

### RAISING THE BAR

WOMEN'S BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA

2006-07, ISSUE 3

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### 2006 STARS OF THE BAR FALL RECEPTION IS A SUCCESS!

On September 19, 2006, hundreds of members of the Women's Bar Association of the District of Columbia, the Women's Bar Association Foundation, co-workers, friends and guests gathered once again in the dramatic Homer Building lobby to meet, plan, catch up on news and summer vacations, and honor a few special lawyers who have promoted, supported and facilitated the advancement of women lawyers in the District of Columbia. The 2006 Stars of the Bar are Cynthia Thomas Calvert, Co-Director of PAR (Project for Attorney Retention) and Deputy Director and General Counsel for WorkLife Law; Karen Lockwood, Partner, Howrey LLP, WBA immediate Past President; Michael Nannes, firm-wide Managing Partner, Dickstein Shapiro; Karen A. Popp, Partner, Sidley Austin LLP; and James J. Sandman, Partner, Arnold & Porter LLP and President of The District of Columbia Bar. The attendees at the reception had a chance to mingle and talk with each of these distinguished honorees.

The evening's success is the result of the outstanding organizational efforts of committee co-chairs Stacey Kalamaras, Kelley Drye Collier Shannon, and Rebecca Hess. Finnegan. Henderson, Farabow, Garrett & Dunner LLP, and all of the other volunteers that helped. Among the many volunteers of the evening were all of the WBA co-chairs who were present to meet, greet, inform, and recruit. If you did not have a chance to stop at the many tables to meet the co-chairs, find out what they have planned for the very busy year ahead, and volunteer to assist with your favorite project, be sure to check out www.wbadc.org for the full list of committees, co-chairs and calendar of events. Our co-chairs have some fabulous programs planned for this year!

Karen Lockwood set the stage for the theme of this year's fall reception by spearheading the WBA Initiative on the Advancement and Retention of Women in the Legal Profession, during the WBA's 2005-2006 year. The results of the initiative gained local and national attention for both the issue and the WBA. If you were not able to attend the four-program series, be sure



Career Development co-chair Melissa Nichols signs up some folks for her committee.



The crowd enjoys the 2006 Fall Networking Reception.

to take a look at "Creating Pathways to Success:The Final Report of the Initiative on the Advancement and Retention of Women" and The Executive Summary of the report. Both are available at www.wbadc.org.

# President's Column

### 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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### Welcome to the third issue of RAISING THE BAR for the 2006 - 2007 WBA year!

There are so many exciting new initiatives and programs that the WBA is embarking on this fall that it is hard to decide which to highlight in this column. Two that I am particularly excited about will reach out to both ends of our membership: law students and law firm leaders.

### WBA on Campus

We recognize that the future of the WBA, and of our profession, lies not only in the women who are practicing law today, but also and perhaps even more importantly, in the women who are currently in law school. What we have learned through our four-part Initiative on the Advancement and Retention of Women in the Legal Profession, was that long before women even enter their first law firm as a first year associate, they should be and are already thinking about in which firms are they more likely to succeed. They are asking the tough questions of prospective employers and they are demanding more "friendly" working environments that provide more opportunities to participate more fully in life. For this reason we are beginning a dialog with students at each of the local area law schools to share the best thinking on the subject and to strengthen the WBA relationship within this community. We will continue to be a resource for these women as they enter the workforce and work with us as agents of change.

### Woman Law Firm Leaders

We also recognize that women at all stages in their legal careers can benefit greatly from the networking and support that membership in the WBA offers. In addition to reaching back to our sisters about to enter the profession, we will also be reaching ahead to the women who have risen to positions of leadership in their law firms and bringing them together in what we are calling our Law Firm Leader Breakfast, a monthly breakfast group comprised of women who are leading local law firms-whether as Managing Partner or in another significant leadership capacity. Our hope is that this group of underrepresented women will benefit greatly from networking with one another, sharing best practices, becoming more informed and educated on topics relevant to their leadership roles, and perhaps just as importantly, find support and mentorship with their peers at other firms. Look for more on this important new initiative in future issues of RTB.

As always, I encourage you to make the most of your WBA membership by getting and staying involved.

Tracy-Gene G. Durkin
WBA President



WBA President Tracy Durkin (far right) with the 2006 Stars of the Bar, from left ot right, Karen Popp, Karen Lockwood, James Sandman, Michael Nannes, and Cynthia Calvert.

# THANKS TO THE 2006 STARS OF THE BAR SPONSORS!

The Women's Bar Association Foundation

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Continued from page 1

Under Cynthia Calvert's leadership, the Project for Attorney Retention has become a leading resource for law firms and in-house legal departments for attracting and retaining female attorneys. PAR began operations in 2000, as the Program on Gender, Work and Family at American University Washington College of Law, with a grant to study part-time work at law firms in the District of Columbia and to develop best practices. Go to www.pardc.org to find out more about their research, findings and postings on best practices.

