

# Women lawyers **Journal**



Vol. 85, No. 2

SUMMER, 1999

## BEHIND THE AFGHANI TALIBAN'S **VEILS**



## **of** **TERROR**

A special report on international women's rights

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

**Name** (please print or type): .....

**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

**Women Lawyers Journal Networking Directory Information**

☐ 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](http://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):  
.....

☐ I do not wish to be listed

The name and address of a professional reference (required only if necessary for directory verification): .....

**Dues and Directory Schedule** (Please indicate your appropriate annual dues level)

☐ **Sustaining member** (minimum of) \$120

☐ Admitted to bar five years or more \$80 ☐ Admitted to bar less than five years \$35

☐ 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**

# Having whole life helps practice

Laura Farber made partner at 30. In the Fall 1997 issue of *The Associate*, a National Jurist publication, she was one of four young attorneys profiled for "On the Fast Track." We asked her to share her practical tips for success.

## Did you specifically seek to practice in a small-to-medium size firm?

"I first started at a small Los Angeles branch office of a New York firm (approximately 40 attorneys). I had the best of both worlds—a large firm with experience, resources, etc., with a smaller office feel and plenty of opportunity to get my feet wet. I was arguing my own motions, taking depositions and handling my own arbitrations during the first year of practice. This experience was terrific, but the hours were excessive and partnership was unrealistic—a 9- to 10-year track with no guarantee that a partnership offer would be extended, especially to those lawyers in Los Angeles who had not worked closely with the main office in New York.

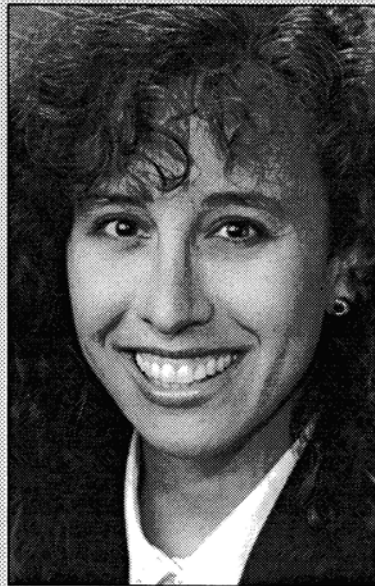
"I was fortunate to have a mentor, Diann Kim, from another large firm with whom I connected through a mentor program sponsored by WLALA. I mentioned to her that I was interested in becoming more involved with the Bar, community activities, etc., and that I wanted to spend more time with my husband and start a family. I did not think I could pursue these interests as an associate at the large firm.

"Fortunately for me, one of Diann's former partners was the hiring partner at a 23-lawyer firm in Pasadena located two blocks from my home and looking [for] a lateral with about two years of experience. I met with R. Scott Jenkins, then the hiring partner of Hahn & Hahn, and the rest is history.

"I realized that making partner at this firm seemed more realistic than at the large firm because the track was shorter and many associates had made partner over the years."

## Did you research the firm's corporate culture before you accepted a position?

"I did, and found that Hahn & Hahn was quite unique. They were interested in well-rounded lawyers who were involved in the community. Also, every lawyer had a family and was able to spend time with them. Of course, Hahn & Hahn lawyers work hard, especially during trial time, but they put a value on contribution to the community and the profession. This is not just lip service, but is reflected in the billable hour requirement as well as the encouragement and



**Laura V. Farber**

City Pasadena, Calif.

**Practice** A civil litigator with areas of practice including real estate, employment, business disputes and torts. Started at Hahn & Hahn in 1992 and made partner in 1996.

**Recent accomplishments** The proud mother of two children, ages 2 years, and 3 months. Unopposed in her bid to become secretary/treasurer of the ABA Young Lawyers Division this year—a track leading to chair. President of the Los Angeles County Bar Association Barristers, 1996-97, and currently serving on the LACBA Board of Trustees. Also belongs to the Women Lawyers Association of Los Angeles, the Mexican-American Bar Association, and serves on the YWCA Board of Directors.

**NAWL member** Since 1993.

support given to all lawyers for the various activities they participate in, including the Bar."

## What do you observe new female attorneys doing that you think may be an impediment to success?

"Many I have met feel they have to work harder than their male counterparts to succeed. They tend to work longer hours, take every project that is offered, work weekends, etc., because they believe they need to do more to prove themselves. I'm not suggesting it is bad to work hard, but it is more important to be a well-rounded lawyer who can see the big picture and who will, in the long run, be more effective in representing clients. This includes taking time to be involved in community activities, networking, spending time with family, and doing all the other things that offer important life experiences and add to your ability to persuade others, which is what lawyers do."

## Do you think having a family early could impede making partner?

"I believe that it is very possible to make partner and have a family at the same time, [but] the combination depends upon the firm where you work. Certain firms have demands that would render it extremely difficult. For example, if a firm expects associates to work long hours every day, including weekends, unless you have an extremely supportive spouse or care giver, it would be virtually impossible. Also, you will not be able to spend the time you may want with your children in that environment. However, I am aware of lawyers who are still working at big firms but make it happen by having a computer at home they use in the evenings after the children are asleep, carrying a cell phone so they can conduct business in the car and elsewhere, returning to the office later in the evening. I believe people need to be creative.

"While I was on maternity leave, I couldn't stay out of the office because of my passion for my work and concern for my clients. I had an arbitration during

the third month of my maternity leave which is still ongoing. I used technology, communicating via modem on my home computer to check my e-mail, perform on-line research, prepare briefs, correspondence. My home fax machine was also very useful.

"Having a family makes a person well-rounded. They have more life experience to offer and excellent organizational skills if they are able to balance family and work."



---

---

In this issue of  
**Women Lawyers Journal**

Published by the National Association of Women Lawyers / Vol. 85, No. 2, Summer 1999

**President's Message**

The time to end the violence is now. **Page 5**

**Behind Veils of Terror**

How the Afghani Taliban have turned women's lives into living nightmares. **Page 6**

**Books**

A guide to top firms, lessons from history and a child-size intro to government. **Page 10**

**Balancing Act**

How to make room by letting go. **Page 13**

**First Impressions**

Being a different student may be the best way to experience law school. **Page 14**

**Tech Practices**

Gaining comfort with computer is first step to success. **Page 15**

**Centennial Tribute**

A special section looks at 100 years of women in the law, as NAWL members helped shape it. **Page 17**

**NAWL Report**

Two judges will receive honors at the annual meeting in Atlanta. **Page 35**

**Outstanding Law Students**

NAWL recognizes some of this year's top graduates. **Page 38**

**Networking Directory**

The guide to locating NAWL members by practice. **Page 40**

---

---

**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. ©1999 National Association of Women Lawyers. All rights reserved.

**How to contact NAWL**

By mail: 750 N. Lake Shore Drive 12.4, Chicago, Ill. 60611-4497; by telephone: (312) 988-6186; by fax: (312) 988-6281; by e-mail: NAWL1899@aol.com.

**About Women Lawyers Journal**

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

**ARTICLES** Book reviews or articles about current legal issues of general interest to women lawyers are accepted and may be edited based on the judgment of the editor. Editorial decisions are based upon potential interest to readers, timeliness, goals and objectives of the association and quality of writing. Unsolicited articles by nonmembers will not be published. No material can be returned unless accompanied by a self-addressed, stamped envelope.

**TO ADVERTISE** Contact NAWL headquarters for rate information.

**TO SUBSCRIBE** Annual dues include a subscription to *Women Lawyers Journal*. Additional subscriptions or subscriptions by nonmembers are available for \$16 in the U.S. and \$20 international. Back issues are available for \$5 each.

**NAWL Executive Board**

**President**

SUSAN FOX GILLIS  
Chicago

**President-Elect**

KATHERINE J. HENRY  
Washington, D.C.

**Vice President**

LINDA DIANE BERNARD  
Detroit

**Treasurer**

GAIL SASNETT-STAUFFER  
Gainesville, Fla.

**Treasurer-Elect Pro Tempore**

Lorraine K. Koc  
Philadelphia

**Recording Secretary**

ELIZABETH K. BRANSDORFER  
Grand Rapids, Mich.

**Corresponding Secretary**

ELLEN A. PANSKY  
Los Angeles

**ABA Delegate**

HON. MARY S. PARKER  
Los Angeles

**Members at Large**

LESLIE AUERBACH BLAU  
Winter Park, Fla.

CARYN GOLDENBERG CARVO  
Ft. Lauderdale, Fla.

CYNTHIA HUJAR ORR  
San Antonio

**Immediate Past President**

JANICE L. SPEROW  
San Diego

**Past President**

SALLY LEE FOLEY  
Bloomfield Hills, Mich.

**Women Lawyers Journal**

**Editor**

JANICE L. SPEROW

**Managing Editor**

PEGGY L. GOLDEN  
Chicago

**NAWL Executive Director**

PEGGY L. GOLDEN  
Chicago

*Women Lawyers Journal* (ISSN 0043-7468) is published quarterly by the National Association of Women Lawyers (NAWL), 750 N. Lake Shore Drive, 12.4, Chicago, Ill. 60611-4497.

# In violent times, work for change

Unfortunately, our programming for our centennial meeting is far more timely than any of us could have imagined. Long before the tragedy in Littleton, Colo., we scheduled a meeting for Aug. 7 on the subject of juvenile violence. Obviously, juvenile violence has been a problem for many years. In Chicago, the nation's first juvenile court has just marked its 100th anniversary. The juvenile justice issues, however, seem to become more prevalent as the years go by.

Youths are being arrested at younger ages, charged with horrific crimes. States are trying to set the proper age at which to charge minors as adults in violent crimes. Court dockets are becoming more clogged.

There are many reasons for this, many ills in our society for which, unfortunately, there are no quick fixes. However, there are some issues in society we should all think about. As we all sat transfixed by live coverage of the attack in Littleton and in its aftermath, a number of thoughts occurred to me.

**THE MEDIA** covered this tragedy as it was happening, so we saw a wounded student falling out of a window and knew what rooms students were holed up in. We knew that people were dying and we watched, just as we watched the human tragedy unfold in Oklahoma City four years ago, just as we watched the replay of a walk up the sidewalk at Nicole Brown Simpson's townhouse, with blood spilled on the sidewalk. All of that violence came spilling into our living rooms, anesthetizing us from the reality of it.

By watching so much of this violent reality we begin to see it as common place. Can we ever turn on the evening news without seeing violent crime? Our children are seeing it, too, and when they see it at a young enough age, they have a hard time figuring out right from wrong.

I recently saw a study of preschool-age children who had been given a training class on what to do, or not do, if they encountered a gun. They were then sent into a room where guns were mixed with toys. Even though they had been trained never to touch a gun, they picked up the guns, aimed at other children and feigned killing the others. They knew how to use these guns. It was a chilling study.

My first recollection of the reality of war coverage was during the Vietnam era, when newscasts nightly depicted soldiers dying on the screen in the living room of my little apartment. Since then we've seen numerous military conflicts, wars and battles depicted all too graphically in our homes. I suppose the argument is that this is the news of the world. Unfortunately, with 24-hour-a-day coverage on cable, we may have to censor the news in our homes if children are present.

The news in the papers, of course, is not much better. It just isn't so graphic. We do get sordid details, more so than necessary, in many cases.

**THAT IS THE CRUEL** reality that reaches into our homes. What about the fiction? Police shows, movies, and even some medical shows deal with violent crime as though it is just another part of what is to be expected. Rock groups become more and more violent, and let's face it, just downright disgusting at times.

Professional wrestling is becoming more and more popular. I have always disliked football because I felt it was too violent, but wrestling makes football look like a sissy sport these days. Sports, in general, are just not that pleasant to watch, unless you find it enjoyable to watch Dennis Rodman kick at a photographer's crotch.



*By Susan  
Fox Gillis*

And we have computer games which seem to teach children how to fine tune their shooting abilities, without a thought to what would actually happen if they shot at someone.

So what is the answer? I don't pretend to have it, although I do have some suggestions.

We should applaud legislators who are working toward stronger gun controls, and we should write to those who don't support those measures. Sure, guns don't kill, but few people would have been injured in Littleton if guns hadn't been accessible to those students.

We should work to help at-risk youths. We can support legislation to help fund education. We can help to develop after-school programs. We can spend more time with our own children and grandchildren, to show them that they are loved and worthy of respect.

We can work in programs that mentor, such as the one set up in Chicago by Judge Ann Williams, called Just The Beginning Foundation, designed to mentor African-American young women. We can donate money to such organizations, if we can't give our own time.

**WE, AS LAWYERS**, can do pro bono work representing children who are battered.

We can write to television networks and recording companies and tell them we aren't going to watch their violent programs and we can ban these programs for children in our families. We can encourage mediation type activities with children we know.

In short, we can make a difference. For the past 100 years the women of NAWL have made a difference on many issues and women have been standing up for what they believe in for even longer. This is no time to stop.

Make your voices heard in Congress, in your state government, in the media and with manufacturers of guns, violent toys, games and films. Don't let the forces around us forget what a peaceful, loving world is like, a world where we aren't afraid to send our children to schools that don't have armed guards.





Photo by Zohra Rasekh, Physicians for Human Rights

Women and children refugees live in an abandoned girl's high school in Kabul.

# BEHIND VEILS of TERROR

By Eva Herzer

Since 1994, the lives of women in Afghanistan have deteriorated into a nightmare of the worst dimensions.

Prior to the Taliban's coming to power, Afghan women participated in their communities' social, political and cultural life. Fifty percent of the students and 60 percent of the teachers at Kabul University were women. Similarly, women constituted 70 percent of all school teachers. Forty percent of the doctors in Kabul were women as were 50 percent of the civil government workers.

Today, with very few exceptions women are prohibited from working outside the home, are refused access to education and denied freedom of movement. They have been stripped of their internationally recognized human rights and are

without access to legal recourse.

Women's rights activists in exile in Pakistan continue to be assassinated and live with fear and threats to their very existence. International action is urgently needed to restore Afghan women's fundamental human rights.

Afghanistan in the past two decades has suffered from a massive Soviet invasion in 1971, and, following the collapse of the Soviet Union, starting in 1992, a devastating civil war.

Arising from the still smoldering ashes of these brutalities is the Taliban, a group of primarily young and uneducated men, who were trained as soldiers in refugee camps in Pakistan during the war. Led by Mulla, Mohammed Omar, who carries the title "Commander of the Faithful," the group took control of Kabul, the capital in 1996, and today effectively rules most of the country based on a particular and extremely fundamentalist interpretation of Islam.

As reported by the U.S. State Department, in its February 1999 Human Rights Report on Afghanistan, prayer is mandatory for all and enforced by the Ministry for the Promotion of Virtue and the Suppression of Vice, which regularly checks passersby as to their knowledge of particular prayers and observance of official daily prayer times.

It also enforces the religious dress code and metes out punishment, including beatings to violators. While the country's agricultural economy is in shambles, and 5 million to 7 million land mines restrict access to the land, fighting continues between the Taliban, which renamed the country "Islamic Emirate of Afghanistan" in 1997, and the Northern Alliance, headed by nominal president Rabbani.

The Taliban is eager to receive international recognition of its rule and has been officially recognized as the legitimate government by Pakistan and Saudi Arabia. According to the U.S. State Department, the overall human rights situation remains very poor; political and extrajudicial killings take place and there is no functioning national justice system. Efforts by the U.S. and the U.N. to broker a lasting peace agreement have been unsuccessful.

### Violations of rights

The common denominator of the Taliban's policies toward women appears to be the goal to eliminate women from virtually all spheres of men's lives, except sex, reproduction and housekeeping. The policies do not appear to take women's needs, desires or internationally recognized human rights into consideration.

# When the Taliban seized power in Afghanistan, they unleashed a reign of orthodoxy proving to be women's worst nightmare.

The limitations on women's rights and choices are draconic and unparalleled anywhere in today's world.

Women may not work in public and are restricted to housework inside the home. Women who violate this rule are subject to the harshest of punishments.

For example, Physicians for Human Rights (PHR), recently reported the execution of a woman who had refused to abide by a Taliban order to close her home school for girls and women. Taliban militia burst into her home and shot her in the head and stomach in front of her 40 students, her husband and her 18-month-old daughter.

Most women and girls have no access to schools. While a few primary schools still appear to be functioning in rural areas, all schools for girls and women have been closed in Kabul. Women are not to be heard and must wear shoes which make no noise. Nor are they to be seen, and thus must be completely covered in cloth. Windows have to be painted over if women live behind them. Women may appear in public only if accompanied by a close male relative and if covered in a burqa, a garment which covers them from head to toe and contains a small heavily meshed screen at eye level.

Recently the religious police have added little boys and old men to their force who lie on the ground and peer

under the fabric of women's wide-legged pants to check if any part of the skin is exposed.

Women who do not adhere to the restrictions imposed on them are questioned, beaten and abused by the Taliban police. A recent fact-finding study by PHR reported that 68 percent of the women interviewed in Kabul had been subjected to detention and physical abuse within the year. Even the PHR's representative who conducted the interviews and had worn a scarf and garments covering her body only narrowly escaped a Taliban militant who threatened her with a knife because she had pushed up her sleeve by a few inches, inadvertently exposing her skin.

The Associated Press reported that one woman was stoned to death while traveling with a man who was not her relative. Due to the last two decades of war, a great number of women have lost their husbands, fathers and sons and are thus living without male relatives. According to the State Department, there are 30,000 widows in Kabul alone. Since women without male relatives are not allowed to move in public and are not allowed to earn a living, these women and their children live in abject poverty and are unable to move in public even in emergency circumstances.

Girl children suffer from these policies as well. At a state orphanage in Kabul, for example, girls have not been allowed outside since September of 1996. According to the U.S. State Department's report, girls and women are also subjected to rape, kidnapping and forced marriage.

### Denial of health care

The PHR study discovered the devastating health consequences of the Taliban's restrictions on women. The prohibition against leaving the home without a closely related male prevents many women from access to hospitals and doctors. As a result children and women are denied emergency care and those women who have no close male relatives are denied health care altogether.

The Taliban's segregation of hospitals in early 1997 left women in Kabul only the choice of one 35-bed facility with no clean water, electrical or surgical equipment, X-ray machines, or oxygen. In the only available maternity ward, two women have been reported to have to share one bed. Intervention by the International Red Cross allowed some female health workers to return to work. This is crucial, since male

**PRIORITY  
for Action**  
**INTERNATIONAL  
WOMEN'S RIGHTS**

doctors are not allowed to see or touch their female clients' bodies.

