



IN THIS ISSUE

8

Creating Pathways to Success for All: Achieving the Diversity That Our Clients Want from Law Firms

By Lorelie S. Masters

12

Sustaining Pathways to Diversity:® The Next Steps in Understanding and Increasing Diversity & Inclusion in Large Law Firms

By Minority Corporate Counsel Association

17

Book Review

The Age of American Unreason

By Susan Jacoby

Reviewed by Colonel Maritza Sáenz Ryan

NAWL'S MID-YEAR MEETING IN ATLANTA, GEORGIA

At NAWL's Mid-Year Meeting in Atlanta, Nelson Mullins hosted "Cocktails on the Couch" featuring, from left to right, Lisa Borders, President, Henry W. Grady Health System Foundation and President, Atlanta City Council; Louise Sams, Executive VP and General Counsel, Turner Broadcasting System and President, Turner Broadcasting System International; Donata Russell Major, President, The H.J. Russell Foundation; and Joia Johnson, Executive VP, General Counsel and Secretary, Hanesbrands Inc., all of whom were classmates together in high school. The lively panel was moderated by Mary Gill, a partner at Alston + Bird, not shown above.



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



Advancing Women in the Legal Industry

EXPERIENCE LEADERSHIP.

Dickstein Shapiro is widely regarded for its commitment to advancing women's issues in the legal marketplace. The Firm actively works to foster an environment that is consistently employee- and family-friendly and maintains focused efforts to attract the most talented female attorneys. In 2009, Dickstein Shapiro topped the Project for Attorney Retention survey with 67% of its new partner promotions going to women in the Firm. The Managing Partners of the New York and Los Angeles offices, the Deputy General Counsel, two members of the Executive Committee, and four of its five C-level officers are women. For the past 18 years, the Firm has been an avid supporter of NAWL, and its attorneys have served in various leadership positions. Dickstein Shapiro partner Katherine Henry is a former NAWL President, and partner DeAnna Allen currently serves on the NAWL executive board. Working together with NAWL and other like-minded organizations, Dickstein Shapiro continues to improve the professional lives of women attorneys by encouraging their development and retention.

To learn more about our Women's Leadership Initiative (WLI), contact WLI Co-Leader Elaine Metlin at (202) 420-2263 or metline@dicksteinshapiro.com

DICKSTEINSHAPIRO_{LLP}

WASHINGTON, DC | NEW YORK | LOS ANGELES

© 2009 Dickstein Shapiro LLP. All Rights Reserved.

ABOUT WOMEN LAWYERS JOURNAL

EDITOR

Deborah S. Froling
Washington, DC
froling.deborah@arentfox.com

EDITORIAL POLICY

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

ARTICLES

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

TO ADVERTISE

Contact NAWL headquarters for rate information. Publication of an advertisement is not an endorsement of the product or company by NAWL.

TO SUBSCRIBE

Annual dues include a subscription to the Women Lawyers Journal.

Additional subscriptions or subscriptions by nonmembers are available for \$55 in the U.S. and \$75 international. Back issues are available for \$15 each.

CONTACT

National Association of Women Lawyers
American Bar Center, MS 15.2
321 North Clark Street
Chicago, IL 60654
t 312.988.6186 f 312.988.5491
nawl@nawl.org
www.nawl.org


©2009 National Association of Women Lawyers.
All Rights Reserved.

Women Lawyers Journal (ISSN 0043-7468) is published quarterly by the National Association of Women Lawyers (NAWL)®, 321 North Clark Street, MS 15.2, Chicago, IL 60654.

TABLE OF CONTENTS

About NAWL	3
Editor's Note	4
President's Letter	5
Event Highlights	6
Creating Pathways to Success for All: Achieving the Diversity That Our Clients Want from Law Firms	8
by Lorelie S. Masters	
Sustaining Pathways to Diversity:® The Next Steps in Understanding and Increasing Diversity & Inclusion in Large Law Firms—Executive Summary	12
by Minority Corporate Counsel Association	
Book Review	17
The Age of American Unreason by Susan Jacoby Reviewed by Colonel Maritza Sáenz Ryan	
NAWL News	20
NAWL Recognition	25
New Member List	26
Networking Roster	30

Designed by Caroline Caldwell Design.




Winston & Strawn LLP
is proud to support the
NATIONAL ASSOCIATION OF
WOMEN LAWYERS

Charlotte Chicago Geneva Hong Kong London Los Angeles
Moscow New York Newark Paris San Francisco Washington, D.C.
www.winston.com

**WINSTON
& STRAWN**
LLP

DOES DIVERSITY MATTER?



At Kilpatrick Stockton, we believe it does. That's why we're proud to be a sponsor of the NATIONAL ASSOCIATION OF WOMEN LAWYERS.

We congratulate NAWL on another successful year of advancing the interests of women in the law. We applaud your efforts and support your work to promote the social, political, and professional empowerment of women.

Working together is how Kilpatrick Stockton is making a difference to our firm, to our clients, to our communities, and beyond.


To learn more, visit www.KilpatrickStockton.com.

**KILPATRICK
STOCKTON LLP**
Attorneys at Law

www.KilpatrickStockton.com

ATLANTA AUGUSTA CHARLOTTE DUBAI LONDON NEW YORK RALEIGH STOCKHOLM WASHINGTON WINSTON-SALEM

**OGLETREE DEAKINS PROUDLY SUPPORTS
THE NATIONAL ASSOCIATION OF WOMEN LAWYERS**



Ogletree Deakins recognizes NAWL's 100+ years of service and commitment to the concerns and interests of women in the legal profession.

With 34 offices and more than 430 attorneys across the country, Ogletree Deakins is one of the largest labor and employment law firms in the nation, and is committed to supporting and promoting the retention and advancement of all qualified attorneys, regardless of race, gender, religion, age, sexual orientation, and other diverse characteristics.

We get to know our clients, then work alongside them to encourage a supportive work environment where all individuals can succeed. For more information on the firm, please visit www.ogletreedeakins.com.

EMPLOYERS AND LAWYERS, WORKING TOGETHER

NATIONAL ASSOCIATION OF WOMEN LAWYERS



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

About NAWL

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

By joining NAWL, you join women throughout the United States and overseas to advocate for women in the legal profession and women's rights. We boast a history of more than 100 years of action on behalf of women lawyers. For more information about membership and the work of NAWL, visit www.nawl.org.

BENEFITS OF MEMBERSHIP

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

CONTACT NAWL

National Association of Women Lawyers
American Bar Center, MS 15.2
321 North Clark Street
Chicago, IL 60654
t 312.988.6186
f 312.988.5491
nawl@nawl.org
www.nawl.org

EXECUTIVE BOARD

President

Lisa Horowitz
Washington, DC

President-Elect

Lisa Gilford
Los Angeles, CA

Vice President

Dorian S. Denburg
Atlanta, GA

Treasurer

Heather C. Giordanella
Philadelphia, PA

Treasurer-Elect

Wendy Schmidt
New York, NY

Corresponding Secretary

Deborah S. Froling
Washington, DC

Members-at-Large

DeAnna Allen
Washington, DC
Beth L. Kaufman
New York, NY
Lorraine K. Koc
Philadelphia, PA
Zoe Sanders Nettles
Columbia, SC
Lisa M. Passante
Wilmington, DE
Carol Robles-Román
New York, NY
Anita Wallace Thomas
Atlanta, GA

Immediate Past President

Holly English
Roseland, NJ

Past President

Cathy Fleming
New York, NY

Executive Director

Vicky DiProva
Chicago, IL

EDITOR'S NOTE

Our last issue showed that, while women in law firms have come a long way, they still have a long way to go to be proportionately represented in law firm leadership and the partnership ranks. In this issue, we address the road being traveled by women of color and the obstacles they face—some of which are the same as white women lawyers but others which are very different. The Executive Summary from the Minority Corporate Counsel Association's report "*Sustaining Pathways to Diversity: The Next Steps in Understanding and Increasing Diversity & Inclusion in Large Law Firms*" provides a glimpse into the research and analysis being done in this area as well as recommendations on how to achieve diversity and inclusion. The article on the Women's Bar Association of the District of Columbia's report, "*Creating Pathways to Success for All*," also provides action steps for law firms to meet the diversity challenges being demanded by clients. I urge you to circulate these articles to your colleagues and think about ways to implement changes to promote diversity in your organization.

As you can see in the President's letter on the opposite page, the Women's Power Summit on Law and Leadership was a wonderfully empowering event and I highly recommend that you take a look at *The Austin Manifesto*, available on our website (www.nawl.org) and especially the pledges made. Commit yourself to fulfilling at least one of those pledges over the next 12 months.

In addition, we have a great book review of Susan Jacoby's book, "*The Age of American Unreason*," which is thought-provoking and challenging.

One of NAWL's greatest strengths is its programming and the pictures included in this issue are from some of the great events that NAWL has put on over the past few months, including the wildly successful and sold-out Mid-Year Meeting held in Atlanta, Georgia in February and highlights from our national Nights of Giving held in five different cities this spring.

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

Warm wishes,

Deborah S. Froling, Editor

Arent Fox LLP

Washington, D.C.

froling.deborah@arentfox.com



PRESIDENT'S LETTER

I am writing this column as I am returning, as NAWL's representative, from the Women's Power Summit on Law and Leadership sponsored by the Center for Women in Law at the University of Texas. The event took place April 30 and May 1. It was billed as "an historic gathering of leading women in law, ranging from those at the highest echelons of private practice and the corporate sector to their counterparts in government, non-profits, academia, and the judiciary." Its purpose was to provide a forum for the exchange of ideas and solutions and culminate in a commitment to take specific collective actions to eliminate pervasive barriers to women's advancement in the legal profession.

The Women's Power Summit achieved its purpose. It was, in fact, attended by leaders in the legal profession from all walks of legal life, including leaders from a cross-section of organizations committed to the advancement of women lawyers. It was an extraordinary meeting that may well turn out to be a "tipping point." It culminated in *The Austin Manifesto*—a commitment of those present to work together collaboratively and to use their voices collectively and powerfully to eliminate the barriers that have, for way too long, thwarted the advancement of women in the legal profession. The Manifesto can be found in its entirety on the NAWL website at www.nawl.org.

The Summit itself was preceded by another historic event. On April 29, a Pre-Summit meeting of Thought Leaders was co-sponsored by NAWL, the ABA Commission on Women, the Minority Corporate Counsel Association, the Opt-In Project, the Project on Attorney Retention, and Flex-Time Lawyers. A smaller group of 26 leaders from many of the same organizations who would be attending the Summit, took time out of their very busy schedules, to convene and "put on the table" the research, programs and related activities in which they were currently involved that were aimed at advancing women in the legal profession. The goal was to identify activities on which collaboration and our collective voices would serve to maximize resources and accelerate change. The Pre-Summit meeting also achieved its purpose with the identification of activities on which collaboration is possible and a commitment to do so.

I am very proud that NAWL was a co-sponsor of the Pre-Summit and a participant at the Women's Power Summit. NAWL has always been committed to working collaboratively. Here was an opportunity to take our efforts to the next level. NAWL played an integral role in helping to bring together this outstanding group of women leaders. The NAWL Challenge to increase the number of women attorneys in equity positions in law firms, as general counsel in legal departments, and as tenured professors from 15% to 30% became a specific goal of *The Austin Manifesto*. The results of our *Annual Survey on the Retention and Advancement of Women Attorneys* as well as the recommended actions contained in NAWL's 2007 Summit Report: *Actions for Advancing Women into Leadership Positions in Law Firms* served to inform the Summit's discussions and provide direction.

The Women's Power Summit concluded on May 1 shortly after Justice Souter announced his decision to retire. Justice Souter's decision provided the Summit participants with an opportunity to take their first collective action: to call upon President Obama to nominate a woman to fill the vacancy and to commit to work individually and through our associations for the nomination of a woman to that position. NAWL will be doing its part through its Supreme Court Committee to do just that.

Stay tuned.

Warm wishes,

Lisa Horowitz

NAWL President 2008-2009

McDermott Will & Emery LLP

LHorowitz@mwe.com



EVENT HIGHLIGHTS

NAWL's Mid-Year Meeting

February 5, 2009 Atlanta, Georgia

NAWL's sold-out Mid-Year meeting was held in Atlanta, Georgia on February 5, 2009 at the Twelve Hotel. Co-chaired by Mary Gill, a partner at Alston + Bird LLP, and Anita Wallace Thomas, NAWL Board Member and partner at Nelson Mullins Riley & Scarborough LLP, the event included CLE programs and NAWL award recipients, Turner Broadcasting System, Inc. (NAWL Challenge Award), Roxanne Douglas, Chief Counsel, McKesson Corporation (Leadership Award), and John Childs, Chief Counsel, Georgia-Pacific LLC (Leadership Award). In a change of venues, mid-year meeting participants headed over to the offices of Nelson Mullins for Cocktails on the Couch, a discussion with four women leaders who were high school classmates and are now leaders in the fields of politics, philanthropy, business and the law. Below are some pictures from the event.



A view of the filled room at the Twelve Hotel during the luncheon award presentations.



NAWL President-Elect Lisa Gilford and Vice President Dorian Denburg pose with a few of their friends.



One of the day's speakers, Monique Hunt McWilliams, mingling with the crowd.



Mid-year meeting co-chair Anita Wallace Thomas and NAWL Leadership Award recipient Roxanne Douglas, with others, pose for the camera.

EVENT HIGHLIGHTS

NAWL's National Nights of Giving

Spring 2009

Following a fabulously successful inaugural **Night of Giving** in Washington D.C. NAWL sponsored five more Nights of Giving across the country, including Los Angeles (benefitting Step Up Women's Network) and Boston (benefitting Dress for Success Boston). In Hillside, New Jersey, pictured below, the NAWL event was held at the Community Food Bank of New Jersey, a member of Feeding America, which fights hunger and poverty by distributing food and grocery products, education and training and creating programs to meet the needs of low-income people by involving all sectors of society in the battle.



In Miami, the NAWL Night of Giving event at the offices of Shutts & Bowen LLP benefitted Casa Valentina, an organization that addresses the unique, gender-specific needs of young women transitioning from foster care to independent living by providing them with up to two years of safe and affordable housing, life skills and self-advocacy training and support services.

In Chicago, at the offices of Drinker, Biddle & Reath LLP, NAWL, along with BWLAW of Greater Chicago and LGBA of Chicago sponsored a Night of Giving benefitting Sarah's Circle, an organization which provides a refuge for women who are homeless or in need of a safe space, providing housing assistance, case management, referral services and life necessities.



Photo by CarlosBaez.com

Creating Pathways To Success For All: Achieving The Diversity That Our Clients Want From Law Firms

By Lorelie S. Masters



Lorelie S. Masters is a partner in the DC office of Jenner & Block LLP. As President of the Women's Bar Association of the District of Columbia for 2007-2008, she led the WBA's effort to organize its March 19 Diversity Summit and publish its 2008 Report, *Creating Pathways to Success for All*. The WBA report is available at www.wbadc.org.

