

# THE BAR

Women's Bar Association of the District of Columbia

RAISING

## 2004 ANNUAL DINNER

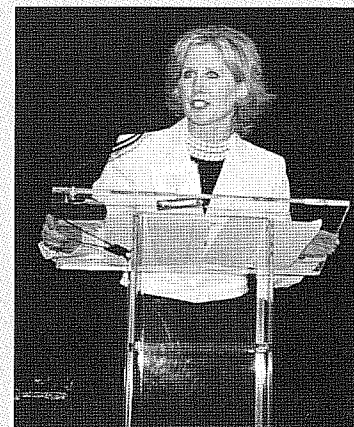
### *A Celebration of Extraordinary Achievements*

On May 18, 2004, over 900 WBA members and supporters gathered for the WBA & WBAF Annual Dinner, *From the Right to Vote... To Winning the Vote: Women in Leadership*. The Great Hall of the National Building Museum was filled with women and men assembled to celebrate the history, accomplishments and future of women in the legal community and, in particular, those elected to public service.

Senator Hillary Rodham Clinton (D-New York) stirred great excitement as she made a special appearance and offered brief remarks during the general opening reception where she paid tribute to her former ABA col-



■ Congresswoman Deborah Pryce, Special Honored Guest Speaker, greeted by WBA Incoming Pres. Joanne Young



■ Outgoing President Paulette Chapman welcomes honored guests and attendees

league, Cory Amron, the 2004 Woman Lawyer of the Year. Senator Clinton was the first chair of the ABA Commission on Women in the Profession from 1987-1990 and worked closely with Amron, who followed as the next chair of the commission.

In her welcoming remarks, WBA President Paulette Chapman spoke proudly of the progress women have made in the political arena. "Women bring so much to the table, we bring common sense, we know how to seek a consensus and we know how to govern," Chapman remarked.

Among the many delights of the evening were the remarks of U.S. Senator Debbie Stabenow

(D-Michigan) who offered the keynote address. With a balance of history, humor and humility, Senator Stabenow spoke of the pioneering women who founded the WBA, and of her own experience as the first woman Senator from the State of Michigan. Poignantly, the Senator remarked that while it is important to recognize women who are the firsts to achieve leadership positions, "I have always said that if there is not a second, and a third, and a fourth... then being first is really only a token." Senator Stabenow concluded with a heartfelt reminder about women's place in politics. "While there are certain issues that impact us differently, every issue is a women's issue."

## HIGHLIGHTS

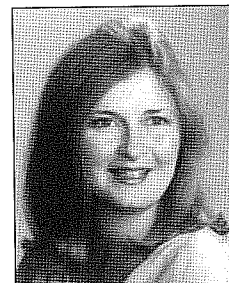
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# PRESIDENT'S COLUMN

## Passing the Gavel

BY JOANNE W. YOUNG



As newly elected President of the Women's Bar Association, it is a pleasure to pen my first President's Message for *Raising the Bar*. While there is a common conception that summer is Washington's "quiet season," for the WBA Board and Co-Chairs it is a time of organizing, preparing and planning for the 2004-2005 program year. The result is an events calendar that includes Showcase Events that promise to make this year one of our best. Below is a brief preview of what WBA members and the Washington community have to look forward to.

First, I am excited to welcome Nancy Long as Executive Director. She is a devoted member of the WBA with a long history of service to the WBA. We'll kick off the year with our Stars of the Bar Fall Networking Reception to be held September 23, 2004 in the atrium of the Homer Building just above Metro Center. During this annual Reception members and potential members can sip wine and network with our honored "Stars"—exceptional women honored by the WBA for their accomplishments in the legal community. The Reception is also an opportunity to learn how the WBA supports its members through networking, mentoring and career development. Guests will learn about our diverse Committees and Forums including Community Projects, Intellectual Property Law, Litigation, Lawyers at Home and more. There are many reasons to attend: the best three are it's fun, informative, and free.

