as well as looking to where we're headed.

When NAWL started - with only eight women in New York City - it's doubtful they could have imagined, hoped or dreamed for what has actually been accomplished up to this point. Women could not even vote, much less serve on juries. But they could become lawyers.

On June 15, 1869, when Arabella Babb Mansfield was admitted to the state bar of Iowa - the first woman in the United States to be admitted to any state bar - opportunities for women lawyers were so limited. They were the secretaries, the legal researchers; they worked in law-related fields. But the actual practice of law by women presented few opportunities and dim financial prospects.

TODAY, IN LARGE PART due to the efforts and sacrifices of the women who preceded us in this organization, the opportunities are many. Women in rapidly increasing numbers are being elected and appointed to the bench, both state and federal. But just six years ago, when Judge Ilana Diamond Rovner was appointed to the U.S. 7th Circuit Court of Appeals, she was the first woman to serve that circuit, which includes Chicago - 123 years after Myra Bradwell passed the Illinois Bar, but was denied a license to practice for being under the disability of marriage. When Judge Bernice Donald of Tennessee, the 1997 Arabella Babb Mansfield Award recipient, was elected to the state criminal court bench in 1982, few women of color held such a position in the North or the South.

But today, women are partners at large and small firms. They are gaining positions on management committees. They are working in the public sector. They are working full time, part time - and at some firms, they appear to be working all the time. But women have come of age in the field of law.

We can't become complacent.

JUST AS those before us worked to eradicate injustice, so we must work for future generations - for our biological and spiritual daughters.

We must remain ever vigilant so that we do not backslide, so that the inequities which still exist may be corrected.

We must continue our efforts in the area of workplace violence, to make certain that women do not have to fear predators at their jobs. We must work against domestic violence, so that women are able to find safety rather than living with the fear they will be battered in their own homes. We must work to prevent violence to juveniles and to make sure that weapons and drugs are not available to the children of our society.

We must work for equality for all, no matter their gender or their race. Equality must be gender neutral and color blind.

We must work to make this a better society, a better community for ourselves, for other women, and for the children - for the future of us all.

Because of the importance of these issues, I have created a special Juvenile Law Committee which will present a program in Los Angeles at the 1999 midyear meeting, featuring nationally known experts in the field of juvenile violence issues. Nancy Hablutzel will chair that committee and is already working on that program.

I'VE ASKED Rebecca Speer to continue the important initiatives of our workplace violence committee. We will also continue to work with our outstanding law students and our outreach program.

Another new and important initiative this year will be the Women in the Courts Committee, which will examine the court system: how women are treated as well as how women impact the courts, as judges, attorneys, litigants and even jurors. Our 1997 NAWL President's Award for Excellence recipient, Judge Judith



*By Susan
Fox Gillis*

Cohen, who is the presiding judge of the law division of the Cook County (Ill.) courts, has agreed to chair this committee. We're hoping to have a program on this issue by the 1999 annual meeting in Atlanta.

TO ACCOMPLISH our goals as women in the law, we also need to look at rainmaking issues. From a practical standpoint, it takes business opportunities to generate political power and economic clout. (And by political, I'm referring just as much to the law firm environment as I am to the societal.) The power and the clout will result in the capability to implement the changes we think are necessary.

As we move toward the millennium and our second century, NAWL is needed as much as it was in 1899. The objectives may be slightly different, as we struggle to add quality to our lives, our careers, our world. But it still requires a unity - in voice, in purpose, in effort.

May we join together as we work to make a difference in our communities, both legal and global.

Meet the new president

Susan Fox Gillis became the 70th president of NAWL at the association's annual meeting in Toronto, Ontario. An attorney with Schoen & Smith in Chicago, she concentrates in personal injury defense litigation.

Ms. Gillis is a member of the Illinois State Bar Association, the American Bar Association, and a director of the Women's Bar (Ill.) and the Grateful Hand foundations. She has served on the Board of Managers of the Chicago Bar Association, is a former director of CARPLS and the Constitutional Rights Foundation, chaired the Grateful Hand Foundation from 1996-98, and is a past president and founding member of Our Children in the Courts Foundation. She is a graduate of the IIT/Chicago-Kent College of Law. Prior to entering law school, she was a claims representative and supervisor with several insurance carriers.

She lives in the River North section of Chicago with her husband, Judge Kenneth L. Gillis, and their cat, Holmes (Oliver Wendell, not Sherlock). She has two children: John W. Fox, with Arthur Andersen, and Nancy Fox Ardell, an attorney with ABN-AMRO. She's also a proud grandmother, an avid quilter, and a big fan of *E.R.* and *N.Y.P.D.*

The Paths we Follow

BY JUDGE ILANA DIAMOND ROVNER

For Judge
Ilana Diamond
Rovner of the
7th U.S. Circuit Court of Appeals
at Chicago, the path to her
recognition this summer with the
highest honor NAWL presents
began as one of only a handful of
women at Georgetown Law
School. This article is adapted
from remarks she made at the
presentation of the award at the
NAWL annual meeting in Toronto.

**Arabella Babb
Mansfield
AWARD
RECIPIENT**

To be recognized by one's peers is an enormous privilege. And all of you are my peers. We have all shared the same experiences - not at the same time, and not always in the same way, but our experiences as women in the law have been more similar than different.

I had so hoped that in the years since I graduated from law school these experiences were more of the exhilarating sorts and less of the difficult ones. And so it was with concern that I read an article a few weeks ago about a three-year study done by Ruth Mertz, a Northwestern University law school professor who is a research fellow at the American Bar Foundation.

The conclusion of her study is that women and minority law students are apparently loathe to participate in the type of extended dialogue most of us recall in law school, and are afraid to comment or respond, particularly to male professors. She further found, at what she refers to as "elite" schools, women and minorities do not speak up even in classes taught by female professors.

According to the article, Prof. Mertz's research is the first to analyze the effects of diversity on the law school experience using quantitative data on student participation. The research was by investigators attending contract classes for a full semester at eight law schools around the country, taking notes on student participation. The classes were tape-recorded to corroborate the notes and anecdotal evidence.

Women were found to participate somewhat more in classes that were the least Socratic or that did not involve extended one-on-one exchanges between a professor and a



Judge Rovner

student. Male students had between 10 to 54 percent more turns than women students and men took between 12 to 38 percent more time than women.

The findings concerning the effects of different types of discourse were complicated in that women participated more in the classrooms which were least Socratic in character, but interestingly, when a classroom was more Socratic, women performed better in extended dialogues than in shorter, more informal dialogues.

Prof. Mertz, who has a Ph.D. in anthropology as well as a law degree, said patterns that were observed in the contract classes could predict how a female or minority lawyer would later relate to other lawyers and clients. "Patterns of participation in classrooms can have an independent effect on students' sense of inclusion and self-worth that can impact how [they] perform in their profession," she noted.

In the same article, written by Adrienne Drell, the legal affairs reporter for the *Chicago Sun Times*, novelist and lawyer Scott Turow was quoted, "Being a self-conscious minority in an elite university means you are entering an institution where everyone like you and everyone who looks like you has been excluded for centuries. Just the threshold crossing has to be intimidating."

How well I remember that feeling of intimidation. In September 1961, I arrived at Georgetown Law School having previously studied law at King's College of the University of London. My English law school experience was quite different from what I was about to find in Washington, D.C. At King's, I had a female professor and approximately 3 percent of the class were women. At Georgetown, the women of my class made up far less than half of one percent. We were not even a blip on the screen.

On the very first day of property class, our professor said to the three women in the A-to-M section, "I want you to know that I voted against permitting women to enter this law school, and I wore a black armband the day that women first walked these halls. You may be here, but I will not be calling upon you in this class."

When the three of us walked out, I said, "Isn't that wonderful? We're not going to be called on. We're not going to be tortured in that class." My two compatriots looked at me as if I had gone mad. Whereas I was thrilled at what I viewed as a reprieve, they understood how important it was to be a full partner in our education for the future, and they further understood the import of his statement.

One of the three was gone by Thanksgiving of that first semester, after a devastating experience in our criminal law class, in which she was on her feet for what seemed like a century responding to the most explicit questions that one could possibly imagine involving a case of rape. It is important to recall this was 1961 and the world was quite different; there was no question that the issue chosen and the questions being asked were for the merriment of the male students and the humiliation of the women. I can still vividly recall the burning sensation of embarrassment I felt for my friend's ordeal. Her leaving law school had many ramifications, because the three of us lived together, and after Thanksgiving there were only two of us to share the rent and even more importantly, the experiences.

I must admit I was somewhat surprised to read of Prof. Mertz's study, and I look forward to perusing the findings, which are to be published in an upcoming issue of *The Journal of Legal Education*, because I know things today are quite different than they were 37 years ago. After all, today at many moot courts, women are at the forefront, winning prize after prize. In the courtrooms, women have made enormous progress, and our numbers in law school - which were pretty much the same in 1961 as they were in 1899 when this organization was founded - have swelled to great proportions.

And so whenever I visit law schools, my pleasure factor is enormous. Just seeing the number of women is exciting. They seem so integrated, so natural in their environment. They do not tiptoe through the halls enduring the glances of numbers of men who often had no compunction in voicing their thoughts "You have taken a man's place in this class." They do not have to live through law school interviews in which they are grilled about whether they are there to find a husband and are warned they will have to follow a strict dress code.

How we worried about what to wear! Covered were we from neck to much below the knee. Stockings and heels, muted colors, full skirts, loose sweaters (and I underline the loose). Pants were beyond forbidden. Indeed, when I see the women students roaming the halls on warm days in shorts, I chortle with amazement, thinking of those pre-air conditioned days when we dressed in mufti.

We carried that dress code on into our professional lives. How well I recall marvelous Jo-Anne Wolfson, who I told

There is no one path to the fruition of hopes and dreams.

People magazine was the "queen of the murderers" in the early '70s when an editor called asking about extraordinary criminal defense lawyers we in the U.S. Attorney's office had encountered.

"Who is the king?" I was asked. I replied, "This is a country headed by a queen." And there it was in print: "Jo-Anne Wolfson, Queen of the Murderers." Jo-Anne and I were so thrilled - thrilled, mind you, by the truth. When she came to court in a pants suit, she was admonished by the judge to dress in a skirt.

Although I am digressing, I must share a story my South African friend, Karen Marshall, who lived in the same residence with me in London, told me early in July when we spent a week together for the first time in 37 years.

It seems that South African jurists also enforced an extremely tight dress code in their courtrooms. If someone's robe or bib was not on perfectly, the judge would intone, "I can't see you."

According to Karen, who was the first woman judge in the Transvaal, a very, very portly barrister stood before the bench with robe and bib much askew.

"I can't see you," glowered the judge.

To which this hapless fellow replied, "Oh, you flatter me, milord."

Although this is shameless, it segues into my newest favorite story. Earlier this year, I sat on Columbia's moot court competition along with Justice Ruth Bader Ginsburg, Judge Jose Cabranes of the 2nd Circuit, and Judge Joseph Bellacosa of New York State's highest court. One could not have hoped to appear with a nicer or livelier group. Normally the moot courts consist of three judges, so having four was somewhat unusual. When the time came to begin, Justice Ginsburg put on a beautiful robe which she explained is English - in actuality a Lord Mayor's robe - and at her neck was an exquisite jabot of lace. The two men put on their robes.

I have never carried my robe to a competition, relying on the fact the schools will supply them. But when I asked the student marshal for a robe, he looked somewhat stricken. When he appeared. It was with a rolled-up black ball which when unfurled, turned into something that in a much earlier life was a robe. Now it was a mass of wrinkles, creases and tears, with one sleeve torn directly through the middle so that it hung on either side of my blouse sleeve. There was not a button to be seen - only one broken button closure.

"Do you," I asked, "have some safety pins?"

Oh, the search that ensued! Triumphant amongst the group now gathered appeared two silver and one gold safety pin. So there we were, beginning our march to an auditorium bursting with professors, alumni, students, parents, my husband, and five of my women friends.

Justice Ginsburg led the way, looking stunning, the two men brought up the rear, crisp neat, and judicial-looking. And in between came what looked like a bag lady picked up on 116th Street. It occurred to me that the throng might have thought the wrinkled, torn and bedraggled woman lurching down the aisle had simply inserted herself into the group. After all, instead of the normal three judges, there were four, and one of us was an obvious example of "what is wrong with this picture."

My husband, who never notices what I am wearing, was beaming. Out of the corner of my eye, however, I could see my friends. Their reactions were hilarious, ranging from pride and love to utter horror.