"As we increase diversity and inclusion in our profession, we will help ensure the continued credibility of lawyers as leaders in our society—and increase the success of our lawyers, and law firms, to win the battle for talent and increased inclusion."

Clients increasingly are demanding that law firms provide diverse teams of attorneys to staff their matters. At the same time, women and women of color, leave law firms in disproportionately high numbers. Less than 20% of law firm partners nationwide are women. Even today, after years of focus on diversity and inclusion, only 1.65% of law firm partners nationwide are women of color. Our statistics in DC are marginally better, with slightly more than 2% of partners being people of color. In 2006, the ABA Commission on Racial and Ethnic Minorities reported that less than one percent of women of color stay at their law firms through their eighth year.

The Women's Bar Association of the District of Columbia (WBA) took these statistics as a call to action. We know that women lawyers and women lawyers of color are ambitious and want to succeed. Therefore, beginning in 2005, the WBA began its Initiative on Advancement and Retention of Women to study the reasons why the numbers of women and women of color at the top ranks of our profession have stagnated since the mid-1990s. Given the continuing paucity of women partners and managing partners in our law firms, it is apparent that the solutions to the need for increasing diversity and inclusion in law firms will not simply happen as the numbers of women and women of color in the profession increase. Women have made up half of our law school graduates since the mid-1980s, but that success has not translated commensurately into continued increases of women at the top ranks of our profession.

Continuing the work of the WBA's Initiative on Advancement and Retention of Women, the WBA, this year, addressed these issues through its Diversity Summit. The WBA published its 2008 Initiative Report, *Creating Pathways*

to Success for All, to set forth both the findings from its March 19 Summit, held at Howard University Law School, and the WBA's recommendations for increasing stemming the disproportionately high attrition of women of color from law firms. We firmly believe that we can reverse the trend confirmed by the stagnating statistics and promote diversity and inclusion if all stakeholders work together to address the issues that, for too long, have prevented us from increasing the number of women, and women of color, at the top ranks of our profession. As we say in our 2008 Report, available at www.wbadc.org, we win when all stakeholders—law firms, clients, lawyers, law schools, and bar associations—work together, without preconception or fear, to address the root causes of attrition and failure to thrive in law firms.

Importance of Efforts to Achieve Diversity and Inclusion

Moreover, if we can address the causes of attrition for women of color, it is likely that the problems of attrition for women lawyers generally, and for men lawyers of color, will also abate. The overall finding of our Summit and work on these diversity and inclusion issues shows that women of color largely face the same issues confronting women and men of color—but they experience them more intensely because women of color confront the assumptions arising from both gender and race.

The WBA's 2008 Report builds on our effort, begun in 2005, to study why women lawyers leave law firms in disproportionately high numbers. In this work, the WBA, with help from other bar association sponsors and leaders, seeks to dispel myths that retard women's success in law firms and help law firms, clients, and lawyers identify

strategies that will stem attrition and increase inclusion at all levels of the law firm. All ideas need to be on the table. As we increase diversity and inclusion in our profession, we will help ensure the continued credibility of lawyers as leaders in our society—and increase the success of our lawyers, and law firms, to win the battle for talent and increased inclusion.

Why Women Stay, and Why They Leave

To understand why women of color leave law firms in high numbers, it is important to understand why lawyers, regardless of gender, stay. Lawyers are accustomed to success. Lawyers therefore, like all high-achievers, are more likely to stay if they see a realistic possibility of success, and if they believe that benefits in the law firm are distributed on a level playing field, pursuant to an understandable system of rewards.

Contrary to long-standing assumptions, statistics show that the majority of women who leave law firms continue to practice law. Therefore, the lack of women and women of color in the top ranks of our law firms does not emanate from a lack of ambition or interest in success. On the contrary, the lack of women at the top rank of law firms is a self-perpetuating prophecy. In these days when 50% of law school classes are women, the obvious lack of women and people of color role models and successes at the top of our law firms communicates a clear message to women of color. Increasing the numbers of women and people of color at all levels of law firm management will help communicate the unmistakable message that women of color have as great an opportunity to succeed as anyone.

In 2005, the WBA began its Initiative on Advancement and Retention of Women based on the premise that law firms cannot continue to afford to lose half the talent pool on whom they spend so much to recruit and train. Pursuing a theme identified in the Initiative's 2006 Report, *Creating Pathways to Success*, the WBA in 2007-2008 sought to focus on the combined effects of race and gender as they affect women of color in the law.

Common Themes Retarding Women's Efforts to Reach the Top of the Legal Profession

With 83% of law firm partners being men, women lawyers often report feeling alienated and isolated in the law firm environment. In 2008, we saw themes that came up in our 2006 Report rise again—only with more intensity. Thus, our Diversity Summit showed that, for women of color, their sense of isolation is compounded by their race. A web-based survey conducted in advance of the Summit and discussions at the Summit confirmed

that women of color face many of the same barriers and challenges as white women. However, because women of color struggle with additional stresses of being a “standard bearer” for their race or ethnic group and of exclusion from both formal and informal networks that help members of the majority group succeed, barriers facing women of color are more pronounced.

What are the common themes and obstacles identified in the WBA's 2006 and 2008 Reports?

- Unexamined bias presents a major barrier to success and to failure of recognition by management to recognize the challenges faced by women and women of color in law firms.
- Unexamined bias and inability to facilitate honest communication leads to “micro inequities”—verbal and non-verbal messages that communicate discomfort and lead to negative perceptions of competence about women of color, so-called “soft” evaluations (lack of specific, substantive feedback) and non-substantive or uninteresting work assignments.
- The inability to access both formal and informal networks in the same way that men can, greatly diminishing the opportunities to develop and inherit business.
- Lack of concrete standards about requirements and competencies needed to ascend to law firm partnership. Because women and women of color tend to have greatly diminished access to informal networks and mentoring by business generators in law firms, they are much less likely to have a clear understanding of how partnership decisions are made and the “hard” and “soft” requirements that must be met on the road to partnership.
- A lack of structures to help ensure that all lawyers, regardless of gender or race or ethnicity, have equal access to quality assignments and training throughout their careers from first-year associates through the partner ranks.
- A general lack of accountability and lack of periodic evaluations of partners and their efforts to help the firm achieve diversity goals. A growing recognition that law firms have not caught up to corporate America's focus on management and statistical analysis of law firm efforts to achieve diversity and inclusion. The lack of statistics and metrics helps perpetuate myths surrounding reasons why women and women of color leave law firms and prevent clear understanding of the causes of the disproportionately high attrition of women and women of color from law firms.

“Common obstacles include recognition that law firms have not caught up to corporate America's focus on management and statistical analysis of law firm efforts to achieve diversity and inclusion.”

- Lack of objective criteria used in the compensation process and lack of women and people of color on law firm compensation committees.
- Lack of oversight of evaluation processes to ensure that all associates receive substantive, constructive evaluations that lead to professional growth and substantive skill development. Women of color, in particular, from our Summit reported a widespread tendency to give women of color “soft” evaluations.
- Recognize the role of micro-inequities and unexamined bias, and provide strategies for correcting previously unexamined biases.
- Support efforts by bar associations and other groups seeking to advance and increase retention of women of color.

These themes serve as a backdrop for recommendations that will help our law firms and our profession become more diverse and inclusive.

Inclusion Is the Key

With a sustained focus and commitment to change, we can achieve the diversity we seek—and, increasingly, our clients demand. All stakeholders—law firms, clients, lawyers, law schools, and bar associations—have a role to play. Success will require communication among all stakeholders and a willingness to move beyond the myths and assumptions that have in past years been the driving force behind efforts to increase diversity. The time to act is now. Success is achievable if all of us work together.

The WBA’s Report challenges all of us to act within our spheres of influence to effect change. We recommend that law firms, clients, lawyers, law school, and bar associations take the following actions:

Law Firms:

Strengthen law firm culture:

- Include women of color in all key committees, firm programs, client pitches, and day-to-day client relationships, demonstrating a top-down commitment to inclusion and advancement for all lawyers.
- Recognize that women of color do not wish to be “the standard bearer” for their race or gender, and that such roles can, to a disproportionate extent, divert women of color’s time from activities, like substantive training and client development, that have a much greater effect on promotion and success in a law firm.
- Ensure that, in organizing internal and client events, theme and focus are not geared solely to the interest of the majority to the discomfort of women of color or other minorities.

Evaluate law firm leadership structures:

- Promote women of color to leadership positions in practice groups and law firm decision-making structures.
- Groom individual women of color for key roles in client relationships and firm leadership.
- Devise a structure that allows for anonymous exit interviews as a means of obtaining accurate data about why women of color leave the firm.
- Devise systems that establish accountability by individual supervisors for achieving results in advancing and retaining women of color. Develop metrics to monitor progress.
- Equalize work on firm committees and assign credit, especially for lawyers who may do more than “their share.”

Active involvement in attorney development:

- Communicate directly with women lawyers of color regarding their experiences at the firm from entry to exit.
- Ensure that practice-related and training information is disseminated through organized settings, rather than informal structures that benefit the majority group.
- Communicate to all lawyers the skills and capabilities that are key to advancement in the firm. Monitor assignments and evaluations to ensure that women of color get equal opportunities.
- Offer skills-based training, including networking, business development skills, and practice group procedures and protocols.
- Collect objective statistics on participation of women of color in client relationships and business-development opportunities.
- Hold practice group leaders accountable.

Clients:

- Articulate your company's diversity goals to outside counsel. Hold them accountable.
- Communicate directly with women of color assigned to your matters and invite them to participate in meetings and other events.
- Maintain a visible and vocal presence in law school and bar association efforts trained toward client-development and client management skills training.

Lawyers:**Active career management:**

- Be proactive and persistent. Ask for what you want. Begin managing your career actively on day one. Have a five-year, ten-year, and longer career plan. Focus early on developing internal relationships and your reputation in the firm. The first few weeks at a law firm are crucial to maximizing opportunities for success, especially for women and women of color.
- Develop a group of partners who rely on your work and attract business internally. "Internal marketing" is as important as external marketing.
- Be an active firm citizen. Seek out interesting projects, initiatives, and committees at the firm.
- Proactively seek out high-quality assignments. Talk directly to lawyers and ask for the work you want.
- Ask for meaningful feedback on all assignments.

Excel in core skills:

- Learn the business of law as well as legal skills.
- Understand the core skills that the firm values and work to obtain them.

Learn business development:

- Manage client relationships. Ask clients what they need and how you can better serve them.
- Cross market with colleagues because it is easier to develop business from existing clients.

Cultivate a broad network:

- Cultivate relationships with "sponsors" in the firm and ask for their help and advice.
- Seek mentors of all backgrounds and levels of seniority both inside and outside the firm.
- Use bar associations and other non-profit and affinity groups to expand your network and identify

opportunities for professional development and advancement.

Work for positive change:

- Present arguments for change in a meaningful business-oriented fashion to help strengthen your opportunities for advancement.
- Initiate your own programs and invitations.
- Expect adversity and persevere. All lawyers encounter challenges—work to learn and maximize the advantage in every situation.

Law schools:

- Educate law students, especially women and people of color, about the practice and business of law, the importance of networking, and the process of cultivating client relationships. Communicate with law firms to find out what skills-base and business development training firms seek. Coordinate with bar associations and other groups promoting inclusion and developing skills-based trainings.

Bar Associations:

- Ensure that women and people of color are represented throughout the leadership of your organization.
- Communicate the business case for improving retention and inclusion.
- Develop and publicize best practices and law firm structures to increase diversity and inclusion. Provide objective data on retention statistics, compensation, and other metrics.
- Issue reports and develop programs addressing retention and advancement issues.

Conclusion

The time to act is now. Our clients and our prospective employees graduating from law schools expect it, and it is the right thing to do. With NAWL and other groups, the WBA has sought to lead the way with its Initiative, its Diversity Summit, and its 2006 and 2008 Reports. Let us all continue that momentum by working for change. Working together, we can change our profession for the better for the benefit not only of women of color but for our firms, our clients, and our society as a whole.

Sustaining Pathways to Diversity:® The Next Steps in Understanding and Increasing Diversity & Inclusion in Large Law Firms

Executive Summary

Strategic Leadership and Commitment

The majority of respondents reported overwhelmingly that the leadership of their law firms have communicated a commitment to diversity. However, minority lawyers and female associates rated the strategic leadership and commitment to diversity in their firms lower (81% and 79%, respectively) than did whites and male partners (90% and 94%, respectively).

Many white men reported their perceptions that their firms were committed to diversity, but it was at the expense of the opportunities available to white men and there was some resulting resentment.

The results of the survey suggest that, while law firms are communicating their commitment to diversity more effectively, the commitment may not always be accompanied by a clear message explaining why diversity is important.

Recommendations

Strategic Leadership and Commitment

- Law firms should continue to stress the strategic importance of diversity and inclusion from the leadership level, including why it is a priority.
- Law firms should ensure that white male voices are included in dialogues on diversity and inclusion, and focus on how more-inclusive workplaces are better for everyone.
- Law firms should regularly “check in” with their lawyers to ensure that the diversity and inclusion efforts are working effectively.

Recruiting and the Myth of Meritocracy

Research in this report illustrated that for many law firms, the standards for recruiting minorities was actually higher than it was for recruiting whites, and that the myth of meritocracy (i.e., that law firms hire and promote on purely objective merit criteria) continues to exist at law firms. A strong sentiment continues to exist among white men that racial/ethnic minorities who are hired into law firms are less qualified than other candidates. This perception is reinforced by a related sentiment that even minorities who graduate from top law schools are less qualified because they entered those law schools through racial preference programs.

The survey findings indicate that minorities were less likely than whites to view the criteria of law school ranking and law school grade point average as important. Nevertheless, the group most likely to disregard the primacy of these criteria—female associates—is made up mostly by white women. The group most likely to hold these criteria as critical to recruiting new lawyers was white male partners.

Women generally reported that these two traditional criteria should be balanced with other criteria (e.g., judicial clerkships, prior work experience, and interview performance), whereas men generally responded that these other criteria were less important than the traditional “pedigree” criteria (i.e., law school rank, and law school grade point average or individual class rank).

In spite of the perceived tensions between pedigree and diversity, many respondents discussed how law firms have closed off their opportunities to recruit highly qualified and diverse lawyers by staying frozen in historical recruiting models, instead of broadening the recruiting pool.

Recommendations

Meritocracy Perceptions

- Law firms should candidly assess the criteria that lead to success in their workplaces, and create interviewing and hiring protocols that reflect their realities, instead of perpetuating the myth that success is predetermined by the rank of the law school candidates attended or their law school grade point averages and/or individual class rank.
- Law firms should articulate and communicate their “reality-based” hiring criteria, and ensure that they are consistently and uniformly applying the criteria to all candidates.
- To increase diversity among interview candidates, law firms should focus on attending regional job fairs that focus on diverse candidates, increase the universe of schools from which they recruit, and participate in collaborative efforts with other law firms to attract diverse candidates to regions that historically may not have attracted these candidates.

