

# THE BAR

Women's Bar Association of the District of Columbia

## RAISING

"To know Judge Noël Kramer is to love her. She is not only a thoughtful, fair, industrious and literate judge, but an especially gracious and delightful human being, with a terrific family, numerous friends, and so many awards that they seem to grow on trees. Her judicial accomplishments and her work in the community are extraordinarily impressive, but she takes it all in stride with an amused smile on her face. If anyone deserves the title of Woman Lawyer of the Year, it is my close friend and colleague Noël Kramer."

—The Honorable Frank Schwelb, District of Columbia Court of Appeals

**Noël Anketell Kramer**  
**2005 Woman Lawyer**  
**of the Year**

## *The Honorable Noël Anketell Kramer Is Named the WBA's 2005 Woman Lawyer of the Year*

The Women's Bar Association of the District of Columbia ("WBA") is pleased to present its 2005 Woman Lawyer of the Year Award to The Honorable Noël Anketell Kramer, Superior Court of the District of Columbia. Judge Kramer was recently nominated to serve on the District of Columbia Court of Appeals. The award will be presented to Judge Kramer at the Women's Bar Association of D.C. and Women's Bar Association Foundation Annual Awards Dinner, "From Neighborhoods to Nations: Women Leading the Way," at the elegant National Building Museum, 401 F Street, N.W., on Tuesday, May 17, 2005.



Judge Kramer was sworn in as an Associate Judge of the Superior Court of the District of Columbia on October 18, 1984. Since then, she has presided over hundreds of trials, including many first-degree murder trials, and has written numerous opinions addressing issues of civil, criminal and family law as the Presiding Judge of the Criminal Division. In that role, she has been instrumental in the creation of a "Community Court" that handles all of the misdemeanor cases (other than those involving domestic violence) arising from arrests in the poorest areas of Washington, D.C. This "Community Court" is designed to provide defendants with substance abuse and mental health treatment, employment skills and other resources that will reduce the likelihood of their committing other crimes in the future.

For her work as the chair of a Superior Court committee to improve the quality of representation for indigent defendants, Judge Kramer was awarded the Superior Court's Medal of Excellence. She also serves on various committees of the court, including: chair of the CJA Panel Committee and the Criminal Rules Advisory Committee; co-chair of the Differentiated Criminal Case Process Committee and the East of the River Community Court Committee; and member of the Superior Court's Liaison Committee with the Judicial Disabilities and Tenure Commission; and the Jury Management Committee. She has served on the Advisory Committee on Judicial Conduct for the D.C. Courts, a committee offering ethical advice and guidance to judges. In addition, Judge Kramer is a D.C. Court Delegate to the Judicial Administration Division of the American Bar Association.

Perhaps the best and broadest indicator of the high regard in which Judge Kramer is held by our community is reflected in the review of Judge Kramer done by the Council for Court Excellence ("CCE"). In a CCE program (Court Community

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## PRESIDENT'S COLUMN

### A Look Back to Understand the Future

BY JOANNE YOUNG



I'd like to share some history of women lawyers and the WBA. Indeed, the advances we've made herald advances for all women.

As our nation declared independence and each state adopted its own voting laws, most states gave women the right to vote. However, by 1807, all states had revoked this right. For 113 years women did not have a public voice, only the ears of their husbands and sons. We can only imagine the private conversations that took place in families when women learned their right to vote had been revoked.

Cokie Roberts shares a portrait of the feistiness and talent of the women that reared our young Nation in her book, *Founding Mothers*. Even though most women had no traditional schooling, some were exceptionally well educated. Cokie shares the story of young Eliza Pinckney, mother of Charles Cotesworth Pinckney, South Carolina's representative to the Constitutional Convention, and Thomas Pinckney, a successful diplomat. At the age of 16, and before becoming a mother, Eliza ran three plantations in her father's absence and taught herself enough about law that she could help others create wills. Indeed, she wrote in a letter to a friend, "If you will not laugh immoderately at me I'll trust you with a secret. I have made two wills already."<sup>1</sup>

Many women, including the WBA's first president, Ellen Spencer Mussey, educated themselves well enough to help neighbors with legal advice. Mussey was denied admission to National University (now George Washington University), but was admitted to the DC bar in 1893. Later, she helped establish and served as Dean of the Washington College of Law (now American University Washington College of Law), ran her own law practice, led efforts to equalize women's rights regarding property and guardianship of children, and fought for public kindergarten and the creation of a juvenile court system in the District.