October starts with the 4th Annual Golf Classic to be held Wednesday, October 6 at the South Riding Golf Club. This event has earned a solid reputation as a terrific way to spend an autumn day. Even those of us who are golf "challenged" can join the group for lunch—where no one keeps score.

We are especially pleased that the WBA will once again on October 14, 2004 host a panel discussion on the Presidential Appointments Process featuring women who have served in Executive and Judicial positions in the past and the current Administration. Last held in 2000, the event which was filmed by C-SPAN and shown repeatedly on the network, was sold out. This year's event will be held again at the City Club of Washington and will include key representatives of both the Bush and Kerry campaigns. Please check the WBA website for further details and sign up early as registration will be limited by the Club's capacity.

As we roll into 2005, WBA Showcase events will include the Partners Dinner to be held in January or February and the WBA/WBAF Annual Awards Dinner to be held Thursday, May 19 in the historic National Building Museum. And these are only our Showcase Events.

## WBA RAISING THE BAR

A Publication of

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

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Nancy Long  
Executive Director

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The WBA Events calendar is quickly filling with other programs and panel discussions relevant to today's issues and challenges planned by our very capable Committee and Forum Co-Chairs who are the backbone of the WBA. These Co-Chairs put on a rich selection of substantive programs to meet you wherever you are in your career and your life. For full details, including registration information, please visit our website, [www.wbadc.org](http://www.wbadc.org)

The WBA is here for you. Join us and find out why women like yourself throughout the Washington, D.C. Metropolitan Area have made the WBA an important part of their professional and personal life. ■

*Joanne W. Young is a partner in the law firm of Baker & Hostetler LLP.*

## WBAF FOUNDATION GRANT DEADLINE IS OCTOBER 25, 2004

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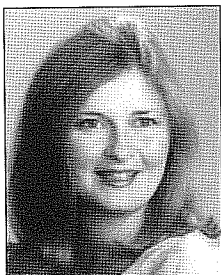
## WELCOME NEW MEMBERS!

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!

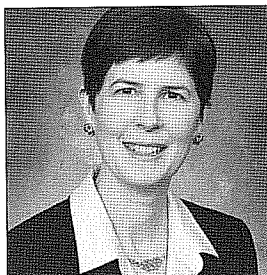
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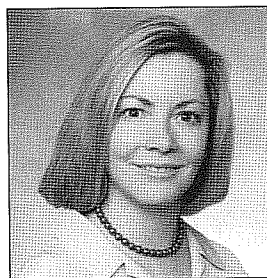
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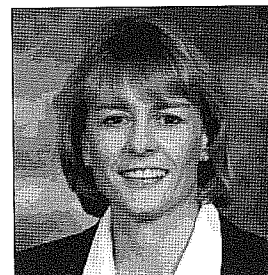
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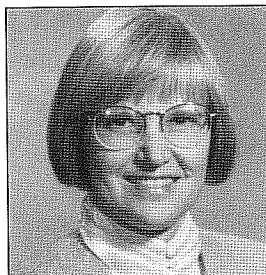
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## MEMBERS ON THE MOVE

WBA Past Presidents **Ellen M. Jakovic** and **Deborah Israel** have been named to the Board of Directors of the Council for Court Excellence.

Senior trial lawyer **Kim Keenan**, of the Malpractice Law Firm Jack H. Olender & Associates, was installed as President of the National Bar Association at its annual convention held in Charlotte, North Carolina.

