

W B A

THE WOMEN'S BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA
 NEWSLETTER

JOIN THE WBA/WBAF IN CELEBRATING "CHAMPIONS OF COMMUNITY SERVICE"

The Women's Bar Association ("WBA") and the Women's Bar Association Foundation ("WBAF") will host the **82nd Annual Awards Dinner** on **Wednesday, May 13, 1998**. The theme of this year's dinner is "**Lifting As We Climb: Champions of Community Service**". The Dinner will allow members of the community, including representatives of the judicial, legislative and executive branches along with area law firms, to recognize those who have continuously worked to better our community. The 1998 Honorary Committee is composed of leaders of local organizations that have positively touched the lives of children, the homeless, and women and have raised our awareness of such issues as domestic violence, hunger, children, homelessness, AIDS and other health concerns.

Kathleen Kennedy Townsend, Lieutenant Governor of Maryland will deliver the keynote address. Townsend, the first female Lieutenant Governor of Maryland, has consistently shown her dedication to the community through her charitable work on behalf of children and families. Currently, Townsend chairs the Cabinet Council on Criminal and Juvenile Justice and works with the Task Force on Youth Citizenship and Violence Prevention.

In keeping with tradition, the Woman Lawyer of the Year Award will be given to **Chief Judge Norma Holloway Johnson** of the U.S. District Court for the District of Columbia. **Chief Judge Annice Wagner**, District of Columbia Court of Appeals, will present the award to Chief Judge Johnson. While successfully meeting the demands of working in the judiciary, Chief Judge Johnson has helped others along the way by being a mentor, serving in a leadership capacity in area professional associations and working with numerous charitable groups. Such organizations include Street Law, the American Judicature Society, the Council for Court Excellence and the National Council of Juvenile and Family Court Judges.

Chief Judge Eugene Hamilton, of the Superior Court of the District of Columbia, the first African-American to hold this position, will make special remarks. Illustrative of his tireless commitment to the community, Chief Judge Hamilton currently serves as chairman of the Board of Directors of the Luke Charles Moore Academy (formerly the D.C. Street Academy) and is one of the founders of the National Reclaim Our Youth Mentoring Program. These are just a few of the community organizations to which Chief Judge Hamilton devotes his time.

*The WBA/WBAF would like to gratefully
 acknowledge our current Leadership
 and Benefactor level supporters:*

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The WBA and the WBAF invite you to join us as we celebrate our 82nd year and help us honor those who serve as examples of the importance and rewards generated through community service.

The May 13th event will be held at the National Building Museum, located at 401 F Street, NW. The event will begin at 6:30 p.m. with a general reception, followed by dinner and presentation of the awards and the keynote address. Tickets are \$80 for WBA members and \$100 for non-members. A table of ten can be purchased for \$1,500 to \$10,000. Please contact the WBA office (202) 639-8880 to purchase tickets or for general information about the event.

The WBA and the WBAF thank you for your continued support, and we look forward to seeing you at our Annual Awards Dinner. Please remember that your support of this event will allow the WBAF to continue its charitable work on behalf of families, women and the community at large. □

For a listing of the 1998 Annual Awards Dinner Honorary Committee, see page 10.

PRESIDENT'S COLUMN

WBA

NEWSLETTER

The Women's
Bar Association of the
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"SEARCHING OUR PAST AND LOOKING TO THE FUTURE"

The title, borrowed from the successful Lawyers at Home Showcase program, is reflective of the course we've taken this year. Being the President of the Women's Bar Association this year has been both challenging and rewarding. On a personal level, this was complicated for me due to the fact that the history of the WBA has not always been one of inclusion. Many people, I am sure, have wondered why I felt it was important to even talk about and address issues of diversity now. Old wounds take a *long* time to heal. Perceptions take a *long* time to change. And we have changed a lot—yet we still have a lot of work to do. I firmly believe that change happens most effectively from within. It remains the challenge of the current leadership and members of the WBA to recognize and deal with the perceptions about the organization and to educate people about the reality of the organization today. As members of the WBA, we must invite and challenge all women lawyers to "take a look at us *now*."