Michael Nannes was instrumental in the development of Dickstein Shapiro's gender and quality of life programs, including paternity leave, nanny care and flex-time arrangements, and "Dickstein Shapiro University," with classes in specific areas of professional growth and personal development. As a result of Michael's vision, Dickstein Shapiro was awarded the ABA's National Association of Women Lawyers

President's Award in 2002 for the firm's "strong record of support for the advancement of women in the law." According to Michael Nannes, the "truly talented women we have at the firm have made that work far easier than others give us credit for."

Karen Popp's efforts led to improvements in the recruitment, retention and promotion of women at Sidley Austin. The firm established an assignment committee to provide mentoring and more equitable distribution of firm work, placed more



The 2006 Fall Stars of the Bar event kicks off the WBA year!

women in leadership positions, and revised the firm's reduced-hours policy. Karen's vision led to the creation of Sidley's Women's Committee, which hosts gatherings and educational programs for women attorneys, including their well-known Women & Leadership series. Sidley Austin received the 2005 Catalyst Award in recognition of the many accomplishments of its Women's Committee.

In just about any conversation about advancement of women lawyers in the DC area, you will hear the name "Jim Sandman." As a result of his leadership at Arnold & Porter, the firm made Working Mother magazine's annual list of the 100 Best Employers for six years. In 2004 and 2005, it was the only law firm to make the list. Arnold and Porter's part-time program is a model for firms in this city. In addition to his support at Arnold & Porter for promotion and retention of women lawyers, Jim has been speaking out about work-life balance for many years. Promoting diversity is a focus of his tenure as president of the DC Bar. In noting that only 17 percent of law firm partners are women and less than 5 percent are lawyers of color, Jim says "Those numbers are unacceptable after so many years of improved diversity in our law schools."

The WBA salutes each of our "Stars" for their significant contributions to the advancement and retention of women in the legal profession. Their efforts and accomplishments are models for others to follow.



# CHECK OUT THE GRAND RE-OPENING OF THE WBA JOB BANK

Attorneys, paralegals, and other legal professionals, check out the grand re-opening of The Women's Bar Association's Job Bank. After an exhaustive overhaul, this exclusive WBA membership benefit is once again available. Whether you are an employer looking for an attorney, paralegal or legal support staff, or a legal professional who is interested in considering a job change, look to the Job Bank at the WBA.

For a limited period of time, posting of positions is free of charge to WBA members! To post a position, simply go to the WBA's website, click on "Job Bank" and at the prompt, enter your "User name" and "Password" (Don't know your user name and/or password? Click on the prompt, email the WBA your email address, and we will email it to you). You will then be prompted, in the right-hand side of the page, to click on "Add New Posting." Employers, please indicate in the "Qualifications/Job Description" section if work-life balance accommodations, such as working parttime, telecommuting, job sharing, or flexible schedules, are permitted.

When an employer posts their positions on the WBA's job site, you know that they have made a special effort to diversify their workforce. So do yourself a favor, and take a look at the WBA's Job Bank.

The WBA is working for you.

## PROTECTING THE RIGHTS OF VICTIMS OF GENDER-RELATED PAY DISCRIMINATION

by Danielle R. Cesarano

The Women's Bar Association of the District of Columbia recently revived its Amicus Committee to support issues of interest to its members and to support laws that promote issues that are important to women. The intent of the newly reconstituted Amicus Committee is to both file affirmative briefs in the WBA's name and to sign on to amicus briefs written by other groups. In this vein, through the Amicus Committee, which is co-chaired by Ketanji Brown Jackson and Jennifer O'Connor, the WBA signed onto an amicus brief filed in the Supreme Court of the United States on August 31.

The brief was filed in support of the plaintiff in a Title VII pay discrimination case, Ledbetter v. Goodyear, following an Eleventh Circuit ruling holding that an employee cannot challenge pay discrimination resulting from any decision that occurred before the most recent pay decision prior to the limitations period. Specifically, Lilly Ledbetter, a female tire plant employee, alleged that her former employer, Goodyear Tire and Rubber Company, paid her a smaller salary than it paid her male co-workers because of her sex. On March 25, 1998, after working at Goodyear for almost 20 years, Ledbetter filed a questionnaire with the Equal Employment Opportunity Commission (EEOC) alleging that she had been forced into a non-supervisory position and was subjected to disparate treatment in her new department on account of her sex. In July 1998 she filed a formal charge of discrimination with the EEOC, further alleging that she received a discriminatorily low salary while serving as an Area Manager. She filed suit on November 24, 1999, and the trial jury ultimately returned a verdict in her favor on the Title VII disparate pay claim, finding it more likely than not that Goodyear paid her an unequal salary because of her sex. Goodyear appealed.

The Eleventh Circuit held that Title VII's timely-filing requirement limited Ledbetter to challenging the one affirmative decision directly affecting her pay that was made within the I80-day limitations period created by her EEOC charge, and that her lawsuit could not reach outside this limitations period further than the last such decision immediately preceding the start of the limitations period.