Myra Colby Bradwell is another wonderful example of a woman who opened the doors for all women as she pushed to open doors for herself. She passed the Illinois State Bar Examination with honors in 1869, but was refused admission to the Bar. This was no surprise to most folks—women weren't allowed in the court room, not even as jurors. In 1873, the Supreme Court upheld the Illinois court decision to refuse Bradwell admission to the Bar. While the decision was based largely on the Fourteenth Amendment, one Judge issued a statement agreeing with the finding, but for different reasons. "The civil law, as well as nature herself, has always recognized a wide difference in the respective spheres and destinies of man and woman.....The natural and proper timidity and delicacy which belongs to the female sex evidently unfits it for many of the occupations of civil life..... The paramount destiny and mission of woman are to fulfill the noble and benign offices of wife and mother."<sup>2</sup> The same judge recognized that some women were not married and therefore did not have the same responsibilities or destiny, but went on to say that these women were the extreme exception and common

# WBA

## RAISING THE BAR

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# WBA CELEBRATES WOMEN PARTNERS!

## *Women Partners' Dinner Draws Many*

**Catalysts' Anne Weisberg Provides Context  
for 2005-06 Initiative on  
Retention and Advancement of Women Lawyers**

The WBA presented the 2005 Women Partners' Dinner on February 16, 2005 at The City Club of Washington. In her introductory remarks, incoming WBA President Karen M. Lockwood underscored the theme of the dinner by announcing that the WBA would be planning a 2005-06 initiative to engage leaders and players in the Washington-area legal market in programs for deconstructing problems and developing solutions on retention and advancement of area women lawyers. At the dinner, Anne C. Weisberg, Senior Director of Advisory Services, Catalyst, Inc., set a context for such an initiative. In her keynote remarks to over 100 women partners from area law firms, Ms. Weisberg outlined the retention challenge, described a change model that Catalyst had developed, and provided suggestions on steps the WBA might take to address the region's particular experience in retaining talented women lawyers.

"If women can succeed in an environment, it probably is because the environment is really managing talent well," Ms. Weisberg stated. A longitudinal study of 1970 through 1999 law school graduates showed that whereas 70% had practiced law in firms after graduation, only 40% remained over time. Women, and particularly women of color, cited lack of advancement opportunities as a leading reason to leave the practice. Ms. Weisberg commented that while data shows that work/life conflict is cited by men and women alike as a serious work-related challenge, fully two-thirds of women reported that they had not worked full-time, whereas 90% of men reported that they have always worked full-time. The

work-life conflict impacts women disproportionately, and heavily, said Ms. Weisberg.

A model for change starts with a "fact-based assessment of work environment and career dynamics" in the workplace, emphasized Ms. Weisberg. The issue is one of "managing talent," she said. It is telling, indicated Ms. Weisberg, that corporations that rank highest in traditional business performance factors are those with high diversity in race and gender among their professionals. Those with diversity are outperforming competitors. In a serious effort to change retention experiences, she concluded, the successful firm will have demonstrated top management commitment to continual communication, measurement, and accountability, and will master and communicate an understanding of the business case for augmenting the retention and advancement of women and diverse professionals.

Ms. Weisberg's ideas for spotlighting these issues in the Washington area included association programs to track progress, share best practices, and recognize success. Individual women also may effect change, she said, by developing their own business cases, communicating to their partners the employer's business case for retaining and advancing women, and acting as role models.

The WBA Board will be developing plans for its multi-faceted initiative over the spring and summer. Ms. Lockwood encouraged attendees to join the effort, contribute their thoughts, and help the initiative to be an important city-wide summit. She observed that it is the mutual interest of law firm, corporate, and government employers to expand gender and racial diversity, and that cooperative and constructive programming will be top among the criteria for the initiative's programs. ■

**The Women's Bar Association of the District of Columbia would like to thank the following sponsors for their generous support of the 2005 Women Partners' Dinner**

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# WBA Hosts Successful Women Partners' Dinner

February 16, 2005

The City Club of Washington



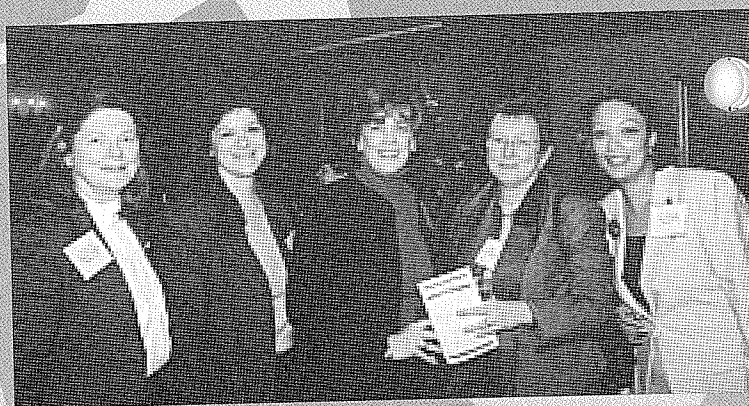
Speaker Anne Weisberg of Catalyst, Inc. addresses the audience.