This year, we have stayed true to our mission, while recognizing that we should be open to revisiting the mission and the goals of the organization and to continually examine the mission and goals and ensuring that they are relevant and important to the membership today. We have continued our efforts in areas where our successes are well known—networking, career development, advancement of women in the profession, endorsement of candidates for judicial and executive appointments, and balancing our professional and personal lives. We have also moved toward change in some areas. We have taken steps to make our expressed commitment in certain areas more of a reality by increasing our involvement in community service activities and taking steps toward ensuring diversity within the organization.

The WBA began the year with a very important event. That event was our reception honoring senior women in government. We all know that when discussions are being held about important issues, the people at the table are critical not only to shaping the decisions that are made, but also, in many instances, are critical in determining which issues even get to the table. We, as women lawyers, are fortunate that there are record numbers of women involved in "Shaping the Face of Government" and were privileged to honor them again this year.

One of the challenges the WBA faces is continuing to be meaningful to senior attorneys. The Senior Attorneys, Tax and Business and Communications Law Forums hosted an incredible program earlier this year and we were privileged to have many senior attorneys participate. The program, "Doing Well by Doing Good: Foundations, Boards and the Practicing Lawyer," held at the Phillips Collection, was indeed an inspiring program.

I reveled at the incredible women who took the time to participate in our D.C. Bar Winter Convention program. At the panel discussion, "Women Lawyers: Diverse Voices Searching for Racial Harmony as We Approach the Twenty-First Century," some of the most prominent women in the legal community took the time and came and discussed some very personal and complex issues. Personally, I believe that this is one of the most important programs we held this year and sincerely hope that the discussion continues. The discussion sometimes brought forth the full range of emotions from laughter to tears and it made us think and it made us know that we had to do more—so much more.

The Leadership Dinners continued this year and again were a remarkable success. We were fortunate to have Sandra Robinson, President of the Trial Lawyers Association of Metropolitan D.C., as our keynote speaker. The dinner parties featured many incredible women taking the time to share with us their insights and their expertise in particular areas in an intimate setting. My sincere appreciation to Mary Kate Whalen for making this event happen this year.

An activity of the WBA which continues, and which I am proud to have been involved with from its inception, is the Women in the Law Series. The WITL series represents an important contribution that the WBA makes to the larger community, while also providing an opportunity for our members and other lawyers to share their knowledge and expertise. On a regular basis, the WITL series provides programming on public access television about issues of concern to women and the broader community.

There are many, many other programs and events of which I am proud but they are simply too numerous to list here. I want to express my appreciation to my Board—which is truly a working Board—for their hard work, support and counsel throughout this year. I want to thank Cynthia Goode for stepping up to the plate at a critical time and providing guidance and giving clarity with respect to the WBA's finances. I want to express my appreciation to Pat Apfelbaum, Chair, Long Range Planning, and Devarieste Curry and Tania Hanna, Co-Chairs of the Diversity Task Force, for their work in helping us to address diversity within the WBA. I want to thank Dugie Standeford for her diligent efforts in editing the newsletter each and every month. Thank you to the Committee and Forum Chairs for the many



(continued on page 6)

COMMITTEES AND FORUMS

TAX AND BUSINESS FORUM

On March 13, three senior women brokers from JP Morgan shared their planning strategies for "taking charge of your financial destiny." After an elegant lunch in the new wing of the National Museum of Women in the Arts, the brokers presented a slide show and materials designed to help audience members organize their financial affairs, clarify their goals, develop an investment strategy, and evaluate the allocation and investment of their assets. The panel also discussed estate planning and charitable giving strategies to reduce tax liability. The WBA thanks J.P. Morgan for making this program possible.

On Wednesday, May 20 at 12:30 p.m., the Tax and Business Forum will host a brown-bag lunch at the offices of Crispin & Brenner, 901 15th Street, NW, Suite 440. We will begin planning for the 1998-99 program year. We are also looking for new people to lead the Forum. Join us and become part of the leadership and planning process for next year. If you can attend call Kate Linton (202) 828-0841.

