

THE BAR

SPRING 2001

Women's Bar Association of the District of Columbia

RAISING



■ U.S. Attorney
Wilma A. Lewis



■ U.S. Attorney
Delissa A. Ridgway

The WBA/WBAF
Annual Awards
Dinner is on
May 22—look
for your invitation
in the mail.

Women Around The World

WBA TO HONOR U.S. ATTORNEY
WILMA A. LEWIS AND DELISSA A. RIDGWAY
AT 84TH ANNUAL AWARDS DINNER

Secretary of Labor Elaine Chao to Give Keynote Address

Join us on May 22, 2001 at the National Building Museum for the 84th WBA/WBAF Annual Awards Dinner "Women Around the World" celebrating the contributions of women whose commitment to equality and justice are felt both in the U.S. and around the world. This year the WBA will present the Janet Reno Torchbearer Award to Wilma A. Lewis, United States Attorney for the District of Columbia. The Torchbearer Award was established in 1996 in honor of former U.S. Attorney General Reno and is awarded periodically to recognize attorneys who have blazed trails to open paths of opportunity,

and forever change the world, for women. Ms. Lewis, the first woman U.S. Attorney for the District of Columbia, exemplifies the spirit and dedication that inspired the establishment of the Torchbearer Award through the many opportunities for advancement for women and minorities she provided and the example she set through her ongoing commitment to community outreach in D.C. during her tenure.

The WBA also will present the Woman Lawyer of the Year Award to the Honorable Delissa A. Ridgway, U.S. Court of International Trade. Judge Ridgway's many achievements in the

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Is Prosperity Hurting the Poor?

*Higher Salaries May Be Decreasing
Pro Bono Work*

BY MICHELE REED

Increasing associate salaries have caused decreasing hours of pro bono work.

At least, that is the rumor and the fear. District of Columbia Bar President John W. Nields, Jr. has heard reports from the pro bono community in the District that it is increasingly difficult to find young lawyers at large firms who have time to work on pro bono matters. The hike in salaries resulted in a hike in billable hour requirements, leaving less time in the day for non-billable work.

Increasing salaries may not be solely to blame, however. In the past year, The

American Lawyer, New York Times and National Law Journal have reported that the number of hours that attorneys are committing to pro bono services has been declining since 1998. Some managing partners explain the decline as result of the demand for services from fee-paying clients as well as the need to have associates to do fee-generating work in order to cover their increased salaries.

Any downturn in pro bono hours would be particularly unwelcome right now. Although the private bar has always provided substantial pro bono assistance to the low-income community in the District, WBA member

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LOOKING BACK, WITH GRATITUDE

BY MARY KATE WHALEN



The end of my term as WBA President rapidly approaches. Like many of my predecessors, I am amazed at how quickly the year has passed, how much we've accomplished as an organization and yet how much still needs to be done. This demonstrates that the WBA truly is an "association"—not defined by any one president or one Board, but dependent upon the collective works of its many members.

The past year has been a challenge, but one with many rewards. Through the efforts of many of the WBA's officers, Board members and Committee and Forum Co-Chairs, the WBA hosted membership events at area law schools and law firms, as well as our Annual WBA Kick-Off. Through these events we were able to increase our membership by almost 20% since last May. In addition, at our October Kick-Off reception I had the pleasure of announcing our new Sustaining Membership Category. Six months later, I am pleased to report that we have 30 charter Sustaining Members, many of whom are long-standing supporters of the WBA. All of our new members, renewed members and sustaining members are vital to the continued operation of the WBA. While each new or renewal membership is important to the continued financial stability of the WBA, increasing our membership—both in numbers and diversity—remains a long-term goal of the WBA to allow us to continue to grow and provide a voice for women in the legal profession consistent with the needs of our changing society.

One of the highlights of the year for the WBA—although a bittersweet occasion—was the WBA/WBAF farewell reception for former Attorney General Janet Reno. Throughout her almost eight year term, Ms. Reno was, and continues to be, a strong supporter of the WBA, taking time out of her schedule to speak at many WBA events. During my years with the WBA, I have never ceased to be amazed at the number of people—regardless

of political affiliations and beliefs—who were moved and inspired by Ms. Reno's remarks at each event, as well as by her integrity and dedication to opening paths of opportunities for women both in the practice of law and all walks of life. We wish her well on a much-deserved vacation.

While the WBA will greatly miss Ms. Reno's presence in D.C., I am encouraged to see the number of talented women recently placed in Cabinet and agency positions with the new White House Administration, under President Bush. I look forward to a strong working relationship between the WBA and the new the Administration to address the many issues of concern to the WBA membership.

Over the past year, it has been my privilege to work with so many talented and dedicated people who are committed, not just to the WBA, but to the continued advancement of women in the practice of law. I owe many thanks to the WBA Board and Officers and all of the Committee and Forum Co-Chairs for all of the many hours they have given this year in support of the WBA. Many thanks to the WBA staff, Administrative Assistant Mary Robinson and our former Executive Director Julie Almacy for the countless and invaluable hours they contribute to the on-going operations of the WBA. I am particularly grateful to Treasurer Ellen Jakovic and President-Elect Debbie Israel who have provided me with much support and friendship throughout the year and, in return, I promise to stick around to return the favor. ■

WBA

RAISING
THE BAR

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NEWS FROM THE OFFICE

FAREWELL, JULIE!

Julie Almay, executive director of the WBA for the past year, left in February to become Press Secretary to Congresswoman Kay Granger. We thank her for her dedication, hard work, and ready smile, and wish her well in her new position. Mary Robinson is Acting Executive Director, and a search committee is looking for a permanent replacement.

ELECTION TIME

It is that time again. The WBA's Nominating Committee has put together a great slate of candidates for Board and officer positions. Look for your ballot in the mail, and be sure to vote! All ballots must be received by the WBA by May 4, 2001.

WBA/WBAF ANNUAL AWARDS DINNER

Invitations soon will be mailed to the WBA/WBAF Annual Awards Dinner, which is being held on May 22, 2001, at the National Building Museum, 4th and F Streets, N.W. (metro: Judiciary Square). A reception will begin at 6:00 p.m., and dinner will be served at 7:30. This is always a terrific event, and all members are encouraged to come and to bring colleagues. We hope to see you there!

Charter Sustaining Members

Kerry L. Adams	Patricia D. Gurne	Agnes C. Powell
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Krista M. Fogelman	Caroline E. Petro	Jinhee K. Wilde
Kathleen Gunning		

SUSTAINING MEMBERSHIPS

Sixteen WBA members became sustaining members since our last issue. Each pledged \$250 in lieu of regular dues, and in return receives special recognition in *Raising The Bar*, preferred seating at the Annual Awards Dinner, and invitations to VIP receptions such as the President's Reception at the Annual Awards Dinner, among other things. You will receive your membership renewal statement soon; please consider joining this terrific group of Sustaining Members! ■

FROM THE EDITOR

BY CYNTHIA THOMAS CALVERT

What pro bono work have you done lately?

Leading members of our legal community have expressed concern that the recent hike in associate salaries and the corresponding hike in associate billable hour requirements will decrease the amount of pro bono work we lawyers do. While we can't provide hard statistical evidence to validate their concern, we can say that the response to our request for stories about your recent pro bono experiences was less than overwhelming.

Some WBA members are doing fascinating pro bono work, however, and we bring you some of their stories in this issue. Susan Hoffman,

who is profiled on the next page, does nothing but pro bono and public service work—and she is a partner at a major District of Columbia law firm! Michele Reed writes about the state of pro bono work here in the District, and gives you glimpses of the types of pro bono work our members are doing. New editorial board member Elaine Fitch highlights the WBA's Community Projects Committee, which always puts together terrific public service opportunities for us. We hope you'll feel inspired to extend yourself and your time for the public good, and so we've also included a list of organizations that would like your help—and that will train you.

On another note, the Project for Attorney Retention issued in March its Interim Report on part-time work at D.C. law firms. Copies of the report can be downloaded at www.pardc.org. The final report, with benchmarks for measuring the effectiveness of current part-time policies, recommendations for change, and model policies, will be issued in late May or early June. A preview will be available at the Working Parents Forum lunch on April 18th



Please keep sending me your news, article ideas and comments. Come talk to me about *Raising The Bar* and PAR at the Annual Dinner—I'll be there, will you? ■

Send comments to:

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A Commitment to Empowerment

A FEW MOMENTS WITH SUSAN HOFFMAN

BY CYNTHIA THOMAS
CALVERT

Susan Hoffman of Crowell & Moring is the first Public Service Partner in the District of Columbia. She earned her J.D. from George Washington University law school in 1979, and clerked for the Honorable Harold H. Greene (D.D.C.). After seven years of practicing commercial litigation at Hogan & Hartson, she moved to Crowell & Moring as Public Service Counsel in 1988 and became a partner in 2000. Here are excerpts from a recent conversation with Ms. Hoffman:

RTB: Where does your passion for pro bono work come from?

