

WOMEN'S CAUCUS
SUNDAY, FEBRUARY 5, 2012, 2:00 P.M. – 4:00 P.M.
SHERATON NEW ORLEANS, NAPOLEON BALLROOM C – THIRD FLOOR

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.

We have a packed agenda, which includes an exciting special program, *Town Hall Meeting on Gender Equality* from 2:00-3:30 p.m. Please join American Bar Association President Wm. T. (Bill) Robinson III and President-Elect Laurel Bellows for an interactive conversation moderated by Lauren Rikleen and Estelle Rogers, co-chairs of the Caucus. How should the ABA take even more steps to advance gender equality generally and within the profession? What other organizations should the ABA be working with to advance gender equality? How can men help in this struggle? How can we move beyond best practices?

The caucus 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.

⇒ **FREE – No charge!** ⇐

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

Visible Invisibility: Breaking Down Barriers to Women's Leadership

**** This program is sold out ****

Friday, February 3rd - 3:00 p.m. to 5:00 p.m. Oak Alley, 4th Floor, Sheraton New Orleans

The Commission on Women in the Profession recently analyzed the results of its survey of diversity dynamics in Fortune 500 corporate legal departments. The results of this survey will be previewed, focusing on the experiences of women attorneys, particularly women of color as they go through the four major aspects of an attorney's career: recruitment, hiring, retention, and advancement. A panel discussion featuring prominent women corporate counsel will follow.

Panelists: Dominique Bright-Wheeler, Vice President, Assistant General Counsel, Capital One, N.A.; Michele Coleman Mayes, Senior Vice President and General Counsel, Allstate Insurance Company; Isabella Fu, Associate General Counsel, Microsoft Corporation; Denise Keane, Executive Vice President and General Counsel, Altria Group Inc.; and Gloria Santona, Executive Vice President, General Counsel and Secretary, McDonald's Corporation

Moderators: Ruthe Catolico Ashley, President, Diversity Matters and Lorelie Masters, Partner, Jenner & Block LLP

To register or for more information, visit www.americanbar.org/women

22nd Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon

The 22nd Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon will be held at the Annual Meeting in Chicago, IL on **Sunday, August 5, 2012** 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 PUBLICATION – ORDER ONLINE AT www.ShopABA.org

NEW – JUST PUBLISHED! – *The Road to Independence: A Woman's Guide to Forming Her Own Law Firm* - *The Road to Independence* is a collection of 101 letters written by women who have founded law practices, whether as a solo, with other women, or with men. Focusing on the experiences, challenges, and opportunities of women-owned law firms, these women, in their personal voices, reiterate key themes: Of becoming businesswomen. Of choosing a practice area true to their passion and the high character they bring to the bar. Of controlling not only their days but their destinies. Of ambition in action.

Throughout this inspirational book, the reader will find business-savvy tidbits and practical tips for starting and growing a successful law practice in the words of the founders themselves. Grouped chronologically according to when each writer started her woman-owned practice, this collection implicitly portrays the profession's growth, the society's evolution, the economy's fortunes, and the periodic changes in business models of private practice. Explicitly, these letters unite to reflect not only the drive to practice law but also, the impact of those cultural changes on women in private practice.

\$39.95 per copy; \$35.95 General Practice, Solo & Small Firm Division members; \$24.95 Law Student Division members; quantity discounts are available.

***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. For step-by-step instructions, visit www.americanbar.org/publications/perspectives_magazine_home.html.

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.americanbar.org/women.

2012 MIDYEAR MEETING PROGRAMS OF INTEREST TO WOMEN

Thursday, February 2, 2012

4:15 p.m. to 5:45 p.m. Lavin-Bermick Center, 20 McAlister Drive, Tulane University

Hot Topics in Diversity Law CLE

The panel 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 diversity law in the legal profession.

Primary Sponsor: Section of State and Local Government Law

Friday, February 3, 2012

9:00 a.m. to 12:00 Noon St. Tammany, 9th Floor, Loews New Orleans

ABA Women Rainmakers Committee

Primary Sponsor: Law Practice Management Section

9:15 a.m. to 10:15 a.m. Mardi Gras Ballroom Salon B, 3rd Floor, New Orleans Marriott

How to be a Successful Minority Woman in the Profession

This program will consist of a panel of several minority women in the following legal job sectors: (1) In-House Counsel; (2) Private Practice; and (3) Government. The panelists will provide their personal stories and insight on how to be a successful minority woman in the legal profession. Specifically, they will address topics such as work-life balance, rainmaking, self-branding, mentoring, and community involvement.

