

WOMEN'S CAUCUS
SUNDAY, AUGUST 2, 2009, 2:00PM – 3:30PM
FAIRMONT CHICAGO HOTEL, AMBASSADOR ROOM, 2ND 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.

⇒ **FREE – No charge!**
Bring your own lunch – we'll supply the beverages! ⇐

The following pages contain a partial listing of programs and events scheduled for this year's Annual 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 leffb@staff.abanet.org.

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WOMEN'S CAUCUS ~ RESPONSE FORM

There is no cost to attend – Beverages will be served.

Please complete the form below and fax it to the Commission by Sunday, August 2, 2009 if you plan to join us!

Name _____

Firm/Organization _____

Address _____

City, State, Zip _____

Phone: _____ Fax: _____ Email: _____

E-mail Address: _____

- Yes, I will attend the Women's Caucus on Sunday, August 2, 2009.
- No, I will not be able to attend, but add me to the Caucus e-mail list.

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

COMMISSION ON WOMEN ANNUAL MEETING EVENTS

Thursday, July 30, 2009

10:30 a.m. to 12:00 p.m., Crystal Ballroom A, Green Level, West Tower, Hyatt Regency Chicago
"The Credit Crisis" - How Compensation Practices Adversely Affect the Advancement of Women and Minorities in the Law, and How We Must Change Them

In the wake of today's economic turmoil, receiving fair "credit" for your contributions has never been more important in the practice of law. Yet, the latest research shows an incredible divide between these shared expectations, among even the most well meaning attorneys, and the stark realities of longstanding reward systems in this country's law firms. This CLE Showcase program will explore the extent to which present practices in the profession -- such as pitching and assigning work, "counting credit," measuring contributions, and "passing on" clients -- account for a disturbingly disproportionate allocation of money and power away from women and minorities in law firms. In response to this new data, a panel of general counsel and managing partners will address how to fundamentally change these practices in order to effectuate real advancement of women and minorities in our profession.

This program is co-produced by the **ABA Law Practice Management Section**.

Speakers: Gregory B. Jordan, Pittsburgh, PA; Walfrido J. Martinez, New York, NY; Michele Coleman Mayes, Northbrook, IL; Veta T. Richardson, Washington, D.C.; Amy W. Schulman, New York, NY; Joan C. Williams, San Francisco, CA; Peter Zeughauser, Newport Beach, CA
Moderator: Charna E. Sherman, Cleveland, OH

Sunday, August 2, 2009

12:00 p.m. to 2:00 p.m., Imperial Ballroom, B-2 Level, Fairmont Chicago Hotel
Margaret Brent Women Lawyers of Achievement Awards Luncheon

Join the Commission as it celebrates its 19th Annual Awards Luncheon to recognize and honor women lawyers who have excelled in their fields and paved the way to success for other women lawyers. Named after America's first woman lawyer, the luncheon will recognize these women lawyers for their remarkable achievements and contributions to the legal profession and gender equality:

- **Linda L. Addison**, Partner, Fulbright & Jaworski L.L.P. and co-founder of the Center for Women in Law at the University of Texas; in Houston, TX and New York, NY
- **Helaine M. Barnett**, President, Legal Services Corporation and the first legal aid attorney to serve as president of the Legal Services Corporation; in Washington, DC
- **Hon. Arnette R. Hubbard**, Judge, Circuit Court of Cook County, IL and champion of human rights through the exercise of the right to vote; in Chicago, IL
- **Hon. Vanessa Ruiz**, Judge, District of Columbia Court of Appeals and the first Hispanic judge to serve on D.C.'s highest court; in Washington, DC
- **Loretta A. Tuell**, Partner, AndersonTuell, LLP, lawyer and legislative advocate on behalf of Indian tribes; in Washington, DC

Individual tickets may be available on the day of the event on a limited basis. Questions: Contact Beverly Henderson at 312-988-5668 or BHenderson2@staff.abanet.org.

