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WBA President-Elect Holly Loiseau, WBA Past President Nancy Long, WBA Foundation Immediate Past President Ellen Jakovic, WBA Board member Brigida Benitez

ANNUAL DINNER CELEBRATES WOMEN IN POLITICS WITH AMBASSADOR MELANNE VERVEER AND SOLICITOR GENERAL ELENA KAGAN

BY ANNA BONNY, FINNEGAN, HENDERSON, FARABOW,
GARRETT & DUNNER, LLP

On May 19, 2009, another successful year of service was celebrated at the Annual Dinner. This hallmark event recognizes and supports the vital work of the WBA, its members, and its sister organization, the WBA Foundation.

For more than 90 years, the WBA, the country's fourth-oldest women's bar association, has worked to expand opportunities for women lawyers and to help them reach their full potential. The impact of these efforts is highlighted at the Annual Dinner. This year's event began with opening remarks from 2008-2009 WBA President **Jennifer Maree**, Patton Boggs LLP, and 2008-2009 WBA Foundation President **Diana M. Savit**, Savit & Szymkowicz, LLP, who welcomed the more than 650 attendees to the celebration at the National Building Museum. Ms. Maree welcomed the WBA's recently elected 2009-2010 Board of Directors and discussed the achievements of the showcase events from the WBA's 92nd year, including the Presidential Appointments Panel and the Law Student Boot Camp seminar, as well as the many lunch and evening programs sponsored by the WBA's 26 committees and forums. Ms. Savit reviewed the many worthy 2008-2009 WBA Foundation grant recipients, and announced The George Washington University Law School as this year's recipient of the annual Founders Fellowship, which provides a stipend to an area law student to work with a local legal services provider on projects to benefit women and children in the community.



2009-2010 WBA President Consuela Pinto presented her initiatives for the coming year in her remarks.

President's Column

A Publication of

THE WOMEN'S BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA

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As I consider my goals and aspirations for the year ahead, I can't help but reflect on my approximately 14 years as a member of this great organization. I have met many of my closest friends and greatest mentors through the WBA and learned a number of valuable professional and personal lessons along the way. I never cease to be surprised by the hospitality of our members who are always quick to welcome a new face or offer assistance to a colleague in need of counsel. Over the years, I have been inspired by the amazing women who have led this organization—they are passionate about the law, dedicated to serving those less fortunate than themselves, and committed to mentoring those who came behind them, advancing women lawyers, and increasing the diversity of the profession and the WBA. I am constantly struck by the power of this organization to tackle difficult issues and move the profession as a whole in a positive direction. The WBA is much more than just a bar association; it is a community, and one which I am honored to lead.

I am counting on the great force of the WBA community to join me in addressing the urgent needs created by the current economic crisis. Our profession has experienced unprecedented job losses this year, leaving many of our members unemployed. Further, many local non-profits are simultaneously experiencing a dramatic increase in the demand for services and a noticeable downturn in fundraising. Our members, profession, and the DC community need the WBA now more than ever.

Jobs in our profession are limited. Our members seeking employment need to be creative in their job search strategies and repackage their skill sets. Accordingly, we will enhance our focus on career development for all attorneys, but particularly those who have been displaced as a result of the economy. We will launch a formal mentoring program and provide networking and skill development opportunities.

We will also turn our attention to our external stakeholder, the DC community at large. Many organizations dedicated to serving the less fortunate in our community find themselves without sufficient resources to accomplish their mission. With the assistance of our membership, the WBA can be instrumental in filling the gaps caused by the economic downturn. Watch for community service opportunities in the bi-monthly News & Events (distributed via e-mail) as well as issues of *Raising the Bar*.

Finally, we must not lose sight of the work that remains to be done within our profession. The pathway to success is still blocked for many of our colleagues. This year, we will launch the third phase of our nationally-recognized Initiative on the Advancement and Retention of Women. Directing our attention to our colleagues in corporate counsel positions, we will identify the challenges to advancement they face and develop practical solutions for overcoming those barriers.

These are lofty goals, but together we can meet the challenge. If you aren't already involved, get involved! Contact our Executive Director, **Carol Montoya**, at carol@wbadc.org, or go to the Committees and Forums section of the website, www.wbadc.org, to find a complete list of co-chairs and their contact information.

Join me and the rest of the WBA community in continuing the important work of this great organization! I look forward to hearing from you.

CONSUELA PINTO, WBA President

Profile in Courage Award



BROOKSLEY BORN RECEIVES PROFILE IN COURAGE AWARD

WBA member and 1981 recipient of the WBA Woman Lawyer of the Year Award **Brooksley Born** received the prestigious Profile in Courage Award from the John F. Kennedy Library Foundation. In giving the award, which recognizes leadership in public service, the Foundation cited Ms. Born's political courage as chair of the U.S. Commodity Futures Trading Commission (CFTC), from 1996 to 1999, in sounding early warnings about conditions that contributed to the current global financial crisis. The Profile in Courage Award was created in 1989 by members of President Kennedy's family to honor him and to recognize and celebrate the quality of political courage that he admired most. It is presented to a public official or an official at the federal, state, or local level who acts with political courage, choosing "principals over partisanship."

