WOMEN'S CAUCUS SUNDAY, FEBRUARY 13, 2011, 2:00 P.M. — 4:00 P.M. MARRIOTT ATLANTA MARQUIS, A602 — ATRIUM LEVEL

The Women's Caucus is open to all women and men in the legal profession interested in advancing the rights and opportunities of women in the legal profession. This is the perfect opportunity to:

- Meet other ABA members and network with colleagues;
- Examine issues being addressed by the ABA that are of interest to and impact women;
- Discuss issues of concern to women lawyers;
- Find paths to leadership and mentors in the ABA;
- Announce ABA candidacies, and meet with declared ABA candidates; and
- Learn more about Commission on Women activities and programs, and increase your involvement with the Commission.

Agenda items include:

- Update on Goal III report of diversity statistics in ABA entities and the potential role of the caucus in improving the metrics
- Solicit ideas and volunteers for an August program for the Caucus
- Other items to be determined

\Rightarrow FREE – No charge! \Leftarrow

The following pages contain a partial listing of programs and events scheduled for this year's Midyear Meeting that may be of particular interest to women.

Please join us at this year's Women's Caucus, and share your ideas and information about these and other issues. Invite your friends and colleagues to participate. Your continued interest and support are crucial factors in our continuing pursuit for equality in the legal profession.

For more information, please e-mail Barbara Leff at Barbara.Leff@americanbar.org.

COMMISSION ON WOMEN UPCOMING EVENTS AND PUBLICATIONS

Women & Power: Getting Ambitious about Ambition

Friday, February 11th - 10:00 a.m. to 12:00 p.m. Centennial Ballroom I, Hyatt Regency Hotel

Based on numbers, women lawyers are positioned to exercise power and influence and effectuate change. Yet most women lawyers are not exercising power. Women lawyers still represent a small percentage of law firm leaders, general counsel, law school deans, and government leaders and earn considerably less than their male colleagues despite being just as productive. Dr. Anna Fels, a renowned psychiatrist and author of *Necessary Dreams: Ambition in Women's Changing Lives* will kick off the program by discussing her research on the drivers of ambition and the powerful social, cultural, and psychological factors that impact women's ambition and their pursuit of power. A panel of powerful women lawyers will then reflect on their experiences pursuing their ambitions and exercising power, followed by group discussions.

Speakers: Hilarie Bass, Miami, FL; Dr. Anna Fels, New York, NY; Cathy Hampton, Atlanta, GA; Leslie M. Turner, Atlanta, GA

Moderators: Deborah Epstein Henry, Philadelphia, PA; Lisa Horowitz, Washington, DC

To register or for more information, visit http://new.abanet.org/calendar/womenpower

21st Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon

The 21st Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon will be held at the Annual Meeting in Toronto, Canada on **Sunday**, **August 7**, **2011** from Noon – 2:00 p.m. This award is in recognition of women lawyers who have achieved professional excellence in their field. Awardees will be announced in the spring, and individual tickets will go on sale after the Midyear Meeting. For additional information, please call Beverly Tate at 312-988-5668.

FEATURED PUBLICATIONS - ORDER ONLINE AT www.ababooks.org

COMING SUMMER, 2011 – *The Road to Independence: A Woman's Guide to Forming Her Own Law Firm* - a collection of 100 letters focusing on the experiences, challenges, and opportunities of women-owned law firms

Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys

This is a unique, inspirational collection of letters from 44 experienced women attorneys of color to the next generation outlining various roadmaps for success in the legal profession as a minority woman attorney. The book is organized by practice setting. Following the essays in each chapter are tips for success from the authors featured in that chapter; these tips serve as a quick reference for you to refer to for inspiration. \$29.95 per copy, \$23.95 for Law Student Division members; quantity discounts are available

Fair Measure: Toward Effective Attorney Evaluations, 2nd Edition (Includes CD-ROM)

This completely revised and updated second edition contains a current, comprehensive review of the psychological literature on stereotyping, and it outlines a step-by-step process for implementing and conducting performance evaluations that are free from bias. Additional material includes sample evaluation forms, performance evaluation training materials for supervising attorneys, and instructions for completing performance evaluations.

