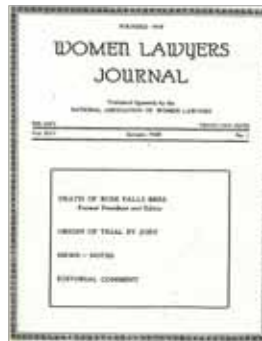


WLJ

WOMEN LAWYERS JOURNAL

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



Advancing Women in the Legal Industry

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

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ABOUT WOMEN LAWYERS JOURNAL

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

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

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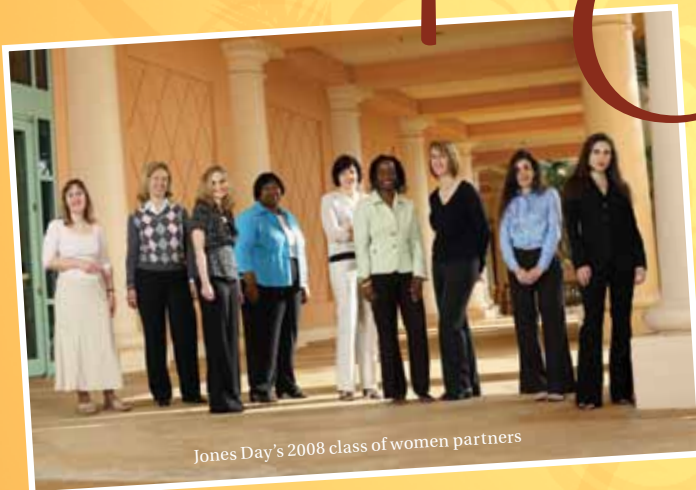
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NAWL Mid-year Meeting photos taken by Duke Photography.
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From One To Many



Naoma Stewart
Jones Day's first female partner



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NATIONAL ASSOCIATION OF WOMEN LAWYERS



National Association of Women Lawyers®
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About NAWL

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

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

BENEFITS OF MEMBERSHIP

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

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EDITOR'S NOTE



Hopefully you were able to attend NAWL's Mid-Year Meeting in Los Angeles, California – Reach for the Stars was the theme and if you're going to see stars, where else would you rather be than Los Angeles? I don't think there was much celebrity spotting but it sure was fun to try. The Mid-Year Meeting chairs, Saretta McDonough and Jennifer Guenther did an amazing job with programming and sponsorship and everyone who attended had great things to say about the meeting. You can see pictures from the meeting in the pages of this issue.

In case you didn't figure it out from the cover of the journal, we are celebrating here – the 100th anniversary of the Women Lawyers' Journal to be specific. Hard to believe that even before women could vote, there was a journal for women lawyers. Through the years, the journal has used its voice to discuss legal issues of the day – including issues like child labor, women's property rights, more representation for women as judges and prosecutors and equal pay and equitable minimum wages. The journal also celebrated historic accomplishments for women lawyers – the suffragists who were appointed as judges, editor Isabel Giles speaking to members of the New York State Senate on behalf of a bill to create a public defender's office and the first women admitted to various state bars and bar associations.

There have been a long line of editors for the journal and I'm proud to be included among them. It is an awe-inspiring list and while I don't expect to be around for the 200th anniversary, I'm certain that there will be one and it will be amazing.

I hope all of you will attend a NAWL meeting in the near future and look forward to seeing you there. If you see me, come up to me and tell me how we're doing. I'd love to hear your suggestions and comments.

Warm wishes,

Deborah S. Froling, Editor

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PRESIDENT'S LETTER



As I reflect on the 100th anniversary of the Women Lawyers Journal, I reflect on an organization and a publication that has spanned the generations and the evolution of "women in and under the law." NAWL and its members have, over the 112 years of its existence, been at the forefront of women's issues of the day. As we celebrate this 100th anniversary of the Women Lawyers Journal, we look back at how it has evolved and look forward to how it will continue to evolve in this digital age in which we now live. We reflect upon how the practice of law has evolved, in firms, corporations and law schools and how it will continue to evolve in the coming years and generations. We look at the progress we've made and how much progress is still to come. Through it all, the Women Lawyers Journal has been there and we look forward to another 100 years of the Women Lawyers Journal.

My year as President of this great organization is coming to an end and as I look back on my year, the theme of "*reflect on the past, evaluate the present, and strive to create a future*" continues to resonate. NAWL continues to strive to find ways to build a future profession that is more diverse.

This year, NAWL has continued its work, in conjunction with the NAWL Foundation, on the Survey on the Retention and Promotion of Women in Law Firms which continues to show that the percentage of women equity partners has essentially remained *unchanged* over the last six years and there has been a slight decrease in women entering law firm practice. As a result, NAWL hosted a series of three Summits designed to bring together thought leaders for the purpose of sharing their experiences and ideas about practices that have or have not worked. A report on their findings will be issued that will provide some guidance to firms and corporate legal departments to help advance and promote their women.

NAWL also expanded its work in an international way by hosting, along with the Law Society of London, the International Women in Law Summit 2012 – Setting the Agenda for Change. Given NAWL's unique position as an official observer at the United Nations, it seemed appropriate that NAWL should expand its reach outside the borders of the United States.

As we look back through the years of change in the Women Lawyers Journal, we also look forward to the future in advancing women as part of a more diverse and inclusive profession. As I get ready to hand over the reins of NAWL to our next President, Beth Kaufman, I am confident in the future and look forward to my next role with NAWL and assisting the organization continue to help the next generation of women lawyers and leaders fulfill their maximum potential.