COMMITTEE AND FORUM LEADERSHIP OPPORTUNITIES

There are a number of Committee and Forum Chair vacancies for 1998-1999. If you are interested in being considered for a Committee or Forum Chair position, please contact President-Elect Vicky McEneny (202) 496-7637 by Tuesday, May 5.

SOLO/SMALL PRACTICE

The Solo/Small Practice Forum will hold its May and June meetings on the following Mondays: **May 18** and **June 15**. All meetings are brown bag lunches at the Law Office of Elizabeth Langer, 1828 L Street, NW, Suite 500. The meeting room is open at noon and the discussion will begin at 12:15 p.m.

We are always ready to discuss questions and issues raised by members. Our May meeting will include a short presentation by two of our members, Krista Fogleman and Nancy Hyde, on retirement plans that work for solo practitioners and small firms.

If you have your own firm or are just thinking about whether setting up your own firm would be right for you, you are welcome to join us! Come to the meetings or call Elizabeth Calderon (202)338-5559.

AGE DISCRIMINATION— A FACT OF LIFE

Is age discrimination an issue for you or someone in your family? Would you just like to brush up on the status of age discrimination laws? Join the Senior Attorney's Forum on **Thursday, May 7** at 12:15 p.m., to discuss what discrimination is, how it may affect us in our personal and work lives, and what can be done about it.

Linda Hitt Thatcher, of the Thatcher Law Firm, and **Roxane N. Sokolove** of Akin, Gump, both of whom specialize in employment law, will tackle this evolving area of the law from the plaintiff and defense perspectives.

The program will be held at Steptoe and Johnson, 1330 Connecticut Avenue, NW, Concourse Level (Metro: Dupont Circle). **Please mark your calendars!**

The cost is \$8 for members and \$12 for non-members. For further information about this program, please call Elizabeth Kroop (202) 616-4120 or Ilene Price (703) 356-1300.

HOME PRACTICE

Thinking about stepping outside the traditional practice of law and experimenting with something different? Attend the **Wednesday, May 20** meeting of the Home Practice Group of the Lawyers at Home Forum to explore alternatives to established forms of lawyering.

Ellen Schneider, Director of the School-To-Work Initiative for the High Technology Council of Maryland, will recount her experiences. Before deciding to stay home full time, Schneider was a partner with the firm of Dunnells, Duvall & Porter (since merged into the firm of Holland & Knight). While at home she began working as a volunteer in the educational field and then set up her own consulting business. By establishing her consulting business, she was now being paid for the work she had been doing on a volunteer basis as an educational consultant. Her consulting business was the springboard to her current position.

The meeting will be held at 9:30 a.m. at the home/office of Martha Saenz, 6224 Garnett Drive, Chevy Chase, Maryland. If you would like directions to Martha's house, please call (301) 320-2410. This will be the last meeting of the Home Practice Group until Fall.

The Home Practice Group meetings are open to anyone interested in gaining a greater understanding of what it takes to establish your own practice and how to keep the practice alive and growing. All members of the Home Practice Group are required to join the Lawyers at Home Forum and pay their annual dues. If you are a WBA member, the annual dues are \$10 and if a non-member, the annual dues are \$15. For more information, call JoAnn Zuercher (301) 320-2410 or Karen Bopp (703) 354-1337. □

WBAF PRESIDENT DEBORAH ISRAEL ANNOUNCES 1997-1998 GRANT RECIPIENTS

As the charitable arm of the WBA, the WBA Foundation not only develops and funds programs to address cutting-edge issues of women in the legal profession, but also provides funding to community service organizations serving women, children and youth.

WBAF President Deborah Israel is proud to announce the recipients for the year 1997-1998:

WBA—Leadership Dinners (*partial funding*)
WBA—Diversity Training (*matching grant*)
WBA Directory (*production costs*)
WBA Newsletter (*production costs*)
4th District Metropolitan Police (Summer Arts Program for Underprivileged Youth)
PLEN College Women's Leadership Development Program Gender Bias Project
D.C. Street Law
GWAC
Metro TeenAIDS

During her presidency, Ms. Israel has provided the impetus for the key leadership role assumed by the WBAF in the Ryan White Awards to benefit Metro TeenAIDS, the only agency in the greater Washington area providing counseling and treatment services to HIV-positive youth.