**Tamara W. Ashford** is leaving Miller & Chevalier to become the Assistant to the IRS Commissioner.

**Marjorie Just** has joined Deckelbaum, Ogens & Raferty in Bethesda.

**Regina DeMeo** and her husband opened DC's first Cold Stone Creamery in Cleveland Park.

Several WBA members will assume leadership positions in the D.C. Bar for 2004–05. WBA Sustaining Member **John C. (Jack) Keeney, Jr.**, was installed as President at the D.C. Bar Annual Awards Dinner on June 23, 2004, at the Capital Hilton Hotel. Jack is a partner at the law firm of Hogan & Hartson LLP and the husband of WBA Past President Kathy Gunning. **John C. Cruden**, Deputy Assistant Attorney General of the Environment and Natural Resources Division of the U.S. Department of Justice, was elected President-Elect; **Laura A. Possessky** of Lichtman, Trister & Ross, PLLC was elected Treasurer; **Rita M. Bank** of Ain & Bank PC, **Nathalie F.P. Gilfoyle** of the American Psychological Association, and WBA Past President, current Sustaining Member, and current WBAF Board Member **Ellen M. Jakovic** of White & Case LLP were elected to the Board of Governors; and WBA and WBAF Past President and current Sustaining Member **Lucy L. Thomson** of Computer Sciences Corporation, and WBA Sustaining Member and WBA Woman Lawyer of the Year (1985) **Marna S. Tucker** of Feldesman Tucker Leifer Fidell LLP were elected to seats in the American Bar Association's House of Delegates. Congratulations!!

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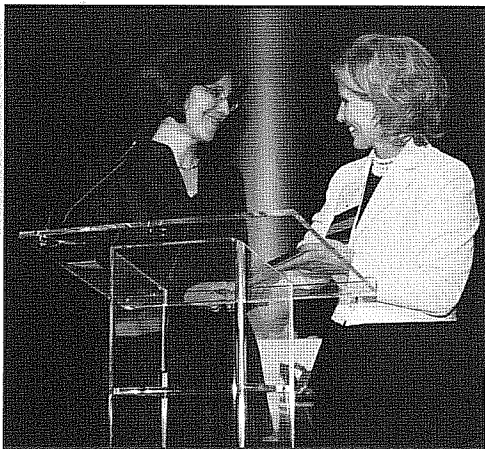




■ Leadership smiles for their partner Paulette Chapman at Koonz, McKenney table (seated l. to r.) Hon. Vanessa Ruiz, DC Court of Appeals, Marc Fiedler, Joseph Koonz, Jr., Barbara Koonz, Joseph Caturano, Jr.; (standing l. to r.) Roger Johnson, Barbara Inge, William Lightfoot, Carolyn McKinney



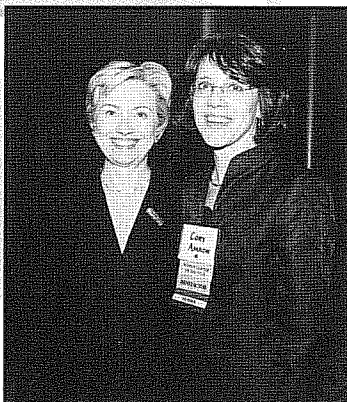
■ WBA President Paulette Chapman and Senator Clinton share a moment.



■ Cory Amron receives warm congratulations and the Woman Lawyer of the Year award from WBA Pres. Paulette Chapman



■ Baker & Hostetler Leadership table applaud their partner, WBA Incoming-Pres. Joanne Young. (seated l. to r.) David Kirstein, Shanaveon Pious, Betty Southard Murphy, Ann W. Salladin (standing l. to r.) Robyn Kravit, Bill Schweitzer, Johnine Barnes, Lee Ellis, Elizabeth Scully, Matthew Dolan, Gerald Ferguson.



■ Sen. Hillary Clinton attends to pay tribute to Cory Amron, WBA Woman Lawyer of the Year



■ Good friends Hon. Noel Anketell Kramer, DC Superior Court, and Sen. Debbie Stabenow





■ Leaders at Sonnenschein Leadership table: (seated l. to r.) Janice Ziegler, Jacqueline Howell, Drew Marrocco, Joe Hornyak; (standing l. to r.) Amy Bess, Jane Thorpe, Michelle Windmueller, Hon. Lee Satterfield, Presiding Judge of the Family Court, DC Superior Court



■ Happy WBA stalwarts: Hon. Diane Brenneman, DC Superior Court, WBAF Incoming Pres., Marna Tucker, Past WBA Woman Lawyer of the Year, and Ann Bushmiller, WBAF Pres.