SMH: I think it comes from my family and my upbringing. My parents were always involved in community service. In college I was a Head Start volunteer. When I graduated from law school, I started volunteering with My Sister's Place, a shelter for battered women. I've always felt it was important to give back to the community. Also, I'm Catholic, so there is a religious component to it, a challenge to do something good for the world. I went to college at Indiana University, which is a pretty liberal place, and it nurtured my public service ethic.

RTB: And are you passing on your passion to your children?

SMH: I hope I am. I have two daughters, nine and twelve, and I am trying to instill that same service ethic in them. They participate with me often in community service projects, such as our church's annual canned food drive. They were both with me at the United Way's Service Day last fall, helping to paint a child development center. One of my daughters and a friend have gone back to the center to read to the preschool children there.

RTB: Your title at Crowell and Moring is Public Service Partner—what does that mean?

SMH: I coordinate the pro bono work the firm has and the public service opportunities

for the legal assistants and staff. That is why the title is broader than "pro bono coordinator." I do hands-on work myself, and involve other attorneys in doing pro bono work.

RTB: Crowell and Moring seems very committed to pro bono work. I noticed that it talks about its pro bono work on the front page of its website.

SMH: That is one reason I'm here, that the firm had a pre-existing commitment to pro bono. When I came here, I saw a real desire at the firm to have a good pro bono program. They had tried several ways to increase pro bono work, and then created my position to strengthen the program. I came in as special counsel, with the title, Public Service Counsel. There was no expectation at that time that the position would be made a partner. It was nice when it happened.

RTB: How did it happen?

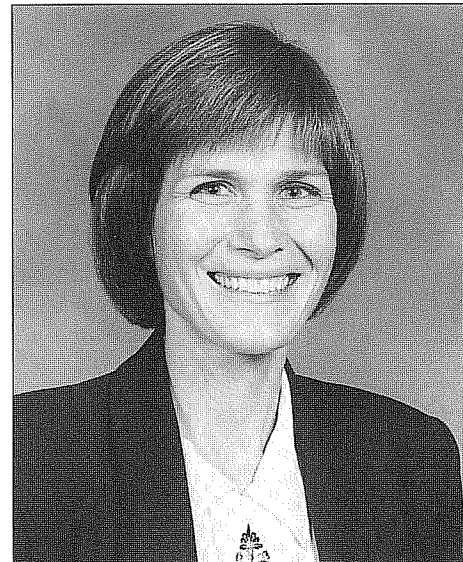
SMH: In the fall of 1999, a proposal was made that I be made a partner. I got a call from one of the managing partners saying that at one of the management committee meetings the proposal was made, and asking if that was something that I wanted. Of course, I said yes, I was very flattered. There was a partnership vote shortly before Halloween, and I was voted in as partner, effective January 1st.

RTB: Do you know if there was opposition in the partnership to making that position a partner position?

SMH: From what people said, it was not a controversial vote.

RTB: Has there ever been a sense in your firm that your position has to be justified in terms of bottom-line dollars and cents?

SMH: No. I think people feel it has been effective in increasing the amount of pro bono work accomplished, and that it has had many intangible benefits for the firm in terms of recruiting, morale, and contributions to the community. It also has helped with training. I have had the opportunity to provide training to a number of



■ Susan Hoffman

associates. I help them to prepare for trial and accompany them to court, often assisting them in putting on witness testimony. My guess is that management thinks the intangibles justify my salary and costs to the firm.

RTB: Is it necessary that the position be at the partner level?

SMH: No. I enjoyed being at the of-counsel level, because I thought that associates did not view me as being part of the "establishment." Even though I evaluated them, they seemed more comfortable with me and found me more approachable. But my perception may not have been reality, because after I was made partner, some associates said "congratulations" while others said "I thought you already were a partner!"

RTB: Your firm was the first in the city to have a public service partner and has served as a model for other firms that want to increase their pro bono work. Do you have any recommendations for firms that want to set up a public service partner position?

SMH: It is an excellent idea. I think every firm that has designated a full-time professional to handle pro bono coordination has seen a dramatic increase in the amount of

pro bono work that gets done, in the amount of recognition that the firm receives for its pro bono work, and an improvement in the overall morale of the firm. I would highly recommend it as a way for a firm to assure that it fulfills its pro bono commitment. As far as specifics about how to do it, each firm has its own culture. The position has enough flexibility that it can be defined differently at different firms to fit its culture and needs.

RTB: *There have been some studies that have shown a correlation between a firm's pro bono commitment and the firm's retention rate; firms that do a lot of pro bono keep their attorneys longer than those that don't. Is that accurate, based on your experience?*

SMH: I do think it is an important factor in keeping morale high and keeping people at a firm. I have to say that when attorneys do leave, they often stop by my office and tell me that one of the most rewarding things they did at the firm was the pro bono work. That's very affirming to hear.

B: *What type of cases do you personally handle?*

SMH: I handle mostly cases in the family law area: domestic violence cases; child custody, representing parents and grandparents; and child abuse and neglect, representing children as guardian ad litem as well as foster parents and relatives who are trying to adopt.

RTB: *What other types of pro bono does the firm do?*

SMH: A whole variety of cases, both individual representations and impact cases. Our cases include landlord-tenant, political asylum, family law, social security disability, nonprofit corporate counseling and civil rights work, mostly in the fair housing and public accommodations areas. We also handle criminal matters, including cases referred by Families Against Mandatory Minimums. We prepared three pardon petitions that were submitted to the White House, two of which were granted. We do some work with the ACLU. One of our

high profile cases is a case in which we are representing public high school students in Virginia in challenging the constitutionality of the Virginia statute mandating a minute of silence for prayer each day in the public

schools. We represented them at the trial court level, and now on appeal. We also staff the hotline for the Archdiocese Legal Network every Tuesday morning, completing basic intake. One of our recent victories in the civil rights area involved a case against a taxicab company in which we won a \$120,000 verdict on behalf of two individuals who were denied a cab for reasons of race. Our pro bono docket has more than 100 active cases.

RTB: *How many hours on average do attorneys at your firm bill each year?*

SMH: It ranges between an average of 50 and 60 hours of pro bono work per attorney per year.

It is good to start building pro bono into your career right from the start.

RTB: *How does your firm screen requests for pro bono work?*

SMH: I am the primary point of contact. I do a conflicts check and I write a memo to the firm's public service committee saying why the case is in the public interest. Very few cases have been rejected. I depend on the public interest groups that refer the cases to do the initial screening. Also, I receive requests from judges to take pro bono cases.

RTB: *As you look back over the cases you have handled at Crowell & Moring, are there any that stand out as particularly satisfying wins?*

SMH: It is hard to say; there have been so many! One that stands out is a case in which an attorney here was counsel to a parent-teacher association at an inner city school. The school had decided to start requiring uniforms, and they had chosen a small supplier to provide the uniforms. The supplier did not follow through on many of the contracts. Most of the families at the school were low-income. We had nearly 90 parents who were defrauded of their money for the uniforms. It was a relatively small amount of money; most claims were between \$50 and \$100. After extensive

negotiations failed, we did some research and decided the best way to proceed was through small claims court. We set up a one-day clinic at the school to educate the parents. After a general information session led by an attorney, a legal assistant talked to each parent about the details of his or her claim, then the parent signed a retainer agreement, one attorney helped them to draft a complaint and another attorney helped them to organize the documents. Our team went to Superior Court one day with all these parents and got consent judgments from the defendant for 90% of each claim. It was very rewarding to make the legal system work for these low-income individuals and get money back in their pockets. It was also rewarding because we had a team of attorneys here working together who were all very satisfied with the result.

I personally worked over the course of ten years or so with a woman who was the victim of domestic violence. We handled three or four different court proceedings for her, including obtaining a protective order, getting her custody of her children and obtaining child support. Over the years, we worked with this woman, who was psychologically scarred from years of battering and were able to really help her. She still stays in touch with me and sends me Christmas cards and presents. I love seeing how far she has come. The icing on the cake happened two years ago. I received a notice to appear in court for a hearing in her child support case and called her to ask what it was all about because I had not filed anything on her behalf. She said that she had filed for increased child support on her own, that she had decided that she had learned so much from the work we had done for her that she could represent herself. She did, and she called me later to say that she had won the requested increase in support. To me, that was the ultimate empowerment. Different associates worked with me on the case over the years, so it was good training for them, too.