The limitations on medical diagnosis of such rules is obvious. The violation of this rule has resulted in brutal beatings. One dentist interviewed by PHR "admitted" to treating women, but only when a lookout is posted outside. He indicated that if the police were to discover his treatment of women he and his patients would be beaten, jailed and his office would be closed.

Not surprisingly, the PHR report indicates declining nutrition in children and increasing rates of tuberculosis and infectious disease among women. The U.N. estimates that fewer than 10 percent of Afghan women have access to either prenatal care or maternal medical services. Seventy-one percent of the participants in the PHR study reported declining health in the past two years. Seventy-seven percent reported poor access to health care and 20 percent reported no access at all. Fifty-five percent of women reported incidence of serious illness in which no medical care could be obtained.

The human devastation resulting from these policies is unspeakable. One female physician reported the death of a child from measles because the only physician available was a male doctor who was not allowed into the children's ward which was part of the designated female ward of a local hospital.

PHR quotes a 20-year-old mother who had lost her infant: "Eight months ago, my two-and-a-half year old daughter died from diarrhea. She was refused treatment by the first hospital that we took her to. The second hospital mistreated her (they refused intravenous fluids and antibiotics because of her Hazara ethnicity).

"Her body was handed to me and her father in the middle of the night. With her body in my arms we left the hospital. It was curfew time and we had a long way to get home. We had to spend the night in a destroyed house among rubble. In the morning we took my dead baby home but had no money for her funeral."

Ninety-seven percent of all women interviewed by PHR were suffering from clinical depression and 86 percent showed significant symptoms of anxiety.

Virtually all women interviewed by PHR felt strongly that they should be entitled to equal access to education, employment, and that they should have freedom of movement, speech and association. Ninety-five percent strongly disagreed with the Taliban's dress policies for women and the proposition that the restriction on their human rights is justifiable by Islamic teachings.



Photo by Zohra Rasekh, Physicians for Human Rights

A woman government worker before the Taliban took control now waits in a refugee camp in Pakistan.

Even though most women consider the burqa to be a health hazard and an insult to their dignity, women gathered around the body of their friend who had just died when her mother was unable to take her to the hospital because she could not afford a burqa, begging the PHR researcher to send them burqas from the U.S. so they could go out in public.

Zohra Rasekh, the Afghan-American consultant for PHR who conducted 200 interviews with Afghan women, stated that 95 percent of the women she spoke to despise the Taliban's policies on women and that they are angry and feel that the international community has abandoned them.

As one young woman said: "Two years ago I graduated from Kabul University, but now the university door is closed to all female students. Afghan women have no rights today. They are all walking dead."

These women's outrage is most understandable, especially since the Taliban's policies on women are more likely rooted in misogyny than in religious

beliefs. Further, the international response has been slow and insufficient.

### International intervention

Non-governmental organizations (NGO) have worked to raise public awareness about the plight of women in Afghanistan and have provided significant humanitarian assistance.

While the Taliban seeks international recognition and economic assistance, it has largely been hostile toward humanitarian NGOs and has restricted their ability to deliver assistance. Though approximately 40 NGOs and U.N. agencies were working inside Afghanistan to provide medical care and food to women, their efforts were greatly hampered by their inability to reach women whose public movements are restricted. Some organizations terminated their assistance because they were not allowed to serve women and girls.

For example, Save the Children, which formerly ran classes for 400 boys and girls each month on how to protect themselves against land mine explosions, closed its program because the Taliban prohibited girls' attendance. According to the U.N., land mine casualties among women and girls have risen.

After the Taliban, in July of 1998, banned all foreign aid workers to a bombed out campus on the outskirts of Kabul and threatened those in non-compliance with expulsion, the great majority of NGOs left the country in protest. The remaining groups followed them in August after the U.S. bombing of Bin Laden's terrorist camps.

In 1997, the U.N. Secretary General sent a high-level gender mission to Afghanistan, headed by UNICEF director Carol Bellamy. Bellamy insisted on a public meeting with women. The *New York Times* UN correspondent, Barbara Crossette, who accompanied Bellamy, wrote that the very fact of this meeting caused a tremendous stir and was of great encouragement to Afghan women.

In 1998, the United Nations' Economic and Social Council, at the recommendation of the U.N. Commission on the Status of Women, passed a resolution condemning the continued violation of women's rights by the Taliban. Also in 1998, the U.N. established a Gender Coordination Unit for Afghanistan and appointed a Special Rapporteur for



Afghanistan. However, in mid-1998 most UN staff also left Afghanistan following the assassination of three U.N. workers, two Afghans and one Italian, who were murdered in retaliation for the U.S. missile raid of Bin Laden's camps.

The withdrawal of U.N. and NGO humanitarian missions, of course, left Afghan women with even less assistance and protection against the Taliban's cruelty. In March of 1999, the U.N. announced its intent to return a limited number of staff to Afghanistan.

### Calls for action

The Taliban's rule is relatively young, with few economic resources, and is unlikely to sustain itself if it does not obtain international recognition and the economic aid and cooperation which comes with legitimacy of a government.

Already, international women's rights activists were able to stop a major international business venture through which a consortium of oil companies, including the U.S.-based Unocal Corp., were to build a pipeline through Afghanistan.

The Taliban stood to gain over \$100 million from this project, which was at least temporarily defeated when Unocal withdrew its support for the \$8 billion project in December 1998. Unocal, in withdrawing its support, indicated that it would not join the project until Afghanistan has an internationally recognized government and also cited the international campaign by the Feminist Majority, a U.S. NGO, against the project, as one of its reasons for distancing itself from the project.

Other businesses are likely to have similar concerns of wanting to protect their investments from the whims of an illegitimate government and the uncertainties of doing business with an entity which cannot rely on international financial and political support.

It is therefore imperative that the international women's community assert pressure on politicians not to confer international legitimacy on the Taliban so long as it continues its policy of gross violations of human rights and gender discrimination.



### The author

Eva Herzer is a mediator and attorney in Kensington and Berkeley, Calif. She is chair of NAWL's International Law Committee and is a former president of the International Committee of Lawyers for Tibet. E-mail her at [eva@igc.org](mailto:eva@igc.org)

Currently the U.N. and U.S. are working to broker a peace agreement between the Taliban and the Northern Alliance. While the Northern Alliance's position on women is much more moderate, women's rights are low on its list of priorities as well. Additionally, the Alliance is very weak in comparison to the Taliban and a peace agreement between the two is likely to give little real power to the Northern Alliance.

The danger is that the U.N. and U.S., seeking political and economic stability in the region, will bless an agreement between the two rival factions if it provides for an end of the civil war, even if the agreement does not address the war against women and does not restore women's human rights. The international community must thus insist that all parties in the peace negotiation process make a commitment to end discrimination against women.

While the international community has no direct influence over the parties involved, it can insist on their compliance with the rule of law by withholding international recognition from any government in Afghanistan which does not promote the equal rights of women.

NAWL as an organization has urged President Clinton, Secretary of State Madeline Albright and UN Secretary General Kofi Annan to:

- Insist that the peace negotiation process in Afghanistan include the commitment of all parties to end discrimination against women and to restore their human rights.
- Not recognize the Taliban as the legitimate government of Afghanistan.
- Not allow the Taliban access to Afghanistan's seat in the UN.
- Do everything in their power to restore women's rights to work, education, health care and safety.
- Pressure Pakistan and Saudi Arabia to stop supporting the Taliban and to close its borders to fuel and arms transports.
- Oppose private investments and international bank loans to Afghanistan under the Taliban.
- Conduct a thorough investigation of the humanitarian needs of Afghan

refugees in Pakistan and to provide UNHCR with its requested budget.

NAWL's International Law Committee urges all NAWL members to actively support Afghan women by joining international letter and e-mail campaigns, by bringing other organizations on board, by urging their bar associations to hold educational events on Afghanistan, as did the Women's Bar Association of D.C. recently, and by providing financial support to the two organizations spearheading the international support campaigns for Afghan women.

Here are a few easy ways to do so:

- For a sample letter to president Clinton check the PHR web page at [www.phrusa.org/campaigns/afact.html](http://www.phrusa.org/campaigns/afact.html) or simply write to The White House, 1600 Pennsylvania Ave. NW, Washington, DC 20501-0005.

- For a quick fill-in-the-blanks set of e-mail messages to relevant U.S. and U.N. officials go to the Feminist Majority web page at [www.feminist.org/action/action50.html](http://www.feminist.org/action/action50.html) or call (703) 522-2214.

- Join over 100 organizations in their protest against the Taliban's treatment of women by encouraging other organizations to which you belong to write an organizational letter to U.S. and U.N. officials. For a sample letter check [www.feminist.org/afghan/orgletter.html](http://www.feminist.org/afghan/orgletter.html). Call for a petition you can sign and circulate: (707) 522-2214.

- Make a donation to Physicians for Human Rights Afghanistan project. PHR is a highly respected human rights organization which shared the 1997 Nobel Peace Prize for its role in the International Campaign to Ban Landmines. PHR has been at the forefront of researching the facts and providing expert testimony to human rights bodies. Its Afghanistan project has very few resources. Ear-marked donations may be sent to PHR, 100 Boylston Street, Suite 702, Boston, Mass. 02116.

- Make a donation to the Feminist Majority Foundation (President Eleanor Smeal), which is leading the largest international lobbying campaign for the restoration of human rights for women in Afghanistan: FMF, 1600 Wilson Blvd. Suite 801, Arlington, VA 22209.

Our action is necessary, for as Hillary Rodham Clinton stated to UN staff and delegates in March: "There is no more egregious and systematic trampling of fundamental rights of women today than what is happening in Afghanistan under the iron rule of the Taliban. It is no longer acceptable to say that the abuse and mistreatment of women is cultural. It should be called what it is—criminal."

*Reader's  
opinions on ...*

***The Vault  
Reports Guide to  
America's Top 50  
Law Firms***

by H.S. Hamadeh,  
Mark Oldman, Marcy  
Lerner, Edward Shen,  
Doug Cantor and  
Michael Hasday.

**Reviewed by  
Rinky Parwani**

**Manson**, a lawyer  
with Reuben & Novicoff  
in Beverly Hills, Calif.,  
and 1998 NAWL  
Outstanding Law  
Student at the  
University of  
Minnesota.

***Rebels in Law:  
Voices in History  
of Black Women  
Lawyers***

edited by J. Clay  
Smith Jr.

**Reviewed by  
Sandra Hicks Cox**,

a lawyer in Altadena,  
Calif., and retired vice  
president and senior  
legal and regulatory  
compliance officer for  
Kaiser Foundation  
Health Plan.

***A children's  
book series on the  
three branches of  
government***

by Peter W. Barnes.

**Reviewed by  
Emma Emmerich**,  
a grade school student.

# For top-of-line job search, 'Vault Report' perfect aide

BY RINKY PARWANI MANSON

As I recall on-campus interviews in law school, I remember leaving each interview in a daze.

Often two or three interviews with different firms would be on the same day, each firm blurring into the others and the names and faces of associates and partners simply remembered in order to quickly draft thank-you letters.

The distinguishing characteristics of each firm seemed non-existent and the only truly comparable measurements became the law firms' salaries and billable hour requirements.

**ADDING TO** the tragedy were call-back or fly-back interviews at each of the firms' campuses. After awhile, it was hard to remember which city I was in. All the associates, partners, offices and leather chairs began to look alike. If it wasn't for each city's famous landmark(s), I doubt I would have had a clue where I was.

The questions at each firm interview were similar, as were many of my answers. Even the questions I would ask the associates and partners would result in pat answers giving no real feel for the firm's mentality toward associates, the type of work done or the collegiality (or non-collegiality, as the case may be) at the firm.

Summer clerking with firms did provide some insight to a few firms' atmosphere for comparisons. But again, it seemed the true life of an associate was blissfully hidden from my summer associate's view by large salaries, expensive dinners, fancy outings, non-billable work, and no pressure, no deadline assignments.

With the true sides of firms' personalities hidden, it was hard to determine with which firm I would be truly happy practicing law.

**ALTHOUGH THE** process of interviewing and selecting a firm for many law students and lateral associates will be similar to my experience and probably will not change much, some help has arrived.

*The Vault Reports Guide to America's Top 50 Law Firms* provides assistance in obtaining the much-needed skinny on well-known firms for the law student or the lateral associate ready for a move.

The easy-to-read format centers around a "prestige score" ranking. The prestige score ranking is not based upon size or profitability, but rather on legal community reputation based upon surveys sent out to associates.

Fifty ranked firms of the caliber of Cravath, Swaine & Moore and Latham & Watkins are included in the book. The focus is on firms located in major cities: New York, Washing-

ton, D.C., Boston, Los Angeles, San Francisco and Chicago.

*The Vault Reports* summarize basic firm statistics for each firm, such as pay scales, bonuses, legal departments, billable hour requirements, diversity aspects, and most importantly associate satisfaction.

The book is also littered with an abundance of graphs depicting total attorneys, profit per partner and revenues for each firm. For someone focusing a job hunt on the highly ranked firms, the book is an invaluable *Cliff's Notes* to prepare for interviews and to provide a background of each firm even before the first interview.

*The Vault Reports* contain a synopsis for each firm divided into "The Scoop," "Getting Hired" and "Survey Says."

Each synopsis includes quotes from current and former associates at each firm about the firm's assignment system, feedback, partnership, prospects, level of responsibility, summer associate program, culture, hours, pay and training.

**THIS IS THE** most useful part of the compilation and the "meat" of the book in that it provides a realistic perspective into each firm's personality.

With quotes from associates like, "For a summer associate not to get an offer, you need to have committed a nuclear screw-up," "I've seen paralegals crying in the halls," and "If you are still around as a 7th or 8th year, you'll make partner if your department can make another partner," the true color of each firm shines through.

Unfortunately, the downside of *The Vault Reports* is that for the lateral associate or law student not interviewing with Huge, Huge & Large the book can provide no guidance. Furthermore, for large firms anywhere besides New York, Washington, D.C., Boston, Los Angeles, San Francisco and Chicago the book is useless.

Quite frankly, the simple fact is that no book is able to give the law student or lateral associate the "answer" as to the best firm for his or her individual needs.

There is simply no substitute for a job hunter finding out what they really want to do, figuring out where is the best place to do it, and meeting and interviewing as many people as possible to make sure a firm is the right firm for them.

However, *The Vault Reports Guide to America's Top 50 Law Firms* can be a good starting point into helping the job hunter narrow down the many choices in today's booming legal market.

# 'Rebels' shows victories in law

BY SANDRA HICKS COX

*Rebels in the Law*, a scholarly, yet immensely readable work edited by professor J. Clay Smith Jr. represents an unbelievably valuable addition to the paucity of information available about the contributions of black women lawyers to the profession.

As he notes at the beginning of the preface:

"The history of black women lawyers is a rich compilation of resonating and diverse voices."

These are, in fact, the voices that few of us have had the opportunity to hear before reading this book. Although some persons may be aware of the fact that Charlotte E. Ray in 1872 became the first black woman to graduate from an American law school, it is highly unlikely that many of us know the heroines whose works are contained in this volume. Likewise, few are conversant with the roles of black women lawyers in the quest for equality, politics, effecting social change and in international law.

IT WOULD have been easy for Smith to present the writings of these pioneering and brilliant women without context and they would still have been of interest. However, to our great benefit, he has done more. In his inclusion of historical background and by soliciting several original submissions to this volume providing great insights into the challenges faced by black women, he illuminates parallels in the careers of women lawyers in general.

It will be impossible for any woman lawyer to read these stories and not be able to relate to them. The belief of male members of the bar that theirs should remain a society of "good old boys" was (and is in some quarters) both gender and racially based. However, people of color of both sexes will relate to these stories, including as they do many of the issues faced on a daily basis as they seek to become successful, effective participants in the legal profession.

The utility and impact of the work is greatly enhanced through effective division of the writings into appropriate parts. Among them are: "Law and Its Call to Black Women," "Legal Education, the Legal Academy, and the Legal Profession," "Race, Equality, Justice,

and Freedom" and "International Concerns." The introduction to each part makes it easy for the reader to understand the intended focus and calls attention to those aspects which are of particular significance.

The editor informs that the organization of *Rebels in the Law* is "drawn from the logic of the subject matter of their voices." However, it is clear that the organization is also driven by his perspectives and passion for the subject matter. Even a cursory review of this work and of his earlier writings makes it apparent that he is an expert, enthralled by the struggles and achievements of black women who have made the

law their calling.

The efforts of Ollie May Cooper, a 1921 graduate of the Howard University College of Law, to provide the impetus for collection of the writings of black women lawyers were most effective. She would be proud of the impact she had on the young law student and the resulting manner in which he has met the challenge she provided.

Of particular interest is the fact that this book is available in time to supplement information concerning women lawyers made available as the National Association of Women Lawyers celebrates its centennial. Just like NAWL pioneers, women of color have played a vital role in securing recognition of women in the legal profession. It is a historical fact that all women have struggled to become accepted participants in the "learned professions," including the law. Zephyr Abigail Moore (Ramsey), in her outstanding 1922 writing, "Law and Its Call to Women," outlined the circumstances confronted by women in a most eloquent manner:

"FOR CENTURIES there has been the widespread feeling among physicians and lawyers that theirs are men's professions and that women, no matter how well trained in these professions, are outsiders and intruders."

Ms. Moore further opines that law is the most conservative of all professions but that specific developments in the profession at that time strengthen its appeal to women. Her comments, when applied to developments since 1922 are no less pertinent today:

"The law needs imperatively men

and women who are not merely class-minded and property minded, but who bring a trained and active intelligence to bear upon the difficult problems of justice in modern human relations."

INTERESTINGLY enough, Ollie May Cooper's 1961 article in the *Washington Afro-American*, "Women in the Law," included in the book emphasizes that women were still encountering difficulties in their quest to become lawyers. After noting the extremely small representation of women, including women of color, in 1958 ABA estimates of lawyers and law students, she states:

"The skepticism with which women have viewed a career in law is not altogether impossible to understand. Despite emancipation, women encountered what might be termed a natural resistance from the men in the profession, based in large measure on the myth of women's inferiority."

Despite these concerns, pioneer Cooper found hope in the fact that men had begun to appreciate the worth of women lawyers, welcoming them as equals. She encourages through her conclusion:

"A career in the law gives great promise to young women graduating from college, for economic advancement as well as for the achievement of honor and respect in the community."