At the Profiles in Courage Award ceremony in May, Ms. Born was honored alongside FDIC Chair Sheila Bair and Leymah Gbowee, a Liberian peace activist.

"Sheila Bair and Brooksley Born recognized that the financial security of all Americans was being put at risk by the greed, negligence and opposition of powerful and well connected interests," said Caroline Kennedy, President of the John F. Kennedy Library Foundation. "The catastrophic financial events of recent months have proved them right. Although their warnings were ignored at

the time, the American people should be reassured that there are far-sighted public servants at all levels of government who act on principle to protect the people's interests."

Ms. Born's biography is full of firsts; she is known for her trailblazing role in the legal field. She was first in her class at Stanford in 1964 and President of the *Stanford Law Review*, the first woman to hold either distinction. She joined Arnold & Porter in 1965 and became a partner while working a part-time schedule in order to raise her family while pursuing her career—a first in Washington, DC in the 1970s. She was head of the firm's derivatives practice for many years and represented domestic and international clients in legislative, litigation, regulatory, and transactional matters involving derivatives transactions and financial markets. She served on the firm's Policy Committee and chaired its Pro Bono Committee.

Ms. Born was one of the first women to become a forceful and effective leader in the American Bar Association. In 1977, she was the first woman appointed to the prestigious ABA Standing Committee on Federal Judiciary, which evaluates all nominees for federal judgeships. She led the effort in rewriting the standards for evaluation of judicial nominees, ensuring that more women and minorities could be appointed to the federal courts. She served on the ABA's board of governors and is a founder of

the ABA Women's Caucus. She also chairs the board of the National Women's Law Center. In 1981, the WBA honored her as Woman Lawyer of the Year.

Ms. Born left Arnold & Porter in 1996 to serve a three-year term as chair of the CFTC. In 1998, she unsuccessfully tried to bring over-the-counter derivatives under the regulatory control of the CFTC. She warned that unregulated financial contracts, such as credit default swaps, could pose grave dangers to our economy. The government's failure to regulate such financial deals has been widely criticized as one of the causes of the current financial crisis.

Ms. Born returned to Arnold & Porter in 1999 and retired in 2003. She is currently serving as chair of the DC Fellows of the American Bar Foundation, an honorary organization of lawyers, judges, and legal scholars whose public and private careers have demonstrated outstanding dedication to the welfare of their communities and to the highest principles of the legal profession. Ms. Born was recently featured in a *Stanford Magazine* cover story entitled "Prophet and Loss."



MAKING A COMMITMENT

BY DIANA M. SAVIT, PRESIDENT, WBA FOUNDATION

In these difficult economic times, nonprofits like the WBA Foundation are too frequently turned away by those we approach to help us help others. Today, I would like you to consider two things: The first is that even one person can make a difference. The second is that no matter how desperate our own situations may be, we retain the capacity to help others.

I offer as my example my friend, **Brenda Gerwin**, who lost her 7-year battle with breast cancer on June 8, 2009. This column is written in tribute to her. Brenda was not a lawyer, but her story resonates with us. She earned a Ph.D. in biochemistry in 1964, when gender-based discrimination was legal and fewer than 10 percent of all science Ph.D.'s in the country were awarded to women. She then sought a post-doctoral fellowship from an institution that had never before hired a female post-doc. As Brenda was already married, her interview included the then-standard inquiry: "Why should we hire a woman who probably will have children and then drop out of the program?" Brenda responded that she had not worked long and hard to earn her Ph.D. only to walk away from the career she wanted, for any reason. She was hired—but with the explicit requirement that she not get pregnant as a post-doc (one wonders what they would have done if she had).

Brenda went on to an illustrious 25-year career with the National Institutes of Health (NIH), researching (ironically) breast cancer and mesothelioma. Her name appears on numerous important research papers in her field, including a

critical study that determined that breast feeding did not increase the risk of cancer, as was once thought.

Although her professional career alone would have been enough to garner our admiration, it was in her personal life that Brenda truly set an example for all of us while illustrating that our journey toward women's equality remains incomplete. She turned down a promotion at NIH to remain in a job that allowed her to come home to dinner every night with her children. She was a gourmet cook who produced desserts so gorgeous that you expected to see them in a fancy restaurant's pastry case, not on a family dining room table. She knitted beautifully and made clothing for her granddaughters. She loved music and theater, and hiked the Grand Canyon. She had a keen intellectual hunger that led her to participate in several different weekly classes and multi-day seminars, all outside her profession. Her insights at the bi-weekly study group in which we both participated were always among the most profound and far-ranging. And she volunteered, tirelessly and thanklessly. I was privileged to serve with Brenda on two of our synagogue's committees. As a member of the religious activities committee, which deals with ritual matters, she was an even more vociferous and consistent advocate of women's full participation than I was—which should give you some idea of her passion on the subject. As chair of the funeral practices committee, she saw to it that when a death occurred, our community tended to all requirements of a proper funeral and mourning period with dignity, fulfilling what is considered

the most exemplary good deed of all—because the person for whom one renders this service cannot say "thank you."

