



Helvi Sipilä

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International Issue

*Plan to attend NAWL's
events at the August 2001
Annual Meeting in
Chicago*



Reports on Trafficking of Women and Children
by Eva Herzer and Christa Stewart

Cheryl Cesario on the IBA's First World
Women's Conference in London

The Ordeals of Women Lawyers in India
by Versha Sharma

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Women Lawyers Journal

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About NAWL

Founded in 1899, NAWL is a professional association of attorneys, judges, law students and nonlawyers serving the educational, legal and practical interests of the organized bar and women worldwide. *Women Lawyers Journal*®, National Association of Women Lawyers®, NAWL®, and the NAWL seal are registered trademarks. ©2000 National Association of Women Lawyers. All rights reserved.

How to contact NAWL

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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 Unsolicited articles by nonmembers will not be published.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.

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ANNUAL MEETING CHICAGO

Thursday, August 2, 2001

2:00 - 3:30 pm

3:45 - 5:00 pm

The Impact of Women on the Law: a View from the Bench

(CLE credit requested)



Professor Christine Godsil Cooper, Loyola University School of Law - Moderator

Professor Cooper teaches courses on employment and labor law, discrimination and labor arbitration. She holds law degrees from Harvard Law School and DePaul College of Law. Before law school, she worked as an economist with the US Dept. of Labor. After graduating from Harvard Law, she worked with the Chicago firm of Winston & Strawn. She has co-chaired the ABA section of Labor and Employment Law's Employee Rights and Responsibilities Committee.

Hyatt Regency

Presidential CLE Center
Stetson Suite G

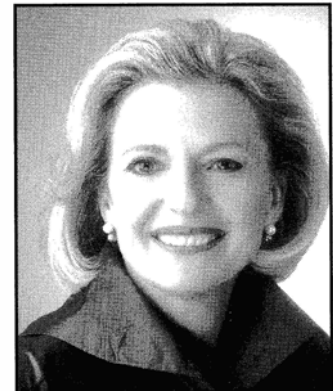
Sitting appellate court judges offer insights on how the increasing number of women advocates, trial court and appellate judges have helped shape the law. Areas to be examined will include the impact of women in the profession on personal injury, criminal, estate planning, divorce and child custody, child and elder protection and employment law.

Additional Confirmed Panelists

Justice Rita Garman
Illinois Supreme Court

Judge Janet Neff
Michigan Court of Appeals

As more panelists are confirmed they will be announced on our web site:
www.abanet.org/nawl



Justice Anne M. Burke
Illinois Appeals Court

Anne Burke founded the Chicago Special Olympics in 1968 and later practiced law in a storefront neighborhood office. She often represented the interests of children in cases of abuse, neglect, delinquency and custody disputes.

The Illinois Supreme Court appointed her in 1991 to its Special Commission on the Administration of Justice and on the Board of Admissions to the Bar. In 1994 the Governor appointed her Special Counsel for Child Welfare Services, where she helped reform the Cook County juvenile justice system. In 1995 she was appointed to the Illinois Appellate Court.

Thursday, August 2, 2001 continued

The law firm of Jenner & Block is generously hosting the Arabella Babb Mansfield Award Luncheon this year. Their offices are located at:
One IBM Plaza, Chicago, IL 60611

11:30

Reception

12:00 - 1:30

***Arabella Babb Mansfield
Award Luncheon
Honoring***



**Justice Mary Ann G. McMorrow
Illinois Supreme Court**

**Illinois State Senator Lisa
Madigan will be honored with the
NAWL President's Award**

Senator Madigan is serving on the Appropriations Committee and on the Local Government Committee, as well as the Smart Growth Task Force. She also serves as the Youth Outreach Coordinator for the Illinois Democratic Women. She served as President of the Board of the Inspiration Café, a supportive restaurant designed to enable homeless people to become self-sufficient and is a member of the Steering Committee of Women's Voices, Women's Votes. Since 1994, Senator Madigan has been an attorney for the law firm of Sachnoff & Weaver, Ltd.

Justice McMorrow will receive the Arabella Babb Mansfield award, named after the first American woman admitted to a state Bar in the United States. As NAWL's highest honor, it is given to an outstanding individual in recognition of professional success, positive influence and valuable contribution to women in the law and in society. Illinois State Senator Lisa Madigan will receive the President's Award for the Advancement of Women in the Legal Profession.

Capacity at this event is limited. Call NAWL before July 15 to inquire about Luncheon sponsorship with special seating opportunities.

Prices for the luncheon are as follows:

Individual:	\$50.00
Sponsor:	\$75.00
Benefactor:	\$100.00

Contact Information

Lisa L. Smith, Executive Director
312/988-6186
NAWL@staff.abanet.org
web site info/registration -
www.abanet.org/nawl

Friday, August 3, 2001

9:30 a.m. - 12:00

The Future of Affirmative Action in Employment Law

(CLE credit requested)

This panel will consider and evaluate the different approaches to affirmative action in labor and employment, looking at what is right, what is fair and what is legal. The program will also focus on the ethical obligations of attorneys who advise employers of what they can and cannot do, in an area of the law that is rapidly changing and often unclear.



Jean Hoefer Toal
Chief Justice
South Carolina Supreme Court

Additional Confirmed Panelists

Adele Rapport,
Detroit office of EEOC

Stephanie A. Scharf
Jenner & Block

Sharon L. Eiseman,
Ancel Glink Diamond
Cope Bush

We recommend that you register early for the following training programs, as they are popular and some advance self-study is required. To register for alternative dispute resolution training, contact Joyce Philius at:

Joyce.Philius@nasd.com
(212) 858-4283

1:00 p.m. - 5:00 p.m.
NASD Regulation, Inc.
Arbitrator Training
(CLE credit requested)

Swissotel - Alpine Ballroom I - 3rd Floor

1:00 p.m. - 5:00 p.m.
NASD Regulation, Inc.
Arbitration Chairperson Training
(CLE credit requested)

Swissotel - Alpine Ballroom II - Ballroom Level



Reception for Incoming NAWL President Elizabeth K. Bransdorfer

5:30 - 7:00 pm
Swissotel
Appenzell Suite - 3rd Floor

Hosted by
Mika, Meyers, Beckett & Jones PLC

Elizabeth Bransdorfer is a litigation attorney with the firm of Mika, Meyers, Beckett & Jones in Grand Rapids, Michigan.

Her wide range of practice areas include commercial, real estate and family law disputes.

She is an active member and former president of the Women Lawyers Association of Michigan and works on committees for free legal service, minority internships and family law.

She grew up in Chamberlain, South Dakota, the daughter of two county prosecutors.

NAWL Member News



Amelia Boss

Amelia H. Boss (Philadelphia, PA) has been elected to the Council of the American Law Institute (ALI). The

Council is a group of 60 prominent judges, practicing lawyers and legal scholars from every region of the country. Boss is the Charles Klein Professor of Law at Temple University and a member of the Permanent Editorial Board for the Uniform Commercial Code and its Executive Subcommittee. The National Law Journal named her as one of the top 50 women lawyers in the United States in 1998 and she is presently serving as Chair of the American Bar Association's Business Law Section. Born in Baltimore, she graduated from Bryn Mawr in 1970 and received her law degree in 1975 from Rutgers University School of Law. Professor Boss is also a fellow of the American Bar Foundation and a member of the International Bar Association.

Leigh-Ann M. Patterson

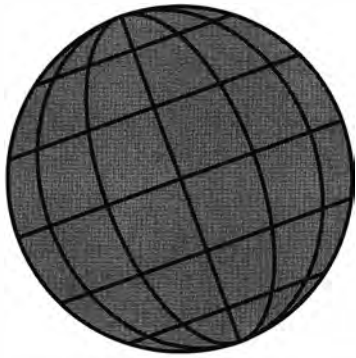
Ms. Patterson was recently named a partner at Nixon Peabody LLP, where she continues her practice in complex litigation and appellate cases.

The Boston Business Journal named Patterson in its list of "40 Under 40," as one of the brightest, most promising businesspeople under 40. She is President-elect of the Women's Bar Association of Massachusetts and editor-in-chief of the WBA Law Journal. She also remains very active in pro bono programs helping battered women.

NCWBA's Women's Bar Summit in Chicago

The National Conference of Women's Bar Associations is celebrating its 20th anniversary on Friday, August 3rd with a Women's Bar Summit held in conjunction with the American Bar Association's annual meeting. The Summit will be held at Chicago's John Marshall Law School.

The Summit will be an interactive opportunity for leaders of women's bar associations to address common issues and problems. An outstanding pro bono project of a women's bar association will be singled out for recognition at a luncheon co-sponsored by the National Association of Women Lawyers on August 3rd. For more information about the Summit, contact National Conference of Women's Bar Associations' Executive Director ***Diane Rynerson at (503) 775-4396 or ncwba@aol.com.***



NAWL Members Attend the First World Women Lawyers Conference

by Cheryl Cesario

The World Women Lawyers Conference, sponsored by the Women's Interest Group of the International Bar Association, was held in London at the Hilton London Metropole Hotel and Convention Centre on March 1 and 2, 2001. A number of NAWL members participated, including **Virginia Mueller, Sally Lee**



NAWL member and IBA President Dianna Kempe (far left) in conference audience.