CERTAINLY THESE words are illustrated through the accomplishments of those whose voices are heard later in the pages of this work. The fights to achieve a legal education and, having done so, to achieve tenure-track professorship and equal recognition of their scholarship remind us that the battles are not yet won.

The writing by Joyce Anne Hughes, "Neither a Whisper Nor a Shout," selected for the book provides an explicit expose of the "double jeopardy" of sex and race that often still exists, not only in the academia of which she writes but in law firms and corporate law departments as well. Likewise, the fights against racism and to achieve civil rights in many arenas are not yet won. The black women lawyers included herein have, however, set an example that all of us must seek to follow, ever seeking to use our talents and education to gain the victory in all of these arenas.

In the section of the book entitled "Race, Equality, Justice and Freedom" we find more names and issues with which we are likely to be familiar. Even



Sandra Hicks Cox



though this is the case, there is benefit to being able to view these issues from the specific and enlightened perspectives of individuals like Carol Mosley-Braun, Elaine Jones, Barbara Jordan and Marian Wright Edelman. "The Confederate Flag as Racist Symbolism," "The Issue of Race," "African Americans Must Reject Anti-Semitism" and "The Dynamics of Change" as their respective contributions are entitled, illustrate their relevance to us as we enter the new millennium.

**ALTHOUGH THE** entire volume, including the brief part on "Crime and Criminal Justice" must be applauded, one other part must receive particular mention.

The roles of black women lawyers noted in "International Concerns" are surely unknown and unsung. Who among us remembers (or ever knew) that Barbara Mae Watson was appointed in 1968 as Administrator, Bureau of Security and Consular Affairs, Department of State, thus becoming the first woman to achieve the rank of Assistant Secretary of State? How many know of Goler Teal Butcher's 1987 presentation, "Women and Minorities in International Law" which contains a clarion call for the inclusion of more women and minorities in panels concerning human rights and other international law activities?

**THERE REMAINS** much to be done to expand the participation and effectiveness of women and minorities in the international law arena. Professor Smith has provided a road map for us to follow.

It is not often that one finds the Appendices to a book of such interest that it is referred to while reading a particular writing as well as a necessary ending to a most enjoyable and educational experience. Professor Smith's effort in collecting the information, often from obscure sources, must be lauded. Our understanding is greatly enhanced by the brief biographies of the contributors and by "Pioneering Facts about Black Women Lawyers and Law Teachers."

*Rebels in the Law* is also made more delightful by the photographs of the contributors and other black women lawyers on the cover and within.

*Rebels in the Law* should be required reading for all women law students as well as young women in high school and college who have legal aspirations. All members of the learned profession of the law, regardless of race or gender, will benefit from its reading, clarifying as it will the fact that significant contributions have and will continue to be made by each of us.

## A 'mice' way to learn about government

**The books:** *Woodrow, the White House Mouse; House Mouse, Senate Mouse; Marshall, the Courthouse Mouse.*

**The author:** Peter W. Barnes.

**The illustrator:** Cheryl Shaw Barnes

This series of children's books teach kids about law and government, using humor, rhyming verse and colorful illustrations featuring mouse characters such as President Woodrow Washingtall, the Squeaker of the House and the Senate Mouse-jority Leader, and Chief Justice Marshall Mouse. Carefully researched, the detailed drawings represent the actual institutions and rooms so familiar to attorneys.

Emma Emmerich is a fifth grader at Sands Montessori, a Cincinnati public school. Ms.

Emmerich agreed to give us an 11-year-old's perspective of the Barnes' books:

"*Marshall, the Courthouse Mouse* is my favorite of the three books. I loved the story. It is very funny and it also talks about the good things you should do in life. One of the funniest parts was the cheese law." [Editor's note: you'll have to buy the book to find out about the cheese law; editorial policy is to not disclose punch lines.]

Ms. Emmerich believes *House Mouse, Senate Mouse* does a good job of explaining difficult concepts of legislative government: "important

things." She also likes the irresistible rhymes. The high point of *Woodrow, the White House Mouse* is a tumble into a bowl of soup. She says the illustrations for *Woodrow* are enjoyable, but the storyline is not quite as interesting as *Marshall*. "It was still a great book!" she notes enthusiastically.

Ms. Emmerich also consulted with another expert: her teacher,

Barbara Lucken Lindeman. According to Ms. Emmerich, Ms. Lindeman likes the books and recommends them for first-through third-grade pupils.

The books include a study guide, "Historical Notes for Parents and Teachers," which provides additional information and answers likely questions the stories may inspire. They are more than a teaching tool, however; the consensus of student

and teacher is that these books are just good fun to read.

If you're looking for a gift for the young set, here's an opportunity to combine the pleasures of reading with an inside peek at what the American judicial, legislative and executive systems are supposed to do. And if you're ever stumped on how to explain the judicial system to a classroom of elementary students on Law Day, *Marshall* just might be the right mouse for the job!

VSP Books, which publishes the series, has a webpage: [www.vspbooks.com](http://www.vspbooks.com) (or call 800/441-1949.)



Emma Emmerich  
... recommends  
three good reads

### Positions Available Advertisement

**INTERNATIONAL LEGAL REFORM**—The American Bar Association Central and East European Law Initiative (CEEI) seeks experienced attorneys to work on criminal, environmental, commercial and/or civil law reform projects in Central and Eastern Europe and the former Soviet Union. Support includes all housing, transportation, and living expenses. Call (800) 982-3354 for an application.

# Dumping baggage lightens load

BY SUSAN ANN KOENIG

Each of us has limited resources. With the pressure of billable hours and the needs of our families, time is precious. With the rigors of office and community responsibilities, our energy reserves can be depleted.

Often we feel we lack time, energy or peacefulness in our lives. We definitely do not have any spare quantities to waste. Letting go can help you find more.

Here are seven ways you can be on the path to a life full of more that you love and less of what feels a burden:

• **Let go of some of your stuff.**

Ask yourself whether the objects in your life are really improving it. Are you spending your weekends cleaning a bigger house than you really want? Is your lunch hour being eaten up by trips to repair that Mercedes with 150,000 miles on it? Do you purge your closet each season eliminating anything you have not worn the past six months?

How would it feel to be able to spend a half hour having a cup of coffee with a friend instead of making another trip to the dry-cleaners? Consider letting go of the need to make and hold on to purchases that complicate rather than simplify your life.

• **Let go of an activity or commitment that is not teaching or fulfilling you.**

How many meetings have you left feeling like your time had been wasted?

Consider all of your possibilities for not continuing to participate in that which is robbing you of any moments of your day.

Too often we agree to a request without thoughtfully considering the commitment. It is flattering to be asked to serve on a board or to hold an office. The temptation is to say "yes" immediately. Instead, ask for additional time to make the decision. You can then decide whether it is a commitment you really want to make.

Give yourself a periodic checkup on what is important to you. Take 15 minutes to develop a plan for ending involvement in those activities which drain you rather than energize you.

• **Let go of a desire to change another person.**

In the practice of law we encounter a vast array of personalities. Some are less desirable than others. Recognizing that you cannot change the judge with a sour disposition or the colleague who is chronically tardy will free you to focus on what you can control.

Instead of lamenting shortcomings we perceive in another, we can choose to change our own behavior. Having a smile for the grumpy one in the office or deciding to start the meeting without the late attendee are ways we can choose to act rather than react.

You will enjoy the peace that follows this acceptance of another and this responsible behavior of your own.

• **Let go of the need to do it all yourself.**

Do you find yourself having difficulty delegating a discovery project to your legal assistant? Do you insist that you always be the parent to give your toddler a bath? Do you refuse to allow the bakery to make the cake for the upcoming party?

Consider why it is so important to you to be

doing any task yourself. Examining our obsession with holding on to tasks which others are able and willing to do will help us to recognize when we should be sharing some of the responsibility. This is essential to a balanced life.

• **Let go of someone else's expectations of you.**

Growing up in a culture where the role of girls and women is to get along, be a "lady" and make peace, this can be a challenge.

How often do you feel frustrated because you "performed" in order to live up to someone else's expectations? It may be your mother's opinion about how you keep house or your neighbor's opin-

ion about your child being deprived for eternity if she fails to play select soccer. We are often tempted to let judgments of others determine how we live. Be vigilant in living up to your own expectations only. Even then, it is important to remember to be gentle with yourself.

• **Let go of old tapes running in your head.**

Our negative self-talk can be our worst enemy. It will invite further self-criticism. It will distract us from enjoying the moment. It can immobilize us and prevent us from meeting the challenges of the day.

Catch yourself the next time you hear yourself thinking any of these phrases: "I never," "I must," "I can't," "I don't deserve."

Replace those thoughts with ones which acknowledge how many challenges you have overcome, how many successes you have had, and how many wonderful possibilities lie ahead.

• **If you simply must worry about today or tomorrow, set aside a time to do so.**

This technique works beautifully for me when I have an upcoming court hearing that is hard to get out of my head.

Schedule a set amount of time each day during which you will allow yourself to have worrisome thoughts about the event. I like to limit it to about 10 minutes. If thoughts persist outside of that period, simply remind yourself, "Oh, I don't have to worry about that until tomorrow morning." Then put it out of your head.

This method is useful for forgiving yourself for yesterday's blunder as well as coping with tomorrow's concern. Your worry time can even turn into a creative problem solving session and before long the problem has vanished.

Think about how many of your worries of a year ago are now gone. Soon the same will be true of most of your worries of today.

Once you create all of the space in your life which is opened up by letting go, you can enjoy filling it with all that you want to create in your life:

Energy to undertake the projects you have been longing to undertake; joyful anticipation of next month's vacation; complete appreciation of your opposing counsel.

Letting go is the only certain way to hold on to your dreams and plans while living joyfully in each present moment. You have to create the space for it.

And you can.



Susan Ann Koenig is a lawyer in Omaha, Neb., where her general practice emphasizes family and juvenile issues. She is also an adjunct professor at Creighton University School of Law and at the University of Nebraska at Omaha School of Social Work.

# Different really may be better

"Law school would be great, if only life didn't keep getting in the way." I have had this thought often the past two years, and been grateful that the option of going to school part-time was available to me. Some days I just have too many balls in the air.

Frankly, without this non-traditional curriculum I would not be a law student at all. The existence of flexible law study programs, like the one I am enrolled in, is a well-kept secret that schools seem reticent to market to the public. It is time to recognize the advantages that these programs provide, particularly to women who are balancing many roles in their life already.

Non-traditional legal education has existed for years at many, primarily urban, universities. While the term "non-traditional" has been used to describe students over a certain age, I think it applies best to those students attending law school in a program other than the standard three-years-and-out formula; those who are integrating their schooling into their current life commitments and experiences.

Until the past 10 years or so, most non-traditional programs were night schools, designed to attract full-time working students, mostly men.

In the early 1900s, night schools grew in areas with heavy immigrant populations, providing legal education to many who would not have been able to attend traditional schools. These programs were looked down upon by the major university law schools and excluded from membership in the Association of American Law Schools, which questioned both the quality of the education provided and the quality of the student admitted.

**OVER THE YEARS**, most of these programs closed or were merged into existing full-time law schools. Other educational options appeared, with law schools offering part-time day programs and intensive weekend-only courses, as well as night classes. The *Wall Street Journal* recently noted the start of an all on-line curriculum at a new California school. Where once there existed separate criteria for students in non-traditional programs, now all students must meet the same requirements for LSAT scores and grade point averages to comply with the American Bar Association standards for accreditation. Traditional and non-traditional students study the same curriculum, just on a different schedule.

Much of the stigma of being a non-traditional student disappeared as the educational standards were equalized and schools became accredited. Still, educators and employers may question the quality of the graduates. How committed to practicing law could they be if they only attended school part-time? How much could students retain if they packed all their education into only weekend courses? The answers are clear when examining bar examination scores and placement results. Overall, the same percentage of non-traditional and full-time students pass the bar and go on to successful legal careers.

**IF THE PROOF** is in the performance, then why aren't law schools actively marketing these programs? There is a huge untapped pool of talented individuals who have never realized that law school could fit into their lives. Perhaps the schools cannot quite transcend the stereotype of non-traditional students as lower quality and less committed to the study of law. It seems to me, however, that anyone willing to balance all of their existing commitments with the rigors of an educational curriculum that measures them against the same standards as full-time students must have a devotion to the law that is actually greater than most.

Flexible education options are a boon to women who want to reenter the work force after rearing children and to both men and women who want to change careers without giving up a job they have. Many potential students don't want to face the prospect of a huge debt upon graduation and welcome the part-time option. Part-time scheduling also allows students the time to experience a wider range of practical experiences in the law, through clinics, externships, and volunteer settings,



By Mimi  
Clemons

ultimately making them better attorneys after they get into practice.

**MY EXPERIENCES** as a part-time student have been positive for the most part. I am able to take the same courses from the same professors that other students take and can arrange my schedule around my family and my work. But negative comments from full-time students still creep into conversations. Their impression is that law school must be easier for me because I only have three classes while they have five and, therefore, I must have a lot more time to study than they do. Clearly, they resent being ranked in class standing along side part-time students. This seems to be a minority opinion. Most traditional students respect the fact that I am juggling many responsibilities and that, in reality, they have more control over the time they give to their studies than I do.

Non-traditional students worry that they will be at a disadvantage when it comes time to apply for jobs. I think the opposite is true and their experiences can be presented to employers in a very positive light. An important skill for any attorney is being able to balance multiple projects and time commitments and that is something we have become expert at doing. Also, we bring a wider range of life experiences to whatever legal position we ultimately take.

All of this brings me back to the statement I made in the beginning: law school would be great, if only life didn't keep getting in the way. As I enter my third year of school I am faced with some difficult decisions on allocating my time and energy. Unfortunately, my health has been rather poor and so the decision has been made for me. In order to continue in school and maintain my own health I must, with regret, give up my position as the NAWL representative to the ABA Law Student Division Board of Directors. It has been a great honor to represent this fine organization at the ABA and to have the opportunity to write this column. I know that I will always treasure these experiences and look forward to a long professional relationship with NAWL.

*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.*



# Women must get computer-ease

BY CHERYL L. CONNER

With all of the technological advances that have occurred in the past 20 years we have vastly improved the way we conduct our business and organize our personal lives, right? The extent to which that statement rings true may very well depend on whether you are a man or a woman.

Men enter computer related fields at a higher rate than do women. A survey conducted by professor Tracy Camp of the University of Alabama found that women accounted for only 28.4% of computer science graduates in 1993-94. That figure was actually a decrease from the 37.1% measured a decade earlier, and occurred despite the fact that women entered other scientific fields at increased rates over the same period. Some of the reasons cited include lack of role models and the fact that women are less likely to have played computer games as children and become familiar with technology.

There is good news, though. When women are comfortable with the technology, they are as likely as men to use it. A recent survey completed by Bruskin/Goldring Research for Clinique found that the percentages of women and men with Internet access who have shopped on-line are roughly equal: 35% of women and 37% of men. When purchases are broken down by item, the only significant difference is the rate at which men buy computer hardware and software.

More than half of men (54%) who have shopped on-line have purchased computer software, as opposed to 37% of women. This is again a reflection of lack of comfort.

In order to create true equality in the realm of computer use we have to be equally comfortable with the machine. How important is technology to the legal profession? It is extremely important for a number of reasons.

First, it is often important to the client. Our clients are entering into contracts online in increasing numbers. Many are doing business in expanded regions because the fax machine and e-

mail have allowed them to reach further more quickly and with less expense. Businesses are putting computers in the hands of a large number of their employees and have concerns about their ability to monitor employee computer use.

Companies are contemplating potential liability associated with the Y2K computer bug, which will cause some computers to be unable to read the year 2000.

They are also facing trademark issues because of "cybersquatting." This occurs when an individual registers a domain name (such as, www.domain-name.com) before the owner of the trademark has done so. The trademark owner must then negotiate with the cybersquatter to purchase its name.

Second, technology is changing the way we communicate with clients. In April, the ABA Standing Committee on Ethics and Professional Responsibility approved the use of unencrypted e-mail to transmit confidential client documents. Desktop publishing software, such as Microsoft Publisher, is being used to create inexpensive and professional-looking client newsletters.

Third, computers are making law firm management more efficient and less expensive. Contact management software can be used to collect and maintain information about clients. It can issue reminders to contact a particular client and can list personal information, such as hobbies and family names.

Lexis and Westlaw, as well as CD libraries, can reduce money spent updating research material.

And third, there are various types of software programs and Internet services that will make our personal lives easier. Direct deposit and online banking mean that we no longer spend our lunch hour running to the bank. Online shopping means that we spend the weekend with our families in the backyard instead of at the mall. Search engines can provide quick information about refinancing a home, the best time to plant lilacs and the recipe for your favorite restaurant's spinach dip. The list is virtually endless.

To overcome some of the disparities surveys say exist between women

and men on computers, we need to first create that comfort level that will allow us to use the technology to its fullest potential. To get over that hurdle, here are some answers to basic questions:

- What is the Internet?

The Internet began, as ARPANET, in 1969 in the Advanced Research Project Agency. It was developed as a way to connect the military, defense contractors and educational institutions conducting defense research. The goal was to create a network of computers for which there would be no central operating computer in order to reduce the risk that vital information and communications would be lost if a computer on the network was damaged.

Decentralization was achieved through a series of redundant computer links. If a message cannot reach its target through one path, it automatically re-routes itself and attempts to make the connection through a different set of computers and networks. Using "packet-switching" communications protocols, individual messages are subdivided into segments that can also travel along different paths when a route becomes overloaded. The message is reconstructed when it reaches its destination.

The network spread from government agencies and universities to corporations and individuals as other networks formed and connected to ARPANET. A common language, "Transmission Control Protocol/Internet Protocol" (TCP/IP), was developed to allow different operating systems, such as Windows, Macintosh and UNIX, to speak to each other.

The World Wide Web (www) is a part of the Internet. It transformed the Internet because it allows for user-friendly "point-and-click" access rather than having to type code. It also supports graphics and sound, while the Internet used only text transmissions. It uses "hypertext markup language" (HTML) that provides the formatting for the page and links files that contain the text, graphics, and sound.

The Internet has no controlling body. It exists only by virtue of the numerous computers and networks that are linked to it. There is no central storage location, control point or communications channel for the Internet and it would not be technologically practicable to create or assign one.