■ WBA Foundation & Friends gather: (seated l. to r.) Geraldine Gennett, Heidi Sorensen, WBAF Treas., Marjorie Burnett; past WBA Treas., Nancy Long, Past WBA Pres. (standing l. to r.) Noma Brown Hutcheson, WBAF Board, Consuela Pinto, WBAF Board, Jocelyn Fisher-Perkins, WBAF Board, Bettina Lawton, Past WBA Pres., Holly Fechner, WBAF Board, and Victoria McEnaney, WBAF Board



■ Howrey Leadership table shines for incoming Pres-Elect Karen Lockwood: (seated l. to r.) Tracy Heinzman, Peggy Zwisler, Robin Terry, Lisa Jose Fales; (standing l. to r.) Caitlin Lockwood, Incoming Pres.-Elect Karen M. Lockwood, Nicole Devero, Melanie Nelson, and Tara Wilson



■ WBA Presidents toast the night: (l. to r.) Ellen Jakovic, Immediate Past President, Elizabeth Medaglia, Past President 1982, and Incoming President Joanne Young



■ WBA Woman Lawyer of the Year Cory Amron raises her glass to toast the over 900 well-wishers

# CONVERSATION WITH BETTY MURPHY

On April 22, 2004, WBA 1987 Woman Lawyer of the Year, Betty Southard Murphy, was presented with the American University, Washington College of Law (WCL) "Women and Law Leadership Award" at WCL's fourth annual Women and Law Leadership Luncheon. Mrs. Murphy, a partner at Baker & Hostetler LLP, was honored for her tremendous contributions to WCL and the legal community.

Mrs. Murphy's remarkable legal career includes her distinction as the only person to have served as both Chairman of the National Labor Relations Board and as Administrator, Wage & Hour, at the U.S. Department of Labor, both of which are Presidential appointments. Mrs. Murphy received five additional Presidential appointments to special commissions, including the Commission on the Bicentennial of the U.S. Constitution. She is the only lawyer in private practice ever elected to the prestigious National Academy of Human Resources.

Mrs. Murphy currently serves as an adjunct professor at WCL. She has served on the Board of Trustees for American University, the Dean's Advisory Council, and many special event committees. She is the sponsor of three named scholarships and awards for students at WCL.

In presenting Mrs. Murphy with the award, WCL Dean Claudio Grossman celebrated her accomplishments and applauded her contributions to the legal community: "I am



■ Maria Chris, Betty Southard Murphy, WBA Past President Ellen Jakovic

pleased that the law school will honor one of our most outstanding graduates, Betty Southard Murphy, as the 2004 Women and the Law Leadership Award recipient. Mrs. Murphy has and will continue to forge success for not only women but all people in the workplace. She is a role model for our community for her knowledge, expertise and commitment to the highest values in the legal profession." Among the many WBA members attending the luncheon were 1987-88 WBA President Martha Saenz and 2002-2003 WBA President Ellen M. Jakovic. ■

## 2004 ANNUAL DINNER CONTINUED FROM PAGE 1

Introduced by Ann Bushmiller, WBAF President, Congress-woman Debra Pryce (R-Ohio), offered her insight as the evening's Special Honored Guest. As the highest ranking Republican woman to serve in the US House of Representatives and a former judge and prosecutor, Congresswoman Pryce spoke of the diversity of opinions and strengths among women in the legal profession. "Despite these differences," Congresswomen Pryce noted, "we all share an abiding love of the law. It is society's foundation, and its mirror."