Warmest Regards,

Heather C. Giordanella

Drinker Biddle & Reath LLP

NAWL President, 2011-2012

EVENT HIGHLIGHTS

NAWL Mid-Year Meeting

February 23, 2012 in Los Angeles, California

At NAWL’s 2012 Mid-Year Meeting in Los Angeles, California, NAWL honored The Honorable Dorothy W. Nelson with its Leadership Award. Judge Nelson received her A.B. from the University of California, Los Angeles in 1950 and her J.D. from its School of Law in 1953. She received an LL.M. from the University of Southern California Law School in 1956. She was in private practice from 1954 to 1957 and then became a member of the faculty at the University of Southern California Law School from 1957 to 1980 where she served as dean from 1969 to 1980. In 1979, Judge Nelson was nominated to the Ninth Circuit Court of Appeals by then-President Jimmy Carter. She assumed senior status in 1995. Judge Nelson also founded the Western Justice Center in Pasadena, a nonprofit research and development organization dedicated to improving justice and replicating new conflict resolution methods. In addition, NAWL awarded its Challenge Award to Warner Bros. Entertainment Inc.’s Legal Department. The Challenge Award was accepted by Zazi Pope, Warner Bros.’s Deputy General Counsel.



NAWL President-elect, Beth Kaufman, speaking to the attendees at the Mid-Year Meeting in Los Angeles’ Omni Hotel.



NAWL President, Heather Giordanella, presents the NAWL Challenge Award to Zazi Pope, Deputy General Counsel, of Warner Bros. Entertainment, Inc.



“Wine and Wisdom” panel. From left to right: Moderator Carla Christofferson, panelists: Jamie Cheng, Edith Matthai, Holly Fujie, NAWL past NAWL president Lisa Gilford and Debra Wong Yang.



NAWL Treasurer Lisa Passante and NAWL President Heather Giordanella are flanked by attendees of the NAWL Networking Reception at NOE Restaurant.

EVENT HIGHLIGHTS

NAWL Mid-Year Meeting

February 23, 2012 in Los Angeles, California

In addition to the Leadership and Challenge Awards, the NAWL Mid-Year Meeting was filled with panel presentations and networking opportunities. Panel presentations included Karen Kahn’s “Success: What It Is...Really...And How To Get It Your Way,” “Rising Through the Ranks: Taking Charge of Your Legal Career,” “Effective Networking: New Tools in a New Era in Law.” Attendees also got some CLE Ethics credits from “Cloud 9” presented by Ethics Follies® and a speech from Professor Barbara Babcock, Judge John Crown Professor of Law, Emerita, Stanford Law School and author of “*Woman Lawyer: The Trials of Clara Foltz*” entitled “Woman Lawyer Integration and the Quest for Formal Equality.”



NAWL Life Member Selma Moidel Smith is pictured with Professor Babcock, Judge Nelson and Judge Alarcón, Senior Circuit Judge for the 9th Circuit Court of Appeals.



Ethics Follies® performs a scene from its CLE presentation of “Cloud 9” for attendees to receive CLE Ethics credits.



Professor Barbara Babcock signs copies of her book “*Woman Lawyer: The Trials of Clara Foltz*” for Val Delp, law student from Pepperdine Law School.



Judge Dorothy Nelson, NAWL’s Leadership Award winner, is presented with a lovely plant by her friend, retired Judge Judith C. Chirlin, Executive Director, Western Justice Center.

Survey of Legislation and Activity on Women’s Issues in the 112th United States Congress November 2011

Introduction

The Legislation Committee for the National Association of Women Lawyers is pleased to offer our inaugural edition of a survey of 2011 federal legislation and other Congressional activity affecting women. We call this a survey because we do not present a comprehensive review of women’s issues in the 112th Congress, but only highlight those items that appeared to us to have the most import to women in our country and beyond.

What follows then is a summary of select legislation, Congressional resolutions and hearings, which we feel, are of interest and concern. As we intend to offer this survey on an annual basis going forward, we welcome your input for improvement.

I. The Congressional Woman’s Caucus and Woman Leaders in the House and Senate

In 1977, a group of fifteen Congresswomen met to discuss social security and pension reform, childcare, job training, and how to move women off welfare. The group met on and off thereafter, and in 1981, invited their male colleagues to join what officially became the Congressional Caucus for Women’s Issues.

It has been said that bipartisanship is the key to the Caucus’ strength and success. Since 1977, the Caucus has pushed women’s issues forward both nationally and internationally, championing issues such as fair credit, child support enforcement, pay equity, domestic violence and sexual assault. Nationally, it has successfully seen the enactment of the items in the box to the right.

Internationally, the Caucus has worked to bring international attention to the plight of refugees, represented the Congress at U.N. world conferences on women, and generally served as a model for women parliamentarians everywhere who aspire to improve the lives of women and families.

- The Pregnancy Discrimination Act
- The Child Support Enforcement Act
- The Retirement Equity Act
- The Civil Rights Restoration Act
- The Women’s Business Ownership Act
- The Breast and Cervical Cancer Mortality Prevention Act
- The Mammography Quality Standards Act
- The Family and Medical Leave Act
- The Violence Against Women Act
- The Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development Act
- Reauthorization of the Mammography Quality Standards Act

This year, women serve in leadership positions throughout the 112th Congress.