Speaker Anne Weisberg, WBA President Joanne Young, WBAF President Diane Brenneman, and President-Elect Karen Lockwood enjoy a moment together.



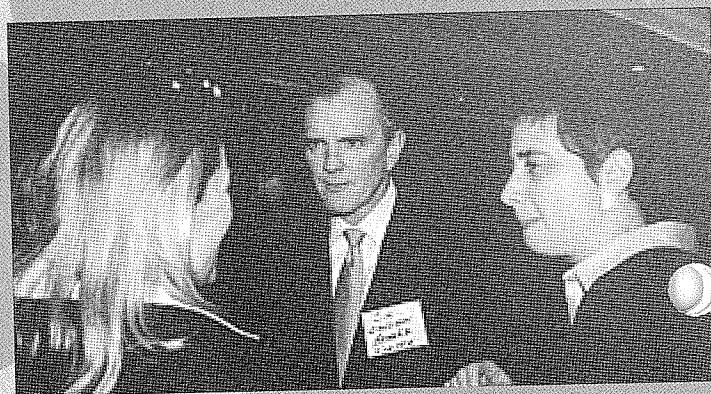
WBA President Elect Karen Lockwood, WBA Treasurer Barbara Burr, and WBAF Board member Susan Kovaroics enjoy a moment at the Partners Dinner.



WBA and WBAF Board members sharing with the women partners.



Old friends meet and mingle at the event.



James Sandman, Managing Partner at Arnold & Porter, enjoys the evening's festivities.



# FUNDRAISING AND FINE WINES:

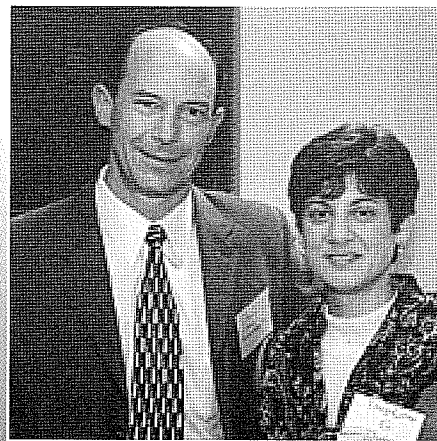
## *The WBAF's Second Annual Wine Tasting and Silent Auction*

The Women's Bar Association Foundation's ("WBAF") Second Annual Wine Tasting and Silent Auction was a resounding success. The attendees enjoyed an evening of camaraderie and fine wine in the beautiful offices of Sterne, Kessler, Goldstein & Fox, P.L.L.C. while raising much needed funds for worthy organizations in the District of Columbia that share the WBAF's mission—to promote women as leaders and role models, enhance the status, authority and power of women, ensure gender equality and eliminate workplace bias, make the legal profession more responsive to all of its members, reflecting the diversity of the community, and provide professional and financial support to women and families in need.

This year's tasting, "Beyond Cabernet and Chardonnay: Expanding Your Wine Horizons," focused on more unique wines than the typical reds and whites we often choose. Michael Franz, a leading wine educator, consultant and *The Washington Post* wine critic, led the tasting again this year. His witty charm and expansive knowledge of wines and wine making

provided for an entertaining and educational evening for all. Attendees left the event eager to test their newfound knowledge and venture beyond the usual cabernets and chardonnays.

The Tasting was followed by a silent auction containing approximately two dozen prizes donated by WBA members and local businesses. The wide range of auction prizes included jewelry, a collection of fine wines, vacation weekends, restaurant gift certificates, gift baskets, hotel stays, spa packages, theater tickets, and more. The auction raised approximately \$5,000



*Tracy Durkin, Chair of the WBAF 2nd Annual Wine Tasting and Michael Franz, Wine Critic, The Washington Post*



*The WBAF Board and Michael Franz enjoy the Wine Tasting!!*



*WBA Past President Paulette Chapman, Bill Lightfoot and WBAF President Diane Brenneman at the Wine Tasting!*

**CONTINUED ON PAGE 6**

# FUND RAISING AND FINE WINES CONTINUED

for the Foundation's worthy grant recipients. In addition, the attendees were treated to door prizes which included production posters from some of the Kennedy Center's greatest performances and wine baskets.