- Here are other common terms:

- **RAM:** Random Access Memory is the computer's useable workspace.



Cheryl L. Conner is with Morris & Schneider in Atlanta. She was the 1998 NAWL Outstanding Law Student at the University of Richmond.

The amount available controls the quantity and size of programs that the computer can handle and also affects the speed of the computer. It requires power to maintain. While entering information into a word processing program, for example, the information stays in the RAM. That information must be saved onto the hard drive or a disk before the computer is turned off.

- **Peripherals:** This refers to any piece of hardware connected to the computer. These include: printer, scanner, monitor, mouse, and keyboard.

- **Scanner:** This is a device that reads a printed page and converts it into digital information. There are two types of scanners. The first creates an image of the page as if a picture was taken of the page. The second type uses "optical character recognition" so that a document is created as if it were typed into a word processing program.

- **Software:** These are instructions for the computer. A set of instructions for the computer to perform a particular task is called a program.

- **Fragmentation:** The space on a hard drive or floppy disk is divided into sectors. Information is often stored in non-contiguous sectors on the disk. The more fragmented the saved information, the more times the disk must turn to retrieve the information. This decreases the computer's speed. Check the help file on your computer for the defragmenter.

- **Modem:** The MOdulator-DEModulator is the device that adapts the computer to the telephone line by converting the digital pulses of the computer into an audio frequency when transmitting, and from audio back to digital when receiving. They come in various speeds, such as 9600, 14400, 28800, 33300, and 56000 BPS (bits per second). The larger the number, the faster the speed.

- **Parallel port:** This is the slot on the back of the computer into which a printer cord or similar device is plugged.

- **Serial port:** This is the slot on the back of the computer into which a modem, scanner, or similar device is plugged. It is also called a COM port. The mouse is typically connected to the COM1 port and the modem is connected to the COM2 port.

- **Search Engine:** This is software that searches for data based on information provided. The search engine will list web sites that contain the terms provided by the user. They are useful for discrete searches. There are millions of sites on the Internet so broad terms will create a list of thousands of web sites.

- **Cryptography:** Encryption is the conversion of text into a secret code for transmittal over a public network.

## Centennial Section

# Talented writer gives NAWL more than words

BY PEGGY L. GOLDEN

Selma Moidel Smith not only writes about history—she makes it. A woman of many talents, her most recent accomplishment is her

appointment as the first woman to chair the Editorial Board of *Experience* magazine, the publication of the ABA Senior Lawyers Division.

You will not only find her in the first (1977) and other editions of *Who's Who in American Law*, but also the *International Encyclopedia of Women Composers* (1987), the first (1958) and other editions of *Who's Who of American Women*, the *Royal Blue Book* (London, 1969), and other biographical references.

She is as fluent in Spanish as she is at the keyboard of a piano. Her writing skills are not limited to legal briefs or historical research, but include published poetry and over 100 piano and instrumental pieces.

Her "Espresso—Four Piano Pieces" received orchestral premiere in 1986 and was performed at the National Museum of Women in the Arts in 1989.

Ms. Smith is legendary in Los Angeles. At the 1998 installation and awards dinner of the Women Lawyers Association of Los Angeles (WLALA), she was awarded the first honorary life membership by the association. She has been a member of WLALA for more than 55 years, serving two terms as president (1947, 1948) of the Southern California Women Lawyers and leading the movement to unify SCWL with the

Women Lawyers Club in 1964, which created WLALA.

She was admitted to the State Bar of California in 1943, practicing law with her brothers at Moidel, Moidel & Smith. She

continued to practice law for nearly 45 years before retiring.

Now a Special Member of NAWL, she began chairing committees in 1946 and remained actively involved through 1968. In 1996 she agreed to serve as NAWL liaison to the ABA Senior Lawyers Division, as chair of the Board of Elections for 1997 and 1998, and as a member

of the Centennial Committee, authoring the two-part article on NAWL's history which first appeared in *Experience* and is reprinted in this issue of *Women Lawyers Journal* as a centennial tribute and special supplement.

But WLALA, NAWL and the ABA Senior Lawyers Division are not the only beneficiaries of her prodigious talents. She has been involved in numerous civic, bar and arts organizations. For instance, in 1953 Ms. Smith became a charter member of the National Board of the Women's Medical College of Pennsylvania (now the Medical College of Pennsylvania), founded in 1850 to enable women to train as physicians. During 1980-82 she served as president of that board and in 1998 was honored for 45 years of service.

Selma Moidel Smith will again be honored for her service, this time in Atlanta as part of NAWL's centennial celebration, when NAWL President Susan Fox Gillis presents her with the association's Lifetime of Service Award.



Selma Moidel Smith



# National Association of Women Lawyers

# Centennial Anniversary

1899-1999

Researched and written by Selma Moidel Smith

# THE CENTENNIAL OF THE NATIONAL ASSOCIATION OF WOMEN LAWYERS



Photographs courtesy of the National Association of Women Lawyers

◀ NAWL's first national convention in 1923 with Chief Justice Taft in center.

## THE FIRST 50 YEARS

An anniversary year will soon commence. The event to be celebrated is the 1899 founding of the first nationwide association of women lawyers in the United States.

In this centennial age, when the presence of women in the law has become a daily reality, let us revisit a time when women lawyers were an innovation. Let us look back to the formative decades of the National Association of Women Lawyers, and to a few highlights of those years.

### Foundations

The entrance of American women into the formal practice of law began in 1869 with the admission of Arabella Babb Mansfield to the Iowa bar. It was accomplished by a liberal Justice's inclusion of women in the meaning of "white male

person"—by novel application of a law which stated that masculine words may include females. The barrier of race was broken in 1872 by Charlotte E. Ray, a graduate of Howard University, who became the first African American woman lawyer when she passed the District of Columbia bar. In 1879, Belva A. Lockwood became the first woman admitted to the bar of the U.S. Supreme Court when she persuaded Congress to open the federal courts to women lawyers, and later she was the first to argue a case before this Court.

By 1899, a group of 18 women lawyers in New York City gathered to form The Women Lawyers' Club. Twelve years later, "Club" gave way to "Association," and in 1923, a growing nationwide membership was reflected by the prefix,

"National." The organization quickly became the home—and the voice—of women in the law. Its first national convention was held August 28–29, 1923, in Minneapolis, with Chief Justice William Howard Taft attending.

The issues of importance to NAWL were those affecting women in general, and women lawyers in particular. Public expression of those concerns began in 1911 with the founding of the *Women Lawyers' Journal*, a magazine that continues to appear (minus the apostrophe) each quarter, and may be found in most law and university libraries. Recurring topics in the early decades were the legal status of women, laws of marriage and divorce, property rights of married women, and proposed legislation affecting women, as well as the disabilities or

opportunities encountered by women lawyers. Regular features ranged from news of inventions patented by women to surveys of the situation of women lawyers in Europe and Latin America.

### Suffrage and Service

The first major project undertaken by NAWL was support for women's suffrage. As early as 1912, Olive Stott Gabriel, an active three-term president, argued for women's voting rights before audiences across the country. When the 19th Amendment was passed by Congress in 1919, NAWL members were mobilized to work for ratification by the states. The National American Woman Suffrage Association then hosted a special conference for women lawyers in February 1920 with sessions on women's issues of

Smith is the NAWL liaison to the Senior Lawyers Division.

By Selma Moidel Smith



**NAWL quickly became the home—and the voice—of women in the law.**

the day, including addresses by reformer Jane Addams and suffragist Carrie Chapman Catt, who went on to found the National League of Women Voters in the same year.

The success of the suffrage movement was hastened by the increased visibility of capable women during World War I. Women lawyers took their place among this group. In New York, war work for women lawyers included service with male lawyers on the Exemption Boards, and in Massachusetts, women lawyers were added to the Legal Advisory Boards. For the first meeting of the Boston Preparedness Committee, the rules of the Harvard Club were suspended to permit attendance by women.

#### **Jurors and Judges**

NAWL members recognized that equality of justice for women depended on the presence of women among those sitting in judgment. An early example cited by the Journal was the panel of woman physician judges of the court for the insane at the Chicago detention hospital, which, at its first sitting in 1914, saved two women from an attempt by their husbands to incarcerate them in order to be rid of them.



**Olive Stott Gabriel**

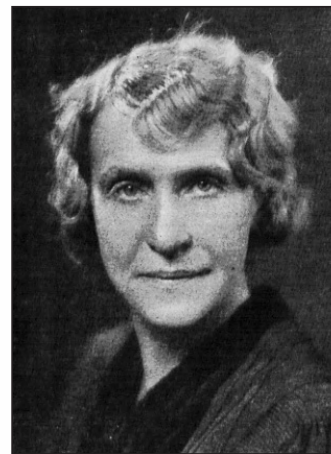
A constant goal of NAWL members, commencing before World War I and extending past World War II, was to obtain for women the right to serve on juries. In 1918, NAWL prepared a bill on jury duty for the New York legislature, and worked for its passage until 1937. A 1939 survey by NAWL showed that 12 states required women to serve on juries, and that 11 others made such service optional. As late as 1947, it remained for NAWL to declare that one of its prime objectives was to obtain jury service for women in the 14 states that still barred them, and within a few years the goal was reached.

Companion to the drive for women jurors was the need for women judges. When NAWL's vice president for California, Georgia P. Bullock, was appointed the first woman Police Judge in Los Angeles in 1924, she received letters threatening her life if she attempted to serve. Yet serve she did, and soon she was elevated to the Municipal Court, and thereafter to the Superior Court. The public accepted the idea of a woman judge, and in 1931 Los Angeles had the nation's first woman judge elected directly by the people without political appointment to any office. She was Ida May Adams, president of NAWL's Southern California Council, and she had a long and honored career on the Municipal bench.

NAWL member Florence E. Allen of Ohio became the nation's first woman federal judge and highest ranking woman jurist when President Roosevelt appointed her to the U.S. Circuit Court of Appeals for the Sixth Circuit in 1934, and she remained in this position until retiring in 1959. A survey by NAWL in 1947 found a total of 53 women judges in federal, state, and local courts.

#### **Role Models**

In its early decades, the Women Lawyers' Journal carried as a regular feature the stories of the "first woman lawyer" of each state. One such was NAWL member Clara Shortridge Foltz of California, who in 1878 became the first woman lawyer on the Pacific Coast. She was self-taught and, wishing a formal education, applied to the Hastings College of Law at the state university. She was turned away with the now famous remark, "... it's a



**Judge Ida May Adams**

well known fact that the rustling of a woman's skirts distracts the minds of male students." She persevered and was admitted by court order.

In her career of more than 50 years, she was the author of the state's parole law, and the law providing for public defenders. She caused enactment of laws that permitted married women to serve as executors of estates, banned the use of iron cages for transport of prisoners to court, required the separation of juvenile and adult prisoners in jails, and also required seats for shop girls working behind counters.

Presidents of NAWL have included the accomplished practitioners of their time. An example is Burnita Shelton Matthews of Mississippi, president in 1934-35. She earned master's degrees in law and patent law at National University Law School in Washington, D.C., and was admitted to the bar there in 1920. In 1949, she became the nation's second woman federal judge when President Truman appointed her to the Federal District Court for the District of Columbia.

Judge Matthews practiced law for 20 years, and taught at the Washington College of Law, founded in 1896 by Ellen Spencer Mussey specifically to enable women to earn a law degree. She held

prominent positions in women's and legal organizations. She is recognized as the author of laws that permitted women to serve as jurors in the District of Columbia, eliminated the preference for males in inheritance in Arkansas and New York, gave equal pay for equal work to women teachers in New Jersey, allowed married women in South Carolina to sue and be sued in their own names, and for amendments to the Cable Act, which extended women's citizenship rights.

#### **Social Legislation**

NAWL's agenda for social legislation reflected its times. In its first four decades, NAWL worked consistently for an end to child labor. Concurrently it supported the enactment of minimum wage laws. From its earliest years, NAWL participated in work to expand the Uniform Laws, particularly in areas of personal status, children's welfare, and domestic relations.

Of special relevance to NAWL members were legislative issues pertaining to working women. One fight was against so-called protective laws, which limited women's working hours, and effectively barred entire industries to women workers. A success in this arena was the



**Judge Georgia Bullock**

**In 1918 the first two women lawyers were admitted to the ABA.**

*[NOTE: on the first two women members of the ABA, both of whom were NAWL state vice presidents, see "A New Discovery" by Selma Moidel Smith in the next issue, 85:3 (Fall/ Winter 2000), pp. 32-33.]*

defeat in 1927, by a coalition of business and professional women, of a proposed California law that would have excluded women from all occupations other than domestic service if overtime work might be required. A typical—but landmark—accomplishment was the passage in 1943 of a bill to remove the legal disabilities of married women in Florida. It was the result of eight years of statewide speaking and lobbying by Ethel Ernest Murrell, NAWL's vice president for Florida, who gained the support of the Florida Bar Association in her campaign.

During the Great Depression, the natural effect of economic measures that treated women differently from men was that women would benefit least or would be the first to suffer. The federal Wages and Hours Act of 1938 was, therefore, a signal achievement for women. As originally proposed, it would have provided lower minimum wages for women than for men. Concerted action by NAWL and other national women's organizations resulted in the elimination of this provision. A second example of successful legislative work was defeat of a 1939 California bill known as the "Spouse Bill." It would have prevented employment of married women in public offices or as teachers if the joint income of hus-



Judge Florence E. Allen



Laura Miller Derry

band and wife exceeded \$250 per month. It too was defeated by joint action of business and professional women's groups.

#### Form and Substance

What's in a name? If the rose be a woman lawyer, there may be more than the reminder of a pleasant scent. There may also be "a property interest and sufficient good will attached to it" that she will not willingly change it. So it was with NAWL member Antonia E. Rago of Chicago, who in 1944 successfully appealed an order that required her to register to vote only in her married name. An earlier attempt by Ruth Hale, wife of columnist Heywood Broun, to obtain a passport in her own name was reported by the *Journal* in 1921, but it was Judge Burnita Matthews who later secured the State Department ruling that a married woman who had not changed her name need not do so to obtain a passport.

And what of attire? An issue that little disturbed male lawyers was a continuing quandary for the women. In 1907, The Women Lawyers' Club endorsed the wearing of robes in court. The idea did not spread, but the wearing of "outrageous" hats did. Four years later, Marion Weston Cottle, the president from 1911 to 1922, advised a "dignified street costume," with hat removed before addressing the judge. In 1944, NAWL member Helen Carlross of Washington, D.C., related that the Supreme Court requires either a dark suit with long sleeves or a coat suit. She added that, "of course, women do not wear their hats...I should not have supposed that women wore hats in any court, but apparently there are places where they do."

#### Into the Mainstream

In 1918 the first two women lawyers were admitted to the American Bar Association. In 1939, NAWL announced that 37 women had been appointed to 54 important positions in the ABA, many of the women being NAWL members.

Formal recognition of NAWL and women lawyers by the ABA was accomplished by NAWL president Marguerite Rawalt in 1943, when NAWL became the tenth national legal organization to be an Affiliated Organization of the ABA. This entitled NAWL to a seat in the ABA



Speakers at luncheon honoring United Nations Women Representatives. Left to Right: Frydryka Kalinowska of Poland, Way Sung-New of China, Judge Marion J. Harron of Washington, D.C., Dr. Elisabeth Scheltema of The Netherlands, President Adele I. Springer of New York, Judge Dorothy Kenyon of New York and guest, Louise Yim of Korea.

House of Delegates. Marguerite Rawalt, herself a distinguished lawyer and past president of the Federal Bar Association, was selected as the first NAWL delegate. The event in Chicago's convention center on March 29, 1943, was headlined by the *American Bar Journal*, "First Woman Delegate is Seated in the House." The *Women Lawyers' Journal* described with pride how the new delegate was escorted to the platform by ABA president George Morris and other high officials. Judge Florence E. Allen was elected to serve as NAWL's second delegate in 1944.

#### Wartime Service

As is well known, World War II created an unprecedented demand for the talents of working women, including women lawyers. The services of women lawyers were needed in volunteer work, government employment, and in the military.

The first call for women lawyers was for their work in servicemen's legal aid. The legal aid societies, which in peacetime had served the indigent, expanded to serve the millions of men in uniform,

as well as their families, who could not afford legal services. NAWL member Ruth Lewinson of New York, also a National Director of American Women's Voluntary Services, established Legal Advice Bureaus throughout the country, which were staffed by women lawyers. She reported at the end of 1942 that the New York City bureau had already handled nearly 500 cases. In these and other such agencies, the typical problems were marital status, citizenship, allotment pay, taxes, preparation of wills for servicemen, and the inability to pay rent or debt without a civilian income.

Other volunteer work, unrelated to the law, but in which many NAWL members took leadership positions, were disaster relief committees, first aid detachments, War Council speakers' bureaus, War Loan drives, and the Red Cross Service Corps. Members of the Queen's Bench, the women lawyers association of San Francisco, raised funds for seeing-eye dogs for blinded servicemen.

The rapid expansion of the government, coupled with the loss of male civil-



Marguerite Rawalt





ian lawyers, created a demand for women lawyers in government work. The office of Defense Transportation and the legal staff of the Treasury Department are two examples of government offices in which women lawyers pursued legal careers.

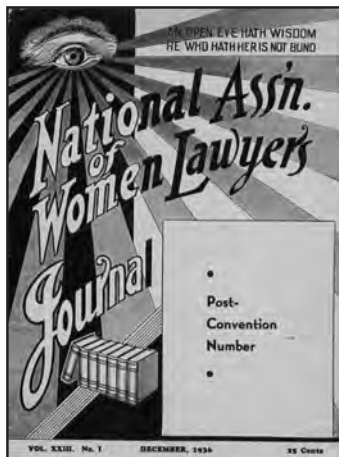
Finally—and most visibly—women had their first opportunity to serve in the military. With the creation in 1943 of the Women's Auxiliary Army Corps (later, the WACS), followed by the Navy WAVES and the Marine Corps Women's Reserve, women could serve in uniform. Women lawyers were considered especially suitable as officers. By the end of the war, approximately 150 NAWL members were in military service, and more than three quarters of them were officers, with ranks from lieutenant to major. Ten percent of the pilots in the Army's Civil Air Patrol were women, among them former NAWL vice president Mary Francis.