\$69.95 per copy/\$59.95 for Labor and Employment Law members

Perspectives Magazine – For and About Women Lawyers

For ABA members: We invite you to receive the *Perspectives* quarterly magazine in an electronic format **at no additional cost**. It's easy – all you have to do is log onto the ABA web site and select "Women's Rights" as one of your areas of interest. Visit www.abanet.org/women/perspectives.html for step-by-step instructions.

The Commission's magazine, *Perspectives*, is published four times a year and provides in-depth articles for and about women lawyers with the latest news in the field and insights for a successful career.

Hot topics of interest to women lawyers include:

- ➤ Work/life balance
- > The latest political and legal developments affecting women in the field
- ➤ Women's rights (pay, health, etc.)
- ➤ Compensation/performance evaluation
- > Profiles/commentaries of/by notable women lawyers
- ➤ Practical advice and career-building tips
- > Strategies for surviving the current economic crisis
- ➤ Information about current Commission activities and upcoming events
- ➤ News from women's bar associations from across the country

Order your one-year subscription for \$35 today! Contact the ABA Service Center at 800-285-2221 or visit www.abanet.org/women.

2011 MIDYEAR MEETING PROGRAMS OF INTEREST TO WOMEN

Thursday, February 10, 2011

9:00 a.m. to 5:00 p.m.; Reception 5:00 p.m. to 7:00 p.m. Salon D, Marquis Level, Marriott Atlanta Marquis

Committee on Diversity in the JAG Corps

Primary Sponsor: Commission on Racial and Ethnic Diversity in the Profession

4:00 p.m. to 5:30 p.m. Room 100 Urban Life Building, College of Law, 140 Decatur Street, Georgia State University

Hot Topics in Diversity Law

The panelists will focus on current legal issues confronting the community(ies) served by their respective associations and/or an issue confronting practitioners or law students regarding minorities/diversity in the legal profession, including consumer fraud, family law, business development, hospital patient visitation rights, and sexual harassment.

Primary Sponsor: Section of State and Local Government Law

4:00 p.m. to 6:00 p.m. Hanover Hall F/G, Exhibit Level, Hyatt Regency

Ethics CLE Program: Finding Your Own Voice-Ethical Dilemmas, Race and Gender Challenges and the Pitfalls of Practice

This program is designed to help you "Find Your Own Voice," recognize ethical dilemmas, face up to race and gender challenges and the pitfalls of practice that can make or break your reputation – and undermine your self-image. Learn to respond in ways that advance your cause, build your reputation, and enhance your self-esteem. As you establish your persona as a litigator, be proud of who you are and the way you practice. Build a reputation worthy of respect and admiration by being a lawyer in whom others have confidence, to whom others turn when they have ethical or moral questions. When you uphold the highest traditions of our profession, you reap the rewards for a lifetime.

Primary Sponsor: Tort Trial & Insurance Practice Section

5:30 p.m. to 7:00 p.m. Room 100, Urban Life Building. College of Law, 140 Decatur Street, Georgia State University

Reception for Minority/Diverse Lawyers/Law Students and Young Lawyers
RSVP by February 4, 2010 to Marsha Boone at Marsha.Boone@americanbar.org or call 312-988-5649
Primary Sponsor: Section of State and Local Government Law

Friday, February 11, 2011

8:45 a.m. to 9:45 a.m. Baker, Atlanta Conference Center, Hyatt Regency

Diversity in the Workplace: Understanding Micro-Insults

As diversity in the workplace continues to grow, lawyers must be attuned to the effects of their actions and behaviors not only on their clients, but also on each other. For many lawyers from diverse backgrounds, they must learn to deal with unintended slights, or micro-insults, made by members of a dominant group. Micro-insults can have a cumulative negative effect on the mental and emotional state of minorities who experience them. This program will discuss the effects of micro-aggressions on workplace performance and satisfaction, attorney-client relationship, and focus on the creation of workplace conditions where success for minority attorneys is affected by, or appears to be based on, the ability to withstand micro-insults. We will explore the lawyer's ethical duty not to unlawfully discriminate in the practice of law. Finally, this program will highlight common types of micro-insults and educate attendees on how to recognize and eliminate them from the workplace.