All proceeds from the event will benefit WBAF grant recipients. Past recipients have included the Greater Washington Area Chapter Women Lawyers Division's tutoring and mentoring program for elementary school girls, the Women Empowered Against Violence's domestic relations project and long-term direct legal services program, the Women's Law and Public Policy Fellowship Program, the Empower Program, and the Women's Bar Association.

This spectacular event would not have been possible without the generous support of our sponsors. WBAF would like to take this opportunity to thank the following donors who contribute items for door prizes and/or the silent auction:

The WBAF would also like to thank the many supporters who donated goods and/or services to the event:

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The WBAF hopes to continue this wonderful event. Keep a lookout for information on next year's Third Annual Wine Tasting and Silent Auction! ■



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South Riding Golfers' Club  
Stardust Restaurant  
Studio Infinity  
Tallula Restaurant  
The Washington Chorus  
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# An Unusual Career Path

BY AMY L. GOODMAN

**Y**ou can have it all, just not all at once. At least that's been the case with my career. Having recently become a partner at Gibson, Dunn & Crutcher LLP at an age when many lawyers are starting to think about retirement, it's time to reflect on the path I followed. It certainly wasn't the traditional one.

I started my legal career at the U.S. Securities and Exchange Commission right out of law school, at a time when law firms in Boston, where I went to law school, were still asking if a nice girl like me wouldn't really rather do trust and estates work. After a valuable stint in the SEC Chairman's office, I spent several years heading the rulemaking office in the SEC's Division of Corporation Finance and then the SEC's electronic disclosure (EDGAR) project. By then, I had two children and decided I needed to be at home playing a greater role in their lives. I anticipated a two- to three-year career hiatus.

It was then that perhaps the most fortuitous event in my career occurred. Due to contacts I had made while at the SEC, I was offered the opportunity to start and edit a monthly publication for corporate and securities lawyers—working from home. Eleven years, three newsletters and several books later, and with two teenagers at home, it was time to return to legal practice. My editing and writing and involvement in bar associations during my years at home had kept me in touch with legal developments in the field and provided a network of practitioners to consult. The time was the late nineties, the securities markets were booming, and corporate and securities lawyers were in high demand. I had worked with several partners at Gibson, Dunn & Crutcher, either at the SEC or in connection with my editing and writing activities, and I was pleased when they offered me a part-time Of Counsel position. It's proven to be a wonderful fit. Over the next five years, I built my practice and transitioned to a full-time partnership track position.



Looking back, would I have done anything differently? I've got two terrific children, a wonderful husband and a legal practice I thoroughly enjoy. My years at home gave me valuable writing skills, contacts in the legal community and a broad exposure to the corporate and securities law field. And, the reputation I had established and contracts I had made in my years at the SEC were still with me. Perhaps the better question is whether I could have planned the path I followed. The answer to that is a resounding no, but should give some comfort to others considering a less traditional career path. ■

# HIGHLIGHT ON A COMMITTEE/FORUM

## IP Forum Profile

The Intellectual Property Forum of the Women's Bar Association of the District of Columbia provides substantive programming on intellectual property law topics, practice and business development training sessions, and networking opportunities for women who practice in patent, trademark, and copyright law.

The IP Forum recently presented a luncheon, together with the Giles Rich Inn of Court entitled "Professionalism in Patent Litigation and Prosecution before the USPTO—A Dialogue on Effective Ethical Advocacy." The speakers were Elizabeth Dougherty, Esq., USPTO, Office of Patent Legal Administration (OPLA) and Elizabeth Leff, Esq., Rothwell, Figg, Ernst & Manbeck, P.C.

Other recent programs held by the IP Forum include IP Considerations in Strategic Alliances; Willful Infringement and Opinions of Counsel; Customs Enforcement of Intellectual Property Rights; Inventorship: Pitfalls, Traps, and Solutions; Combating Counterfeit Drugs: FDA and IP Remedies; Hot topics in Trademark Law; Networking Skills; Personal Business Planning; Law Firm Economics; Maximizing Leadership Skills; and Pro bono Opportunities for IP Attorneys.

The co-chairs for the Intellectual Property Forum are Rebecca McNeill and Tracy Muller. This is Rebecca's 4th year as a co-chair of the IP Forum. Rebecca has found this experience to be both personally and professionally rewarding. Rebecca is an attorney at Finnegan, Henderson, Farabow, Garrett & Dunner, LLP. Rebecca is a member of the firm's Biotechnology/Pharmaceutical Practice Group, where her practice involves client counseling and patent prosecution. She has a special interest in counseling clients on patent application filing and prosecution strategies.