COMMISSION ON WOMEN PUBLICATIONS

FEATURED PUBLICATIONS – ORDER ONLINE AT www.ababooks.org

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

This book is a follow-up to the popular volume, *Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That*, published in 2000. It offers letters outlining various roadmaps for success in the legal profession as a minority woman attorney. You'll read letters from 44 women in various roles in a wide range of work environments. Each chapter concludes with a collection of tips for success from these distinguished women.

Fair Measure: Toward Effective Attorney Evaluations, Second Edition

This is the second edition of the book originally published in 1997. The book 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.

From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms

This is the follow-up publication to *Visible Invisibility: Women of Color in Law Firms* (2006), the groundbreaking national study by the ABA Commission on Women in the Profession. This report is the result of information, insights, and advice gathered from 28 women of color partners in national law firms and examines law firm practices that contributed to their success. Download the report (PDF) at no cost at www.abanet.org/women/woc/wocinitiative.html.

Perspectives Magazine – For and About Women Lawyers

New 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:

- Strategies for surviving the current economic crisis
- Practical advice and career building tips
- Glass ceiling issues
- Work/life balance
- The latest political and legal developments affecting women in the field
- Interviews with leading women attorneys
- Gender bias in the courts
- 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.

RESOLUTIONS

Below is a partial list of resolutions of particular interest to women that will go before the ABA House of Delegates in Chicago. For a complete list of resolutions, visit www.abanet.org/leadership/2009/annual/docs/SummaryofRecommendations.doc.

11-1

CONSTITUTIONAL AMENDMENT

Amends §1.2 of the Constitution to include the following language as one of the purposes of the Association: “to defend the right to life of all innocent human beings, including all those conceived but not yet born.”

11-5

CONSTITUTION, BYLAWS AND HOUSE RULES AMENDMENTS

The Standing Committee on Constitution and Bylaws will propose the following housekeeping amendments to the Association’s Constitution, Bylaws and House Rules of Procedure.

A) Amends §6.8 of the Constitution to change the name of the National Lesbian and Gay Law Association to the National LGBT Bar Association.

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SECTION OF INDIVIDUAL RIGHTS AND RESPONSIBILITIES

SECTION OF FAMILY LAW

BEVERLY HILLS BAR ASSOCIATION

MASSACHUSETTS BAR ASSOCIATION

BAR ASSOCIATION OF SAN FRANCISCO

Urges Congress to repeal 1 U.S.C. § 7, which denies federal marital benefits and protections to lawfully married same-sex spouses.

2009 ANNUAL MEETING PROGRAMS OF INTEREST TO WOMEN

Thursday, July 30, 2009

2:00 p.m. to 3:30 p.m., Plaza Ballroom B, Lobby Level, East Tower, Hyatt Regency Chicago

Breast Cancer Legal Advocacy Workshop

One in eight women will be diagnosed with breast cancer. Chances are you or someone you know has had some experience with this disease. Cancer patients face a variety of legal problems related to their illness, including, just to name a few, issues related to: insurance coverage, payment for treatment, employment, and estate planning. This seminar seeks to provide an introduction and overview of the legal issues commonly faced by patients dealing with catastrophic illnesses. The knowledgeable and experienced panel will provide insight on how attorneys who do not ordinarily handle cases of this type can acquaint themselves with the laws, practices, and procedures necessary to help them assist breast cancer patients and advocate effectively. Provided at this session will be tools and resources enabling you to work with your state and local bar associations to conduct training sessions for other attorneys with the ultimate goal of providing accessible legal counsel in order to positively impact the lives of breast cancer patients.

Speakers: Eugene Holmes, Washington, D.C.; Priscilla Keith, Indianapolis, IN; Anita Miller, Albuquerque, NM; Steven Pockrass, Indianapolis, IN

Primary Sponsor: Health Law Section

2:00 p.m. to 3:30 p.m., Picasso, Bronze Level, West Tower, Hyatt Regency Chicago

Law Firm Legal Aid: Humanitarian Opportunity or Lost Year?