Aiding the WACS in recruiting and public affairs was their Civilian Advisory Committee. Among its leaders were NAWL members Reva Beck Bosone, the only woman judge in Utah, and Laura Miller Derry of Kentucky, president of NAWL in 1945-46. NAWL members served in WACS districts throughout the country.

#### Planning for Peace

In May 1944, First Lady Eleanor Roosevelt called a White House conference of 13 national leaders of women, including NAWL president Daphne Robert, on the theme of women's post-war responsibility. The discussion centered on ways and means of having qualified women serve as U.S. representatives on national and international boards. This led to an expanded meeting in June, at which 75 women's organizations were represented, and at which NAWL member Lucy S. Howarth shared the speakers' platform with Congresswoman Margaret Chase Smith, Secretary of Labor Frances Perkins, and distinguished others. At NAWL, the meeting resulted in a campaign to propose qualified members for such appointments.

At the end of the war, NAWL was one of the organizations accredited by the State Department as an official observer at the new United Nations. This immediately gave NAWL members the opportunity to meet with women lawyers and others



from around the world, and to participate in meetings of National Observers at the State Department. In December 1946, the NAWL convention in New York City honored the women members of the U.N. General Assembly. Among them were women lawyers from Poland, China, and the Netherlands who spoke on the legal status of women in their countries.

NAWL's commitment to women in the post-war world was symbolized by the 1946 appointment of the chair of NAWL's Section on International Law, Judge Dorothy Kenyon of New York, as U.S. Delegate to the U.N. Commission on the Status of Women. NAWL's intention to build bridges of cooperation beyond the borders of the United States is also found in the action of NAWL president Adele I. Springer, who enrolled NAWL as a member of the new International Bar Association at its 1947 charter meeting in New York.

#### Fifty plus Fifty

NAWL celebrated its golden anniversary in 1949 with gala affairs at its annual meeting in St. Louis, and soon NAWL will complete its second half-century of service.

In the continuation of this centennial review, to be published in the Winter 1999 issue, we will turn our attention to the NAWL of today. ■

# A Century of Leadership

The National Association of Women Lawyers began 100 years ago as the Women Lawyers Club in New York City. During that period, 69 women have served as

president, with some filling multiple terms. This list chronicles the history of presidents of the association, beginning with its founding.

Year	Women Lawyers Club	Year	
1899-1911	ROSALIE LOEW	1960-61	REBECCA BOWLES HAWKINS, Alabama
	<b>National Association of Women Lawyers</b>	1961-62	ANNA BLUM, Wisconsin
1911-13	MARION WESTON COTTLE, New York	1962-63	DOROTHY ORSINI JONES, Arkansas
1913-14	EDITH JULIA GRISWOLD, New York	1963-64	CATHERINE ANAGNOST, Illinois
1914-15	JEAN NORRIS, New York	1964-65	CATHERINE EDMONDSON, District of Columbia
1915-17	OLIVE STOTT GABRIEL, New York	1965-66	MATTIE BELLE DAVIS, Florida
1917-18	SARAH STEPHENSON, New York	1966-67	MARY LOUISE DEMARCO MCLEOD, Michigan
1918-20	JEAN NORRIS, New York		GRACE COX, New York
1920-24	EMILIE BULLOWA, New York	1967-68	RUTH GENTRY TALLEY, Louisiana
1924-27	ROSE FALLS BRES, New York	1968-69	JETTIE PIERCE SELVIG, California
1927-30	KATHERINE PIKE, District of Columbia	1969-70	ADELE WEAVER, Florida
1930-33	OLIVE STOTT GABRIEL, New York and Oregon	1970-71	JEAN MCVEETY, Minnesota
1934-35	BURNITA SHELTON MATTHEWS, District of Columbia	1971-72	NETTA BELL GERRARD, Wyoming
1935-38	PERCILLA LAWYER RANDOLPH, California	1972-73	HELEN VINEY PORTER, Illinois
1938-39	LAURA BERRIEN, District of Columbia	1973-74	MARJORIE CHILDS, California
1939-40	HELEN CIRESE, Illinois	1974-75	KATHLEEN RYAN DACEY, Massachusetts
1940-41	FLORENCE THACKER BRADLEY, Indiana	1975-76	LEE BERGER ANDERSON, Maryland
1941-42	GERTRUDE HARRIS, Georgia	1976-77	MARY ALICE DUFFY, Pennsylvania
1942-43	MARGUERITE RAWALT, District of Columbia	1977-78	MIRIAM NEWMAN, New York
		1978-79	SHEILA GALLAGHER, Alaska
1943-44	DAPHNE ROBERT LEEDS, Georgia	1979-80	ANN LAKE, Massachusetts
1944-45	LULA BACHMAN, Michigan	1980-81	MEREDITH SPARKS, Florida
1945-46	LAURA MILLER DERRY, Kentucky	1981-82	CLAIRE MORRISON, Michigan
1946-47	ADELE SPRINGER, New York and California	1982-83	MAHALA ASHLEY DICKERSON, Alaska
1947-49	CHARLOTTE GAUER, Illinois	1984-85	MARY JO CUSACK, Ohio
1949-50	ELEANOR MARCH MOODY, Massachusetts	1985-86	VIRGINIA MUELLE, California
1950-51	J. HELEN SLOUGH, Ohio	1986-87	IRENE REDSTONE, Florida
1951-52	MARY ZIMMERMAN, Michigan	1987-88	SYLVIA MARKS-BARNETT, Oklahoma
1952-53	DOROTHEA BENDER, Illinois	1988-89	LEONA BEANE, New York
1954-55	DIANA AUGER, Massachusetts	1989-90	GAIL MCKNIGHT BECKMAN, Georgia
1955-56	VICTORIA GILBERT, Kentucky	1990-91	JEANNE SCHUBERT BARNUM, Pennsylvania
1956-57	NEVA TALLEY, Arkansas		JANIS BLOUGH, Michigan
1957-58	GRACE DOERING, Ohio	1991-92	VERONICA BODA, Pennsylvania
1958-59	NINA MIGLIONICO, Alabama	1992-93	FAITH DRISCOLL, Massachusetts
1959-60	MAURINE ABERNATHY, District of Columbia	1993-94	MYRNA RAEDER, California
		1994-96	SALLY LEE FOLEY, Michigan
		1996-97	JANICE SPEROW, California
		1997-98	SUSAN FOX GILLIS, Illinois
		1998-99	



## THE CENTENNIAL OF THE NATIONAL ASSOCIATION OF WOMEN LAWYERS



July 10, 1957. The NAWL 58th annual banquet. NAWL President Neva B. Talley is second row, right.

THE  
SECOND  
50  
YEARS

**NAWL's** earliest decades marked the entrance of women lawyers into the life of the organized legal profession. NAWL's second half-century has demonstrated the increasing role of women lawyers in the profession and society. Now let us review a few highlights of the association's recent decades.

### NAWL and the World

NAWL has been a constant participant in the international arena.

In 1950, NAWL member Agatha La Londe spoke before the Senate Foreign Relations Committee on behalf of "women lawyers from all states of the Union" to convey NAWL's unanimous resolution urging adoption of the U.N. Genocide Convention. In 1989, the NAWL Assembly endorsed the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and in 1994, NAWL member Frances Scanlon told the Senate Foreign Relations Committee, "It is never too late to do the right thing . . ."

Mary H. Zimmerman, president in 1951–52, represented NAWL at the 1951 Inter-American Bar Association meeting in Montevideo, Uruguay, where she became a

Council member. In 1952, she represented NAWL in the House of Deputies of the International Bar Association at their meeting in Madrid. She also represented NAWL in Istanbul at the 1952 meeting of the International Federation of Women Lawyers, of which she was U.S. vice-president. NAWL has continued to participate in these and other organizations.

Under the presidency of Helen Viney Porter, NAWL presented a program at the 1974 IBA meeting in Vancouver on economic and legal policies affecting women. In preparation for International Women's Year in 1975, the IBA Council passed a NAWL-sponsored resolution urging each country's bar to work to remove legal inequities based on sex.

Virginia S. Mueller, president in 1985–86, has been a continuing advocate for international human rights and an international liaison for NAWL.

As chair of the ABA International Courts Committee in the 1970s, she secured ABA endorsement of the Genocide and Racial Discrimination Conventions. Working for U.S. adoption of CEDAW is one of her current projects. She chairs the International Committee of the ABA Senior Lawyers Division. Eva Herzer, chair of NAWL's

International Law Committee, has observed the U.N. Commission on the Status of Women since 1994, and in 1995 represented NAWL at the U.N. Fourth World Conference on Women in Beijing.

### Legal Status of Women

In 1935, NAWL was one of the first national organizations to endorse the proposed Equal Rights Amendment to the Constitution, first introduced in Congress in 1923. Passage of the ERA was high priority for NAWL in 1953 and again in 1959. In 1960, letters were sent to every senator urging passage. When Congress finally passed the amendment in 1972, the campaign for ratification by the states became NAWL's major project for the following decade.

Photographs courtesy of the National Association of Women Lawyers

By Selma Moidel Smith



Virginia Mueller

**NAWL  
was one  
of the first  
national  
organizations  
to endorse  
the proposed  
Equal Rights  
Amendment.**



Katherine Henry

Past president Marguerite Rawalt, appointed in 1961 by President Kennedy to the President's Commission on the Status of Women, spearheaded the campaign. In concert with other women's organizations, NAWL members lobbied their legislators. In 1974, the *Women Lawyers Journal* carried a comprehensive review of the need for the ERA written by Ruth Bader Ginsburg, then the first tenured woman law professor at Columbia University, and in 1993 the second woman to sit on the U.S. Supreme Court.

The failure of the ERA in 1982 was met by Rawalt's, "The ERA will rise again." It was also tempered by the success of NAWL's work for specific civil rights. An example is the goal of "equal pay for equal work" (prior to the current concept of "comparable worth"). As of 1953, only 13 states had Equal Pay laws. In the knowledge that the goal of an ERA would not soon be accomplished, NAWL promoted Equal Pay laws. NAWL worked with the National Committee for Equal Pay, and in 1963, Congress was persuaded to pass the "Equal Pay for Women" bill. When the bill became effective in 1964, NAWL attended the celebration given by President Johnson at the White House.

#### The Uniform Divorce Bill

"The greatest project NAWL has ever undertaken" is the description given by committee chair Matilda Fenberg to NAWL's pioneering work to create a Uniform Divorce Bill. At the 1947 NAWL convention in Cleveland, it was voted to draft and promote a bill that would embody the ideal of no-fault divorce. A draft prepared by Fenberg, working with NAWL past presidents Helen M. Cirese and J. Helen Slough, was approved at the 1952 convention in Berkeley, Calif.

Although the National Conference of Commissioners of Uniform State Laws had attempted to produce such a bill since its founding in 1892, Fenberg was informed that the conference could receive bills or suggestions only from the ABA. Fenberg—who had been the first woman student at Yale Law School in 1919—then undertook a campaign to convince the ABA to create a Family Law Section. Three years later, in 1955, the Section was approved. Fenberg was appointed chair of the Subcommittee on Migratory Divorce. In 1960 the bill was introduced to the ABA, which sent it to the conference.

In 1965, the conference commenced the task of drafting, and in 1970 produced, the Uniform Marriage and Divorce Act (amended in 1971 and 1973). By 1977, the divorce portions had been adopted by nine states. Following this, the momentum for uniformity waned, but the ideal of no-fault divorce became the guiding principle for reform of divorce laws in the majority of states.

#### A Year in the Life . . .

What activities does the NAWL year include? The year 1965–66 was both a typical year and a year of special events.

In September 1965, the Washington World Conference on World Peace Through Law was attended by more than 3,000 judges and lawyers from 118 countries. This included a delegation of 17 NAWL members headed by the Hon. Mattie Belle Davis, president, and Mary Louise DeMarco McLeod, president-elect. NAWL's northeastern regional director, Mildred E. Bixby, and four other members served on committees.

In November, Judge Davis and other leading members of NAWL were among



Dedication of Hulett memorial by the Women Lawyers of San Diego County commemorating Alta M. Hulett, the first woman to be admitted to law practice under an enabling statute, October 24, 1957.

the 2000 attendees at the White House Conference held to observe U.N. International Cooperation Year. The Hon. Sarah T. Hughes, distinguished NAWL member from Texas, was prominent among those serving on committees.

The midyear meeting of NAWL was held in Chicago in February 1966, and regional meetings were held during the year in Seattle, Boston, and San Francisco. In August, the 67th annual meeting was held in Montreal. Each of these included panels and presentations on legal topics of concern to women lawyers.

During the year, Judge Davis—the only woman on the Metropolitan Court of Dade County—represented NAWL at conferences throughout the country, including those of the State Department on Foreign Policy and the National Commission on the Status of Women. In her own field of expertise, Davis was

elected to the Board of the National Safety Council and helped to create their now-famous Defensive Driving Courses. Among her many honors was the creation in 1987 of the Judge Mattie Belle Davis Award to be given annually to the Floridian who contributes most significantly to the advancement of women in the legal profession. In the same year, the Fellows of the American Bar Foundation honored Judge Davis with an award recognizing her 50 years in the law. In November 1998, she was inducted into Florida's Hall of Fame by Gov. Lawton Chiles. She is presently vice-chair of the ABA/SLD Judiciary Committee.

#### Issues and Education

A primary goal of NAWL is to provide its members with timely educational programs. The following are examples from recent decades.



Mattie Belle Davis



Juanita Kidd Stout





Veronica Boda



Constance Baker Motley



Susan Fox Gillis

In 1965, a Conference on the Legal Status of Women at Harvard University was co-sponsored by NAWL, the Department of Labor, and the state and local bar associations, both general and women's. The theme, "Are Marital Rights in Balance?" encompassed a comprehensive review of social and economic rights in varying U.S. jurisdictions. One topic—the use of *inter vivos* trusts by husbands to deprive wives of a share of assets—has reemerged as a leading issue in relation to "off-shore trusts" in the 1990s.

In 1977, the annual meeting in Chicago was addressed by Elizabeth Hanford Dole of the Federal Trade Commission on the subject, "Enforcement of the Equal Credit Opportunity Act." In 1979, NAWL panel discussions in Dallas included the topics, "Effective Participation in Bar Associations" and "Time and Career Management."

In 1982, NAWL, the Florida Association for Women Lawyers, and FAWL's Dade County Chapter sponsored a seminar entitled "Networking," which included among the speakers Samuel S. Smith, president of the Florida bar.

In 1994, the annual meeting in New Orleans featured a panel discussion on "Single Sex Education and the Law," on the attempt by women for admission to

military prep schools. The program was moderated by Professor M. Isabel Medina and was published in the *Loyola of New Orleans Law Review*.

The *Women Lawyers Journal* has been NAWL's vehicle for sharing topical discussions with members at a distance. Veronica C. Boda received NAWL's Distinguished Service Award in 1996 for her work as president in 1992–93, followed by four years as editor of the *Journal*. As president, and as editor, she highlighted emerging issues, such as discrimination in health care, for the education of NAWL members and other women's organizations.

NAWL's commitment to the women lawyers of tomorrow is expressed by its Outstanding Law Student program. Originated by Gail McKnight Beckman, president in 1989–90, it recognizes annually the outstanding woman law graduate of each ABA-approved law school. In addition to academic achievement, the criteria for selection include their working to improve the position of women in society and promoting the goals of women in the legal profession. Ninety-eight women were selected by their law schools in 1998 to receive the NAWL Outstanding Law Student Award.

#### The Mansfield Centennial

In 1969, NAWL celebrated the 100th anniversary of the achievement of Arabella Babb Mansfield of Iowa. She had become the first woman to be admitted to any state bar.

Professor Louis A. Haselmayer of Mansfield's alma mater, Iowa Wesleyan College, researched and prepared a biography that appeared in the Spring 1969 issue of the *Women Lawyers Journal*. The June commencement program at the college was devoted to honoring Mansfield and American women lawyers. NAWL president Ruth Gentry Talley was chosen as commencement speaker, and honorary doctorates were awarded to U.S. District Court judges Sarah T. Hughes and Constance Baker Motley, both of them NAWL members. President Nixon sent a letter to NAWL president Talley at the site in Iowa, joining in the celebration of this event.

The college then created the Mansfield Scholarship for Pre-Law



Mahala Ashley Dickerson

Women, which was given each year for the following decade to a student selected by a committee of distinguished NAWL members, including Judges Hughes and Motley. Judge Motley's autobiography, *Equal Justice Under Law* (1998), highlights her appointment in 1966 by President Johnson as the first African-American woman to be named to a federal court.

#### To the Bench

The promotion of qualified women lawyers for judicial office has been an essential NAWL activity. NAWL published surveys of women in public office in 1953 and again in 1961 to document both the progress and the scarcity of women judges.

In the 1960s, NAWL noted two judicial firsts for women: NAWL member Lorna E. Lockwood was the first woman to be elected to the Arizona Supreme Court, and in 1965 she was chosen by her fellow justices to be chief justice, becoming the first woman chief justice of any state.

In 1961, President Kennedy appointed the Hon. Sarah T. Hughes to the United States District Court, as his first appointment of a woman to a federal judgeship. She became the first woman

judge to administer the oath of office to a President when, immediately following Kennedy's assassination, she was called to President Johnson's airplane in Dallas.

Long before the appointment of women to the U.S. Supreme Court became a national issue in the 1980s, NAWL had begun to lobby for such an appointment. In 1957, NAWL President Neva B. Talley met with Atty. Gen. Herbert Brownell, Jr. and Deputy Atty. Gen. William Rogers to urge that President Eisenhower nominate Judge Florence E. Allen. Then in 1964, NAWL's Committee on Women in Public Service urged President Johnson to appoint Justice Lockwood or Judge Hughes to the next vacancy on the Supreme Court. In 1981, NAWL was among the first to lobby President Reagan to honor his campaign promise to appoint a woman justice.

By 1979, the number of American women judges had increased sufficiently that the National Association of Women Judges was formed. NAWJ president and founder Joan Dempsey Klein, Presiding Justice of the Court of Appeal of California, was the keynote speaker at the 1982 NAWL annual meeting in San Francisco. She emphasized that "a high correlation exists in California and other states between well-organized women lawyers' groups and the number of women on the Bench."