Rebecca McNeill



Tracy Muller

Rebecca's counseling and prosecution practice includes preparing patentability, validity, and infringement opinions, new patent applications, and prosecuting both U.S. and foreign applications. Her litigation experience includes a U.S. correction of inventorship and patent infringement action. She also participated as part of an international litigation team advising a U.S. client on infringement suits in several European venues. Rebecca has also participated in an interference proceeding at the USPTO.

This is Tracy's 1st year as a co-chair and she is enjoying the experience tremendously. Tracy is an attorney at Sterne, Kessler, Goldstein, & Fox, PLLC. Her practice focuses on preparing and prosecuting U.S. and foreign patent applications, as well as performing patentability, infringement, and validity analyses. She has also been involved with various aspects of foreign patent oppositions. Tracy specializes in the technology areas of immunology, molecular and cell biology, and pharmaceuticals.

Tracy and Rebecca both invite members of the D.C. legal community to contact them about the IP Forum, whether to find out more information or to volunteer to present a lunchtime lecture. Rebecca may be contacted at 202-408-4086 or [rebecca.mcneill@finegan.com](mailto:rebecca.mcneill@finegan.com), and Tracy may be contacted at 202-772-8697 or [tmuller@skgf.com](mailto:tmuller@skgf.com). ■



**2005 WOMAN LAWYER OF THE YEAR** CONTINUED FROM PAGE 1

Observers' Program for the Council for Court Excellence) designed to review members of the bench through community observation and audit, Judge Kramer received the absolute highest overall score of the program (9.8 out of 10.0).

Judge Kramer participates in a number of civic activities. She was President of the National Association of Women Judges (NAWJ) from October 2000 through September 2001 and the chair of the successful 25th Anniversary Conference held in Washington in October 2003. NAWJ awarded her the Edna Parker Award in recognition of her distinguished service and significant contribution to the advancement of women in the legal profession. She assisted in drafting the now adopted Code of Judicial Conduct for the District of Columbia Courts and the D.C. Bar Guidelines for Civility in the Legal Profession. She was a founding member of the Committee on Medical Ethics of the Episcopal Diocese of Washington, D.C. and, in that role, participated in drafting publications on advanced directives in health care and on the practical and moral implications of genetic testing.

Judge Kramer's colleague, the Honorable Brook Hedge, says of Judge Kramer, "Judge Kramer is a judge's judge. She personifies the intelligence, compassion, demeanor and sense of fairness that defines what it is to be an excellent jurist."



ancy Ware, The Criminal Justice Coordinating Council says, "Judge Kramer has certainly left her mark on the District's criminal justice community and her leadership has been visionary and bold. We congratulate her on her new endeavors and look forward to her continued success and productivity in her new capacity in the D.C. Court of Appeals."



Judge Noël Kramer is both a distinguished jurist and a genuinely wonderful individual. She has a passion for justice and a deep commitment to our community, and while on the Superior Court has provided visionary leadership and helped make the Superior Court a model for courts around the nation. Without a doubt, Noël will make her mark on the Court of Appeals.

—Andy Marks, partner, Crowell & Moring LLP

Before becoming a judge, she was with the Washington, D.C. law firm of Wilmer, Cutler & Pickering (now Wilmer Cutler Pickering Hale & Dorr LLP) and with the United States Attorney's Office for the District of Columbia. As an Assistant United States Attorney, she received an award for outstanding trial ability, served as the head of the grand jury section, and investigated large-scale white-collar crimes.

She has been active in the D.C. Bar and served from 1982 to 1984 as the chair of the D.C. Bar's Division on Courts, Lawyers, and the Administration of Justice. During her tenure as chair, the Division received several awards of excellence and completed, among other projects, a study of whether the Federal Rules of Evidence should be adopted in Superior Court. She was also the Vice-Chair of the Bar's Committee on Divisions, a member of the Legal Ethics Committee, and the chair of the Pre-Paid Legal Services Committee.

Judge Kramer graduated with honors from both Vassar College and the University of Michigan Law School. ■

**PRESIDENT'S COLUMN** CONTINUED

law could not be adjusted for these extreme exceptions. Not to be dissuaded, she worked to change Illinois State law in 1882, so that women could be admitted to any profession. Her efforts personally paid off in 1890, when she finally gained admission to the Bar. Two years later, Bradwell gained admission to practice before the Supreme Court.