Primary Sponsor: Young Lawyers Division

10:00 a.m. to 12:00 p.m. A601, Atrium Level, Marriott Atlanta Marquis

Pipeline Council Roundtable Discussion

The seventh in a series, this Pipeline Diversity Roundtable presents a discussion of diversifying the educational pipeline to the legal profession focusing on key segments of the pipeline - middle and high school, college and law school. The roundtable will educate lawyers about the important role of the educational pipeline in creating a truly inclusive legal profession. The roundtable will highlight effective replicable strategies and programs for building pipeline projects and programs and discuss ways of measuring and defining success. Participants will have ample opportunity to network and to learn how they and their organizations can get involved in plugging the leaks along the pipeline to the legal profession. Primary Sponsor: Council for Racial and Ethnic Diversity in the Educational Pipeline

10:30 a.m. to 12:00 p.m. L405/L406, Lobby Level, Marriott Atlanta Marquis

Bullying and Bias: How Can the ABA Join the National Response to an Important Youth Problem? It is time for the ABA to help improve laws, policies, and programs to better protect children from the harm of bullying and youth behavior motivated by bias and hate. This program will bring together experts to discuss legal implications of a 2010 survey of 40,000 high school students, where 47% reported being victims of bullying within the year, while 50% admitted to having bullied. Panelists will also explore how lawyers and the organized bar can best aid responses to bias-related teen suicides, cyberbullying, youth-on-youth physical and sexual harassment, and hate crimes committed by and against juveniles. Primary Sponsor: Commission on Youth at Risk

11:30 a.m. to 2:00 p.m. Troutman Sanders LLP, 600 Peachtree Street NE # 5200, Atlanta

Stranger in a Strange Land: Cross-Cultural Issues in the Courts

What does "the rule of law" mean in today's multi-cultural society? In a growing number of cases in state and federal courts all across the country, immigrants are pleading "the cultural defense" – invoking the customs and traditions of their homelands to explain their actions. Even when it is not raised per se, culture plays a role in many cases – both civil and criminal. In this engaging and highly-interactive presentation, audience members will use hand-held technology provided by Trial Exhibits, Inc. to "vote" on the outcome of vignettes drawn from fascinating and controversial real-life cases "ripped from the headlines" and presented by an inter-disciplinary panel of some of the nation's leading cross-cultural experts. Does the adage that "all men are presumed to know the law" apply even to recent immigrants? Should immigrants be held to the same standards as everyone else, on the theory of "When in Rome . . . ?" You be the judge! Primary Sponsor: Section of International Law

2:00 p.m. to 3:30 p.m. L405/L406, Lobby Level, Marriott Atlanta Marquis

Civic Engagement for Teens in Trouble: Creating and Sustaining Quality Youth Courts

Youth courts, also known as teen courts, are specialized diversion programs for juveniles who are sentenced by their peers, serving more than 125,000 youth each year in more than 1,000 community-based programs. A panel of experts will discuss recommendations for improving these restorative justice programs and their role in the continuum of justice services for youth. The program will identify a variety of "best practices" that Youth Court organizers can utilize to achieve desired outcomes for involved youth and their families. Attendees will learn how these programs provide diversion from traditional justice processing, promote community engagement, instill in their participants an early appreciation for the legal system, improve relationships between community members and the court system, and promote civic mindedness and volunteerism in a new generation of youth.

Primary Sponsor: Commission on Youth at Risk

5:00 p.m. to 7:00 p.m. Ballroom Salon D, Marquis Level, Marriott Atlanta Marquis

Third Annual Raymond Pace and Sadie Tanner Mossell Alexander Award for Excellence in Pipeline Diversity Reception

Primary Sponsor: Council for Racial and Ethnic Diversity in the Educational Pipeline

Saturday, February 12, 2011

Noon to 2:00 p.m. Atrium Ballroom A/B, Atrium Level, Marriott Atlanta Marquis

Spirit of Excellence Awards Luncheon

Primary Sponsor: Commission on Racial and Ethnic Diversity in the Profession

2:00 p.m. to 3:30 p.m. A701, Atrium Level, Marriott Atlanta Marquis

Do Workplace Wellness Programs Promote Health, Cost-Savings or Discrimination?