L to R: House of Delegates Karen Mathis, former NAWL president Sally Lee Foley and Shaheen Sardar, Chair of Women's Commission of Pakistan and the only female law professor in that country

Foley (who is also an IBA Council member and myself. These NAWL members received special fellowships that the IBA, under the leadership of Dianna Kempe QC JP, graciously provided to NAWL.

The Conference was non-stop from morning until evening and filled with a variety of international topics, many of which had a business focus. 900 women

lawyers from 90 different countries attended. The participants visited during the plenary sessions, the luncheons, the workshops, and the receptions throughout the course of the day. The Conference provided the tremendous opportunity to meet women attorneys from all over the world.

The Conference was opened by Dianna Kempe, who welcomed the diverse group of women attorneys. To give you a flavor of the group's diversity — randomly choosing one letter of the alphabet, B — the countries represented were the Bahamas, Bangladesh, the Republic of Belarus, Belgium, Bermuda, Botswana, Brazil, and Bulgaria.

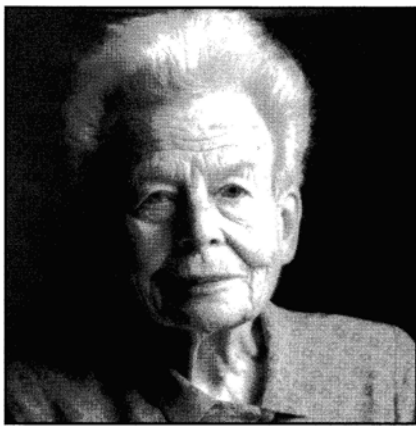
The keynote speaker, **Judith Resnik**, a Professor at **Yale University**, who, like **Dianna Kempe**, has also been a NAWL honoree, replaced Margaret Albright on short notice. She brought the participants up to date on the status of women

lawyers internationally.

The first day's afternoon sessions, especially the "Family and Individual Rights Law," provoked much discussion among the women of the different countries.

That evening, Roy Amlot QC, Chairman of the Bar Council of England Wales, and Michael Napier, President of the Law Society of England and Wales, hosted a reception for the delegates of the World Women Lawyers Conference, in the Middle Temple Hall, a medieval room where law students take their meals.

The second day began with a session on "Women, Islam and the Law." Women speakers from India, Egypt, Iran, and Pakistan spoke on a panel moderated by Christiane Amanpour, a CNN correspondent in London. This session addressed the obstacles to the empowerment of women, as well as the achievements that have been made by those who



Helvi Sipilä

were unwilling to accept gender inequality. This session raised vocal, and later written, objections from the Israeli Delegation about statements made regarding the condition of women and children in the Gaza Strip. Here, the Conference, indeed, showed itself to be a microcosm of real world struggles.

Afternoon sessions included "Government and Large Corporations Do Not Change the World, It Is Individuals Acting Everyday with Integrity." Mary B. Cranston, Chair, Pillsbury Winthrop LLP, San Francisco, made an opening presentation. The participants then divided into smaller groups to discuss the impact of the premise in their own work environments. Of interest were the comments from the only delegates from the Russian Federation and the Czech Republic speaking about the changes in their legal system resulting from the transformation of their governments.

The Conference ended with an **Outstanding International Woman Lawyer Award** Ceremony and Reception. The Award was given to **Helvi Sipilä**, who was recognized as a staunch promoter of world population development and welfare. She had been Assistant Secretary-General to the

United Nations in the 1970s, the first woman ever to hold this post. In 1975, she organized the first UN World Conference for the Advancement of Women as part of the UN's International Women's Year. It was so fitting that the First World Women Lawyers Conference honored this 80-year-old pioneer. For more information go to the [web site at member@int-bar.org](mailto:member@int-bar.org).



Conference speaker CNN correspondent Christiane Amanpour and NAWL member Christa Stewart

World Women's Conference an Unforgettable Experience

by Christa Stewart

Attending the IBA's World Women Lawyer's Conference was absolutely thrilling both personally and professionally. On a personal level, meeting other attorneys from over 200 nations was an experience not easily duplicated. While "women's issues" are diverse, the conference enabled participants to reflect on our role as women attorneys, whether in the context of substantive areas of the law or in the context of our own practice choices.

I found myself in an interesting discussion over a question many young women entertain; namely, whether we as women experience differences and whether this should evolve into a "feminist"

outlook (and whether young women would even consider themselves to be feminists, despite caring deeply about women's issues!).

The WWLC was also an excellent opportunity to be a goodwill ambassador, as America's reputation for insularity and arrogance seems to extend to attorneys as well. I was touched when a few women from developing nations told me that I had changed their perception of Americans in a positive way. The level of energy and excitement that the conference fostered was incredible, and I will carry those memories with me whenever I think about what it means to be an advocate.

On a substantive level, the Conference enabled me to discuss the worldwide efforts of human rights attorneys and others directly with the women involved. I gained a much deeper understanding of the complexity of religious and custom-based laws and how they can have an adverse impact on women.

It was exhilarating to learn about these global efforts and as I introduced myself to others, I was particularly proud to an attorney and a representative for NAWL.



Judith Resnik
Keynote Speaker

HIGHLIGHTS - FROM LONDON AND THE WORLD WOMEN'S CONFERENCE TO SAN DIEGO AND NAWL'S MIDYEAR MEETING



L to R: Carita Wallgren, Finnish Bar Association,
Dianna Kempe, IBA President and Ana Sihtar,
Croatian Women Lawyers Association



NAWL officer Katherine Henry kept up an unbelievable
pace at the San Diego Midyear Meeting, attending board
meetings, CLEs and running in a 5K fundraiser.



The World Womens's Conference was not all seminars and
politics. L to R: Tina Miller, past president Law Institute at
Victoria, Melbourne, Kathleen Sullivan, ABA International
Liaison Office and NAWL member Cheryl Cesario, General
Counsel Illinois Dept. of Children and Family Services.



ABA president Martha Barnett posted a
good time in the 5K race and poses
here with "Blind Justice."

Women's Leadership Summit and the difference 'difference' makes

Former president Katherine Henry and current president Gail Sasnett attended the Women's Leadership Summit April 27-28 in Cambridge, Massachusetts presented by the ABA Office of the President, the ABA Commission on Women in the Profession and the Center for Public Leadership at the John F. Kennedy School of Government.

More than 100 prominent women leaders from the law, politics, management and the media joined in the summit to discuss "The Difference 'Difference' Makes." Three keynote speakers included Patricia Ireland, Pat Schroeder and Janet Reno, all of whom gave wonderfully inspirational talks laden with ideas and humor.

There are very few women in CEO positions of major companies and few on boards. We need to work to change this. Pat Schroeder suggested that since women buy everything for the household except beer and men's underwear, we should set up a web

site to identify women-friendly businesses and buy only from those businesses. Economic sanctions can have a significant impact on businesses by forcing them to become friendlier to women.

I was heartened that the themes brought out in the conference corresponded with my own presidential



L to R: NAWL president Gail Sasnett, ABA president Martha Barnett and NAWL immediate past president Katherine Henry

themes for NAWL this year: the impact of women on the law, balancing work and family and diversity. I also noticed that most of the speakers suggested that we use humor whenever possible to get our points across. There were many, many suggestions about changing the culture and overcoming barriers. The full pro-

ceedings will be published by the Commission on Women in the Profession in collaboration with the Center for Public Leadership at the Kennedy School of Government.

by Gail Sasnett

Nominations for NAWL 2001 Officers

The NAWL® Nominating Committee nominated the following members for election to the designated offices at the 2001 Annual Meeting of the Association:

President-Elect	Ellen A. Pansky	South Pasadena, CA
Vice President,	Zoe Sanders Nettles	Columbia, SC
Treasurer	Cynthia Hujar Orr	San Antonio, TX
Treasurer-Elect	Nancy J. Nicol	Chicago, IL
Recording Secretary	Lorraine K. Koc	Philadelphia, PA
Corresponding Secretary	Caryn Goldenberg Carvo	Ft. Lauderdale, FL
ABA Delegate	Margaret B. Drew	Norwood, MA
Members at Large	Leslie Auerbach Lewis	Winter Park, FL
	Nancy Peterson	Philadelphia, PA
	Rebecca A. Speer	San Francisco, CA

Elizabeth K. Bransdorfer automatically succeeds Gail Sasnett as President.

Gail Sasnett automatically remains on the Board as Immediate Past President.

Katherine J. Henry automatically remains on the Board as Past President.

GENDER & JUSTICE

News Briefs

High Court rules that Fourth Amendment protects pregnant drug users

The Supreme Court recently ruled 6-3 against a hospital policy of giving positive drug test results to police. In *Ferguson v. Charleston*, S.C. the Court was asked whether testing pregnant women for drugs and giving that information to police breached the women's Fourth Amendment protection against unreasonable search and seizure. The hospital claimed its policy was medically necessary to protect the pregnant women and their fetuses, while the women who brought suit argued that the policy made the hospital an arm of the police. The Supreme Court ruled that the state's interest in preventing pregnant women from using cocaine did not justify violating the rule requiring consent or a warrant for official searches.