In the House, **Rep. Nancy Pelosi** (D-CA) was elected Democratic Leader, **Rep. Cathy McMorris Rodgers** (R-WA) continued to serve as vice-chair of the Republican Conference, and **Congresswoman Ileana Ros-Lehtinen** (R- FL) was appointed Chairman of the House Foreign Affairs Committee. In addition, the Congressional Asian Pacific American Caucus is chaired by **Rep. Judy Chu** (D-CA), **Del. Donna Christensen** (D-VI) serves as first vice chair of the Congressional Black Caucus (CBC), and **Rep. Yvette Clarke** (D-NY) serves as the CBC secretary.

In the Senate, **Sens. Patty Murray** and **Debbie Stabenow** serve as conference secretary and vice chair of the Democratic Policy Committee, respectively. **Sen. Barbara Boxer** has continued as chief deputy whip.

As for the Women’s Caucus itself, **Reps. Cynthia Lummis** (R-WY) and **Gwen Moore** (D-WI) serve as the Co-Chairs for what is now called the Congressional Women’s Caucus for Women’s Issues, and Reps. Jaime Herrera Beutler (R-WA) and **Debbie Wasserman Schultz** (D-FL) serve as vice chairs.

Task force co-chairs for the 112th Congress are as follows:

Women’s Health:

Reps. Shelley Moore Capito (R-WV) and Lois Capps (D-CA)

Women and the Economy/Business:

Reps. Jaime Herrera Beutler (R-WA) and Chellie Pingree (D-ME)

Violence Against Women:

Reps. Jean Schmidt (R-OH) and Donna Edwards (D-MD)

International Women’s Issues:

Reps. Judy Biggert (R-IL) and Jan Schakowsky (D-IL)

Afghan Women:

Rep. Cathy McMorris Rodgers (R-WA)

Trafficking:

Reps. Ann Marie Buerkle (R-NY) and Carolyn Maloney (D-NY)

Women in the Military/Veterans:

Reps. Kay Granger (R-TX) and Susan Davis (D-CA)

Young Women:

Reps. Renee Ellmers (R-NC) and Tammy Baldwin (D-WI)

Women of Color:

Rep. Sheila Jackson Lee (D-TX)

Education:

Rep. Judy Chu (D-CA)

Please contact these women with your legislative concerns. They are there to serve you.

II. FY 2011 Budget Provisions Affecting Women

The biggest item on the legislative agenda every year is the budget. All other legislative initiatives depend on the support of infrastructure funding, as well as specifically appropriated programming dollars. This year's budget process was drawn out through a series of continuing resolutions, as a result of the partisan stalemate on basic philosophical issues about the role of government. The appropriations measures which resulted cut funding across all sectors of government, and women's programs were no exception.

Bridge Funding

On April 9 the president signed into law a short-term, or “bridge,” continuing resolution (CR) to fund the federal government through April 15. An issue in all the negotiations was publicly funding family planning clinics such as Planned Parenthood, because of their abortion activities, in the District of Columbia, nationally, and abroad. Initially, this CR prohibited the District of Columbia from using locally raised funds to provide abortion services to low-income women. The final version of the CR, signed into law by the President, did not include this provision.

The “bridge” CR was enacted to give House and Senate negotiators time to draft and pass legislation that would fund the government through the end of FY2011, which ended September 30, 2011. The final CR was signed into law by the President on April 15 with spending cuts of \$38.5 billion. The long-term CR in the end did not eliminate funding for Title X family planning programs.

The Final FY2011 Budget

The bill provided \$1.049 trillion in overall spending for FY2011, which is nearly \$40 billion less than spending levels in FY2010. Of particular import, the budget included provisions prohibiting the District of Columbia from using locally raised funds to provide low-income women with abortion services, except in cases of rape, incest, or where the mother's life would be endangered if she carried the pregnancy to term.

Funding for programs important to women, children and families was generally cut across the board, impacting programs such as the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), and Juvenile Justice programs. While the bill did not eliminate funding for Title X family planning programs, as was recommended by the House, it reduced Title X funding to FY2008 levels.

Unlike the other departments and agencies, the bill fully funded the Department of Defense for FY2011, maintaining funding levels for breast cancer research and treatment, ovarian cancer research, and HIV research programs. The Child Care and Development Block Grant program received \$340 million more than FY2010.

With respect to foreign programming, the bill did not reinstate the restriction on international family planning. As a result of our continuing activities in Afghanistan, the bill singled out Afghan women for protection, including provisions to ensure women's participation in the Afghan government, protect the rights of Afghan women and girls, and improve their “security, economic and social well-being, and political status.”

And now we begin again

FY 2011 funding ended on September 30, and negotiations for this year's budget are ongoing. On October 5, the President signed a measure approved by the House and Senate to fund the government through November 18, and since then both the House and Senate have been working separately to pass what they call “Minibus” spending bills, using a piecemeal approach to getting the work done.

III. Legislation of Interest

When it comes to women's issues this year, much of the activity in the House and Senate related to the serious continuing issue of violence against women, both at home and abroad. Four measures in particular are on track to pass this year:

Reauthorization of the Violence Against Women Act (Bills not yet introduced)

The Violence Against Women Act of 1994 (VAWA), described as the “the greatest breakthrough in civil rights for women in nearly two decades,” was sponsored by then U.S. Senator Joseph R. Biden, and provides funding for investigating and prosecuting domestic violence, as well as for emergency family shelters and domestic abuse hotlines. An Office on Violence Against Women was established within the Department of Justice in the 2000 reauthorization, with the authority to administer grant money under VAWA and develop federal policy related to domestic violence, dating violence, sexual assault, and stalking. VAWA was reauthorized by Congress in 2000, again in December 2005, and it is up for reauthorization in 2011.