Bradwell was not alone in her fight. In fact, Belva Ann Bennett Lockwood was the first woman admitted to the practice before the Supreme Court in 1879. She blazed the trail at home and internationally. She drafted a bill for equal pay for equal work by women in government, which was enacted into law in 1872, she ran for President of the United States, and represented the United States at many peace conferences in Europe between 1889 and 1911. The WBA presented a bronze bust of Belva Lockwood to the United States Court House in 1965.

Looking back in time reinforces the importance of our mission and activities today. Women are not the second class citizens written about in our Founding Mothers, but we're not yet represented equally in decision-making positions. The WBA has a long history of promoting, recognizing and honoring women that lead the way and break ground for others to follow. For those of you already actively involved in our many committees and showcase programs, thank you for your contribution. If you aren't involved, I encourage you to join—the rewards of friendship and leadership are immeasurable.

In closing, I'd like to share the theme for our 88th Annual Dinner to be held May 17, 2005: "From Neighborhoods to Nations: Women Leading the Way." The Woman Lawyer of the Year Award will be presented to the Honorable Noël Anketell Kramer of the Superior Court of the District of Columbia.

Judge Kramer has been nominated to serve on the D.C. Court of Appeals and follows in the tradition of forty-two women who have received this prestigious award since 1964. Our

Honored Speaker will be Marie Wilson, President of The White House Project and author of *Closing the Leadership Gap: Why Women Can and Must Help Run the World*. I look forward to seeing all of you on May 17, 2005 at the National Building Museum. ■

<sup>1</sup> Roberts, Cokie. *Founding Mothers: The Women Who Raised Our Nation*. New York: HarperCollins, 2004, pp. 2-3.

<sup>2</sup> *History of Woman Suffrage*, Elizabeth C. Stanton et al., eds., Vol. II, New York, 1882, pp. 625-626.

## Hot Topics in Compliance

On March 10, 2005, the Women's Bar Association hosted a corporate counsel luncheon seminar entitled, **Hot Topics in Compliance: What Every In-House Attorney Needs to Know**, at the D.C. office of McGuireWoods LLP.

Counsel from around the Washington, D.C. area joined the WBA for an inspiring seminar which also offered participants CLE credit, networking opportunities, and an elegant lunch catered by St. Germain Caterers. Speakers Tenley A. Carp and Jane Whitt Sellers, Partners at McGuireWoods LLP and Andrew Foose, Managing Director of Brightline Compliance, addressed the topics of (1) government contracting regulations; (2) the Sarbanes-Oxley Act; and (3) workplace ethics and anti-discrimination training, respectively. All speakers are willing to provide additional information and may be contacted through the WBA office. ■

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## MEMBERS ON THE MOVE

### *In the Wings—President Joanne Young Addresses International Aviation Conference*



An assorted group of women professionals—Wall Street analysts, airline presidents, journalists, even astronauts—together under one roof is an awesome scenario for Joanne Young. Connecting these high-achievers and others like them—women at management levels in the aviation and aerospace industry—is one of Young's responsibilities as president of

the International Aviation Women's Association. "To bring together the talented women who share this industry, help them get to know each other, help them stay on the cutting edge of developments, is an incredible honor," says Young, who as partner in her Washington, D.C. law firm heads the international transportation practice. Elected in 2004 to serve a two-year period, Young aims to expand membership of the nonprofit organization by creating regional outreach programs in Africa, Asia, Latin America, and the Middle East. The City Club of Washington Board member also is excited about staging the association's first-ever annual conference in China, with the help of the Chinese government and aviation authorities. "My goal is to help members create a strong network of international contacts," Young says, "because the aviation industry is very much a global industry."



**Stephanie Wickouski** has been named Managing Partner of the Washington, D.C. office of Gardner Carton & Douglas LLP. Gardner Carton & Douglas is a 260-lawyer firm with offices in Washington, Chicago, Milwaukee and Albany.

Ms. Wickouski, who previously served as hiring partner, takes over as managing partner at a time of substantial expansion of the firm generally and the Washington office, in particular. Some 20 lawyers and other professionals have joined Gardner Carton & Douglas in Washington during the last year, with particular depth added to the health care, government relations, tribal governments, litigation and HR/ERISA practices. Ms. Wickouski,

who serves as co-chair of the firm's Corporate Restructuring and Financial Institutions practice group, has 25 years of experience in complex reorganization cases before federal bankruptcy courts throughout the country and in counseling clients on all aspects of credit and financial relationships. She recently was named one of Washington's top bankruptcy lawyers in *Washingtonian* magazine's "Top Lawyers" profile. She also is recognized as one of the best lawyers in Washington by *The Best Lawyers in America*.



