

WBA

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

THE WBA/WBAF CELEBRATES "CHAMPIONS OF COMMUNITY SERVICE"

On Wednesday, May 13th, the Women's Bar Association ("WBA") and the Women's Bar Association Foundation ("WBAF") hosted the Annual Awards Dinner at the National Building Museum. The theme of the dinner was "Lifting As We Climb: Champions of Community Service." Varied members of the professional community helped the WBA and the WBAF honor those who have worked continuously to make our community better. The Honorary Committee for this year's Annual Dinner was composed of "Champions of Community Service." The composition of the Honorary Committee shows that there are a myriad of opportunities for each of us to make a difference by contributing some of our time.

Each speaker at the Annual Dinner inspired and encouraged in attendance to become more actively involved in our community and highlighted ways in which to do so. Keynote Speaker Kathleen Kennedy Townsend, Lieutenant Governor of Maryland, stressed the importance of not only working with children, but discovering through the eyes of children how we can make the future a better one for them and those to follow. Lieutenant Governor Townsend presently chairs the Cabinet Council on Criminal

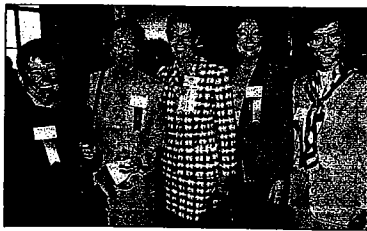
and Juvenile Justice and works with the Task Force on Youth Citizenship and Violence Prevention.

Special remarks were given by Chief Judge Eugene Hamilton of the Superior Court of the District of Columbia. Chief Judge Hamilton touched on some of the organizations that he has chosen to work with during his spare time and discussed how each of us can grow personally and professionally from the joy and satisfaction of positively influencing the life of a child in need. Some of the community groups in which Chief Judge Hamilton is involved include the Luke Charles Moore Academy (formerly the DC Street Academy) and the National Reclaim Our Youth Mentoring Program.

The Honorable Annice Wagner, Chief Judge of the District of Columbia Court of Appeals, presented the 1998 Woman Lawyer of the Year Award to this year's recipient. As she introduced Chief Judge Norma Holloway Johnson, U.S. District Court for the District of Columbia, Judge Wagner described the award recipient as a "distinguished jurist, superb lawyer and an extraordinary human being." Judge Wagner noted that Judge Johnson has spent virtually all of her life in service to the cause of justice under the law, and represents a lifetime of achievement in the profession.

In accepting the 1998 Woman Lawyer of the Year Award, Chief Judge Johnson stated that service to the community is a duty that all of us in the profession share. She stated that

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Pictured from left to right: WBA members Lois Williams, Sharon Goley, WBA Annual Dinner Co-Chair Marguerite Boyd, Marjorie Reeder and Jinhee Wilde.



Pictured from left to right: WBA members Mary Clark and Patricia Apfelbaum and Teach For America D.C.'s Executive Director Kaya Henderson.



1998-1999 WBA President
Victoria A. McEneney



Pictured: WBA Annual Dinner Co-Chair Devarieste Curry and The Honorable Kathleen Kennedy Townsend, Lieutenant Governor of Maryland.



Pictured from left to right: WBA's Executive Director Jackie Pumpaly, Executive Assistant Meca Walker and Membership Coordinator Kate Timlin.



Pictured from left to right: 1997-1998 WBAF President Deborah Israel, The Honorable Eugene N. Hamilton, Chief Judge of the Superior Court of the District of Columbia and 1997-1998 WBA President Sandra E. Brown.



Senior Judge of the U.S. District Court for the District of Columbia Joyce Hens Green, 1960-1962 WBA President and 1979 Woman Lawyer of the Year.

PRESIDENT'S COLUMN

WBA

NEWSLETTER

The Women's
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MENTORING: IN THE BEST TRADITION OF THE WBA

As I begin my year as President, I find myself recalling the reasons why I joined the WBA years ago. There are so many aspects of WBA membership that I value—the camaraderie and support of my fellow members, the opportunity to promote the advancement of women in the legal profession and to advocate in support of issues of importance to women—just to name a few. But what drew me to the WBA initially was the desire to meet other women who had achieved success in their chosen areas of practice in the hope of obtaining, through my interaction and work with these women, insight and guidance that would help me in developing my own career. In other words, I was hoping to find a mentor.

Happily, my participation in the WBA put me in touch with a number of women who became—and continue to be—informal mentors to me. I use the term “informal” because when I joined the WBA, there was no Mentoring Committee and no formal mechanism for pairing members with mentors.