Inclusion and Work Environment

As previous studies have documented, even when law firms improve their performance in hiring a more diverse lawyer workforce, they continue to struggle in their ability to retain the minorities, women, and lesbian, gay, bisexual, and transgender (LGBT) lawyers that they hire. Current data¹ indicate that the overall levels of inclusion in the workplace have not yet caught up with the commitment to diversity expressed by law firms.

This study closely examined six key inclusion and work environment criteria that lead to greater retention of all lawyers in general, and minority and female lawyers in particular:

- Overall parity in treatment as compared to peers;
- Absence of discrimination (which instead may frequently take more-subtle forms);
- Access to good work;
- Balanced and candid performance evaluations;
- Inclusion in informal networking opportunities; and
- Inclusion in the development of clients and client relationships.

As the responses to this survey illustrate, women and minorities are less likely to feel that they are treated as equals by their peers, and they are more likely to experience disparities that are not reported by those outside of their race, gender, and/or sexual orientation (*i.e.*, straight white males). This research indicates that women and minorities are less likely to receive the work that they are looking for, and they are also more likely to report unfair performance evaluations. Furthermore, women and minorities are less likely to feel included in informal networking, as well as opportunities to develop clients and client relationships.

Minorities and women were less likely than male partners and male associates (most of whom were white) to rate their work environments as places where they were treated as peers by their peers.

African American lawyers were the most likely to rate their work environments as the least inclusive, whereas white lawyers were the most likely to rate their work environments as highly inclusive.

Only 58% of minorities reported being satisfied with the opportunities they had to participate in business development efforts with important firm clients, in comparison to 73% of whites.

Inclusion and Reverse Discrimination

Tensions between pedigree and diversity resurfaced in many white men's comments on what they perceived to be "reverse discrimination" in inclusion efforts. These expressed perceptions highlight the communication challenges that law firms continue to face in promoting inclusion in a way that embraces the perspectives of white men, who may see inclusion efforts as a challenge to their perceptions of their workplaces as bastions of meritocracy.

In practice, however, the significance of this resentment by many white men in law firms may be that it perpetuates the disparate treatment that many women, minorities, and LGBT lawyers report.

Work/Life Balance

For many participating in the survey, the work/life balance options offered by their law firms were a direct reflection on the inclusive nature of their workplaces. Respondents also differentiated between the existence of these options and their ability to exercise these options without negative consequences to their careers.

Overall, minorities and women responded more negatively than white men about work/life balance in their law firms. It is interesting to note, however, that the perspectives shared by female associates were much closer to those of male associates than they were to female partners, illustrating a generational difference on this issue that appears of greater impact than a gender difference.

Recommendations

Inclusion and Work Environment

- Law firms should create an action plan that proactively increases inclusion in the way attorneys experience work and life at their firms.
- Law firms should expand their definitions of and trainings on discrimination to include subtle forms of discrimination, as well as examples of disparate treatment.
- Law firms should create an ombudsperson role in their firms, so that attorneys who want to discuss their experiences have a well-trained and well-informed person to whom they can turn for guidance.
- Law firms should regularly evaluate their work-allocation protocols to ensure that everyone in the firm has equal access to the quantity and quality of work they need to effectively develop and advance in their careers.

Recommendations (continued)

Inclusion and Work Environment

- Law firms should ensure that all senior lawyers who play a role in the evaluation of attorneys are well-informed and well-trained in effective feedback and evaluation techniques.
- Law firms should gather data on how people perceive their experiences and opportunities, as well as create networking, client-relationship building, and client-development activities that ensure that everyone feels included in these integral efforts.
- Law firms should focus on the development of inclusive work/life balance programs as well as the cultural change necessary for people to take advantage of these programs without penalty.

Professional Development and Retention

Coaching, Mentoring, and Supervision

Although the survey revealed that law firms have a lot of work to do to provide adequate coaching and mentoring for all lawyers, one recurring theme reflects the disparity between whites and minorities—as well as the disparity between men and women.

In this survey, 71% of whites felt that they had adequate coaching and mentoring to be successful in achieving their career goals, compared with only 62% of minorities who felt the same. When asked whether they had a mentor who was an influential sponsor and can advance their career, only 58% of minorities responded positively, as compared to 74% of whites. Similarly, only 61% of female associates responded positively to the question regarding influential mentors, in comparison with 68% of male associates; only 76% of female partners responded positively to the same question, in comparison to 82% of male partners.

Minorities who attended Top 10 schools reported having less access to mentoring, coaching, and sponsorship than did all white lawyers without regard to what law school they attended. These responses underscore a startling fact: The reality experienced by “top minorities” (i.e., graduates of elite law schools) in law firms is inferior to that of whites who graduated from second- and third-tier law schools. This finding evinces a level of disparate treatment and/or discrimination that is entirely inconsistent with the assertion of a meritocracy within law firms.

The good news is that the majority of women and minorities do not believe that they are victims of discrimination based upon their race or gender. Many

did report, however, that various forms of subtle and often-unconscious bias permeate workplaces today, as compared to the more-traditional forms of discrimination that involve overt and explicit articulation of stereotypes and prejudice.

Training and Development

Overall, 75% of whites perceived that they had access to the training and development that they needed in order to grow and advance professionally, compared to only 59% of minorities. Similarly, 69% of male associates indicated that they had adequate training and development, as compared to only 59% of female associates. Furthermore, 84% of male partners reported having adequate training and development, as compared to only 72% of female partners.

Only 65% of minorities reported that they received appropriate training for the work that they did, compared to 78% of whites. Only 71% of minorities responded that they were satisfied with the level of client contact they received in connection with their development, as compared to 85% of whites.

One area of specific concern to women and minorities was the perception that allocation of work is often dependent on the “old boy network” instead of knowledge, skills, and experience.

Less Support, Higher Standards

Women and minorities reported that they had to perform at a higher level to gain the same credibility and career opportunities as their white male peers. For example, 40% of minorities responded that they had to perform at a higher level to gain the same credibility and career opportunities, as compared to only 19% of whites. Similarly, 31% of female associates and 37% of female partners perceived they had to perform at a higher level, as compared to only 19% of male associates and 15% of male partners.

Advancement and Leadership

Many women and minorities saw their opportunities for advancement and leadership as less realistic than their white and male counterparts. This perception not only affected their perceptions of long-term success at their law firms, but also increased the likelihood that they would leave their law firms for other opportunities.

Although minority lawyers and white lawyers alike aspired to advance into leadership positions within

their firms, only 59% of minority lawyers reported understanding what the criteria were for advancement, as compared to 75% of white lawyers. Moreover, many minority lawyers expressed that the criteria for advancement were both subjective and shared selectively by partners with associates with whom the partners were comfortable. These results indicate that minority lawyers often feel excluded from gaining the information they need in order to advance.

Further, 23% of female associates and 18% of female partners felt that their gender would hinder their advancement in the firm, as compared to only 3% of male associates and 2% of male partners. The white men who indicated that gender would hinder their advancement did so due to perceived harm by reverse discrimination.

Among LGBT respondents, more male LGBT lawyers than female LGBT lawyers believed that their sexual orientation would constitute a barrier to advancement. Female LGBT lawyers reported that gender was a greater barrier than their sexual orientation.

Recommendations

Professional Development and Retention

- Law firms should implement training programs for partners that focus on unconscious and subtle biases to ensure that personal subjectivities do not hinder equality in opportunities for professional development for all attorneys. This anti-bias training must include sexual orientation.
- Law firms should develop and implement “upward review” or 360-degree processes for junior lawyers to provide feedback on how partners are assigning work and providing feedback to junior lawyers, as well as evaluating, mentoring, teaching, and developing them. The information gathered through the “upward review” or 360-degree processes can be used to identify opportunities for improvement in the professional development and retention of younger lawyers, as well as hold partners accountable for fully participating in the equitable professional development of all junior lawyers. Without the input of younger lawyers on how senior lawyers are participating in their professional development, the biases of partners to select the lawyers they mentor and develop, based on their own comfort zones, continues unchecked.

Recommendations (continued)

Professional Development and Retention

- Law firms also should have comprehensive exit-interview protocols so that departing attorneys are afforded an opportunity to provide feedback on their experiences, their reasons for leaving, and their suggestions for workplace improvements. These data should be aggregated and reviewed to ensure that the firm draws lessons from current attrition that help increase retention in the future.
- Law firms should create leadership development and succession-planning programs that articulate the appropriate skills and characteristics for advancement in order to create a diverse pipeline into leadership positions within the firm. With regard to succession planning in particular, law firms should pay specific attention to ensuring that a diverse group of lawyers is being groomed and mentored to assume relationship and/or billing responsibility for key clients of the firm. It is especially critical to focus on leadership development and succession planning early on in the careers of young lawyers.
- Law firms should acquire and apply a thorough understanding of generational differences when creating communication, work allocation, feedback, professional development, and retention strategies to ensure that changes in expectations and perceptions from generation to generation are respected, valued, and accounted for in the workplace.

Personal Involvement and the Commitment to Diversity

Although all groups universally reported high rates of support for the desire to work in a diverse and inclusive law firm, the survey results indicate that women and minorities displayed a disproportionately higher level of participation in diversity-related events and initiatives.

Nevertheless, women and minorities reported being significantly less comfortable voicing their disapproval if they overheard negative comments based on race, gender, and/or sexual orientation. Many female and minority lawyers expressed concerns that they would be viewed as “troublemakers” if they spoke out against inappropriate comments.

Recommendations

Personal Involvement in Diversity Efforts

- Law firms should continue to monitor the hours that every attorney devotes to diversity and inclusion efforts in order to ensure that the work is being shared by people of all backgrounds.
- Law firms should create innovative methods to reward contributions to diversity and inclusion efforts in order to ensure that everyone in the workplace is incentivized to support these issues, particularly white males.

Special Report on Women of Color

The results of this study confirm that the experiences of women of color need to be examined separately, rather than as a subset of gender or race issues, in order to increase retention and promote advancement among female attorneys of color.

Women of color consistently reported more-negative experiences than their white female or male minority counterparts within law firms in several categories, including exclusion from work opportunities, networking opportunities, and substantive involvement in developing client relationships. Women of color also perceived their firms as less committed to diversity than other groups; they also reported experiencing discrimination and bias more often than other respondents.

Finally, women of color had the highest incidence of any demographic group with regard to identifying themselves as personally committed to their firms' diversity and inclusion efforts.

The American Bar Association (ABA) Commission on Women published a series of two comprehensive research reports ("Commission on Women Reports") on the challenges faced by women of color attorneys in law firms. Both MCCA's executive director, Veta T. Richardson, and Dr. Arin N. Reeves, MCCA's research consultant on *Sustaining Pathways to Diversity*,[®] served as members of the ABA's research advisory board. That group oversaw all aspects of the ABA's research project, including research design, development of surveys and focus groups, and review of all findings and final recommendations. The findings and recommendations were published by the ABA Commission on Women in *Visible Invisibility: Women of Color in Law Firms* in 2006, followed by *From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms (Visibly Successful)* in 2008.² Rather than devoting time and resources to repeat in this report the challenges faced by women of color in law firms, it is recommended that one read and adopt the recommendations set forth in *Visibly Successful*.

Recommendations

Women of Color

- Law firms should continue to measure women of color as a separate demographic with respect to the recommendations in this report in order to determine whether the firms' diversity efforts fully benefit women of color.
- Law firms should carefully consider the findings and adopt the recommendations found in the Commission on Women Reports.

* Reprinted with permission from Minority Corporate Counsel Association.

¹ See, e.g., National Association of Women Lawyers, *National Survey on Retention and Promotion of Women in Law Firms* (2007 and 2008 surveys available online at www.nawl.org/Publications/Surveys.htm); NALP—The Association for Legal Career Professionals, *Diversity & Demographics* reports (available online at www.nalp.org/diversity2); American Bar Association Commission on Women in the Profession, *Visible Invisibility: Women of Color in Law Firms* (2006), (available online at www.abanet.org/abastore/index.cfm?section=main&fm=Product.AddToCart&pid=4920037).

² American Bar Association Commission on Women in the Profession (Commission on Women), *Visible Invisibility: Women of Color in Law Firms* (2006), (available online at www.abanet.org/abastore/index.cfm?section=main&fm=Product.AddToCart&pid=4920037); Commission on Women, *From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms* (2008), (available online at www.abanet.org/women/woc/VisiblySuccessful.pdf).

The Age of American Unreason

by Susan Jacoby (2008, Pantheon Books)

Reviewed by: Colonel Maritza Sáenz Ryan



Colonel Maritza Sáenz Ryan, since September 2006, is the Professor and Head of the Department of Law, United States Military Academy at West Point. Upon graduating from the United States Military Academy at West Point in 1982, she was commissioned as a Lieutenant in the Field Artillery. Colonel Ryan received her Juris Doctorate, Order of the Coif, in 1988 from Vanderbilt University Law School. Among her positions with U.S. Army, Colonel Ryan served as Senior Trial Counsel (Prosecutor) at Fort Sill, Oklahoma. In 1990, she deployed to Operation Desert Shield/Desert Storm as a Brigade Legal Counsel, returning to Fort Sill to be the Senior Defense Counsel. Other assignments include Assistant Professor, Department of Law, West Point; Chief of Military

Justice and Officer-in-Charge, Fort Shafter Branch Office, 25th Infantry Division (Light), Hawaii; Deputy Staff Judge Advocate for the Army Medical Department Center and School, Ft. Sam Houston, Texas; and Academy Professor and Deputy Head, Department of Law, West Point. Colonel Ryan, a member of the New York State Bar, holds a Master of Laws in Military Law from the Army Judge Advocate General's School, and a Master of Arts in National Security and Strategic Studies from the Naval War College. She is a cancer survivor, and is married to a West Point classmate and retired Army officer and has two children.

There is a moment's pause upon first reading Susan Jacoby's dire warnings of an "overarching crisis"—accustomed as we are to the linkage of those terms lately with the word "economic" or "credit"—before one realizes that her book, *The Age of American Unreason*, describes a very different crisis, as disturbing and perhaps even more challenging in the long-term than our floundering financial markets. Ms. Jacoby is a modern-day Sybil Ludington, the Revolutionary War heroine who rode through the night (allegedly twice as far as her more famous compatriot, Paul Revere) to alert sleeping Americans that the redcoats were already burning a nearby town, and—absent immediate action by a united citizenry—would soon be upon them. In *The Age of American Unreason*, the enemy that Ms. Jacoby urgently warns us about is "a powerful mutant strain of intertwined ignorance, anti-rationalism, and anti-intellectualism" that has already infected America. The tell-tale symptom is a growing "national deficit" of "knowledge and memory" such that Americans today may already be lacking in those vital capabilities—among them, critical thinking skills and a grasp of basic civics—needed to face successfully the challenges of the 21st century. A master of dark humor, Ms. Jacoby wittily but relentlessly sounds her call to arms, aptly citing Thomas Jefferson's rhyming admonition that "[i]f a nation expects to be ignorant and free, in a state of civilization, it expects what never was and never will be." Now, when "the scales of American history" appear to have "shifted heavily against the vibrant and varied

intellectual life so essential to functional democracy," the author vows to "suppress the fear" and cling to the "obdurate hope" that there is yet time to take immediate and forceful action against what she portrays as an existential threat to our nation.