RTB: *What about the flip side? Have there been any major disappointments?*

SMH: I do have to say that there was one situation, which was totally out of my legal control. We were representing a foster

—continued on next page

mother who wanted to adopt a five-year-old girl she had cared for since birth because the girl's birth mother was a teenager and her family wanted nothing to do with her. The maternal grandparents contested the adoption and the proceedings were very bitter. Toward the tail end of the two-week trial, our client had emergency gall bladder surgery. Although normally routine surgery, she went into a coma. In court, the doctor testified that there was only a minimal chance she would recover, so the judge understandably denied the adoption petition and granted the petition of the grandparents. It was a tragedy for everyone, including this little girl who had lost the only caretaker she had ever known. We were all devastated. The foster mother remained in a coma, and after two years, she passed away. All of us who had worked on her case went to her funeral.

RTB: *If you were to advise a new associate about pro bono work, what would you tell her are the benefits and drawbacks?*

SMH: The benefits are many. It is very rewarding. After three years of law school, most associates are interested in getting client contact and making a difference in an individual's life. Pro bono affords associates the opportunity to get this client contact and have a positive impact on an individual or group. Pro bono work also provides a great opportunity to get hands-on training in different areas. It is good to start building pro bono into your career right from the start. In terms of drawbacks, I can't think of any unless you take on a case that is bigger than you can handle in your first year of practice. For that reason, I usually recommend that attorneys who are not at a firm with an established pro bono program take on small representations. There are many opportunities out there for representations that are manageable.

RTB: *The increase in associate salaries has increased billable hour requirements at many firms. Do you see that increase affecting pro bono commitments?*

SMH: I don't think it affects people's commitment to want to do pro bono work, but on a practical level, people are going to have to work harder to find ways to fulfill that commitment. They have to figure out how to work it into their schedule. From a

coordinator's perspective, I have to be more creative in finding opportunities, more creative in how I staff cases and the type of opportunities that I make available. One example is the hotline opportunity that we offer. Every Tuesday morning, people can sign up for three hour shifts with the hotline is routed right to their desks. They complete intake but don't have to take on the cases on which they complete intake. They can just do an intake shift whenever they have the time. My challenge is to find more opportunities like that.

RTB: *Do you see a role for bar associations to play to encourage pro bono work?*

SMH: Definitely. Publicity, incentives, recognition are all good. Although people don't necessarily do pro bono work for the recognition, recognition by bar associations is wonderful and serves as an incentive for others.

If they are not currently doing pro bono work, I'd like to tell them that it is time to get involved...

RTB: *And mentoring, particularly for solos and attorneys at small firms?*

SMH: Bar associations can definitely facilitate mentorships. I mentor a great deal in the family law area. The attorneys I mentor need support that they can't find in books or on-line. Additionally, solos and small firm attorneys often don't have the overhead available to take on the larger pro bono cases, so an effective way for them to do pro bono work is to be mentors to others who are doing pro bono work.

RTB: *Pro bono work is not mandated in our local jurisdictions. Are you in favor of mandatory pro bono?*

SMH: Not really. I don't think it would effectively increase the amount of pro bono work done. Also, I want to make sure that the people who are getting pro bono services get quality services, and I have a mild fear that people who are coerced into doing pro bono work may do so somewhat grudgingly. That wouldn't necessarily affect the quality of the legal work, but I'm afraid

it could affect the quality of the relationship between the lawyer and the person receiving services.

RTB: *In Maryland, there is a proposal under consideration that would require attorneys to report annually the number of hours they spend on pro bono. Are you in favor of reporting requirements?*

SMH: Yes, I actually am. I have seen reporting implemented in Florida. I do think it is something that is an effective nudge. It conveys to the individual attorney who has to fill out the form that it is a professional responsibility - and a personal responsibility. Too many attorneys feel it is their firm's responsibility.

RTB: *Do you have much time for a life outside the office?*

SMH: Oh, yes! As with most parents, much of my "outside" life revolves around my kids and their activities. I was a Girl Scout leader for four years and am training to be a soccer coach. I love to travel. I used to run marathons, but now just run shorter distances and swim. And I'm a big ballet fan. I've had ballet season tickets for 15 years with a couple of friends of mine. I think it is important to have a life outside the office, especially for people in public service jobs where work can be particularly emotionally stressful.

RTB: *Is there any message you'd like WBA members who are reading this to take away with them?*

SMH: If they are doing pro bono work and community service work, I'd like to give them a pat on the back and tell them to keep it up. The world needs people like them. If they are not currently doing pro bono work, I'd like to tell them that it is time to get involved, for themselves and for others. There are many opportunities. The District of Columbia Bar has many opportunities to get involved. The WBA has ways to get active through the Community Projects and the WBA Foundation. The WBA is a good way to network, but it is particularly good for role-modeling - both for seeing role models and for being a role model. Let's be role models for all attorneys out there and take the lead in giving back to the community. ■

Prosperity Hurting the Poor?

—continued from front page

Linda Perle, a senior staff attorney at the Center for Law and Social Policy who represents federally funded legal services programs, says the need for legal assistance among the area's poor remains high and recent cuts in federal funding have greatly reduced the resources that are available to support legal services programs. [Editor's note: In 1996, Congress cut funding for the Legal Services Corporation by 30% nationally, resulting in a disproportionate cut of more than 50% for Neighborhood Legal

Services, the LSC-funded recipient in DC.] In the event of a significant slowdown in the local economy, that need will rise. Welfare reform has increased the numbers of the working poor who are likely to suffer substantial setbacks in an economic downturn, resulting in legal problems with credit, unemployment, bankruptcy, health care and the like. Perle says, "The private bar has to redouble its effort to provide legal services resources to those members of our community who are in need of legal assistance."

To test the validity of the perception of declining pro bono availability, Nields and the Board of Governors of the District of Columbia Bar have created a working group to study the issue. The working group is also tasked with developing remedies if a decline is found. A report and recommendations are expected in the near future.

Several large firms in the District, including Nields's Howrey Simon Arnold & White, LLP, have adopted policies and programs that have strengthened their commitment to providing pro bono services. Some firms credit pro bono hours, unlimited or to a maximum, in an associate's billable hours requirements. Others require that an associate accept a pro bono assignment within the first six months. Another slowly growing option is permitting associates to participate in an externship at a legal services agency or other public service organization for six months to a year.

It is, of course, an attorney's ethical obligation to provide pro bono services. The

ABA and the D.C. Bar recommend that members provide 50 hours per year of pro bono service. In Maryland, a proposal is likely to be adopted that would require attorneys to report to the bar the number of pro bono hours worked each year.

While the public and media and media may look to large law firms to assess the contributions that the profession is making to public service, ultimately, the obligation is a personal commitment for each of us. WBA members have taken this obligation to heart. They are involved in pro bono work that is fascinating, transforming, satisfying and appreciated - words rarely used to describe legal work.



■ Lisa Dewey

Lisa Dewey of Piper Marbury Rudnick & Wolfe LLP has worked on pro bono matters since she first joined the firm more than six years ago. She was named Pro Bono Counsel in 1999, and now works full-time on pro

bono cases and administers the firm's active pro bono program. One of her first cases was a sexual harassment class action in which her firm sued the District of Columbia Department of Corrections on behalf of female guards who had been harassed. After a trial, they obtained an \$8 million verdict. The case was later settled and is still in its final stages. Dewey says the case gave her great experience right off the bat that she otherwise wouldn't have had. "I always tell young associates that pro bono is not just the right thing to do and part of our ethical obligation, but that it also gives them training and experience that they otherwise wouldn't get in a practice representing large corporations."

Not all of Dewey's pro bono cases involve as much effort and time as the sexual harassment class action. Dewey has recently worked on a political asylum case involving a man from Ethiopia who had been tortured and harassed based on his political views. He was granted asylum. She is currently handling an adoption case in which a woman is seeking to adopt her niece because the child's mother is missing and her father is in prison. Dewey says that there are many smaller opportunities such as these that allow attorneys to get involved even if they have only a discrete amount of time available.