I simply moved on, counting on the sympathy factor. "Perhaps," I thought, "If I make sense, nothing else will matter."

And of course, that is what matters - the fact that we do make sense - that we are good at what we do, and that we find comfort zones within this, our chosen profession. Our world - the legal world - is not a walk around the park. Not for women. Not for men. Competition is keen. The work we do is difficult and technical in the extreme, but it also demands qualities I believe we women have in abundance: kindness, civility, compassion and an understanding of human foibles.

What I think is truly remarkable about a law degree is how it can be utilized. My husband is fond of saying that a law degree is good for almost anything - sort of like the ice cream business. That is what I would like to convey about a comfort zone. There is no one path to the fruition of hopes and dreams. If one path is not working, we must look for another.

I am beyond aware of how fortunate I have been...I never imagined all those years ago that I would be a judge. I think I will never fully comprehend that I have been given the opportunity to serve as one. When I started out at Georgetown University Law School, only two women had ever been appointed federal judges in the history of the U.S. Those women were viewed as some sort of phenomena - and they were.

Surely, it was not something I would ever have dared to dream about, much less aspire to achieve. And that certainly has changed! We are permitted our dreams, and many of those dreams are coming true, whether they are to have a place in a law firm, a government agency, the judiciary, a corporation, we are making our way.

There are trials and tribulations, but we are making our way.

We are a force to be reckoned with. We are organized. We have our agendas. We are opinion makers.

We all have our own criteria for success. The most important comfort we can have is to realize we are productive members of society, and that we have the courage to confront our career goals and the problems that everyone encounters.

There is not one, or two, or even ten paths that spell success. There are hundreds. No one is constrained to follow a particular road map, because our education in the law can open doors unknown to us at whatever juncture we happen to find ourselves.

At times like this, I always think of my women friends who would and could and should have had the same opportunities I have had. It saddens me. I am the representative of each and every one of those women lawyers who in another time and another place were not as fortunate as I have been.

When I think of all those women who had so much potential but could indulge no further aspirations or dreams...what an enormous waste of talent.

Once upon a time, there was the myth of the qualified few. I know that myth will never be resurrected.

Women have high visibility roles

Firm
Waite, Schneider,
Bayless & Chesley

City
Cincinnati

Practice profile
After 100 years as primarily a defense firm for railroads, Waite, Schneider, Bayless & Chesley established a plaintiffs' civil practice in the early 1960s. It now concentrates in the areas of complex litigation, multidistrict actions, tort, antitrust and securities litigation.

Total number of attorneys

17

Number of women attorneys

9

Principal

Stanley M. Chesley

The Beverly Hills Supper Club and MGM Hotel fires, tobacco litigation, Fen-Phen—a potent mix of high-profile cases, complex litigation, environmental issues, and intense media scrutiny. But instead of a weekly prime-time television drama, this is life at a medium-size law firm in Cincinnati.

Eleven years ago, when NAWL member Louise Roselle decided she wanted more challenge and an opportunity to channel her enthusiasm for environmental law, she made the move to Waite, Schneider, Bayless & Chesley. She's never regretted that decision. But it wasn't the drama that drew her; it was the attitude of the firm, established by the principal, Stanley M. Chesley.

"Stan brought women into this firm and gave them the same case assignments and case responsibility as the men attorneys. He has given us all the opportunity to try high profile cases," Ms. Roselle explains, "and although he doesn't fit the profile of a traditional mentor, he encourages our success."

Ms. Roselle cites his availability, not only to consult with the attorney on cases, but also to accompany him or her to court.

"**WHEN WE** enter court, Stan always makes a point of introducing the lawyers to the judge and court staff. He never tries to usurp your position. He lets the judge know the past successes you have had and emphasizes his confidence in your abilities and talent. He will tell the judge that the lawyer will be responsible for certain arguments or areas of a case."

Terri Groh joined the firm nine years ago. She was clerking for U.S. district Judge Herman Weber of the southern district of Ohio and was so impressed with how Mr. Chesley treated the women attorneys in the Choice Care trial, involving a local HMO and lasting from October 1987 to January 1988, that she decided she wanted to work for him.

"**THE WAY** he treated the women attorneys is one of the major reasons I came to this firm. During the Choice Care trial, Stan gave major roles to women lawyers and deferred to women lawyers. He allowed women attorneys to argue in court and turned to women for both their advice and opinions. He listened to them and gave

value to their opinions."

Mr. Groh, who has received recognition from the American Trial Lawyers Association for her work, vividly recalls instances when television news cameras would focus on Mr. Chesley and he would turn the camera focus to her, saying, "She's the one you want to talk to."

Ms. Groh and Ms. Roselle agree that Mr. Chesley is more than willing to share the spotlight. He routinely refers the media to the women to answer questions on the cases they are handling. "That's how he promotes women attorneys," Ms. Groh emphasizes, "and he does it all the time."

In court chambers, in front of the television cameras, and from the first meeting with clients, Mr. Chesley sets the stage for the credibility of women lawyers.

"He makes it clear from the outset to the client that we are the client's attorney, that he trusts us, has full confidence in us, that we are very qualified to handle the case," Ms. Roselle explains.

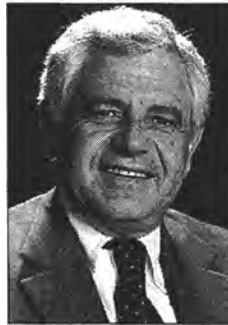
SINCE NINE of the 17 attorneys at the firm are women, he obviously believes the women attorneys are an important factor in the firm's success.

But Ms. Groh and Ms. Roselle make it clear his support for women attorneys extends beyond the courtroom and the clients' consultation rooms, by also providing the opportunity for women lawyers to participate in professional association and community activities. Ms. Roselle points to his generosity in underwriting the expenses of participation. Ms. Groh notes he also allows time, "whatever is necessary to do the job well."

"It's a matter of attitude. Stan gives both respect and responsibility to women lawyers, which in turn has given women the opportunity to advance in the profession and be recognized in the community," Ms. Roselle concludes.

Does he do this just because it's the "right" thing to do? According to Mr. Chesley, he does this because he believes in good lawyers.

He doesn't care about the gender; he just wants the best.



Mr. Chesley



Ms. Roselle



Ms. Groh

CORPORATE NEED

BY HEATHER BOND VARGAS

Outside of the worker's compensation arena, not many cases have been litigated that attempt to prove an employer liable for domestic violence related injuries perpetrated in the workplace by or upon an employee. It is probably safe to assume that most of them are being settled out of court to prevent the negative publicity that a public trial may cause for the company involved.

Those cases that have been tried primarily address the role of the employer in protecting the victim from an abusive employee. They have been, even in the most egregious cases, largely unsuccessful.

Corporate indifference to domestic violence is an extremely expensive luxury for business. Businesses forfeit several billion dollars a year to domestic violence related causes. This figure will continue to increase as worker's compensation boards, courts, and juries increasingly return larger awards against employers for workplace violence.

The costs outlined below reflect some startling estimates from preliminary research in this area. The four primary factors contributing to domestic violence related costs are absenteeism, medical costs, lower

**Domestic violence
costs American
businesses
billions of dollars
when it spills into
the workplace.
Now some are
protecting their
employees and
their bottom lines.**

productivity, and tardiness.

One of the most expensive factors of the cost analysis is victim absenteeism. There are several reasons why victims may need time off, including appointments with doctors and attorneys, recovery from, or embarrassment over injuries, court dates and physical detention by the abuser.

The rate of absenteeism among domestic violence victims is extremely high: 94 percent of victims required one or more days off for violence related reasons; 54 percent missed more than 18 days in a year. This averages approximately one million lost workdays per year due to domestic violence. The cost of absenteeism alone has been estimated at \$3.5 billion annually.

The estimated costs of medical care for victims of domestic violence are in excess of \$44 million per year. Undoubtedly, much of this cost is assumed by the health insurance provided by victims' employers.

Lower productivity and tardiness are other often cited, but less easily quantifiable, costs of domestic violence.

**Priority
for Action
VIOLENCE**

All of these costs accumulate to drain money from the victim's employer. Typically, the employer reacts by firing the habitually late, habitually absent employee. Approximately 20 percent of victims report that they have lost at least one job because of abuse. This forces the victim further into the cycle of economic dependence and abuse.

There are no statistics on the benefits that accrue to businesses which elect to take responsibility for assisting employees plagued with domestic violence problems. Consider, however, the amount of money (several million dollars) that may be reclaimed by businesses that address these issues.

First, preventing violence in the workplace eliminates a portion of the company's liability for workplace injuries and fatalities. Compare the cost of hiring additional security guards and reorganizing the workplace to protect victims to the cost of litigating or settling lawsuits which may result in hundreds of thousands of dollars in damages. In addition, victims assisted by their employers in regaining control of their lives will compensate the employers with improved attendance, increased productivity and intense loyalty.

Another benefit that clearly accrues to employers that become involved in assisting with domestic violence issues is a positive public image. Some studies indicate that Americans are becoming more socially aware consumers and that it is in a corporation's best interest to participate in progressive social programs.

There are several avenues that may be pursued by companies wishing to protect and assist employees who are victims of abuse. Some corporations have already instituted programs that are proving successful and can serve as models.

Counseling Companies can approach victim and batterer counseling from one of two perspectives. The first is to institute an employee assistance program that specifically addresses domestic violence. This option will be more feasible for larger corporations that have enough employees to warrant a separate program within the company. The first corporation to develop an employee assistance program was Polaroid.

Polaroid's employee assistance program manual includes education and training on family and workplace violence and policies to assist victims who work for Polaroid. Polaroid's personnel policy in regard to family violence states:

"Polaroid tries to accommodate employees victimized by family violence who need time off to seek safety and protection, attend court appearances, arrange new housing, etc. The company offers flexible work hours, short-term paid leaves of absence, and extended leaves without pay with the guarantee of the same position upon return."

Other corporations with similar programs include Liz Claiborne, Aetna Insurance, The Body Shop, The Gap, the Service Employees International Union and State Farm Insurance.

Smaller companies with fewer employees will not be able to create their own employee assistance program due to prohibitive costs. These businesses can locate resources in their areas that provide domestic violence counseling, shelter, medical care and legal assistance. Many corporations contract out employee assistance programs to professional counseling organizations.



The author

Heather Bond Vargas of San Martin, Calif., is a lawyer with Employment Mediation and Litigation Services. She was the 1997 NAWL Outstanding Law Student for the University of Richmond (Va.) This is the second of her articles about domestic violence in the workplace. The first, published in the summer issue of *Women Lawyers Journal*, explored the extent of the problem and the case law that deals with it.

Security Measures For some companies, additional security measures may mean hiring more security guards or employing a security company for the first time. For many companies, however, this will only mean learning how to better utilize security measures already in place. Guards should be encouraged to escort employees to their cars, especially if the employee has been receiving harassing phone calls or has revealed to the employer that he or she is a victim of abuse.

Employers who are aware of an employee who is a domestic violence victim are better equipped to manage the problem. Encouraging victims to confide in their supervisors can be useful in protecting employees. This will require management to be trained in domestic violence issues and in the importance of confidentiality and respect for the victim.

Victims should be encouraged to provide security guards and receptionists with a photograph of their abuser. This provides the victim with sufficient warning if the abuser is in or around the building, or, where guards are available, prevent the abuser's intrusion entirely. Telephone calls to the victim's extension may be routed through a switchboard and the victim should have the ability to tape conversations at his or her discretion (in jurisdictions where it is legal). Telephone threats are a crime in all states, and in this way the employer can enable the victim to press charges against the abuser through screening and security measures.

Large corporations should also utilize the option of transferring a victim to another location. The employee's new location should be considered confidential information and shared with the fewest possible people within the corporation and never with anyone outside.

Several of these techniques were used by Polaroid to protect a woman who was being stalked and harassed by her ex-husband. She reported that Polaroid's assistance may have saved her life. It also improved her work by taking away the constant distraction of harassment by her abuser.

Cellular Phones Many police stations have instituted programs with the assistance of local cellular telephone service providers to provide domestic violence victims with cellular phones. The phones are programmed to dial only the emergency police number. If the abuser appears, the victim has a direct line to the police. A company or a coalition of businesses could institute similar programs for employees.

Flexible Work Schedules Abusers know that they can find their victims at work. They also know when they can find them, as most people work a regular schedule. Changing a victim's schedule and varying it over time can prevent the abuser from having guaranteed access to the victim in the workplace.