This year, congressional hearings relating to reauthorization have focused specifically on the issue of sexual assault and domestic violence against Native American women. Studies have found that three of five Native American women have been assaulted by a partner, and that one third of all Native American women will be raped in their lives. Adding to the urgency is the additional finding that in some areas, Native American women are murdered ten times more often than the national average.

The Justice Department has acknowledged in congressional hearings how difficult it is currently to effectively prosecute cases of domestic violence against Native American women. Tribal courts can only sentence Native American offenders to one year in prison and have no authority to prosecute non-Native Americans who live on the reservation, even if married to a tribal member. The Department of Justice has therefore proposed adding provisions to the act which would:

- Allow for concurrent criminal tribal jurisdiction to investigate, prosecute, convict, and sentence both Native American and non-Native Americans who assault Native American spouses, intimate partners, or dating partners, or who violate protection orders, while in Native American country;
- Ensure tribal courts have civil jurisdiction to issue and enforce protection orders against Native Americans and non-Native Americans; and
- Increase penalties under the Federal Criminal Code for assaulting a spouse, intimate partner, or dating partner.

Related legislation which has been introduced include the Alaska Safe Families and Villages Act (S. 1192) and the Stand Against Violence and Empower (SAVE) Native Women Act (S. 1763).

NAWL LEGISLATION SURVEY

The Veterans Sexual Assault Prevention Act (S. 1689, H.R. 2074)

This fall, both the House and Senate introduced bills establishing the Veterans Sexual Assault Prevention Act, which is intended to protect Veterans Affairs facility patients from sexual assault. The House passed their bill in October. The bills were introduced as a direct result of a June 2011 Government Accountability Office report which found serious gaps in the reporting of sexual assault in VA facilities stemming from a lack of clear definitions, requirements and a central database for collecting and storing reports of assault.

The Veterans Sexual Assault Prevention Act will address these concerns by mandating a comprehensive VA policy to include the following provisions:

- Reporting and tracking sexual assaults at each VA facility;
- Tools to assess the risk of individual veterans;
- Mandatory security training and implementation of physical security precautions;
- Procedures for communicating and reporting incidents of abuse to appropriate VA officials; and
- Procedures for VA law enforcement officials for investigating, tracking and closing reported incidents.

Peace Corps Volunteer Protection Act (S. 1280)

Also this fall, the Kate Puzey Peace Corps Volunteer Protection Act overwhelmingly cleared both the House and Senate. The bill is named after a young Peace Corps Volunteer who was murdered in 2009. It will require the Peace Corps, which celebrates its 50th anniversary this year, to develop sexual assault risk-reduction and response training and protocol in consultation with experts that complies with best practices in the sexual assault field. The bill requires a special advocate be established to deal with issues relating to sexual assault and other forms of violence against volunteers, and also the establishment of an advisory panel to provide guidance and input.

During deliberations and hearings on the bill, many women testified about sexual abuse and violence toward women volunteers. The story of Kate Puzey is particularly disturbing. Kate was teaching for the Peace Corp in the West African nation of Benin when she was murdered in apparent retaliation for accusing a local Peace Corps employee of molesting village girls. She was 24.

A similar bill did not gain traction in the last Congress. Many credit success this year to Peace Corps Director Aaron Williams and his ability to find funding for the new programs from the Peace Corps' existing budget.

In addition to these violence protection bills, trafficking, paycheck fairness, and abortion bills are on the calendar for the year, as well as other various pieces of legislation important to women:

The Trafficking Victims Protection Reauthorization Act (S. 1301, H.R. 2830)

The Trafficking Victims Protection Reauthorization Act has passed out of committee in both the House and Senate and is expected to be passed by both houses soon.

The Trafficking Victims Protection Act (TVPA), first enacted in 2000 and reauthorized three times since, was groundbreaking legislation and is still considered America's strongest tool against human trafficking. The Act made human trafficking a federal crime with significant penalties, it required the creation of agencies and task forces to consider domestic and international issues associated with trafficking, including a State Department's "Office to Monitor and Combat Trafficking in Persons," and it created a number of other initiatives to prevent trafficking and protect victims.

Both the House and Senate bills make improvements to the current law. The Senate bill would:

- Establish Child Protection Compacts allowing for cooperation between governments to prevent child exploitation and abuse;
- Create a grant program relating to programs for minor victims of sex trafficking;
- Expand the use of the federal racketeering law against traffickers; and
- Include provisions protecting threatened family members of trafficking victims.

NAWL LEGISLATION SURVEY

The House bill would:

- Provide anti-trafficking assistance to foreign governments during post-conflict and humanitarian emergencies; and
- Establish a Department of Defense office to deal with trafficking by members of the Armed Forces, the Department or a defense contractor.

In addition, both the House and Senate versions would:

- Encourage use by federal agencies and states of the National Human Trafficking Resource Center;
- Strengthen child exploitation law enforcement against U.S. citizens living abroad; and
- Provide assistance for minor victims of trafficking.

Other legislation of interest:

The Paycheck Fairness Act (S. 797, H.R. 1519)

The Paycheck Fairness Act would amend the Equal Pay Act of 1963 to increase employer liability for compensation decisions that result in unequal pay, bar retaliation against employees who disclose their wages to coworkers, and close some loopholes remaining in the Equal Pay Act. The Act passed the House in the last session of Congress but failed in the Senate by two votes. The bills are currently stuck in Committee in both houses.