Israel thanks those who have provided leadership by serving as Chair or Co-Chair of Fundraising and Grant Making Committees, particularly Treasurer Sharon Goley and Vice President Marjorie Reeder, as well as the entire Board for its support of key initiatives this year.

Those individuals or organizations wishing to submit a proposal to receive project funding from the WBAF in the upcoming year should call the WBA office or WBAF President for more information about the application process and to learn deadline dates for submission of applications. The official grant policy now imposes deadlines for submission and review of applications.

The WBAF welcomes proposals that will further its objectives, and is interested in funding a wide array of projects. □

LEADERSHIP DINNERS IN REVIEW

The 1998 Women's Leadership Dinners on March 19 drew an enthusiastic crowd. Sandra H. Robinson, a Senior Trial Attorney with Jack H. Olender & Associates, and the first woman President of the Trial Lawyers Association of Metropolitan D.C., kicked off the evening with an inspirational keynote speech. Following Robinson's remarks the guests adjourned to separate dinner parties focusing on a wide variety of subject matters, including Telecommunications, Criminal Law, Labor and Employment, International Trade, Law and Media, Intellectual Property, Cyberspace Law and a Diversity Roundtable.

The dinner parties featured such notable speakers as Carol Elder Bruce, recently appointed Independent Prosecutor in the investigation of Bruce Babbitt, U.S. Secretary of Agriculture; Gloria Tristani, FCC Commissioner; Maurita Coley, Executive Vice President of BET Networks; Susan Esserman, General Counsel for the United States Trade Representative and former WBA Presidents Lucy Thomson, Chief, Task Force on FBI Laboratories for the Criminal Division of the United States Department of Justice and the Honorable Delissa Ridgway, Chair, Federal Foreign Claims Settlement Commission.

This highly successful event would not have been possible without the generous sponsorship of Jack H. Olender & Associates (Leadership), Swindler & Berlin (Friendship) and the Women's Bar Association Foundation. □

SAVE THE DATES!

WBA Board members mark your calendars for the **1998-1999 Board of Directors Retreat on Thursday, June 25** from 4:00-9:00 p.m.

The **1998-1999 Committee and Forum Chairs Retreat** will be held on **Saturday, June 27** from 9:00 a.m.-4:00 p.m. Both retreats will be held at McKenna & Cuneo, 1900 K Street, N.W. *Program details and materials will be sent to you in the coming weeks.* If you have any questions or if you need additional information, call Jackie Pumpaly, Executive Director, (202) 639-8880. □

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CAREER OPPORTUNITIES

A BULLETIN OF THE WOMEN'S BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA

JOB SEEKERS NETWORK/ SECOND TUESDAY SPEAKER

The Job Seekers' Network meets on Tuesdays at 12:15 p.m. at the WBA office. In May, the JSN will meet **May 5, May 19, and May 26**. In June, the JSN will meet **June 2, June 9, and June 16**. The JSN will discontinue its weekly meetings after June 16 for the summer and will meet once in July and once in August. The dates for the July and August meetings will be announced at a later time. These JSN meetings are informal discussions on job search issues. They are free for WBA members and \$5 for non-members.

The JSN meeting on **Tuesday, May 12**, will feature guest speaker **Marilyn Williams** to discuss "**Dealing With Discouragement**." One of the primary roadblocks in any job search or career change is one's attitude toward change itself. Our vision is often clouded by our own negative thinking. In this session, Williams will share her perspective and suggestions for how we can prevent discouragement from sabotaging our goals. Williams is a psychotherapist in Falls Church, VA. She has been in private practice since 1984.

"Dealing With Discouragement" begins at 12:15 p.m. at the WBA office. The cost for WBA members is \$5 and \$10 for non-members. If you have any questions about the program, contact Tracey Switzer (202) 331-5148. □

JOB LISTINGS

Teaching Opportunities Available

The George Washington University is seeking attorneys with LEXIS, Westlaw and internet skills for teaching positions in the University's Paralegal Program. If you have an interest in teaching, resumes may be submitted to Patsy Carr, Center for Career Education, The George Washington University, 2029 K Street, N.W., Suite 600, Washington, D.C. 20006. Resumes are accepted via facsimile at (202) 973-1165.