Despite (and, Ms. Jacoby posits, partly because of) the overwhelming amount of information, much of it unreliable, available for instant consumption on the internet and through mass media, America today suffers from a pandemic of ignorance. Ms. Jacoby cites numerous studies to support her claim that Americans, though enjoying an overall adult literacy rate of 99%¹, are nevertheless afflicted by functional illiteracy across a number of fields of knowledge, among them, civic, historical, scientific, mathematical, and foreign languages. A national survey conducted in 1997 by the National Constitution Center revealed that, though claiming to hold it in "high esteem," Americans knew "relatively little about our nation's founding document." Few respondents could name more than one freedom secured by the First Amendment; 42% thought the Constitution explicitly listed English as our "first language;" and 25% thought that Christianity was likewise recognized as our "official government religion." Only 50% of adults could list the three branches of our government, and "the vast majority of both adults and teens have no idea when or by whom the Constitution was written."

A public opinion poll released by the Pew Forum on Religion and Public Life the day after Hurricane Katrina

"Ms. Jacoby unfortunately does not lack for evidence to support her contention that—as the National Geographic report suggested is true for our youth—the country as a whole is painfully 'unprepared for an increasingly global future.'"

BOOK REVIEW

“[a]ll Americans, regardless of political leanings, have a common stake in raising our level of civic literacy, and yet it is a cause which neither end of the political spectrum champions in an effective way.”

hit in August of 2005, according to Ms. Jacoby, “revealed an intellectual disaster as grave as the human and natural disaster unfolding in New Orleans.” Nearly two thirds of Americans surveyed favored the teaching of creationism, based on the Old Testament Book of Genesis, in public schools, and 42% rejected Darwin’s theory of evolution, agreeing that “all living beings, including humans, have existed in their present state since the beginning of time.” According to a 2006 survey of geographic literacy conducted by National Geographic-Roper, nearly half of Americans between ages eighteen and twenty-four did not think it important to know the location of other countries. Predictably, two-thirds of respondents could not successfully locate Iraq on a map, even though the United States had already been at war there for three years. More than a third of those surveyed rated knowledge of a foreign language as “not at all important,” and we could go on ad infinitum with the parade of damning statistics. Ms. Jacoby unfortunately does not lack for evidence to support her contention that—as the National Geographic report suggested is true for our youth—the country as a whole is painfully “unprepared for an increasingly global future.” Given the rampantly anti-intellectual attitudes it revealed, Ms. Jacoby suggests that the report could more accurately have been entitled, “Ignorant and Proud of It.”

Although long an identifiable trend in American society, anti-intellectualism has not always been a prominent force in America, and --but for that fact-- we might not exist as an independent and free nation today. “One of the most remarkable characteristics of America’s revolutionary generation,” writes Ms. Jacoby, “was the presence and influence of so many genuine intellectuals,” “men of extraordinary learning and intellect” who were “disproportionately represented among the politicians who wrote the Declaration of Independence and the Constitution, and led the republic during its formative decades.” Imbued with the ideas of the Enlightenment, “they saw no contradiction between their roles as thinkers and actors on the public stage.” The most influential and admired of these early founders-- leaders such as James Madison, Benjamin Franklin, Thomas Jefferson, John Adams, Alexander Hamilton, and Benjamin Rush-- “were also polymaths at a time when it was still considered possible and necessary to comprehend every area of human knowledge and experience.”

By contrast, contemporary political leaders must guard against being cast as members of the “intellectual elite,” effete “eggheads” assumed to be out of touch with average Americans and incapable of understanding, much less caring about, their everyday problems. The suggestion is

“that there is something sinister, even un-American, about intense devotion to ideas, reason, logic, evidence, and precise language.” Moreover, anti-intellectualism’s kissing cousin, anti-rationalism, eschews the need for evidence to support even the most important policy decisions, favoring instead “faith and emotion” over “facts and logic.” According to Ms. Jacoby, these bad actors in American public life are aided and abetted by a couple of strange bedfellows, namely mass entertainment media, or “infotainment,” and modern American fundamentalism. “America’s endemic anti-intellectual tendencies,” combined with “a new species of semiconscious anti-rationalism,” alleges Ms. Jacoby, feed on “an ignorant popular culture of video images and unrelenting noise that leaves no room for contemplation or logic.” Infotainment and junk science, which has even made its way into Supreme Court opinions,² are natural partners in “dumbing down” already low levels of scientific literacy across the nation. Meanwhile, modern American fundamentalism-- with its insistence on the inerrancy of the Bible and distrust for any “secular knowledge” that might seem to contradict “revealed truth”—openly aspires to a greater role in public life and foreign policy, and perhaps even, for some in the movement, the establishment of a form of “right-wing Protestant theocracy.” The continuing controversy over evolution, which our peers in the developed world regard with something between befuddlement and shock, “is really a microcosm of all of the cultural forces responsible for the prevalence of unreason in American society today,” writes Ms. Jacoby.

As to our poor showing in basic civics, says Ms. Jacoby, all Americans, regardless of political leanings, have a common stake in raising our level of civic literacy, and yet it is a cause which neither end of the political spectrum champions in an effective way. Too often, right-wing intellectuals, while professing enthusiasm for teaching the Constitution, take great pains to ignore the framers’ “pointed and deliberate omission” of religious tests and references to God. Likewise, liberal intellectuals are too often willing to “gloss over” basic knowledge and concrete facts “in favor of multicultural issues that, however important they may be today,” require a sound historical frame of reference in order to be understood properly. The United States’ invasion of Iraq—which the author presents as the Exhibit A in the case against rampant unreason—led many Democratic politicians and liberal intellectuals to decry the “right-wing deceptions employed to sell the war in Iraq.” Their time would have been better spent, argues Ms. Jacoby, examining instead “the ignorance and erosion of historical memory” that made the American public such easy marks.

BOOK REVIEW

As *American Unreason* went to press, the 2008 Presidential Campaign was already in full swing. “It remains to be seen, as the current presidential campaign unfolds,” wrote Ms. Jacoby, “whether Americans are willing to consider what the fight from reason has cost us as a people, and whether any candidate has the will or the courage to talk about ignorance as a political issue affecting everything from scientific research to decisions about war and peace.” The race wound up pitting two candidates, both Senators of rationalist bent, in a battle over which one could better address any number of major domestic and international challenges facing the nation, to include the conflicts in Iraq and Afghanistan, energy, terrorism, the environment, and the financial meltdown—the one issue that, in the end, eclipsed all others. The ongoing, multi-faceted economic mess might seem to provide ample justification for Ms. Jacoby’s worst fears about the prevalence and bitter price of American unreason. From the mathematical illiteracy of those seduced by sub-prime mortgages for over-priced homes, to investors’ uncritical acceptance of the Madoff Fund’s incredibly high returns, to the blind faith of the finance world’s best minds in the supernatural powers of the market to regulate itself: ignorance, anti-intellectualism, and anti-rationalism seem to have left their fingerprints all over the current state of affairs.

At the same time, the global financial downturn and the American people’s reactions to it might also offer some reason for clinging to that earlier mentioned obdurate hope. At this writing, Americans do seem keenly focused on the urgent need for rational, reality-based solutions to the rather frightening problems now facing us. Perhaps this explains how a president—whose intellectual, coolly detached manner and ability to deploy thoughts in coherent paragraphs have earned him the title of “Professor-in-Chief”³—is still doing remarkably well in public approval polls. Responding to a question as to why he had taken so long to register outrage about the AIG executive bonus scandal—an issue already receiving constant play in the 24-hour cable news cycle—Mr. Obama actually said, “Well,

it took us a couple of days because I like to know what I’m talking about before I speak.”⁴ In announcing a new Executive Order overturning the ban on stem cell research, Mr. Obama insisted that “we make scientific decisions based on facts, not ideology.”⁵ During his first address to a joint session of Congress, the president noted the need for a better educated populace if we are to compete globally, and set a new goal for the country: “by 2020, America will once again have the highest proportion of college graduates in the world.”⁶ Meanwhile, retired Supreme Court Associate Justice Sandra Day O’Connor, as co-chair of the Campaign for the Civic Mission of Schools, recently announced a new initiative to teach young people civics, featuring an interactive internet website and educational video gaming. “A thorough civic education creates citizens who have a grasp of history and the fundamental processes of American democracy,” said Justice O’Connor, echoing Ms. Jacoby, “an understanding and awareness of public and community issues, and the ability to think critically...”

Perhaps Susan Jacoby—whose provocative, often biting, funny, and illuminating, if sometimes disquieting, book is essentially an intellectual history (or perhaps better, an anti-intellectual history) of the United States—finds these recent developments encouraging. The author might even consider adding a new, more optimistic chapter to future editions of her extraordinary book now that the press of events seems to have turned more Americans against unreason. At least she’ll always have that droll sense of humor to rely on, much as did one self-admitted “egghead” mentioned admiringly in *The Age of American Unreason*. Legend has it that, while running for President back in the 1950s, Adlai Stevenson once heard a supporter call out, “You have the vote of every thinking American!” Without missing a beat, the quick-witted Stevenson allegedly shot back, “That’s not enough, madam, we need a majority!” Would it be too Pollyannaish to wonder whether, now, some fifty years later, the scales of history might not be shifting back in favor of thinking Americans, just a tick?

¹ United Nations Human Development Report 2007/2008, at <http://hdr.undp.org/en/reports/global/hdr2007-2008/chapters/>

² Ms. Jacoby points to Justice Anthony Kennedy’s mention of the scientifically-suspect “post-abortion syndrome” in his 2007 majority opinion for *Gonzales v. Carhart*.

³ See “In a Volatile Time, Obama Strikes a New Tone,” by Peter Baker and Adam Nagourney, March 24, 2009, *The New York Times*, at http://www.nytimes.com/2009/03/25/us/politics/25obama.html?pagewanted=1&_r=2&hp

⁴ Ibid.

⁵ “Obama Puts His Own Spin on Mix of Science With Politics,” by Sheryl Gay Stolberg, March 9, 2009, *The New York Times*, at <http://www.nytimes.com/2009/03/10/us/politics/10obama.html?ref=politics>

⁶ Remarks of President Barack Obama, As Prepared for Delivery, Address to Joint Session of Congress, Tuesday, February 24th, 2009, at http://www.whitehouse.gov/the_press_office/remarks-of-president-barack-obama-address-to-joint-session-of-congress/

⁷ Getting Students in the Game for 21st-Century Civics,” by Sandra Day O’Connor, 2007 Address to the American Association of School Administrators (AASA), at <http://www.aasa.org/publications/content.cfm?PreviewContentItem=52072>; see also “Sandra Day O’Connor: Game Designer,” by Chris Baker, June 04, 2008, WIRED, at <http://blog.wired.com/games/2008/06/justice-oconnor.html>

Upcoming NAWL Programs

JULY 22, 2009

**Women Stepping Out So
Girls Can Step Up**

5:00 P.M. – 7:00 P.M.

ALSTON + BIRD LLP

90 PARK AVENUE

NEW YORK, NEW YORK 10016

Please join NAWL and LexisNexis for an evening of networking and philanthropy as we help to shape the minds and sharpen the networking skills of some of today's brightest young women! In addition to your own networking time, you will be asked to participate in a speed networking exercise with these girls (grades 10, 11, 12) who are currently enrolled in the Step Up Women's Network Young Luminaries program. Attendees are also asked to bring an item to donate from Women's Step Up Network's wish list.

Benefiting Women's Step Up Network
Sponsored by: LexisNexis®

➤ Register at www.nawl.org.

JULY 23, 2009

CLE Program

8:30 A.M. – 9:00 A.M.

NETWORKING

9:00 A.M. – 11:00 A.M.

CLE PROGRAM

JONES DAY

222 EAST 41 STREET

NEW YORK, NEW YORK 10017

COST: \$75

*Retaining E-Mails and Documents: What Every In-House and Law Firm Lawyer
Needs To Know to Avoid Other People's Mistakes and Ethical Errors*

Sponsored by: National Institute for Trial Advocacy, Sullivan & Cromwell LLP

CLE: 2 credits, including ethics are anticipated.

➤ Register at www.nawl.org.

JULY 23, 2009

NAWL Annual Awards Luncheon

12:00 P.M. – 2:00 P.M.

WALDORF=ASTORIA

301 PARK AVENUE

NEW YORK, NEW YORK 10022

Honoring:

Marcia Greenberger, General Mills

Holly Fujie, LexisNexis

Saretta McDonough

Nicole M. Liechty

➤ Register at www.nawl.org.

Upcoming NAWL Programs

JULY 23, 2009

Workshop

3:00 P.M. – 5:00 P.M.

NIXON PEABODY

437 MADISON AVENUE

NEW YORK, NEW YORK 10022

Survival Skills: Straight Up Advice on How to Keep a Job or Find a Job in this Job Market

Whether you are currently employed and wish to gain outside perspective on how to strengthen your current position, whether you are facing an imminent layoff or whether you are currently unemployed, this workshop is for you. Panelists from different areas of the marketplace, including law firm, in-house, placement firm, and legal career counseling, offer their perspectives and guidance on today's market and walk through situations that many of us are facing in this downturn. One-on-one consultations with recruiters and career counselors will be available for attendees who sign up in advance.

➤ Register at www.nawl.org.

JULY 23, 2009

Workshop

SARA HOLTZ

3:00 P.M. – 5:00 P.M.

DAVIS POLK & WARDWELL

450 LEXINGTON AVENUE

NEW YORK, NEW YORK 10017

COST: \$50

Bringin' In the Rain—Time Tested Strategies for Building Your Business

Developing new business is a challenge in these difficult economic times. Sara Holtz, one of the nation's leading business development coaches for women lawyers and the author of *Bringin' In The Rain: A Woman Lawyer's Guide to Business Development*, will discuss time-tested strategies for maintaining and building your book of business. This interactive presentation will provide practical advice you can implement now.

➤ Register at www.nawl.org.

NOVEMBER 5 & 6, 2009

Fifth Annual General Counsel Institute

WESTIN NEW YORK AT
TIMES SQUARE

NEW YORK, NEW YORK

Sponsorship opportunities are still available for NAWL's Fifth Annual General Counsel Institute on November 5-6, 2009 in New York City.