Justice system ill-equipped to handle increase in delinquent girls

A joint study of girls in the juvenile justice system by the National Bar Association and the ABA reports a disturbing increase in arrests of girls and a system unequipped to meet their needs. *Justice By Gender: The Lack of Appropriate Prevention, Diversion and Treatment Alternatives for Girls in the Justice System* looks at the factors responsible for an 83 percent increase in delinquency involving girls between 1988-97. The report looks at family histories and the risk factors shared by delinquent girls, including histories of violent victimization, drug use and educational failure. It also examines the unintended fallout from the "get tough" policies of juvenile justice systems and offers recom-

mendations for programs that address the specific needs of girls for counseling, education and support. Offenses that in the past did not lead to arrest, such as curfew violations and loitering, contribute the most to the increase in girls' arrests. Martha Barnett and Evett Simmons, Presidents of the ABA and NBA, respectively, released the report at a press conference and expressed concern that "for girls, there are fewer alternatives to arrest, longer waits in detention and fewer choices about placement." Download a copy of the report at www.abanet.org/crimjust/juvjus.

The Unfinished Agenda

The good news is that women are continuing to enter the profession in record numbers and are expected to outnumber men in law schools this year. Women now account for almost 30 percent of all lawyers. *The Unfinished Agenda*, a comprehensive study produced by the ABA's Commission on Women in the Profession, reports that the news isn't all good.

Despite their progress, women are still a tiny minority in positions of status, influence and economic reward. Stanford Law School Professor and Commission Chair Deborah Rhode says the "central obstacle for women lawyers is the 'no-problem' problem." She recognizes and the report confirms that part of the problem is that many women in the profession believe, erroneously, that bias and discrimination have been vanquished.

CREATING A FEMINIST CONCEPTUAL FRAMEWORK TO COMBAT THE TRAFFICKING IN WOMEN

BY EVA HERZER

In March of this year, I had the fortunate opportunity to spend an evening with Radhika Coomaraswamy, a Sri Lankan attorney who has served as the United Nations' first Special Rapporteur on Violence Against Women since 1994. Special Rapporteurs are experts, appointed by the UN Commission for Human Rights, to investigate and to make recommendations on specific areas of human rights violations.

While UN rapporteurs are supposed to be experts, free from political and diplomatic constraints, their work is often severely limited by political constraints. I had long admired Ms. Coomaraswamy's critical reports, which are quite unusual in both their candor and their exceptional intellectual clarity. She has the rare ability to expertly navigate the NGO world and the United Nations, all at the same time.

Ms. Coomaraswamy, who like other Special Rapporteurs, receives no financial compensation for her work, produces two reports per year, each focused on a distinct issue of violence against women and based on her many journeys to countries around the world. At the same time, she directs the International Center for Ethnic Studies in Colombo, Sri Lanka and teaches law at New York University and at Oxford University, a juggling act which probably only the most committed and brightest among us would dare to undertake! Ms. Coomaraswamy had just returned from a trip to South Asia in preparation for her forthcoming report to the United Nations on Trafficking in Women.

This article is based on Ms. Coomaraswamy's lecture, delivered at UC Berkeley's School of Law in March 2001, entitled *Beyond Bondage: Trafficking in Women*

and *Children with Special Reference to South Asia*. She questions conventional and paternalistic responses to trafficking and focuses on the needs of the women who fall victim to traffickers and their business interests.

Ms. Coomaraswamy challenges states and non governmental organizations to develop new approaches, which, while she does not use these terms, are based on feminist principles of self-determination and respect for women's human rights.

The Source of the Problem

According to the UN, four million people, mostly women, were trafficked in the year 1998, at a profit of \$7 billion US dollars for criminal groups. These numbers are increasing yearly. In the past, women were abducted and forced across national borders against their will. This is no longer the trend.

Women instead voluntarily migrate from their home countries. They seek to leave their impoverished homes in search of a better life abroad for themselves and eventually their children and families. Many of these women lose their livelihood due to globalization of the economy and the resulting impoverishment and unemployment in many parts of Asia.

Other women seek to escape discrimination, armed conflict and polygamy, which leaves them without status or land rights upon their husbands' subsequent marriages.

Women migrating in search of survival and a dignified life often fall prey to traffickers who exploit the migrants' vulnerability and profit from their bodies. Traffickers promise good jobs abroad, foreign passports and sometimes their love and marriage in a foreign land. Women want to believe in that

better, promised future and “voluntarily” follow these men across national borders. Of course, once they arrive at their destination, they are illegal immigrants, in an unfamiliar culture, without rights, connections and family protection. The traffickers sell these women into prostitution or into forced labor, often without legal recourse. While in the past, trafficked women who were abducted wanted to return home, these women generally want to stay in the new country, hoping to find a good livelihood and a dignified life.

Respect for Women's Freedom of Movement

Ms. Coomaraswamy argues that legislation to combat trafficking should recognize that women choose to migrate and must not violate women's freedom of movement. While this may appear to be self-evident, many state governments have limited women's ability to migrate. Nepal, for example, in its attempt to limit trafficking, has instituted legislation that requires a father's or husband's consent before a woman can receive a passport. Bangladesh limits women's ability to accept employment abroad. These governments, in their stated effort to protect women, violate women's internationally recognized human right of freedom of movement. Rather than furthering human rights, these governments limit women's opportunities in the guise of protecting them.

Different Measures are Necessary to Protect Women and Children

Women are not the only victims of traffickers. Many children fall into the hands of traffickers and are exported as cheap laborers or enslaved beggars. Some of these children are sold by their economically desperate parents, others are orphans or runaways escaping from family violence. These children, unlike women, do not seek to migrate. They usually want to be rescued, taken home or taken care of within their familiar surroundings.

Ms. Coomaraswamy therefore argues that measures to combat trafficking must differentiate between the needs of children and women. Across-the-board measures often fail to do so. While the approach to trafficking in

women should be based on protecting women's freedom in the fullest way possible, trafficking in children requires a more restrictive approach in which the state assumes its responsibility to protect minors.

Trafficking and Prostitution

Prostitution is one of the most common fates of trafficked women and thus poses the question whether prostitution is sex work or violence against women.

Ms. Coomaraswamy suggests that international measures to combat trafficking should not be linked too closely to the regulatory approach for prostitution for the simple and practical reason that there is no international consensus on the correct legal and moral approach to prostitution. Some countries, including many states in the United States and many Islamic countries, criminalize prostitution, others see the prostitute as the victim and criminalize only those who exploit prostitutes. This approach is common in South Asian countries that follow the norms set forth in the 1949 Convention on the Suppression of Trafficking. Other countries, such as the Netherlands, take a regulatory approach that legalizes prostitution through a licensing system, which emphasizes the economic and social rights of prostitutes.

These approaches are hard to reconcile through an international consensus because the underlying values are deeply entrenched in the cultures and philosophies of different countries and constituencies and depend on very different concepts of human sexuality and human dignity.

Feminists do not themselves agree on one approach to prostitution. Advocates, such as law professor Catherine McKinnon, view prostitution as exploitation of sexuality and seek an approach that criminalizes everyone involved. Other feminists see sexuality as a place of empowerment and advocate for the right of sex workers to market their bodies within a system of protections such as trade unions and full economic and social rights.

Vivid examples support either approach. Ms. Coomaraswamy, for example, investigat-

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ed the case of a Nepali girl of sixteen, who fell in love with a man who promised to marry her in India. After they crossed the border, he sold her to a brothel run by an older Nepali woman, and disappeared. The girl refused to accept her new trade as a prostitute but was eventually beaten, starved and tortured into submission.

After a few weeks, she was sold to a different brothel in Bombay where she served twenty clients a night, seven days a week, in a space large enough for one narrow bed. She was prohibited from leaving the premises without the brothel's bouncer. After the brothel was raided, she was placed in an Indian home, with jail-like conditions for seven months. She was then returned to Nepal where she survived only a few months before dying from HIV AIDS.

This example could support the criminalization of prostitution. Yet, in the same city of Bombay, Ms. Coomaraswamy met with prostitutes who were proud of the lucrative trade, which supported their families. When Ms. Coomaraswamy suggested to a group of prostitutes that alternative job training programs could help them, they left the room in protest. These women viewed themselves as sex workers. They were in the process of mobilizing themselves into a trade union to better their situation.

In Calcutta, Ms. Coomaraswamy spoke with trafficked women in brothels where they were virtually enslaved. Even though they were beaten and tortured, the majority of these women did not want to be rescued: only 43% wanted to leave the brothel. The primary reason the women gave for staying was that they had no place to go and did not want to return home.

The Enormity of the Problem

Given the illegality and covert nature of the circumstances, it is extremely difficult to find data on the extent of trafficking in South Asia. According to NGO sources, however, 15 thousand women are trafficked to India from Bangladesh every year and 10 thousand from Nepal. It is estimated that there are over 15 million sex workers in India alone. Between

50% to 70% of these women may be infected with HIV. This in turn greatly contributes to the spread of HIV AIDS throughout Asia. Due to a combination of returning prostitutes and the lack of educational programs, Nepalis reported to have the fastest spreading AIDS epidemic in the world today. Trafficking in women and HIV AIDS thus go hand in hand lead to an ever more devastating reality for women, men and children.

International Legal Responses and Enforcement Problems

In 2000, a protocol to Prevent Suppress and Punish Trafficking in Persons, Especially Women and Children was added to the UN Convention Against Organized Crime. The Protocol defines trafficking as :

"the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs".