Temporary Law Clerk—JSP 11(1) to JSP 14(10)— \$39,270 to \$85,978 per annum United States District Court for the District of Columbia

Requirements

The successful applicant must possess at least one year of legal research and writing experience after graduation from law school, as well as executive administrative experience. Prior experience in a federal or state court is required. Excellent interpersonal skills, strong organizational skills, a positive attitude, and the ability to communicate complex issues in simple terms is essential. Computer-assisted legal research and word processing experience are required. Placement on the payroll at a salary level higher than the first step of the grade, requires certification of current salary from present employer. Placement on the payroll at grade JSP 12 and above, requires Bar membership (state, territorial or Federal Court of general jurisdiction). One additional year of federal law clerk experience is required for placement at grade JSP 13 and above.

Duties and Responsibilities

A broad range of duties includes: legal research; preparing bench memorandas; drafting orders and opinions; editing and proofreading orders and opinions; verifying citations; and performing various other duties as assigned.

Legal Work Experience

Legal work experience is defined as progressively responsible experience in the practice of law, in legal research, legal administration, or equivalent experience received after graduation from law school. Major or substantial legal activities while in military service may be credited, on a month-for-month basis whether before or after graduation, but not exceed one year if before graduation.

Term of Appointment and Benefits

This is a temporary appointment with the expectation that the incumbent will remain in this position for a least a year and a day. This entitles the incumbent to benefits (health/life insurance, as well as holidays). The Court is not authorized to reimburse candidates for travel or moving expenses. This position is subject to mandatory Electronic Funds Transfer participation for payment of net pay.

Closing Date and How to Apply

This position is available immediately and is open until filled. Applicants should forward a letter accompanied by a resume, that should include scholastic records and class standing, activities, employment, salary history, and other experience and reference. Writing samples are desired. Applications should be submitted to: U.S. District Court for the District of Columbia, 333 Constitution Avenue, N.W., Washington, D.C. 20001, Attn: Valencia R. Pulley, Human Resources Manager.

D.C. BAR CANDIDATES FOR PRESIDENT-ELECT



Cornish F. Hitchcock

CORNISH F. HITCHCOCK

Member since 1998

Con Hitchcock has served as Treasurer and as a member of the Board of Governors. He was Co-Chair of the Section on Courts, Lawyers and the Administration of Justice and has served on numerous Bar committees. He also chaired a Federal Bar

Association committee on transportation issues.

As President, Con will emphasize expanding opportunities for all segments of our Bar, for example, by carrying forward the work of the recent Summit on Women in the Profession; and improving the Bar's service to the community and facilitating *pro bono* opportunities.

A lawyer at Public Citizen Litigation Group since 1981, Con's work includes successfully challenging the SEC ruling that denied shareholders the right to vote on resolutions seeking data on corporate affirmative action and equal employment opportunity practice. Following this victory, a number of companies have disclosed detailed EEO data. Work in this area in continuing.

Con's *pro bono* work includes handling child custody and related cases in Superior Court. He has been a civic association president and a trustee of the Committee of 100 on the Federal City, Washington's oldest urban planning group. Con is a graduate of the University of Chicago and the Georgetown University Law Center.



Joan H. Strand

JOAN H. STRAND

Member since 1997

Joan, a member of the Women's Bar Association, incumbent member of the Board of Governors and former Secretary of the Bar, has a record that can be distinguished by her depth of service in both the Bar and to the community at-large. Joan

chairs the Subcommittee on Clinics of the D.C. Bar's Public Service Activities Committee, that designed and implemented the PSAC's Law Firm Pro Bono Clinic, Advice and Referral Clinic and Bankruptcy Clinic.