While my own informal search for mentors was successful, mentoring is too important to be left to chance. It undoubtedly is gratifying when informal mentoring relationships develop on their own; but the WBA must endeavor to ensure that all members who seek a mentor are paired with one if it is to be true to its mission. Mentoring falls squarely within the WBA's mission to advance and protect the interests of women lawyers; to promote their mutual improvement; and to encourage a spirit of friendship among the organization's members.

The WBA, of course, cannot possibly hope to sustain a successful mentoring program unless enough of its members are willing to be mentors. I am sure we all agree that mentoring is a desirable and important goal. All of us who have acted as mentors, or who have been mentored, know how rewarding an experience it can be for both parties. Actually finding the time to establish and develop a mentoring relationship, however, is an altogether different proposition. Time is such a scarce commodity for all of us that finding any time for mentoring can seem impossible or, at best, extremely challenging. This is especially true for those of us who already mentor attorneys at work. But mentoring need not take a great deal of time. While meeting in person with a protegee periodically is ideal, simply by making yourself available by telephone or e-mail, you can make a significant contribution to the career success of a WBA member.

I ask all of you to seriously consider acting as a mentor to another WBA member. The need to find mentors for our members requires our immediate attention. Prospective and new members identify mentoring as central to their decision to join the WBA. Not surprisingly, therefore, the WBA has received countless requests from members who wish to be paired with a mentor.

Many of our members seek mentors because they hope to network with and learn from other women lawyers who have achieved success in their legal careers. Others seek mentors because they have encountered day-to-day issues in their workplaces regarding which they require immediate guidance. Last year, I received a telephone call from a WBA member who I had never met. She told me that she was a very junior associate at a large law firm and had an urgent need for advice regarding a professional issue that she was facing at her firm. Because the issue was one unique to her as a woman lawyer, she telephoned the WBA office. She advised the WBA staff that although she had requested a mentor, one had not yet been assigned to her, and that she had a need for “on the spot” mentoring. Fortunately, the staff acted quickly and resourcefully to solve her problem: they gave her my name and telephone number.

I spoke at length with this member over the telephone that same day, and I certainly can understand why she felt that she needed the advice and counsel of another woman lawyer. She later telephoned to thank me for helping her and to inform me that the advice I had given had been sound and effective. This experience was among the most rewarding aspects of my WBA membership last year. With just a small investment of time on my part, I was able to make a significant impact on this member's work life.

The WBA's Mentoring Committee was established in the early 1990s through the hard work of several WBA members. It was an extraordinary effort. The Committee devoted a great deal of time to building and developing a mentoring program “from the ground up,” formulating questionnaires to elicit information for use in matching mentors and proteges; reviewing requests for mentors; identify

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THE WOMEN'S BAR ASSOCIATION FOUNDATION
AND THE
WBA'S COMMUNITY PROJECTS COMMITTEE

host

COMEDY NIGHT AT THE IMPROV
a fundraiser to benefit the D.C. Rape Crisis Center

Be at the IMPROV on Monday, July 13, as Bob Somerby, joined by friends, Jan McInnis and Bob Battle, headlines the Women's Bar Association Foundation and the WBA Community Projects Committee's fundraiser to benefit the D.C. RAPE CRISIS CENTER.

"One of the brightest stand-up comics in the country today" (Baltimore Sun), Bob Somerby has often been seen as the guest comedian on The Larry King Show and appears regularly at clubs and colleges all over the country. For this one-time only event, he will be joined by Bob Battle and Jan McInnis, two of the Washington area's funniest comedic talents, to entertain you while raising money for the D.C. Rape Crisis Center.

This gala evening, sponsored by U.S. West, begins at 6:30 p.m. with a cocktail hour (cash bar and dinner menu available). Then at 7:30 p.m., enjoy the hilarious performances of all three comedians. All of this for a donation of only \$40. *This event will sell out quickly, so buy your tickets today!*

- WHO: BOB SOMERBY, JAN MCINNIS, and BOB BATTLE
- WHERE: The IMPROV, 1140 Connecticut Avenue, NW
- WHEN: Monday, July 13, 1998
- WHAT: The Women's Bar Association Foundation, the WBA Community Projects Committee Fundraiser To Benefit the D.C. Rape Crisis Center
- CONTRIBUTION: \$40/person - \$400/table

FOR TICKETS OR MORE INFORMATION CALL:

Tania Hanna (202) 418-0762
Christine Sorge (202) 429-6320
Jennifer Duane (202) 828-7422

COMMITTEES AND FORUMS

GETTING WOMEN LAWYERS WIRED FOR GLOBAL ELECTRONIC COMMERCE

The borderless nature of global electronic commerce has blurred the distinction between domestic and foreign businesses and onshore and offshore transactions. With the growth of global electronic commerce, lawyers have been left to struggle with such complex questions as defining where an electronic transaction takes place in cyberspace, assigning tax and customs responsibilities, and deciding what should be done if intellectual property rights are violated. The practice of law in the electronic age is pushing the capabilities of lawyers, requiring lawyers to get "wired" on issues specific to global electronic commerce such as: customs and taxation, electronic payments, intellectual property protection, privacy, security and market access issues in the areas of telecommunications infrastructure, content and technical standards.