Victims also need to be granted time off during business hours for court appearances, doctor's appointments and meetings with lawyers. These may prove inconvenient in the short term, but the improvement in employee productivity and health will compensate the employer over time.

Safety Planning The most dangerous time in a victim's life is the two years after terminating the relationship with the abuser. Victims are 75 percent more likely to be killed after

their relationship has ended than during the period when the parties are actually involved. Safety planning is the process by which victims prepare to leave the abuser and consider how to protect themselves and their children. A basic technique includes taking a small suitcase with clothes and copies of important papers to a neighbor's house where it can be retrieved in an emergency. Important papers include copies of protective, custody and divorce orders, driver's license, Social Security card, birth certificates, passports, medical records and address books. Human resource personnel should be encouraged to assist victims in planning carefully for their departures. Most battered women's shelters can provide businesses with safety planning forms and training.

Abuser Services When a company realizes that an employee is an abuser, there are avenues for protecting the victim and encouraging the batterer to seek help. Employee assistance programs may provide counseling for abusers as well as victims. Referrals to a batterer's treatment or anger management groups can be made by those companies not capable of providing internal counseling. It is particularly important to attempt to maintain confidentiality for the abuser as well as the victim because pressure on the abuser may be visited upon the victim. This does not mean, however, that the company should not exert its influence to encourage the abuser to seek help, including making employment contingent on participation in a counseling program.

Another manner in which an abuser's employer can help is to provide a method and forum for service of court orders and subpoenas on employees. Service should be effected in a private, confidential setting, with the opportunity for explanation of the order if necessary.

Exemplary Employers Three American corporations became involved in domestic violence issues several years ago and have provided guidance to other employers nationwide—Liz Claiborne, Marshalls and Polaroid. Each of these businesses invested money and company time into identifying and eliminating domestic violence issues within their own companies and nationwide.

Polaroid When Polaroid's Jim Hardeman, an employee assistance professional, confronted a trusted employee whose performance had deteriorated, she burst into tears. Her husband, she confessed, had been beating her.

Soon after the incident, Hardeman, who is now director of Polaroid's employee assistance program, began a support group for domestic violence victims within the company. It was 1983. This support group represents the first employee assistance program within a national corporation. Executives of Polaroid became involved in visiting and volunteering at local battered women's shelters. They were alarmed to find many of their own employees living there. For several years, Polaroid has donated \$42,000 annually to seven Massachusetts shelters.

Polaroid is also a leader in creative management of domestic violence within the workplace. The employee assistance program in Polaroid's Massachusetts headquarters has developed a relationship with a local batterers' treatment group to which it refers abusive employees. The company also allows employees to keep flexible schedules

to avoid stalking by an abusive partner and permits employees to take time off for court appearances, doctor's visits and other abuse-related appointments.

In 1991, Polaroid developed the Polaroid School of Law Enforcement Imaging to train law enforcement personnel on the proper way to document domestic violence. Over 15,000 officers have since been trained using these techniques. In a related program, Polaroid developed a special instant camera called the HealthCam. This camera is given to hospitals, shelters and police to photograph victims. The lens contains a special grid to allow doctors, lawyers and other professionals to measure the size of bruises and other wounds. These cameras can be especially useful in documenting evidence against an abuser when the victim refuses or is too frightened to testify.

In September 1994, Polaroid CEO I. Macallister Booth wrote CEOs of other major Massachusetts corporations encouraging them to adopt local shelters. Adoption includes volunteering, providing in-kind services and financial support to the shelter. In return, the shelter staff provides education and training to corporate managers on domestic violence. In January 1995, the company began training managers and supervisors in identifying and handling employees on both sides of the problem.

Polaroid has set an excellent example for other corporations on social responsibility in this arena. It continues to be on the leading edge of innovations in law enforcement documentation of domestic violence incidents.

Liz Claiborne Liz Claiborne was another of the first major corporations to become involved in domestic violence prevention and elimination. It began in 1991 with the creation of Women's Work, the social work division of Liz Claiborne, and has since been participating in educating and protecting employees, providing national awareness campaigns, policy making and fund-raising.

In 1992, Liz Claiborne created an impressive public awareness campaign in San Francisco. The company commissioned four individual artists and one artistic team to create billboards and posters for transit shelters to educate the city about domestic violence. The creations were shocking and effective. Susan Meislas is credited with the image of a bandaged woman superimposed over a police report describing the incident. Diane Tani created posters of a small child next to the words "91% of abused women say that their children have seen their mothers abused or were abused as children. They Look, Listen, Learn, and Repeat." Cari Maer Weems portrayed a woman hugging a child as they both stare at a phone; the text reads: "I'd rather my man should hit me, than for him to jump up and quit me." Barbara Kruger's contribution was a woman behind a chain link fence above the text, "If you are beaten/If you are hurt/If you are scared/If you need help GET OUT." The team of Margaret Crane and Jon Winet pictured four women, one in the negative. Above them was the text, "One in Four Women is a Victim of Domestic Violence"; below was the text, "The Hostage Crisis."

Other billboards showed a raised fist over the words "Violence at home is a war against women." A poster portrayed a man with his head in his hands and the text, "She had: a broken nose, a displaced jaw, one black eye, three fractured ribs, a mild concussion, and a man who said he was sorry! But sorry didn't do it! You did!" These powerful im-

Polaroid was
the first
national
corporation to
become
involved in
assisting
domestic
violence
victims.
Its employee
assistance
program is
now a model
for other
corporations
in developing
their own
plans.

ages hung over San Francisco from October 1992 until June 1993. Several were translated into Spanish, Chinese and Korean. Each poster and billboard provided the number of a multilingual hotline for domestic violence victims, also financed by Liz Claiborne.

In 1992, Liz Claiborne began its first T-shirt and mug sale to raise money for domestic violence programs. In 1993, Barbara Kruger was commissioned to create the images for "Don't Die for Love," utilizing only black, red and white. Her work was portrayed on mugs and T-shirts that sold in Liz Claiborne shops nationwide, with proceeds donated to domestic violence programs.

In 1994, Liz Claiborne introduced the "It begins at home" campaign with T-shirts and mugs sold nationally. It continued "Don't Die for Love" with billboard displays in Chicago. 1994 was also the first year for Liz Claiborne's "charity day." One day in October (Domestic Violence Awareness Month), 10 percent of all purchases in Liz Claiborne stores were donated to shelters and counseling programs.

Also in 1994, the corporation began its employee assistance program and cooperated with several other companies to begin the Domestic Violence Action Council. The purpose of the council was to raise \$100,000 to research the problem of domestic violence and its effect on businesses.

By 1995, Liz Claiborne had instituted paid annual employee training on domestic violence and optional family stress seminars. The 1995 "charity day" was held in mid-October, featuring "Get the Facts, Get Involved, End Family Violence." Based on the fund-raising success of the Domestic Violence Action Council, the company was able to commission a survey of corporate leaders regarding their perspectives on domestic violence. The corporation was also involved in the creation of the Workplace Resource Center on Domestic Violence to "develop a model program of policies and benefits from employees who have been subjected to domestic abuse." At the end of 1995, Liz Claiborne began conducting seminars about domestic violence on college campuses.

Liz Claiborne continued its campaign against domestic violence in 1996 with its specialized employee assistance program, extra security for endangered employees and a 24-hour hotline for victims. The slogan "Love is not Abuse, Abuse is not Love" was introduced.

Liz Claiborne has invested an impressive amount of financial and corporate energy toward assisting the domestic violence movement. Its leadership has encouraged other companies to recognize and address the problem.

Marshalls Not long after Liz Claiborne began its nationwide campaign, Marshalls' president Jerry Rossi encouraged his corporation to follow suit. 1994 was the first year Marshall's publicly associated itself with the issue of domestic violence. Since then, it has worked with Liz Claiborne and other businesses to address domestic violence in the workplace, to encourage other businesses to take responsibility for addressing the issue, to engage in nationwide fund-raising and to support national awareness campaigns.

Marshalls began its campaign against domestic violence by sending educational materials to all employees. It also developed one of the first employee assistance programs. In September 1994, Marshalls

started running a full-page advertisement in *Women's Wear Daily*, a magazine circulated among retailers. It portrayed a woman's bruised face and the headline "If your business were getting hit like this, you'd do something about it." In October 1994, Marshalls staged its first "Shop 'Til It Stops" Day. The company donated one percent of profits from all of its stores to domestic violence prevention programs.

In 1995, Marshalls assisted Liz Claiborne and other businesses in creation of the National Workplace Resource Center on Domestic Violence. The company adopted a Boston shelter and supported the annual "Jane Doe" March. The retailer continued its "Shop 'Til It Stops" campaign by donating one percent of national sales on Oct. 13, 1995. Marshalls also developed the National Health Initiative, which seeks to improve the health-care industry's response to domestic violence.

Additionally, Marshalls created a grant program through the Family Violence Prevention Fund. These six "Peace Grants" of \$10,000 each are awarded to domestic violence prevention programs that can serve as models for other programs.

Other Involved Employers Several other national employers are participating at various levels in addressing domestic violence issues:

AT&T Wireless and GTE Mobilnet donated cellular phones and air time for victims in Tampa.

Ben and Jerry's Ice Cream and Reebok assisted in the creation of the Domestic Violence Action Committee.

The Body Shop has an employee assistance program for domestic violence victims, organized a national letter-writing campaign to lobby Congress not to eliminate funds for domestic violence programs and marked national domestic violence awareness month in 1995 with its "Blow the Whistle on Violence Against Women" campaign.

Ceridian Corp. staffs a 24-hour hotline for employees and their partners. Du Pont staffs a 24-hour rape hotline and discusses domestic violence in its training programs.

The Gap, the Service Employees International Union, and State Farm Life Insurance have employee assistance programs for victims of domestic violence.

Walt Disney participates in the American Bar Association's Commission on Domestic Violence and assisted with the creation of a video to educate children about domestic violence.

Wearguard has an insurance plan that covers counseling for domestic violence victims.

Whirlpool assisted in the creation of the Family Violence Prevention Fund's Community Action Kit.

The message Domestic violence has proven to be one of the primary social problems of the last decade. American corporations have traditionally assumed they have no role to play in addressing the problem. However, with increasing liability and research indicating losses to American businesses of several billion dollars annually, it is rapidly becoming apparent it will be in their best interests to address the issue.

Several companies have made the initial foray into activism in this area, but it is only an extremely small fraction of employers. Victims whose employers do not care, or choose to be unaware, are in danger eight hours of each day. They do not have to be.

Among the members of the National Workplace Resource Center on Domestic Violence are Aetna Insurance, Bank of America, Bechtel, The Body Shop, The Gap, Levi's, Reebok, Time-Warner and Wells Fargo Bank.



Judge
Cornelia
Kennedy

A Record *of* firsts

BY BARBARA L. MORGENSTERN

Judge Cornelia G. Kennedy remembers with a smile the young lawyer from the Attorney General's Office who put her through a five-hour interview back in 1975. A U.S. District Court judge at the time in Detroit, her fitness for possible appointment to the U.S. Supreme Court was the subject of the lengthy inquiry.

That thorough Washington lawyer was Kenneth Starr, since a federal judge himself and now the independent counsel whose grand jury investigation of President Clinton

has made history.

Justice Sandra Day O'Connor ultimately received the appointment to the High Court. But Judge Kennedy's acquaintance with the now-famous Starr is part of the rich tapestry of her life as a jurist, wife and mother.

Now an active member of the U.S. Sixth Circuit Court of Appeals, Judge Kennedy has supported NAWL since 1953 when she joined at the urging of a friend from her women lawyers' luncheon group, past president Mary Zimmerman.

IN HER chambers in Cincinnati, Judge Kennedy wears a blue silk suit on the day her colleagues on the bench celebrated her 75th birthday with cookies and coffee, a bouquet of fresh flowers and a birthday card filled with insider jokes and well wishes. After 32 years as a judge, it has been—and continues to be—an interesting life in the law.

Like during oral arguments last June when she presided over a three-judge panel which expressed its doubts about an ordinance regulating adult cabarets. "Judges: Redo strip club law," screamed the headline the next morning in *The Cincinnati Enquirer*, whose story reported Judge Kennedy's analysis that she found it "reasonable" that the district judge found a fatal constitutional flaw in the ordinance. Of her job as a judge, she says she most enjoys the variety of cases. That day on the docket, although not headline-grabbing, also included a disability and gender discrimination appeal involving the Cleveland Board of Education; an attorney fee dispute under the False Claims Act; and a civil rights action arising from a search and seizure.