Long-time NAWL member, Juanita Kidd Stout, was honored in 1988 with her appointment to the Supreme Court of Pennsylvania, becoming the first African-American woman to serve on a state's highest court. Her appointment by Governor Robert Casey was confirmed unanimously by the state senate. NAWL had honored Stout in 1965 for her work with juveniles. In 1988, the *Philadelphia Inquirer* profiled her as "A Justice of Quality," and she was the National Association of Women Judges' Honoree of the Year.

A survey article in the September 1994 *Women Lawyers Journal* featured the careers of the 12 women who had served as state chief justices. The article also pointed out that 24 percent of American lawyers were women, but that only 9 percent of judges were women.



Sally Lee Foley



Myrna Raeder



Martha Barnett

#### NAWL and Society

NAWL has presented American women lawyers to American society.

When the American Thrift Assembly determined in 1956 to remedy the lack of retirement accounts for the self-employed, the only representative of women on their 15-member board was NAWL President Neva B. Talley, followed by her successors, until eventual passage of the Jenkins-Keogh Act.

When President Eisenhower proclaimed May 1 as Law Day USA, NAWL past president Adele I. Springer planned extensive Law Day celebrations, commencing in 1960. These included essay, court motto and song contests with celebrity judges Raymond Burr and Gail Patrick Johnson, star and producer, respectively, of the popular *Perry Mason* TV show.

In 1965, NAWL member Edwina Austin Avery marked 20 years of service representing NAWL at the National Conference on Citizenship, which brought together 600 organizations each year in Washington, D.C. In 1976, NAWL president Kathleen Ryan Dacey and president-elect Lee Berger Anderson were invited by Chief Justice Warren Burger and the ABA to attend the National Conference in St. Paul on the Causes of Popular Dissatisfaction with the Administration of Justice, an event honoring the 70th anniversary of Roscoe Pound's address to the ABA on that subject.

First Lady Pat Nixon received NAWL members in 1969 at a White House Tea organized by past president Maurine Howard Abernathy and president Jettie Pierce Selvig. In 1972, President Nixon praised NAWL's selection of NettaBell Girard Larson as president, saying she "brings great distinction to my Administration as Chief of the Legal Section of Interstate Land Sales in the Department of Housing and Urban Development." He congratulated NAWL on its achievements and promised "equal participation of women in public office."

#### NAWL and the ABA

The role of women in the ABA has grown steadily since the first women members were admitted in 1918, and NAWL's delegate was seated in the House of Delegates in 1943.

NAWL President Grace B. Doering was

the first woman elected to the ABA Assembly. She was elected by acclamation to fill a vacancy during the New York and London ABA convention of 1957. As president of NAWL, she was given every honor, both professional and social, including attendance at the Queen's garden party. She and NAWL were also much publicized for her marriage, while in London, to pioneer aviator Jack McCord. A highlight of the concurrent NAWL convention was an address by Judge Rose Heilbron, who had recently become the first woman judge in England.

In 1979, ABA President S. Shepherd Tate addressed the NAWL convention in Dallas, saying, "I am committed to bringing women into leadership positions in the organized bar." He informed his audience that he had significantly increased the number of women appointees to important positions on ABA committees, and that his successor, Leonard Janofsky, was committed to ensuring the presence of women on every ABA committee by 1980. Tate concluded by commending NAWL for promoting the role of women lawyers in the profession.

To further this objective, the 1986 midyear meeting of the ABA House of Delegates in Baltimore unanimously adopted the ABA's ninth goal: "To Promote Full and Equal Participation in the Profession by Minorities and Women." The result was the creation in 1987 of the ABA Commission on Women in the Profession, chaired by Hillary Rodham Clinton. Its first act was to solicit testimony on the situation of women lawyers, and NAWL President Sylvia Marks-Barnett responded with a statement describing the difficulties faced by women lawyers and extended NAWL's cooperation in addressing them. By 1985, NAWL was already granting membership to male applicants in the profession.

For decades, NAWL was the voice for organized women lawyers in the ABA House of Delegates. The Hon. Mattie Belle Davis represented NAWL for 12 years between 1967 and 1981. At present, NAWL's delegate is the Hon. Mary S. Parker of Los Angeles, now serving her second two-year term. In 1991, NAWL welcomed the addition of two more voices for women in the ABA House of Delegates: the National Association of

Women Judges and the National Conference of Women's Bar Associations. In 1995, Roberta Cooper Ramo became the first woman president of the ABA.

A link was created in 1996 between NAWL and the ABA Senior Lawyers Division. At the request of Victor Futter, then chair, a liaison to the Division was appointed by Sally Lee Foley, incoming president of NAWL. Futter's sensitivity to women's issues was demonstrated when he initiated the SLD Diversity Committee in 1995, appointing Judge Parker as its first chair.

Both NAWL and the ABA Commission on Women in the Profession have recognized the value of awards in bringing public attention to achievements of women lawyers:

On two occasions, the Commission's Margaret Brent Award has been given to a past president of NAWL. In 1995, the Brent Award was won by Mahala Ashley Dickerson, the first African-American president of NAWL in 1983-84, whose autobiography, *Delayed Justice For Sale* was published in 1998 in Anchorage. She had been the first African-American woman lawyer in her native Alabama, later becoming a homesteader in Alaska, and that state's first African-American lawyer. In 1996, the Brent Award was given to Nina Miglionico, a pioneer woman lawyer in Alabama, noted for her service as a dynamic president of NAWL in 1958-59.

In 1997, Martha W. Barnett, a longtime member of NAWL, became the first recipient of NAWL's highest honor, the Arabella Babb Mansfield Award. Barnett was the first woman to serve on the ABA Board of Governors, and she is now the unopposed candidate to serve as president of the ABA in 2000-01.

#### The NAWL of Today . . .

In the years immediately preceding NAWL's centennial, the organization has displayed a youthful vigor coupled with maturity of purpose.

Myrna S. Raeder, who served as president for two terms from 1994 to 1996, promised a "rededication to policy issues: domestic violence, health care, gender bias, quality of life for women and children of this country and the world." Raeder, who is a professor of law at Southwestern University in Los Angeles,

presently serves as chair of the ABA Section of Criminal Justice, and is a frequent media commentator on legal issues.

Under the leadership of Sally Lee Foley, president in 1996-97, NAWL member Rebecca A. Speer authored a series of articles on the "Legal Implications of Workplace Violence," and presented the first of several conferences on the subject at NAWL's 1997 annual meeting in San Francisco. At that meeting, Foley also presented the Outstanding NAWL Member of 1997 Award to Gloria Allred for her work on behalf of women's rights. Foley continues her commitment as an international liaison for NAWL.

In 1998, the range of NAWL's concerns was evidenced by the women chosen to receive awards. Janice L. Sperow, president from 1997-98, gave NAWL's Arabella Babb Mansfield Award to Judge Ilana Diamond Rovner of the U.S. Court of Appeals in recognition of her distinguished career on the bench. Dianna Kempe of Bermuda, the first woman nominee-apparent for the presidency of the IBA, was honored for her professional achievements. Also during 1998, Sperow honored the two women senators from California: Barbara Boxer received the President's Award for the Advancement of Women, recognizing her work as author of the 1994 Violence Against Women Act, and Diane Feinstein was given the President's Award for Lifetime Service.

Susan Fox Gillis of Chicago is the current president for 1998-99. Her successor will be Katherine J. Henry of Washington, D.C., for 1999-2000. Gillis reflects on the "impressive accomplishments of the pioneer women of the legal profession," saying,

"It is important today that we remember their sacrifices. Each of us must continue their good works, so that the profession and the world will be better places for the future generations of women in the profession."

#### . . . and Tomorrow

The century that began in 1899 with the election of NAWL's first president, Rosalie Loew, has seen the advancement of women lawyers from the periphery to the mainstream. With a nod to the past—and its face to the future—NAWL now commences its centennial celebrations. ■

**In 1918  
the first  
two women  
lawyers were  
admitted  
to the ABA.**



Janice Sperow



**CONGRATULATIONS**  
to the  
**National Association  
of Women Lawyers**

***Which has been a defender and promoter  
of lawyers' rights and responsibilities  
for 100 years.***

***Best wishes as NAWL begins its next century.***

***Judge Kenneth L. Gillis (Ret.)***

**CALIFORNIA WOMEN LAWYERS**



congratulates  
**NATIONAL ASSOCIATION  
OF WOMEN LAWYERS**  
on their **CENTENNIAL**  
**1899 to 1999**

We hereby recognize the California women who served  
as presidents of NAWL:

1935-38 Percilla L. Randolph  
1946-47 Adele I. Springer  
1969-70 Jettie Pierce Selvig  
1974-75 Marjorie M. Childs  
1985-86 Virginia S. Mueller  
1994-96 Myrna S. Raeder  
1997-98 Janice L. Sperow

# Two judges will receive honors during annual meeting for pioneering work

NAWL will salute two of Georgia's first ladies of the law during its centennial celebration luncheons in Atlanta, Aug. 6 and 7.

Judge Phyllis A. Kravitch of the 11th U.S. Court of Appeals will be presented the 1999 Arabella Babb Mansfield Award on Friday and the Hon. Dorothy Toth Beasley, retired presiding judge of the Georgia Court of Appeals, will receive the 1999 President's Centennial Award for Excellence on Saturday.

The Arabella Babb Mansfield Award is presented by NAWL to an outstanding individual in recognition of professional success, positive influence, and valuable contribution to women in the law and in society. The highest honor awarded by the Association, the silver cup commemorates the first American woman admitted to a state bar in the United States (Iowa; 1869). The President's Award for Excellence is presented by the NAWL 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. During this centennial year for NAWL, this award takes on a special significance as members celebrate 100 years of service and look forward to a new millennium.

**JUDGE KRAVITCH** is the first woman to be appointed a federal judge in the Southeast and the third woman appointed as a U.S. Circuit Court Judge in the country. Her 1979 appointment capped a long career dedicated to the struggle to achieve equal rights for women and minorities in the deep South. Her own struggle began at the University of Pennsylvania Law School in 1943 when, despite being a law review editor, she was rejected for several federal and U.S. Supreme Court clerkships and law firm positions because of her sex. She pursued a trial practice in Savannah at a time when Georgia had no female judges, no women on juries and few female lawyers. Her practice included defending indigents in criminal cases and many civil rights suits, winning a name



Judge Kravitch



Judge Beasley

as a champion in the courts not only for the basic legal rights of minorities and women, but also for according proper respect to minority and female parties and witnesses. On the Chatham County Board of Education from 1949-55, she was instrumental in eliminating sex- and race-based salary discrepancies and the use of substandard buildings for minority schools.

In 1975 Judge Kravitch was elected the first woman president of the Savannah Bar Association. In 1976 she was elected the first woman Superior Court Judge in Georgia, paving the way for the subsequent appointment of other women to judicial positions in the state. Prior to her appointment to the federal bench, Judge Kravitch was active in establishing the Savannah Area Family Emergency (SAFE) shelter for battered women and the Savannah Rape Crisis Center, and assisted the Georgia Legislature in revising family, juvenile and child abuse laws and statutes that were not gender neutral.

**JUDGE BEASLEY** is the new executive director for International Programs at the National Center for State Courts in Washington, D.C. She was the first woman appointed to serve on the Georgia Court of Appeals, and according to NAWL member Kacy Claire Eaves of Ohio, one of several members who nominated the former judge for the award, she "continues to serve as a beacon of inspiration and support to women across Georgia, and now around the world, through her work as a lawyer, judge, mentor, teacher, counselor and role model." A founding leader of Georgia Women on the Run, a bipartisan effort to encourage women to become candidates for elective office, Ms. Beasley is also an active supporter of the Georgia Association for Women Lawyers and is noted for her rousing support of women law students.

**AFTER CLERKING** for the three circuit court judges in Arlington County, Virginia, Dorothy Toth Beasley practiced law in Arlington and then in Atlanta, served as an Assistant Attorney

General of Georgia and as an Assistant U.S. Attorney, was appointed to the State Court of Fulton County in 1977 and the Court of Appeals in 1984. Judge Beasley served on the Court of Appeals for 14 years and was its chief judge in 1995-96.

**JULY MARKS** her new role with the National Center for State Courts, which serves as a clearinghouse of state court information and best practices. The international programs provide leadership in seeking innovative solutions to justice system problems internationally, as well as to facilitate networking and information sharing among international justice officials. She is uniquely suited for such a role, having served as a member of the Board of Directors of both the National Center and the American Judicature Society and been involved in international activities since she first worked at the U.S. State Department in the early 1960s. In recent years, she has served as a consultant and judicial educator in Albania and for judges from Brazil, reviewed draft laws and constitutions for the ABA Central and Eastern European Law Initiative (CEELI), frequently welcoming foreign judicial and legal visitors from around the world.

Both luncheons will be in the Crown Room, 27th floor of the Sheraton Colony Square in Atlanta.

## ADR boosts pay

Here's yet another reason for participating in the NAWL-sponsored ADR training Thursday afternoon, Aug. 5, in Atlanta: NASD Regulation has increased arbitrator honoraria.

For service on cases filed on or after Mar. 18, 1999, arbitrators will receive \$200 per single hearing session; \$400 per double hearing session. Chairpersons will receive an additional \$75 per day. For service on cases filed on or after Mar. 18 and decided without an in-person hearing, arbitrators will be paid \$125 per case.

For details about the NASD arbitration program, contact Phillip Lenihan at (415) 882-1240 or [lenihanp@nasd.com](mailto:lenihanp@nasd.com). On the Web: [www.nasdr.com/2800.htm](http://www.nasdr.com/2800.htm).

# Honors, career moves on agenda

The University of Wyoming Outstanding Law Student for 1998, **Pam Brondos**, is working with the recently formed attorney section of the Wyoming Coalition Against Domestic Violence and living in Casper.

• • •

Illinois Appellate Court Justice **Anne Marie Burke** has been elected to DePaul University's Board of Trustees. Justice Burke earned her bachelor's degree from DePaul's School for New Learning in 1976 and her J.D. from Chicago-Kent College of Law in 1983. She began her career as a Chicago Park District teacher and consultant from 1965 to 1970, co-founding the Chicago Special Olympics in 1968. After rearing children and attending college, she started a private law practice (1983-94). She served as an Illinois Court of Claims judge from 1987 until 1994, when Gov. James Edgar appointed her special counsel to the Illinois Department of Children and Family Services. In 1995, she was appointed to the Illinois Appellate Court and was elected to the court in 1996.

• • •

As NAWL collects the histories of American women lawyers in this centennial year, a welcome addition has been provided by attorney **Frances H. Del Duca** of Carlisle, Pa. Volume 14, Number 1 of the *Cumberland County History*, published by the county's historical society, includes her article, "Ida G. Kast, Cumberland County's First Woman Attorney." On August 1, 1893, Ms. Kast, of Mechanicsburg, Pa., petitioned the Board of Examiners for Law Students for her preliminary exam. Her application was refused on Sept. 11 and again on Oct. 10, but she successfully appealed, receiving a favorable decision from the court on March 15, 1894. She practiced law for 55 years—for many as the only woman lawyer in the county—dying in 1951 at the age of 79.

• • •

Chicago attorney **Sharon L. Eisman** was installed as president of the Women's Bar Association of Illinois during its annual dinner, June 3. Ms. Eisman attended the 1998 midyear meeting in Nashville and was a panelist on the workplace violence seminar NAWL presented.

• • •

**Mary P. Gaston**, Gonzaga University Outstanding Law Student for 1997, is with the firm of Perkins Coie in Spokane, Wash.

• • •

NAWL International Law Committee chair **Eva Herzer** was featured speaker at the Alameda County Bar Association's brown-bag lunch May 4 in Oakland, Calif. The room was filled to capacity as Ms. Herzer provided an overview and report from the trenches at the U.N. on "The Enforcement of Women's Rights Under International Law." The program, presented by the ACBA Gender Equity Committee, was co-sponsored by NAWL.

• • •

**Dixie Lee Laswell** of Seyfarth Shaw in Chicago is currently serving as vice chair of the ABA Law Practice Management Section and has been appointed to the Chicago International Dispute Resolution Association panel. Her Y2K article was published in the December 1998 issue of *Environmental Protection Magazine*.

• • •

**Lynn M. Luker** is the senior partner in the new firm of Luker, Sibal & McMurtry in New Orleans.

• • •

NAWL member **Leslie Anne Miller** is the 1999 recipient of the Anne X. Alpern Award presented by the Pennsylvania Bar Association Commission on Women in the Profession. The award, which is named for the first woman to serve as a state attorney general in the U.S. (1959) and the first woman appellate judge of the Pennsylvania Supreme Court, annually recognizes a female attorney in Pennsylvania who has been an outstanding legal professional and mentor for other attorneys. Ms. Miller is immediate past president of the Pennsylvania Bar Association—the first woman to serve in that capacity in the 104-year history of the PBA. Ms. Miller also served as the first woman chair of the PBA House of Delegates and the PBA Young Lawyers Division. She is a shareholder in the Philadelphia firm of McKissock & Hoffman, where she concentrates in the defense of professional malpractice claims and appellate practice. A historical footnote: the Hon. **Genevieve Blatt** was the first recipient of this award, which was established in 1994. Judge Blatt, the first woman on the Commonwealth Court, was a member of NAWL for more than 50 years.

• • •

**Jenny R. Mullennix**, the 1998 Outstanding Law Student for Valparaiso University, is pleased to report that she passed the Colorado bar this winter and has a new address in Denver.

• • •

At 10 a.m. June 25, **Edith Osman** was installed as president of The Florida Bar. Two hours and fifteen minutes later, **Jeanmarie Whalen** of Palm Beach Gardens was installed by Florida Supreme Court Justice Barbara Pariente as president of the Florida Association for Women Lawyers, during a joint annual meeting.

• • •

The ALI-ABA Committee on Continuing Professional Education was so impressed with **Christa Manzi Schacht's** review of *From Law School to Law Practice* in the spring issue of our journal that it requested permission to reprint the article in its monthly newsletter mailed to 60,000 lawyers.

• • •

**Lee A. Webb**, the University of Louisville 1997 Outstanding Law Student, moved from Prestonsburg to Lexington. Ms. Webb has been serving as law clerk to Justice Janet L. Stumbo of the Supreme Court of Kentucky.

• • •

Moved: **Rebecca D. Kleinman** to Kleinman & Associates, San Francisco.