While doing all of the above, Brenda and her husband raised three accomplished sons, solid citizens all. And it wasn't a surprise to any of us that even as she struggled with her illness, she continued her activities and continued to perform them superbly.

So, what do Brenda's life and untimely death mean for the WBA and the WBA Foundation? Her example should inspire each of us to make the most of what we have, and to use our gifts to help others. There is always someone else who needs what we have to offer, and each of us always has something to give. A lawyer who has been laid off, for example, may not have the financial wherewithal to contribute a large sum to the WBA Foundation, but she can volunteer her pro bono services to one of our grant recipients, mentor an at-risk girl or young woman through organizations like EduSeed or the Washington Middle School for Girls (both supported by the WBA Foundation in the past year), or devote her time to encouraging others to take up our cause. We can continue to demand equal treatment for women, to still once and for all the (now unspoken, but still present) demand: Choose between a career and a personal life.

Please join the WBA Foundation this year as we continue to work to advance women in the law and through the law. Make a commitment to our important work in honor of the heroes like Brenda—and to make things better for all of us.



JUSTICE OLDER THAN THE LAW

The Life of Dovey Johnson Roundtree



KATIE MCCABE AND DOVEY JOHNSON ROUNDTREE

The life, struggles, and achievements of the WBA's first African-American member are chronicled in *Justice Older than the Law: The Life of Dovey Johnson Roundtree*. It was written by **Dovey Johnson Roundtree**, a ground-breaking civil rights crusader, lawyer, and ordained minister, in collaboration with **Katie McCabe**, a National Magazine Award-winner whose work has appeared in *Washingtonian* magazine, *Baltimore* magazine, and *Reader's Digest*, among others.

The product of a 10-year collaboration between Ms. Roundtree and Ms. McCabe, *Justice Older than the Law* illuminates the personal journey of an unstoppable woman, and the larger story of our country's struggle for social justice. It follows Ms. Roundtree's journey from the poverty of Jim Crow North Carolina to the courtrooms of Washington, DC against the backdrop of the entire civil rights movement. As a

JUSTICE OLDER THAN THE LAW: THE LIFE OF DOVEY JOHNSON ROUNDTREE

protégé of the great black educator and activist Mary McLeod Bethune, Ms. Roundtree became one of the first women to break the gender and color barriers in the World War II military, recruiting hundreds of other black women in the Deep South for the newly formed Women's Army Corps, often at risk of her personal safety. She entered Howard University School of Law on the cusp of the historic assault on school segregation that would culminate in the landmark Supreme Court decision of *Brown v. Board of Education*. Inspired by such giants as Thurgood Marshall and James Madison Nabrit, Jr., she went on to carve out her own place in history.

In November, 1955, one month before Rosa Parks ignited the protest movement led by the Rev. Martin Luther King, Jr., Ms. Roundtree wrested from the notoriously segregationist Interstate Commerce Commission a bus desegregation case that demolished the doctrine of 'separate but equal' in the field of interstate travel, just as the Brown case had done in the area of public education. That case, *Sarah Keys v. Carolina Coach Company*, invoked by Attorney General Robert F. Kennedy at the height of mob violence in the South during the Freedom Riders' campaign of 1961, helped bring an end to Jim Crow in travel across state lines.

At a time when black attorneys had to leave the courthouses to use the bathrooms, Ms. Roundtree took on Washington's white legal establishment on behalf of black clients, and she

prevailed. Washington legal lore is filled with stories of her victories in unwinnable cases for clients no one cared about. The reporters, judges, and law students who packed the U.S. District Court in the summer of 1965 to watch her defend a black laborer accused of the murder of a Kennedy mistress remember, still, the way she took on the government in the case of the *United States v. Ray Crump*. She earned legendary status as the lawyer who stood alone against the U.S. Attorney's office, skewered the state's eyewitnesses, made a mockery of the circumstantial case erected against her client, and quoted Shakespeare on the sacredness of a man's good name. In so doing, she won for herself an honored place among the white majority, simply by outperforming them.

Even as she opened doors for black attorneys, both male and female, at the DC bar, Ms. Roundtree broke new ground in 1961 as one of the first women to be ordained to the ministry of the African Methodist Episcopal Church. From the pulpit of Allen Chapel AME Church, located in one of Washington's most violent neighborhoods, she launched the final battle of her life—the one she continues to fight today—the battle to save the next generation from what she calls "the demon of violence."

Justice Older than the Law: the Life of Dovey Johnson Roundtree is available from University Press of Mississippi www.upress.state.ms.us/books/1189 and on Amazon.com.