Your firm or company can support this premier program for senior in-house women lawyers as it celebrates its five-year milestone. Our 2008 event hosted over 200 attendees from all regions of the country and beyond. Sponsorship fees have been held at 2008 rates, and the benefits enhanced. Act now to be a part of this exceptional gathering of in-house women lawyers!

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

Recent NAWL Programs

MAY 12, 2009

Connect, Listen and Learn

TELECONFERENCE

FACILITATED BY KAREN KAHN ED.D. PCC

Reaching The Bar: Stories of Women at All Stages of Their Law Career, edited by Robin Sax, JD.

Reaching the Bar provides the perspectives of women lawyers to their peers and to women just getting started in their legal careers. From their first torts class to their final case studies, women at law have to make choices about what specialty degrees to pursue, whether or when to have children, and how they are going to respond to sexism in the workplace and the courtroom.

APRIL 30, 2009

Bringin' In the Rain: 7 Habits of Successful Women Rainmakers

FEATURING SARA HOLTZ

JONES DAY, WASHINGTON, DC

Over 100 attendees joined NAWL for this great FREE educational and networking program, *Bringin' in the Rain: Seven Habits of Successful Women Rainmakers* featuring Sara Holtz, who focused on the most effective methods and activities for business development.

APRIL 30, 2009 NEW YORK, NEW YORK

APRIL 14, 2009 CHICAGO, ILLINOIS

APRIL 2, 2009 COSTA MESA, CALIFORNIA

APRIL 1, 2009 OMAHA, NEBRASKA

From Backpack to Briefcase® A Transitional Program for Law Students, Recent Graduates and Junior Associates

This event is a transition program for law students, new graduates and junior associates who have recently moved or will be moving from the classroom to the workplace. The program is especially important in these turbulent economic times and focuses on real life experiences and practical suggestions on how to manage your career, deal with senior colleagues and clients and survive real work situations. Panelists are practicing women attorneys from diverse backgrounds and levels of authority.

APRIL 28, 2009

Take Charge of Your Career: Best Practices for Women Attorneys®

HOSTED BY: DORSEY & WHITNEY LLP

MINNEAPOLIS, MN

Minnesota Women Lawyers (MWL) and The National Association of Women Lawyers (NAWL), together with Dorsey & Whitney LLP, presented: "Take Charge of Your Career: Best Practices for Women Attorneys®." An event designed to advance women attorneys within the legal field by developing the skills critical to sustaining the long-term practice of law. The Take Charge seminar is uniquely designed to guide, grow, and encourage women in law, as well as provide a wonderful networking opportunity.

APRIL 14, 2009

Connect, Listen and Learn

TELECONFERENCE

FACILITATED BY KAREN KAHN ED.D. PCC

The Secret Currency of Love: The Unabashed Truth about Women, Money and Relationships, by Hilary Black.

In Connect, Listen and Learn's focus on women's relationship with money, we look at some of the underlying issues that may block women's efforts to becoming successful rainmakers. In Hilary Black's *The Secret Currency of Love: The Unabashed Truth about Women, Money and Relationships*, Hilary explores the impact that money has on our connections. Through the essays of many women, she exposes home and shame, envy and security, fear and joy. At the end of the day, she illustrates that money is a highly charged issue for women.

Member News


Kimberly Ruch-Alegant, Esq. recently launched her new firm Alegant Law, P.C. out of Huntingdon Valley, Pa. (Montgomery County) which specializes in plaintiffs' personal injury and workers compensation. The firm provides services to Bucks, Montgomery and Philadelphia residents. Previously, she worked with Brett Tessler & Associates in Philadelphia and she now sits on the board of directors of the Coalition of Labor Union Women, co-chairs the Philadelphia Bar Association's Women in the Profession Committee and serves as a managing director of the Bucks-Montgomery County Chapter of eWomen Network.

Nicole De Bello, an associate with Dickstein Shapiro LLP's Business & Securities Law Group, and Nicholas J. Zoogman, a partner in the firm's Insurance Coverage Group, were recognized by inMotion with a Legal Team Award as part of the non-profit organization's 2009 Commitment to Justice Awards. InMotion provides legal and social services to address the unique needs of low-income women in New York City who suffer from abuse. In addition, Ms. De Bello was pictured in the New York Times as part of Bernie Madoff's defense team.

Julie Braman Kane, a partner at Colson Hicks Edison and president of the Miami-Dade Florida Association of Women in Law, won a \$38 million verdict in a medical malpractice and pharmaceutical negligence suit where she was lead counsel and was assisted by partner Joseph J. Kalbac, Jr. as well as Maureen E. Lefebvre and Barbara A. Silverman. Ms. Kane is a recent recipient of the American Association for Justice's Tonahill Award given by the New Lawyers Division and the Marie Lambert Award, given by the American Association for Justice Women's Caucus.

Stephanie Scharf, of the woman-owned firm Schoeman Updike Kaufman and Scharf (NY and Chicago), obtained a defense verdict in March 2009 after six days of trial in an age discrimination case in federal court in Chicago. The plaintiff, a pharmaceutical sales representative who had been terminated by Reliant Pharmaceuticals after a physician complained about her inappropriate marketing techniques, sued Reliant and its successor, GlaxoSmithKline, alleging that the stated basis for her termination was pretextual and that she was actually a victim of age discrimination.

Stacie I. Strong recently published an article entitled "Enforcing Class Arbitration in the International Sphere: Due Process and Public Policy Concerns" in *30 University of Pennsylvania Journal of International Law* (2008). Her book, *Research and Practice in International Commercial Arbitration: Sources and Strategies*, is due to be published by Oxford University Press in April 2009. Stacie is currently an Associate Professor of Law at the University of Missouri and Senior Fellow in the Center for the Study of Dispute Resolution.



REAL HEART.

**EDWARDS ANGELL PALMER & DODGE LLP
IS PROUD TO SUPPORT
NAWL**

The real heart of Edwards Angell Palmer & Dodge lies within our people and the many different experiences and perspectives we share. We recognize, embrace and celebrate our differences and believe we can only provide our clients with the best possible representation if we reflect the diversity of the clients and communities we serve.

Get Real . . . Real People. Real Heart. eapdlaw.com

**EDWARDS
ANGELL
PALMER &
DODGE**

BOSTON MA | FT. LAUDERDALE FL | HARTFORD CT | MADISON NJ | NEW YORK NY
NEWPORT BEACH CA | PROVIDENCE RI | STAMFORD CT | WASHINGTON DC
WEST PALM BEACH FL | WILMINGTON DE | LONDON UK | HONG KONG (ASSOCIATED OFFICE)

Law Firm News

Cooper & Walinski elected **Jodi D. Spencer**, **Nicole K. Schwieterman** and **Marguerite E. Waldo** shareholders in the firm.


Jodi Spencer practices with the Insurance Recovery group in the Cleveland, Ohio office. Jodi is Co-Chair of the firm's Insurance Recovery Practice Group. She practices primarily in the area of insurance coverage. Jodi received her JD cum laude from The University of Toledo and her BA from Bowling Green State University. She was a Note and Comment Editor for The University of Toledo Law Review. She is a member of the Order of the Coif.

Nicole Schwieterman serves as the Co-Chair of the firm's Litigation Management Practice Group. She practices in the areas of litigation management and products liability litigation. Nicole is a former judicial law clerk for the Honorable Ronald E. Hadley at the Third District Court

of Appeals. Nicole received her law degree cum laude from The University of Toledo and was a member of the Moot Court Team. She received her Bachelor of Science degree cum laude in Business Administration from Bowling Green State University.

Marguerite Waldo is Co-Chair on the firm's Litigation Management Practice Group. She practices in the areas of litigation management and insurance recovery. Marguerite received her JD cum laude from Case Western Reserve University School of Law and a Bachelor of Science degree magna cum laude in Business Administration and English from Westminster College. She is a member of the Order of the Coif.

Cooper & Walinski was recently certified as a Women's Business Enterprise by the National Association of Minority & Women Owned Law Firms (NAMWOLF) and accepted into membership with that group.



The Duane Morris Women's Initiative
is proud to sponsor the
**National Association
of Women Lawyers**

Duane Morris LLP, a full-service law firm of more than 650 attorneys, offers innovative solutions across diverse industries in the United States and internationally to address the legal and business challenges of today's evolving global markets.

For more information, please contact:

Sharon L. Caffrey P: 215.979.1180 slcaffrey@duanemorris.com	Sandra A. Jeskie P: 215.979.1395 jeskie@duanemorris.com
--	--

Duane Morris LLP
30 South 17th Street | Philadelphia, PA 19103

Duane Morris – Firm and Affiliate Offices | New York | London | Singapore
Los Angeles | Chicago | Houston | Hanoi | Philadelphia | San Diego
San Francisco | Baltimore | Boston | Washington, D.C. | Las Vegas | Atlanta
Miami | Pittsburgh | Newark | Boca Raton | Wilmington | Princeton | Lake Tahoe
Ho Chi Minh City | Duane Morris LLP – A Delaware limited liability partnership

[www.duanemorris.com]



Strength in Diversity

STEPTOE IS PROUD TO SUPPORT
THE NATIONAL ASSOCIATION OF
WOMEN LAWYERS AND ITS PROGRAMS

“Our firm-wide commitment to
an inclusive work force enables us
to provide the highest quality
legal services to our clients.”

Sandy Chamblee
Chief Diversity Partner
Steptoe & Johnson LLP

STEPTOE & JOHNSON LLP

Washington New York Chicago Phoenix Los Angeles
Century City Brussels London steptoe.com

RECOGNITION

NAWL Recognizes

LAW FIRM MEMBERS

.....
A. Kershaw PC, Attorneys & Consultants
Adorno & Yoss
Arent Fox LLP
Baker & McKenzie LLP
Beery, Elsner & Hammond, LLP
Blank Rome LLP
Bressler, Amery & Ross, P.C.
Brinks Hofer Gilson & Lione
Brune & Richard LLP
Buchanan Ingersoll & Rooney PC
Carlton Fields, PA
Cooper & Walinski, L.P.A.
Cox & Osowiecki, LLC
Davis & Gilbert LLP
Davis Polk & Wardwell
Dickstein Shapiro LLP
DLA Piper
Dorsey & Whitney LLP
Dow Lohnes PLLC
Drew Eckl & Farnham, LLP
Drinker Biddle & Reath LLP
Duane Morris LLP
Farnsworth & Vonberg LLP
Fried, Frank, Harris, Shriver & Jacobson, LLP
Goodwin Procter LLP
Hall Estill
Hinshaw & Culbertson LLP
Jones Day
Kilpatrick Stockton LLP
Kutak Rock LLP
Lash & Goldberg, LLP
Lindabury, McCormick, Estabrook & Cooper P.C.
Locke Reynolds LLP
Lowenstein Sandler P.C.
Mayer Brown LLP
McCarter & English LLP
McDermott Will & Emery LLP
McDonald Law Group, LLC
McDonnell & Associates
McGuireWoods LLP
McKool Smith

Nelson Mullins Riley & Scarborough LLP
Nixon Peabody LLP
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Porzio, Bromberg & Newman PC
Reed Smith LLP
Riker, Danzig, Scherer, Hyland & Perretti LLP
Schmoyer Reinhard LLP
Schoeman Updike Kaufman & Scharf, LLP
Shook Hardy & Bacon
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Spencer Crain Cabbage Healy & McNamara PLLC
Spriggs & Hollingsworth
Steptoe & Johnson LLP
Steptoe & Johnson PLLC
Strickler, Sachitano & Hatfield, P.A.
Sutherland Asbill & Brennan LLP
Tatum Levine & Powell, LLP
Troutman Sanders LLP
Vedder Price P.C.
Vinson & Elkins LLP
Williams Mullen
WilmerHale
Winston & Strawn LLP
The Wolford Law Firm LLP

LAW SCHOOL MEMBERS

.....
American University Washington College of Law
Chapman University School of Law
Hofstra Law School
Oklahoma City University
University of Idaho College of Law
University of Missouri-Columbia
Western New England College School of Law

BAR ASSOCIATION MEMBERS

.....
Arizona Women Lawyers Association
Arkansas Association of Women Lawyers
California Women Lawyers
Florida Association for Women Lawyers
Georgia Association Black Women Attorneys
Georgia Association For Women Lawyers, Inc.
ITechLaw
Minnesota Women Lawyers
New Jersey Womens Lawyers Association
North Carolina Association of Women Attorneys
Oregon Women Lawyers
South Carolina Women Lawyers Association
Western North Carolina Chapter of NCAWA
Women Lawyers Association of Michigan
Women Lawyers of Sacramento
Women's Bar Association of District of Columbia
Women's Bar Association of the State of New York

CORPORATE LEGAL DEPARTMENT MEMBERS

.....
Allstate Insurance Company
AT&T Inc.
Family Dollar Stores, Inc.
Fidelity Investments
Henry Schein, Inc.
Intel Corp – Diversity Team
Monsanto Company
Ryder System, Inc.
United Parcel Services Legal Department
Valero Energy Corporation

NAWL THANKS 2009 PROGRAM SPONSORS

Premier Sponsors

Davis Polk & Wardwell
Dickstein Shapiro LLP
DLA Piper LLP (US)
Jones Day

Gold Sponsors

Alston + Bird LLP
Drinker Biddle & Reath LLP
Ogletree Deakins

Sponsors

Adorno & Yoss
Baker & McKenzie LLP
Boies, Schiller & Flexner LLP
Duane Morris
Edwards Angell Palmer & Dodge LLP
Epstein Becker & Green, P.C.
Hinshaw & Culbertson LLP
Hellerman Baretz Communications LLC
Kilpatrick Stockton LLP
Latham & Watkins LLP
LexisNexis
M Group Communications Training
Orrick, Herrington & Sutcliffe LLP
Starnes & Atchinson
Steptoe & Johnson, LLP
Troutman Sanders LLP
Winston & Strawn LLP

NEW MEMBER LIST

New Members

From January 10, 2009 to April 5, 2009, the following have become NAWL individual members.
Thanks for your support of NAWL.