**Leigh Ann Lindquist** has been elected partner at Sughrue Mion, PLLC, where she practices trademark law.



**Brooksley Born** was one of eight attorneys honored at The American Lawyer Second Annual Lifetime Achievement Awards held on March 30, 2005, at the Waldorf-Astoria in New York.



**Brigida Benitez** was featured on WUSA (channel 9) on Friday, March 4, 2005 during WUSA's feature story spotlighting women leaders in the local community in observance of Women's History Month.



**Linda Oliver**, a partner with the communications group at Hogan and Hartson, has been appointed to the firm's newly created position of associate development partner. Oliver's primary responsibility will be to supervise the implementation of the firm's individualized associate professional development program across all practice areas and offices worldwide.



**Susan Kovaroics** was named partner in the firm of Foley & Lardner. Susan is in the litigation department and its white collar defense and corporate compliance and commercial transactions and business counseling practice groups.



**Barbara A. Burr**, WBA Treasurer, is pleased to announce the opening of The Burr Law Firm, PLLC, specializing in family law and serving clients in the District of Columbia and Maryland. ■

## Provocative Program Addresses How Gender Affects Negotiation Styles and Techniques

Approximately 80 people attended a program on "Women in Negotiation" at the JAMS Resolution Center at Columbia Square on March 15th. The Women's Bar Association of the District of Columbia and JAMS, The Resolution Experts co-hosted the event.

The audience, predominantly female attorneys and at least two female judges, engaged in a lively and provocative hour-long discussion led by moderator Linda Singer (JAMS mediator and arbitrator), and panelists Debra Kelly (Deputy General Counsel and Partner, Dickstein Shapiro Morin & Oshinsky), Barbara Wahl (Member and Commercial Litigation Practice Chair, Arent Fox) and Barbara Wall (Vice President/Associate General Counsel, Gannett Co., Inc.).

After a welcome address and introductions, Linda Singer kicked off the program with research on gender differences in negotiation. Among the many differences in negotiation styles, some research suggests that women generally seem to do far better in negotiating for others (e.g., clients) than on their own behalf. On average, women tend to favor solutions that preserve relationships and focus on achieving results that satisfy all interests. This results in women excelling as mediation advocates, where the "neutral" assists parties in finding

"win-win" solutions. Research indicates that women also tend to seek cooperation over competition, as well as listen and observe others more.

The panelists discussed the research as it relates to their experience and perceptions. Most agreed that they fare better when negotiating for clients. An especially interesting portion of the program included panelist stories about "dirty tricks" they have faced throughout their illustrious legal careers and how they overcame them. This exchange was open and direct. Although some participants were surprised by the stories, there were many laughs as the crowd was entertained by the colorful remarks and the charisma of the panelists.

Afterwards, the attendees carried on their conversations at the cocktail reception hosted by JAMS. Everyone agreed on three things: the panelists were exceptional, the food was wonderful, and that we should put on this type of program again. ■



*Sandra Willett Jackson, President of Vital Voices, addressing the joint luncheon of the Women's Bar Association and the Washington Foreign Law Society on March 31, 2005 at the City Club of Washington, D.C. The luncheon program was entitled "Women's Empowerment and Law — Ten Years After the Beijing Conference," and was part of the WBA's recognition of Women's History Month.*

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# ANNOUNCEMENTS

## SAILING ANYONE?

I am organizing a group of experienced sailors (coed crews/all ages) to race an X-332 from time-to-time in Annapolis (Spring-Fall 2005). If you are interested in joining us, please call or send an e-mail.

[www.x-yachts.com](http://www.x-yachts.com)

Lucy Thomson, WBA Past President

(703) 798-1001

[lthomson2@csc.com](mailto:lthomson2@csc.com)

## LAWYERS AT HOME

### Are you a lawyer taking time off?

The Lawyers at Home Forum of the Women's Bar Association of D.C. provides support, networking, and ideas on staying professionally involved. For more information e-mail [lawyersathome@yahoo.com](mailto:lawyersathome@yahoo.com) or call (301) 656-6401.