President Chapman then passed the WBA gavel to Joanne W. Young, who inspired the crowd with her warm remarks. ■

# STARS OF THE BAR 2004

## WOMENS BAR ASSOCIATION ANNUAL FALL NETWORKING RECEPTION

Thursday, September 23, 2004; 6pm-9pm

The Homer Building, 601 Thirteenth Street, NW (Metro Center); *Admission is FREE*

### INTRODUCTIONS BY JOANNE W. YOUNG

President of the Women's Bar Association  
Partner, Baker & Hostetler, LLP



### REMARKS BY

**HENRIETTA HOLSMAN FORE**

37th Director of the United States Mint



*Join the WBA As We Honor These "Stars Of The Bar" For Their Outstanding Accomplishments!*



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# WOMEN LAWYERS

## *Leadership Problems and Solutions*

As we continue to climb the ladder in corporations, law firms, and government, senior women often become increasingly less assertive, more formal and more risk-averse. These surprising findings are the results of a nationwide research study of Fortune 500 and other senior executives with salaries of \$150,000 and above. The study, conducted by *The Leader's Edge*, shows that a woman's ascent in the corporate world is often accompanied by a dramatic and unexpected shift in her behavior...a shift that often proves detrimental to future career advancement. The research study identifies striking behavioral differences between senior female executives and their male counterparts, as well as with more junior females, in a number of critical areas.

While networking skills continually increase in importance for men, these skills become less important to women. Sixty-six percent of women believe networking skills to be important while 75% of men believe this is a critical factor.

Although 73% of more junior executive women believe self-promotion is a critical factor, this figure decreases to 50% for women in higher positions. On the flip side, self-promotion increases in importance for men as they advance.

Communication style is also a key area of differentiation. The study shows that women, in general, are less assertive in meetings than are men. Women tend to temper assertiveness as they rise in the organization, believing it puts them at risk. Only 69% of women are comfortable with challenging thinking compared with 82% of men.

There is also a broad division of thinking between women and men in the utilization of mentors. Eighty percent of women surveyed view the role of mentors as protectors, rather than agents of advancement. Women tend to utilize their mentors passively and defensively, for protection and information, rather than for assignments and visibility. The majority of successful men (77%) state that they increasingly utilize their mentors to obtain plum assignments and further their careers.

Women tend to become increasingly reliant on formal meetings to influence senior management, compared with their male counterparts and junior executive women. In fact, only 15% of junior executive women cite formal meetings as the most effective vehicle to influence senior management compared with 28% of senior executive women. We believe these findings are important to share with women in corporations, law firms, and government positions.

Why are senior women making such dramatic adjustments to their behavior? The study indicates a continuing double standard between men and women in the workplace, where the very behaviors that are rewarded and encouraged in men are often considered as negative attributes in women by peers and senior male executives. As a result, women who stay in the corporate environment are becoming conditioned through their experiences to shift their behaviors in order to sustain themselves in high-level positions.

This is not to suggest that women should behave more like men to effectively climb the corporate ladder. On the contrary, women need to learn how to play their own game better.

To learn about some of these game-winning strategies used by successful women in corporations, law firms, and government, join us on September 29th. ■



Mary Jane Reed  
Regional Vice President

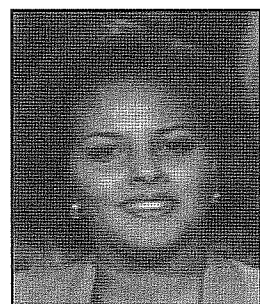
Mary Jane Reed is Regional Vice President for *The Leader's Edge*, an organization that promotes leadership development and

advancement of executive and high-potential women. For more information, visit [www.the-leaders-edge.com](http://www.the-leaders-edge.com) or call 703-245-1110.

# Announcing New Executive Director for the WBA

**N**ancy Long is the former Director of Development for the Council for Court Excellence. Nancy is an attorney whose former practice involved corporate transactional work, business law and estate planning. She is a former president and secretary of the WBA. Nancy co-chaired the successful annual dinners of the WBA in 2002, and the National Association of Women Judges in 2003. Nancy is a graduate of The Dickinson School of Law and St. John's University.