The National Partnership for Women and Families sponsored and organized the amicus effort and filed the brief in support of Petitioner Ledbetter. The amicus brief argues that the Eleventh Circuit's ruling ignores the realities of pay discrimination, which remains an intractable problem for women in the workplace, and creates incentives for employers that are inconsistent with Title VII while also disregarding Congress' intent in enacting the Civil Rights Act.

The WBA was pleased to announce its support of the Petitioner as an amicus in this matter, in the interest of protecting the rights of victims of gender-related pay discrimination pursuant to Title VII of the Civil Rights Act. Oral argument in Ledbetter v. Goodyear is scheduled for Monday, November 27.



### WBA Golf Classic



President Tracy Durkin enjoys a moment with Wachovia Bank, a Hole Sponsor.



President Tracy Durkin and President-Elect Lorelie Masters pose with the Hole Sponsor's Lawyersinlove.com poster.



Kelly Law Registry folks enjoy the day!



The winning team! BearingPoint, Inc.

### WBA 6TH ANNUAL GOLF CLASSIC

The WBA's 6th Annual Golf Classic was held on October 4. The WBA filled the course with wonderful golfers and ended the day with a intense Shoot Out for the Million Dollar Hole in One generously sponsored by Capital Reporting Company. Although no one won the million dollars, a great time was had by all! Thanks to the generous participation of our sponsors, everyone enjoyed great gift bags and a relaxing afternoon lunch with lots of fabulous give away raffle prizes. Many thanks to the 2006 Golf Committee: Honorary Chair, Paulette Chapman, Co-Chairs Trish Alatorre-Ridings and Kathleen Barlow, Barbara Berschler, Kim Choate, Kelly Donohue, Ellen Dunagan, Eileen Johnson, Gail Westover and Mary Woodford, as well as WBA President Tracy Durkin, and Executive Director, Nancy Long.

### The WBA thanks the sponsors of the WBA Golf Classic VI!

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### Thanks to those who contributed the fabulous Raffle Prizes given away at the Tournament!

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Top Row, Left to Right: Youshea Berry, Alicia Price, Amy Steckowski, Matt Rose, Charmaine Cheung, Fran Miller Bottom Row, Left to Right: Rebekah Bina, Barbara Kraft and Christina Wojcik



Committee and Forum Highlights

### AMMAMAMAMAM WELCOME **New WBA Members Nancy Appleby** Krista Bianco Jean Borno **Catherine Bowers** Laurie Calder **Kelley Clements** Michelle Cohen Heidi Coleman Jennifer Gannett Char Harouna Pamela Kesner Mary Kim Susan Klaff Laura Kumin Denise McNairn Karin Moore **Molly Neck Christine Neil India Pinkney Earlene Rosenberg** Katrina Sukduang **Rehana Thomas Erin Troy Karen Turner** Elizabeth Wadsworth Jillian Whitley **Melissa Willett**

### WBA IN THE COMMUNITY

The day started out bleak, but Team WBA-partnered with Clark Construction—brought their warm and sunny spirits to the District of Columbia Building Industry Association's 14th Annual Community Improvement Day. The goal of the event was to help bring new life to Oxon Run Park by installing recreation equipment, landscaping, constructing paved pathways and creating resting areas. Special thanks goes out to Sarosh Olpadwa from Clark Construction for inviting the WBA to partake in this event. (see picture above)

### INTERNATIONAL LAW FORUM HAPPY HOUR

On September 27, the International Law Forum hosted a happy hour sponsored by Vinson & Elkins LLP. Attendees enjoyed drinks, hors d'oeuvres and panoramic views. The happy hour provided attorneys, law students and other guests with an opportunity to network and learn more about the International Law Forum. Events being planned or co-sponsored for this year will focus on export enforcement, foreign investment, political asylum/refugee law, humanitarian issues in Africa, and careers in international law. If you are interested in becoming involved in the International Law Forum, please go to www.wbadc.org.

## WORKING PARENTS FORUM: EMPLOYMENT LAW ISSUES FOR WORKING PARENTS

On September 20, the Working Parents Forum kicked off its new season with a program discussing employment law issues for working parents. The program was co-sponsored by the Litigation Forum, and featured a panel of three attorneys (and parents) with extensive experience with employment law: **Amy Bess** of Sonnenschein Nath & Rosenthal LLP, **Carolyn Lerner** of Heller, Huron, Chertkof, Lerner, Simon & Salzman, PLLC and **Jenny Yang** of Cohen, Milstein, Hausfeld & Toll, PLLC. Led by these panelists, the participants discussed common pitfalls, from both the employee and employer perspectives, part-time work policies and other policies impacting working parents. The insights shared at the program illuminated common challenges, such as how to avoid "schedule creep" with regard to part-time work arrangements, and how to encourage fathers to take advantage of parental leave policies.

The next RTB submission deadline is December 11, 2006.