To help lawyers keep pace, on **Thursday, September 24**, the Intellectual Property Law, International Law, and Communications Law Fora will co-sponsor a reception and panel discussion on "Getting Women Lawyers Wired for Global Electronic Commerce." This exciting program will feature legal experts on a variety of issues relating to global electronic commerce and will provide a forum for discussion regarding the newest and most quickly developing aspects of practicing law in the twenty-first century.

DESPERATELY SEEKING DESKS!

The WBA is seeking donations of two desks and a bookshelf, in good condition, for the WBA office. If you would like to donate any of these items, please contact Jackie Pumpaly, Executive Director, (202) 639-8880, to make arrangements. □

COMMUNITY PROJECTS COMMITTEE

On Saturday, June 5, members of the Community Projects Committee participated in the **National Race for the Cure** in Washington, DC. Community Projects members walked together with some 50,000 other participants. The Race was one of 87 held across the country to benefit breast cancer research. The event is believed to be the largest registered five kilometer field ever. Although the final numbers have not yet been tallied, last year's race raised \$1.8 million for breast cancer research. Mark your calendar to join us next year!

On Sunday, June 7, members of the Community Projects Committee volunteered to help the organizers of the **Eighth Annual Lawyers Have Heart** ten kilometer/five kilometer race. Community Projects members arrived at the race site before 6:00 a.m., where they welcomed and helped organize all of the other volunteers who made the race possible. In addition, members put together balloon arches at the race start and finish lines for the one-mile fun walk. The Community Projects Committee traditionally has volunteered at the Lawyers Have Heart race to support the American Heart Association in its efforts to fight heart disease.

SOLO AND SMALL PRACTICE

The Solo and Small Practice Forum will hold its July and September meetings on the following Mondays: **July 27** and **September 28**. There will be no meeting in August. All meetings will consist of brown bag lunches held at the Law Office of Elizabeth Langer, 1828 L Street, NW, Suite 500. The meeting room will be open at noon and the discussion will begin at 12:15 p.m.

If you have your own firm or if you are just thinking about whether setting up your own firm would be right for you, you are welcome to join us! For more information, please plan to attend one of our meetings or call Krista Fogleman (202) 362-0389.

LEGISLATIVE UPDATE

On May 21, the Violence Against Women Act II (S. 2110) ("VAWA II") was introduced in the United States Senate by Senator Joe Biden (D-DE) and Senators Arlen Specter (R-PA), Barbara Boxer (D-CA), Olympia Snowe (R-ME), Patty Murray (D-WA), Carol Moseley-Braun (D-IL), Barbara Mikulski (D-MD), Frank Lautenberg (D-NJ), Paul Wellstone (D-MN), Chris Dodd (D-CT), Ted Kennedy (D-MA), and Richard Durbin (D-IL). This legislation is designed to build upon the original Violence Against Women legislation enacted in 1994.

VAWA II, currently under consideration by the Senate Judiciary Committee, is designed to improve the safety of women, children and communities. The legislation seeks increased funding for the violent crime reduction trust fund which is scheduled to expire in the year 2000. It also strengthens law enforcement tools, improves services for victims of violence, establishes mechanisms designed to reduce violence against children and improves research and training for law enforcement professionals. VAWA II also would prohibit insurance discrimination against victims of domestic violence.

The original Violence Against Women legislation took four years to enact and an additional year to fund; thus the process of enacting VAWA II will not necessarily move quickly. Nonetheless, it is important legislation for women and for those who represent and assist the victims of domestic violence. As VAWA II proceeds through the legislative process, we will keep you advised.

If you are interested in learning more about VAWA II or other legislative issues, the Legislative Issues Committee invites you to attend its next brown bag luncheon meeting scheduled for **Thursday, July 9** at 12:15 p.m. at the WBA. We look forward to seeing you there. □

CAREER OPPORTUNITIES

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

LEARN THE SECRETS OF A SUCCESSFUL COACH: FIVE STEPS TO MAKE YOURSELF A CHAMPION

Nancy E. F. Summers

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Coaching is just for athletes? Not any more! Lawyers and business executives across the nation are discovering that working with a personal coach improves their performance and satisfaction at work and at home. In this article, the secrets of personal coaching are revealed so that you can put them to work for yourself.