## IN MEMORIAM

Chicago attorney **Jeanne E. Brown Gordon**, a member of NAWL for over half a century, died April 6 at age 93 in Highland Park Hospital. A 1936 graduate of The John Marshall Law School, she had served as a trustee for the past 35 years. In 1955 she was the first woman elected president of the alumni association. She was also the first woman member of the Decalogue Society (1941) and she served on the Illinois State Bar Association Assembly for 18 years (1973-79, 1980-86, 1987-93). In 1949-50, she was president of the Women's Bar Association of Illinois after beginning the WBAI newsletter four years earlier.

The Trust Company of Oklahoma has notified NAWL that Tulsa attorney **Corinne Childs** died Feb. 13, 1999. She had been a member of NAWL since 1955.

# Law student debt heavier burden

Debt for law students has spiraled into the danger zone, according to *The National Jurist*, the national magazine for law students. The article in the March/April 1999 issue details how the debt-to-income ratio for law graduates who financed their education through loans has risen rapidly in this decade, increasing the risk of default.

"We came up with some surprising results," said publisher Jack Crittenden. "Graduates from certain law schools are doing much better than others, and some are in tough financial situations. Since tuition has outpaced inflation so dramatically, new graduates in many areas can face crushing debt."

Based on sources from major lending institutions and law schools, the article profiles how the steady rise in tuition costs and regional cost-of-living expenses have played roles in boosting the national average debt-to-income level. It also explains how the average law school graduate's standard of living has plummeted 33% since 1987.

The editors crunched numbers to find how much disposable income law school graduates have left after subtracting an average loan payment and regional living expenses. The challenges facing new lawyers who want to work in public interest is especially daunting given the lower salaries compared to private practice.

In a 1998 National Student Loan Survey conducted by Nellie Mae, the country's largest nonprofit provider of student loans, 40% of those who studied medicine, law or business had student loan debt levels exceeding their current

## Study shows pay disparity

The Spring 1999 issue (Vol. 10, No. 2) of *AdvanceSheet*, the newsletter published by Oregon Women Lawyers, noted that women lawyers' salaries lag substantially behind men's.

According to the Oregon State Bar's 1998 Economic Survey:

"In 1997 men made an average of \$94,311, while women averaged \$57,192. While attorneys' average salaries as a whole were up by over \$10,000 between 1993 and 1997, men's salaries rose by an average of \$13,080 whereas women's salaries rose by an average of only \$8,507.

"Some of the difference in the average salary figures can be attributed to the fact that the data reflect the salaries of both full-time and part-time lawyers, and more women than men (17% vs. 8%) reported working part time. Other factors affecting survey results were level of employment, years of

practice, size of practice, and type of employment."

The article noted the gap between average compensation for men and women working full-time and admitted to practice the same number of years—regardless of the number of years or size of practice:

"It is particularly disturbing that the gap for average compensation increases with the number of years in practice. In offices with 2 to 6 lawyers, the compensation gap between men and women for those admitted to practice 0 to 3 years was \$4,688, for 4 to 6 years it was \$5,080, and for 7 to 9 years it was \$7,186.

"For larger offices (those with 7 to 20 lawyers) the figures were much higher and increased substantially for those in practice for more than 3 years. For 0-3 years in practice the average salary difference was \$5,636, while for 4-6 years it jumped to a whopping \$14,653 and for 7 to 9 years, it was \$15,522."

salaries, 25% said their monthly student loan payments used up over 20% of their monthly income, and 63% of borrowers reported significant burden from their student loans. Law students in particular were cited in the Nellie Mae survey for debt levels so high that their relatively high starting salaries seemed inadequate.

The Nellie Mae survey attributed

increases in borrowing to not only rising tuition costs, but also less availability of grant aid, increased eligibility for federal loans beginning in 1992, a larger percentage of older "independent" students who have little family financial help, and starting salaries that have not yet come up from the wage stabilization that began with the early 1990s recession.

## NAWL names new executive director

Lisa L. Smith, soon to be the new NAWL executive director, describes herself as a feminist and drip-dry native of Seattle. She begins work later this summer.

She became smitten with the field of anthropology as an undergraduate. After gaining her BA in cultural anthropology at the University of Washington (with a focus on African studies), she opted for the best and headed for the University of Chicago, where she earned her Master's in Social Science in 1997. Although her relationship with anthropology is now merely platonic, her connection with Chicago remains passionate.

She has worked in administrative and support positions at Seattle law firms for 10 years. Her nascent interest in multimedia and the digital revolution should dovetail with incoming NAWL president Katherine Henry's aim to apply technology to NAWL's operations and communications.

Ms. Smith's time will be divided between advancing the goals of NAWL and working as a news intern at WBEZ radio in Chicago. She succeeds Peggy L. Golden, who resigned after five years as executive director. During that time she worked with officers to improve NAWL finances and to increase membership.

## Clerking can add valuable experience, study says

Law school students considering whether to pursue a law office clerkship should take note of a nationwide survey which shows it can significantly enhance their career prospects.

According to the poll, 90 percent of attorneys say experience gained through professional internships is valuable when assessing candidates for full-time positions. More than half of respondents—56 percent—rated it very valuable.

The survey was developed by The Affiliates, a staffing service specializing in project attorneys and legal support personnel. It was conducted by an independent research firm and included responses from 200 attorneys.



## Coalition seeks contraceptive coverage

The National Women's Law Center, on behalf of a coalition of more than 60 civil rights, health, religious, women's, and employee organizations, has opened a new front in the campaign to secure health insurance coverage for prescription contraceptives.

These organizations, led by the Center, have joined to urge the Equal Employment Opportunity Commission (EEOC) to issue policy guidance advising that it is unlawful sex discrimination, under Title VII of the Civil Rights Act of 1964, for an employer covered by Title VII to exclude prescription contraceptives from insurance coverage provided to its employees, when other prescription drugs and devices are covered. Contraception is a critical component of health care for women and an important contributor to maternal and child health, and no different from many other prescription drugs routinely covered by employer, the groups contend.

"This action challenges the inherent sex discrimination in the one-half of large-group insurance plans that do not routinely cover prescription contraceptive drugs and devices," said Marcia D. Greenberger, the center's co-president. "We all saw how quickly employers' insurance plans covered Viagra. Amazingly, though, far too many of these same employers neglect women's basic health care needs by failing to cover prescription contraceptives. Women are thus singled out for inequitable treatment by employers in insurance benefits they provide employees."

On June 10, the center and its coalition partners delivered a letter to the EEOC demonstrating that this law bars employers covered by Title VII—which includes employers with at least 15 employees—from excluding prescription contraceptives from employees' health insurance plans when other prescription drugs and devices are covered.

The center is working on a multi-track approach with its partners. At the federal level, this effort also includes seeking passage of the Equity in Prescription Insurance and Contraceptive Coverage Act, which would require all private insurance, whether or not provided by employers, to cover prescription contraceptives when other prescription drugs and devices are covered. Litigation is also pending in several states.

The 1999 NAWL

# Outstanding Law Students

They are among the brightest and the best. These outstanding law graduates have been selected by their schools to receive the NAWL Outstanding Law Student Award for 1999.

The criteria moves beyond academic achievement to acknowledge personal achievement—the work already accomplished to improve the position of women in society as well as to promote the concerns of women in the legal profession. And it was done with a motivation, tenacity and enthusiasm that inspired their peers and their law professors.

NAWL is for women who want to change the world and for the men who want to help them. We salute these dedicated law graduates—and encourage them to continue making a difference.

### American University Washington College of Law

Monica G. Hobbs

### Boston University School of Law

Courtney Worcester

### Brigham Young University J. Reuben Clark Law School

Yvette Donosso Diaz

### Campbell University Norman Adrian Wiggins School of Law

Kathryn Whitaker Overby

### Capital University Law School

Victoria Wu

### The Catholic University of America Columbus School of Law

Joan E. Knight

### Salmon P. Chase College of Law

Kimberly A. Schmaltz

### Cornell Law School

Angelica Matos

### CUNY School of Law at Queens College

Traceyrose Zappola

### DePaul University College of Law

Judith Terek

### Drake University Law School

Kelly J. Poff

### Duke University School of Law

DeAnn Richardson

### Duquesne University Law School

Jonette S. Joseph

### Emory University School of Law

Cameron N. Welborn

### Fordham University School of Law

Kathrine Florin Geller

### Georgetown University Law Center

Meghan Faux

### Georgia State University College of Law

Nancy C. Greenwood

### Indiana University School of Law-Indianapolis

Shelley Baumgart

### Inter American University of Puerto Rico School of Law

Betsy Asencio Quiles

### Loyola Law School, Los Angeles

Margaret P. Stevens

### Loyola University Chicago School of Law

Sophia Bella Dobbs

### Marquette University

Joanne M. LipoZovic

### The John Marshall Law School

Mary E. Spring

### Northern Illinois University College of Law

Tammy Thurman

### Northwestern University School of Law

Annaliese Flynn Fleming

### Nova Southeastern University Shepard Broad Law Center

Tammy B. Saltzman

### Ohio Northern University Claude W. Pettit College of Law

Heather M. Barnes

### The Ohio State University College of Law

Rebekah Kaufman

**Oklahoma City University School of Law**  
April Bergdall Eberle

**Quinnipiac College School of Law**  
Felice Duffy

**Regent University School of Law**  
Colleen M. Holmes

**Roger Williams University School of Law**  
Jeanne Scott

**Rutgers School of Law-Camden**  
Jeanette M. Barnard

**St. Mary's University School of Law**  
Christine E. Reinhard

**St. John's University School of Law**  
Natasha N. Aljanlian

**Samford University Cumberland School of Law**  
Amy DeLoach Sylvester

**Seton Hall University School of Law**  
Keri E. Logosso

**Southern Illinois University School of Law**  
Suzanne L. Patton

**Southwestern University School of Law**  
Marcia B. Kraft

**Stetson University College of Law**  
M. Celine Cannon

**Suffolk University Law School**  
Stephanie M. Taverna

**Syracuse University College of Law**  
Angela Christoffel

**Touro College**  
Jacob D. Fuchsberg Law Center

**Jacob D. Fuchsberg Law Center**  
Dawn L. Hargraves

**Thomas Jefferson School of Law**  
Michele Castillo

**Tulane Law School**  
Mark Edward Andrews

**University of Akron School of Law**  
Susan M. Gerber

**University of Arkansas at Little Rock School of Law**  
Rhonda K. Wood

**University of California, Boalt Hall**  
Melissa McKowan

**University of California, Davis School of Law**  
Melissa Ann Jones

**University of California Hastings College of the Law**  
Jennifer A. Kash

**University of California, Los Angeles School of Law**  
Marla Maxfield

**The University of Chicago Law School**  
Laura Kotanchik

**University of Cincinnati College of Law**  
Leslie Boozer-Boggs

**The University of Connecticut School of Law**  
Carolyn J. Zambelli

**The University of Dayton School of Law**  
Rachel R. Watson

**University of Denver College of Law**  
Kelsey S. Barnes

**University of the District of Columbia David A. Clarke School of Law**  
Kim T. James

**University of Florida College of Law**  
Krisanne L. Russell

**The University of Georgia School of Law**  
Katy N. Lewis

**University of Houston Law Center**  
Rosaline Cohen

**University of Illinois at Urbana-Champaign College of Law**  
Lisa DeGeeter

**The University of Iowa College of Law**  
Kimberly D. Berg

**The University of Kansas School of Law**  
Jody M. Lamb

**University of Kentucky College of Law**  
Lora Renee Bentley

**University of Louisville School of Law**  
Angela E. Slaton

**University of Maine School of Law**  
Joceline D. Champagne

**University of Maryland School of Law**  
Abigail Noel Ross

**The University of Memphis Cecil C. Humphreys School of Law**  
Susan Thomason Hunt

**University of Miami School of Law**  
Alessandra Parisi Serano

**The University of Michigan Law School**  
Megan H. Mack

**University of Minnesota Law School**  
Stacy L. Bettison

**The University of Mississippi**  
Alicia Kate Margolis

**University of Missouri-Columbia School of Law**  
Jennifer J. Smith

**University of Nebraska-Lincoln College of Law**  
Laurie Ponce Lage

**The University of New Mexico School of Law**  
Cynthia M. Tessman

**The University of Oklahoma Law Center**  
Caron C. Pyle

**University of Pittsburgh School of Law**  
Parastou Hassouri

**University of Puerto Rico School of Law**  
Sheila I. Velez-Martinez

**University of Richmond T.C. Williams School of Law**  
Caroline Elizabeth Browder

**University of San Diego School of Law**  
Cynthia Valenzuela

**University of South Dakota School of Law**  
Tracey R. Dollison

**University of Southern California Law School**  
Karla Kraft

**The University of Tennessee College of Law**  
Jennifer A. Robinson

**The University of Texas at Austin**  
Rudene Tulaine Mercer

**The University of Tulsa College of Law**  
Richa Himani

**The University of Utah College of Law**  
Kristen L. Zimmerman

**University of Virginia School of Law**  
Jennifer Danielle Jewell

**University of Wisconsin-Madison Law School**  
Alison Hager Spakowitz

**University of Wyoming College of Law**  
Katina Francis

**Valparaiso University School of Law**  
Andrea B. Foltz

**Vermont Law School**  
Erin E. Barnes

**Wake Forest University School of Law**  
Tywanda L. Harris

**Washburn University School of Law**  
Sabrina Standifer

**Washington University in St. Louis School of Law**  
Sonni L. Fort

**Washington and Lee University School of Law**  
Elizabeth M. Formidoni

**Western New England College School of Law**  
Paula Kilcoyne

**Widener University School of Law, Harrisburg**  
Laurie E. Wiest

**Widener University School of Law, Wilmington**  
Catherine Damavandi

**Willamette University College of Law**  
Holly Ferguson

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

## ALABAMA

**Birmingham**  
**Nina Miglionico**  
Miglionico & Rumore  
Ste 1230, Brown Marx Twr,  
35203  
205/323-8957 Ch, FL, W, Pro

**Carol H. Stewart**  
Burr & Forman  
3100 South Trust Twr  
PO Box 830719 35283  
205/458-5219 RE, Bu, T, Li

**Cary Tynes Wahlheim**  
Burr & Forman  
PO Box 830719, 35283  
205/458-5142 H, Li

## ARKANSAS

**Maumelle**  
**Karon Lynch Martin**  
PO Box 13617, 72113  
501/851-1644 SS

## CALIFORNIA

**Altadena**  
**Phyllis N. Harris**  
1215 Sunny Oaks Cir, 91001  
626/798-9047 Em, La

**Beverly Hills**  
**Nina Marino**  
9454 Wilshire Blvd, Ste 500,  
90212  
310/553-5003 Ad, Cr De, WC

**Long Beach**  
**Patricia A. Bellasalma**  
Fletcher & Bellasalma  
301 E. Ocean Blvd, Ste 1200,  
90802  
562/901-4930 Ci, Dis, Em, FL,  
Sex, T, Wom

**Los Angeles**  
**Rochelle Browne**  
333 S Hope St, 38th Fl, 90071  
213/626-8484 LU, Ci, App,  
Cons, Li

**Leslie A. Cohen**  
Goldberg Scott  
1925 Century Pk E, Ste 2200  
90067  
310/557-9700 Bky, Li

**Robbin L. Itkin**  
Wynne Spiegel Itkin  
1901 Av of the Stars, Ste 1600,  
90067, 310/551-1015 Bky

**Rochelle B. Spandorf**  
Shapiro Rosenfeld & Close  
2029 Century Park East,  
Ste 2600, 90067  
310/975-7936 Co Fr, IP

**Palo Alto**  
**Marjorie Goux**  
Finnegan, Henderson, Farabow,  
Garrett & Dunner  
700 Hansen Way, 94304,  
650/849-6600 TM

**Richmond**  
**R. Ann Fallon**  
Whiting, Rubenstein, Fallon  
& Ross  
3260 Blume Dr, Ste 110,  
94806  
510/222-6000 FL

**Sacramento**  
**Virginia S. Mueller**  
106 L St, 95814  
916/446-3063 FL, Pro

**San Diego**  
**Janice L. Sperow**  
Ruiz & Sperow  
3177 A St, 92102  
619/235-6684 Bu, CA, Ci, Com,  
Cons, Cont, De, Dis, Ed, Em,  
IP, Li, Sex, T

**San Francisco**  
**D. Jan Duffy**  
50 California St, Ste 1500,  
94111  
415/439-5202 EmLi

**Justine S. Juson**  
Schacher Kristoff  
505 Montgomery St 94111  
415/391-3333 Em, La

**Jettie Pierce Selvig**  
465 California St, Ste 718,  
94104  
415/981-0150 Pro, Wo

**Rebecca A. Speer**  
465 California St, Ste 200,  
94104  
415/283-4888 PI, Pro, Wo

**South Pasadena**  
**Ellen A. Pansky**  
Pansky & Markle  
1114 Fremont Av, 91030  
213/626-7300 AttMa, Disc, Li

## CONNECTICUT

**Madison**  
**Rebecca Westerlund**  
52 Old Toll Rd, 06443,  
203/421-0918  
Cont

## DISTRICT OF COLUMBIA

**Susan L. Buckingham**  
Dickstein, Shapiro, Morin &  
Oshinsky  
2101 L St NW, 20037-1526  
202/955-6612 Ins

**Katherine J. Henry**  
Dickstein, Shapiro, Morin &  
Oshinsky  
2101 L St NW, 20037-1526  
202/785-9700 App, WC, Li, DR,  
Ins

**Anne Kornbau**  
Browdy & Neimark  
419 7th St NW, 20004  
202/628-5197 IP

**Corrine P. Parver**  
Dickstein, Shapiro, Morin &  
Oshinsky  
2101 L St NW, 20037-1526  
202/775-4728 H

## FLORIDA

**Alachua**  
**Kathleen C. Fox**  
PO Box 1930, 32616  
904/462-5157 FL, PI, Sex

**Boca Raton**  
**Charlotte H. Danciu**  
370 W Camino Gardens Blvd,  
Ste 210, 33432  
561/392-5445 Ch, Surrogacy

**Ellen R. Itzler**  
Osborne & Osborne  
798 S Fedl Hwy, Ste 100  
PO Drawer 40, 33429  
407/395-1000 Ba, Cont, Ld, RE

*Ft. Lauderdale*

**Kimberly A. Gilmour**  
15th Fl, 110 SE 6th St, 33301  
954/760-4911 La, Em, GP

**Mary Jo Meives**  
Ste 1010, 515 E Las Olas Blvd,  
33301  
305/554-5900 MeMa, PI

*Jacksonville*

**Mary K. Phillips**  
Gentry & Phillips  
6 East Bay St, Ste 400,  
P.O. Box 837, 32201  
904/356-4100 MeN, MeMa, T,  
WD