A	Brenda Baum <i>Hepler Broom</i> Edwardsville, IL	Jill Buresh <i>Hinshaw & Culbertson LLP</i> San Francisco, CA	Jorja A. Cirigliana <i>University of Southern California</i> Los Angeles, CA
Jessica Altman <i>Duane Morris LLP</i> Philadelphia, PA	Tasha R. Bennett <i>University of Phoenix</i> Charlotte, NC	Lindsay Bush <i>Dickstein Shapiro LLP</i> New York, NY	Kelly A. Clark <i>Allstate Insurance Company</i> Northbrook, IL
Kimberly B. Altschuler, Esq. <i>Gibbons PC</i> New York, NY	Nomi Berenson <i>Goodwin Procter LLP</i> New York, NY	Kendall Butterworth <i>Mueller Water Products</i> Atlanta, GA	Jean Clauson <i>ARAG</i> Des Moines, IA
Catherine Hora Anderson <i>Alston + Bird LLP</i> Atlanta, GA	Debra D. Bernstein <i>Alston + Bird LLP</i> Atlanta, GA	C	Hadiya Claxton <i>King & Spalding</i> Atlanta, GA
Cecilia Andrews <i>Ballard Spahr Andrews & Ingersoll, LLP</i> Atlanta, GA	Rochel Berzin <i>New York Law School</i> New York, NY	Jennifer L. Cairns <i>McGuireWoods, LLC</i> Pittsburgh, PA	Halli Cohn <i>King & Spalding</i> Atlanta, GA
Douglas Arnold <i>Alston + Bird LLP</i> Atlanta, GA	Jodi Birdwell <i>Dickstein Shapiro LLP</i> Washington, DC	Megan Kathleen Callahan <i>Kilpatrick Stockton LLP</i> Atlanta, GA	Cara Creager <i>University of Detroit Mercy School of Law</i> Detroit, MI
Arya Attari <i>Laura Fabar & Associates, LLP</i> Miami, FL	Frances Bivens <i>Davis Polk & Wardwell</i> New York, NY	Michele C. Campbell <i>Endo Pharmaceuticals Inc.</i> Chadds Ford, PA	D
Jennifer H. Avriett <i>Womble Carlyle Sandridge & Rice, PLLC</i> Greensboro, NC	Susan Boltacz <i>Sun Trust Banks</i> Atlanta, GA	Renee Canody <i>Ford & Harrison LLP</i> Atlanta, GA	Shilpa Daiya Atlanta, GA
Sheryl L. Axelrod <i>Hepburn, Axelrod & White, LLC</i> Philadelphia, PA	Meaghan Boyd <i>Alston + Bird LLP</i> Atlanta, GA	Carolyn Bassani Cardona New York, NY	Erin Carney D'Angelo <i>Schoeman Updike & Kaufman LLP</i> New York, NY
B	Susan M. Brake <i>Paul Hastings Janofsky & Walker LLP</i> Atlanta, GA	Leslie N. Carter <i>Duane Morris LLP</i> Philadelphia, PA	Chandra C. Davis <i>McGuire Woods LLP</i> Atlanta, GA
Melissa Babb <i>Harbert Management Corporation</i> Atlanta, GA	Cindy A. Brazell <i>Jones Day</i> Atlanta, GA	Sarah Cash <i>Arnall Golden Gregory LLP</i> Atlanta, GA	Heather Dawson <i>Kitchens Kelley Gaynes, P.C.</i> Atlanta, GA
Christine Baker <i>Realogy Corp.</i> Parsippany, NJ	Althea Broughton <i>Arnall Golden Gregory LLP</i> Atlanta, GA	Chapman University School of Law Orange, CA	Dara DeHaven <i>Ogletree, Deakins, Nash, Smoak & Stewart PC</i> Atlanta, GA
Alane Barnes <i>BioCryst Pharmaceuticals, Inc.</i> Birmingham, AL	Zhonette M. Brown <i>Brownstein Hyatt Farber Schreck</i> Denver, CO	Cathy Chen <i>Dickstein Shapiro LLP</i> Washington, DC	LaVonda DeWitt <i>Parks Knowlton, LLC</i> Atlanta, GA
Kendra Basner <i>Hinshaw & Culbertson LLP</i> San Francisco, CA	Janine Brown <i>Alston + Bird LLP</i> Atlanta, GA	Cassidy Chivers <i>Hinshaw & Culbertson LLP</i> San Francisco, CA	Pamela J. P. Donison <i>Donison Law Firm, PLLC</i> Scottsdale, AZ

NEW MEMBER LIST

Maria Salterio Doughty
Allstate Insurance Company
Northbrook, IL

Melanie Morgan Dunajeski
Beckman Kelly & Smith
Hammond, IN

E

Davina Eads
Largo, FL

Ashley Emerzian
University of California, Davis
School of Law
Davis, CA

Margaret English
Alston + Bird LLP
Atlanta, GA

Kelly Phillips Erb
Erblaw LLC
Philadelphia, PA

F

Kara E. Farmer
Hinshaw & Culbertson LLP
San Francisco, CA

Alitia Faccione
McCarter & English, LLP
Newark, NJ

Fidelity Investments
Boston, MA

Alina Fulop
Davis Polk & Wardwell
New York, NY

G

Barbara Gallo
Nelson Mullins Riley &
Scarborough LLP
Atlanta, GA

Kay Gause
Alston + Bird LLP
Atlanta, GA

Elizabeth A. George
McCalla Raymar, LLC
Atlanta, GA

Rachel Gervin
Sage
Lawrenceville, GA

Leah Suzanne Gissy
LeClairRyan, A Professional
Corporation
Roanoke, VA

Kassandra D. Glynn
University of Minnesota Law
School
Minneapolis, MN

Meryl Gold-Levy
Sunpass Ticket Defense Law Firm
Miami, FL

Cheri Grosvenor
King & Spalding
Atlanta, GA

Eve Gu
McKenna Long & Aldridge LLP
Atlanta, GA

H

Constance Hall
Texas Wesleyan School of Law
Arlington, TX

Ann Halpern
Barrister at Law
London, UK

Margaret E. Santen Hanrahan
Ogletree, Deakins, Nash, Smoak
& Stewart, P.C.
Atlanta, GA

Casey A. Hatton
Hinshaw & Culbertson LLP
San Francisco, CA

Lisa Heller
Robins, Kaplan, Miller & Ciresi
LLP
Atlanta, GA

Michelle Henkel
Alston + Bird LLP
Atlanta, GA

Penny L. Higginbottom
Isagenix International, LLC
Chandler, AZ

Shannon Hill
Hinshaw & Culbertson LLP
San Francisco, CA

Wendy Hillman, Esq.
Wargo & French LLP
Atlanta, GA

Kathleen K. Hoffman
Allstate Insurance Company
Northbrook, IL

Kelly Catherine Holden
Alston + Bird LLP
New York, NY

Melissa Howard
Turner Broadcasting System,
Inc.
Atlanta, GA

I

ITechLaw
Wakefield, MA

J

Camille N. Jarman
Huff, Powell & Bailey, LLC
Atlanta, GA

Erica Johnstone
Hinshaw & Culbertson LLP
San Francisco, CA

Portia Jones
Killeen, TX

Alison B. Jones
Alston + Bird LLP
Atlanta, GA

Romy Jurado
Florida International University
College of Law
Miami, FL

K

Sarah Kaput
Mintz Levin
Washington, DC

Elsye M. Kattengell
Chicago, IL

D'Arcy Kemnitz
National LGBT Bar Association
Washington, DC

Reena Khanna
Sedwick, Detert, Moran &
Arnold LLP
Newark, NJ

Heather N. King
Duane Morris LLP
Baltimore, MD

Jennifer L. Klass
Morgan, Lewis & Bockius LLP
New York, NY

Shannon Klinger
Solvay Pharmaceuticals, Inc.
Marietta, GA

Collette Koby
Miller & Martin PLLC
Nashville, TN

Susan Kolodkin
King & Spalding
Atlanta, GA

Arielle S. Krause
McKee Nelson LLP
Washington, DC

Spensyr Krebsbach
Duane Morris LLP
New York, NY

Laura Ellis Kugler
Bailey Crowe & Kugler, LLP
Dallas, TX

Sonjui Kumar
Kumar Pathak, LLC
Atlanta, GA

Amy Kuo
Dickstein Shapiro LLP
Washington, DC

L

Sarah Lampe
Winston & Strawn LLP
Chicago, IL

Silvia Simpson Larizza
Schoeman Updike & Kaufman
LLP
New York, NY

Jenna Zei Leake
Valparaiso University School
of Law
Valparaiso, IN

Christina A. Lee
Hinshaw & Culbertson LLP
San Francisco, CA

Alycia Levy
Schoeman Updike & Kaufman
LLP
New York, NY

NEW MEMBER LIST

Joyce Gist Lewis

Casey Gilson PC
Atlanta, GA

Barbara Lincoln

Georgia Bar
Atlanta, GA

Nicole M. Lohr

Western State University College
of Law
Huntington Beach, CA

Catherine E. Long

Tatum Levine & Powell, LLP
Atlanta, GA

M

A. Patricia Marcucci

AT&T Inc.
Tucker, GA

Vanessa Martin

Superior Court of the District of
Columbia
Washington, DC

Sherina E. Maye

Katten Muchin Rosenman LLP
Chicago, IL

Kathleen McAchran

Jones Day
New York, NY

Anne B. McCray

McGuireWoods LLP
Richmond, VA

Davida L. McDaniel

Sidley Austin LLP
Chicago, IL

Rebecca McFadyen

Ballard Spahr Andrews &
Ingersoll, LLP
Atlanta, GA

Shanon McGinnis

Wargo & French LLP
Atlanta, GA

Kristen K. McGuffey

Simmons Bedding Company
Atlanta, GA

Jeanine McHugh

Luxottica U.S. Holdings Corp.
Port Washington, NY

Martha McMillin

The Housing Authority of the
City of Atlanta
Atlanta, GA

Alice McQuade

Christine Mehfood

McGuireWoods LLP
Richmond, VA

Denise Miller

Miller & Martin PLLC
Atlanta, GA

Jennifer Miller

Ballard Spahr Andrews &
Ingersoll, LLP
Atlanta, GA

B. Rose Miller

The Home Depot
Atlanta, GA

Haniyah Miller

Georgia State University
Ellenwood, GA

Karen Mills

Arnall Golden Gregory LLP
Atlanta, GA

Jenna Moore-Colvin

Atlanta, GA

Paulette J. Morgan

Pfizer Inc.
New York, NY

Karen S. Morris

Allstate Insurance Company
Northbrook, IL

Sandra Mulrain

Georgia Pacific LLC
Atlanta, GA

Sheila Murphy

MetLife
New York, NY

N

Leila S. Narvid

Payne & Fears LLP
San Francisco, CA

Martha M. Newman, J.D., ACC

Gain Your Goals
Fort Worth, TX

O

Anne O'Niell

Hinshaw & Culbertson LLP
San Francisco, CA

Raquel A. Ortega

Gresham Savage Noaln &
Tilden, APC
Riverside, CA

P

Keller A. Padgett

King & Spalding
Atlanta, GA

Esther Panitch

Law Office of Esther Panitch PC
Atlanta, GA

Melissa M. Pearce

Law Office of Melissa M. Pearce,
PLC
Commerce Township, MI

Davida S. Perry

Schwartz & Perry LLP
New York, NY

Arlene Quinones Perez

Rutgers Camden Law School
Clinton, NJ

Elizabeth Peters

Kirkland & Ellis LLP
Chicago, IL

Kenya Pierre

The Coca Cola Company
Atlanta, GA

Pamela Politis

Endo Pharmaceuticals Inc.
Chadds Ford, PA

Shelley L. Poore

Fulbright & Jaworski, LLP
Houston, TX

Porzio, Bromberg & Newman PC

Morristown, NJ

Catherine Powell

Tatum Levine & Powell, LLP
Atlanta, GA

Elizabeth Price, Esq.

Alston + Bird LLP
Atlanta, GA

Brooke Proto

Jones Day
Washington, DC

R

Sonja Rajki

Schneider Smelta Ranney &
Lafond, PLL
Cleveland, OH

Ellen Ray

DLA Piper LLP
Atlanta, GA

Emma Ricaurte

Emory University School of Law
Atlanta, GA

Susan Richardson

Kilpatrick Stockton LLP
Atlanta, GA

Julie C. Roche

Hayward, CA

Jill Russell

US Court for the Eastern District
of Michigan
Detroit, MI

Allison Ryan

Alston + Bird LLP
Atlanta, GA

NEW MEMBER LIST

S

Louise Sams

*Turner Broadcasting System
International, Inc.*
Atlanta, GA

Robin Sangston

Cox Communications, Inc.
Atlanta, GA

Sue Schway

*West Thomson Reuters
Company*
Eagan, MN

Erin Shea

EarthLink, Inc.
Atlanta, GA

Samantha Symonds Shear

Menlo Park, CA

Scott Shearer

Keefer Wood Allen & Rahal, LLP
Harrisburg, PA

Laura Sillins

Atlanta, GA

Deborah Simes

Simes Partners PLLC
Phoenix, AZ

Candace Smith

Alston + Bird LLP
Atlanta, GA

Ashley Smith

Turner Broadcasting System, Inc.
Atlanta, GA

Rebecca Smith

*Law Office of Rebecca Christian
Smith*
Atlanta, GA

Laura Speed-Dalton

Chambers Aholt & Rickard, LLP
Atlanta, GA

Gwendolyn Spratt

*Ballard Spahr Andrews &
Ingersoll, LLP*
Atlanta, GA

Dara Steele-Belkin

Global Payments Inc.
Atlanta, GA

Connie Ray Stockham

Stockham, Carroll & Smith PC
Birmingham, AL

Deborah Stone

Corner Office Coaching
Alpharetta, GA

Kimberly Sweeny

Mississippi College School of Law
Jackson, MS

Julia Sylva

Law Offices of Julia Sylva, ALC
Signal Hill, CA

T

Krista Tempes

Kutak Rock LLP
Irvine, CA

Sara Tessier

William Mitchell College of Law
Robbinsdale, MN

Christian Torgirson

Pursley Lowery Meeks LLP
Atlanta, GA

Tamra Touissant

Kimberly-Clark
Roswell, GA

Jackie H. Trimm

Starnes & Atchison, LLP
Birmingham, AL

V

Karen Jackson Vaughn

Philadelphia, PA

Martha Verscaj

*AXA-Equitable Life Insurance
Company*
New York, NY

K.C. Victor

Victor Legal Solutions
Los Angeles, CA

W

Rebecca Walker

Goodwin Procter LLP
Boston, MA

Julie Walker

Julie M. T. Walker, P.C.
Atlanta, GA

Patricia M. Wason, Esq.

*Post, Polak, Goodsell, McNeill &
Strauchler, P.A.*
Roseland, NJ

Kristen Weathersby

Cox Communications, Inc.
Atlanta, GA

Lesley Weber

Allstate Insurance Company
Northbrook, IL

Amber Whillock

Starnes & Atchison, LLP
Birmingham, AL

The Wolford Law Firm LLP

Rochester, NY

Diane Woodfield Whitney

Pullman & Comley LLC
Hartford, CT

Kelly C. Wilcove

Alston + Bird LLP
Atlanta, GA

Vicki Wiley

*Texas Wesleyan University
School of Law*
Fort Worth, TX

Michelle Williams, Esq.