First, though, what is personal coaching? "Helping people take action to improve their performance or to grow professionally or personally" is the definition offered by Donald H. Weiss in his book, *Coaching and Counseling in the Workplace*. "Helping others realize their noblest visions, values, and ideas" is a description offered by Robert Hargrove in his classic primer, *Masterful Coaching*.

How do you know if you are coachable? Weiss cites the following characteristics of a successful coachee:

- open to new experiences, willing to do something new or different
- responsive and willing to listen to other people, to accept negative as well as positive feedback
- assertive, willing to ask for help, clarification or guidance
- goal-oriented, focused on producing results or changes
- enthusiastic, eager to learn

Having put yourself into the coaching frame of mind, follow these five steps to coach yourself to increased fulfillment and greater accomplishments.

First, identify what you want to coach yourself on. Which areas of your life need improvement? Make a list of everything, including work, home, leisure, and other areas. The list might include enhancing negotiation skills, getting better assignments at work, improving one's social life, or having more time for family. Once the list is complete, pick three areas to be coached on first. Lawyers in transition should include: "getting clear as to who I am" and "identifying what I can do that I care passionately about."

Second, set specific goals with measurable results. Break big goals into smaller steps which are achievable in a month or less. For each goal, describe the following:

- what current reality looks like
- what success will look like
- which obstacles are in the way
- what action to take or what needs to be learned
- who can provide assistance or support

Third, establish a plan with time frames. Make the time line aggressive, but reasonable. A coach wants to stretch her players, but not set such a difficult schedule that they can't keep up with it. If a player misses a milestone, a good coach won't berate her or let her give up. She gives the coachee a pep talk, and then figures out what kept the coachee from achieving her goal.

Keep in mind that "I didn't have enough time" is not a valid excuse. If a coachee could not find the time to work on her goals, either she was working on the wrong goals, she has fallen into the trap of spending too much time dealing with matters which are urgent but unimportant, or she needs outside assistance.

Review the three goals and decide whether they really are important to you. If they are important, determine how much time each day you spend on important things as opposed to matters which are urgent but not important. If you find yourself spending too much time on unimportant matters, add the goal of spending more time on activities which are important. Find something you can do in the next month to improve the quality of how you spend your time. Finally, identify friends or colleagues who can help you reach your goals. If all else fails, try a few sessions with a professional coach to get you going.

Fourth, seek feedback on how you're doing. Peers, subordinates, bosses and friends are good candidates to ask whether they see you making progress. But be sure to pick the right person for the job. Don't ask someone who doesn't have the skills to make an accurate assessment. Avoid using someone who will tell you what they think you want to hear rather than what you really need to know.

Start by telling the person what you think your current abilities are and what you want to achieve. If there are specific skills you want to learn, ask if she can show you how to

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SUCCESSFUL COACHING

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improve. Request feedback either on the spot or at agreed upon times. Finally, ask the person whether there is any area in which she would like to receive feedback from you.

Last, revisit your goals list every six months and assess your progress. Revise the list as needed. Celebrate your successes, even the little ones. Have you seen tennis players leap for joy after winning a hard-fought point? Or basketball players giving each other a high-five after a good play? They know the importance of praising yourself for a job well done.

If you have enjoyed coaching yourself, look for opportunities to coach others. You'll learn at least as much from coaching another person as you learned coaching yourself. And it's a lot less work!

Nancy Summers is a WBA member, and former co-chair of the Career Opportunities Committee and Job Seekers' Network. Nancy practiced law for 10 years and now works as an organization consultant and personal coach in Potomac, Maryland. Nancy may be reached at (301) 983-5946 or at <Summers1@compuserve.com>.

ADDITIONAL READING

To learn more about time management and the matrix of important/not important, urgent/not urgent activities, read Stephen R. Covey's *The 7 Habits of Highly Effective People* (Simon & Schuster, \$12.00).

For a quick overview of how to do coaching, see *Coaching and Counseling in the Workplace* by Donald H. Weiss (AMACOM, \$4.00).

An excellent, detailed text on "transformational coaching" is *Masterful Coaching: Extraordinary Results by Impacting People and the Way they Think and Work Together* by Robert Hargrove (Jossey-Bass, \$29.95).

An easy-to-read book which teaches the principles of coaching through the story of a young executive at work is *The Tao of Coaching: Boost Your Effectiveness at Work by Inspiring Those Around You* by Max Landsberg (Knowledge Exchange, \$22.95). □

SAVE THE DATE FOR WBA'S FALL KICK-OFF!