A growing number of employers, as well as public and private health insurance programs, are adopting wellness programs to prevent or control chronic diseases among their employees and to reduce costs. The Health Insurance Portability and Accountability Act and the Patient Protection and Affordable Care Act of 2010 encourage greater use of wellness programs by both public and private employers. Although evidence of the effectiveness of such programs remains limited and mixed, wellness programs promise to improve health. They also have the potential to alter public attitudes toward eligibility for employment and the terms and conditions of health insurance. This program examines how wellness programs may shape the law governing employment and health insurance coverage. The specific questions to be addressed are: What, if any, requirements can and should private employers place on employees to improve their health or reduce health expenditures? What incentives (rewards and penalties) can and should be offered to employees to participate in private health insurance wellness programs in order to improve their health or reduce health expenditures? Can or should the beneficiaries of public health benefit programs like Medicaid be subject to similar conditions or incentives?

Primary Sponsor: Section of Individual Rights and Responsibilities

2:00 p.m. to 4:00 p.m. Dunwoody, Atlanta Conference Center, Hyatt Regency

The Forgotten Warrior: Services for Women in Veterans Health Care and Courts

Direct from the recent headlines, this program will involve a discussion of the challenges faced by women veterans and partners of veterans in obtaining medical care and treatment and why it ought to matter to judges and lawyers. It is critical to understand the importance of intimate partner sexual abuse and its relationship to post traumatic stress disorder for veterans and their partners. Following the recent North Carolina conviction of a former Marine for murdering a co-worker whom he had impregnated and the August 2010 murder of an Iraqi war veteran's pregnant wife and daughter and his suicide in Wisconsin, it is time now to discuss health care access and how courts can and should engage in this timely topic.

Primary Sponsor: Judicial Division

2:00 p.m. to 5:00 p.m. Speakers Auditorium, 444 Courtland Street, Georgia State University

Perceptions of Justice: A Dialogue on Color, Ethnicity and the Courts

Join us for a town hall discussion exploring the extent to which ethnic groups perceive the courts as fair in the administration of justice and, if the confidence of these groups in the courts is lacking, what can and should be done to improve their confidence. The perception of fairness is a fundamental requirement for an effective and legitimate judicial system. For lawyers and judges to believe that the judicial system is fair is a prerequisite, but without the confidence of the public, what judges and lawyers believe is hollow. Accordingly, the forum aims to bring citizens in the Atlanta community together with judges, lawyers, and local officials to talk honestly, reflect, and seek solutions.

Primary Sponsor: Judicial Division

Sunday, February 13, 2011

3:00 p.m. to 5:30 p.m. A601, Atrium Level, Marriott Atlanta Marquis

ABA House of Delegates Minority Caucus

Monday, February 14, 2011

Noon to 1:30 p.m. A601, Atrium Level, Marriott Atlanta Marquis

Taking on Human Trafficking: A View from a Lawyer, Filmmaker, and Global Activist

Primary Sponsor: ABA Center for Human Rights

PRELIMINARY AGENDA

Below is a partial list of resolutions of particular interest to women that will go before the ABA House of Delegates in Atlanta. For a complete list of the Preliminary Agenda, visit http://www.abanet.org/leadership/2011/midyear/pdfs/preliminaryagenda.pdf

107A COMMISSION ON YOUTH AT RISK COALITION ON RACIAL AND ETHNIC JUSTICE COMMISSION ON WOMEN IN THE PROFESSION SECTION OF FAMILY LAW

Urges federal, state, territorial and local officials to prevent and remediate the existence and dangers of bullying, including cyberbullying and youth-to-youth sexual and physical harassment, by developing education programs to assist teachers, parents and children in identifying victims of these acts and enhancing appropriate interventions.

107B COMMISSION ON YOUTH AT RISK COALITION ON RACIAL AND ETHNIC JUSTICE COMMISSION ON WOMEN IN THE PROFESSION SECTION OF FAMILY LAW

Urges federal, state, territorial, tribal and local governments to provide appropriate support for Youth or Teen Courts that will divert youth from the formal consequences of juvenile court petitions, proceedings, adjudications or juvenile justice sanctions.



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