SHE IS A woman of many "firsts": first woman law clerk on the U.S. Court of Appeals for the District of Columbia Circuit; first Michigan woman to be appointed to the federal bench and only the fourth in the nation at the time; and first woman chief judge of a U.S. District Court. After 13 years on the appellate court, in 1992 she presided over the first, all-female, three judge panel to sit in the Sixth Circuit.

Her history bears witness to her strength in overcoming tragedy and balancing the great loves in her life. For at age 9 she lost her mother, a law student

in 1932 at the University of Michigan, who died without warning of a cerebral hemorrhage. Her mother had taught high school before her marriage to Judge Kennedy's father, Elmer H. Groefseme, a Detroit trial lawyer. She supposes her mother became one of the few woman to attend law school in her day, while rearing three young daughters, because "she was interested in what he was doing and she had been a very good student." The rarity her mother must have been is highlighted by the fact that Judge Kennedy's 1947 law school class at University of Michigan included only five women from a class of several hundred.

JUDGE KENNEDY does not speculate on the effect her mother's early death had on the family. She said the loss was not something her father discussed very much. Suffice it to say, all three daughters were highly motivated to achieve. Judge Kennedy's older sister, retired Judge Margaret G. Schaeffer, also a long-time NAWL member, similarly graduated from law school at U-M where she was editor of the law review and became a state court judge in the Detroit area. They believe they are the first sisters to become judges in the United States. Their third sister, Dr. Christine Gram, reared six children and became president of a campus of Oakland Community College in Michigan.

After graduating with distinction from law school, where she was on law review, Judge Kennedy had a varied, 18-year career as a lawyer, first as a federal appellate court law clerk, then practicing with her father in Detroit where she handled plaintiffs' personal injury cases. After her father's death she went solo for a year, then joined the Detroit law firm of Markle and Markle, where her sister Margaret also later practiced. "I think litigation is interesting and exciting," she comments, "particularly when you win." But she was ready for her transition to the judiciary in 1966. "The only prob-

lem with being a lawyer . . . clients," she kids. President Nixon nominated her to the district court in 1970, as did President Carter to the appellate court in 1979.

A chance meeting at a dedication ceremony for U-M in Detroit set her life on the path of marriage and motherhood. There she was introduced to her future husband, Charles S. Kennedy, Jr., an advertising executive whom she credits with pitching in at all times so that she could maintain her full-time career while rearing their son, Charles S. Kennedy III. Her late husband's goodness registered on a cerebral level—whenever she has had to ponder the "reasonable person" test she asks herself, "what would my Charlie do?"

To balance work and home life, they tried to do everything together as a family. While their son Chuck, now a Detroit attorney, did his homework when he was a boy, his mother sat at the same table reviewing reports and the couple always took their son to judicial conferences.

A beloved housekeeper lived with the family for 20 years and Judge Kennedy continues to visit the woman, who is now 88 and lives in Michigan's Upper Peninsula.

OFF THE BENCH, Judge Kennedy enjoys gardening at her home in Gross Pointe Woods, Mich. ("I still have the home because I want to keep the garden"), visiting with her two grandchildren who live just three miles away and twice-a-year "power shopping" with her sisters and a niece at the upscale Somerset Mall in Troy.

She advises woman lawyers who are trying to balance career and personal lives to "hire anybody you can possibly afford to get things done." "You really need to take care of yourself."



The author

NAWL member Barbara L. Morgenstern of the Hamilton, Ohio, law firm of Morgenstern & Gates Co. is a former newspaper reporter and regular contributor to the ABA Journal.

When time is in the balance

QUESTION:

How can I balance my career and personal life, including service to bar and charitable causes ?

THE EXPERTS:

Kathryn Reed Edge
*Miller & Martin, Nashville;
vice president Tennessee
Bar Association,
corresponding secretary
Tennessee Lawyers'
Association for Women,
editor IN RE: TLAW*

Sally Lee Foley
*Plunkett & Cooney,
Bloomfield Hills, Mich.;
1996-97 president NAWL,
council representative
International Bar
Association, member ABA
Standing Committee
on Public Education*

BY KATHRYN REED EDGE

"Balancing any lawyer's professional, personal and civic life can be a vexing challenge, but for many women lawyers the issues are made even more difficult because of societal and familial expectations.

"I have to admit there are days when I teeter on the balance beam with less than sure footing, but at this stage of my life, I manage, most days, to achieve some equanimity thanks in part to the enlightened law firm in which I practice and other charitable people. My son, at age 24, no longer lives at home. A cleaning service comes every two weeks to keep the health department from my door. My mother does not complain if my visits are infrequent and delights in hearing about my adventures over the telephone.

"But even more than that, my commitment to bar association work is as much a part of the fabric of my social life as anything else I do. I joke that some of my best friends are lawyers - indeed, all of my closest friends are lawyers and judges. When I attend bar functions, I am doing so with my sisters and comrades, and I know that I will find there a sense of belonging and acceptance and appreciation.

"The good news is that women lawyers are now at the table. The bad news is that there are so many tables you don't get to finish a meal at one before you need to move on. It's a moveable feast of opportunities for service.

"My own path to a leadership position in the Tennessee Bar Association came through the women's bar. I served as the Tennessee Lawyers' Association for Women's (TLAW) liaison to the TBA's board of governors and from there was elected by the board as the state bar's treasurer. My role as vice president will lead to the presidency in June, 2000, as the second woman president of the TBA. The first woman is serving now: Pamela Reeves from Knoxville, whose own pathway to leadership came through the TBA's Young Lawyers' Division rather than specifical-



Ms. Edge

ly through women's bar.

"Regardless of how we get to the table, we find our time and energy diffused with many promises to keep and debts of gratitude to pay.

"My encouragement to young women entering the profession is to network through both the women's bar and through the 'mainstream' association. Find ways you can serve and meet people.

"But do not be dismayed if the dry cleaners seem to have lost your 'Wonder Woman' cape. We cannot be all things to all people every day, and if you choose to have a family and a life outside the profession, that is a noble choice. If you find that you are at a place in your life when you have more time to devote to your bar and civic work, then do it. I gave up guilt for Lent one year and never took it back.

"As we become glass cutters adept at making our ways, individually and collectively, through the ceiling that has bruised our heads for so long, we also learn that our education has afforded us a precious gift: choices.

"Marie Curie wrote, as if to all women, that 'one never notices what has been done; one can only see what remains to be done.' Nevertheless, none of us need to do it all - or alone."

BY SALLY LEE FOLEY

"The economic pressures of billable hours expectations for all attorneys in the private law firm sector this decade have impacted the amount of time and energy outside the practice of law that lawyers are able to devote to professional bar association and community activities. The monthly computer records of a lawyer's billable and non-billable hours are driving the profession toward a "quantitative" analysis of each lawyer rather than a "qualitative" analysis of an individual's work. Associates and partners are expected to bill 2,100 plus billable hours a year. This rigorous schedule makes balancing the demands of the work place, family responsibilities, professional bar association, community and charitable activities a daunting challenge.



Ms. Foley

"I would argue that the only way to fully develop as a mature person with leadership skills is to be engaged in work outside the office on projects to benefit other people - family, neighbors and professional colleagues. Personal commitment of time and energy to one's profession and local community force one to reflect on the meaning of one's life in a broader sense than working on a client's current legal problem.

"Those of us with the greater share of society resources in terms of education and skill training have a greater obligation to serve others.

"...What are the compelling reasons that might convince an administrative committee at a large law firm to allocate some non-billable professional/community hours to all of the firm's lawyers? There are good economic reasons for a law firm to promote community efforts by its lawyers.

"Networking and participating in professional association and community activities stimulate new business refer-

als. Community activities promote the development of public speaking and management skills through committee participation. Publishing legal articles is another excellent way to demonstrate your legal knowledge and expertise to your professional peers. Managing public interest committees will strengthen negotiating and alternative dispute resolution skills.

"All of these skills are necessary to become an effective mature advocate for your client's best interests.

"There are also the intangible rewards of a life beyond the office - lifelong friendships which promote a healthy life and the development of creative thinking and problem solving skills seasoned by working with new people in unusual situations. Public interest works have a renewal quality that feeds the soul and protects against individual burn out. Community projects continue our broad education beyond our legal training.

"Public interest projects also set a good example for the next generation, in-

cluding our children. All of these reasons should encourage each of us to lead balanced lives in which public service is a regular ingredient."

Ms. Foley recommends the following resources: *The Law Firm and the Public Good*, 1995, the Governance Institute, Washington, D.C.; Ralph Nader and Wesley Smith, *No Contest: Corporate Lawyers and the Perversion of Justice in America*, 1996, Random House. She also suggests reviewing the 1997 Altman Weil Pensa Inc.'s *Compensation Systems in Private Law Firms Survey* (Philadelphia).

Executive Director

The Pennsylvania Bar Association, a 26,000 member statewide association with 50 full-time staff and an annual budget of \$6,600,000 seeks an Executive Director. The duties of this position include providing strong leadership to staff; working with governance to develop programs and goals for the Association; developing non-dues sources of revenue; communicating effectively with the members, legal community and general public; supervising the budgetary process; and assuring that the Association provides the best possible services and benefits to members.

The individual must have a minimum of a Bachelor's degree, at least five years experience in senior-level management in an organization of comparable scope and purpose, strong leadership ability and excellent communications skills. The Association, which is headquartered in Harrisburg, PA, offers an excellent fringe benefit package.

Please send a cover letter, resume and salary requirements to:

Executive Director
Pennsylvania Bar Association
P. O. Box 186
Harrisburg, PA 17108.

The Association is an equal opportunity employer and has a strong commitment to gender, racial, cultural and ethnic diversity.

Member profile

Jennifer R. Coberly
Miami

NAWL member since 1996

Born Lawrence, Kan.

Family Most of extended family is around Kansas City; significant other (Brian); two dogs (Haya-Tara and Rowdy); and sailboat (Andrea Leigh)

Practice Senior associate at Zuckerman, Spaeder, Taylor, and Evans, in Miami. Specializes in complex litigation including antitrust, civil RICO, international transactions, environmental, health care and class actions.

Recent accomplishments 1997-98 president of the Florida Association for Women Lawyers. During her presidency she closely monitored the appointment process to the Florida Supreme Court; provided research and resources to the Constitution Revision Commission resulting in Florida's November ballot including a Fairness Amendment recognizing the equality of women as well as of persons of all national origins; coordinated



Florida Association for Women Lawyers support for the successful campaign of Edith Osman, the new president-elect of the Florida Bar.

Recent movies Saw and loved *Good Will Hunting*.

"The performance of the supporting actor, who encouraged his best friend to simply disappear and make something better of his life, was remarkable."

Memorable moment "Waking up Jan. 16, 1998, to read in the *Miami Herald* that the Constitution Revision Commission had, in a preliminary vote, favored sending the Fairness Amendment to the ballot by a margin of 25-4. I was overwhelmed with joy. Also memorable was talking with Florida Supreme Court Chief Justice Gerald Kogan regarding his speech in support of the amendment just prior to the Commission's final vote."

Passionate cause "Trying to add to the light in the world rather than the darkness. Right now, that includes fund-raising and working for the passage of the Fairness Amendment."

Summer's tales from Toronto

San Francisco attorney Rebecca Speer will long remember the 1998 NAWL annual meeting in Toronto.

Preparation for the meeting had been intense. As moderator for the workplace violence seminar, she had been working with Canadian author Frema Engel (*Taming the Beast: Getting Violence out of the Workplace*, page 31) and Anthony Pizzino, senior officer of the health and safety department of the Canadian Union of Public Employees, the largest union of public employees in Canada with 60 percent female membership, to prepare for the panel discussion.

She had spent the spring finalizing NAWL's workplace violence report and recommendation for the ABA House of Delegates to consider in Toronto, and was making phone calls and writing letters to key ABA section and committee chairs, lobbying for support of the resolution.

She had already flown to San Diego and Washington, D.C., making presentations on the topic as chair of NAWL's workplace violence committee.

Her first surprise was discovering that her recruitment efforts for the workplace violence committee had netted enough new members for NAWL that she was co-recipient of the 1997-98 Toch Award with Sally Lee Foley.

The next thrill occurred when Janice Sperow presented Rebecca with the 1998 NAWL Service Award at the General Assembly. The award recognizes the NAWL member who has demonstrated a full commitment to the organization. Nomination is by open ballot by the membership on the annual dues invoice.



Janice Sperow, left, Rebecca Speer

But the crowning achievement didn't happen until after Rebecca left Toronto. That was when the ABA House of Delegates passed the workplace violence resolution, unopposed.