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The Caring Lawyer

There are many ways you can help. The D.C. Bar's Pro Bono Program includes a number of clinics, such as the Pro-Se-Plus Divorce Clinic and the Bankruptcy Clinic, and provides a number of excellent training programs at little or no cost. Call the Law Firm Pro Bono Clinic, which provides opportunities not only for attorneys at law firms but also for attorneys at the U.S. Department of Justice and the National Labor Relations Board, at (202) 737-4700, extension 297. Information about training programs is available at the same number, extension 293.

The organizations listed here are looking for volunteers and are willing to train you to make it as easy as possible for you to help.

Archdiocesan Legal Network of Catholic Charities
(202) 628-4265

AYUDA, Inc., (202) 387-4848

Legal Counsel for the Elderly, (202) 434-2170

Metropolitan Women's Organizing Project, Inc.,
(202) 659-9589

Veterans Consortium Pro Bono Program,
(202) 265-8305

Washington Lawyers' Committee for Civil Rights and
Urban Affairs, (202) 835-0031

Washington Legal Clinic for the Homeless,
(202) 872-1494

Whitman-Walker Clinic Legal Services Department,
(202) 797-3527

Women Empowered Against Violence (WEAVE),
(202) 452-9550

Zacchaeus Free Legal Clinic, (202) 265-2400

The Pro Bono Institute, located at Georgetown University Law Center, is also an excellent resource for firms that want to develop their pro bono programs. Its website is at www.probonoinst.org.

In-house attorneys are needed as well. To assist corporate attorneys with finding opportunities to participate in pro bono programs, the American Corporate Counsel Association and the Pro Bono Institute at Georgetown University Law Center have partnered to create a resource and reference web site, "www.CorporateProBono.org".

Appreciation:

The Honorable June Green

BY NANCY LONG

Editor's note: Judge June Green died February 2, 2001 at age 87.

I was saddened to learn of the death of Judge June Green, United States District Court for the District of Columbia. During my tenure as WBA President, I had the opportunity to interview Judge Green for the WBA's 80th Anniversary video. The video celebrated the wonderful history of both the WBA and women in the law. Judge Green's career epitomized what women in the law could accomplish.

As I walked into her elegantly decorated office, I was surrounded by dozens of pictures. I asked Judge Green about the pictures and she responded, "they are all my children." The pictures were of those men and women who worked as her law clerks. This was Judge June Green: kind,

giving, and caring. Throughout our interview, I was struck by her humility as she spoke of her first job in the 1940s as a lawyer in the insurance field. She told me that, during her tenure in this position, she would walk down the street and people would cry out "there goes the woman lawyer!" She couldn't believe that everyone was making such a big deal about a woman lawyer. She didn't even realize what a great pioneer she was!

She pursued her career with great dignity and in 1968 became only the second woman to serve on the United States District Court in the District of Columbia, and only the fourth woman in the nation to be named a federal judge. In her 32 years on the federal bench, her cases included the police slaying and bank robbery involving Heidi Fletcher, conditions at D.C.'s Lorton prison, and proceedings involving John W. Hinkley, Jr., who shot President Ronald Reagan in

1981. She took senior status in 1984 at the age of 70, continuing to hear cases, and assumed inactive status late last year.

Judge Green was known for her dedication to helping others. She and John, her husband of 64 years, tutored inmates at the D.C. Jail in reading. They did this for ten years and never wanted any publicity for performing such an important community service. She mentored many attorneys, and served as a role model for many more.

Judge Green served as President of the Women's Bar Association from 1954 to 1956. She was named the WBA's Woman Lawyer of the Year in 1965, only one of many awards bestowed upon her. Her contributions to society are immeasurable. She was and shall always remain an inspiration for all women attorneys. ■

Nancy Long was WBA President from 1996 to 1997.



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From Wedding Rings to Kitty Litter

BY MEIKKA CUTLIP

I recently went to see the Smithsonian's exhibit on the jewelry created by the Buccellati family (it was fabulous). As I was wandering through the maze of glass cases, each holding an exquisite piece of jewelry more intricate than the last and studded with diamonds, sapphires, and other precious gems, I was startled to realize how closely related the exhibit was to my daily practice of law. Wow!

I am not a lawyer to high end jewelers, importers, or even generations of Italian business families. No, as part of my employment practice I provide health and safety counseling to employers, including mining companies with operations throughout the United States and abroad. Mining and mineral extraction is big business in America—the mines I represent produce stone, cement, gold, coal, gravel and sand. Every state has mines and almost every substance we use (if not organically grown) is produced through one mining process or another.

The metal in your car, the glass in your windows, the bricks in your house, the sand in your children's sandbox, the concrete on your roads, the lead in your pencil, the clay in your china and even the kitty litter in your catbox are just a few examples of the many mined materials in our lives. Of course, given this pervasiveness, we must have laws to regulate. Yet few people know about mining law—so let me introduce you to my legal world.

Mines can be dangerous places. In many parts of the world, mining is conducted without the benefit of the safety and health laws that exist in the United States. Here, we have the Mine Safety and Health Administration (MSHA), which implements and enforces regulations aimed at creating a safer working environment for the nations' miners.

MSHA uses a regulatory scheme that is similar to that of the Occupational Safety and Health Administration (OSHA), with a few significant differences. MSHA inspections of "mine operators" take place a minimum of either two or four times per year, depending on the type of mine being regulated. This continual monitoring approach differs from the arrangement of OSHA and

other enforcement agencies who have a more reactive approach, responding to a specific condition only after a complaint is lodged or an accident occurs. In addition to the mandatory minimum visits, MSHA inspectors can conduct additional surprise inspections, particularly if an employee lodges a complaint.

MSHA inspectors are obligated to write a citation for any violation they find. Regulations cover everything from maintaining "no smoking" signs and requiring monthly inspections of fire extinguishers to ensuring the proper operation of machinery and the careful use of explosives. As a practical matter this means that it is very difficult for a mine operator to survive an inspection without any citations whatsoever. Of course, some companies have better records of compliance than others. Inspections can last for days, weeks, or months. Once the inspection is completed, citations are written and a deadline set for compliance. Additional citations can be incurred if the operator fails to abate the cited condition within the allotted time period.

In addition to the garden variety, plain vanilla citation, MSHA inspectors can also issue "imminent danger orders," which are meted out when the inspector finds that a condition could be "reasonably expected to cause death or serious physical harm before such condition can be abated." These orders have the effect of closing the affected part of the mine entirely and denying admittance to anyone except the workers charged with fixing the condition and government and union officials. Obviously, these orders can have devastating consequences to the mine operator and are sought to be avoided at all costs.

Similarly, "Unwarrantable Failure" closure orders may be issued when an operator is accused of "aggravated conduct consisting of more than ordinary negligence" or "reckless disregard, intentional misconduct, indifference, or serious lack of reasonable care." These orders not only close all or part of a mine, they also set the stage for one of the most serious inquiries conducted by MSHA, a "Special Investigation." The purpose of a Special Investigation is to determine whether any officer, director, manager, or supervisor employed by the company



■ Meikka Cutlip

should be personally penalized for "knowingly authorizing, ordering or carrying out a violation."

But for now, let's return to our garden variety citation, issued, say, for failing to maintain an adequate earthen barrier, or berm, along a haul road. Once the citation is issued, the operator can correct the problem, pay the assessed civil penalty and go on with its business (The Mine Act is a strict liability statute and penalties are mandatory with all violations). If the operator wants to contest the issuance of the citation or the amount of the penalty, it has a limited period of time in which to do so. The mine operator and the U.S. Department of Labor then proceed toward an administrative hearing on the matter, conducting discovery and attempting to negotiate an acceptable settlement. If the hearing takes place, the Administrative Law Judge will issue a decision and the case can be concluded or appealed to the Commission. Should either party appeal the Commission's decision, the matter moves to federal court.

Although civil penalties for MSHA violations can be significant, up to \$55,000 per violation, with even higher fines and possible jail time for more serious offenses, the

—continued on next page

From Wedding Rings to Kitty Litter

—continued from previous page

operator has additional concerns beyond the assessment of a civil penalty. The accumulation of violation points can have a dramatic effect on the calculation of future assessments. If an operator develops an "excessive history" of penalty points over the preceding two years, its fines for future violations can go up dramatically for even the most inconsequential violation. Most mines endeavor to abide by government regulations because generally the regulations are consistent with safe mining procedures that the mines are already following. No mine operator wants any of the mine

employees to be at risk of work-related injury or illness.