### Committee and Forum Highlights



Committee and Forum Highlights

### CALENDAR OF EVENTS

November 8, 2006 12:00-1:30 pm

Solo and Small Practice Forum Monthly Lunch Mark & Orlandos 2020 P St., NW

November 8, 2006 6:30-8:30 pm

Diversity Forum
Breaking Common Barriers
Shearman & Sterling LLP
801 Pennsylvania Ave., NVV,
Suite 900

November 9, 2006 12:00-2:00 pm

Women in Negotiation: Differences in Style and Techniques Pepper Hamilton LLP 600 14th St., NW, Penthouse

November 15, 2006 12:00-1:30 pm

Working Parents Forum
Protecting Children From Internet
Predators and Other High Risks
Gilbert, Heinz & Randolph LLP
1100 New York Ave., NW, 7th Floor

November 29, 2006 6:30-8:30 pm

WBAF 25th Anniversary Gala Reception U.S. Chamber of Commerce 1615 H St., NW

November 30, 2006 12:00-1:30 pm

Intellectual Property Law Forum USPTO Examination Related Initiatives Finnegan, Henderson, Farabow, Garrett & Dunner, LLP 901 New York Ave., NW, 11th Floor

December 1, 2006 3:00-5:00 pm

Communications Law Forum Holiday Tea The Nest Lounge Willard InterContinental Hotel 1401 Pennsylvania Ave., NW

For more information on these events or to register go to www.wbadc.org

### THE DIVERSITY FORUM PRESENTS: BREAKING COMMON BARRIERS

On November 8, 2006, the newly-revived Diversity Forum will host its first program, Breaking Common Barriers: Advancement, Retention, and the Minority Experience for Women in Today's Law Firms. The program will be a comparative discussion of the 2006 ABA Study, "Visible Invisibility: Women of Color in Law Firms" and the 2006 WBA Initiative on the Advancement and Retention of Women study, "Creating Pathways to Success: Advancing and Retaining Women in Today's Law Firms." The program boasts a stellar panel including moderator Karen Lockwood, WBA President Ex- Officio; Pamela Roberts, Chair of the ABA Commission on Women; Grace Speights, a Partner at Morgan Lewis in DC; and Kimberly Tan Majeure, Partner at Miller & Chevalier.

The program is being held in conjunction with the WBA's Initiative on the Advancement and Retention of Women, the Greater Washington Area Chapter, Women Lawyers Division of the National Bar Association, the Women's Forum of the Asian Pacific American Bar Association of the Greater Washington, DC Area, and the Hispanic Bar Association, Washington, DC. The post-panel reception is being sponsored by McKee Nelson LLP and Shearman & Sterling LLP.

Please join us for what we expect to be a wonderful opportunity to bring together women of diverse backgrounds and various legal practices to openly address the issues that face us all. Direct any questions to the Diversity Forum Co-Chairs: Ferdose al-Taie of Weil Gotshal & Manges, LLP at (202) 682-7206 or ferdose.al-taie@weil; Carla Cartwright of McKee Nelson LLP at (202) 237-8619 or ccartwright@mckeenelson.com; Shaniek Mills Maynard at (202) 508-8143 or shaniekmills.maynard@shearman.com. We look forward to seeing you there!

# PLEASE JOIN THE INTELLECTUAL PROPERTY LAW FORUM FOR A LUNCHEON ON USPTO Examination Related Initiatives

This program will feature Robert J. Spar, Director, Office of Patent Legal Administration and will provide an overview of the reforms proposed for the United States patent rules and procedures proposed for the United States patent laws, including:

- Changes to practice of the examination of claims in patent applications.
- Changes to practice for continuing applications, requests for continued examination practice, and applications containing patentably indistinct claims.
- The revised accelerated examination program and petition to make special procedures.
- Changes to the information disclosure statement requirement.

This program is on Thursday, November 30, 2006, from 12:00-1:30 p.m. at Finnegan, Henderson, Farabow, Garrett & Dunner LLP, 901 New York Avenue, NW. For more information about this event, and to pre-register please visit www.wbadc.org.

THE COMMUNICATIONS LAW FORUM OF THE WOMEN'S BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA

## Invites You to a HOLIDAY TEA

Honored Guest **Deborah Taylor Tate,** Commissioner of the Federal
Communications Commission

December 1, 2006 3:00 - 5:00 pm

### The Nest Lounge

Willard InterContinental Hotel 1401 Pennsylvania Ave., NW

RSVP by November 17, 2006 at www.wbadc.org

Thanks to the following firms for their sponsorship

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# Women in Negotiation: Differences in Styles and Techniques

Whether settling a case or negotiating a contract, women bring a unique set of experiences to the negotiation table. Often biases on each side and different styles of communication can hinder the success of negotiation. To help navigate negotiation for women lawyers, the Tax and Business Forum has assembled a panel of experts on negotiation techniques.