The Convention distinguishes between children and women. It prohibits removal and transportation of children even where there is no fraud, coercion or deception, but does not prohibit transportation and removal of adults with their consent and without abuse. The Convention allows each country to define sexual exploitation in accordance with its own norms for sex work and prostitution.

Unfortunately many Asian countries operate under a South Asian regional convention, the Convention for Prevention and Combating Trafficking in Women and Children, which falls short of many of the provisions of this new international Protocol.

Many pieces of national legislation recently passed or currently in progress in South Asia are draconian and do not comply with

the new Protocol or with the conceptual framework posited by Ms. Coomaraswamy. A current bill in Nepal would criminalize prostitution for the first time in Nepali history. Under this bill, women, not the traffickers, would become the targets of police action. The bill, which would shift the burden of proof for innocence to the accused, would also lead to arrests and searches and seizures without the protections afforded by the International Covenant on Civil and Political Rights.

Also disturbing is the trend in some countries to enforce trafficking laws disproportionately against the women victims rather than the traffickers. For example, in India, 80% of the cases filed under The Prevention of Immoral Traffic Act were filed against women for soliciting. In Bangladesh, only 21 convictions resulted from 7000 cases of violence filed against women in 1999. In Nepal, more than half of the trafficking cases in 1999 resulted in acquittals of traffickers. Lack of training material for police and police graft from trafficking is another major problem. Of further concern is the lack of cooperation between police across national boundaries to combat trafficking.

Many anti-trafficking measures have come from the Western governmental and non governmental donor community. For example the US restricts certain aid funds to countries that fail to implement anti-trafficking measures. This is perceived cynically by many Asian states, which see this as another Western attempt to curb migration and to enforce its priorities on Asia. This in turn demoralizes and diminishes national political will to tackle the issue effectively in South Asia.

Addressing the Root Causes

Trafficking is deeply rooted in socioeconomic problems. Trafficking will not cease until these issues are effectively addressed. Chief among them are the structures and effects of an increasingly global economy, women's poverty, violence in the family and discriminatory laws in the areas of inheritance, land rights, divorce and polygamy.

In the meantime, targeted measures to curb trafficking should be promptly implemented. These measures should recognize women's human rights and criminalize and punish the traffickers and not the victims. Laws that punish traffickers should be strengthened. Programs for the rescue and rehabilitation of women should be funded, keeping in mind the wishes of the victim and her political and socioeconomic rights. Effective measures to curb the increasing AIDS epidemic should be quickly funded and implemented.

The subject of trafficking has recently become a hot topic in the media. This media interest will help raise public awareness of a rapidly-escalating problem. Nevertheless, it is crucial to share the insights and information of experts like Ms. Coomaraswamy with policymakers and activists if we are to avoid the risk of oversimplifying a complex issue.

In all efforts to fight trafficking, the needs, interests and rights of the women victims must be paramount. Measures that limit women's rights in the name of protecting them will ultimately harm the very victims they are designed to protect. In Ms. Coomaraswamy's words:

"Any measures to be successful must learn to understand their [women's] needs and desires. In their suffering they have insights and ideas from which we can benefit.....Their voices and interests are compromised as States uphold sovereignty and women's groups follow their own agendas. Whatever measures are taken should give centreplace to the rights of the women victims. Immigration laws, moral crusades and sexual puritanism must take second place to their right to live in dignity"

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TRAFFICKING: A VIOLATION OF WOMEN'S HUMAN RIGHTS

BY CHRISTA M. STEWART, ESQ.

Undocumented migrants are often victimized precisely because their legal status leaves them exposed to those who would exploit them.ⁱ Those migrants caught in the global trafficking trade are even more vulnerable to human rights violations. Because more than half of the world's migrants are women, trafficking is gradually being recognized as a human rights issue with especially harrowing repercussions for women. This article discusses the problem of trafficking and ways to address it.

Trafficking: a definition

Often, a woman from an impoverished or fractured country is promised a new life, transportation and an opportunity to work in a developed country. Upon her arrival, she finds herself working to pay off her trafficker in degrading circumstances, often with no recourse because of her illegal immigration status.

Human trafficking is traditionally linked to forms of sexual exploitation and forced prostitution under the *Convention for the Suppression of the Traffic of Persons and the Exploitation and the Prostitution of Others* (1949), but the United Nations is working towards a broad definition of trafficking as part of the *Convention Against Transnational Organized Crime*. The new definition of trafficking includes the recruitment, transportation, transfer, harboring or receipt of persons...if this uses improper means such as force, abduction, fraud or coercion or for an improper purpose such as forced or coerced labor, servitude slavery or sexual exploitation.ⁱⁱ

Human Rights Watch has identified certain consistent patterns in both the trafficking of women and children into the sex trade and the trafficking of migrants into forced marriage, bonded sweatshop labor and other kinds of work.ⁱⁱⁱ

The common elements of trafficking include deception, fraud, intimidation, isolation, threat and use of physical force and debt bondage. For those migrants victimized by organized mass trafficking rings, the stakes are high, because both their entry and payment is secured through their labor. Many of these migrants become indebted for years to their smugglers. Some of the money is paid to secure passage for the migrant, with a greater percentage being charged when the migrant arrives in the United States and is forced to work just to pay off the smuggler, a circumstance known as debt bondage.^{iv}

The United States regrettably sees its share of trafficked women and children. Out of the estimated 700,000 to 2 million women and children trafficked globally each year, an approximate 45,000 to 50,000 land in the United States.^v Approximately one third are under the age of 18.

Other statistics highlight the correlation between abusive sexual practices and enforced sexual service. An UNESCO-sponsored study reports that nearly 30,000 women were taken from Bangladesh and sold over the last decade, most into prostitution.^{vi} Studies have only just begun to examine the problem of trafficking in a comprehensive way. The Campaign to End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes [ECPAT-International] has worked to compile a glimpse into the sad reality of many trafficked women and children and the correlation between trafficking and sexual abuse.^{vii}

The stories reveal the depth of desperation that statistics fail to tell. Zobaida, who had married barely into her teens to an addict and gambler, decided to escape her husband and her poverty.^{viii} An uncle of hers secured her passage to Pakistan in a journey

that took over four months. She realized that the uncle likely sold her to a pimp when this person kept her captive in a locked room for several months until she escaped.

In Southeast Asia, a 16-year-old Cambodian girl was drugged and then sold into prostitution by her aunt.^{ix} She was shuttled across several large cities, kept in locked rooms when not working and whipped with an electric cord. She was finally freed during a police raid months later. A recent article on trafficking of women in Eastern Europe also encapsulates the desperate conditions that propel these women to migrate and then trap them into a life of prostitution. Unfortunately, these stories seem to be repeated in all regions of the world.

While a commercial migration industry has probably always existed, trafficking is believed to have ballooned into a \$7 billion dollar annual global business.^x It is also linked with the worldwide arms trade, drugs, prostitution and child abuse.

Given the high cash returns from their victims, many of these traffickers use the proceeds to “invest” in stolen luxury cars, property, restaurants and illegal activities, including drug smuggling.^{xi} The tremendously high profit has even drawn some members of the bar into unethical and illegal practices. Federal prosecutors recently indicted a Manhattan lawyer and his wife for participating in the smuggling of undocumented migrants from China into the United States.^{xii}

New Efforts to Combat Trafficking

Recognition of trafficking in the recent United Nations Millennium Session and Declaration demonstrates that this trade has become an important issue on the international front.^{xiii} The United Nations Convention Against Transnational Organized Crime and its attendant protocols, drafted at the Millennium Session, are the primary catalysts for this effort.^{xiv} The International Organization for Migration has highlighted the need for the “three P’s” approach: prevention of trafficking through improvement of economic conditions in sending countries, protection of the victims and prosecution of the perpetrators.^{xv}

The United States Congress passed and former President Clinton recently signed the Victims of Trafficking and Violence Protection Act of 2000.^{xvi} This law employs mechanisms supported internationally to combat trafficking: an improved information base, an effective enforcement mechanism and support for trafficked victims. The law is remarkable in its scope and its holistic treatment of the problem through data collection, collaboration with nongovernmental entities, sanctions against traffickers and trafficking countries and humane treatment and compensation to victims.

The law also provides incentives to combat trafficking to countries receiving aid from the United States as well as toughening penalties against traffickers within the United States. The law provides assistance to victims of trafficking both in the United States and abroad. In the United States, it provides protection and assistance to the victims of trafficking and ensures human treatment of such victims. The law creates an avenue for victims in the United States to obtain legal status and eventually become permanent residents.

Problems to Tackle

The new U.S. law is an important first step in addressing the problem of trafficking, but many challenges lie ahead to in effectively identifying victims and offering appropriate services and prosecuting the traffickers.

Fear of Government

The lack of familiarity with or fear of governmental systems often keeps migrant populations “in the shadows” when they are victimized by smugglers or traffickers. Many newcomers arrive with a particular experience of victimization at the hands of their own governments. Unfortunately, because of tightened immigration controls, many more refugees seek the assistance of smugglers or traffickers. One UN report estimates that between one to- two-thirds of Europe’s trafficked individuals are refugees.^{xvii} Undocumented migrants have a heightened fear of interaction with authorities due to their lack of legal status.