A former Co-Chair of the Family Law Section, Joan chaired the D.C. Practice Manual Revision Committee, Third Edition, that won the 1994 Best Bar Project Award. Joan is active with the Consortium of Legal Services Providers and in 1997 she received the Jerrold Scoutt Prize in recognition of her outstanding legal services on behalf of the disadvantaged in the District of Columbia.

Joan is a Professor of Clinical Law at The George Washington University Law School, and has been a D.C. resident for over 25 years. A graduate of G.W., Joan worked at D.C. Law Students in Court and served on its Board. Joan currently chairs the Bar's Screening Committee, is serving a third term on the Budget Committee, and has served on the Executive Committee.

ADDITIONAL D.C. BAR CANDIDATES

The following WBA members are candidates for D.C. Bar office. The year they joined the WBA is noted in parentheses: **D.C. Bar Board of Governors:** Linda D. Bernard (1998); Devarieste Curry (1995); Susan M. Hoffman (1983); Natalie O. Ludaway (1998); **ABA House of Delegates:** Linda E. Perle (1980); Marna S. Tucker (1982); □

ECONOMIC ANALYSIS

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PRESIDENT'S COLUMN

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wonderful programs and events this year. I want to especially thank the Community Projects Committee for their continuing efforts to work on behalf of and provide service to those in need and particularly to Maria Perugini for serving as the WBA's Team Leader for Volunteer Day.

I am indeed proud of this year's accomplishments and thank you for the opportunity to have served as the President of the WBA. I look forward to seeing you all at the Annual Dinner on Wednesday, May 13th. □

Our feelings are our most
genuine paths to knowledge.
They are chaotic, sometimes
painful, sometimes
contradictory, but they come
from deep within us.
And we must key into those
feelings . . .
This is how new visions begin.

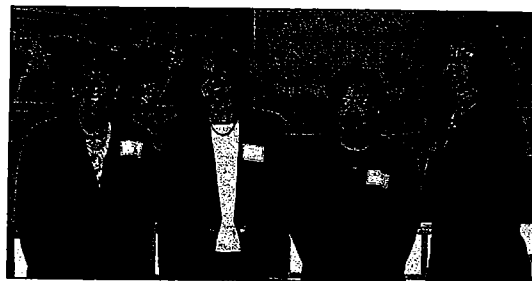
—Audre Lorde

PROMINENT WOMEN ATTORNEYS LOOK TO THE PAST TO SEE THE FUTURE AT THE 1998 LAWYERS AT HOME SHOWCASE PROGRAM

"Women Lawyers Changing the Practice: Searching Our Past and Looking to the Future" was the subject of this year's April 1st Lawyers at Home showcase program. Professor Ann Shalleck, a Harvard Law graduate, and Director of Clinical Programs at A.U.'s Washington College of Law (WCL) opened the program with an outline of the history of women's entrance into the legal profession. "Law, more than any other discipline, was the most closed to women," said Shalleck. The entry point into the profession—law schools—was closed to women until 1860-1880. To practice law, women had to challenge the law. Shalleck described the common heritage of WCL's and WBA's founders and their "astounding" efforts as early pioneers in opening the practice of law. Not until the end of the 1800s were the laws changed to allow women to practice in every jurisdiction. By 1920, only 1.4% of attorneys were women, compared to 86% of teachers,

66% of social workers and 5% of doctors in this country according to Shalleck while legal equality was achieved in the early 20th century, discrimination prevented real progress until the women's movement in the 1970s.

Marcia Greenberger, founder and co-president of the National Women's Law Center (NWLC), began on a retrospective note, given NWLC's recent 25th anniversary and the death of Bella Abzug. Greenberger became the first woman attorney at Caplin & Drysdale, and met regularly with the other female associates in town to discuss common issues (from some of the more weighty issues to the propriety of pantsuits in the office). In 1972, she moved to the Center for Law and Social Policy. She had "believed that time would take care of the glass ceiling [for women], but it still remains." Greenberger praised the women who stepped



From left to right: Marcia Greenberger, Ann Shalleck, the Honorable Patricia Wald, and WBA President Sandra Brown

forward and demanded change, but believes that it will take advocacy in an organized fashion to make changes permanent. She urged women lawyers to make use of their legal training in ways that are feasible, such as via the WBA or letters to our congressmen and congresswomen.