"RESOLVED, that the American Bar Association urges employers to address workplace violence by adopting policies and practices to help them better prevent and manage on-site violence and threats."

It's now the official position of the ABA.



Katherine Henry, left, and Sally Lee Foley in Toronto.

Equally official: D.C. attorney Katherine J. Henry will lead NAWL into the next millennium. She will assume the presidency of the association during the 1999 annual meeting in Atlanta, after serving as president-elect this coming year.

Prior to this year's election, she served for two years as vice president. She has chaired or served on nine different committees since joining the executive board in 1995. Katherine first became involved with NAWL in 1987 as a law student at the University of Chicago. She is counsel in the Insurance Coverage Practice Group of Dickstein Shapiro Morin & Oshinsky LLP.

Start talking to Michigan attorney Sally Lee Foley at a bar meeting, and you'll likely walk away with a NAWL application in your hand. If she doesn't have one with her, she'll make sure to slip one in the mail shortly after the conversation.

As a result, for the second year in a row, Sally Lee is co-recipient of NAWL's Toch Award for the 1997-98

membership year. And she credits that personal touch as the primary reason for her successful recruiting.

A lack of information to share brought Kodak corporate counsel Dale Skivington from Rochester, New York, to Toronto and NAWL's General Assembly. Unable to find a useful networking directory of women-owned law firms for referral purposes, she came to NAWL proposing one be compiled. Her fellow members agreed and the directory is now in the early planning stages, under the auspices of the rainmaking committee co-chaired by Zoe Sanders Nettles of Columbia, South Carolina, and Katherine Henry.

Canadian attendees had a good reason for double takes at the CLE Center as the members of Linda Bernard's "Diversity in the Big Leagues" panel assembled. Some of the most familiar women of color in Canadian television were on hand to describe the barriers they overcame to succeed in the entertainment industry: Donna Holgate, dubbed "the Oprah Winfrey of Canada" by TV

Guide; actress Rita Shelton-Deverell, senior vice president of Vision TV, Canada, and producer of Sky-light, a prime time weekday human affairs magazine focused on diversity; and producer Karen King of the National Film Board of Canada.

Adding the American dimension to women at the top in the entertainment industry were attorneys Maurita Coley and Tanya M. Heidelberg-Yopp. Maurita Coley is senior vice president of network operations and programming for BET Holdings, which owns the Black Entertainment Television Network. Tanya Heidelberg-Yopp left MTV



Ms. Heidelberg-Yopp



Ms. Coley

Networks to start Diversified Entertainment Group with her husband, Roger Yopp, representing recording artists such as 7 Mile and Davina.

The panel discussion made the front page of the *ABA Journal's* Toronto Annual Meeting Daily Report the next day. Debra Baker wrote, "In addition to the challenges of being a 'minority hire,' the women also discussed the need for mentors and the challenges of keeping a career going in fields in which increased competition and corporate mergers make opportunities difficult to come by."

NAWL members will be hearing even more from Linda as she takes the helm of the membership committee as NAWL's vice president for 1998-99. Linda Bernard is CEO of Wayne County Neighborhood Legal Services in Detroit (see page 26).

If we had sold tickets to the seminar, it would have been a sell out event. As it was, "Women in the Law, A Global Perspective" sent Vice President Katherine Henry and Executive Director



Dianna Kempe, left, Judge Ilana Rovner, Susan Fox Gillis

Peggy Golden scurrying around the CLE Center to collect spare chairs. There wasn't an empty seat in the room and some participants opted to relax on the floor or lean against the wall rather than miss a moment of the lively dialogue.

The brainchild of program committee members Stephanie Scharf and Susan Fox Gillis, both of Chicago, the panel

featured an American litigator (Scharf), Satoko Kuwabara of Japan, Dianna Kempe (profiled on page 3), Ana Sihtar, president of the Croatian Women Lawyers Association, and moderator Rita Fry, chief executive of the Cook County (Ill.) Public Defender's office and consultant to the Supreme Court of Ethiopia in establishing their first public defender system in 1994.

The room echoed tears, laughter, enthusiastic applause, a final standing ovation, and lingering discussions long after the official close of the seminar. The overwhelming consensus was that women attorneys around the world have much in common and much to share.

Photographs provided by Katherine Henry and Marc Gazdecki.

Member profile



Lori M. Duffy
Toronto, Ontario, Canada

NAWL international associate since 1989

Born Hamilton, Ontario, Canada

Family Married to Robert B. Warren, who is also her partner at the law firm of Weir & Foulds. They have one daughter.

Practice Partner with the firm of Weir & Foulds, a 65-person firm. Lori's practice began in the areas of commercial real estate, including leasing, financing, and not-for-profit housing and has expanded to include wills, estate planning and trusts.

Recent accomplishments Past president of the Canadian Association of Women Executives and Entrepreneurs and in that organization was able to expand its scholarship program for young women.

Passionate causes "I entered the practice of law as part of the first, large wave of women lawyers. I have devoted a large part of my energies to making private practice accommodate the particular needs and sensibilities of women lawyers. I want to ensure that the best and brightest of the next generation of women find the private practice of law a rewarding career. That will only happen if we help to change in a fundamental way the basic values of private practice."

Coming up from NAWL

A RECEPTION TO HONOR Judge Martha Craig Daughtrey

of the 6th U.S. Circuit Court
of Appeals and recipient of
the 1998 NAWL President's
Award for Excellence

Oct. 29 in Cincinnati
following the
6th Circuit Judicial
Conference. Tickets
are available from
NAWL headquarters.

This event is made possible, in part, by the generous support of Waite, Schneider, Bayless & Chesley, and is in cooperation with the Cincinnati Bar Association.

Career help new member benefit

Personal legal career transition counseling is one of many products and services offered to NAWL members by Nationwide Career Counseling For Attorneys (NCCA) under an arrangement between NAWL and NCCA.

NAWL members are eligible for the following discounts from NCCA:

- Individual legal career counseling: 13.3 percent discount on the standard hourly rate for individual counseling of \$150, for a NAWL rate of \$130 per hour.

NCCA provides personal counseling, document review and recommendations, networking and interview skills training, and other legal career transition services on an hourly fee basis for individual attorneys throughout the United States and abroad. All career transition services are offered in person as well as by telephone, mail, fax or email. The typical attorney client spends between two to three hours in NCCA's legal career transition counseling program.

- Legal employment and career publications: 10 percent discount on advertised retail prices for all publications written and published by NCCA and its parent and sister companies.

NCCA's parent company, Federal Reports, publishes *AttorneyJobs/The National & Federal Legal Employment Report*, a monthly job opportunities bulletin for lawyers seeking new jobs. *AttorneyJobs* also is a reference for law school

career offices and law libraries and as a recruiting medium for law firms, corporate in-house counsel offices, government agencies, non-profits, international organizations and other legal employers.

Each month, *AttorneyJobs* lists at least 500-600 new attorney and law-related positions throughout the U.S. and abroad at all compensation levels and in all employment sectors. The company also publishes a wide range of legal career books and job-search guides and directories for lawyers.

- Legal Career transition seminars: 15 percent discount on registration fees for public seminars in any location.

NCCA regularly offers its "Legal Career Transition Seminar" and "JD Preferred: Legal Career Alternatives Seminar" for lawyers throughout the U.S. on various topics pertaining to legal and law-related employment and effective job-hunting strategies. NAWL and NCCA plan to co-sponsor one or more of these seminars each year.

NCCA's legal career counselors can also assist NAWL members who question their decisions to become lawyers, sense that their jobs may be in jeopardy, or who want to identify the most rapidly growing practice areas and alternative careers for lawyers. NCCA counselors, who are also lawyers, are experts in all legal and law-related employment sectors, including law firms, corporations, government at all levels, and non-

profit organizations, and have extensive knowledge of all U.S. and international legal markets.

NCCA legal career transition counseling services include: career analysis and audits, skills assessment/realistic goal-setting, legal and law-related education options, career trends analysis, exploration of traditional practice options and alternative legal careers and jobs, identification of specific employers and job opportunities, winning job-search strategies, effective marketing and networking, moving into solo practice, practice and client development, strengthening application documents, interview skills training, and assistance in negotiating compensation and other terms of employment.

NCCA will estimate required preparation time for counseling based on the background and materials each individual provides, and will bind itself to that estimate. NCCA will also provide a firm estimate of time and corresponding cost before reviewing and critiquing application documents, including resumes, cover letters, government forms and similar documents.

To contact an NCCA counselor or for more information on NCCA services and related products available to NAWL members at a discount, call (800) 296-9611, visit the NCCA web site at www.attorneyjobs.com/counsel.html or email lawcareers@worldnet.att.net. A list of available publications also is available at the member services page of NAWL's web site at www.kentlaw.edu/nawl/nawl.html.

Discounts lower cost for help planning a job change

New NAWL members

Among lawyers, law students (indicated by *) and professional associates who have joined NAWL recently are:

California

Dana S. Baker
Mary Clare Bennett
Marjorie M. Goux
Marilyn J. Ireland
Robin Runge
Jennifer Schirmer*
Jill Adair Scholten

Connecticut

Jane K. Grossman
Linda L. Yoder

District of Columbia

Susan L. Buckingham
Mary Francis Harkenrider
Ann Kaminstein

Florida

Nancy T. Baldwin
Robin S. Hassler

Georgia

Tunisia M. Jones

Illinois

Audrey Lee Anderson*
Helen Batsheva Bloch*
Karen Coffey*
Eve T. Kraszewski*
Lori G. Levin
Lorna D. Lucken
Colleen E. McManus
Barbara J. Nash*
Holly Anne Petrik

Lynda Rasler*

Debra L. Suchor
Mary Yetsky*

Iowa

DeShawne L. Bird*
Gail Sheridan-Lucht

Louisiana

Amy E. Bonifield

Michigan

Michael J. Stozicki
Amy Yu

Missouri

Veronica L. Spicer*

Teresa A. Woody

Nebraska

Susan Ann Koenig

New York

Patricia Blanchini
Dale E. Skivington

Oklahoma

Elizabeth Chronos

Oregon

Kimberly Brown

Pennsylvania

Mary A. Scherf

Rhode Island

Kimberly A. Simpson

South Carolina

Natalie Bluestein
Sally G. Calhoun
Zoe Sanders Nettles

Tennessee

Mimi Clemons*
Kathryn Reed Edge
Claudia S. Jack

Utah

Patricia O'Rorke

NAWL member Cusak will lead advocates board

BY JENNIFER POVILL

On July 11, 1998, the Board of Directors of the National Board of Trial Advocacy (NBTA) voted Mary Jo Cusack president-elect at the organization's annual meeting in Washington, D.C.

A partner in the private practice of Cotruvo & Cusack in Columbus, and a past president of the National Association of Women Lawyers, Ms. Cusack's term as NBTA President will begin in July of 1999. She holds the distinction of being the first woman elected president of NBTA, an independent, nonprofit corporation dedicated to bettering the quality of trial advocacy in our nation's courtrooms and assisting the consumer of legal services in finding experienced and highly qualified trial lawyers.

Mary Jo Cusack's relationship with NBTA began with her appointment as the National Association of Women Lawyers' liaison to the NBTA Board of Directors.

In addition to being elected president she has served NBTA in the capacity of vice president and chair of the standards committee, where she helped to draft NBTA policy, procedures and standards as they pertain to the certification and recertification process in addition to reviewing, in executive session, any unusual member and/or applicant files.

Founded by Theodore I. Koskoff in 1977 as part of the American Trial Lawyers Association, NBTA became an independent corporation in 1987 and at the same time moved the national office to Boston.

Since its founding NBTA's mission has been to better the trial bar by establishing a sound and objective means by which the public can measure an attorney's claim of specialization in trial law. This is accomplished by requiring that all applicants to the National Board of Trial Advocacy meet and document a detailed set of standards for initial certification and recertification. There are no excep-

tions made and no attorney has been, or ever will be, 'grandfathered' or waived from any requirement.

The challenging requirements set forth by the Board of Directors, consisting of 25 nationally known trial lawyers, educators and judges, are even more meaningful in a legal climate that does not require certification of attorneys. NBTA is a strictly voluntary certification; members participation demonstrates dedication to improving the trial bar by supporting their claims of specialization with true value and substance.

NBTA applicants meet requirements including substantial involvement, peer review, writing evaluations, continuing legal education participation, documentation of the applicants' public and private history of professional conduct, and successful completion of a day-long trial practice, ethics, and evidence essay exam.

The National Board of Trial Advocacy is accredited by the American Bar Association in the specialties of Civil Law and Criminal Law Trial Advocacy.