As in all things, mistakes can be made. After an accident has occurred, for example, issues of fault may be unclear. Inspectors sometimes issue citations against the operator without fully considering whether or not sufficient evidence exists to support the charge. A major part of the job for any attorney representing the mining company is to ensure that the process remains fair and impartial throughout the inspection and the subsequent imposition of fines and penalties.

As a litigation attorney who formerly

handled civil actions against mine operators, I can personally attest to the impact an MSHA citation can have on the strength of subsequent wrongful death or personal injury claims. These days, as the attorney charged with protecting my clients' interests, I must be diligent in my efforts to resolve not only large cases but also *de minimus* claims—the repercussions of what may seem to be an innocuous little "ticket" can be far reaching.

So next time you pick up something that came out of a U.S. mine, remember all the miners and lawyers who brought it to you! ■

Is Prosperity Hurting the Poor?

—continued from page 7

Barbara Kraft, name partner at Beins, Axelrod & Kraft, PC, is a member of the U.S. District Court for the District of Columbia Pro Bono Panel. She represented a woman who was 70 at the time she was tried on drug charges. After staging a drug buy, a police "jump out" squad raided the woman's liquor store in Anacostia. A witness, who had been sitting in the store at the time, testified at trial that he saw the police plant drugs. After receiving the evidence, including testimony from three police officers, the jury awarded the woman \$300,000 for false arrest.

Niki Kuckes, a former partner at Miller, Cassidy, Larroca & Lewin LLP who recently became a partner with Baker Botts LLP upon the firms' merger, has made pro bono work a regular part of her practice. Her pro bono cases have included major litigation, including federal trials in which she represented fair housing groups in successful litigation against developers who published all-white real estate advertising, and a damages case against an apartment complex for failure to protect a tenant from racial harassment by another tenant. She has also advised and assisted individuals in many matters ranging from assisting a professor in winning tenure from a major university, to negotiating a dispute over a tenant's security deposit.

Kuckes finds that pro bono work

"provides an important balance to the work that I do on behalf of corporations and other large clients" and brings a perspective that informs and enriches her work on behalf of all of her clients. In addition, she reports that, on a personal level, "the matters I have handled, particularly on behalf of individual clients, have also been immensely satisfying in terms of feeling that I helped ensure that justice was done."

A desire to do justice also motivates Alyza Lewin, of counsel at Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. She is currently involved in litigation on behalf of a couple whose son was killed by HAMAS terrorists in a driveby shooting outside of Jerusalem. Suit was filed pursuant to the federal Anti-Terrorism Act against groups that reportedly assist HAMAS in recruiting terrorists and raising funds. The case presents the novel issue of whether providing material support to a terrorist group is itself terrorism that can form the basis of liability under the Act. Lewin says that this case, like some of her other pro bono cases, have been among the most meaningful work she has done as a lawyer. "This case and others like it are extremely relevant to my life and values, and let me feel that at least in some small way I am working for change in the world. In addition, I appreciate the opportunity to try to help this family, which has gone through such a tragedy, and to let them know that someone cares and wants to see justice done. I hope I am able to bring them some measure of closure."

Not all pro bono work requires litigation. WBA member Lynn Parseghian, special counsel at O'Melveny & Myers LLP, provides legal advice to the Corcoran

Gallery of Art on a pro bono basis. Museums encounter a wide array of complex and fascinating legal issues, she has found, ranging from intellectual property to security to collections issues. Some of Parseghian's most interesting work has been assisting the museums with contracts for international exhibitions. "It's rewarding to work in support of the arts on such a diverse set of issues and to work with such talented, creative people," she says.

Other opportunities abound for transactional lawyers to share their expertise. Community development agencies offer assistance to small businesses, and other entrepreneurial and revitalization efforts in low income areas greatly benefit from the real estate, tax, and commercial development insights of transactional lawyers. Many nonprofit organizations would love to have a volunteer general counsel. Cynthia Calvert provides advice on employment law to several nonprofit groups in Maryland. "It is a good way to support organizations I believe in," she says, "and I have personally benefitted from networking with other attorneys who are also supporting them."

Dewey, like Perle, sees a great unfulfilled need for pro bono legal services. As one example of the need, she cites waiting lines of 100 or more people at the D.C. Bar's Advice and Referral clinic. Not everyone can get help with the current level of resources available from the legal community. Dewey urges everyone who has been thinking about doing pro bono work to put their good intentions into action. "There is a growing need," she says, "and we need more attorneys to get involved." ■



■ Niki Kuckes

Meet Our Board

SPOTLIGHT ON NORMA BROWN HUTCHESON

BY MEIKKA CUTLIP

Board member Norma Hutcheson is Deputy Managing Counsel for the Capital Metro Operations and Mid-Atlantic Law Office of the United States Postal Service. Her position allows her to serve as legal counsel to senior postal management in the areas of labor and employment law, ethics, government contracts, revenue protection and real estate acquisition. In addition to litigation duties in these areas, Norma also provides training and management services.

A native of Washington, D.C., Norma is a graduate of Bucknell undergraduate and UPenn Law School. In addition to serving on the WBA Board, she is also currently the president of the Greater Washington Area Chapter of the Women Lawyers' Division of the National Bar Association. We asked Norma the following mostly interesting questions:

Q: As Deputy Managing Counsel for the USPS, what personal trait or characteristic do you draw on the most?

A: I think that my strongest personal characteristic is that I try to be diplomatic and exercise sound judgment. My job requires that I serve postal managers but I must protect the interests of the organization first. This sometimes requires that I balance competing interests of managers against overall organizational goals. However, I understand that my first professional obligation always is to the organization.

Q: The USPS has had problems with violence in the workplace in the past. How is the agency trying to address this perception, both in and out of the office?

A: There is a perception that the Postal Service has had more problems with violence in the workplace than other entities. However, the reality is that postal employees are no more likely to experience physical violence from co-workers than employees in the national workforce. Postal employees are only a third as likely as those in the national workforce to be victims of homicide at work. The incidents we've had in the past probably have received more negative publicity than other workplace incidents. We

My job requires that I serve postal managers but I must protect the interests of the organization first.

take every opportunity to dispell the myth about "going postal" and spread the good news of the reality about working conditions at the Agency. Most recently, we have shared with our employees and the public the results of the US Postal Service Commission on a Safe and Secure Workplace, which conducted the most comprehensive national survey ever undertaken on the topic of workplace violence.

Q: Do you have a springtime tradition that helps you shake off the winter blahs?

A: Two years ago, I returned to urban leaving from the suburbs and have had to learn to live in somewhat less space. So I use the springtime, as well as fall, to clear my environment and give away items I'm not using.

Q: If you could no longer practice law, what would you like to do instead?

A: I would like to cater small events and dinners. I'm planning to try this when I



■ Norma Brown Hutcheson

retire. I'd also like to travel in Africa and collect African artifacts.

Q: What do you do to relax?

A: I collect and experiment with new recipes, read and collect (primarily) jazz recordings. ■

Georgetown Law Center to Celebrate 50 Years of Woven

Annual Women's Forum April 20-21 to Recognize First Alumnae, Alumnae "Firsts," Mother/Daughter Graduates and Outstanding Volunteers

WHAT: Georgetown University Law Center presents the Women's Forum in celebration of "50 Years of Women at the Law Center." For registration information, contact the Office of Special Events (phone: 202/662-9548; fax: 202/662-9448; or e-mail: specialevents@law.georgetown.edu).

WHEN: Friday, April 20 6:30 p.m.-9:30 p.m. Saturday, April 21 8:15 a.m.-5:30 p.m.

WHERE: Georgetown University Law Center
600 New Jersey Avenue, NW
Washington, D.C.

Oh Brothers, Why Art Thou Members?

BY BRAD HENDRICKS

I am a man and I am a WBA member. Why would a man join the Women's Bar Association? I have been asked that several times, and endured a few suspicious looks at events where I have been the sole male. After all, the organization is the Women's Bar Association. But a review of the membership directory reveals a number (okay, a small number) of male members—some of whom have been members for years. I decided to contact a few of my WBA brethren to see if their reasons for joining were the same as mine.

My unscientific survey of male members of the WBA finds that the WBA provides them a much-needed mix of support for women attorneys, substantive programs, and an opportunity to see the legal profession from a different perspective.

Member William Davis of the firm Davis & Gooch, an estates and trusts lawyer for twenty years, told me, "The WBA helps women and men balance conflicting roles in their family and professional life better than any other voluntary bar association." He appreciates the collegiality of the WBA as well as the programs that the organization runs. He added that many of his professional colleagues in Estates & Trusts belong to the WBA.