*prosecutors
recently
indicted a
Manhattan
lawyer and
his wife for
participating
in the smuggling of
undocumented
migrants*

The
migrant is
blamed for
becoming
involved in
trafficking
and seen
as
complicit

A Growing But Not Easily Identified Population

Faced with the increased movement of peoples across borders and perhaps spurred on by the United States' massive 1996 overhaul of its immigration laws, many governments have enacted restrictive immigration controls and draconian measures designed to deter this movement.

For instance, despite the aging of the population and low birth rates, Europe is increasingly intolerant of its foreign born population.^{xviii} Tighter controls have contributed to the increasingly desperate measures some migrants undertake.

While Americans remember the *Golden Venture* boat grounding in Jamaica Bay in New York with many smuggled migrants aboard, recent events have brought this topic to the fore in Europe as well. Fifty-eight Chinese migrants died in the back of a truck in Dover, England; 59 immigrants died in a dinghy off Italy's shores; and more than 100 dead Moroccan immigrants washed up on the beaches of southern Spain.^{xix}

The pressure on migrants to seek a better life elsewhere has increased due to civil unrest, economic desperation in the face of population and technological changes and environmental devastation. At the end of the millennium, the United Nations High Commissioner for Refugees estimates that there are 11.5 million refugees and another 20 to 25 internally displaced persons who, of course, may eventually migrate if the situations are not resolved in their region.^{xx}

Recently, over 800,000 people in East Timor were forced to flee their homes when civil strife became the norm there.^{xxi} 1.5 million people have fled Colombia since 1985 due to increased crime and terror.^{xxii} Fifteen to 20% of the entire population of Burundi, representing approximately one and half million people, is estimated to be displaced or seeking refugee status due to that country's civil problems.

According to the Urban Institute, nearly 22% of newcomers to the United States approximately 6 million people are undocumented.^{xxiii} This is paralleled in other

regions as well. The European Union estimates that 500,000 undocumented migrants have arrived this year alone, compared to an estimate of about 40,000 in 1993.^{xxiv} The undocumented population is not easily identifiable, because their status usually steers them towards an "underground" existence, where they work "off the books" and limit their interaction with "official" agencies.

Identifying Appropriate Victims

Part of the debate on trafficking focuses on the complicity of the migrant. In many countries, a "travel agent" may be enlisted for a small fee to obtain necessary travel papers, avoiding endless lines and bureaucratic hassles.^{xxv} Some smugglers promise to transport desperate "clients" into another country for a simple cash payment or a series of increasingly expensive fees.^{xxvi} Given the customary use of travel agents, it becomes unclear whether the victim is aware of the illegality of this service. Even so, the new law seems to be specifically aimed at the conditions that the migrant faces once in the United States.

The new law tries to hold the trafficker accountable rather than punishing the victim. The international trafficking protocols wisely pay particular attention to the protection of victim's rights.^{xxvii} States are required to take some steps to protect and assist trafficked persons.^{xxviii} The new U.S. law recognizes that it would be counterproductive to continue this tendency to prosecute the victim.

A common feature of anti-trafficking laws is the harsh treatment of victims by the country in which they are found, with enforcement chiefly being meted out against the victim rather than the agent of the trafficking. The migrant is blamed for becoming involved in trafficking and seen as complicit any means to escape their harsh lives. Yet this approach does not address the root causes of such migration, nor does it hold those who provide the means of such illegal migration responsible for their action or remove the profit.

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"FASTER THAN A SPEEDING BULLET"

How thoughts and words can create paradise or purgatory

by Susan Ann Koenig

Whether considering what path you want your career to take or how you will face the challenges of a given day, nothing is more powerful than your thoughts.

Our minds can be filled with nonstop thoughts as our rapid-paced lives create challenges in finding time to sleep, eat, and breathe. "How will I ever get this brief done by the deadline?" "When can I make time to write that note to my ill friend?" "I simply must get some exercise this week."

This busy mind is what the Buddhists refer to as the "chattering monkey." Visualize the monkey's nervous and excited leaps from one branch to the other, darting in every direction. With so many places in the past and in the future to go to, it is not surprising that our thoughts have difficulty staying in the present moment.

As we increase our awareness of our thoughts, we can calm our minds and bring our thinking to the present moment. We can also change our negative thinking into powerful affirmations that will change our lives.

Be the monitor of your mind

Throughout each day, stop to pay attention to your thinking. If it is in the past, breathe and bring it back to the present moment. If your thinking is in the future, do the same.

As you continue this practice, you will become aware of how many of your thoughts are undermining your goals and intentions. If I am worried about tomorrow's motion on an important case, my worry will detract from my ability to prepare and argue with confidence. If instead I think positive thoughts about the upcoming hearing, I will be able to focus on the positive outcome that I intend to have.

Watch your words

If paying attention to your thoughts is diffi-

cult, begin by watching your words, which reflect your thinking. Look for statements that include the following:

The words "I hate."

Put downs of yourself.

Criticism or judgment of others.

The word "worry."

Replaying in your mind past negative events.

By increasing your awareness of thinking, you can begin to reduce the number of negative thoughts, which rob you of energy. You can then replace these with positive thoughts, which support you and give you energy.

Starting your day

Some mornings before I even open my eyes, I catch myself thinking about a meeting that is hours away. When we start feeling stressed before our feet even hit the floor, it is time to change our habits.

If you are not already doing a morning meditation, when you first wake up try repeating in your mind a positive thought for the day, like:

- o I am at peace with all things in my life.
- o Today will bring wonderful opportunities.
- o Everything that is essential will be completed today.

By repeating these statements in your mind or aloud, you can replace thoughts of anxiety and worry with peacefulness and feelings of certainty.

Facing challenges

Some days are more challenging than others and require special efforts to keep our

We can find ourselves leaping to the worst case scenario that never materializes.

minds focused and our moods positive. During these times, it is critical that our thinking supports our coping with the events of the day rather than undermining us.

Too often we give our energy to worry about events that never occur. We can find ourselves leaping to the worst case scenario that never materializes. The phrase “don’t worry until there is something to worry about” can be a helpful reminder to focus on present actions that you can control.

Better options are to give yourself the encouragement and support to face the demands of the day and to overcome obstacles:

- o Today I will face each challenge with confidence, knowing I am prepared.
- o I have the courage to succeed in every situation.
- o My past experience has prepared me well.

Breathing deeply as you firmly make these statements aloud will help calm your mind and support you throughout even the most trying moments.

Support yourself in your thoughts

When we have made mistakes or feel less than competent to face the future, our own thoughts can sometimes sabotage us. Be aware of whether your thoughts and words support you or undermine you.

- o Instead of mentally berating yourself for your past actions, remind yourself that you did the best you could at the time.
- o Rather than telling yourself that you never should have made such a mistake, acknowledge how many other tasks you have performed with excellence.
- o When tempted to think “I am not capable of solving this problem,” proclaim “I am excellent at solving problems and I can face this one, too.”

Our own put-downs, even when made jokingly, can erode our self-esteem and self confidence. You love yourself too much to do

that, right? Be your own best cheerleader, constantly sending messages to yourself of your goodness and your competence.

Reframing for new ways of thinking

The lens through which we see our world shades all of our perceptions. Sometimes with just a slight shift in that perspective, we can obtain an entirely new outlook. Try some of these:

- o Label a “problem” a “challenge” or “opportunity” as you open your mind to possibilities rather than getting stuck in the negative.
- o Say “I won’t” rather than “I can’t” so that you increase your awareness of having control over your choices.
- o Eliminate “shoulds.” Recognize that you only need to account to yourself and that you are making decisions each day about the type of life you want to have.

These changes in the way that we see situations are more than word games. They are powerful tools for increasing your awareness about the choices you make and for claiming responsibility for your life.

Seeing others with new eyes

The practice of law and our personal lives give us countless opportunities to decide how we interact with others. Whether you are faced with a demanding client, an uncooperative opposing counsel, or a complaining family member, electing to respond in a positive way will improve everyone’s lives.

When another is challenging you, consider replacing your critical thoughts with the positive ones:

- o I know that I will learn from each person who I encounter this day.
- o I appreciate this person and am open to listening.
- o I release all judgment.

As we let go of our negative thinking about others, we become open to seeing them and ourselves more clearly.

Ending your day with gratitude

The end of the day can be a lovely respite from our hurried lives if we are able to let our minds rest from the constant thoughts of the day.

One way of shifting our thoughts away from all of the troubles of the day is to write a list of that for which you have gratitude. That list might include:

- o I have gratitude for my health, which sustained me today.
- o I have gratitude for the support of others during my difficult times.
- o I have gratitude that tomorrow will be a new day.

Shifting the focus of our thoughts to gratitude will leave no room for resentment.

To help release thoughts of the day and focus on relaxing your mind for sleep, try closing your eyes, breathing deeply, and maintaining these thoughts:

- o I can rest now, knowing I did my best today.
- o I release all thoughts of the past.
- o I relax my body as it prepares for a well-deserved rest.

By now you are completely at peace, ready for a sound's nights sleep to prepare you for tomorrow's day, which you will approach with enthusiasm and renewed energy.