More recently NBTA was able to add a Family Law Trial Advocacy designation for which there is currently an application for accreditation pending before the ABA Standing Committee on Specialization.

Accreditation by the ABA in combination with NBTA's success on the level of the U.S. Supreme Court in *Peel v. Attorney Registration and Disciplinary Commission of Illinois* (1990), which determined that NBTA standards are objectively clear, allows both attorneys and consumers the knowledge that NBTA is a reliable certification identifying attorneys who show an enhanced level of skill and expertise in either Civil, Criminal or Family Law Trial Advocacy.

As Mary Jo Cusack prepares to take the helm, more than 2,100 attorneys throughout the nation have successfully obtained certification by the National Board of Trial Advocacy.

Personal file



Mary Jo Cusak
Columbus, Ohio

NAWL member
Since 1969.

Firm Cotruvo & Cusak

Law school Ohio State University

Juanita Kidd Stout

Judge Juanita Kidd Stout, 79, of Philadelphia, died Aug. 21 of leukemia. She had been a member of NAWL for over 40 years.

Considered a legend in her own time, Judge Stout was the first African-American woman elected to a court of record in the U.S. and the first to serve on a state supreme court.

In 1959 she was elected to the Municipal Court of Philadelphia, serving until 1962. She then served on the County Court (1962-69) and the Court of Common Pleas (1969-1988).

Judge Stout made history a second time when she was sworn in as a Justice of the Supreme Court of Pennsylvania Mar. 3, 1988. Not only was she the first woman of color to serve on the bench of Pennsylvania's highest court, but also the first woman of color to serve on any state's highest court.

Judge Stout was born in Oklahoma, earned an A.B. degree in music at the University of Iowa, and received her J.D. and L.L.M. degrees from Indiana University, Bloomington.

She was the recipient of many awards and accolades during her distinguished career, including a 1965 Achievement Award from NAWL for her work with juveniles and her contributions to the legal profession.

In noting her passing, *Philadelphia Inquirer* reporter Dominic Sama wrote: "Judge Stout displayed an exterior that was hard on violent criminals despite threats to her life. She supported education, railed against deadbeat fathers, and spoke out on the exclusion of blacks from juries."

Friends and colleagues used words such as "caring mentor," "gracious, warm, dignified and hardworking," "a bright light," "a great lady, a great jurist" in remembering Judge Stout.

The Hon. Mattie Belle Davis of Coral Gables, Fla., described Judge Stout as "A Justice of Quality" in the profile she penned for the Winter 1989 issue (Vol. 75, No. 2) of *Women Lawyers Journal*. She characterized Judge Stout as "someone who has made a difference."

Gladys Irene White

Gladys Irene White, 84, of Maggie Valley, N.C., died April 9. She had Parkinson's disease.

Admitted to the Florida bar in 1948, she practiced law in Miami from 1948 until retiring in 1972 and moving to North Carolina. Ms. White was active in NAWL during the 1950s and '60s.

An alternative strategy for peace

BY EVA HERZER

At its 42nd session at UN headquarters in New York, the UN Commission on the Status of Women (CSW) addressed the issue of Women and Armed

Committee Report INTERNATIONAL

Conflict. The need for effective action in this area was demonstrated vividly by the hundreds of women from conflict areas who

came to present their concerns.

African women from the Great Lakes region told, in horrible detail, of the genocide which devastated their communities. They stressed disarmament and the need to empower the efforts of women peace making networks.

Women from Uganda reported the military recruitment of their small children and of their death in war.

WOMEN FROM Tibet urged the international community to actively support non-violent methods of resistance. They also plead for enforcement of international law to resolve conflicts before they erupt into armed resistance and war.

The goal of the discussion was to create mechanisms for implementing recommendations of the Fourth World Conference on Women, held in 1995 in Beijing. NGOs took the position that real improvements will only come about if the debate on security shifts from one on "national security" which is usually addressed in the form of "military security," to one on international peace, with a "human-based security" approach.

They defined human-based security as peace based on security of food, water, housing, education, health care, protection of human rights, including freedom of speech. This approach recognizes the futility of trying to prevent war among people whose basic needs are not met. It also recognizes that peace can not be achieved through repression, violence and military occupations.

Eva Herzer, chair of the International Law committee, is a lawyer and mediator in Kensington and Berkeley, Calif. She has observed the UN Commissions on the Status of Women since 1994, representing NAWL at the UN Fourth World Conference on Women in Beijing and the UN World Conference on Human Settlements in Istanbul.

While these concepts may appear to be self-evident truths, they are considered revolutionary and daring in the eyes of the states which comprise the United Nations. States usually limit their discussions to which weapons to prohibit and which ones to allow. These efforts have not prevented any of the current wars and conflicts and have cost hundreds of thousands of death and an even greater number of displaced persons, especially women and children.

NGOs were successful in convincing the CSW to frame its discussion, in

part, around the concept of promoting a culture of peace, a concept which has been supported by UNESCO in the past. In this vein, the CSW resolved to encourage states to promote women-for-peace networks, to ensure peace education on all levels, to involve young people in peace efforts, to support human rights education and to encourage peaceful settlement of conflicts. It also decided that

increased participation of women in peace-keeping, peace-building and pre-and post-conflict decision making and conflict resolution was essential.

THE COMMISSION also recommended that states must ensure gender sensitive justice and that the International Criminal Court should integrate a gender perspective in its statute and process. The Commission further reaffirmed that rape and sexual slavery in armed conflict situations constitute war crimes.

NGOs were unsuccessful in setting a new age standard for military recruitment and enlistment. The U.S., Canada and U.K. all allow recruitment of minors and thus resisted a minimum standard of age 18 for military enlistment.

NGO demands for a "goal of a world free of weapons of mass destruction, especially nuclear and chemical weapons" was also blocked by the USA, which eventually agreed to a weakened text which eliminated reference to nuclear and chemical weapons.

While NGOs lobbied for reallocation of military funds to economic development, no action was taken which would rebalance these priorities.

The CSW also failed to act on the proposals by Tibetans and others living under foreign occupation, that the UN debate contested issues of self-determination and that the UN Secretary General be asked to promote popular referenda,

negotiations and other mechanisms for non-violent conflict resolution. They pointed out that systematic human rights violations in occupied countries are a symptom of the underlying illegal occupations and will not be eliminated until the people involved are able to reassert their right to self-determination. In essence, their suggestion that the international community debate and resolve issues of international law, received no substantive response.

THE REALITY of the Tibetan/Chinese conflict came right into the halls of the CSW when China tried to prevent the Tibetan representative of the NGO Caucus on Armed Conflict from delivering her remarks to the plenary session. Chinese state delegates attempted to silence her twice by raising unfounded objections, complaining that the Tibetan delegate was attacking Chinese sovereignty over Tibet. Fortunately, the Commission's chair overruled China and thus assured free speech, at least during this UN session.

As a personal aside, I have to admit that I continue to be dismayed about how unwilling states are to insist on international law compliance. Their ability to do business as usual with major violators of human rights is astonishing. After all, the UN and its international legal system were born out of traumatic circumstances, the Nazi Holocaust, which demonstrated in a most compelling way why strong and enforceable international human rights standards are necessary. Shocking state-perpetuated human rights violations continue to occur throughout the world. Yet, the international community fails to act like a community. States look out for individual interests only, and refuse to call each other on serious international human rights law violations.

RATHER THAN upholding the agreed-upon rule of law, states pursue their short-term political and economic interests, mostly without the faintest of scruples in the face of loss of life and human dignity of others. Were it not for the participation of civil society, and particularly the international women's community, this unscrupulous conduct would go virtually unquestioned.

Women from all over the world, many of whom still have little input into the decisions which affect their lives, have been a major voice in confronting this perspective. They gather yearly at the CSW and in other UN venues bringing their views as peacekeepers, as mothers and caretakers of their families and



Ms. Herzer

communities, to the United Nations.

They bring reality into the halls of the United Nations by reporting and testifying to the atrocities and injustices which governments fail to remedy.

They demand a radical rethinking, a shift of paradigms away from self-interested state perspectives, motivated by short-term economic and political gain.

They insist on protection of universal human rights, on an enforceable system of international law, and on gender equity. They insist on action and are not placated by words.

They seek equitable access to resources, and policies based on economic and environmental sustainability.

Their demands, are entirely reasonable, yet unfortunately still considered radical. Without that radical voice, the status quo would rest unchallenged. To be a part of that radical voice requires vision, an extremely high level of tolerance for frustration, persistence, patience and a long-term perspective. It is those qualities which have brought the women's movement as far as we are today and they hopefully will allow us to move the international community into compliance with international law, away from a culture of war and violence and toward a culture of peace.

Abuse help handy

As part of its work with battered women and children, the Bexar County (Texas) Women's Bar Association has produced a personal safety plan brochure.

The English/ Spanish brochures provide information about short-term safety steps and organizations' phone numbers for help.

Working with the Center for Legal and Social Justice Immigration and Human Rights Clinic at St. Mary's University School of Law, bar association members are obtaining protective orders and providing immigration assistance for battered immigrant women and children. Teresa Oxford chairs the bar's Battered Immigrant Women Committee.

The ABA Commission on Domestic Violence and the ABA Tort and Insurance Practice Section have collaborated on a new program, "Steps to Safety," addressing effects of domestic violence in the workplace.

Their brochure, *Domestic Violence Safety Tips for You and Your Family*, will be distributed in workplaces. Purpose of the brochure is to assist abuse victims in developing safety plans for themselves and families.

Chicago judge is a first for efforts for women

With a hearty "you certainly deserve this," Susan Fox Gillis presented Judge Donald P. O'Connell, Chief Judge of the Circuit Court of Cook County (Chicago), with her first 1998 President's Award at a luncheon Sept. 10 in the Jenner & Block Conference Center, Chicago.

The award, specifically for the advancement of women in the legal profession, recognizes Judge O'Connell's efforts on behalf of women in the courts, as judges and as lawyers. He is the first male member of the judiciary to ever receive the award.

"**JUDGE O'CONNELL** has demonstrated a strong commitment to increasing the number of women judges serving as presiding and supervising judges," noted D.C. attorney Katherine J. Henry, the president-elect and program chair of NAWL, in the announcement circulated to the Chicago press.

"Additionally, he has shown dedication to improving the quality of justice available to women in society through implementing positive changes in Cook County's domestic violence courts and through their Gender Bias Task Force. Judge O'Connell epitomizes fairness which is truly 'gender neutral.'"

Judge O'Connell has served as Chief Judge since December 1994. Prior to that, he was Presiding Judge of the Law Division of the Circuit Court (1990-1994), Presiding Judge of the First Municipal District, Circuit Court of Cook County (1984-1990), and assigned to the Law Division and served as a jury trial judge handling civil litigation (1979-1984).

He became Judge of the Circuit Court of Cook County in 1978 after serving as the court's administrative director. He is a graduate of Northwestern University School of Law.

Judge O'Connell has participated in numerous bench and bar association committees and is a member of several professional organizations, including the Women's Bar Association of Illinois. The Alliance of Bar Associations for Diversity presented him with an award earlier this year in recognition of his com-



Judge O'Connell

mitment to diversity on the bench and in the bar. During 1997, Judge O'Connell was named Humanitarian of the Year by the Substance Abuse Support Group Ministry and Man of the Year by the Baptist Ministers' Conference of Chicago; was presented the Access to Justice Award by the Illinois State Bar Association, the Distinguished Service Award by the West Suburban Bar Association, the Albert C.

Maule Public Service Award by the Cook County Bar Association, and the Phi Alpha Delata Law Fraternity's Judicial Performance Award. In 1996, the American Judicature Society presented Judge O'Connell with their Award for Initiatives to Improve the Judicial System.

AMONG THE many on hand to applaud Judge O'Connell's efforts were Justice Mary Ann McMorrow of the Illinois Supreme Court, and judges Judith Cohen and Nancy Sidote Salyers, recipients themselves in recent years of NAWL awards for excellence.

The NAWL President's Awards are presented by the association president in recognition of special accomplishments by individuals and by law firms which contribute to the well-being of women in the legal profession or society in general.

Program committee member Stephanie Scharf of Jenner & Block was chair of the luncheon, which also celebrated Susan Fox Gillis' installation as president of the association. The luncheon was made possible in part by the corporate support of Jenner & Block. Administrative support was provided by Keith Harper, assistant to Ms. Scharf.