Alston + Bird LLP
Atlanta, GA

Mialeeka C. Williams

GABWA
Atlanta, GA

Sherry Womack

*Thomas, Hayden, Horsetemeyer
& Risley, LLP*
Atlanta, GA

Women's Bar Association of

District of Columbia
Washington, DC

K.T. Worth

Massachusetts School of Law
Wolcott, CT

Natasha Wyss

Thomson Reuters
New York, NY

Y

Susan A. Yohe

Buchanan Ingersoll & Rooney, PC
Pittsburgh, PA

Sojin Yoon

Kelley Drye & Warren LLP
New York, NY

Susan Yoon

Jackson Lewis
Los Angeles, CA

Joanne W. Young

Kirstein & Young, PLLC
Washington, DC

NETWORKING ROSTER

Networking Roster

The NAWL Networking Roster is a service for NAWL members to provide career and business networking opportunities within NAWL. Inclusion in the roster 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.

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

ALABAMA

Augusta S. Dowd
White Arnold & Dowd P.C.
2025 Third Avenue North
Suite 600
Birmingham, AL 35203
T: 205.323.1888
F: 205.323.1888
adowd@waadlaw.com
LIT, CIV, WCC

Kelli Robinson
Sirote & Permutt
P.O. Box 55727
Birmingham, AL 35255
T: 205.930.5158
F: 205.212.2810
krobinson@sirote.com
HCA, EEO

ARIZONA

Margaret A. Robertson
Gust Rosenfeld
201 E. Washington Street
Suite 800
Phoenix, AZ 85004
T: 602.257.7489
F: 602.254.4878
cpambajd@aol.com
RES

Marianne M. Trost
The Women Lawyers Coach LLC
15665 E. Golden Eagle Blvd.
Fountain Hills, AZ 85268
T: 480.225.9367
marianne@thewomenlawyerscoach.com
CLT

CALIFORNIA

Rochelle Browne
Richard Watson & Gershon
355 South Grand Avenue
40th Floor
Los Angeles, CA 90071
T: 213.626.8484
F: 213.626.0078
rbrowne@rwglaw.com
LND, LIT, APP, CST

Tanya Forsheit
Proskauer Rose LLP
2049 Century Park East
32nd Floor
Los Angeles, CA 90067
T: 310.284.4508
F: 310.557.2193
tforsheit@proskauer.com
BSL, Other

NETWORKING ROSTER

Sara Holtz

Client Focus
2990 Lava Ridge Court
Suite 230
Roseville, CA 95661
T: 916.797.1525
F: 916.797.1535
holtz@clientfocus.net
CLT

Virginia S. Mueller

Law Offices of Virginai S. Mueller
106 L Street
Sacramento, CA 95814
T: 916.446.3063
F: 916.446.3064
vsmueller@webtv.net
PRB, FAM

Katherine C. Piper

Steptoe & Johnson LLP
2121 Avenue of the Stars
28th Floor
Los Angeles, CA 90067
T: 310.734.3273
F: 310.734.3173
kpiper@steptoe.com
BKR, BUS, FIN

COLORADO

Margaret Parnell Hogan

Littler Mendelson PC
1200 17th Street
Suite 1000
Denver, CO 80202
T: 303.362.2886
F: 303.362.8776
mphogan@littler.com

CONNECTICUT

Deborah L. McKenna

Outten & Golden, LLP
Four Landmark Square
Stamford, CT 06460
T: 203.363.7888
F: 203.363.0333
dlm@outtengolden.com
EEO

Diane Woodfield Whitney

Pullman & Comley LLC
90 State House Square
Hartford, CT 06103
T: 860.424.4330
F: 860.424.4370
dwhitney@pullcom.com
TOX, EPA, LIT

DISTRICT OF COLUMBIA

Michele A. Cimbala

Sterne Kessler Goldstein & Fox PLLC
1100 New York Avenue
Washington, DC 20005
T: 202.371.2600
F: 202.371.2540
mcimbala@skgf.com
BIO

Elaine Fitch

Kalijarvi, Chuzi & Newman, P.C.
1901 L. Street, NW
Suite 610
Washington, DC 20036
T: 202.331.9260
F: 202.331.9261
efitch@kcnlaw.com

Deborah Schwager Froling

Arent Fox LLP
1050 Connecticut Avenue, NW
Washington, DC 20036
T: 202.857.6075
F: 202.857.6395
froling.deborah@arentfox.com
COR, RES, SEC, M&A

Arielle S. Krause

McKee Nelson LLP
1919 M Street, NW
Washington, DC 20036
T: 202.327.2079
arielle.krause@gmail.com
TAX

Katherine S. Neville

Neville Career Consulting, LLC
1625 K Street, NW
Suite 310
Washington, DC 20006
T: 202.997.9854
kneville@nevillecareerconsulting.com
BSL

Karla L. Palmer

McDermott Will & Emery LLP
600 13th Street, N.W.
Washington, DC 20005
T: 202.756.8142
F: 202.756.8087
kpalmer@mwe.com
BSL

Kathy Russo

Hughes Hubbard & Reed LLP
1775 I Street, N.W.
Washington, DC 20006
T: 202.721.4720
F: 202.721.4646
russo@hugheshubbard.com
COR

Cheryl A. Tritt

Morrison Foerster, LLP
2000 Pennsylvania Avenue, NW
Suite 5500
Washington, DC 20006
T: 202.887.1510
F: 202.887.0763
ctritt@mofo.com

DELAWARE

Ellisa Opstbaum Habbart

The Delaware Counsel Group LLP
300 Martin Luther King Blvd.
Suite 200
Wilmington, DE 19801
T: 302.576-9600
F: 302.576.9608
ehabbart@decg.com

Heather D. Jefferson

The Delaware Counsel Group
300 Martin Luther King Blvd.
Suite 200
Wilmington, DE 19801
T: 302.576.9600
F: 302.576.9608
hjefferson@delawarecounselgroup.com
COR, ADR

Janine M. Salomone

Potter Anderson & Corroon LLP
1313 North Market Street
Herculez Plaza, 6th Floor
Wilmington, DE 19801
T: 302.984.6128
F: 302.778.6178
jsalomone@potteranderson.com
COR

Katelyn M. Torpey

McCarter & English
405 N. King Street
Wilmington, DE 19801
T: 302.984.6365
F: 302.220.4617
ktorpey@mccarter.com
LIT

FLORIDA

Nicole Bloom Dion

Adorno & Yoss LLP
1625 South Congree Avenue
Suite 300
Debay Beach, FL 33445
T: 561.454.0301
F: 561.939.6595
ndion@adorno.com
Other

NETWORKING ROSTER

Peggy Smith Bush

Cabaniss Smith Toole & Wiggins P.L.
P.O. Box 4924
Orlando, FL 32802
T: 407.246.1800
F: 407.246.1895
pbush@cabaniss.net
PRL, PIL

Victoria Santoro Calebrese

Kapner, Calebrese & Kapner, P.A.
250 South Australian Avenue
One Clearlake Centre
Suite 1402
West Palm Beach, FL 33401
T: 561.655.3000
F: 561.655.8899
vicky@lewiskapner.com
FAM, MAR

E. Ginnette Childs

Akerman Senterfitt PA
420 South Orange Avenue
Suite 1200
Orlando, FL 32801
T: 407.423.4000
F: 407.843.6610
ginny.childs@akerman.com
RES, BNK, LIT

Barbara J Compiani

Kreusler-Walsh, Compiani & Vargas PA
501 South Flagler Drive
Suite 503
West Palm Beach, FL 33401
T: 561.659.5455
F: 561.820.8762
bcompiani@jkwpa.com
APP

Barbara D'Amico

4620 Turnberry Lake Drive
#306
Estero, FL 33928
T: 914.563.6652
barbara@barbaradamico.com
BNK, CON

Kathryn M. Fried

Lash & Goldberg, LLP
100 SE Second Street
Suite 1200
Miami, FL 33131
T: 305.347.4040
F: 305.347.4050
kfried@lashgoldberg.com
COM, LIT, HCA

Meryl Gold-Levy

Sunpass Ticket Defense Law Firm
1825 Ponce De Leon Blvd., #400
Miami, FL 33134
T: 305.962.8084
F: 305.441.6622
mglred@aol.com
Other

Debra Potter Klauber

Haliczer Pettis & Schwamm
100 S.E. 3rd Avenue
One Financial Plaza
7th Floor
Fort Lauderdale, FL 33313
T: 954.523.9922
F: 954.522.2512
dklauber@haliczzerpettis.com
APP, MED, PIL

Jane Kreusler-Walsh

Kreusler-Walsh Compiani & Vargas PA
501 South Flagler Drive
Suite 503
West Palm Beach, FL 33401
T: 561.659.5455
F: 561.820.8762
janewalsh@jkwpa.com
APP

Mary Jo Meives

Accident & Personal Injury Law Center P.A.
3800 South Ocean Drive
Suite 217
Hollywood, FL 33019
T: 305.940.7599 Dade
F: 954.458.1631
mjmllegal01@aol.com
MED, PIL

Rebecca J. Mercier Vargas

Kreusler-Walsh, Compiani & Vargas PA
501 South Flagler Drive
Suite 503
West Palm Beach, FL 33401
T: 561.659.5455
F: 561.820.8762
rmercier@jkwpa.com
APP

Laurie E. Stern

Lash & Goldberg, LLP
100 S.E. 2nd Street
Suite 1200
Miami, FL 33131
T: 305.347.4040
F: 305.347.4050
lstern@lashgoldberg.com
COM, APP, HCA

GEORGIA

Debra D. Bernstein

Alston + Bird LLP
One Atlantic Center
1201 West Peachtree Street
Atlanta, GA 30309
T: 404.881.4476
debra.bernstein@alston.com
ANT, CAS, COM, BSL

Cindy A. Brazell

Jones Day
1420 Peachtree Street, NE
8th Floor
Atlanta, GA 30309
T: 404.581.8294
F: 404.581.8330
cbrazell@jonesday.com
BNK, FIN

Lisa H. Cassilly

Alston + Bird LLP
1201 West Peachtree Street
Atlanta, GA 30309
T: 404.881-7000
F: 404.881.7777
lisa.cassilly@alston.com
EEO

Taylor Tapley Daly

Nelson Mullins Riley & Scarborough LLP
Atlantic Station
201 17th Street NW
Suite 1700
Atlanta, GA 30363
T: 404.817.6000
F: 404.322.6050
taylor.daly@nelsonmullins.com
BSL, ADR, PRL

Camille N. Jarman

Huff, Powell & Bailey, LLC
1355 Peachtree Street
Suite 2000
Atlanta, GA 30309
T: 404.892.4022
F: 404.892.4033
cjarman@huffpowellbailey.com
MED, BSL, PRL, Other

Georgia Association For Women Lawyers, Inc.

3855 Spalding Bluff Drive
Norcross, GA 30092
T: 770.446.1517
F: 770.446.7721
admin@gawl.org

Courtney Guyton McBurney

Alston + Bird LLP
1201 West Peachtree Street
Atlanta, GA 30309
T: 404.881.7938
cguyton@alston.com
GOV

Kristen Melton

Alston + Bird LLP
One Atlantic Center
1201 West Peachtree Street
Atlanta, GA 30309
T: 404.881.7980
F: 404.881.7777
kristen.melton@alston.com
ILP, LIT

NETWORKING ROSTER

Jill A. Pryor

Bondurant Mixson & Elmore, LLP
1201 West Peachtree Street
Suite 3900
Atlanta, GA 30309
T: 404.881.4131
pryor@bmelaw.com
BSL, APP

Elizabeth Gray Tatum

Tatum Levine & Powell, LLP
1737 West Wesley Road
Atlanta, GA 30327
T: 404.351.2261
F: 404.352.0793
etatum@tlplawfirm.com

Christian Torgrimson

Pursley Lowery Meeks LLP
260 Peachtree Street, NW
Suite 2000
Atlanta, GA 30303
T: 404.880.7197
F: 404.880.7199
ctorgrimson@plmlp.com

ILLINOIS

Shauna L. Boliker Andrews

Cook County State's Attorney's Office
2650 S. California Avenue
Chicago, IL 60608
T: 773.869.3112
F: 773.869.2382
sболike@cookcounty.gov

Cara M. Houck

Miller Canfield Paddock and Stone, P.L.C.
225 W. Washington Street
Suite 2600
Chicago, IL 60606
T: 312.240.4239
F: 312.460.4201
cmh1248@yahoo.com
LIT

Cheryl Tama Oblander

Winston & Strawn LLP
35 West Wacker Drive
Chicago, IL 60601
T: 312.558.5797
F: 312.558.5700
ctama@winston.com
EEO, LIT

Marilyn McCabe Reidy

Johnson & Bell, Ltd.
33 West Monroe
Suite 2700
Chicago, IL 60603
T: 312.984.0288
F: 312.372.9818
reidym@jbltd.com
LIT, MED, HCA

Sandra S. Yamate

American Bar Association
321 North Clark
Chicago, IL 60610
T: 312.988.5638
syamate@hotmail.com
DIV, INC

INDIANA

Melanie Morgan Dunajeski

Beckman Kelly & Smith
5920 Hohman Avenue
Hammond, IN 46311
T: 219.933.6200
F: 219.933.6201
mdunajeski@bkslegal.com
INS, EEO, LIT

Melanie D. Margolin

Locke Reynolds LLP
201 North Illinois Street
Suite 1000
Indianapolis, IN 46244
T: 317.237.3836
F: 317.237.3900
mmargolin@locke.com
BSL

Tammy J. Meyer

Lewis Wagner, LLP
501 Indiana Avenue
Suite 200
Indianapolis, IN 46202
T: 317.237.0500
F: 317.630.2790
tmeyer@lewiswagner.com
LIT, PRL, INS

IOWA

Roxanne Barton Conlin

Roxanne Conlin & Associates, P.C.
319 7th Street
Suite 600
Des Moines, IA 50309
T: 515.283.1111
F: 515.282.0477
Roxlaw@aol.com
PIL, EEO, MED

KANSAS

Linda S. Parks

Hite, Fanning & Honeyman LLP
100 N. Broadway
Suite 100
Wichita, KS 67202
T: 316.265.7741
F: 316.267.7803
parks@hitefanning.com

KENTUCKY

Angela McCorkle Buckler

Wyatt, Tarrant & Combs, LLP
500 West Jefferson Street
Suite 2800
Louisville, KY 40202
T: 502.562.7391
F: 502.589.0309
abuckler@wyattfirm.com

Jaime L. Cox

Stites & Harbison PLLC
400 W. Market Street
Suite 1800
Louisville, KY 40202
T: 502.681.0576
F: 502.779.8285
jcox@stites.com
RES

Maria A. Fernandez

Fernandez Friedman Haynes & Kohn PLLC
401 W. Main Street
Suite 1807
Louisville, KY 40202
T: 502.657.7130
F: 502.657.7151
mfernandez@ffgklaw.com
EST, PRB, ELD, BSL

LOUISIANA

M. Nan AlesSandra

Phelps Dunbar LLP
365 Canal Street
Suite 2000
New Orleans, LA 70130
T: 504.584.9297
F: 504.568.9130
alessann@phelps.com
EEO, CIV