*U.S. Mint Director Henrietta Holsman Fore graciously gave a U.S. Mint tour to WBA Board members and honored guests.*

# WBA CANDIDATES FOR THE 2005 ELECTIONS

*The WBA Nominations Committee submits the following slate of candidates (listed in random order) for the 2005–2006 Fiscal Year.*

## President-Elect:

Tracy Graveline-Durkin

## Secretary:

Jennifer Maree  
Stephanie Denton

## Treasurer-Elect:

Rebecca McNeill

## Directors:

3-year positions  
(two positions open):

Amy Bess  
Barbara Burr  
Yahne Miorini  
Evangeline Paschal

## WBA Members Run for D.C. Bar Positions

The following are WBA members running for positions for the D.C. Bar for the 2005–2006 term:

- James J. Sandman, managing partner of Arnold & Porter LLP, President-Elect
- Deborah B. Baum of Shaw Pittman LLP, Board of Governors
- Felicia L. Chambers of the U.S. Department of Justice, Board of Governors
- Nina M. Graybill of Graybill & English LLC, Board of Governors
- Kim Michele Keenan of Jack H. Olender & Associates, Board of Governors
- Esther Lim of Finnegan, Henderson, Farabow, Garrett & Dunner, LLP, Board of Governors
- Laura A. Possessky of Gura & Day, LLC, Board of Governors
- Lorelie S. Masters of Jenner & Block, LLP, ABA House of Delegates
- Lois J. Schiffer of Baach Robinson & Lewis, PLLC, ABA House of Delegates

**NEW MEMBERS****January 18-March 14, 2005**

Gina Marie Arnedos  
 Katherine M. Bailey  
 Mary L. Blatch  
 Kate Cassidy  
 Amy J. Conway  
 Michelle A. DeFeo  
 Krista Edwards  
 Camille Fraser  
 Karen V. Goff  
 Rebecca Gold  
 Amanda K. Grace  
 Karen Grane  
 Jennifer Johnson  
 Marlene M. Kaufman  
 Marline S. Khalil  
 Margaret Luke  
 Gwen H. Mattleman  
 Tuna Mecit  
 Amy B. Newman  
 Linda Oliver  
 Morris Olivia  
 Gretchen Porter  
 MaryEllen Powers  
 Lisa Ann Prager  
 Danielle E. Rolfes  
 Iris F. Rosario  
 Amy N. Roth  
 Barbara H. Ryland  
 Christine Sommer  
 Jane Tam  
 Angela Toles  
 Victoria (Habibeh) von Vistauux  
 Melissa G. Warren  
 Maryll Weatherston  
 Pamela E. Whitaker  
 Melvin White

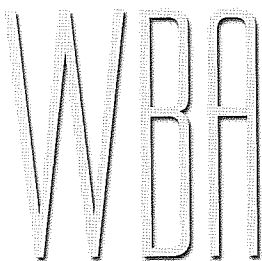
**WOMEN'S BAR ASSOCIATION**  
**SPRING 2005**
**Wednesday, April 13, 2005**
***Solo and Small Practice Monthly Networking Lunch***  
**12:00pm**
**David Gregory, 2020 M Street, NW**
**Thursday, April 14, 2005**
***WBA and DC Bar presents a Brown Bag Luncheon,***  
***"Your Firm—Your Future: Enhancing Success Through***  
***Professional Development"***
**12:30pm until 1:30pm****DC Bar Conference Center, B-1 Level****1250 H Street, NW (Metro Center)****\$15.00 WBA members • \$25.00 Non-WBA members****Wednesday, April 20, 2005*****Women's Bar Association Board of Directors Meeting*****6:30pm until 8:00pm****1050 Connecticut Avenue, NW, 11th Floor****Tuesday, May 5, 2005*****Committee and Forum Co-Chair Meeting*****12:30pm until 2:00pm****1050 Connecticut Avenue, NW, 11th Floor****Tuesday, May 17, 2005****WBA and WBAF****Annual Awards Dinner**
***"From Neighborhoods***  
***to Nations:***
***Women Leading the Way"*****6:00pm until 9:00pm****National Building Museum, 401 F Street, NW*****Sponsorship Opportunities are available***



# WBA SUSTAINING MEMBERS

Kerry L. Adams	Julie W. Heflin	Victoria McEneney	Barbara H. Ryland
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Jane E. Genster	Susan C. Longstreet	Agnes C. Powell	Melvin White
Sharon M. Goley	Elaine Lubin	Christy Liverzani Prame	Stephanie Wickouski
Susan Haberman Griffen	Deborah Luxenberg	Ilene R. Price	Joanne W. Young
Hazel Ann Groman	Linda A. Madrid	Andrea G. Reister	Irene Ziebarth
Kathleen V. Gunning	Mira Nan Marshall	Katherine Rhyne	
Patricia D. Gurne	Lorelie S. Masters	Sandra H. Robinson	
Anna-Liza Harris	Barbara Clarke McCurdy	Pamela V. Rothenberg	

WBA Sustaining Members support the WBA by contributing \$275 annually in lieu of their regular dues payment. Sustaining Members receive VIP invitations to certain WBA special events and are recognized in WBA publications. To learn more about upgrading to Sustaining Membership, contact the WBA office.



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