The WBA would like to publically thank Donna Prince for her fabulous work this past year. Donna's commitment to the WBA is very much appreciated. ■



■ Lark McCarthy  
Fox 5 New Anchor

## Lark McCarthy Moderates Presidential Appointment Process Panel

**W**e're back! It has been almost four years since the start of the executive appointments by the Bush administration following the 2000 election. As we profiled in April 2000, the WBA will again host this exceptional event and highlight six Presidential appointees who will speak candidly of their personal experiences regarding the complex and rewarding appointment process.

### Invited Speakers

**Eleanor Acheson** — Ms. Acheson is the former Assistant U.S. Attorney General for Policy Development in the U.S. Department of Justice and spear-headed judicial nominations for the Clinton administration.

**Carrié Dominguez** — Ms. Dominguez is the nation's 12th Chair of the U.S. Equal Employment Opportunity Commission (EEOC). She was nominated by President George W. Bush and unanimously confirmed by the U.S. Senate.

**Helen Kanovsky** — Ms. Kanovsky is the Chief Operating Officer of the AFL-CIO Housing Investment Trust. She previously served as the General Counsel of the HIT from 1995-1998. During 1998-1999, she was Chief of Staff to U.S. Senator John F. Kerry of Massachusetts.

**Dina Powell** — Ms. Powell <sup>is</sup> was Special Assistant to the President for Presidential Personnel. From 1999 to 2001, she was Director of Congressional Affairs, Senior Advisor

*Confirmed*

to the Chairman at the Republican National Committee. Previously, she was the Member Relations Coordinator for U.S. House Majority Leader Dick Armey.

*Ambass.* **Elizabeth Smith Bagley** —

Ms. Bagley served as the U.S. Ambassador to Portugal from 1994 to 1997. Subsequently she served as Senior Advisor to the Secretary of State from 1997-2001, where she established and headed the Office of Media Programming Acquisition for the newly independent Balkan states. She previously held the position of Congressional Liaison Officer in the Department of State during the Carter Administration and was Special Assistant to Ambassador Sol Linowitz for the Camp David Accords.

*Representatives from the Presidential Campaigns will also be invited.*

Hors d'oeuvres will be served and an open bar will be provided. The registration fee is \$50 for WBA members and \$55 for non-members. Space for this event is limited. Please note that registration for this event closed several weeks before the event in 2000 so register today to reserve your spot. ■

*no table*

# 4<sup>TH</sup> ANNUAL WBA Golf Classic

On Wednesday, October 6, 2004 join the  
Women's Bar Association of the District of Columbia at  
South Riding Golfers' Club – South Riding, Virginia  
(8 miles west of the intersection of Rts. 66 & 50 in NOVA)

**Fees:** \$105 per person or \$420 per foursome includes green fees, cart, practice balls, continental breakfast, lunch, tournament prizes, raffle, novelty items and more!

**Schedule:** 7:30 a.m. to 8:45 a.m.: Registration, continental breakfast & driving range warm-up  
9:00 a.m. Shotgun start  
2:00 p.m. Awards presentation and lunch

**Tournament Format:** Captain's Choice a/k/a Scramble

#### Prizes awarded for:

top foursome ★ most likely to improve foursome ★ longest drive  
closest to the pin and straightest drive ★ (women & men's individual awards)  
Win a car for a Hole-in-one ★ Prizes raffled at awards presentation

*Check or credit card information must accompany registration to reserve your space!  
Register immediately to reserve your space. Checks should be made payable to "WBA".*

Team Captain \_\_\_\_\_

Firm \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Check # \_\_\_\_\_ or Credit Card ☐ Visa ☐ MasterCard ☐ American Express

Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Amt. Paid \$ \_\_\_\_\_

Players in Foursome:

1. \_\_\_\_\_ Firm \_\_\_\_\_

2. \_\_\_\_\_ Firm \_\_\_\_\_

3. \_\_\_\_\_ Firm \_\_\_\_\_

4. \_\_\_\_\_ Firm \_\_\_\_\_

If you have fewer than 4 players you will be matched with additional players to complete your foursome).

Send completed application and payment to WBA, 1717 K St., NW, Ste. 503, Washington, DC 20036 or fax to 202-639-8889.