Primary Sponsor: Young Lawyers Division

11:45 a.m. to 1:15 p.m. Mardi Gras Ballroom Salon G/H, 3rd Floor, New Orleans Marriott

Diversity and Ethics: How to Move from Well-Meaning to Well Doing Luncheon Program

Join us for this CLE program as we learn about Diversity and Ethics. Module Rules will be discussed in relation to diversity and we will come away with skills to put our good intentions into actions. Lunch will be served first followed by the CLE program. While all of us think of ourselves as open, fair-minded and ethical, we nevertheless find ourselves in situations where we are uncomfortable with difference or not conscious of the ways that we may be unintentionally excluding or making biased judgments and decisions against others. We have good intentions but we don't always have the skills and knowledge to move our good intentions to the actions that create true equal opportunity and inclusion.

Primary Sponsor: Young Lawyers Division

3:30 p.m. to 5:00 p.m. Napoleon Ballroom C1, 3rd Floor, Sheraton New Orleans

The Legal Lives of Girls in the Justice System

This session will address policies, practices and processes that impact girls throughout the juvenile justice system. It will focus on the myriad of complex legal and social issues girls in the justice system face including: immigration, consent to medical treatment, mental health needs, sexual and other exploitation, and conditions of confinement for girls.

Primary Sponsor: Section of Individual Rights and Responsibilities

5:00 p.m. to 7:00 p.m. Acadia, 3rd Floor, New Orleans Marriott

Alexander Award Reception

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

6:00 p.m. to 8:00 p.m. Hilton at St. Charles

Networking Reception - Marketing and Developing Business: The Corporate Counsel Perspective

Primary Sponsor: National Conference of Women's Bar Associations

Saturday, February 4, 2012

7:45 a.m. to 8:45 a.m. Balcony L, 4th Floor, New Orleans Marriott

Diversity Dialogue – Full Participation within the Legal Profession: Are Women Finally Reaching a Crystal Stair or Still Hitting a Glass Ceiling?

A recent article in *Corporate Counsel* discussed the career advancements women lawyers have made in spite of the “glass ceiling” that many say hinders their achievement. Even with numerous advances, the percentage of women who eventually become law firm partners or lead corporate legal departments is small. During the Dialogue, questions about the low number of women lawyers in leadership roles within corporations, law firms, and other legal practice settings will be discussed, and suggestions on how to minimize female lawyer attrition will be generated by participants. Dialogue participants will take part in 45 minute round table discussions, and the remainder of the time will be used to highlight the findings of each group and share best practices with all participants on how to achieve true inclusion and full participation of women in the profession.

Primary Sponsor: Young Lawyers Division

Noon to 1:30 p.m. Grand Ballroom, 5th Floor, Sheraton New Orleans

Spirit of Excellence Awards Luncheon

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

2:15 p.m. to 4:15 p.m. Nottoway, 4th Floor, Sheraton New Orleans

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

Beginning in 2008, the Lawyers Conference held a series of programs around the country that asked judges, attorneys, members of the public, and others about their experiences with and perceptions of justice in our nation's court systems. Discussions focused primarily on how race and ethnicity affected individual perceptions and experiences. This year, the Lawyers Conference will begin analyzing the issues raised in the Perceptions of Justice programs and in nationwide studies on those issues. The Midyear Meeting program will feature panelists who are actively involved in the justice system, including judges, attorneys, and community leaders. The panelists will discuss topics including procedural fairness in the courtroom, the impact of cultural differences on the justice system, judicial involvement in the community, and the need for an educational pipeline that leads to increased diversity in the legal profession and judiciary.