The House Protect Life Act (H.R. 358)

In October, the House of Representatives passed the Protect Life Act, which prohibits women from buying health insurance plans that cover abortion under the Affordable Care Act and makes it legal for hospitals to deny abortions to pregnant women with life-threatening conditions. Current law requires that hospitals perform whatever procedures are necessary to protect the life of a person in their care.

The purpose of the bill, as stated by Sen. Majority Leader Eric Cantor, is "to ensure that no taxpayer dol-

lars flow to health care plans that cover abortion and no health care worker has to participate in abortions against their will." However, the Affordable Care Act provides that public dollars must be segregated from the private insurance payments that cover abortion. In fact a federal judge has specifically ruled that "[t]he express language of the [Affordable Care Act] does not provide for taxpayer-funded abortion...that is a fact, and it is clear on its face."

Despite House passage, the Senate is unlikely to take up the bill and the President has promised to veto the bill if it ever reaches his desk, based on a belief that the legislation impinges on a woman's reproductive freedom and access to health care.

The Respect for Marriage Act of 2011 (S. 598, H.R. 1116)

On July 20, the Senate Judiciary Committee held a hearing on repeal of the 1996 Defense of Marriage Act (DOMA), which prohibits the federal government from recognizing same-marriages. While same-sex couples can currently marry in six states, they cannot access federal spousal and survivor benefits under federal law. The Respect for Marriage Act of 2011 would repeal parts of DOMA to allow equal treatment for same-sex couples. Both the House and Senate bills are stuck in Committee.

Women's History Museum Bill (H.R. 2844)

This fall both House and Senate committees approved a bill to authorize the conveyance of a parcel of federal land near the national mall to National Women's History Museum, Inc. for the purpose of establishing the National Women's History Museum. The bill was sponsored by Senator Susan Collins, R-Maine, and a bipartisan group of women senators, including Senators Barbara Mikulski, D-Md., Barbara Boxer, D-Calif., and Kay Bailey Hutchison, R-Tex.

As Sen. Collins stated in a press release, the museum would be "the first institution in the region that showcases the many important social, economic, cultural, and political contributions that women have made to our country." Under the bill, the museum organization would be completely responsible for the design and construction of the museum; it would not be publicly funded. This legislation has yet to reach the House or Senate floors.

Breast Cancer Stamp Bill (S. 384)

On February 17, 2011, Senator Dianne Feinstein (D-Calif.), introduced a bill to extend the authority of the breast cancer research stamp to December 31, 2015. Seventy percent of the proceeds from the stamp go to the National Institutes of Health and the remainder to Department of Defense for breast cancer research.

According to the Advocacy Alliance of the Susan G. Komen for the Cure, an estimated 230,480 new cases of invasive breast cancer are expected to occur among women in the United States during 2011, and 40,000 women will die from breast cancer. Since the stamp was first issued in 1998, over 903 million stamps have been purchased, raising \$72 million for breast cancer research.

IV. House and Senate Resolutions of Interest

On January 27, the Senate approved, by unanimous consent, a resolution (S. Res. 32) designating February 2011 as “National Teen Dating Violence Awareness and Prevention Month.”

On February 2, the Senate passed, by unanimous consent, a resolution (S. Res. 36) to designate January 2011 as “National Stalking Awareness Month.”

On March 29, the Senate approved a resolution (S. Res. 114) honoring former Congresswoman Geraldine Ferraro, the first female candidate for vice president, and extending the condolences of the Senate on her death.

On April 14, the Senate approved a resolution (S. Res. 109) recognizing the role women in the Middle East and North Africa played in recent democratic upheavals in the region.

On July 29, the Senate approved a resolution supporting the goals and ideals of National Ovarian Cancer Month (S. Res. 242).

On July 29, the Senate approved a resolution encouraging women’s political participation in Saudi Arabia (S. Res. 216).

V. Other House and Senate Hearings of Interest

Human Trafficking in Asia

On April 7, the Senate Foreign Relations Subcommittee on East Asian and Pacific Affairs held a hearing on human trafficking in Asia.

International Child Abduction

On May 24, the House Foreign Affairs Committee held a hearing, “International Child Abduction: Broken Laws and Bereaved Lives.”

On July 28, the House Foreign Affairs Subcommittee on Africa, Global Health, and Human Rights held a hearing, “Improving Implementation of the Hague Convention on the Civil Aspects of International Child Abduction.”

Quality Child Care

On September 8, the Senate Health, Education, Labor, and Pensions Subcommittee on Children and Families held a hearing, “Examining Quality Child Care: Giving Working Families Security, Confidence, and Peace of Mind.”

China’s One Child Policy as a Crime against Women and Unborn Babies

On September 22, the House Foreign Affairs Subcommittee on Africa, Global Health, and Human Rights held a hearing entitled, “China’s One-Child Policy: The Government’s Massive Crime Against Women and Unborn Babies.”

Women and the Arab Spring

On November 2, the Senate Foreign Relations Subcommittees on International Operations and Organizations, Democracy, and Global Women’s Issues and Near Eastern and South Central Asian Affairs held a joint hearing on entitled, “Women and the Arab Spring.”

Contraceptives Conscience Clause

On November 2, the House Energy and Commerce Subcommittee on Health held a hearing, “Do New Health Law Mandates Threaten Conscience Rights and Access to Care?”