Direct any questions to Regina A. DeMeo at: email [rdemeo@verizon.net](mailto:rdemeo@verizon.net); or Trish Alatorre-Ridings at Henderson Legal /Spherion: email [trishalatorre-ridings@spherion.com](mailto:trishalatorre-ridings@spherion.com); tel: 202-220-4156.

Please note: After September 21, 2004 no refunds will be provided for cancellations.



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## WBA CALENDAR OF EVENTS

Thursday, September 23, 2004  
6:00 pm – 9:00 pm

### Stars of the Bar 2004 The Women's Bar Association of the District of Columbia Annual Fall Networking Reception

Location: The Homer Building

Cost: Admission is free

You may register at [www.wbadc.org](http://www.wbadc.org).

Wednesday, September 29, 2004  
12:00 – 1:30 pm

IP Law Forum Presents

### Maximizing Leadership Skills

Cost: \$8 for WBA or LPM Section  
Members, \$18 for NonMembers.

Location: Finnegan Henderson, 1300 I  
Street, Washington, D.C.

Join the IP Law Forum of the Women's  
Bar Association of DC and Law Practice  
Management Section of the DC Bar in a  
Luncheon Presentation.

Please reserve your space by September  
24th. You must pre-register by C.O.B. on  
September 24th to purchase a box lunch.  
You may register at [www.wbadc.org](http://www.wbadc.org).

Thursday, September 30, 2004  
12:30 pm – 2:00 pm

### Career Development Forum Presents Do I Even Want to Practice Law?

Location: TBD

Cost: \$20 for WBA Members, \$25 for  
NonMembers, \$13 for Government  
Employees and Students. Advance payment  
is required.

To register, go to [www.wbadc.org](http://www.wbadc.org). For  
more information call (202) 639-8880.

Thursday September 30, 2004  
5:30 pm – 7:30 pm

### 25th Anniversary Celebration for My Sister's Place

With featured Speaker Judy Lichtman

Location: Crowell & Moring L.L.P.

Cost: There is no charge for attendance at  
this event.

To learn more about My Sister's Place,  
please visit [www.mysistersplacedc.org](http://www.mysistersplacedc.org).

Wednesday, October 6, 2004  
7:30 am – 3:00 pm

### 4TH Annual WBA Golf Classic

Join the Women's Bar Association of DC at

Location: South Riding Golfers' Club

Cost: \$420 foursome, \$105 Individual

To register go to [www.wbadc.org](http://www.wbadc.org).

Wednesday, October 13, 2004  
12:30 pm – 2:00 pm

### WBA International Forum & Women in International Trade Customs Section Presents: NAFTA Ministerial Meetings

Cost: Admission is free for WBA/WIIT  
Members, \$8 all others

Location: Miller & Chevalier, 655 15th  
Street, Washington, D.C.

You may register at [www.wbadc.org](http://www.wbadc.org).  
Please reserve a box lunch by October 11,  
2004.

Thursday, October 14, 2004  
6:00 pm – 8:30 pm

Women's Bar Association of the District  
of Columbia is proud to sponsor

### Presidential Appointment Process Panel

Cost: \$50 WBA Member, \$55 Non  
Members

Location: City Club of Washington,  
Columbia Square, 555 13th Street N.W.,  
Washington, D.C.

For more details, go to [www.wbadc.org](http://www.wbadc.org).

Wednesday, October 20th  
6:00 pm – 8:00 pm

### Non-Profit Organization Practice Forum Networking Reception

Cost: \$10 WBA Members, \$15 Non  
Members

Location: Law offices of Keller &  
Heckman, 1001 G Street, Washington, D.C.

October 25, 2004

### Deadline for the WBA Foundation Grant Applications

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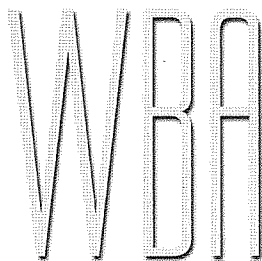
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