Voice of experience

Judge Martha Craig Daughtrey of the 6th U.S. Circuit Court of Appeals:

"Young women in the practice of law don't realize that they need other women until they've been at it for about five years. Then they look up and say, 'Wait a minute! That's not fair!' when they encounter bias or the glass ceiling."

— From May 1998 newsletter of the Tennessee Lawyers' Association for Women

Debt plan dumps family planning

BY JANICE SPEROW

Currently, the U. S. owes the United Nations over \$1.5 billion dollars in back dues and outstanding financial commitments.



Ms. Sperow

Last summer, the federal government adopted a plan to repay the U.S. debt to the U.N. over the next three years, but conservatives in Congress who oppose the plan are using the debate over a woman's right to choose to block payment. As part of the payment plan, Congress has attached "certain conditions."

The most important, and most controversial, is that none of the U.S. debt payment can be used by any agencies providing family planning services or information.

NOW, FOR the first time in the history of the U.N. and the U.S., Congress is attempting to renege on its financial commitments by stipulating funds not be used for family planning purposes. In other words, Congress would have the U.S. satisfy its international financial obligations only in exchange for the worldwide curtailment of a woman's right to choose.

Congress is in the process of passing the 1998-99 Foreign Affairs Reform Act which includes a plan to pay the U.S. debt to the U.N., but which would also restrict the use of that payment to non-family planning services. Specifically, Congress would like to cut off U.S. funding to the U.N. Population Fund ("the Fund"), which provides population and family planning assistance to needy countries throughout the world.

CONGRESSIONAL LEADERS argue that the U.S. should not contribute money to the fund which provides advice to countries like China which "encourage" abortion as a family planning option. Even if one agrees with this rationale, the legislation itself does not narrowly respond to this stated congress-

sional concern. The proposed restrictions are not limited to the withdrawal of funds from countries with a documented pro-abortion policy. Instead, the legislation is much more sweeping in scope. If the law passes, no U.S. funds could be used for, or in any way be connected with, family planning services, advice, and counseling of any kind. Such a condition is poor policy for several reasons:

AS WE KNOW from America's own history, abortion will persist even if outlawed, and even if unfunded. The only significant change is in the quality and safety of the procedure for women. Moreover, over 40 organizations have urged President Clinton to veto the bill on the grounds that it will lead to more, not fewer, abortions worldwide, because it would cut \$44 million in funding for family planning, which has proven repeatedly to be the single most effective means of reducing the number of abortions in the world.

There is still a great worldwide need for family planning services. The population explosion is not over. World population is on course to double within the next 40 years. There are three important dimensions to the population explosion. First, there is a huge unmet demand for family planning services. Second, there is a persistent desire for large families in several developing nations; and third, we expect the entry of nearly 3 billion people into their reproductive years in the next generation.

While taken for granted in the industrialized world, safe motherhood is a basic human right denied to millions of women around the world. More than 30 percent of births worldwide are not attended by trained personnel. Approximately 600,000 women died last year of pregnancy-related complications and childbirth, according to the World Health Organization. Many of these deaths occurred in developing countries where a majority of the women lack equal, or have no access to, education, employment and health services, including the right to make their own reproductive choices through family planning.

COUPLED WITH these high incidences of maternal mortality is an alarmingly high incidence of maternal morbidity. Every year, 50 million women

around the world suffer short or long-term disabilities as a result of complications in pregnancy or childbirth. Some 300 million women currently live with such disabilities. The glaring disparities in maternal mortality and morbidity rates in industrialized countries and developing countries are indicative of a world in which the unequal distribution of resources has led to alarmingly high fatality rates among poor and destitute women. The sad reality is that almost all of these deaths and disabilities could have been avoided if the victims in the developing countries had been given the proper care and services available to their sisters in the industrialized countries during their reproductive years.

Moreover, research indicates that about 75 million of the 200 million pregnancies each year are unwanted due to socio-economic reasons, health reasons, or more importantly, lack of access to family planning information and services. The unmet need for family planning services has resulted in the termination of 50 million pregnancies each year, with 20 million abortions conducted under unsafe and unsanitary conditions, consequently resulting in about 200 maternal fatalities each day in developing countries.

Indeed, shortfalls in family planning assistance for developing nations will result in 122 million to 220 million unintended pregnancies, leading to 43 million to 88 million additional abortions, 57 million to 104 million unintended births, 5.2 million to 9.3 million additional deaths of infants and young children, and 65,000 to 117,000 additional maternal deaths, with another 844,000 to 1.5 million women who will suffer chronic or permanent impairment. Clearly, family planning services is still a worldwide priority for women.

IF CONGRESS successfully micro manages U.S. foreign policy by conditioning U.N. funding on no family planning services or advocacy, we risk a very dangerous precedent for future generations. What will prevent other governments from seeking similar restrictions unacceptable to the U. S.? As each country boycotts specific U.N. programs, and each country objects to other countries' stipulations, we risk derailing the entire

Women in developing nations will face continuing risks.

Janice Sperow is NAWL's immediate past president and managing partner of Ruiz & Sperow of California, which specializes in employment, labor law and litigation. Ms. Sperow heads the firm's San Diego office; her partner, Celia Ruiz, also a NAWL member, heads the San Francisco office.

foundation upon which the U. N. was built: shared commitment and cooperation to preserve world peace.

The U. S. represents democracy in the world. We stand for free speech, free association, and free choice. But the bill would prohibit money being used for any level of providing family planning information, advice, and education. This attempt to condition satisfaction of our international financial obligations is a violation of our own democratic principles. Essentially, we, as a country and world power, would be endorsing an international system which seeks to "gag" family planners and deny them effective free speech. Indeed, if the law were applied in the U.S., it would likely be held

unconstitutional as a violation of the First Amendment. Clearly, we cannot advocate globally for a policy that domestically would be unconstitutional.

MOREOVER, IN A representative democracy, we do not directly determine how public monies are spent. We pay taxes to generate funds and then elect officials to set a national budget and agenda. Even though we might wish it, we do not have the luxury of paying our taxes on the condition that they not be used for a particular purpose we find personally distasteful or offensive.

One country dictating how the United Nations' funds should be spent is antithetical to our democratic way of life. What if other countries refused to pay dues and outstanding debt unless the United Nations guaranteed no money be spent on sharing democratic principles? Clearly, all of us have the right to speak freely in the international arena, but one country should not have the power to veto that right by threatening not to pay its debts to the U. N. Plainly put, "the global gag rule provision" would severely undermine a core principle of U.S. policy: democracy.

Our country's commitment to the U. N. is part of our global strategy and

foreign policy. When we renege on or condition that commitment, we risk impairing our peaceful foreign relations with other countries. Our foreign policy must be based on sound global positioning, not held hostage by internal politics.

THE U.N. IS currently unable to reimburse member states for their participation in peacekeeping missions because of the U.S. failure to pay its debt to the world body. By holding the payment of our U.N. debt hostage to a woman's right to choose, Congress risks jeopardizing peacekeeping and diplomacy on a global scale.

Telling the U.N. and the international community that we will pay our debt only if they do what certain conservative Congressional members want is international blackmail. Instead of succumbing to such blackmail, the U.S. has an obligation to satisfy its financial promises to the U. N., to lead the way in international population and family planning, and to protect the rights and freedoms of all humans, including women's right to choose. President Clinton should veto this anti-family planning legislation. We should insist that the U.S. Congress authorize payment of our debt to the global community without condition.

Member profile

Lorraine K. Koc
Philadelphia, Pa.

NAWL member since 1994;
currently serves as chair of the
legislation committee

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Family
Husband,
Edwin Koc, a
research
analyst, and 6-
year old
daughter,
Victoria



Practice General Counsel for Deb Shops, Inc., a national retail company. Her work includes business and employment law. For the past 10 years, she has also been teaching part-time at Penn State in its paralegal studies program.

Memorable moments

"Celebrating my 15th wedding anniversary last year and 'baby graduate' from kindergarten this year."

Passionate cause Helping her students get enthusiastic about the law.

Alaska court says abortion rule violates state privacy rights

The Alaska Supreme Court has affirmed that the privacy provision of the Alaska Constitution includes the right to an abortion.

In 1972, Alaskan voters added Article 1, 22 to their constitution, providing that "the right of the people to privacy is recognized and shall not be infringed."

According to the *National Association of Attorney General's State Constitutional Law Bulletin* (Vol. 11, No. 4), this provision was relied upon by plaintiffs seeking declaratory and injunctive relief against a 1992 policy prohibiting abortions at hospitals in the Valley Hospital Association except under certain conditions.

These conditions were: (1) documentation by a doctor that the fetus has a condition incompatible with life;; (2) the mother's life is threatened; or (3) the pregnancy is the result of rape or incest.

The trial court enjoined enforcement of the policy, granting summary judgement for the plaintiffs. The state supreme court affirmed.

The bulletin detailed the court's finding that the broad privacy provision provided more protection than the U.S.

Constitution, and that a "woman's control of her body, and the choice whether or when to bear children, involves the kind of decision-making that is 'necessary for...civilized life and ordered liberty.'"

With past decisions pertaining to contraception supporting the conclusion that the right to an abortion is a fundamental right within the intention and spirit of the privacy provision, the Court held that abortion rights may be legally constrained only when justified by a compelling state interest.

THE COURT determined that the Valley Hospital Association is a "quasi-public" institution as the only hospital serving the community, built with significant funding by state and federal grants, with government sources providing over 25 percent of the operating funds.

Consequently, its policy concerning abortion must comply with the state constitution and the hospital's assertion that its policy was a matter of conscience did not arise to a compelling state interest.

Valley Hospital Association, Inc. v. Mat-Su Coalition for Choice, 1997 Alas. LEXIS 165 (Nov. 21, 1997)

From honors to practice movers

When *The National Law Journal* set out to identify the 50 top women lawyers in the U.S. for their special Mar. 30, 1998 supplement on profiles in power, six NAWL members were among that influential list: **Gloria Allred**, Los Angeles; **Martha Barnett**, Tallahassee; **Brooksley Born**, Washington, D.C.; Prof. **Amelia H. Boss**, Philadelphia; **Roxanne Barton Conlin**, Des Moines; and **Dean Herma Hill Kay**, Berkeley. In the accompanying article by Elaine Friedman, the importance of networking among women attorneys to promote their female peers was cited. Almost one third of the women listed worked in either academia or government and another 20 percent as corporate general counsel.



Ms. Bernard

NAWL Vice President **Linda Diane Bernard** was one of two recipients of the Oakland County (Mich.) Bar Association's 1998 Leon Hubbard Award, recognizing individuals with a record of community service who promote cultural diversity in the legal profession, advance social equality, and work to enhance the quality of life for all people.



Judge Cohen

Cook County Circuit Court Judge **Judith Cohen** received a special Presidential Commendation from the Illinois State Bar Association in July. The award recognized her work as coordinator of the Circuit Court Children's Room Project. The rooms are special children-friendly waiting areas for youngsters who accompany parents or caretakers to court. Judge Cohen was the recipient of NAWL's 1997 Award for Excellence.

Ellen Crowley, formerly of Bedford and Winchester, Mass., has returned to the city and state of her birth: Cheyenne, Wyo. She was admitted to the Wyoming State Bar in 1953, joined NAWL 10 years later, and became a Special Member of NAWL in 1991.

San Francisco employment law educator **D. Jan Duffy** was appointed to

the faculty of the Third National Conference for Women Employment and Labor Law Counsel. The conference will be held at the Drake Hotel in Chicago Oct. 28-29.

Margaret Costello received the 1998 Pro Bono Service award from the Detroit Metropolitan Bar Association. A member of the litigation section at Dykema Gossett, she serves as the NAWL regional rep for Michigan.



Ms. Costello

Michelle Gullet is now in private practice in Oak Park, Mich., concentrating in criminal, juvenile and tax law, following the death of her husband.

One of our male members, **William J. Harte**, Chicago, who has been a NAWL supporter since 1985, was named a finalist for 1998 Trial Lawyer of the Year by the Trial Lawyers for Public Justice Foundation in Washington, D.C. He was one of 18 cited for their work in getting the Illinois Tort Reform Act struck down as unconstitutional. The foundation's quarterly newsletter, *Public Justice* (summer 1998) described the successful litigation as "a major victory for Illinois citizens" and "an important precedent for injury victims nationwide..."

At the Polk County (Des Moines) Bar Association Annual Meeting, **Miki McGovern** received the PCBA Award of Merit. "It's not awarded every year, so I feel very honored to receive it," she notes. Miki, who is the secretary of the Polk County Bar, also reports that NAWL member **Anjela Shutts** received a PCBA Volunteer Lawyers Project Award.