Violence Against Indian Women and Families

On November 10, the Senate Indian Affairs Committee held a hearing on several bills, including the Alaska Safe Families and Villages Act (S. 1192) and the Stand Against Violence and Empower (SAVE) Native Women Act (S. 1763).

In-House Women United: The NAWL General Counsel Institute

by Lisa M. Passante



Lisa Passante is Corporate Counsel for E. I. du Pont de Nemours and Company, located in Wilmington, Delaware. Ms. Passante joined DuPont in 1993, where she currently is lead commercial counsel to DuPont Performance Coatings, a major global presence in the supply of automotive and industrial coatings. In prior years, Ms. Passante focused on the management of toxic tort, products liability and commercial litigation, and served in a special assignment to DuPont’s Government Affairs department. She is the founder of the DuPont Women Lawyers’ Network, an organization consisting of women lawyers at DuPont and its outside primary law firms. The Network has been featured in numerous publications and was cited as a best practice in the 2001 Catalyst study “Women in Law.” Ms. Passante holds the office of Treasurer on the Executive Board for NAWL.

The General Counsel Institute is one of NAWL’s signature programs. Making its debut in 2005, the “GCI” has gained a reputation as the premier event for senior women in-house counsel aspiring to a chief legal officer position. The seventh annual GCI, recently held in November 2011, hit a new high in both attendance by in-house counsel and support by sponsoring law firms and legal service providers.

The GCI was the brainchild of past NAWL president Stephanie Scharf, who brought it to fruition with past presidents Lorraine Koc and Cathy Fleming. Lorraine, who chaired the second annual event, recalls the discussions leading to the first GCI. “We recognized that most discussions focused on women in law firms, and that we needed a forum to highlight the issues facing women in an in-house practice.”

So what makes the GCI so special? Attendees uniformly cite the networking and camaraderie at the event as highlights. The conference has purposefully been kept to a size that permits a more intimate venue and an atmosphere that promotes collegiality and frank conversation. Add to the mix superstar general counsels, provocative speakers, cutting edge presentations on issues unique to women and continuing legal education workshops on a wide variety of substantive issues, and you have a winning combination.

Over the years, celebrated chief legal officers such as Amy Schulman of Pfizer, Michele Coleman Mayes of Allstate, Sara Moss of Estee Lauder and many others have shared their insights and experiences in both keynote and panel settings. Popular authors, speakers, journalists and political insiders such as DeeDee Myers, Dan Abrams, Donna Brazile and Jan Crawford Greenberg have delighted the audience with their insights and in some years autographed copies of their most recent

books. Catalyst, the leading research organization on women in business, has presented its cutting edge research and led panel discussions by thought leaders from the legal and business worlds on issues directly related to the career advancement of women.

GCI also gives participants the opportunity to choose from concurrent workshops on substantive topics, which are sometimes designed to drill down on very specialized issues, and sometimes designed as a “fundamentals” course on the basics of an area of law for the non-expert practitioner. There are also workshops dedicated to issues of law department management, which give attendees the opportunity to benchmark and learn from each other.

GCI 7 conference chair Elizabeth Levy of Siemens was thrilled with the level of participation in the 2011 event. “After attending the GCI and participating on the planning committee for many years, having the opportunity to lead a committee of remarkable women in-house lawyers from around the country for the GCI 7 was an incredibly enriching experience. If you are a woman in-house lawyer and can attend only one event a year, I would not hesitate to recommend GCI to you”.

The GCI has been held each year in New York, which has proven popular due to its easy access for speakers and participants. Because of the popularity of the program and the expressed desire of so many attendees to maintain their new connections, NAWL is considering supplementing the GCI with regional events for in-house lawyers. If you are an in-house lawyer who would like to be on the planning committee (limited to in-house lawyers only please!), or if you are a law firm or legal service provider interested in sponsoring the GCI or a future regional event, please contact NAWL at nawl@nawl.org.

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NAWL Gives Back with Nights of Giving

by Angela Beranek Brandt and Cassandra Fortin

“The beauty of empowering others is that your own power is not diminished in the process.” ~ Barbara Coloroso.

Each city chooses a local charity to be the beneficiary of the event. Charities range from food banks to coalitions against human trafficking and young women leadership groups to battered women’s shelters. The common thread is that each charity provides services to women or girls.



Angela Beranek Brandt is a partner with Larson • King, focusing her civil litigation practice in the areas of commercial litigation, employment litigation and products liability. She has represented clients in litigated disputes in State and Federal courts. She has served as lead counsel in more than seventy-five arbitrations and trials. Angela also has experience working with clients as an in-house attorney and as outside general counsel. Angela is active in a number of local and national organizations. She currently serves on the Executive Board of the National Association of Women Lawyers (“NAWL”). Angela chairs the Mentor Committee and is National Chair of the popular NAWL Nights of Giving and serves as Vice-President of the Ramsey County Bar Association. She is also a member of Campaign for Legal Aid, a committee that raises money for Southern Minnesota Regional Legal Services (“SMRLS”). She is regularly asked to speak at seminars in Minnesota and across the country.



Cassandra Fortin, an associate at Larson King, LLP in St. Paul, Minnesota, focuses her litigation practice in the areas of products liability, business, financial services, and insurance coverage. During law school Cassie gained a variety of legal experiences. She successfully prosecuted domestic violence cases for Hennepin County in the Domestic Assault Prosecution Clinic, acquired experience in appellate advocacy in the Maynard Pirsig Moot Court, and clerked at the Minneapolis Legal Aid Society – Immigration Law Project where she assisted clients with a range of immigration issues. Cassie interned at 3M Company – Office of General Counsel where she worked in multiple legal areas as diverse as litigation to corporate finance. During her internship, Cassie learned how to effectively counsel in-house clients and acquired firsthand experience and knowledge of the inner-workings of a Fortune 500 Company.