Please join the Tax and Business Forum of the WBA and Pepper Hamilton LLP for a luncheon discussion about how women negotiate and communicate in business and the law. The panel includes:



Annunziata



Singer



Kirk



Friedley

- The Honorable Rosemarie Annunziata (Ret.), an active leader in the legal community, with experience in commercial, professional, malpractice, products liability, employment disputes, civil liberties issues, appellate procedure and appellate argument.
- Linda R. Singer, Esquire (Moderator), a preeminent moderator of complex multi-party and class action disputes, who has resolved some of the nation's most challenging high-stakes matters with aggregate values in the hundreds of millions of dollars. She has 30 years of dispute resolution experience as a mediator, an arbitrator, and a special master.
- **Dusty Elias Kirk**, a partner at the Pittsburgh Office of Pepper Hamilton LLP focuses her practice on aspects of real estate development, where she represents real estate developers, property owners, and non-profit institutions in litigation matters throughout Pennsylvania.
- Dr. Sheryl Friedley, a professor of communication at George Mason University and an expert on gender and communication. She has taught courses in Foundations of Interpersonal Communication, Nonverbal Communication, Interviewing, Interpersonal Communication in the Workplace, Theories in communication, Interpersonal Communication in Professional Relationships, Public Speaking, and Special Occasion Speaking.

When: Thursday, November 9, from 12:00-2:00 p.m.

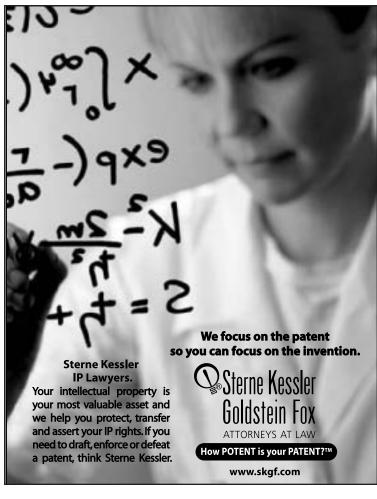
Where: Pepper Hamilton LLP, 600 14th Street, NW, Washington, DC Cost: \$10 for WBA members and \$20 for non-members.

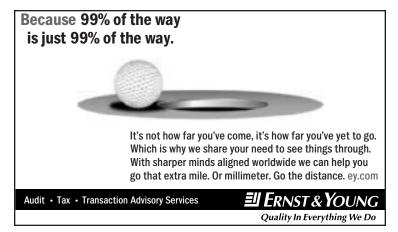
Lunch is included.

If you have any questions please contact Yahne Miorini at (703) 691-1888 or yahnemiorini@farrlawfirm.com.









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### **COMMUNICATIONS LAW** FORUM PROGRAM

In June, the Communications Law Forum sponsored a lunch-time program, Laptop a GoGo. Knowing that no matter how far away you are you still need to connect with the office, we thought it would be helpful to learn how to prepare in advance with advice from three experts: Rob Pegararo, columnist for the Washington Post; Kurt DeSoto, of Counsel, Wiley Rein & Fielding; and Diane Cornell, Vice President, Governmental Affairs, Inmarsat.

Mr. Pegararo both educated and entertained us from his own personal travel experience. He illustrated broad principles (redundancy is always good in case the primary system fails); recommended specific equipment (various handhelds, tablets, and sublaptop devices); and supplied an ample sprinkling of practical tips (such as dealing with power management by learning how to lower the screen backlight and recharging while waiting in the airport, bringing your own three-way plug). In addition, Mr. DeSoto discussed the nuts and bolts of becoming a road warrior, including a usefull checklist on how to prepare for work-related travel that can be found at www.wbadc.org under 'Resources for Woman Lawyers'. Ms. Cornell provided us with practical tips on how to minimize roaming charges by explaining using GSM phones abroad. Also, she pointed out that email access may be more readily available with a Blackberry-like device than with Wi-Fi which may be hard to find in most of Europe. In addition, Ms. Cornell explained the terminology associated with several of these communications modes.

### HEALTH LAW FORUM: "HORMONAL TRANSITIONS THROUGHOUT A WOMAN'S LIFE



Jo Parrish

On September 28, the Health Law Forum, in conjunction with the Society for Women's Health Research, held a luncheon entitled "Hormonal Transitions Throughout a Woman's Life." Jo Parrish of the Society talked about hormones and transitions from puberty to reproductive years; peri-menopause to menopause, and the tremendous hormonal changes women experience. Ms. Parrish discussed how these phases of life affect health and differentiate women from men in key areas like heart disease and mental health. For women facing menopause, confusion abounds about hormone therapy and its role in prevention and symptom relief. Ms. Parrish talked about how women to speak to their health care practitioners about hormone changes and how such changes affect all aspects of their health.