The Honorable Patricia Wald of the U.S. Court of Appeals graduated with

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REPORT FROM THE BOARD

The following actions were approved by the Board from December 1997 through March 1998:

- ▶ Approved minutes of the December 8, 1997 Board teleconference, and approved the minutes of the November 1997, December 1997, January 1998, and February 1998 Board meetings.
- ▶ The Board's Executive Committee approved: (1) the nomination of Judge Joyce Hens Green for the Deavitt award; (2) the budget for the Lawyers and Accountants Dinner; (3) agreement to co-sponsor a Women in Litigation Forum with the Trial Lawyers Association of D.C.; (4) updating the signatories for WBA's NationsBank account; and (5) the budget of the Intellectual Property Forum's program on "What Judges Want."
- ▶ The Board's Executive Committee endorsed: (1) the National Forum on Women Corporate Counsel; (2) John Mott and Hiram Puig-Lugo for two vacancies on the D.C. Superior Court; and (3) Pauline Schneider for the Margaret Brent League Award of the ABA Commission on the Status of Women in the Profession.
- ▶ Approved endorsement of Neal Kravitz for D.C. Superior Court.
- ▶ Approved endorsement of Robert Spagnoletti for D.C. Superior Court.
- ▶ Adopted the proposed revisions to the By-Laws and changes to the Judicial Endorsements Policies and Procedures as outlined in the Judicial Endorsements Committee Memo dated January 16, 1998.
- ▶ Approved the WBA's investment policy statement dated December 1997.
- ▶ Approved the reconstitution of the investment committee through May 31, 1998 as Cynthia Goode, Kathy Ellis, and Vicky McEneney as President-Elect, or someone else chosen by the President if the President-Elect is not available.
- ▶ Approved that, as of June 1, 1998, the investment committee would be constituted by the Treasurer, Treasurer-Elect, and President-Elect.
- ▶ Approved 72 new members.
- ▶ Approved an abbreviated process for co-sponsoring events with an established section of the D.C. Bar as per Sandra Brown's memo dated February 17, 1998.
- ▶ Voted to co-sponsor the Masquerade Ball of the Young Lawyers' Section of the BADC on February 21, 1998.
- ▶ Approved the WBA's participation as an organizational sponsor of NOW's diversity summit on February 20-22, 1998 by providing them with our membership labels. Approved a new reimbursement policy that no person shall be reimbursed for program expenses if the request for reimbursement is submitted more than 30 days after the event.
- ▶ Approved the budget for the Leadership Dinners as amended.
- ▶ Approved the budget for the Solo and Small Practice Committee's CLE course as amended, which reflects an increase in expenses of \$225 for copying with a new net of \$500 as long as the printing of the brochure and advertising do not exceed the estimated costs.
- ▶ Approved the budget for the Lawyers at Home Showcase as amended.
- ▶ Approved WBAF sponsorship of this year's Annual Meeting.
- ▶ Approved the Annual Meeting budget.
- ▶ Approved Chief Judge Norma Holloway Johnson as recipient of the 1998 Woman Lawyer of the Year Award.

(continued on page 11)

1998 LAWYERS AT HOME SHOWCASE PROGRAM

(continued from page 7)

nine other women from Yale Law School's Class of 1951. She joined a firm, became pregnant three months later, and took time off to have five children in seven years. While at home, Wald was active in her political party and did bar work, writing and consulting to "get [her] name in the loop." She believes it is "an important job to shepherd children through their early years; [however she doesn't] globalize that everyone should do it." She noted that there are more pressures to return to work than there were in her day.

As a legal services attorney, Wald recalled an early courtroom experience where the judge demanded that she use her "real name" (which, according to him, was "Mrs. Robert Wald" instead of Patricia Wald). She noted that today no one is

surprised by women lawyers arguing cases, and that women judges are evaluated on their merits. While 50% of law students are women, only 30% of practicing lawyers are women.