WBA members, and prospective new members, will have an excellent opportunity to meet, network and preview upcoming programs and events on **Thursday, September 17**, as the WBA hosts its annual **Fall Kick-Off!** The Fall Kick-Off will showcase the WBA's Committee and Fora and will offer members the opportunity to attend a series of workshops which focus on important and relevant issues for women lawyers.

Meet, mingle and munch while gathering information and learning more about the WBA! Program details will follow in the September Newsletter. □

JOB ANNOUNCEMENTS

FAIR HOUSING STAFF ATTORNEY OPENING

The Washington Lawyers Committee for Civil Rights and Urban Affairs is looking for an attorney to work in the Committee's Fair Housing Project. Founded in 1968, the Committee works with law firms around the Washington metropolitan area to address issues of discrimination and poverty. Widely regarded as one of the premier private centers for fair housing litigation in the country, the Committee's Fair Housing Project utilizes the pro bono resources of the local bar to litigate housing and lending discrimination cases on behalf of dozens of clients. The work of the Fair Housing project focuses on enforcement actions brought under the Fair Housing Act and other civil rights laws in federal court. In these cases, the Committee seeks to vindicate the rights of clients who have been victims of unlawful discrimination on the basis of their race, color, religion, sex, handicap, familial status or national origin.

The opening is for a staff attorney with three to seven years of litigation experience. Duties include supervising and litigating all aspects of individual and class action cases, from investigation, through settlement or trial. Salary is commensurate with experience. This position requires outstanding litigation skills, including strong analytical skills and writing ability. Interested persons should send a resume and references to John P. Relman, Director, Fair Housing Project, 1300 19th Street, NW, Suite 500, Washington, DC 20036. Women and minority applicants are encouraged to apply.

SEEKING LITIGATION ASSOCIATES

Wallace King Marraro & Branson, PLLC, a new commercial litigation firm, is seeking attorneys with a minimum of 2-5 years of general litigation experience. Successful candidates must have excellent academic credentials, strong writing and analytical skills, and a demonstrated ability to contribute to the successful resolution of complex litigation matters. This is a unique opportunity for the self-motivated professional to join established litigators as they continue their complex litigation practice in a new setting. Send resume, transcript and writing sample to Wanda Jones, Firm Administrator, Wallace King Marraro & Branson, PLLC, 1735 New York Avenue, NW, Washington, DC 20006.

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THE WBA HOSTS MID-YEAR LEADERSHIP RETREAT

"INVESTING IN HUMAN CAPITAL: NEW PERSPECTIVES ON DIVERSITY"

During the Spring of 1998, the leadership of the Women's Bar Association and the Women's Bar Association Foundation held a mid-year retreat. The theme for the retreat was "Investing in Human Capital: New Perspectives on Diversity." The Leadership Retreat was led by Keystone Consulting, Inc.

The Retreat was conducted in a workshop format designed to assist the leadership in its pursuit of increasing diversity in its membership. One of the key objectives of the Retreat was to develop a new paradigm for organizational functioning that embraces all members through support of the WBA's mission and overall membership goals. Additionally, the workshop was designed to enable participants to apply this new paradigm to strategies and objectives for implementing overall membership goals.

After extensive and thoughtful discussion, participants identified the core of the WBA's (and WBAF's) mission as promoting "Equity and Opportunity." Making the most of human capital and the real talents, skills and knowledge that each individual brings to

the organization was identified as central to organizational success.

Participants identified potential objectives for future organizational progress: (1) increasing membership; (2) increasing leadership and advocacy; (3) increasing professional development opportunities; (4) increasing community involvement; (5) confronting common perceptions of the WBA and its image; and (6) increasing sensitivity to and awareness of diversity-related issues in the context of WBA events and the composition of the leadership.

Following the identification of objectives, each objective was explored within the following context: (1) Is the objective consistent with the WBA's mission and principles? (2) What are the different aspects of each objective? (3) What can we contribute and what approaches might we take in addressing each objective?

One of the continuing themes throughout the Retreat was that the success of the WBA in addressing each of these objectives and fulfilling any long-term goals of the WBA, necessitates that the WBA adopt a



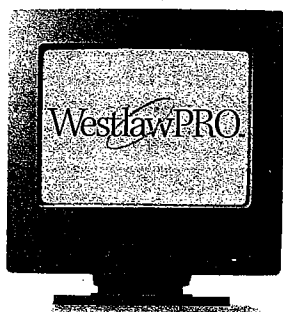
Pictured from left to right: WBA members Tania Hanna, Dawn Porter, Cynthia Goode and Julie Hefflin.

more inclusive approach to membership and increase the organization's human capital. Participants engaged in an extensive discussion of the identified objectives. The perception of the WBA was discussed in the context of its history. It was pointed out that, to some extent, the WBA is viewed as meeting the needs of only a narrow group of women attorneys. On the other hand, it was recognized that the WBA is viewed as "powerful,"

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The Woman's Bar Association and the Women's Bar Association Foundation would like to thank the following for their support of the 1998 Annual Awards Dinner, "Lifting As We Climb—Champions of Community Service."