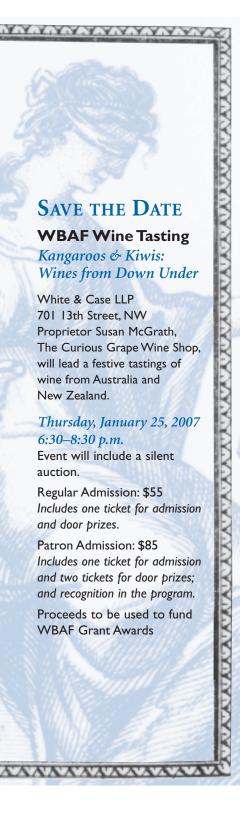
### WORKING PARENTS FORUM: WHAT PARENTS SHOULD KNOW ABOUT PROTECTING CHILDREN FROM INTERNET PREDATORS AND OTHER HIGH-TECH RISKS

Computers and computer technology are integral and growing parts of our everyday lives, so it's more important than ever to understand the risks that they may introduce to our children, whether they are preschoolers or teenagers. Even if you aren't computer-savvy, your children are-or will be. Join us for this important presentation and learn about current and emerging risks, the law, strategies to protect your children from online exploitation, and how to teach your children safe internet practices. Our panelists include Benjamin Vernia, an attorney from Covington & Burling LLP, and a former prosecutor from the Criminal Division of the Department of Justice, Child Exploitation and Obscenity Division (CEOS) and Special Agent C.J. McClure, an 18-year veteran of the Virginia State Police who serves as the supervisory special agent for the Internet Crimes Against Children (ICAC) Task Force. The ICAC Task Force Program was created to help state and local law enforcement agencies enhance their investigative response to offenders who use the Internet, online communication systems, or other computer technology to sexually exploit children.

When: Wednesday, November 15, 12:00-1:30 p.m.

Where: Gilbert Heintz & Randolph LLP, 1100 New York Ave., NW

Cost: \$8 for WBA members, \$18 for non-members. Optional box lunch available for \$12 to attendees pre-registered by Monday, November 13. Complimentary beverages provided by Gilbert Heintz & Randolph LLP. For more information about this event, contact Tina Hsu at (202) 772-2236 or hsuc@ghrdc.com.



### MEET THE WBA FOUNDATION

The Women's Bar Association Foundation (WBAF) is the charitable sister organization of the Women's Bar Association (WBA). The WBAF is governed by a Board of Directors composed of WBA members who are charged with the management of the WBAF funds and the distribution of grant awards to organizations that further the WBAF's mission. The WBAF Board Members for 2006-2007 are: Ellen M. Jakovic, President; Diana M. Savit, Vice-President; Paulette E. Chapman, Treasurer; Norma Brown Hutcheson, Secretary; Hon. Diane M. Brenneman; Jennifer A. Duane; Jocelyn Fisher-Perkins; Susan M.C. Kovarovics; Karen M. Lockwood; Terri McField; Martha JP McQuade; Narda Newby; Linda L. Oliver; Joanne W. Young; and Lorelie S. Masters, WBA President-Elect, ex-officio.

Is the WBAF different from the WBA? Yes. The WBAF is a separate organization from the WBA, but the two are related in important ways. Governed by its own Board of Directors, the WBAF is a charitable organization with tax-exempt status under section 501(c)(3) of the Internal Revenue Code. The goals and mission of the WBAF and WBA are very much aligned, however, especially in their shared commitment to empower and advance women lawyers and to address legal issues that are of importance to women. The WBAF was founded in 1981 by leaders of the WBA.

What does the WBAF do? The WBAF's main purpose is to provide grants to organizations and projects that further its mission. While the WBAF's mission includes broad charitable and educational purposes, its focus historically has been to support programs that benefit women lawyers and/or pursue justice for disadvantaged women and children in our community. The WBAF has two grant deadlines each year, July 25th and October 25th.

Who funds the WBAF's grants? The WBAF relies on fundraising events and individual donations, many from WBA members, to fund our grants. The WBA/WBAF Annual Awards Dinner held every May provides the bulk of these funds. Other events held by the WBAF throughout the year include the Annual Wine Tasting and Silent Auction to be held this year on January 25, 2007, and the special 25th Anniversary Gala Reception to be held on November 29, 2006, all help to raise additional funds for our grants.

How is the WBAF relevant to me, as a WBA member? Many of the programs and benefits that you enjoy as a WBA member are supported by grants from the WBAF. The WBA newsletter, Raising the Bar, is funded with a grant from the WBAF and the recent Stars of the Bar Networking Reception and the upcoming Community Projects Committee Pro Bono Fair received funding from the WBAF. The WBAF also was a major sponsor of the WBA's groundbreaking 2005-2006 Initiative on the Advancement and Retention of Women in the Legal Profession. The WBAF provides a forum for interested attorneys to contribute to community organizations that advance the shared goals of the WBA and WBAF.

Continued on page 12

### WBA FOUNDATION ANNOUNCES GRANT AWARDS

The WBA Foundation is pleased to announce its 2006-2007 first cycle grant awards to the following organizations:

**Center for WorkLife Law,** to fund a Hotline and Attorney Network to assist employees faced with family responsibilities discrimination.

The DC Bar Pro Bono Program, to produce and distribute a video recording of a family law training program to increase the pool of volunteers available to undertake pro bono work.

The District of Columbia Courts, to support the Program for Agreement and Cooperation in Child Custody Cases in the Family Court of the Superior Court of the District of Columbia.