Primary Sponsor: Judicial Division

2:30 p.m. to 3:30 p.m. Mardi Gras Ballroom Salon A, 3rd Floor, New Orleans Marriott

Integrating Diversity into Your Law Firm or Company Culture: How to Get to "Full Participation"

Primary Sponsor: Young Lawyers Division

Sunday, February 5, 2012

3:00 p.m. to 5:30 p.m. Napoleon Ballroom B, 3rd Floor, Sheraton New Orleans

ABA House of Delegates Minority Caucus

PRELIMINARY AGENDA

Below is a partial list of resolutions of particular interest to women that will go before the ABA House of Delegates in New Orleans. For a complete list of the Preliminary Agenda, visit www.americanbar.org/content/dam/aba/administrative/house_of_delegates/2012_hod_midyear_meeting_summary_of_resolutions.doc

- 108** **COMMISSION ON WOMEN IN THE PROFESSION**
COMMISSION ON RACIAL AND ETHNIC DIVERSITY
GOVERNMENT AND PUBLIC SECTOR LAWYERS DIVISION
SECTION OF INDIVIDUAL RIGHTS AND RESPONSIBILITIES
SECTION OF STATE AND LOCAL GOVERNMENT LAW
STANDING COMMITTEE ON ARMED FORCES LAW
NATIONAL ASSOCIATION OF WOMEN LAWYERS
STANDING COMMITTEE ON LEGAL ASSISTANCE FOR MILITARY
PERSONNEL
NATIONAL CONFERENCE OF THE ADMINISTRATIVE LAW
JUDICIARY
NATIONAL CONFERENCE OF WOMEN BAR ASSOCIATIONS
Urges state and territorial bar admission authorities to adopt rules, regulations and procedures that accommodate the unique needs of military spouse attorneys, who move frequently in support of the nation's defense.
- 111** **COMMISSION ON DISABILITY RIGHTS**
CRIMINAL JUSTICE SECTION
GENERAL PRACTICE, SOLO AND SMALL FIRM DIVISION
SECTION OF INDIVIDUAL RIGHTS AND RESPONSIBILITIES
COMMISSION ON SEXUAL ORIENTATION AND GENDER IDENTITY
COUNCIL FOR RACIAL AND ETHNIC DIVERSITY IN THE
EDUCATIONAL PIPELINE
STANDING COMMITTEE ON THE DELIVERY OF LEGAL SERVICES
UTAH STATE BAR
BAR ASSOCIATION OF BALTIMORE CITY
NATIONAL NATIVE AMERICAN BAR ASSOCIATION
COMMISSION ON LAWYER ASSISTANCE PROGRAMS
STATE BAR OF WISCONSIN
COMMISSION ON WOMEN IN THE PROFESSION
SECTION OF REAL PROPERTY, TRUST AND ESTATE LAW
SENIOR LAWYERS DIVISION
MULTNOMAH BAR ASSOCIATION
OREGON STATE BAR
PHILADELPHIA BAR ASSOCIATION
NATIONAL CONFERENCE OF WOMEN'S BAR ASSOCIATIONS
SECTION OF INTELLECTUAL PROPERTY LAW
Urges entities that administer a law school admission test to provide appropriate accommodations for a test taker with a disability to best ensure that the exam results reflect what the exam is designed to measure and not the test taker's disability.
- 114** **COMMISSION ON DOMESTIC AND SEXUAL VIOLENCE**
CRIMINAL JUSTICE SECTION
Urges the Federal Bureau of Investigation to expand the definition of rape in the Uniform Crime Reporting Summary Reporting Program to include all forms of non-consensual sexual penetration, regardless of gender, orifice penetrated, mode of penetration, or presence of force.

GENERAL PRACTICE, SOLO AND SMALL FIRM DIVISION
DENNIS W. ARCHER
KAREN J. MATHIS
LAW PRACTICE MANAGEMENT SECTION
SECTION OF INTELLECTUAL PROPERTY LAW
TORT TRIAL & INSURANCE PRACTICE SECTION
COMMISSION ON WOMEN IN THE PROFESSION
HEALTH LAW SECTION
SENIOR LAWYERS DIVISION

Supports and encourages the continued efforts of solo, small firm and general practice lawyers to provide access to justice by delivery of legal services to those in need.



ABA Commission on Women in the Profession
312 North Clark Street ~ Chicago, Illinois 60654
P: 312-988-5715 ~ F: 312-988-5790
www.americanbar.org/women ~ abacwp1@americanbar.org