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** This marks the first year in the history of the Annual Awards Dinner that we have had a Leadership Level supporter.*

PRESIDENT'S COLUMN (continued from page 2)

prospective mentors; and actually pairing proteges with mentors.

But much work remains to be done if we are to take our mentoring program to the next phase. In the short-term, we must pick up where we left off with respect to finding mentors for those members who have requested them. In the longer-term, we must develop a means by which to institutionalize the mentoring program as an integral and on-going function of the WBA.

At the Annual Dinner in May, I identified as one of my objectives this year the reinvigoration of the Mentoring Committee. I will need your help to accomplish this goal. If you are asked to serve as a mentor this year, to help pair a protege with a mentor or to lend any other assistance to our Mentoring Committee, I urge you to say yes.

I look forward with much enthusiasm to a busy and exciting year, and the opportunity to work with you on behalf of this great organization. □

For more information about how you can become a mentor, or if you desire to be paired with a mentor, please contact Jocelyn Fisher or Consuela Pinto, 1998-1999 Mentoring Committee Co-Chairs.

WBA MEMBERS PARTICIPATE IN TAKE OUR DAUGHTERS TO WORK DAY

On Wednesday, April 23, members of the WBA participated in the national program "Take Our Daughters to Work Day." Girls from DC area schools came together for a continental breakfast at the Dirksen Senate Office Building on Capitol Hill. The girls participated in a group discussion led by special guest speakers **Dr. Deborah Marina Smith**, Howard University Hospital and **Mindy Ginsburg**, an attorney at the FCC.

Following the morning program, several girls departed for the Supreme Court while others went to their respective mentors' offices. The girls had the opportunity to learn about various fields of work such as the entertainment industry, broadcasting and law. Some girls even had the opportunity to write a letter to the President of the United States.

At the end of the day, the girls and their sponsors returned to Capitol Hill for an afternoon discussion featuring **The Honorable Annice M. Wagner**, Chief Judge of the DC Court of Appeals and **The Honorable Vanessa Ruiz**, Judge of the DC Court of Appeals. The girls concluded their day with brief presentations about what they had observed and learned.

Take Our Daughters to Work Day has been, and continues to be an invaluable experience for the "daughters" as well as the mentors. The WBA would like to thank *Newsletter* advertisers **Richard B. Edelman, Ph.D.** and **Betsy Fisher** for their financial support of this event. We look forward to WBA participation in this important event for years to come! □

IN MEMORIAM

We are saddened by the death of WBA member, Helen Gibel Blechman, who passed away on May 2, 1998. Helen was an active and committed member of the WBA. She joined the WBA in 1980 and served on its Board of Directors, first as Treasurer-Elect during 1984-1985, and then as Treasurer during 1985-1986. She also served as a Co-Chair of the Working Parents Forum and the Executive Endorsements Committee for a number of years. In addition to her work with the WBA, Helen was active in other women's advocacy groups and worked with cancer-related charities.

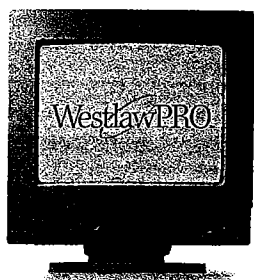
Helen was an Assistant General Counsel with the Commodity Futures Trading Commission at the time of her death, where she had worked for the past 16 years. She was a specialist in bankruptcy law. Helen came to Washington in 1976 as a litigator in the legal honors program of the Department of Housing and Urban Development ("HUD"). During her time with the HUD, Helen was detailed to assignments in the White House and the U.S. Attorney's Office in Washington.

Helen was a native of Roslyn, NY, attended the Juilliard School and graduated in 1972 from Sarah Lawrence College. She was a 1976 graduate of Rutgers University Law School.

Helen is survived by her husband, Robert Glennon; her son, Michael Glennon; her mother Fela Blechman; and her brother Stephen Blechman.