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The Status of Women Advocates in India

by Versha Sharma, Law Lecturer



Ms. Sharma is Lecturer of Law - D.C. of Law Kanpur University and Ex-Prosecuting Officer, Delhi

In India today, many women are lawyers, but they face obstacles with which American women no longer have to contend.

Some of these obstacles result from women's relatively recent entry into the legal profession. During the 19th Century, women were barred from entering the legal profession in India under British colonial rule. The Allahabad High Court defied that tradition when it enrolled Cornelia Sorabji as the first women advocate in India and the Governor of Calcutta appointed her as a legal advisor. Sorabjee was the first Indian woman to earn a Law degree; she received her Bachelor's of Civil Law from Oxford in 1892. In 1923, the Indian government passed Act XXIII of 1923, which expressly includes women in the definition of "legal practitioners," even though the definition had not expressly excluded them.

Women have entered the legal profession just as intense competition has made the practice of law more difficult for all lawyers, both women and men. Many intelligent and qualified women are advised not to pursue a legal career unless they have close male relatives, preferably in the profession itself, who can help them to find their way. Entry-level lawyers struggle to obtain cases; many flee the profession. Those women who have access to other income may be able to survive the earlier lean years more easily than their male counterparts, however.

Women lawyers in India must confront a society uncomfortable with working women, particularly professional women. Indian society still associates reason and rationality with men and emotionality with women. Men are viewed as aggressive, dominant, and high achievers. Women are seen as dependent and more easily discouraged than men. They are seen as wives and mothers with the home their proper sphere. Many in India believe that the career interests of women who do not fit this mold should be sacrificed to further the greater social good, i.e., protecting the family. Even women lawyers struggle with these issues. Some have opted not to practice law in deference to social and family obligations or at their parents' request.

Many of those women who defy tradition and become lawyers in India are tolerated at best and ostracized at worst. Women who are respected as talented lawyers are resented. Business origination creates additional difficulties for women lawyers. Many clients who will retain women lawyers expect to pay less for the same work performed by male lawyers. Indian society frowns on women lawyers performing certain tasks that are traditionally associated with the practice of law, such as emergency consultations with clients or potential clients beyond normal business hours. Women lawyers in India encounter prejudice in the courts as well. Many judges are uncomfortable with competent women lawyers and believe those women should be spending their time on domestic pursuits.

Women's social and economic status in the profession and in society at large will improve only when these cultural attitudes and stereotypes change. Those changes will come through socialization, education and communication. Supporters of women in Indian should become more politically active and emphasize the greater contribution that women could make to national, economic, and social development if given the opportunity. Indian society must recognize that women have the right to equal opportunity and equal treatment as well as the

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Hope Creates its Own Momentum

By Lillian J. Sondgeroth, Esq.

[Editor's Note: This past July, I had the pleasure of witnessing and providing a secure location for the reunification of Melissa Chavez, age 8, with her mother Melina. Melissa had been missing for more than seven years! Through the efforts of the National Center for Missing and Exploited Children and 24-year Las Vegas attorney, Lillian J. Sondgeroth, Esq., mother and daughter were finally reunited. Below is Lillian's explanation of Nevada's legislation on this issue.]

Nevada, as a State, is generally held in the minds of people as a contradiction in terms. The State overall holds one of the lowest unemployment percentages in the country; yet, the glamour of Las Vegas, along with a remarkable growth rate, creates problems associated with insufficient infrastructure to accommodate the growth. We have the sixth largest school district in the nation along with a large transient population that goes unnoticed until something happens to invoke coverage by the news media. Unfortunately, the growth of such a population has brought with it a unique problem — Nevada has become a form of sanctuary for individuals, usually parents fighting for custody, or other close relatives, who have perpetrated parental kidnappings. These individuals can pass through, earn quick money from service related jobs that pay in cash and/or earn tips, leave, and move on.

Nevada has enacted legislation to prevent parental kidnappings

and to establish procedures allowing children to be expeditiously reunited with the family legally entitled to custody. For example, NRS 125.510(6) & (7) invoke criminal statutes, NRS 200.359, should a kidnapping occur in the State of Nevada, as well as the adopting of the Hague Convention of October 25, 1980, as adopted by the 14th Session of the Hague Conference on Private International Law, when a parent or relative abducts a child in a foreign country. Additionally, there are the Uniform Joint Child Custody Jurisdiction Act, NRS Chapter 125A, and the federal Parental Kidnapping Prevention Act (PKPA), 28 U.S.C. §1738A.

While these procedures are well meaning and invoke all the protections intended for the best interests of a missing child, the procedures also must protect the due process rights of an individual accused of such an act. This creates time delays, and often allows the individual accused to again flee before a court can act. One such case where the standard procedures would not have achieved the desired result was the case of little Melissa Chavez.

Recently, I received a wonderful telephone call from from Melissa, who was reunited with her Mom, Melina, after being declared missing for seven years. She described how happy her life is now and was very thankful. Melissa's life was not always this good. When as a baby, she was stripped from her Mexican

Mother's arms by a man promising marriage, no one would have guessed the journey back would be so lengthy and convoluted. Melina, the mother, was 21, unsophisticated, and barely a woman when she met Mark, a tall, handsome American, who could speak and write her native tongue. A man promising dreams of an exciting new world of prosperity was courting her. This was also a man with a lengthy criminal history and warrants in the United States.

After Mark left, Melina found herself pregnant and confused. As a Catholic living in Mexico, abortion was not a viable option. Fortunately, with the love and support of a large family, her pregnancy passed quickly, and she gave birth to a beautiful daughter whom she named Melissa. At the same time, Mark passed his time in prison. After his release, he returned to Mexico to an awaiting Melina. She didn't know Mark had an American family, with two daughters and a wife! Thoughts of marriage and a life in the United States filled Melina's head. Once again, she was courted, and once again she believed in the fairy tale being told.

One afternoon at the hotel where they were staying, Mark took a photograph of the mother and child. He instructed Melina, after giving her pills, to relax and to remain in the hotel room. She was unaware he was taking the baby, now nine months old, to U.S. Immigration to arrange for departure to the United States. When Melina woke up after a drug induced sleep of several hours, night had fallen and she was alone. Melina did not realize how alone she was until additional hours passed and Mark and the baby did not return. The anguished Melina searched for her

child at all the places she and Mark had been together - parks, restaurants, movies - to no avail. Finally she reported the missing child to the police. She received a reception that was cool and uncaring.

Never before had she felt so devastated. Her family could not comfort Melina, who believed she, herself, was somehow to blame. Prayers for Melissa's safe return went by unanswered. Melina prayed daily that Melissa would remain healthy and happy. She had hope there would be a reunification, a hope that never ended, but at times waned and diminished, only to be relit brightly at the oddest moments.

After a couple of years of living with her family and performing clerical work, followed by a failed marriage, Melina decided to become better educated and started computer training to have more stability and income. She knew she would need a better life and better income if she were ever to find Melissa. Another three years passed, and Melina continued to pursue the limited legal processes available to her in Mexico. She began to work through the Mexican Embassy and learned about invoking the Hague Convention to enforce her rights regarding the kidnapping. Under the Hague Convention, countries that are signatories, such as the United States and Mexico, will cooperate with one another in enforcing legal custody.

In April 2000, as a volunteer attorney for the National Center for Missing and Exploited Children, I received a telephone call from the attorneys at the Center who were tracking down Melissa. Because of Mark's lengthy

criminal history, I was able to track Mark from Mexico through Florida, and then to New Jersey. Each time he had changed Melissa's name, and used differing social security numbers. Just prior to serving Mark the appropriate papers in New Jersey, he fled, and in a stroke of luck, was located in Henderson, Nevada. Because of the risk of flight again, I had to work with a small open window, approximately 15 minutes, to identify and to pick up Melissa at a day care center where she had been located. Rather than invoking the normal procedures, I contacted the Nevada State Clearinghouse on Missing Children, at that time, administered by Deputy Attorney General Jan Cohen. Melissa's information was placed in a database, and then I called and arranged the cooperation of Clark County Child Protective Services, Ann Rudin, Supervisor, and Agent Mike Partipilo, as well as the Henderson Police Chief, and Lt. Jim White.

NRS 432B.220 provides that an allegation of abuse or neglect must be reported immediately, with NRS 432B.260 requiring immediate action to determine if the child should be taken and placed in protective custody, NRS 432B.390. Clark County Child Protection Services, after being provided the information from Mexico, and the fact there was no determination as to the actual relationship between Mark Mills and Melissa, agreed to act and worked with the Henderson Police Department. Melissa was picked up and taken to Child Haven, a juvenile holding facility, with a Juvenile Court as required by NRS 432B.470.

The Juvenile Court was presented with an enormous stack of international documents requiring

review before a continued afternoon hearing at which Mark and his attorney were also present. The Court, after lengthy review of the documents, and after hearing the arguments of the attorneys and the testimony of the government officials, decided in favor of the mother and child, and upheld the mother's custodial rights. The Juvenile Court ordered the return of Melissa to the mother in Mexico.

A determination by a Hearing Master is subject to objections by a party adverse affected, and final approval by the Presiding Judge. Cleverly, Mark attempted further manipulation of the legal system to keep Melissa in the United States and to return her to his custody by lying to his own attorney and attempting to use the vehicle of his earlier divorce case involving the wife to whom he was married when Melissa was born. The Presiding Judge astutely ruled the divorce court had no further jurisdiction over Melissa, and the subsequent case was dismissed.