**EduSeed**, to help fund its SisterMentors program for girls of color in Middle and High Schools in the DC area.

The Greater Washington Area Chapter, Women Lawyers Division, National Bar Association, to support its Legal Intern Placement Program.

**Lawyers for Children America, Inc.**, to provide services for children and adolescents in DC's abuse and neglect system.

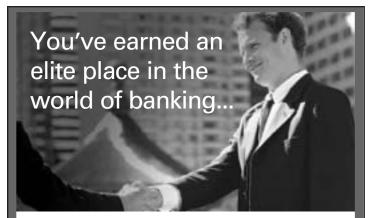
University of the District of Columbia, David A. Clarke School of Law, to fund the Women's Bar Association Foundation Fellowship to enable a law student to work in the UDC-DCSL HIV/AIDS Legal Clinic during the summer of 2007.

The Women's Bar Association, to sponsor the Stars of the Bar Networking Reception, to support the Community Projects Committee First Annual Pro Bono Fair, and to underwrite the publication and mailing of Raising the Bar.

Continued from page 11

How can I support the WBAF? There are many ways in which you can support the WBAF: Make a tax-deductible donation to the WBAF and encourage your law firm or employer to do so as well; attend the 25th Anniversary Gala Reception, the Wine Tasting, and/or the Annual Awards Dinner and encourage your law firm or employer to sponsor these events; volunteer to assist the WBAF in organizing one of these fundraising events; and encourage worthy organizations whose goals are consistent with the WBAF's mission to apply for grant funds. Donations can be made to the WBAF through the WBA website at www.wbadc.org or by mailing a check to the WBAF Office at 1717 K Street, NW, Ste. 503, Washington, DC 20036.

If you are interested in more information about the WBAF and its work, please visit the website and click on the link for the WBA Foundation or contact the WBAF President, Ellen M. Jakovic, at White & Case LLP, 701 Thirteenth Street, NW, Washington, DC 20005, phone (202) 626-3684, fax (202) 639-9355, email ejakovic@whitecase.com.



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### WBAF 25TH ANNIVERSARY GALA RECEPTION & WBAF FOUNDERS FELLOWSHIP LAUNCHED!

In what promises to be a spectacular evening, the WBAF will celebrate 25 years of serving the legal community and the interests of women and children in the Washington DC area. The WBAF will honor its Founders and Past Presidents and recognize the 2006 grant recipients.

Proceeds from the gala reception will be used to establish the inaugural WBAF Founders Fellowship. Ellen M. Jakovic, President of the WBAF, remarks, "We are thrilled to announce the WBAF Founders Fellowship and to host an evening where the tremendous contributions of our past WBAF leaders can be acknowledged."

The Fellowship will be administered this year by the Washington College of Law at American University (WCL) and will support a WCL law student to work with a local legal services provider on projects to benefit women and children in our community.

WCL was chosen as the inaugural recipient of the WBAF Founders Fellowship because of the special relationship between the two organizations. Ellen Spencer Mussey and Emma Gillett, the founders of WCL, also founded the WBAF's sister organization, the WBA. In 1981, leaders of the WBA established the WBAF. Dean Claudio Grossman will attend the event and bring remarks.

The reception will be held on Wednesday, November 29, 2006, from 6:30-8:30 p.m. at the

U.S. Chamber of Commerce, 1615 H Street, NW.

### Sponsorships

SILVER- \$2,500

(2 tickets, program mention, 1/2 page advertisement in the RTB)

BRONZE - \$1,000

(2 tickets, program mention)

SUPPORTER- \$500

(I ticket, program mention)

### **Tickets**

WBA member \$85; Public Service \$85; non-member \$100

You may register online at www.wbadc.org or fax the registration form to (202) 639-8889. Checks should be made payable to the Women's Bar Association Foundation or WBAF and addressed to 1717 K Street. NW, Suite 503, Washington, DC 20036. Contact: Nancy Long, Executive Director, at (202) 639-8880; wba@wbadc.org.

The WBAF gratefully acknowledges the sponsors of the 25th Anniversary Gala Reception:

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### THE 5 'W'S' TO HELP WOMEN LAW STUDENTS NETWORK

by Amanda West Catholic University of America Columbus School of Law, Class of 2008

As an intern for the Women's Bar Association of the District of Columbia, I was fortunate to be exposed to some of the most intelligent and successful women lawyers in this city. During the summer, I had the opportunity to volunteer at several WBA programs that focused on a wide range of issues affecting women lawyers. As I began attending these programs, it became very clear to me the value of developing a strong network. The downside to this realization is that it was overwhelming as a law student trying to network at events. To overcome the initial intimidation of attending any networking event, I have written the '5 W's' to help other law students feel more comfortable as they begin to develop their own network.