The WBA will miss Helen and is grateful for her many and substantial contributions to the organization. □

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AWARDS DINNER *(continued from page 1)*

we are more than just officers of the court, we are public servants who have a "legal and moral obligation to help those in need of assistance." Judge Johnson paid homage to women pioneers in the profession who have provided inspiration for her and serve as examples of sacrifice, struggle and excellence—Charlotte E. Ray, the first black woman admitted to practice law in the United States; Belva Lockwood, the first woman admitted to practice before the Supreme Court; and Burnita Shelton Matthews, the first woman in this country to serve as a federal district court judge. Judge Johnson

noted that these women lifted all of us as they climbed and demonstrate the importance of contributing in any way possible to "lift others as we climb."

The Annual Awards Dinner marked the culmination of a year with a renewed commitment to community service activities. One of the highlights of the Annual Dinner was the video presentation highlighting how the WBA and WBAF have served the community through such projects as Habitat for Humanity, the Ryan White Awards, and participation in the Greater D.C. Cares Servathon. The 1998 Annual Awards Dinner also provided the

opportunity for the WBA/WBA Foundation to encourage community involvement in another way. The Annual Dinner provided the opportunity for Occasions Catering to enter into a successful partnership with D.C. Central Kitchen. This partnership resulted in a fabulous meal being served to our guests and provided an additional training and employment opportunity for the trainees of D.C. Central Kitchen

The WBA and the WBA Foundation thank all who generously supported this year's Annual Dinner and look forward to seeing you at next year's celebration. □

WBA VOLUNTEER DAY A SUCCESS!

On Saturday, May 2, forty-one members of the WBA team participated in the seventh annual Greater DC Cares Servathon, historically the largest coordinated gathering of volunteers in the DC area. The team volunteered at the Davis Memorial Goodwill Industries, located at 2200 South Dakota Avenue, NE. Davis Memorial Goodwill Industries helps men and women with disabilities and other special needs to learn vocational skills and to become economically independent by providing employment, training and educational and social programs.

The WBA team of volunteers assisted Goodwill Industries in sorting clothes, books, records and toys and in mulching the outdoor area surrounding the Goodwill Industries' facility. Greater DC Cares provided a light snack for the participants.

The Greater DC Cares Servathon organized hundreds of teams of volunteers to provide much needed improvement to the Shaw, Mt. Pleasant, Adams Morgan, Capitol Hill/Union and Southeast Capper neighborhoods in the District of Columbia. Other projects included neighborhood cleanups,

park cleanups, public school improvements, graffiti removal from public areas and public library enhancements. Greater DC Cares also asked participants to collect pledges for each hour of service performed to support its volunteer programs.

Each month, Greater DC Cares volunteers provide more than 5,000 hours of service to more than 100 community service organizations in the DC Metropolitan Area. □



Team WBA assembles at Davis Memorial Goodwill Industries for the D.C. Cares Servathon.

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MID-YEAR LEADERSHIP RETREAT *(continued from page 7)*

largely due to its judicial and executive endorsements and access to highly-placed government officials. The WBA also is known as an organization that contributes positively in the community. Additionally, the WBA is well-regarded for the professional networking and development opportunities it provides. It was noted that some of the perceptions of the WBA held by the broader community are contradictory.

There was considerable discussion about the need to improve access to the WBA, and to promote the organization in other contexts and organizations and to ensure that a broad spectrum of women know about the WBA, either through coalition building or increasing membership. Additional issues which were discussed include: quality and quantity of programming related to professional development; increasing the active participation of senior women; the need to include diversity outreach as an integral part of program planning; critically examining what does and does not work in terms of program planning; the need to keep more junior women engaged in the organization; and the use of substantive programs to attract new members.

A report on the Leadership Retreat is being finalized and will be distributed

to the leadership and any interested members. Additionally, a follow-up retreat/meeting is being considered, as well as additional discussions regarding issues that were not addressed fully at the Retreat due to time constraints.

A number of books were recommended by the facilitators as helpful in sustaining change management and ensuring the continuation of improvement initiatives within the WBA. Among the books recommended were:

Covey, Stephen R., *Principle-Centered Leadership*, New York, NY: Summit Books, 1990.

Galpin, Timothy J., *The Human Side of Change: A Practical Guide to Organizational Redesign*, San Francisco, CA: Jossey-Bass Publishers, 1996.



Pictured from left to right: WBA members Hazel Groman, Elaine Lubin, Mary Clark and 1995-1996 WBA President Martha JP McQuade.

Herriot, Peter and Carol Pemberton, *Competitive Advantage Through Diversity: Organization Learning From Difference*, Thousand Oaks, CA: Sage Publications, 1995.