Committee and Forum Highlights

WBA CALENDAR OF EVENTS

August 7, 2009

6:00 pm to 8:30 pm

NON-PROFIT ORGANIZATIONS
PRACTICE FORUM MEET &
GREET AT THE SCULPTURE
GARDENS

National Gallery of Art
Washington, DC 20565

No charge

August 12, 2009

12:00 to 1:30 pm

SOLO AND SMALL PRACTICE
MONTHLY LUNCHEON

Darlington House
Washington, DC 20009

No charge

September 9, 2009

12:00 to 1:30 pm

SOLO AND SMALL PRACTICE
MONTHLY LUNCHEON

Darlington House
Washington, DC 20009

No charge

September 17, 2009

6:00 pm to 8:00 pm

STARS OF THE BAR
Columbia Square Building
Washington, DC 20006

No charge

October 6, 2009

12:00 to 1:30 p.m.

COMMUNICATIONS LAW
FORUM TOP WOMEN IN
GOVERNMENT: LUNCH
WITH SHERRESE SMITH

Wiley Rein LLP
Washington, DC 20006

WBA Members: \$5

Non Members: \$10

December 16, 2009

3:00 pm to 5:00 pm

COMMUNICATIONS LAW
FORUM HOLIDAY TEA
Willard InterContinental Hotel
Washington, DC 20004

WBA Members: \$40

Non-Members: \$50



l-r: Moderator Tracy-Gene G. Durkin, Co-Chair Bonnie W. Nannenga-Combs, Co-Chair Allison E. Kerndt, The Honorable Sharon Prost; The Honorable Pauline Newman, The Honorable Kimberly Moore, Co-Chair Judith Gheuens, WBA President Consuela Pinto

INTELLECTUAL PROPERTY LAW FORUM HOSTS “THE FEDERAL CIRCUIT: WHERE IT HAS BEEN & WHERE IT IS HEADED”

By Bonnie Nannenga-Combs, Sterne Kessler Goldstein Fox PLLC

On May 14, 2009, nearly 50 attendees, including members of the WBA IP Law Section, students, law clerks, and others interested in intellectual property law, gathered for a panel discussion with the three active women judges on the U.S. Court of Appeals for the Federal Circuit: **The Honorable Pauline Newman**, **The Honorable Sharon Prost**, and **The Honorable Kimberly Moore**.

Attendees and the distinguished panel gathered for a reception at the Dolley Madison House. Following the reception, the attendees assembled in the U.S. Court of Appeals for the Federal Circuit Courtroom 201 for a discussion moderated by WBA Past President and WBA Foundation Vice President **Tracy-Gene G. Durkin**, of Sterne Kessler Goldstein Fox PLLC.

After introducing the panel, Ms. Durkin asked a variety of questions relevant to today's intellectual property litigation world, including whether the Federal Circuit is likely to take on additional areas of jurisdiction, and whether intellectual property specialized district courts are ever likely to develop. Some highlights of the evening included personal insights from the judges on topics such as “Which former Federal Circuit Judge do you admire most and why?” and “What advice do you give your law clerks?”

The success of the evening was the result of efforts by IP Law Forum co-chairs **Allison E. Kerndt** (who just recently completed a clerkship with The Honorable Randall R. Rader), **Judith Gheuens**, and **Bonnie W. Nannenga-Combs**.

Committee and Forum Highlights

WBA MEMBERS FEATURED AT HNBF PROGRAM

The WBA helped to inaugurate the Hispanic National Bar Foundation's (HNBF) Leadership Breakfast Series, which kicked off this spring. WBA Board member **Brigida Benitez**, WilmerHale LLP, facilitated a panel discussion on the challenges facing minority law students. As a panelist, WBA Board Member **Heather Hodges**, Crowell & Moring LLP, shared with participants the findings of the WBA's 2008 report "Creating Pathways to Success: Advancing and Retaining Women of Color in Law Firms." WBA In-House Counsel Forum Co-Chair **Sherrese Smith**, Washingtonpost.Newsweek Interactive, also participated as a panelist.

The event attracted prospective law students, recent graduates, and several practicing attorneys.

TIPS FOR SELECTING AN AU PAIR

The WBA's Working Parents' Forum presented a program entitled "The Ultimate Au Pair Fair" on April 20, 2009. The program was attended by over 25 people, including many from outside the WBA community, and featured au pair agency Cultural Care Au Pair. This was the last program in a four-part series on childcare options, which has also included programs on practical approaches to finding and keeping the perfect nanny; choosing daycares, and easing the transition to child care providers. Below are some tips for selecting an au pair, provided by Cultural Care Au Pair.

Au pairs are young people from abroad who, in exchange for living in your home as a family member, provide up to 45 hours per week of personalized childcare. Although all au pair candidates are carefully screened, how do you choose the right au pair for your family?

An application that grabs you

Once you have applied, you will receive an au pair candidate's complete application, including a description of childcare experience, references, and interview evaluation. Take your time reviewing your candidates. In addition to feeling comfortable about his or her childcare experience, there should be something in the application that really grabs you and allows you to picture the au pair fitting in well with your family—something about the interests, the essay, or something a reference or interviewer has said.