*Miami*

**Jennifer Coberly**  
Zuckerman, Spaeder, Taylor &  
Evans  
201 S Biscayne Blvd, Ste 900,  
33131  
305/579-0110 Com, Li

*Orlando*

**Patricia A. Doherty**  
PO Box 568188, 32856  
407/843-7060 MeN, Sex, N, Li,  
MeMa, PI, WD

*Plantation*

**Sonya L. Salkin**  
Malnik & Salkin, PA  
Ste 216, 1776 N Pine Island  
Rd, 33322  
954/423-4469 Bky, Com, Ci, Li

*St. Petersburg*

**Ellen Neil Kalmbacher**  
Holland & Knight  
PO Box 3542, 33731  
813/896-7171 Con, LU, RE, Tx  
Li, Env, RE

*West Palm Beach*

**Victoria A. Calebrese**  
Lewis Kapner, PA  
250 Australian Av So, 33401  
561/655-3000 FL

GEORGIA

*Atlanta*

**Kristine Cavin**  
Smith Ronick & Corbin  
750 Hammond Dr, Bldg II,  
30328  
404/256-9000 RE

**Nora M. Tocups**  
1100 Peachtree St, Ste 2800,  
30309  
404/815-6213 IP, P

ILLINOIS

*Chicago*

**Susan Bogart**  
161 N. Clark St, Ste 2300,  
60601  
312/726-9060 Li, Em, F, Cr, De

**Marilee Clausung**  
Lord Bissell & Brook  
115 S LaSalle, Ste 2700, 60603  
312/443-1837 MeMaDe

**Patrica A. Collins**  
Asher Gittler et al  
125 S Wacker, Ste 1100,  
60606  
312/263-1500 DR, Dis, Em, La,  
Sex, Ci

**Susan Fox Gillis**  
190 S LaSalle St, Ste 2850,  
60602  
312/726-0440 Cont, N, Pr, T

**Jean M. Golden**  
20 W Wacker, Ste 1040, 60606  
312/444-2489 Ins

**Dixie Lee Laswell**  
55 E Monroe, Ste 4200, 60603  
312/269-8863 Env

**Colleen McManus**  
Rudnick & Wolfe, 203 N.  
LaSalle St, Ste 1800, 60601  
312/368-7027 Bky, Com Li

**Beverly A. Pekala**  
30 N LaSalle St, #4300, 60602  
312/251-0737 FL, Li

INDIANA

*Valparaiso*

**Tina M. Bengs**  
Hoepfner, Wagner & Evans  
103 E. Lincoln Way, 46384  
219/464-4961 Li, De, Em, Wo

**Nancy E. Murphy**  
Hoepfner, Wagner & Evans  
103 E. Lincoln Way, 46384  
219/464-4961 Em

**Karen M. Read**  
Hoepfner, Wagner & Evans  
103 E. Lincoln Way, 46384  
219/464-4961 Ins, De, PI, Pr,  
Wo

**William F. Satterlee III**  
Hoepfner, Wagner & Evans  
103 E. Lincoln Way, 46384  
219/465-7005 Me, Li

IOWA

*Des Moines*

**Roxanne Barton Conlin**  
300 Walnut St, #5, 50309  
515/282-3329 PI, MeN, Dis,  
Disc, Li, N, Sex, T, WD

KENTUCKY

*Louisville*

**Virginia Collins Burbank**  
1st Trust Ct 600 N, 200 S 5th  
St, 40202  
502/585-5100

**Maria A. Fernandez**  
Fernandez Friedman Grossman  
& Kohn  
2400 National City Tower, 101  
S. Fifth St., 40202  
502/589-1001 W, Tx, Pro, Bu

LOUISIANA

*New Orleans*

**Stefanie J. Allweiss**  
McCalla Thompson Pyburn  
Hymowitz & Shapiro  
650 Poydras St, Ste 2800,  
70130  
504/524-2499 La, Em

**Megan Shemwell Nash**  
McCalla Thompson Pyburn  
Hymowitz & Shapiro  
650 Poydras St, Ste 2800,  
70130  
504/524-2499 La, Em

**Lynn M. Luker**  
Luker, Sibal & McMurtray  
616 Girod St, Ste 200 70130  
504/525-5500 Dis, Env, CA, F,  
Li

MARYLAND

*Baltimore*

**Jana Howard Carey**  
Venable, Baetjer & Howard  
2 Hopkins Plz, 1800 Mercantile  
Bk Bldg, 21201  
410/244-7636 La, Emp

*Rockville*

**Jo Benson Fogel**  
5900 Hubbard Dr, 20852  
301/468-2288 FL

**Carol Garfiel Freeman**  
20 Courthouse Sq, Ste 214,  
20850  
301/762-6405 Cr, App

MASSACHUSETTS

*Dedham*

**Faith F. Driscoll**  
14 Carlisle Rd, 02026  
508/294-6165 IP

*Norwood*

**Margaret B. Drew**  
477 Washington St, 02062  
617/255-9595 Pro, W, FL, RE

MICHIGAN

*Ann Arbor*

**Jean Ledwith King**  
277 E Liberty, 48104  
313/662-1334 Ci, Cn, Dis, ED,  
Em, Fo, GP, PI, Sex, WC, WD

*Detroit*

**Margaret A. Costello**  
Dykema Gossett  
400 Renaissance Ctr, 48243  
313/568-5306 Li, Int

*Farmington Hills*

**Nina Dodge Abrams**  
30300 Nrthwstrn Hwy, Ste 112  
48334, 810/932-3540 FL

*Grand Rapids*

**Elizabeth K. Bransdorfer**  
200 Ottawa Av NW, Ste 700,  
49503  
616/459-3200 Li

**Nancy Lynn Haynes**  
200 Ottawa Av NW, Ste 700,  
49503  
616/459-3200 Em, Li

**Jennifer L. Jordan**  
Miller, Johnson, Snell &  
Cummiskey  
P.O. Box 306, 49501-0306  
616/831-1778

*Lansing*

**Janis L. Blough**  
420 S Waverly Rd, 48917  
517/323-6295 Ch, FL, Cr

*Mt. Clemens*

**Jacqueline R. Wright**  
120 Market St, 48043  
810/468-1090 FL, Co, Pro, W

*Oak Park*

**Michelle L. Gullet**  
PO Box 37456, 48237  
248/544-0655 Cr, Juv, Tx



## **MISSISSIPPI**

### *Biloxi*

**Clare S. Hornsby**  
PO Box 548, 39533  
601/374-5566 Ch, FL, Gu, Pro,  
W

### *Jackson*

**Kristina Johnson**  
Watkins Ludlam Winter &  
Stennis, PO Box 427, 39205  
601/949-4785 Bky, Li

## **MISSOURI**

### *Kansas City*

**Jennifer Charno Nelson**  
Lathrop & Gage  
2345 Grand Blvd, Ste 2500,  
64108-2684  
816/460-5820 Env

### **Teresa A. Woody**

1000 Walnut St, Ste 1400,  
64106  
816/292-8107 Com, Env, At

### **Rosetta Robins**

Blackwell Sanders Peper Martin  
2300 Main St, Ste 1000, 64108  
816/983-8170 DR Em

## **NEBRASKA**

### *Omaha*

**Susan Ann Koenig**  
319 S. 17th St, Ste 740, 65102  
402/346-1132 FL, C, Wom

## **NEVADA**

### *Las Vegas*

**Lillian J. Sondgeroth**  
1509 S Eastern Av, 89104  
702/382-2288 PI, FL, W, CP, Ch

## **NEW HAMPSHIRE**

### *Manchester*

**Jo Ann Brighton**  
Peabody & Brown  
889 Elm St, 03101  
603/628-4000 Bky, Co

## **NEW JERSEY**

### *Cherry Hill*

**Stacy Alison Fols**  
Montgomery McCracken  
457 Haddonfield Rd, Ste 600,  
08002  
609/488-7729 App, Li

### *Collingswood*

**Miriam N. Jacobson**  
900 Haddon Av, Ste 412,  
08108  
609/858-7775 Re, Bu, W, Com  
(also Philadelphia, Pa.)

### *Haddonfield*

**Denise M. Keyser**  
Archer & Greiner  
One Centennial Sq, 08033-0968  
609/795-2121 La, Em, Sex

### *Highland Park*

**Emily Arnow Alman**  
Alman & Michaels  
611 S. Park Av, 08904  
908/819-8444 FL, Ch, Ed, Dis,  
Sex

### *New Brunswick*

**Lynn F. Miller**  
Miller & Miller, PA  
96 Paterson St, 08901  
908/828-2234 Bky, FL, Cont,  
GP, Ent, RE, PI, N, Gu

### *Roseland*

**Beth Hinsdale**  
Grotta, Glassman & Hoffman,  
175 Livingston Ave, 07068  
973/994-7523 Em, La

### **Geralyn G. Humphrey**

Orloff, Lowenbach, Stifelman &  
Siegel  
101 Eisenhower Pky, 07068  
973/622-6200 Bky, Cont Co,  
Com

## **NEW YORK**

### *New York*

**Leona Beane**  
Rm 1100, 11 Park Pl, 10007  
212/608-0919 Gu, W, DR

### **Robert L. Geltzer**

Tendler, Biggins & Geltzer  
1556 3rd Av, Ste 505, 10022  
212/410-0100 App, Ba, Bky,  
Bu, Ch, Co, Com, Cs, Cont, DR,  
GP, IP, Li, M, Me, N, PI, Pr,  
Pro, RE, T, W

### **Gloria S. Neuwirth**

Davidson, Dawson & Clark  
330 Madison Av, 35th Fl,  
10017  
212/557-7720 W, Tx, Gu

## **OHIO**

### *Columbus*

**Beatrice K. Sowald**  
Ste 101, 400 S Fifth St, 43215  
614/464-1877 FL, Pro

### **Elizabeth M. Stanton**

Moots Cope & Stanton  
3600 Olentangy River Rd, Bldg  
501, 43214-3913  
614/459-4140 Em, Ad, Dis

### *Hamilton*

**Barbara L. Morgenstern**  
Morgenstern & Gates Co, LPA  
604 First National Bank Bldg,  
45011  
513/893-6122 GP

## **PENNSYLVANIA**

### *Bala Cynwyd*

**Nancy O'Mara Ezold**  
401 City Av, Ste 904, 19004  
610/660-5585 Cont, Dis, Li, N,  
PI, Sex, T, WC, WD

### *Norristown*

**Grace C. Kennedy**  
540 Swede St, 19401  
610/279-8700 GP, Pro, W

### *Philadelphia*

**Jeanne Schubert Barnum**  
Pelino & Lentz, PC  
One Liberty Pl, 32nd Fl, 19103  
215/665-1540 Li

### **Doris J. Dabrowski**

1308 Spruce St, 19107  
215/790-1115 Ad, App, Cont,  
Em, FL, Pro, Cors, Li

### **Mary Alice Duffy**

612 One E Penn Sq, 19107  
215/568-2576 GP

### **Cecelia L. Fanelli**

Duane, Morris & Heckscher  
1 Liberty Pl, 19103  
215/979-1126 Com

### **Miriam N. Jacobson**

1528 Walnut St, 5th Fl, 19102  
215/546-2400 RE, Bu, W, Com  
(also Collingswood, NJ)

### **Leslie Anne Miller**

McKissock & Hoffman, PC  
1700 Market St, Ste 3000,  
19103  
215/246-2106 MeMa, Li, App

### **Kathleen Mock**

Mylotte David & Fitzpatrick,  
1645 Market St, 9th Flr, 19103  
215/751-9450 MeM

### **Beatrice O'Donnell**

Duane, Morris & Heckscher  
One Liberty Pl, Ste 4200,  
19103  
215/979-1113 MeMa, T, Com,  
Ins, Pr

### **Victoria Page-Wooten**

Pelino & Lentz  
One Liberty Pl, 32nd Fl, 19103  
215/246-3151 Bu, RE, Com,  
Cont, Bd, Fi

### **Mary F. Platt**

Montgomery McCracken  
Walker & Rhoads  
123 S. Broad St, 19109  
215/772-7280 Li, Env

### **Linda Richenderfer**

Saul, Ewing, Remick & Saul  
3800 Centre Sq W, 19102  
215/972-7116 Li, WC, Env

### **Mary A. Scherf**

123 S. Broad St, Ste  
1710, 19109-1098  
215/790-9077 Ch, W, FL, EI

### *Pittsburgh*

**Marlene J. Bernstein**  
1133 Penn Av, 5th Fl, 15222  
412/456-8105 Bky

### *Wayne*

**Susan F. Dubow**  
Kalogredis Tsoules & Sweeney  
995 Old Eagle School Rd, Ste  
315, 19087  
610/687-8314 H, Bu

## **SOUTH CAROLINA**

### *Greenville*

**Linda Byars McKenzie**  
PO Box 2547, 29602  
864/271-2270 SS, Wo

## **TENNESSEE**

### *Nashville*

**Nancy Krider Corley**  
20th Flr., 1st American Center  
PO Box 198525, 37219  
615/244-5432 Em, Ins, T, Wo

### **Kathryn Reed Edge**

Miller & Martin  
424 Church, Ste 2325, 37219  
615/244-3119 Ba, Co

### **Marlene Eskind Moses**

One Church St Bldg, Ste 500,  
37201-1607  
615/242-2521 FI, Gu

## **TEXAS**

### *Austin*

**Amie Rodnick**  
Cox & Rodnick  
507 W 7th St, 78701  
512/477-2226 FL

*Dallas*

**Retta A. Miller**

Jackson Walker  
901 Main St, Ste 6000, 75202  
214/953-6035 Li, Sec, Pr, App,  
DR, F

*San Antonio*

**Cynthia Eva Hujar Orr**

310 S St. Mary's, Ste 2900,  
78205  
210/226-1463 Cr, App

**UTAH**

*Salt Lake City*

**Patricia A. O'Rorke**

6965 Union Park Center, Ste  
450, 84047  
801/569-3131 Bu, Em

**VIRGINIA**

*McLean*

**William Thomas Welch**

Barton Mountain & Tolle  
1320 Old Chain Bridge Rd,  
22101  
703/448-1810 GovCont

**WISCONSIN**

*Marinette*

**Dorothy Nelson Topel**

PO Box 463  
1851 Riverside Av, 54143  
715/735-6633 Pro, RE

**WYOMING**

*Powell*

**Jessica Loeper**

PO Box 1152, 82435  
307/754-3900 Ch, GP, Cr, FL,  
W, Bu, RE, PI

*Riverton*

**NettaBell Girard**

513 E Main St, PO Box  
687, 82501  
307/856-9339 Bky, Bu, FL,  
W, RE

**CANADA**

*Toronto*

**Lori Duffy**

Weir & Foulds  
1600 Exchange Tower, 130  
King St West, M5X 1J5  
416/947-5009 ComRE, W

**New NAWL members**

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

**Alabama**

Patricia N. Moore

**California**

Wendi L. Berkowitz  
Lori A. Bowman  
Theresa M. Brehl  
Leslie A. Cohen  
Jet Auer de Saram  
Gillian M. Ross  
Sandra M. Wagner

**Connecticut**

Audrey Blondin  
Rita Provatas

**Delaware**

Patricia McGee

**District of Columbia**

Denise M. Clark  
Renee S. Key  
Frances J. Miller  
Jean A. Pawlow  
Diana M. Savit  
Mary Helen Sears  
Margaret J. Tobey  
Leslie A. Wheelock

**Florida**

Louise A. Foutch  
Amy Furness  
Khila L. Khani  
Ana Morales  
Alicia Shick  
Evet Simmons  
Jeanmarie Whalen

**Georgia**

Holli D. Hidden  
Rosemary C. Lumpkins  
Donna Nance  
Jill A. Pryor  
Sara Turnipseed

**Indiana**

William F. Satterlee, III

**Louisiana**

M. Nan Alessandra  
Pamela Toney Crawford  
Susan Fahey Desmond  
Megan Shemwell Nash  
Denise C. Puente

**Maryland**

Jill D. Caravaggio  
Nancy A. Sachitano  
Rebecca Strandberg

**Massachusetts**

Nygina T. Mills  
Elizabeth H. Munnell

**Michigan**

Karen Craft  
Tricia A. Ronat\*

**Minnesota**

Cynthia A. Blalack  
Suzanne Born  
Evon Spangler  
Heidi E. Viesturs  
Ruth Ann Webster

**Missouri**

Annette P. Heller  
Diane C. Yu

**New Jersey**

Christine M. Marx  
Karen A. McGuinness  
Elitza M. Meyer

**New Mexico**

Kendra L. Wahlstrom

**New York**

Mary Ann Long  
Helen D. Reavis

**North Carolina**

Leto Copeley  
Pamela DiStefano  
Sally H. Scherer

**Ohio**

Susan Squire Box  
Monica Donath Kohnen  
Rosemary E. Pomeroy  
Jane P. Wilson

**Pennsylvania**

Lynda Calderone  
Roberta D. Liebenderg

**Rhode Island**

Susan A. Keller  
Gail E. McCann

**South Carolina**

Barbara George Barton  
Karen A. Crawford  
Lillia Ann Gray  
Kathleen McMahon  
Harleston  
Nancy Doherty Sadler  
Brett W. Weathersbee

**South Dakota**

Lelia L. Hood

**Tennessee**

Marcia Meredith Eason

**Texas**

Dawn Born

**Virginia**

Naila Townes Ahmed  
Heidi Hering  
Karen L. Starke

**Wisconsin**

Jane Fowler Clokey

• A membership application to join NAWL is on page 2 of this issue. Details about NAWL are available on the Internet at [www.kentlaw.edu/nawl/nawl.html](http://www.kentlaw.edu/nawl/nawl.html)



Join the LIST. Include your name and practice areas in the NAWL Networking Directory. A listing in each issue of *Women Lawyers Journal* and online for one year is only \$25. Details are on page 2.

# 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).

☐ 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: \_\_\_\_\_

---

---

---

---

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

FIRST CLASS  
U.S. Postage  
PAID  
American Bar  
Association

FIRST CLASS MAIL • PLEASE DELIVER IMMEDIATELY