John Keeney, a litigation partner at the firm of Hogan & Hartson and a member for several years, focused on the WBA's purposes. "The WBA is actually doing some very important work to improve the lives of female attorneys. The WBA is an organization with a social mission." Keeney likes *Raising the Bar*, which he finds to be both social and substantive. Good programs, such as Betty Friedan's recent presentation at

American University, also appeal to Keeney.

Keeney stated that he learned a lot as a result of his membership in the WBA. "The WBA helped to sensitize me to issues such as the glass ceiling, the small number of women partners, and the small number of women in high level federal positions," he said. In addition, issues such as telecommuting and part-time work were brought to his attention in a meaningful way.

William Causey, a litigation partner at Peabody & Brown, became a member of the WBA in 1996. "I thought it was important to support an organization that

provides excellent mentoring to women." Causey said that he has personally benefited from his membership because he has gained a different perspective on the problems women face in the profession. This in turn has helped him to better understand the issues women face in his law firm.

A commitment to equality was the primary reason Jack Olender, of the medical malpractice law firm Jack Olender & Associates, joined the WBA in 1995. "I have always been interested in equal opportunity for everybody that includes women. I support the efforts of women to achieve equal status and prominence."

Olender added that he attends the annual dinner, and he reads *RTB*. He also noted that Sandra Robinson, an associate in his firm, is the President of the Women's Bar Association Foundation, which provides charitable support to organizations.

Yup—those are all my reasons, too. I attend the terrific programs, read *RTB*, and feel good about supporting an organization that has such worthwhile goals. The WBA's focus on work/life balance has been particularly meaningful to me. It is important for law firms to adjust to the realities of working mothers and others who want a normal life outside the office. The WBA is an important voice to counteract the status quo.

Any other questions? ■

The WBA has always encouraged men to become members and be actively involved in the WBA. Since 1917 the mission of the WBA has been to maintain the honor and integrity of the legal profession; to promote the administration of justice; to advance and protect the interests of women lawyers; to promote their mutual improvement; and to encourage a spirit of friendship among its members. We cannot accomplish the goals of our mission by discounting the influence and opinions of men. In addition, many of the issues addressed by the WBA now affect many male lawyers—especially our current focus on achieving a balance in work and home life.

—Mary Kate Whalen

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COMMUNITY PROJECTS COMMITTEE DOES THE PUBLIC GOOD

BY ELAINE L. FITCH

Most of us don't have a lot of spare time these days. Billable hours are mushrooming, workloads are swelling, and we are all striving for some semblance of balance between our personal and professional lives. Yet as attorneys, we all know that it is imperative to give back to our communities. The Community Projects Committee of the Women's Bar Association is the perfect solution. It enables you to give as much time as you can unearth to a worthy cause—in the form of a discrete event, an ongoing project, or the Committee itself—while at the same time providing you with opportunities to network and fraternize with other fascinating members of the WBA. More importantly, no matter how you choose to contribute, you can be proud of what has been accomplished and know that you have made this world a better place to be.

The purpose of the Community Projects Committee is best summarized by reference to the various projects in which its members have been involved. Most of the events involve a limited amount of time and commitment, yet the Committee also works with various organizations on an ongoing basis. At least once a year, they try to work with a new organization in the area.

Jennifer Duane, one of the three co-chairs, became involved with the Committee in 1992 when one of her high school friends coaxed her into attending meetings. Jennifer was struck by the work being accomplished and became more and more involved. For the past 3 1/2 years, Jennifer has been employed as in-house counsel for Sprint in its Northeast Regulatory Division. Her co-chairs are Jocelyn Fisher and Tina Ott Chiappetta.

Currently, the Community Projects Committee is working with Turning the Page, a D.C. non-profit aimed at increasing literacy in District school children. To accomplish this goal, Turning the Page holds workshops twice monthly to teach

parents how to become more involved with their children by reading to them and by listening to them read. While the parents are being educated, WBA members entertain the children by reading to them. It is an invaluable lesson that benefits entire families and only requires approximately two hours of time, every other Tuesday. At the end of the Winter Session (there are four sessions per year), the volunteers will throw a party for the families.

Often the Committee gets involved in a project that involves only a single event. For example, the Committee has worked with Habitat for Humanity in the past and is currently attempting to coordinate a similar future event for a house that is almost complete in Alexandria. Habitat for Humanity builds simple, new, affordable houses in partnership with low-income individuals and families. Since 1976, Habitat has built more than 100,000 houses in more than 60 countries, including approximately 30,000 houses across the United States. WBA volunteers spend one week-end day helping to build or finish a house or to do some landscaping.

The Committee is also involved in several races and walks that benefit great causes. For the past two years, members have participated in the Multiple Sclerosis Walk that takes place every April. It is an eight mile walk that begins at the Pepco offices downtown and travels along the C & O Canal to Glen Echo Park in Maryland. Around June every year, members also become involved in the Lawyers Have Heart Race. Although everyone is welcome to run, WBA volunteers are usually involved in the logistics of the race. For instance, last year volunteers guarded the runner's personal gear, while on other occasions, they have distributed registration packets or registered runners for the race. All proceeds benefit the American Heart Association. In addition, the Committee has become involved in the Walk for the Homeless. This is a 5k walk around the Mall that benefits more than 200 homeless service providers in the Washington metropolitan area.

The Committee has been involved in several projects that Jennifer thought were particularly commendable. The first involved Project Northstar. At that time, the Committee was chaired by Deborah Israel, who is now the WBA's President-elect. The Committee solicited contributions from WBA members to buy winter coats for the kids in a local homeless shelter. The contributions were so overwhelming that the WBA was able to throw a holiday party for the children and present them with the coats as gifts. It was a huge success. A second noteworthy event was the annual baby shower thrown for the pregnant teenage girls in St. Anne's maternity ward. The girls of St. Anne's were often there as a result of abuse or neglect by their families. Again, WBA members came through in force, providing clothing, toys and support to young women who clearly needed it and truly appreciated it. The Committee is investigating the possibility of reestablishing this as an annual event.

In this age of more work and less play, the Community Projects Committee is the perfect antidote. What may seem like a little contribution to you, could mean the world for someone else. And don't forget: more often than not, you will have fun in the process. ■

Want more information? Want to help plan an event?

The Community Projects Committee co-chairs would love to hear from you. Call Jennifer Duane at (703) 524-1249, Jocelyn Fisher at (202) 467-2543, or Tina Ott Chiappetta at (703) 875-9304. Be sure to see the Calendar for upcoming Community Projects events.

Alternative Dispute Resolution and Negotiation

The Tax and Business Forum recently discussed "Getting to Yes—Effective Strategies for Improving Your Negotiation Skills." Cathy Costantino, who is an attorney with the Alternative Dispute Resolution Unit at the Federal Deposit Insurance Corporation, a professor at Georgetown University Law Center and a conflict management consultant, presented numerous techniques for dealing with a variety of difficult situations.

Cathy began by dividing the different alternative dispute resolution ("ADR") methods along a graph, moving from a method giving the parties the most control (prevention) to a method giving the parties the least control (binding arbitration). She emphasized the importance of "fitting the

forum to the fuss." For example, the parties may wish to use fact-finding, that is, hiring an expert to state the standard industry practice for a matter in dispute, then stipulate to the facts as determined by the expert, and thus limit the judge to applying the law to the stipulated facts.

Once the parties have chosen a particular ADR forum, they need to focus on the purpose, process, and product of their approach. Defining the *purpose* of the ADR means determining whether you intend to use it to settle the dispute, develop information, stall resolution of the issue, or to learn more about the opposing side's position. Don't simply assume that the other party's purpose is to settle the conflict! The *process* of the ADR means establishing whether the parties will deal directly,

through a third party such as a mediator, or on the phone, for example. The *product* of the approach may be, for example, a written agreement or an agreement in principle.