Little Melissa did not demonstrate the fear and sorrow one would anticipate with her world suddenly changing. She had obtained the picture of her and her mother taken by Mark seven years earlier and slept with the picture every night under her pillow. Melissa knew one day her Mama would come for her. At midnight on July 12, 2000, Melina arrived in Las Vegas, Nevada. My own children and I greeted her by holding up a sign with her name. My daughter, Lillie, gave her roses, and my son, Tommy, held her hand as a camera rolled from the local Spanish Television Station.

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NAWL'S SOUTHERN CALIFORNIA COUNCIL

by Selma Moidel Smith
NAWL Liaison to the ABA Senior Lawyers Division

[NOTE: The article below should be disregarded, due to factual errors in editing. It was reprinted in the next issue in its entirety, with the correct wording originally submitted by the author. See 87:1 (Fall 2001), pages 15-16.]

NAWL members may be interested to know that at one time NAWL had local "Council" affiliates in addition to individual members. These Councils were local women's bar associations in various parts of the country. Today, the Women Lawyers Association of Los Angeles (WLALA) combines the heritage of two women's bar organizations through its history as the Southern California Council of NAWL.

NAWL is the older of these two bar organizations, and was first known as the Women Lawyers' Club. The Women Lawyers' Club was founded in 1918 by a group of outstanding women lawyers with the stated purpose of "promoting and advancing the interests of their profession." That organization became a member of the General Federation of Women's Clubs and other women's groups. Ten years later, when the Women Lawyers' Club was incorporated, The Los Angeles News of August 28, 1928, noted, "No woman is eligible to membership unless she is a member of the State Bar of California and has been recommended for membership by the membership department of the Women Lawyers' Club."

WLALA began as the Women Lawyers' Association of Southern California. The Los Angeles Times reported its formation on July 1, 1928. Among its stated purposes were "to advance the cause of women, to take an active part in civic affairs, to endorse and support candidates for public office, and to analyze proposed laws and give information to the public thereon in a form and language that can be readily understood."

The association's first president was Mab Copeland Lineman, who had served as the fourth president of the Women Lawyers' Club in 1922. She had received her LL.B. from USC and was admitted to the California Bar in 1917. In 1926, she was the first woman judge pro tem of the Superior Court. She specialized in women's legal affairs and was a prominent speaker for women's causes. Oda Faulconer (later Judge) was secretary-treasurer.

In the fall of 1930, the group was reorganized as the Southern California Council of the National Association of Women Lawyers, with membership open to all women engaged in the active practice of law. Lineman served as temporary chair at the meeting of November 29, 1930, at which Ida May Adams (later Judge) was elected president and Oda Faulconer vice president. Adams was a leading advocate for women's rights. She fought unsuccessfully to establish that married women have an existing, undivided, one-half interest in community property, against the then-prevailing view that the wife had a "mere expectancy" in the community property. (The prevailing view required widows to pay inheritance tax on their own interests in community property when their husbands died.)

While serving as president of the Southern California Council of NAWL, Adams defeated an incumbent judge in the June 1931 election, becoming the first woman judge of this municipal court to serve without prior political appointment. Oda Faulconer was appointed to the court in August 1931. The women lawyers elected Judge Faulconer to two terms as president (1938, 1939) and reelected Judge Adams in 1942.

Advocacy for women's rights became an immediate and continuing feature of the group's activities. For example, the group defeated bills barring married women from public employment during the Depression. Speaking against the proposed Cronin Bill in 1931, Judge Adams said, "We are against any bill which has as its basis sex discrimination...efficiency of the applicant, plus good character should be the only requirements." Beginning in 1947, the group also fought for maternity leave for women employed by the state and other government agencies.

The Southern California Council of NAWL, with members throughout Southern California, was the only women's bar association accredited by the Conference of State Bar Delegates at its first meeting on September 19, 1934. Although four women, including Ernestine Stahlhut, were among the delegates from the Los Angeles Bar Association (renamed "County Bar" in 1961),

the Southern California Council of NAWL was the sole voice of organized women lawyers. In recognition of this singular status, both the president of the State Bar and the president of the Los Angeles Bar Association spoke at the October 1934 meeting of the Council. The voice of women lawyers was happily augmented in 1947 when the State Bar accredited the Women Lawyers' Club.

The Council was one of several NAWL Councils throughout the country; its members were active in the national organization. When NAWL's annual convention was held in Los Angeles for the first time in 1935 (during the Depression), Council members opened their homes. At this convention, Percilla Lawyer Randolph, president of the Council in 1933, was elected national president and served until 1938.

The Council remained a constituent part of NAWL until 1942, when NAWL discontinued its local Councils. The group then became the Southern California Women Lawyers Association (SCWL). SCWL maintained its affiliation with NAWL and for many years shared a portion of its dues with the national organization.

Members of NAWL and SCWL were among the founders of the International Federation of Women Lawyers (FIDA) in Mexico City in 1944. When Los Angeles hosted the first U.S. convention of FIDA in 1949, SCWL members chaired committees and hosted visitors. SCWL members, through their attendance at FIDA's biennial conventions throughout the world, learned about the professional and personal problems of their colleagues and often provided assistance. In 1958, delegates to the concurrent NAWL and FIDA conventions in Los Angeles again received a warm welcome from SCWL members.

A continuing feature of the Council and later of SCWL, was the monthly program meetings at which prominent judges and lawyers, both women and men, were speakers. California's first woman lawyer, Clara Shortridge Foltz, gave a farewell address in 1931. The nation's first (and highest ranking) woman federal judge, Florence E. Allen of Ohio, spoke in 1952. Local women judges were frequent speakers and many were members of the group's Executive Committee. A special event, begun in the mid-1930s, was the annual dinner meeting of the women lawyers and women doctors, a tradition continued to the present by WLALA.

The WLALA of today, with over 1000 members, was created in 1964 when the Women Lawyers' Club and SCWL united. A special committee of members from both groups (including the author) worked for several months to realize the goal of creating a unified women's bar. (The author was honored to serve as chair of the

first nominating committee for the new organization.)

I hope that this bit of history sparks an interest on the part of other members whose state or local group's early history formed another chapter in NAWL's history.

Selma Moidel Smith served as president of the Southern California Women Lawyers Association in 1947 and was reelected for a second term in 1948. She served as South Pacific Regional Director of NAWL in 1949, as State Delegate from 1949-51 and as chair of numerous committees over many years. In 1999, she received NAWL's Lifetime of Service Award and was named WLALA's first and only Honorary Life Member in 1998. This article is an adaptation of an article that appeared in the March 2001 WLALA Newsletter celebrating Women's History Month.

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resources to meet work and family demands without sacrificing one for the other.

No matter how insurmountable the difficulties appear for women lawyers in India, opportunities remain, particularly for those women who devote their practices to the needs of the poor. Those women lawyers who fight for the rights of the oppressed will find satisfaction in the law in India today and will become part of the future of India where women lawyers practice and are perceived as equals with male lawyers.

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Developing a Framework or Action

The developing dialogue requires an improved information base, an adequate legal framework and an effective enforcement mechanism that supports the trafficked individual. The importance of mainstreaming human rights in migration policy as well as a coordinated and humane enforcement response is critical and has been recommended in the European context.^{xxix}

Many nongovernmental actors highlight this need for a framework in both policy and rhetoric. They call upon international organizations such as INTERPOL and the International Organization for Migration to continue to engage in this process; to advocate for technical and financial support; and to address systemic problems of poverty and lack of education.

In the U.S. political arena, trafficking is now an issue with national significance. Former President Clinton identified trafficking in women and girls

as a "fundamental human rights violation" in 1998. Under the direction of the President's Interagency Council on Women, on which former First Lady Hilary Clinton and former Secretary of State Madeleine Albright served, efforts are being made to develop and coordinate policy toward trafficking. In statements made to a Special Session of the United Nations General Assembly convened to review the status of women, known as Beijing Plus Five, both women acknowledged the importance of this work and the United States' continued commitment to it.^{xxx} The United States, through its participation in the Regional Conference on Migration, is already addressing this issue on a regional basis.^{xxxi} This support must be continued as the new Bush Administration looks to tackle this issue.

With the passage of this new law, the United States has signaled a new era in combating this "fundamental human rights violation." While the international community has taken stock of their commitment to such human rights, the Victims of Trafficking and Violence Protection Act of 2000 is an auspicious start and underscores the United States' commitment to the increasingly complex problem of trafficking.

ENDNOTES

ⁱ The Mexico-US Advocates Network estimates that at least 9 of every 100 Central American migrant women are raped trying to cross Mexico's southern border, some by government employees and some by smugglers and other criminals.

ⁱⁱ Summary of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, *Commentaries on the Convention* (electronic version www.undcp.org/palermo/convsumm.htm).

ⁱⁱⁱ Testimony Before the Senate Committee on Foreign Relations Subcommittee on Near Eastern and South Asian Affairs by R. Ralph, Executive Director of the Women's Rights Division, Human Rights Watch (February 22, 2000).