Oakley, Ed and Doug Krug, *Enlightened Leadership: Getting to the Heart of Change*, New York, NY: Simon & Schuster, 1991. □

WBA STAFF UPDATES

The WBA thanks **Kate Timlin** for her past year of dedicated work as Membership Coordinator. Kate left the WBA at the end of May to pursue other interests and to spend the summer traveling in Europe. All of us at the WBA will miss her and wish her the best of luck!

Dana Falconeri has joined the WBA as our summer intern. Dana is a incoming senior at Georgetown University and is working on her Bachelor's Degree in Government and International Relations. Welcome Dana!

The WBA currently in the process of interviewing candidates for the Membership Coordinator position. □

RESERVATIONS

IMPORTANT PROGRAM INFORMATION: Please specify selected programs from reverse and enclose checks payable to the WBA. Catered events should be paid in advance. Reservations for catered events are non-refundable.

NAME: _____

Are you a WBA member? ☐ yes ☐ no

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WBA CALENDAR OF EVENTS

JULY

- ☐ **Thu 9** Legislative Issues Brown Bag Meeting
12:00 p.m. at the WBA
Free for members/\$5 non-members
- ☐ **Mon 13** WBAF Comedy Night
- ☐ **Tue 14** WBA Foundation Board Meeting
- ☐ **Tue 21** WBA Board of Directors Meeting
6:30 p.m. at the WBA
- ☐ **Mon 27** Solo & Small Practice Meeting
12:15 at the Law Office of Elizabeth Langer
1828 L Street, NW, Suite 500

AUGUST

- ☐ **Tue 4** Committee and Forum Chairs Meeting
6:30 p.m. at the WBA
- ☐ **Tue 11** WBA Foundation Board Meeting

SEPTEMBER

- ☐ **Tue 1** Job Seekers' Network
12:00 p.m. at the WBA
Free for members/\$5 non-members
- ☐ **Tue 1** Committee and Forum Chairs Meeting
6:30 p.m. at the WBA
- ☐ **Tue 8** Job Seekers' Network
12:00 p.m. at the WBA
Free for members/\$5 non-members

- ☐ **Tue 8** WBA Foundation Board Meeting
- ☐ **Tue 15** Job Seekers' Network
12:00 p.m. at the WBA
Free for members/\$5 non-members
- ☐ **Tue 15** WBA Board of Directors Meeting
6:30 p.m. at the WBA
- ☐ **Thu 17** Fall Kick-Off
Look for details in this *Newsletter* and the September issue.
- ☐ **Tue 22** Job Seekers' Network
12:00 p.m. at the WBA
Free for members/\$5 non-members
- ☐ **Thu 24** Intellectual Property and International Law Forums
host "Getting Women Lawyers Wired For Global Electronic Commerce"
Look for details in this *Newsletter* and the September issue.
- ☐ **Mon 28** Solo & Small Practice Meeting
12:15 at the Law Office of Elizabeth Langer
1828 L Street, NW, Suite 500
- ☐ **Tue 29** Job Seekers' Network
12:00 p.m. at the WBA
Free for members/\$5 non-members

The deadline for the September Newsletter is Thursday, August 6.

The WBA Office will be closed on Monday, September 7 in observance of Labor Day.

WBA WELCOMES NEW MEMBERS

The WBA is pleased to welcome the following new members who were approved at the March 17, April 21 and May 19, 1998 meetings of the Board of Directors:

Tyi Anderson	Andrea Cunningham
Alisa Austin	Maria Da Cunha
Joyce Batipps	Sara Davis
Erica Beardsley	Margaret DeVine
Marta Berkley	Anne Endieveri
Ellen Berkman	Michelle Farquhar
Linda Bernard	Charlene Flick
Lora Brzezynski	Maria Ghazal
Karen Caplan	David Grant
Anne Cauman	Stephanie Greene

Catherine Groves
Marian Hale
Katherine Henry
Lisa Higginbotham
Carrie Hill
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Meredith Horn
Tammy Jacques
Christine Keller
Donna King

Louise Klees-Wallace
Kristin Klein
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Michelle Larson
Caroline Leonard
Selena Linde
Holly Loiseau
Dawn Marcelle
Elizabeth Myers-Kerbal
Karen Owczarski
Monica Parchment
Julie Patterson
Patricia Payne

Agnes Powell
Gwendolyn Prothro
Elizabeth Provencio
Cheryl Rose
Cyndi Russell-Albach
Cynthia Scaglione
Christine Schnabel
Laura Sherman
Jane Stanley
Sharon Stark

Linda Stein
Mildred Steward
Nina Straight
Sindy Udell
Jenni Wallace
Thalia Warnement
Mary Jo White
Manley Williams
Dawn Wilson
Elaine Wu

We look forward to seeing you at upcoming WBA events! ☐

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