An interview that impresses you

The next step is to conduct an interview by telephone. Keep in mind that personality is often as important as childcare experience in determining a successful placement. Au pair candidates may not be used to speaking English on the phone right away, so be patient, ask lots of open ended questions and make a least two calls.

A video that makes you smile

Many placement agencies give you a more personal look at the au pair candidates through videos produced by the au pairs themselves. Be sure to review the videos and, again, look for something that you can relate to. These videos give au pairs an opportunity to show their motivation and personality.



Front row, l-r: Leslie Byers, Local Childcare Coordinator Cultural Care Au Pair; Hannah, German au pair
Back row, l-r: Co-Chair Gaby Longworth; WBA Foundation Vice President and host mom Tracy Durkin; Delaney Tyre, Program Director, Cultural Care Au Pair, Maryland; Co-Chair Jennifer McDannell



Cover Story: Annual Dinner



l-r: Meghan McDonough, Honorary Committee member Karen O'Conner, WBA Board member Jessica Adler, Kerri Castellini



l-r: WBA Board member Jill Dash, ABC News National Correspondent Ann Compton, WBA Foundation Board members Liz Medaglia and Paulette Chapman



l-r: WBA Treasurer Tracy Muller, 2008-2009 WBA President Jennifer Maree, WBA Board member Tina Hsu



Seated on the dais, l-r: 2006 Woman Lawyer of the Year Judith Miller, Solicitor General Elena Kagan, 2008-2009 WBA President Jennifer Maree

Continued from page 1

This year, the WBA and WBA Foundation honored two women who have stepped to the forefront of the political scene in recent months: **Melanne Verveer**, the first Ambassador-at-Large for Global Women's Issues, and **Elena Kagan**, recently appointed as the first woman U.S. Solicitor General.

Ambassador Verveer, who is paving ways for women globally by taking on a newly-created position in the U.S. Department of State, gave the evening's keynote remarks (full remarks are re-printed on page 12). Ambassador Verveer was previously Chair and Co-CEO at Vital Voices Global Partnership, which invests in emerging women leaders and works to expand women's roles in generating economic opportunity, promoting political participation, and safeguarding human rights. She also served as Assistant to the President and Chief of Staff to the First Lady in the Clinton Administration, and led the effort to establish the President's Interagency Council on Women. Before serving in the Clinton White House, she served as Executive Vice President of People for the American Way and on the staffs of U.S. Senator George McGovern and of Congresswoman Marcy Kaptur. Throughout her keynote address, Ambassador Verveer discussed the treatment of women and related issues in various countries around the world, emphasizing that women's rights are human rights. She urged each person to take a stand and applauded the WBA for its efforts towards gender equality in the law.

Solicitor General Kagan was honored as the 2009 Woman Lawyer of the Year, an award that recognizes a woman for her exceptional achievements in the legal profession and/or for her extraordinary contributions to the advancement of women in the legal field. She was introduced by her former colleague **Judith Miller**, General Counsel of Bechtel Corporation and the 2006 WBA Woman Lawyer of the Year. Solicitor General Kagan spoke about the challenges of integrating a historically male office. Bringing humor and finesse, she shared that when she started her new position, colleagues were unsure whether they should refer to her as "General," as they had her male predecessors. She remarked that she rather liked the name "General."

Solicitor General Kagan also talked about her transition from Dean of Harvard Law School in Cambridge to living in Washington, DC, and whether or not she should wear the "morning coat" traditionally worn by past Solicitors General.

In closing remarks, 2009-2010 WBA President **Consuela Pinto** discussed her goals and initiatives for her presidency, including a focus on WBA members displaced from their jobs due to the economy and a third report from the WBA Initiative on the Advancement and Retention of Women.

Cover Story: Annual Dinner



l-r: WBA Foundation Board member Lorie Masters, Honorary Committee member Jessica Grounds



2008-2009 WBA President Jennifer Maree welcomed attendees to the Annual Dinner and highlighted the association's achievements over the past year.



Ambassador Verveer reminded attendees that women's rights are human rights.

The Annual Dinner Honorary Committee also represented the strong influence our community has in the political spectrum:

Martina Bradford, Senior Advisor for Human Resources, U.S. Senate

Grace Chung Becker, Former Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice

Senator Kirsten Gillibrand (D-NY)

Jessica Grounds, President, Women Under Forty Political Action Committee

The Honorable Wilma B. Liebman

Jessie Liu, Former Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice; Partner, Jenner & Block, LLP

Karen O'Connor, Founder and Director, Women & Politics Institute, American University

Carol Schwartz, Former DC Councilmember

Frances Townsend, Assistant to President George W. Bush for Homeland Security and Counterterrorism; Partner, Baker Botts L.L.P.