Wald lamented that there are "fewer signs of a kinder, gentler profession," and asserted that for the most part, women have concentrated on making it in a man's profession instead of changing the profession. "Except for equality, women don't necessarily all want the same thing," maintained Wald, and women "need to think of the gloss they want to put on the profession." She noted that communication technology will make contract and part-time work more feasible and predicted that legal careers will change in our lifetimes, such that efficiency and

creativity will be better valued and smart women will be better able to compete on their merits. Wald believes that fewer lawyers will remain at one firm, and that careers will look more like "a mosaic that should be put together piece by piece," thereby "producing a greater liberty to take time to bear and rear children." She asserted that many of the skills learned at the nursery and PTA are valuable in the legal field: "patience, compassion, perseverance, juggling schedules, and dealing with people whose cerebral capacity may be less than yours." According to Wald, "Ultimately, you'll be left with your own appraisal of your life."

Judith Areen, Dean of the Georgetown University Law Center, was unable to join the panelists. □

CAPITAL CAMPAIGN OFFERS DEVELOPMENT ROLE TO CHARTER PARTICIPANTS

The March 1998 WBA Newsletter announced the commencement of an Endowment Campaign to expand WBAF funding that in turn funds a number of local community and WBA initiatives, including the Newsletter and Directory. In this issue, Endowment Committee Chair Marjorie Reeder provides additional information about the Capital Campaign, answers questions raised by our membership and describes how this organizational goal supports current regional efforts to strengthen communities through more robust philanthropic roles.

Why an endowment? Why now?

On April 7, 1998, First Lady Hillary Rodham Clinton addressed a gathering of local business and professional leaders at the first Business Philanthropy Summit, held in Washington. The Summit was the region's response to the President's Summit on Philanthropy held last year in Philadelphia. Clinton argued that business and professional leaders have a duty to make the Capitol an embodiment of the ideals and values of our country. She called Washington, D.C., both the repository of America's heritage and a place of shameful dysfunction, saying "We can do better than this."

"We can do better" serves equally as well as a call to action for our own WBA membership. Certainly, an endowment has been a long-held aspiration of the WBAF leadership. At the

recent, highly successful WBA Leadership Dinners, one attendee stated that to retain its position as a growing, influential organization, the WBA and WBAF must be relevant to the Washington community in all its diversity. Relevance can be assessed by a number of factors. One could provide *pro bono* legal services at no cost to non-profits. One could mentor at-risk youth. Certainly, charitable giving to local community groups is one such measure.

The proposed Endowment will allow the WBAF to establish a formal mechanism for the receipt of a significant part of its income from donations and the income generated therefrom. This will allow the WBAF to devote more time, more focus and more money to organizations such as the WBA and to more of the types of Washington area community groups that the WBAF has traditionally served, i.e., aid to children, youth and women.

What are the specific goals of the proposed WBA Endowment?

The campaign slogan "5 for 5" is a convenient shorthand for the primary aim of the Capital Campaign to raise \$500,000 over a five year period. A carefully targeted, formal mailing to business and professional leaders is contemplated to reach this goal.

(continued on page 11)

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HELP THE COMMUNITY PROJECTS COMMITTEE SHOW THAT LAWYERS HAVE HEART!

Team up with the Community Projects Committee for the **Eighth Annual Lawyers Have Heart Race**. Races consist of both a 5K and 10K race, as well as a two-mile Fun Walk, all to benefit the American Heart Association in its fight against heart disease and other heart ailments.

The race will be held at Washington Harbor in Georgetown on **Sunday, June 7**, beginning at 8:30 a.m. Prizes will be awarded to the top individual winners, fundraisers and teams. All registrants and volunteers will receive T-shirts. Food and festivities will follow the race and special activities will be available for children.

The registration fee is \$17.00 until May 22. The late registration fee is \$25.00. Race day registration opens at 7:00 a.m. Registration packets may be picked up Thursday, June 4, through race day on Sunday, June 7.

The Community Projects Committee is assembling a team of volunteers to assist in registering and coordinating the large number of volunteers who participate in making the Lawyers Have Heart Race a success. For more

information about the event or if you would like to participate in the Community Projects Committee's volunteer efforts, please call Jennifer Duane (202) 828-7422.

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