^{iv} Many Chinese migrants and their families pay as much as \$30,000 to organized traffickers to secure entry into the United States. In New York City sweatshops, Chinese nationals from the Fujian province earn as little as \$30 to \$40 dollars a day. D. Kerwin "The Fight for Dignity: Immigrant Laborers in the Restructured American Economy," *In All Things* (March 2000). To pay off their loans to smugglers, these migrants often work multiple jobs seven days a week, share partitioned living space with many other workers and subsist on poor diets with devastating consequences on their physical and mental well-being.

^v DCI EIAP Monograph: International Trafficking in Women to the United States (available electronically, www.cia.gov/csi/index/html).

^{vi} *Sources*, Number 126 (September 2000). Underscoring the desperate conditions in Bangladesh, as well as the disregard for human rights violations based on gender, relatives and friends are said to be the traffickers' main conduit. Relatives and so-called friends

may receive \$100 to \$500 for each girl smuggled out of the country and sold.

^{vii} Eastern Europe: 500,000 women are trafficked each year into Western Europe. At least 15,000 Russian and Eastern European women work in Germany's red light district. India: 5,000 Nepalese women are trafficked into India yearly; about 100,000 Nepalese prostitutes work in India. Honduras: Girls are trafficked to Guatemala, El Salvador and Mexico. Dominican Republic: 25,500 children are in prostitution, of which 63% are girls. Japan: Over 150,000 non-Japanese women are in prostitution, over 50% of whom are Filipinas and another 40% are Thai, presumably many are trafficked in from these countries.

^{viii} *Id.*

^{ix} C. Barr, "Asia's Trafficker's Keep Girls in Sexual Servitude," *The Christian Science Monitor* (from series reprint entitled "Safeguarding the Children").

^x *Refugees*, Volume 2, Number 119 (2000).

^{xi} R. Cohen, "Illegal Migration Rises Sharply in European Union," *The New York Times* (December 25, 2000).

^{xii} S. Sachs, "Trading in Human Lives," *The New York Times* (September 24, 2000).

^{xiii} A/Res/55/2. The General Assembly resolved "[t]o intensify [their] efforts to fight transnational crime in all its dimensions, including trafficking as well as smuggling in human beings and money laundering."

^{xiv} While the exact wording of the protocols is still under negotiation, the treaty and its protocols were opened for signature at a high-level meeting in Palermo, Italy in December 2000 and will go into force ninety days after forty governments have ratified the instruments. The treaty and protocols aim to eliminate differences among national legal systems to facilitate mutual assistance as well as to set standards for domestic laws so that organized crime can be effectively dismantled. Each state must develop intra-state mechanisms before achieving the international standard. The Protocol to Prevent, Suppress and Punish Trafficking in Persons and the Protocol Against the Smuggling of Migrants by Land Air and Sea specifically address the issues of trafficking of women and children and the smuggling of migrants. The language is not yet final, given the wide variety of activities to be covered and enforcement mechanisms offered. For the trafficking protocol, there has also been debate whether to cover all persons or just women and children, who some argue may be most in need of protection. At present, the language of the protocol relates to all persons, but includes "especially women and children."

^{xv} *Refugees*, Volume 2, Number 119 (2000).

^{xvi} Pub. L. 106-386, 114 Stat. 1464.

^{xvii} *The Trafficking and Smuggling of Refugees: The End Game in European Asylum Policy*, J. Morrison (July 2000). (UNHCR Evaluation and Policy Analysis Unit).

^{xviii} R. Cohen, "Europe's Love-Hate Affair With Foreigners," *The New York Times* (December 24, 2000). See also, R. Cohen, "German Faults 'Silence' About Attacks on Immigrants," *The New York Times* (August 1, 2000); R. Cohen, "Most Recent Killing May Push Germans to Act on Hate Crime," *The New York Times* (August 21, 2000).

^{xix} R. Cohen, "Europe's Love-Hate Affair With Foreigners," *The New York Times* (December 24, 2000).

^{xx} *Refugees*, Volume 4, Number 117 (1999).

^{xxi} *Id.*

^{xxii} *Id.*

^{xxiii} *Id.*

^{xxiv} R. Cohen, "Illegal Migration Rises Sharply in European Union," *The New York Times* (December 25, 2000).

xxv Helping travelers and other migrants for a fee to secure visas, transportation and sometimes arranging employment is customary and widely used in many countries. Increasingly abusive are those who assist migrants by "financing" the entry, albeit at exorbitant rates. For example, Bolivian visitors to Argentina must show Argentinean officials \$1500 US dollars in spending money for a short-term visit. To secure this money for the traveler, the financial emissary charges a high interest rate while financing this short visit. "Globalization's "Losers" Become its Movers," *World of Work*, International Labor Office, Vol. 34 (April/May 2000) at 4.

xxvi In one smuggling route that leads from West and Central Africa to North Africa, many are smuggled along a dangerous route over a vast expanse of the Saharan desert from North Africa, many of these migrants eventually hope to get to Europe or North America. In a highly organized smuggling system, a middleperson at the gateway between North Africa and Central Africa charges a 50% additional "corruption surcharge" for those who do not have papers. This enables the middleperson to bribe authorities to let the migrants pass checkpoints that require travel documents. N. Onishi, "Out of Africa or Bust, With A Desert to Cross," *The New York Times* (January 4, 2001).

In a route from Turkey to Western Europe, traffickers charge between \$1,000 to \$4,000 per person. R. Cohen, "Illegal Migration Rises Sharply in European Union," *The New York Times* (December 25, 2000).

xxvii Such attention was urged by nongovernmental lobbies such as the Human Rights Caucus and the international Movement Against All Forms of Discrimination and Racism (IMADR). See recommendation by IMADR to the Ad-Hoc Committee on the Elaboration of a Convention Against Transnational Organized Crime: webpage of Human Rights Watch, a member of the Human Rights Caucus.

xxviii Trafficked persons would be entitled to confidentiality and have some protection against offenders, both in general and when they provide evidence or assistance to law enforcement. Some benefits such as housing, medical care and legal or other counseling are also provided. The victims' legal status in other receiving country, however, is still the subject of extensive negotiations. The current language requires states only to consider laws allowing victims to remain, temporarily or permanently in appropriate cases. Receiving countries argue that this approach provides an incentive for traffickers and spurs illegal migration while exit countries wanted much more protection and legal status.

xxix *The Trafficking and Smuggling of Refugees; The End Game in European Asylum Policy*, J. Morrison (July 2000) (UNHCR Evaluation and Policy Analysis Unit).

xxx Statement of Secretary of State Madeleine K. Albright, Special Session of the United Nations General Assembly (June 8, 2000).

xxxi M. Elliott, "The Regional Conference on Migration: A Government, Perspective." *In Defense of the Alien* Volume 22 (2000). The conference was convened in 1996 in Puebla, Mexico, with ten other countries from North, Central and South America. The United States is now formally involved in this effort to promote regional cooperation on migration issues. Two important areas for the Regional Conference, known informally as the Puebla Process, are reducing migrant trafficking and promoting respect for human rights in migration policy have come to the fore. The efforts have led to agreements to promote consultation mechanism in border regions, exchange information, training and intelligence related to trafficking networks and encourage the criminalization of alien trafficking in each country.

Non-governmental organizations are a critical part of the dialogue at the Regional Conference. S. Gzesh, "Advocacy for Human Rights in an Intergovernmental Forum: The Puebla Process from the Perspective of Nongovernmental Organizations," *In Defense of the Alien*, Volume 22, (2000).

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gaze, the journey to Child Haven was quickly accomplished. After a minimum of red tape and in the face of judicial orders, Melissa ran into the awaiting arms of her mother, Melina. They looked like two birds in flight joining one-another. Such love emanated from their beings - such thankfulness to God for giving them the gift of one-another after all those separated years. Their mutual prayers were rewarded in those few moments of greeting. There wasn't a dry eye among the observers of this tender moment. That time had been kind, was dramatically punctuated by the likeness of mother and daughter. Years of being separated by international borders could not belie the sameness and love existing in these two souls.

The importance of hope is undeniable when you look into the eyes of the mother and child. Not giving up or relinquishing their spirits made everything wonderful possible. Watching Melissa and Melina board the airplane with a little hand held translator in tow erased any trace of concern from third party witnesses. Their rough moments, which of course there will be some, will be eased by their love and joyful spirits of hope - the hope of a mother who refused to give up and the hope of the little girl who slept with her Mama's picture every night.

The author is a 25-year attorney, emphasizing domestic law. She is admitted before more than 14 courts of jurisdiction, and has been involved in more than 2,000 domestic cases. At least one-third of those cases involved children, with approximately 40 successful cases in the last several years recovering children who are victims of parental or relative kidnappings. On those cases referred through the National Center, similar agencies, or private confidential referrals accepted on a case-by-case basis, Lillian represents the custodial party pro bono and covers all costs through to the end of the case. At its April 2001 banquet, the Nevada Law Foundation will name her a Colleague of the Foundation. A statistic to remember: failure to act within 24 hours of a child missing reduces the chance of recovery by 50%.

Lillian's office is now Christensen - Sondgeroth. She has affiliated with partners Tom Christensen and his father, former Senior Judge Carl Christensen. Also working with Lillian, and now located in Missouri, is James Butler, former Vice President and General Counsel of Harrah's Entertainment. The founder of Project 21, Butler is the architect of the missing and unattended children's programs now used by most gaming licensees in the State of Nevada and around the country.

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

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

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