Debbie Walsh, Director, Center for American Women and Politics, Eagleton Institute of Politics, Rutgers, The State University of New Jersey

Elisse Walter, Commissioner, Securities and Exchange Commission

The WBA and WBA Foundation thank all of the members and sponsors who contributed to making the 2009 Annual Dinner such a successful, memorable event. A special thanks to the Annual Dinner co-chairs, **Alexis Echols**, Miller & Chevalier Chartered, and **Michelle Lynn Turner**, and all of the members of the Annual Dinner Committee who helped make the WBA/WBA Foundation 2009 Annual Dinner an elegant celebration of the achievements of Ambassador Melanne Verveer and Solicitor General Elena Kagan.

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Body Language



YOU HAVE THE RIGHT TO REMAIN SILENT: DISCOVER THE NEW BODY LANGUAGE!

BY JANINE DRIVER, AKA “THE LYIN’ TAMER”

Nonverbal communication comprises more than 90 percent of all signals that people send to each other when communicating. Although it may seem that words are the easiest way to communicate with people, they are not always the most honest or direct. This is an easy problem to fix – all you have to do is be B.R.A.V.E.

Baselining

When interacting with others, it is critical that you have an understanding of their body language preferences. For instance, while crossing one’s arms is usually an indication of being closed off, disapproving, or uncomfortable, it may simply be a more comfortable position for some to be in. In order to make accurate assessments of body language cues, find a person’s normal behavior, or baseline, through small talk when there is no need to be defensive, aggressive, or deceptive.

Rapport Building

Building a strong rapport is critical to generating strong relationships. In building rapport, it is important that you change how you communicate, either in method or location, to help alleviate discomfort or stress. Move around the office during client meetings. Similarly, contact people in different ways—email, phone, or in person—which may help you gather different information each time.

Ask Powerful Questions

Asking the right questions can make all the difference in understanding others and delivering the right message. For example, a client may tell you that what you are doing is fine, but they are slightly shaking their head. By asking questions beginning with phrases like “Is there any reason why...” and “Is there something else...”, you can find out more and make sure that everyone is on the same page.

Vamp Up Your Power

Giving a powerful impression requires powerful body language to match. A great way to do this is to widen one’s stance. While some women may say that this position is too masculine, it is a position that connotes confidence, stability, and comfort. Similarly, make sure to take time when talking; speak slowly and deliberately to project an image of confidence, sophistication, and intelligence.

Explode Your Confidence Level

A great way to make sure that your confidence level is high is to speak, think, and act in positives. By removing negative words from discussion and your thoughts, things become more achievable and realistic. Additionally, removing conditional phrases adds authority and power. Next time you are given a task, don’t try to get it done; do it!

Through a combination of determination, consideration, belief in yourself, and awareness of others, you can BE B.R.A.V.E. and accomplish anything!

Janine Driver, Body Language

Contributor for NBC’s *The Today Show*, has been dubbed the “Lyin’ Tamer” because she knows when people are lying! Janine is a world-renowned body language expert, international speaker, author and life coach. She has appeared on CNN’s *Larry King Live*, the History Channel, ESPN, FOX News, CNBC and many more. Ms. Driver has been quoted in *The New York Times*, *The Washington Post*, *The New Yorker*, and *Psychology Today* and is the author of the best-selling business book *The Masters of Success*. She is currently writing another book: *You Say More Than You Think: A 7-Day Plan on How to Use the New Body Language to Get What You Want*, scheduled for publication in January 2010. Visit www.lyintamer.com for more information.

COMMENTS BY MELANNE VERVEER, AMBASSADOR-AT-LARGE FOR GLOBAL WOMEN'S ISSUES, ANNUAL DINNER KEYNOTE SPEAKER

Thank you for your kind introduction and for your dedicated leadership of the Women's Bar Association. I want to salute all the officers for your commitment and hard work.

This Women's Bar Association is one of the oldest in the nation, and I know firsthand of your record of service to women of the bar, to the greater community and to the nation—your collective and individual pro bono contributions have done so much for so many.

I am also thrilled that I could be here with Elena Kagan. We were colleagues in the Clinton White House and I came to rely on her wise judgment and brilliance. She would have made an excellent judge on the U.S. Court of Appeals and she will be a great Solicitor General.

Women have the opportunity and responsibility not only to raise our own voices against inequality and injustice, but to empower others to raise theirs. Contributing to the advancement of women's rights and the rule of law frees those voices.

President Obama's nomination of an Ambassador-at-Large for Global Women's Issues reflects the importance of women's progress around the world to U.S. foreign policy. The major economic, security, governance and environmental challenges of our time cannot be solved without the participation of women at all levels of society. Investing in women is one of the most powerful and positive forces for reshaping the globe. Indeed, no country can prosper if half its people are left behind.

And today a growing body of research tells us that supporting women is a high-yield investment, resulting in stronger economies, more vibrant civil societies, healthier communities, and greater peace and stability.

All around the world, we see women—and the men who support them—striving for their equality. The sheer force of their struggle underscores the inequalities that too many women still confront: Legal systems that treat women as less than fully human, with no right to inheritance or to own property.