Ms. McGovern

Dean **Lizabeth A. Moody** of Stetson University College of Law, St. Petersburg, Fla., and **Constance K. Putzel** of Towson, Md., have been reelected

Council Members-at-large of the ABA Senior Lawyers Division. NAWL past president **Myrna Raeder** of Los Angeles is the 1998-99 chair of the ABA section of Criminal Justice.

Judge **Marie G. Santagata**, Nassau County, New York, was honored as the 55th recipient of the Nassau County Bar Association's Distinguished Service Medallion in May. The medallion is awarded to individuals, both attorney and non-attorney, for service which has enhanced the stature and reputation of the legal profession. Past recipients include Herbert Hoover, Dwight Eisenhower, Earl Warren, Nelson Rockefeller, Daniel P. Moynihan, Mario Cuomo, NAWL member Judge **Beatrice S. Burstein**, Thurgood Marshall and Ed Koch. Judge Santagata has been a member of NAWL since 1963.

Jacqueline Vlaming, partner in the law firm of McBride, Baker & Coles, has been elected president of the Chicago chapter of the National Association of Women Business Owners. She will also be recognized by the Women's Bar Association of Illinois at a dinner in Chicago Oct. 22 as one of the 1998 "Women with Vision." The awards were created by WBAI to honor women who have demonstrated visionary approaches in their professional endeavors and contributed to the empowerment of women.

Moving on: **Elizabeth O. Callahan**, Birmingham, Mich., to Frimet & Rogalski in Southfield; **Caryn Goldenberg Carvo**, Ft. Lauderdale, to Carvo & Emery; **Sarah Elisabeth Curi** to corporate sponsored research, clinical trials department of Partners HealthCare System, Inc., in Boston; **Laurelyn Douglas** from Gray, Tenn. to the New York City law firm of Sherman & Sterling; **Linda Collins Hertz**, Miami, from Assistant U.S. Attorney to Holland & Knight; **Nancy D. Israel** to Erickson, Schaffer, Peterson & Hempel in Wellesley, Mass.; **Maria Antonia Medellin** from Tulsa to Kingwood, Tex.; **Sarah M. Mortenson**, Washington, D.C., to Storch & Brenner; **Ginger Patton-Schmitt**, Atlanta, to Paul, Hastings, Janofsky & Walker; **Robin N. Spencer** from Minneapolis to Chicago, joining the firm of Schiff, Hardin & Waite; **Nora M. Tocups**, Atlanta, as counsel in the intellectual property practice group of Kilpatrick Stockton; **Ivanyla Vargas** from Milwaukee to Washington Township, N.J.

Each success leads to new paths

Welcome to my mid-life crisis. At least that's what I tell people who ask, with a stunned look on their face, why a woman over 40 would begin such a daunting endeavor as law school. After all, what other reason could there be except a sudden and severe mental breakdown that comes from reaching middle age? The real reason, is more complicated. I don't really consider my new "adventure" to be a crisis, but a change of course in a very interesting life.

When I started college I thought that I would find a career that would be my life's work, a career that would be endlessly satisfying and rewarding. Oh, yes, I was also going to be the perfect mother and perfect wife, too. This was the '70s—a woman could, and should, do it all. Everyone said so and I believed them. What a myth! I found out that to do it "all" meant to do none of it well. I also discovered that no choices made at 18, or even 28 or 38, can remain unaltered forever.

Life is a like a road, full of bumps and curves. You start off figuring you know where you are headed, only to find a fork in the road you never expected. It's rarely a straight line. And around those bends, or down those forks, you find interesting and wonderful things, and learn much about your own abilities, strengths and weaknesses. Law school is just another fork in my road.

I WENT TO Michigan State University in the seventies when expectations for women were changing quickly. In college, I majored in speech pathology. After graduating near the top of my class and heading for graduate school in Memphis, reality set in. This was not for me. Too slow, not enough challenges.

I count this as the first milestone in my adult life. Realizing that I had made a major choice for my future and it was wrong was very scary. Fork in the road number one.

I took a job in administration at the local medical school, working with the faculty in their private practice program, and went back to school at night for an M.B.A., planning to work in medical management. Then came fork number two. I discovered the wonderful world of finance.

On to the corporate world, with jobs in financial consulting, corporate financial planning for a bank, and a Fortune 500 company managing a multimillion dollar budget. I loved my work, usually. Success! Or was it? Along the way I had also acquired a wonderful husband and two small children. Even in the eighties companies were not so sure that a woman could balance a corporate life and a family life, and they didn't make it easy for those of us trying to do it. I watched a brilliant CFO of a major bank try to hide her pregnancy well into her seventh month because she was afraid others would think she was not serious enough to be an executive. But I can do it all, I kept telling myself. Even if I kill myself trying. A bump in the road.

I chose another direction, leaving the high-profile, power-suited life to spend more time with my kids and to help my husband establish his medical practice. It was devastating at first, feeling I had failed in what my generation told me I was supposed to do. Working women were making their mark in the corporate world and I chose the mommy track, not a valued alternative at the time. But I didn't want someone else raising my kids, and the balancing act was wearing me out. Somehow my family always got the worst of me and that wasn't fair. I didn't want to do it all if that meant doing none of it well.

THESE YEARS have been more fulfilling than I could have ever imagined. I have found dozens of ways to balance home and outside interests without sacrificing one for the other. I helped design and build our dream home. I became a bit of a wizard in the stock market (no modesty here). I volunteered on school committees and PTAs and taught a seminar for middle school kids on money and finance. I developed a clothes-closet program for a local charity group that benefits over 70 community agencies. I lobbied for women's issues and attended national



*By Mimi
Clemons*

conferences where I met other women who felt that they, too, could make a difference without being torn in too many directions.

The idea of attending law school was not a life-long dream of mine. Rather, it came from a slow realization of my need to tie up the loose ends, to integrate all my life experiences into something whole. My life road had curved into a full circle, back to school again. My children had reached a more independent age and it was time to look at where I want to be when they are grown and out of the house. Even so, I am still mindful of the demands on my time and am going to school part time.

The power of the women's movement I felt in the '70s is just as strong today. Then, it told me that in order to be a successful, fulfilled woman I had to move in one direction - up. Climb the corporate ladder and make my sisters proud. It was a rather single minded view. All that lobbying for women's right to choose their own path, outside the traditional wife-and-mother role, somehow made it hard to consider the traditional role to be a valid choice.

Now, there is a more accurate recognition of the right to choose, including traditional and non-traditional roles. Balance is the watchword now, and I feel confident of my ability to balance my priorities without sacrificing one for the other.

MY OWN LIFE has included a wealth of "exploring" that I hope will translate into an exciting new direction for me now. I like to tell my women classmates the story of my winding road. I want them to know that it is rarely a straight line from "here" to "there" but there should be joy in the journey. I believe that the choices they have now are far superior to what I had in the '70s or '80s.

There is, I hope, a greater support in the working world for the value of a balanced life, integrating home, work and family. I also hope they realize that the choice they make today, or when they get out of law school, should be only the first step to a constantly evolving, and interesting, life's path.

Mimi Clemons is a student at the University of Memphis Cecil C. Humphreys School of Law in Tennessee. She serves as NAWL's representative to the American Bar Association's Law Student Division Board of Governors

The NAWL Networking Directory is a service for NAWL members to provide career and business networking opportunities within the Association. (Use the Back-Page Fax-Back to request details on listing a practice in the directory.) 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.

Concentrations Key

Ad	Administrative
Adm	Admiralty
App	Appellate Appeals
At	Antitrust
AttMa	Attorney Malpractice
Ba	Banks & Banking
Bd	Bonds, Municipal
Bky	Bankruptcy, Creditors
Bu	Business
CA	Class Actions
Ch	Child; Custody; Adoption
Ci	Civil; Civil Rights
C	Collections
Co	Corps.; Partnerships
Com	Commercial
Comp	Computer
Con	Municipalities; Takings
Cons	Constitutional
Cs	Consumer
Cont	Contracts
Cor	Coops; Condos
Cr	Criminal
DR	ADR; Arbitration
De	Defense
Dis	Discrimination
Disc	Attorney Discipline
Ed	Education
El	Elder Law
Em	Employment; ERISA
Ent	Entertainment
Env	Environmental
Eth	Ethics
F	Federal Courts
Fi	Finance or Planning
FL	Family Law
Fo	Foreclosure, Creditors
Fr	Franchising; Distribution
GP	General Practice
GC	Government Contracts
Gu	Guardianship
H	Health
I	Immigration
Ins	Insurance
Int	International & Customs
IP	Intellectual Property (C-copyright; P-patents; TM-trademark; TS-trade secrets)
La	Labor
Ld	Landlord, Tenant
Le	Legal Aid, Poverty
Leg	Legislation
Li	Litigation
LU	Land Use
Mar	Maritime
M/E	Media & Entertainment
Me	Mediator
MeMa	Medical Malpractice
MeN	Medical Negligence
N	Negligence
NP	Nonprofit Organizations
PI	Personal Injury
Pr	Product Liability
Pro	Probate
Pub	Public Interest
RE	Real Property
RM	Risk Management
Sec	Securities
Sex	Sex Harassment; Assault
SS	Social Security
T	Tort
TA	Trade Associations
Tx	Taxation
U	Utilities—Oil & Gas
W	Wills, Estates & Trusts
WC	White Collar
WD	Wrongful Death
Wo	Workers' Compensation
Wom	Women's Rights

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Two worth checking out

The International Human Rights of Women: Instruments of Change

The movement to ensure human rights for women began centuries ago, but has made significant strides only in recent decades. The story of the movement's struggle is now documents in *The International Human Rights of Women: Instruments of Change*, a collection of 50 international declarations and conventions that trace the history of women's human rights.

The book, compiled and published by the ABA Section of International Law and Practice, features the full text or selected excerpts of international human rights documents pertaining to women, ranging from the 1791 Declaration of the Rights of Woman and the Female Citizen to the 1995 Platform for Action of the 4th World Conference on Women held in Beijing. It also tells the story of the struggle to secure recognition of women's rights as international human rights, including an insider's view of the negotiations at the Beijing conference.

Felice Gaer, author of the book's introduction, recounts the struggles that the movement has endured. She observes that by the time of the Beijing conference, "[n]either custom, tradition, nor religion could be used to justify or trivialize the injustices to women, whether the topic was violence against women, the equal rights to inherit property, or the right to be free from discrimination in education, employment, or elsewhere."

It is available through the ABA Service Center at 800/285-2221 (\$39 for section members; \$44 for nonmembers plus \$4.95 for shipping and handling.)

Taming the Beast: Getting Violence out of the Workplace

Frema Engel, a panelist in the workplace violence workshop NAWL presented in Toronto during the 1998 annual meeting, is an organizational consultant with over 20 years experience in counseling and training. She's developed an international reputation for her pioneering work on workplace violence.

This book is the culmination of her research and practical experience.

Taming the Beast describes what happens when people go to work and become victims of verbal or psychological abuse, or sexual or physical assault. Supported by case studies, it examines organizational patterns, practices and culture to show how workplaces "invite" violence and why violence is fast becoming the No. 1 occupational health and safety issue across North America. *Taming the Beast* explains how an improved organizational response to conflicts and grievances can greatly reduce violence at work and prevent tragedy.

Rebecca Speer, chair of NAWL's workplace violence committee, gives *Taming the Beast* a five-star rating and recommends the book for anyone seriously interested in the issue.

Available through Ashwell Publishing in Canada, the book costs \$21.95 U.S. plus \$4 shipping and handling. Credit card orders can be placed by telephone (800/363-6435) or by fax (514/989-9150). Or mail a check, made payable to Ashwell Publishing, to P.O. Box 267, Westmount, Quebec, Canada H3Z 2T2.

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Back-Page Fax-Back

NAWL wants to make it easy for members to get involved and to stay in touch. All you have to do is jot your comments on this back page of the *Women Lawyers Journal* and fax it to NAWL headquarters at (312) 988-6281 (you don't even have to add your name because it's already on the mailing label).

☐ Please fax registration material for the NAWL Midyear Meeting in early February 1999 in Los Angeles to me later this year at () _____.

☐ I would like to become active in NAWL's committee work and am particularly interested in issues relating to _____. Please have someone contact me.

☐ I would be interested in writing for the *Women Lawyers Journal* if there are any plans to publish articles on the topic of _____. Please have someone contact me.

☐ My new address or phone number (specify business or home) is _____

☐ Here is some news about me or my practice the *Women Lawyers Journal* might want to publish: _____

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