MASSACHUSETTS

Faith F Driscoll

RCN
14 Carlisle Road
Dedham, MA 02026
T: 781.326.6645
faithd@rcn.com
ILP

Deborah Gale Evans

Michaels, Ward & Rabinovitz
12 Post Office Square
Boston, MA 02109
T: 617.350.4040
F: 617.350.4050
dge@michaelsward.com
SEC, LIT

NETWORKING ROSTER

MICHIGAN

Sue Ellen Eisenberg

Sue Ellen Eisenberg & Associates
33 Bloomfield Hills Parkway
Suite 145
Bloomfield Hills, MI 48304
T: 248.258.5050
F: 248.258.5055
see@seelawpc.com

Jaclyn Shoshana Levine

Miller, Canfield, Paddock and Stone, PLC
One Michigan Avenue
Suite 900
Lansing, MI 48933
T: 517.487.2070
F: 517.374.6304
levine@millerandstone.com
LIT, EPA, Other

Women Lawyers Association of Michigan

3300 Washtenaw Avenue
Suite 220
Ann Arbor, MI 48104
T: 734.973.7600
F: 734.677.2407
kay@wlcia2.com

MINNESOTA

Marlene S. Garvis

Jardine, Logan & O'Brien, PLLP
8519 Egel Point Blvd.
Suite 100
Lake Elmo, MN 55042
T: 651.290.6569
F: 651.223.5070
mgarvis@jloilaw.com
HCA, EEO, ETH, MUN, PIL

MISSISSIPPI

Sharon F. Bridges

Brunini, Grantham, Grower & Hewes, PLLC
248 E. Capital Street
Suite 1400
Jackson, MS 39201
T: 601.948.3101
F: 601.960.6902
sbridges@brunini.com

Kristina M. Johnson

Watkins Ludlam Winter & Stennis P.A.
633 North State Street (39202)
P.O.Box 427
Jackson, MS 39205
T: 601.949.4785
F: 601.949.4804
kjohnson@watkinsludlam.com
BSL, BKR

Charlene Newman

Butler, Snow, O'Mara, Stevens & Cannada, PLLC
P.O. Box 22567
Jackson, MS 39205
T: 601.985.4590
F: 601.985.4500

Shanda M. Yates

Wells Marble & Hurst, PLLC
P.O. Box 131
Jackson, MS 39205
T: 601.605.6900
syates@wellsmar.com
INS, Other

MISSOURI

Norah J. Ryan

Norah J. Ryan Attorney at Law
230 Bemiston Ave.
Suite 510
St. Louis, MO 63105
T: 314.727.3386
F: 314.727.6782
norah.ryan@att.net
LIT, Other

NEW JERSEY

Lynn F. Miller

Miller, Miller & Tucker, P.A.
96 Paterson Street
New Brunswick, NJ 08901
T: 732.828.2234
F: 732.828.9063
lmiller@millerandmiller.com
FAM, BKR, EST, LIT, MUN

NEW MEXICO

Gwenellen P. Janov

Janov Law Offices, P.C.
901 Rio Grande Blvd., NW
Suite F-144
Albuquerque, NM 87104
T: 505.842.8302
F: 505.842.8309
gjanov@janovcooneylaw.com
LIT, PRB, Other

NEW YORK

Leona Beane

11 Park Place
Suite 1100
New York, NY 10007
T: 212.608.0919
F: 212.791.6927
lawyerlbeane@aol.com
GRD, T&E, ADR, PRB, ARB

Susan Corcoran

Jackson Lewis LLP
One N. Broadway
15th Floor
White Plains, NY 10601
T: 914.514.6104
F: 914.328.1882
corcoras@jacksonlewis.com
EEO

Alexandra Duran

Career Transitioning
150 E. 85th Street
11th Floor
New York, NY 10028
T: 212.535.1486
F: 212.794.9756
alexandra@alexandraduran.com
CLT, Other

Matha E. Gifford

Law Offices of Martha E. Gifford
93 Montague Street
#220
Brooklyn, NY 11201
T: 778.858.7577
giffordlaw.mac.com
ANT, CRM, LIT

Tara J. Goldsmith

Garganigo Goldsmith & Weiss
14 Penn Plaza
Suite 1020
New York, NY 10122
T: 212.643.6400
F: 212.643.6549
tgoldsmith@ggw.com
IMM

Lisa DiPoala Haber

Gilberti Stinziano Heintz & Smith, P.C.
555 East Genesee Street
Syracuse, NY 13202
T: 315.442.0183
F: 315.442.0169
lad@gilbertilaw.com
LIT

Helen M. Maher

Boies Schiller & Flexner, LLP
333 Main Street
Armonk, NY 10504
T: 914.749.8200
F: 914.749.8300
hmaher@bsfllp.com
LIT, SPT, ANT

Sharon Mahn

Major Lindsey & Africa
551 Fifth Avenue
New York, NY 10280
T: 212.201-3963
smahn@mlaglobal.com
Other

NETWORKING ROSTER

Maureen W. McCarthy

Law Offices of M.W. McCarthy
126 Waverly Place
#3E
New York, NY 10011
T: 212.475.4378
F: 212.674.3916
maureenwmccarthy@gmail.com
COR, INT, BSL

Gloria S. Neuwirth

Davidson, Dawson & Clark LLP
60 East 42nd Street
38th Floor
New York, NY 10165
T: 212.557.7720
F: 212.286.8513
gsneuirth@davidsondawson.com
EST, PRB, T&E, NPF, TAX

Laura S. Norman

Greenberg Traurig LLP
200 Park Ave
15th Floor
New York, NY 10166
T: 212.801.9259
F: 212.805.9259
normanl@gtlaw.com
RES

Alice Spitz

Molod Spitz & Desantis, P.C.
104 West 40th Street
New York, NY 10018
T: 212.869.3200
F: 212.869.4242
aspitz@molodspitz.com
INS

Amy Tridgell

Crowell & Moring, LLP
153 East 53rd Street
31st Floor
New York, NY 10022
T: 212.803.4013
atridgell@crowell.com
LIT

Annie J. Wang

Wormser, Kiely, Galef & Jacobs LLP
825 Third Ave.
New York, NY 10022
T: 212.573.0613
F: 212.687.5703
awang@wkhj.com
IMM

NORTH CAROLINA

Susan J. Giamportone

Womble Carlye Sandridge & Rice
One West Fourth Street
Winston-Salem, NC 27101
T: 919.484.2300
F: 919.484.2340
sgiamportone@wcsr.com
TOL, HCA, MED

OHIO

Diane E. Citrino

Cooper & Walinski, L.P.A.
2330 One Cleveland Center
1375 E. 9th Street
Cleveland, OH 44114
T: 216.624.4050
F: 216.685.1635
citrino@cooperwalinski.com

Amy Leopard

Walter & Haverfield LLP
1301 E. 9th Street
Suite 3500
Cleveland, OH 44114
T: 216.928.2889
F: 216.916.2328
aleopard@walterhav.com
COR, ILP, BIO, HCA, CCL

Margaret J. Lockhart

Cooper & Walinski L.P.A.
900 Adams Street
Toledo, OH 43604
T: 419.241.1200
F: 419.242.9606
lockhart@cooperwalinski.com
EDU, LIT, EEO

Amanda Martinsek

Cooper & Walinski, L.P.A.
2330 One Cleveland Center
1375 E. 9th Street
Cleveland, OH 44114
T: 216.316.3278

Beatrice K. Sowald

Sowald, Sowald, Anderson & Hawley
400 South Fifth Street
Suite 101
Columbus, OH 43215
T: 614.464.1877
F: 614.464.2035
bsowald@sowaldclouse.com
FAM, PRB

Elizabeth M. Stanton

Chester Wilcox & Saxbe LLP
65 East State Street
Suite 1000
Columbus, OH 43215
T: 614.221.4000
F: 614.221.4012
estanton@cwslaw.com
EEO, EDU, APP, MUN, Other

Beth A. Wilson

Cooper & Walinski L.P.A.
900 Adams Street
Toledo, OH 43604
T: 419.241.1200
F: 419.242.5675
wilson@cooperwalinski.com

OKLAHOMA

Allison L. Thompson

Latham, Stall, Wagner, Steele, & Lehman, PC
1800 South Baltimore
Suite 500
Tulsa, OK 74119
T: 918.382.7523
F: 918.274.1156
athompson@lswsl.com
CIV

PENNSYLVANIA

Patricia A. Dansbury

Law Office of Patricia A. Dansbury
P.O. Box 445
Yardley, PA 19067
T: 215.493.2430
F: 215.493.3897
pdansbury@dansburylaw.com
CON, COM, LIT, Other

Phyllis Horn Epstein

Epstein, Shapiro & Epstein, P.C.
1515 Market Street
15th Floor
Philadelphia, PA 19102
T: 215.563.1200
F: 215.564.5132
phyllis@eselaw.com
TAX, T&E, COR

Kelly Phillips Erb

Erblaw LLC
5901 Ridge Avenue
Suite 100
Philadelphia, PA 19128
T: 215.508.4419
F: 215.508.4428
taxgirl@erblaw.com

Nancy O'Mara Ezold

Nancy O'Mara Ezold, P.C.
One Belmont Avenue
Suite 501
Bala Cynwyd, PA 19004
T: 610.660.5585
F: 610.660.5595
nezold@ezoldlaw.com
EEO, BSL, PIL

Deborah A. Logan, Esq.

Lipton, Weinberger & Husick
P.O. Box 158
Newton Square, PA 19073
T: 610.228.4195
dlogan@domainlegalcounsel.com
ILP, NET

NETWORKING ROSTER

Courtney Seda McDonnell

McDonnell & Associates
Metropolitan Business Center
860 First Avenue, Unit 5B
King of Prussia, PA 19406
T: 610.337.2087
F: 610.337.2575
cseda@mcda-law.com
INS, EEO

Bette J. Walters

Bette J. Walters, Esq.
1351 Penlyn Blue Bell Pike
Blue Bell, PA 19422
T: 215.704.2335
F: 215.689.2994
bettewalters@comcast.net

SOUTH CAROLINA

Ashley P. Cuttino

Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
300 N. Main Street, 5th Floor
Greenville, SC 29601
T: 864.271.1300
F: 864.235.8806
ashley.cuttino@odnss.com
LIT, EEO

Mary E. Sharp

Griffith, Sadler & Sharp, PA
PO Drawer 570
Beaufort, SC 29901
T: 843.521.4242
F: 843.521.4247
mes@gandspa.com
LIT, PIL, ETH, TOL, Other

TENNESSEE

Marcia Meredith Eason

Miller & Martin PLLC
Volunteer Building
832 Georgia Avenue
Suite 1000
Chattanooga, TN 37402
T: 423.785.8304
F: 423.785.8480
meason@millermartin.com

TEXAS

Dawn S. Born

Valerus Compression Services
919 Milam Street
Suite 1000
Houston, TX 77002
T: 713.744.6158
F: 713.744.6147
dborn@valerus-co.com
ENG, COR, INS, FIN

Laura Ellis Kugler

Bailey Crowe & Kugler, LLP
901 Main Street
Suite 6550
Dallas, TX 75202
T: 214.231.0543
F: 214.231.0556
lkugler@bcklaw.com
PRL, LIT, Other

Retta A. Miller

Jackson Walker LLP
901 Main Street
Suite 6000
Dallas, TX 75202
T: 214.953.6035
F: 214.661.6676
rmiller@jw.com
LIT, EEO, ADR, SEC, ILP

Martha M. Newman, J.D., ACC

Gain Your Goals
601 Penn Street
Fort Worth, TX 76102
T: 817.992.6711
F: 817.870.1152
coach@gainyourgoals.com
CLT

Jacqueline Peterson

K&L Gates
2828 N. Harwood
Suite 1800
Dallas, TX 75201
T: 214.939.4900
F: 214.939.4949
jacqueline.peterson@klgates.com
WCC, LIT

Courtney B. Sapire

Sapire Search Group, Inc.
901 South Mopac Expressway
Plaza One, Suite 300
Austin, TX 78746
T: 866.413.2868
csapire@sapiresearch.com
Other

VIRGINIA

Pamela Belleman

Troutman Sanders LLP
P. O. Box 1122
Richmond, VA 23218
T: 804.697.1456
F: 804.697.6005
pam.belleman@troutmansanders.com
COM, RES

Joy C. Fuhr

McGuireWoods LLP
901 E. Cary Street
Richmond, VA 23219
T: 804.775.4341
jfuhr@mcguirewoods.com
TOX, LIT, EPA, PRL

Veronica G. Kayne

Haynes and Boone, LLP
1614 Brookside Road
McLean, VA 22101
T: 703-237-5193
veronica.kayne@yahoo.com
LIT, ANT

Jane Sper

Kutak Rock LLP
Bank of America Center
Suite 800
1111 East Main Street
Richmond, VA 23219
T: 804.644.1700
F: 804.783.6192
jane.sper@kutakrock.com
RES, TAX

WISCONSIN

Stephanie M. Erickson

Meissner Tierney Fisher & Nicholas, S.C.
111 E. Kilbourn Avenue
19th Floor
The Milwaukee Center
Milwaukee, WI 53202
T: 414.273.1300
F: 414.273.5840
sme@mtfn.com
LIT, INS

INTERNATIONAL

Lori M. Duffy

Weirfoulds LLP
130 King Street West
Suite 1600
P.O.Box 480
Toronto, Ontario, CN M5X 1J5
T: 416.947.5009
F: 416.365.1876
lduffy@weirfoulds.com
RES, T&E

Lori A. Prokopich

Cassels Brock & Blackwell LLP
Scotia Plaza
40 King St. West
Suite 2100
Toronto, ON M2P 1R2
T: 416.869.5485
F: 416.350.6934
lprokopich@casselsbrock.com
BSL, COR, M&A



SPRING FORWARD WITHOUT MISSING A STEP

Advance your career, or have a life? A lot of law firms expect lawyers to choose. But at DLA Piper, we're pushing hard to be different in principle and practice. So you can advance your career, yet enjoy your life. Have we reached the perfect balance? Of course not. But we're making steady progress. And we'll always keep focusing on the next step. When it matters to our colleagues, it matters to us.

www.dlapiper.com | DLA Piper LLP (US)

EVERYTHING MATTERS



Heidi Levine, 1251 Avenue of the Americas, 27th Floor, New York, NY 10020
Stacy Snowman, 555 Mission Street, Suite 2400, San Francisco, CA 94105 | DLA Piper provides legal services globally through DLA Piper LLP (US) in the United States and through affiliated entities elsewhere. | Attorney Advertising



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

Presorted
Standard Mail
U.S. Postage
PAID
Permit # 73
West Caldwell, NJ

National Association of Women Lawyers
American Bar Center, MS 15.2
321 North Clark Street
Chicago, IL 60654



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

Register for the *10th*
Edition National Directory of Women
Lawyers and Women-Owned Law Firms at
www.nawl.org

THE Directory

**Please contact the NAWL office at (312) 988-6186 or
nawl@nawl.org with any questions.**

* NAWL Members receive a discounted listing price.