Women comprise the majority of the world's poor. Too many women are living on the outskirts of opportunity, and the global economic crisis is pushing them further in the wrong direction.

Two-thirds of the world's unschooled children are girls, and most of the world's illiterate people are female. This educational shortfall is a recipe for unrealized potential on a vast scale.

Too many women have no access to health care or family planning. Every minute of every day, a woman dies in pregnancy or childbirth, and the scourge of AIDS has a woman's face.

Violence against women—whether manifested as honor killings, child marriages, human trafficking, rape as a tool of war, or as domestic violence—is endemic around the world. In Afghanistan, President Karzai tried to ram through a law that—among other outrageous provisions—would have legalized rape in marriage.

In Saudi Arabia, a woman was gang-raped and a local judge ruled that she was the one who should be punished. International outcry in both cases brought at least a temporary halt to both actions. These incidents are not cultural; they are criminal.

There are still too few women sitting in the village councils, in the boardrooms, in the chambers of parliaments, and at the negotiating tables where conflicts are being resolved—resolved in ways that affect them, their families, and their communities, but do not include them or represent their interests.

Next year, we will mark 15 years since the UN 4th World Conference on Women took place in Beijing. It was there that the then-First Lady, Hillary Clinton, proclaimed something simple yet radical: human rights are women's rights and women's rights are human rights. Women's rights are not auxiliary. They are not separate from international human rights law. They are part of it.

I remember when, not long after the conference, the First Lady was participating in a Voice of America broadcast and a caller asked her what she meant when she said that human rights were women's rights. She told him, "Close your eyes, sir, and think of all the rights you enjoy as a man. Well, women should have the same."

This proposition should be simple and not at all radical. But it is still too novel in far too many parts of the world—as we must conclude, when we learn of



Keynote Remarks

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girls having acid thrown on their faces when they try to go to school, or of women trafficked like commodities, bought and sold in a lucrative global criminal enterprise.

The Beijing conference produced a Platform for Action which the 189 participating countries adopted by consensus. It is a blueprint against which to measure progress at home and around the globe.

All around the world, there are women who are blazing new trails and triumphing over long-entrenched obstacles in pursuit of creating a better world for all of us.

In many places, the legal age for marriage has been raised, more girls are going to school, domestic violence has been criminalized, quotas and other allocation systems have been adopted to ensure women's political representation, and equitable divorce laws have been enacted.

In Morocco, family law reform has been achieved after years of struggle. Women have new rights with regard to divorce and child custody. Adjudication of such matters is no longer the jurisdiction of religious sharia courts, but, rather, civil courts. There were powerful voices who tried to keep women from their rights by mis-applying religion to justify their opposition. The women in Morocco fought back by, in effect, reclaiming their religion. And when the king announced the new reforms, he cited Koranic verses to support the new law. Today, the law is being taught to lawyers and judges so that it can be implemented and enforced, and to all Moroccan women so that they know about the remedies to which they are now

entitled. Morocco's family law reform has rightfully become a model for others in predominantly Muslim societies.

In Yemen, a young girl, Nujood, was married off at the age of nine to a man her grandfather's age. He was violent and abused her physically. She found her way to the courthouse. Everyone towered over her. She was ignored. Eventually a female lawyer noticed her and asked her why she was there. She said she wanted a divorce. The lawyer took her case as well as those of several other girls in similar circumstances. She won, and the girls are back in school. And Yemen, in part due to the international attention these cases attracted, has recently raised its legal age for marriage.

In Africa, through a project of the World Bank, "Women's Equality is Smart Economics," women leaders are identifying obstacles, like the lack of property rights and other regulatory and legal impediments that stand in the way of women's full economic participation. Lawyers, businesswomen, and NGOs are coming together to mount successful advocacy campaigns to overturn these barriers to change and progress.

In Pakistan, Mukhtarin Mae had been gang raped by four men from a neighboring tribe in her remote village. In the ordinary course of things, the victim of an attack like this would be expected to kill herself. But Mukhtarin Mae was not an ordinary victim. Instead, this illiterate, brutalized, and shunned woman found the strength to take her case to court, and ultimately won. With her small settlement she built two schools—one for boys and one for girls—in which she enrolled herself. She said nothing in her village would ever change without education. She also created a center for

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Keynote Remarks

Raising The Bar has an Editorial Board to assist in the timely dissemination of important WBA and WBAF news. Please contact any of the following Editors if you would like to contribute an article, program advertisement or photograph to an upcoming issue. We encourage submissions regarding matters of interest to our members, upcoming events, past events, flyers, squibs, blurbs and everything and anything that you would like publicized. However, please note that some copy editing might be necessary, and that space limitations may prevent every item that you submit from being published in the issue or format that you request.

Please contact an Editor if you have any questions. Thank you in advance for contributing to *Raising The Bar*.

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victims of abuse. When I saw her recently, she told me about a similar rape case in a neighboring village. The authorities again attempted to punish the victim, until her defenders announced they would bring in Mukhtarin. And that was all it took to get them to change their minds.