Finally, Cathy suggested a number of methods for dealing with stressful situations. For example, if the opposing side begins yelling, you can address the behavior by letting them yell themselves out, and then saying, "Are you done now? Then let's move on." You can also "mirror" the behavior by, for instance, remaining silent; the other side has not given you information, so you refuse to give them information. You may also "model" the behavior. This involves demonstrating the behavior yourself that you expect to see back from the other person. ■

LITIGATION FORUM LOOKS TO THE FUTURE WITH PROGRAM ABOUT WOMEN LITIGATORS

Women litigators in the 21st century: We've come a long way—but where do we go from here? On April 19th, from 6:00 to 8:00 pm, a panel of distinguished women litigators from private practice, the bench and government service will discuss their views of the challenges still facing women litigators as we enter the 21st Century. They will provide anecdotes and insight regarding perceptions of and succeeding as a woman litigator and will share their views on interactions with colleagues, clients, opposing counsel, judges and juries. Confirmed panelists include The Honorable Mary Ellen Abrecht—District of Columbia Superior Court; Carol Elder Bruce—Partner, Tighe Patton Armstrong Teasdale

PLLC; Independent Counsel in Babbitt Investigation; Former Assistant United States Attorney; Mary Spearing—Partner, Baker Botts, LLP; Former Chief of the Fraud Section at the United States Department of Justice; Gillian Drake—Founder, On Trial Associates.

The program will be preceded by an hors d'oeuvres reception. It will be held at Baker & Botts, LLP, 1299 Pennsylvania Avenue, NW (metro: Metro Center). The cost is \$20 for WBA members, \$25 for non-members, and \$15 for students. If you have any questions, please contact Litigation Forum co-chairs Paulette Chapman (202-822-1884 /pchapman@koonz.com) or Christy Liverzani Prame (202-736-8059 /cprame@sidley.com). ■

The Tax and Business Forum Hosts Time Management Forum

So much work and so little time! What is a busy lawyer, student, woman to do? Join us on April 19th, 12:15–1:30 pm, for a discussion of these issues and your questions to learn how to effectively manage your time and reduce your stress. The discussion leader is Margaret S. Spencer, president of Spencer Consulting, a firm providing training on organization and time management techniques especially for lawyers. Let Ms. Spencer help you find time you didn't even know you had!

Bring your lunch; beverages and cookies provided. The location is Miller & Chevalier, Chartered, 1450 G Street, NW, suite 900, (Metro Center—Red Line; McPherson Square—Blue/Orange Line). Reservations by April 18 appreciated. Pay at the door: \$10 WBA members, \$15 non-members. Questions? E-mail call Emily Mao at emao@alston.com or (202) 756-3374. ■

Annual Awards Dinner

—continued from front page

areas of international commercial law and arbitration truly reflect the theme of this year's event. Prior to her appointment to the bench in May 1998, Judge Ridgway served as Chair of the U.S. Foreign Claims Settlement Commission presiding over such FCSC accomplishments as the Holocaust Survivors Program, the Albanian Claims Program and completion of the Iran Claims Program. She also was a partner at the law firm of Shaw, Pittman, Potts & Trowbridge and has taught at American University and Cornell Law School, and lectured at the Georgetown University Law Center's Summer Law Program in Florence, Italy. Judge Ridgway also is a past WBA President (1992-1993).

Secretary of Labor Elaine Chao will give the keynote address. Secretary Chao has been a fellow at the Heritage Institute, CEO of the United Way and Deputy Secretary of Transportation, among other positions.

Each year the WBA/WBAF Annual Awards Dinner is an exciting and elegant event. Our guests include prominent leaders in the bar, federal and local judiciary, state and federal government, and representatives of virtually every law firm in the D.C. area. We'll see you there. ■

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MEMBERS ON THE MOVE

Cheryl Risley Hughes has been elected Principal of the firm Sanders Schnabel & Brandenburg, P.C. Ms. Hughes, who has been with the firm since 1995, practices primarily in the area of employee benefits law, with a particular emphasis on health and welfare plans.

Lorraine Berman Halloway has been made partner at Crowell & Moring LLP. Ms. Halloway's practice in the International and Aviation sections.

Noted national bankruptcy expert Stephanie Wickowski has joined Arent Fox Kintner Plotkin & Kahn, PLLC as a Member to the Bankruptcy Practice. Prior to joining Arent Fox, Ms. Wickowski was a partner at Reed Smith and Ginsburg, Feldman & Bress.

The Honorable Delissa Ridgway (U.S. Court of International Trade) recently received the Earl W. Kintner Award from the Federal Bar Association.

Rachel Tumidolsky has joined the in-house team at Magellan Behavioral Health where she advises the company on a range of Medicare, privacy, and provider contracting issues among other things. Prior to Magellan, Ms. Tumidolsky was at the Office of Counsel, Office of Inspector General, Dept. of Health and Human Services.

Mindy Davis, a commercial litigator with Howrey Simon Arnold & White LLP, has been promoted to full partnership. Her practice focuses on insurance coverage issues.

Martin Minsker, Niki Kuckes, Ellen Fels Berkman, Jodi Manier Kris, Jennifer O'Connor, Stephanie Martz, Kelli McTaggart and Amy Coney Barrett, all formerly of Miller, Cassidy, Larroca & Lewin, LLP, joined Baker Botts, LLP in January.

Alyza Lewin, formerly of counsel at Miller, Cassidy, Larroca & Lewin, LLP, has joined Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. as of counsel. Ms. Lewin is co-chair of the WBA's Working Parents Forum.

Tracy-Gene G. Durkin was recently re-elected to the Executive Committee and named chair of the Professional Development Committee of IP specialty firm Sterne, Kessler, Goldstein & Fox P.L.L.C. Ms. Durkin has nearly twenty years of experience obtaining and enforcing intellectual property rights with particular emphasis in the areas of patent, trademark and copyright disputes, and alternative dispute resolution through mediation and arbitration. She is co-chair of the WBA's IP Forum.

Lisa Jose Fales, formerly with Collier, Shannon, Rill & Scott, PLLC, has joined Howrey Simon Arnold & White LLP as a partner. Her practice includes mergers and acquisitions and civil investigations.

Late last year, Beth Burrous, Ph.D., a partner in Foley & Lardner's D.C. office, was named leader of the Biotech/Pharma Practice Group in the firm's Intellectual Property Department. Dr. Burrous focuses her legal practice on procurement and use of intellectual property assets to maximize company value, particularly in the areas of biotechnology and chemistry. Her experience includes strategic business counseling, licensing, patent portfolio management and procurement, and valuation of intellectual property assets.

Lisa Dunner has been promoted to partner at McDermott, Will & Emery. Her practice focuses on intellectual property issues, including trademark and copyright counseling and litigation.