### Whom

To whom should you talk? Arrive at any event with the intention of meeting at least five women so that you can avoid making the common mistake of socializing with only close friends. Speak to women with whom you feel comfortable, but do not be afraid to talk to any of the keynote speakers or panelists. Speakers at events usually have a wealth of knowledge that they are more then willing to share. If you meet someone interesting, try not to spend the excessive amounts of time

with that one person. You may ask your conversation partner for her contact information, but then politely excuse yourself from the conversation. The next day, contact that person and schedule a more appropriate time for you both to talk.

#### What

The biggest networking fear that I had as a law student was wondering what I should talk about. A general rule of thumb is that people like to talk about their own lives. Asking an attorney to talk about herself may serve as a nice icebreaker, but you should be prepared to have something to say about yourself. You do not want your conversation to sound like you are conducting an interview. Talking about law school may or may not be a good topic because some attorneys feel very removed from the law school culture. Also, remember that attorneys are not limited to talking about legal issues. Some of the best conversations that I have had with other women at networking events were not about legal subjects.

### Wear

You are going to hear advice from your career services office about the appropriate way to dress. What you should wear is going to be different based on the nature of an event or program and based on your own personal style. Keep in mind, people form a first impression about others based on their

appearance. So, the way you look, especially as a law student, is a reflection of your professionalism. Also, chose your shoes carefully. This sounds like odd advice, but footwear is important for long events, especially if you are not comfortable in your shoes.

### When

When should you start networking? Today! The women's organization at your school can be a great resource to help you find networking events to attend while you are still a student. Getting a head start on networking will give you a head start in your career.

### Why

Understanding why networking matters is probably the most important of the 5Ws. People commonly have the impression that networking is synonymous with the idea of using someone to find the perfect job. But networking is only a catchy word that the business world uses for forming relationships. In any business, having strong relationships with others in your field is key to your success, job satisfaction, and career advancement. You want to start these relationships early and continue these relationships throughout your career so that when you do need a job, the people you know are ready to champion you.



# "OPT OUT" OR PUSHED OUT?: HOW THE PRESS COVERS WORK/FAMILY CONFLICT

Depictions of work family conflict in the news typically focus on professional women's choice to "opt-out"—to cut back on work or leave the workforce—for family reasons.

This new study released on October 17, 2006, by the Center for WorkLife Law at the University of California, Hastings College of the Law, debunks the myths surrounding the "opt out" story, and details the ways in which women do not opt out—more often they are pushed out of their jobs by inflexible workplaces, failures of public policy, and outright workplace bias. A complete copy of the study is available at www.uchastings.edu/site\_files/WL L/OptOutPushedOut.pdf.

# THE WBA IS MOVING! WE NEED YOUR HELP!

The WBA's office lease will expire in early 2007 and we are actively engaged in a search for new space. We are exploring a variety of possibilities, including shared office space or a sublease space within a business or law firm. If your business or law firm has extra space that may be available please contact Rebecca McNeill at (202) 408-4086 or rebecca.mcneill@finnegan.com. Thanks for your help!

### ALA TOWN HALL MEETING ON AVIAN FLU PANDEMIC: "MITIGATING RISKS TO YOUR BUSINESS" HITS HOME

On Tuesday, September 26, WBA President Tracy Durkin moderated a town hall meeting on preparedness for an Avian Flu Pandemic entitled, "Mitigating Risks to Your Business" at the Capital Hilton sponsored by the Association of Legal Administrators Capital Chapter. The seminar was primarily targeted to law firm administrators and focused on the following topics:

- · How do we prepare for an epidemic?
- Initiatives to implement an integrated warning system.
- How to communicate emergency preparedness information.
- Samples of emergency preparedness kits.

The WBA Health Law Forum and Working Parents forums are currently planning a similar program for later this year to continue the discussion with attorneys and law firm leaders to advocate for stronger emergency preparedness measures by law firms in the District.

### THE SOLO AND SMALL FIRM FORUM

The Solo and Small Firm Forum was formed to focus on and serve the interests of women in solo and small firm practices. Over the past several years, they have held monthly networking lunches that provide members with the opportunity to meet with other female lawyers in solo practices and small firms. The forum usually meets at noon on the second Wednesday of each month at a restaurant convenient to a Metro stop. Currently, they meet at Mark & Orlando's on P Street NW, two blocks from DuPont Circle.

At these lunches, members network, share information and discuss issues important to their practices, involving practice administration and development as well as more substantive issues. The lunches have been very successful in drawing members from a diverse group of practice areas and, as a result, have formed a diverse network of attorneys who refer business to each other. Occasionally, the forum has been joined by other professionals whose business or work may be relevant to solo and small firm practice, such as financial planners and insurance specialists. In October, WBA member Janice Manginello, a placement specialist at Georgetown Law School, was there to discuss Georgetown's student placement program.

If you are interested in joining this forum or attending our lunches, please contact Jessica Adler (jadler@jessicaadlerlaw.com),

Pat Connelly (pconnelly@troutcacheris.com) or Elaine Fitch (efitch@kcnlaw.com).

Our firm applauds the

# Women's Bar Association of the District of Columbia

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to advance women
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