In Afghanistan, despite murders and death threats, more women than ever before just registered to run for the provincial councils in upcoming elections.

And this past weekend in Kuwait, women finally won seats in the Kuwaiti parliament. Kuwaiti women only won the right to vote and stand for office in 2005. It took them four more years to prevail in an election, but prevail they did, winning four seats in the Parliament.

In these and so many related ways, I'm proud that the United States has played a leading role, either through our government assistance programs or through the programs and example of our vibrant civil society. Attorneys and businesswomen have partnered with women around the world as mentors, trainers, and co-collaborators to share best practices, exchange experiences and provide support.

Justice Sandra Day O'Connor said the key to peace is the rule of law, and the key to the rule of law is an impartial judiciary, and key to an impartial judiciary, in much of the world, depends, to a great extent, on women.

In addressing women's access to justice, we realize that raising our voices for equal rights and equal treatment under the law is necessary, but not sufficient, for reaching the goals we seek. Passing laws is important, but it is not nearly

enough. Laws must be backed and enforced by effective and responsible governments.

Women judges and legal practitioners are in critical positions not only to influence how laws are made, but to help ensure that they are enforced. There is much we all can do to support women who are changing the world for the better through the legal profession.

Over 160 years ago, a group of women (and some supportive men) adopted a Declaration of Sentiments. It called for women's equal rights in America and was adopted at the first Women's Rights Convention in Seneca Falls, NY. One of the brave women who participated was a 19-year-old glovemaker named Charlotte Woodward. She worked long hours with no hope of keeping her meager wages or owning property. Women couldn't vote or get a divorce if they found themselves in a bad marriage. Charlotte decided to go to the first Women's Rights Convention in hopes of securing a better life. She wrote of that day that she had set out, but feared no one would come. At first, the road was empty, but then, at a crossroad, she saw more women in carriages, wagons, and on foot. Gradually, they formed a long procession on the road to equality.

We're still on that road...women from every continent are still—together—on that road.

Thank you for walking the extra mile, for all you do to promote equal justice, women's progress, and human rights, for your extraordinary record of service and commitment.

Women's rights are human rights and human rights are women's rights.

We cannot settle for anything less.

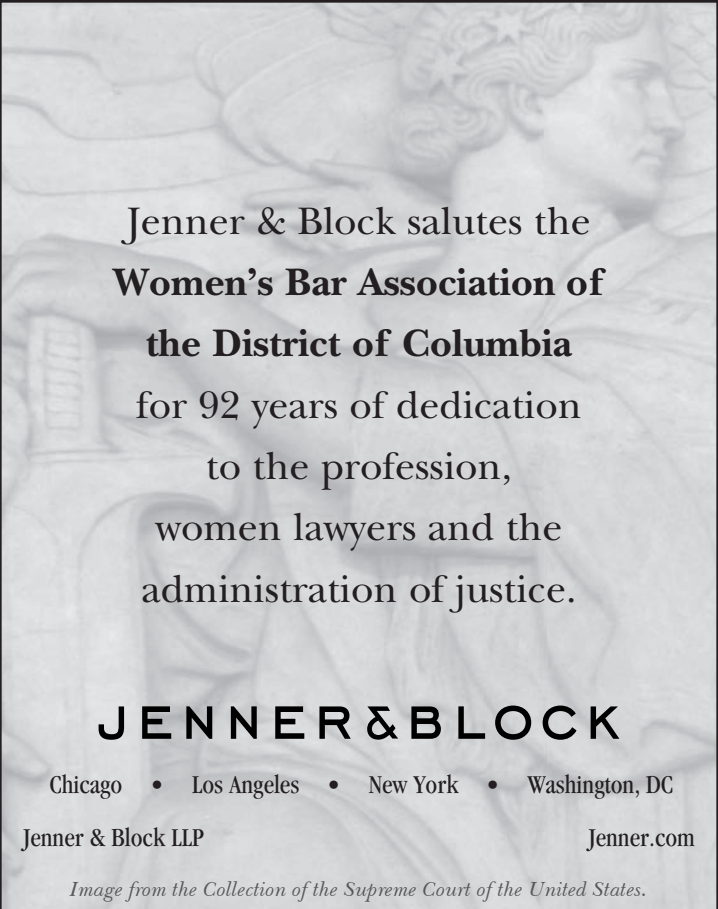


In Memoriam

IN MEMORIAM

Una Rita Morris Quenstedt, WBA's 1967 Woman Lawyer of the Year, passed away in April. A native of Australia, Ms. Quenstedt graduated from Columbus School of Law (which became part of Catholic University) in 1942. She gave volunteer legal assistance to servicemen leaving for World War II and was one of the first women elected to the DC Bar's board of directors.

Andrew Krulwich, a partner at Wiley Rein LLP, and a past Honorary Committee member of the WBA/WBA Foundation Annual Dinner, passed away in May. Mr. Krulwich was a staunch advocate of gender equality for women in the profession.



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for 92 years of dedication
to the profession,
women lawyers and the
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