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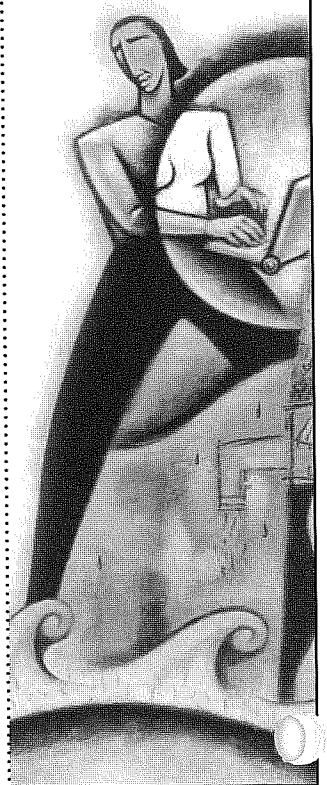
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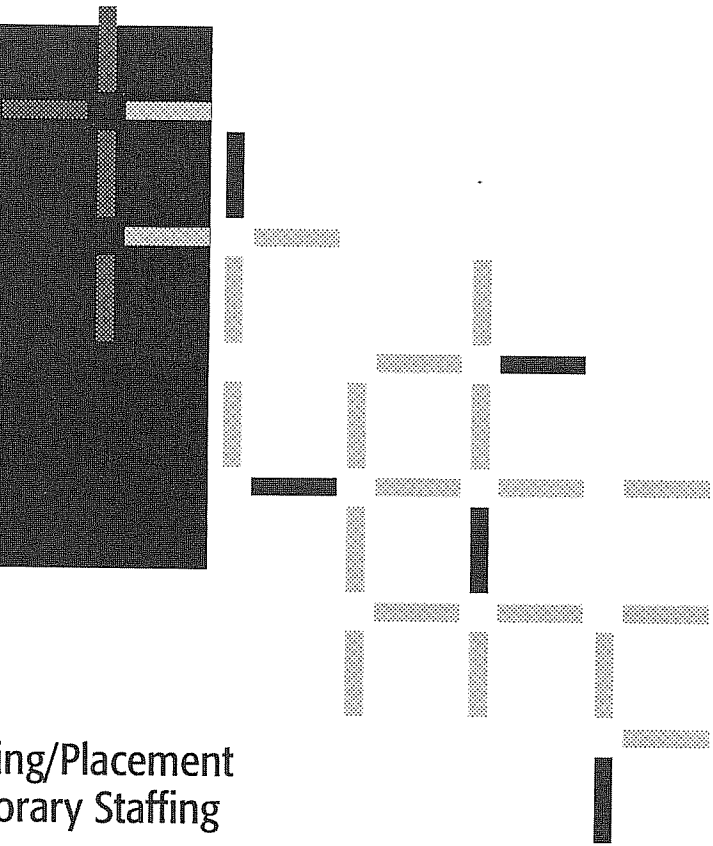
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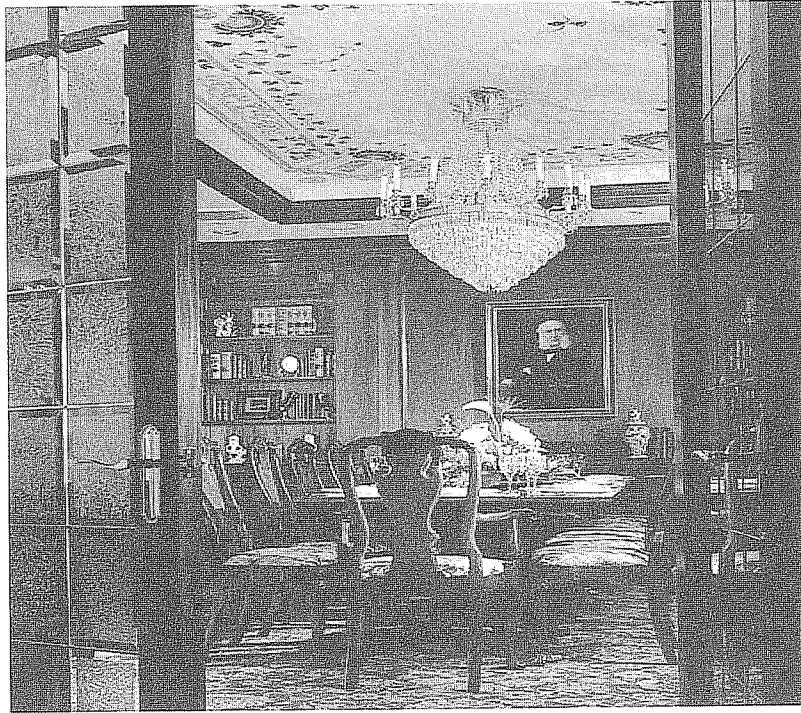
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All WBA Members are invited to attend a Business to Business Networking Happy Hour

UPCOMING EVENTS

Please register for these events using the form on page 17.

April 2001

Wed 18 12:00–2:00 pm
WORKING PARENTS FORUM
Get A Life: Striking The Work/Life Balance At D.C. Law Firms
A preview of the recommendations of the Project for Attorney Retention
Panelists: Joan Williams; Victoria Ruttenberg; Paul Rupert; James Sandman.
Buffet lunch.
Location: Piper, Marbury, Rudnick & Wolfe, LLP
1200 Nineteenth Street, NW
\$25 WBA members; \$35 Non-members;
\$20 Students and WPF Subscribers

Thurs 19 12:15 pm–1:30 pm
TAX AND BUSINESS FORUM
Out of Time? Maximize Efficiency through Effective Time Management
Brown Bag lunch featuring discussion leader Margaret S. Spencer. Beverages and cookies provided.
Location: Miller & Chevalier, Chartered, 1450 G Street, NW, suite 900. Metro Center metro.
\$10 for WBA members, \$15 for non-members.

Thurs 19 6:00 pm–8:00 pm
LITIGATION FORUM
Women Litigators in the 21st Century
Hors d'oeuvres reception and panel discussion.
Panelists: The Hon. Mary Ellen Abrecht, Carol Elder Bruce, Mary Spearing, and Gillian Drake.
Location: Baker & Botts, L.L.P.,
1299 Pennsylvania Ave., NW
\$20 for WBA members, \$25 for non-members and \$15 for students.

Sat 21 8 am–10 am
COMMUNITY PROJECTS COMMITTEE
MS Walk 2001
Join the WBA in the nationwide effort to raise money to help the devastating effects of multiple sclerosis (MS). The WBA team is open to everyone, including family friends, who would like to join in this worthy effort. The team will begin its walk at the downtown DC Pepco Building, 1900 Pennsylvania Ave., NW, Farragut West metro. For more information please contact WBA office.

Tues 24 6:30 pm
HEALTH LAW FORUM
Careers in Health Law: Traditional and Non-traditional Paths Taken by Women
Speakers TBA.
Location: Akin Gump, L.L.P.,
1333 New Hampshire Avenue, NW
\$15 for WBA members and students,
\$20 for non-members.

May 2001

Wed 2 Noon
CAREER OPPORTUNITIES COMMITTEE
Job Seekers Network
Bring a brown bag lunch.
Location: WBA office, 815 15th St., NW, suite 815.
Free for WBA members, \$5 for non-members.

Editorial deadline for summer issue of
Raising The Bar is June 1, 2001.

Wed 16 12:15–1:45 pm
WORKING PARENTS FORUM
How To Be Heard: Effective Business Speaking Techniques
Brown bag lunch featuring Christine Jahnke, professional communications expert and President of Positive Communications
Location: White and Case, 601 Thirteenth Street, NW suite 600 South (Metro: Metro Center)
\$6 for WBA members, \$10 for non-members

Tues 22 6:00 pm
WBA/WBAF ANNUAL AWARDS DINNER
Women Around the World
National Building Museum
Tickets required.

June 2001

Wed 6 Noon
CAREER OPPORTUNITIES COMMITTEE
Job Seekers Network
Bring a brown bag lunch.
Location: WBA office, 815 15th St., NW, suite 815.
Free for WBA members, \$5 for non-members

Sat 12 6:30 am
COMMUNITY PROJECTS COMMITTEE
Annual Lawyers Have Heart Race
Benefit the American Heart Association in the fight against heart disease, stroke and other heart ailments by racing, registering and coordinating runners or serving at water stops.
Contact WBA office for more information.

New Members

The WBA welcomes the following new members, approved by the Board of Directors. We encourage your active involvement in the WBA and look forward to seeing you at upcoming WBA events!

Ann E. Allen
Tamara Ashford
Alicia J. Batts
Lisanne E. Cottingham
Jill F. Dash
Jeanette Dayan
LeeAnne DiFilippo
Jennifer M. Drogula
Elaine Fitch
Laura E. FitzRandolph
Rebecca Ford
Janice L. Glick
Kimberly Heifetz
Helen Hong
Mary Angela House
Sandra Hughes
Kathy P. Janowitz
Konstantina Katcheves
Rhonda Mims
Lisa Neuder

Maureen O'Bryon
Margaret G. Perl
Lyn Rahilly
Debra Rednik
Marta Yanes Ryan
Kristine Sendek
Kathryn Shelton
Kerri R. Sikorski
Sherrie A. Smith
Mary Lou Soller
Jeri K. Somers
Leslie Harriette Spiegel
Beth Tomasello
Ellen T. Vargyas
Cheryl M. Wallace
Evangeline E. Wells
Kristine D. Wells
Lori B. Wittlin
Jami L. Wyatt

The Women's Bar Association of the District of Columbia
Working Parents Forum and The Project for Attorney Retention
present

GET A LIFE: STRIKING THE WORK/ LIFE BALANCE AT D.C. LAW FIRMS

A Buffet Luncheon and Roundtable Discussion with

JOAN WILLIAMS

Co-Director, Project for Attorney Retention

Professor, Washington College of Law

Author, Unbending Gender: Why Work and
Family Conflict and What to Do About It

JAMES J. SANDMAN, ESQ.
Managing Partner,
Arnold & Porter

PAUL RUPERT
Rupert & Company

VICTORIA RUTTENBERG, ESQ.
Career consultant
and mediator

Wednesday, April 18, 2001
12:00 noon–2:00 p.m.

LOCATION

Piper, Marbury, Rudnick & Wolfe, LLP
1200 Nineteenth Street, N.W.
Washington, D.C.

COST (includes buffet lunch)

\$25.00 WBA members
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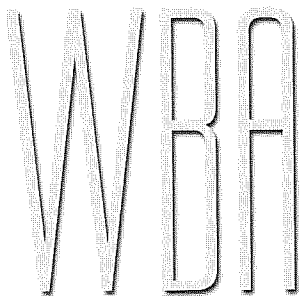
Sunday, May 6, 2001 11–5

Monday, May 7, 2001 11–7

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