NAWL’s popular Nights of Giving series continues to provide opportunities for women lawyers to empower each other while also empowering women and girls in their communities. Each Night of Giving enables lawyers and other professionals to come together for an evening of philanthropic networking and volunteerism to benefit charitable and community service organizations. Lisa Horowitz, a past president of NAWL, first developed the idea for these events. According to Ms. Horowitz, “Women lawyers lead very busy lives. We are always multitasking. We want to connect with colleagues as well as to give back to our communities. Creating an opportunity to do both simultaneously and adding to that the chance to have some fun, just

seemed like a very natural activity for NAWL. I am delighted that NAWL’s Networking Nights of Giving have become such a popular event around the country.” NAWL holds Nights of Giving events in several cities each spring and fall, as well as the night before the Annual Meeting held each year in New York City in July. The hosting cities have ranged from Los Angeles to New York and Minneapolis to New Orleans. Each city chooses a local charity to be the beneficiary of the event. Charities range from food banks to coalitions against human trafficking and young women leadership groups to battered women’s shelters. The common thread is that each charity provides services to women or girls.

Since 2008, a diverse group of organizations throughout the United States have benefitted from the NAWL Nights of Giving events. Past organizations include, Girls Inc., Casa Valentina, Dress for Success, Community Food Bank, Step Up, Sarah’s Circle, My Sister’s Closet, Women Against Abuse, The Family Place, Girls in Action, the American Red Cross, Veteran’s Hospital, Girls to Women, the Pajama Program, Young Women’s Leadership Network, Daybreak, the Polaris Project, Courtney’s House, My Sister’s Place, and Crescent House. NAWL utilizes these events to bring together members from all aspects of the legal profession to support great causes. “NAWL’s membership is diverse. Our members represent all sectors of the legal profession (firms, corporations, government, military, the judiciary, nonprofits and academia) and they have a variety of backgrounds,” explains Heather Giordanella, NAWL President. The Nights of Giving appeal to members in all of these groups. Nights of Giving are not planned like a typical fundraiser. Rather, attendees are asked to bring in-kind donations from the charities’ “wish list.” The events are “unique because they bring an entire community together. In today’s economy, people may not attend an event if they know they’ll have to write a check – it can be uncomfortable,” explains Dorian Denburg, Immediate Past President of NAWL. “What’s so great about the Nights of Giving is that they are specifically designed to be networking combined with charitable giving,” she says. LexisNexis has been an instrumental partner in each Night of Giving event since the inception of the series. “LexisNexis is proud to be a partner of the National Association of Women Lawyers,” says Sherri Morgan, Com-

munity Relations Manager for LexisNexis Cares. Morgan explains that LexisNexis and NAWL’s “missions fit hand in glove: LexisNexis, advancing the rule of law around the world and NAWL, supporting and advancing the interests of women in and under the law.” LexisNexis has worked alongside NAWL, using their collective resources to benefit those in need for years. LexisNexis provides further support for the Nights of Giving events by organizing an activity that the attendees can perform while networking. At each event, an activity is chosen to coincide with the type of donations requested for the charity, such as wrapping journals as gifts to high school girls, assembling boxes of household supplies to help women in shelters start off with essential items in their new homes, and writing notes of encouragement that were packed with other supplies in backpacks for school children. The activities are designed to help organize the donations for the charities while giving participants additional networking opportunities. The format for the Nights of Giving has proven successful for women and men to empower each other through networking while at the same time empowering women and girls in their communities. And NAWL has no plans to slow down. According to President Giordanella, “We look forward to continuing our Night of Giving tradition and providing an opportunity to our members to come together and support many more worthwhile causes.” If you would like more information or would like to get involved with a Night of Giving in your community, contact the Nights of Giving Chair, Angela Brandt at 651-312-6544 or abrandt@larsonking.com.

LexisNexis and NAWL’s “missions fit hand in glove: LexisNexis, advancing the rule of law around the world and NAWL, supporting and advancing the interests of women in and under the law.” LexisNexis has worked alongside NAWL, using their collective resources to benefit those in need for years.

Military Spouse JD Network

by LTC Mary Card-Mina

Did you know that military spouses are ten times more likely to have moved across state lines in the last year as compared to their civilian counterparts? Did you know that military families move every two to three years on average, including to overseas locations and remote locations in the United States? Did you know that moves are mandatory for the service member based on the needs of their respective service? For a military spouse who is also an attorney, these facts make working as an attorney more difficult. However, there is a newly created organization to look at the issues that military spouses who are also attorneys face.

The Military Spouse JD Network was formed on June 14, 2011 by two successful military spouse attorneys. The mission of the organization is to:

- advocate for bar membership for qualified military spouses,
- increase employment opportunities,
- and encourage networking.

Currently, the Network has over 300 members, including active duty Air Force, Army, Coast Guard, Marine and Navy members, as well as Reserve and National Guard spouses.

Attorneys are required to be licensed in each state in which they practice. Sometimes this process can take up to a year – submitting the application, studying and sitting for the bar examination and receiving the results. In some states, the cost can range from \$4,000 to \$5,000 in preparation materials and fees. Any gaps in employment due to such delays must be justified and can cause additional delays in admission. Any attorney can face these types of issues; however, for military spouses forced to move every two to three years, these issues can be profound and significant.

It is not unusual for military spouses to have taken three to four bar exams. Research has also revealed that less than one-third of the members of the Military Spouse JD Network are employed full time as attorneys. In reality, almost half the Military Spouse JD Network members are unemployed and actively looking for work or are underemployed in non-attorney positions. The biggest challenge in finding and keeping employment for a military attorney spouse is the ongoing geographic instability.

Last month, Resolution 108 of the American Bar Association urged jurisdictions to adopt rules accommodating the unique needs of military spouse attorneys. Idaho was the first state to approve a specific rule for military spouse admission. This resolution is supported by the White House and the Department of Defense. The resolution encourages state licensing agencies to allow lawyers who are licensed and in good standing in another jurisdiction to practice law while they are present in the state pursuant to military orders.

What can you do to help military spouse attorneys that face this challenge? Please go to the Military Spouse JD Network website at www.MilitarySpouseJDNetwork.org as well as finding the Network on Facebook. Email any questions you might have to milspouse.bar@gmail.com. If you know of a military spouse attorney, please pass this article onto them so they can find the assistance they need.

Additionally, please urge your colleagues to support bar association rules that will admit military spouses while they are present in a jurisdiction pursuant to military orders. Military Spouse JD Network needs your help. Finally, for those of you who serve on bar admission and hiring committees, please remember that those employment gaps and frequent moves which you might view with suspicion, military families view with pride.

LTC Mary Card-Mina, is Chief of Recruiting for the Army JAG Corps, and supporter of the Military Spouse JD Network.

NAWL NEWS

Member News

Jane Leslie Dalton, of counsel in the Philadelphia office of Duane Morris, will be presented with the Philadelphia Bar Association’s Sandra Day O’Connor Award at its quarterly meeting and luncheon on Tuesday, June 26, 2012. The Sandra Day O’Connor Award was named in honor of the first woman Justice of the U.S. Supreme Court and is given annually to an outstanding woman attorney in the Philadelphia area. Dalton, who joined Duane Morris in 1971 and went on to become its first woman partner, was part of a team that started Duane Morris’ successful Women’s Initiative Program. The Sandra Day O’Connor Award is testament to Dalton’s commitment to mentor, promote and advance other women lawyers.

Sharon Caffrey of Duane Morris was named one of The Legal Intelligencer’s Women of the Year. The Legal’s editorial staff highlighted Caffrey among top-achieving women lawyers in Pennsylvania. Women from across the legal industry, including those who work at law firms, public interest organizations, government agencies and within the judiciary were highlighted because they “positively affect the legal profession,” and have “made a mark with their work,” according to the Legal. Caffrey is chair of the Products Liability and Toxic Torts division of Duane Morris’ Trial Practice Group, concentrating her practice in the areas of mass tort, products liability and toxic tort litigation. Caffrey also chairs Duane Morris’ Women’s Initiative and co-chaired the first Lexis-Nexis conference on Advancing Women in the Profession. In addition, Caffrey is a member of Duane Morris’ Diversity and Inclusion Committee.

Selma Moidel Smith was honored by the Senior Lawyers Division of the ABA by the dedication of the Spring 2012 issue of the Division’s Experience magazine to her in gratitude for the many articles she has written for the Division’s publications and as the first woman to act as Chair of the magazine’s Editorial Board. A tribute to Selma also appeared in the June 2012 Newsletter of the California Supreme Court Historical Society where she has served as editor of the Society’s journal, *California Legal History*, as well as its semi-annual Newsletter. In addition, Selma recently had her music performed at Walt Disney Concert Hall in Los Angeles by the Los Angeles Lawyers Philharmonic.

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

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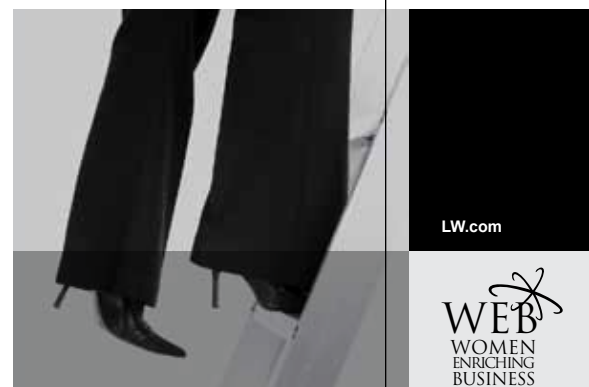


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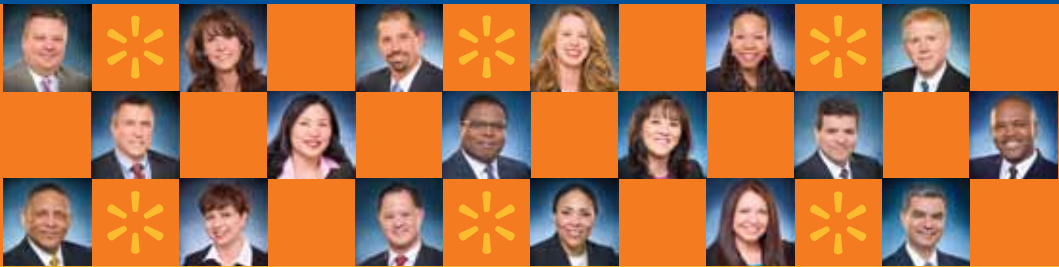
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