The storm of the economic crises continues to rain heavily on law firms across the country. Lay offs, delayed start dates for new associates, furloughs for current associates. Many law firm associates have turned to the non-profit world for opportunities to do pro bono work until the clouds pass. For many international NGOs and humanitarian organizations, the interest in pro bono work has been overwhelming. What are the challenges associated with preparing attorney's for international non-profit assignments? Are these opportunities being offered to a diverse pool of attorneys or a select few? What is the competitive impact on established non-profit lawyers? How will NGOs cope with the end to this "boom" in available talent when the economy turns around and the billable hour regains its luster? How will this affect attorney career development and what are the challenges associated with reintegrating? This program will examine these questions and the broader ramifications of the economic crisis on the legal profession.

Speakers: Naomi Avendaño, Chicago, IL; Larry A. Green, Chicago, IL; Latonia Haney Keith, Chicago, IL; Dan Lesser, Chicago, IL; Kendra N. Thompson, Chicago, IL

Moderator: Anita Kadala, Houston, TX

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

Friday, July 31, 2009

8:30 a.m. to 12:00 noon, Seville Ballroom West, Lobby Level, InterContinental

The Gay Bar; LGBT Attorneys in the Profession

Ever wonder what it's like as an LGBT (lesbian, gay, bisexual, transgender) lawyer practicing in an inhospitable region? Come hear testimony before SOGI commissioners about the real life experiences of LGBT lawyers who have faced discrimination by employers, judges, and others in the profession. Also hear from leaders in law firms, corporate legal departments, and bar associations who have developed model programs and policies to ensure that legal employers make their working environments welcoming to LGBT employees and treat them fairly and equally. There will be time for Q & A, and SOGI commissioners will also pose questions.

Speakers: Brent Adams, Chicago, IL; Michael Daugherty, Dallas, TX; Kelly M. Dermody, San Francisco, CA; Dru Lévasseur, New York, NY; Andrew McCallin, Denver, CO; Gail Morse, Chicago, IL; Kathleen Nalty, Denver, CO; William H. Neukom, Seattle, WA; Allen Orr, Washington, DC; Hilary E. Ware, Mountain View, CA; H. Thomas Wells Jr., Birmingham, AL

Chair: Jeffrey G. Gibson, San Francisco, CA

Primary Sponsor: Commission on Sexual Orientation and Gender Identity

11:00 a.m. to 12:00 noon, Promenade Ballroom C, River Level II, Westin River North

Removing Cultural Bias in a Diverse Society

With over 6.6 billion people in the world today, we each come into contact with individuals who have different beliefs, styles, appearances, and values than our own. We as a society must be accepting of those who are different from ourselves. Although we as a society have come far in accepting others for who they are, many diverse groups continue to face discrimination, stereotyping, and other biases in their life just based on the way they look, act, and speak or just for what they believe. Join us for this informative panel discussion about the legal and personal perspective surrounding cultural bias and the issues of which we should be aware.

Speakers: Anthony Butler, Seattle, WA; Arin N. Reeves, Chicago, IL

Primary Sponsor: Young Lawyers Division

2:00 p.m. to 3:30 p.m., Crystal Ballroom A, Green Level West Tower, Hyatt Regency Chicago

Making Rain During a Drought: Business Development in Tough Economic Times

Developing new business or retaining the business you currently have is more important than ever in these difficult economic times. Sara Holtz, one of the nation's premier business development coaches, who focuses her practice on women lawyers, will lay out seven key strategies to allow you and your practice to thrive even though those around you may not be.

Speaker: Sara Holtz, Granite Bay, CA

Primary Sponsor: Law Practice Management Section

2:00 p.m. to 4:00 p.m., Columbus Hall KL, Gold Level, East Tower, Hyatt Regency Chicago

ABA Diversity Summit: The Next Step

The goals of diversity planning have changed considerably over the past 30 years, from the early initiatives of the 1970s and 80s that focused on gender and racial and ethnic diversity; to the 1990s and its emphasis on lesbian, gay, bisexual, and transgender concerns; to the early 21st century and its examination of disability rights. Building on ABA President Tommy Wells' June Diversity Summit, which brought together a rare gathering of thought-leaders and decision-makers in the legal community who are committed to ensuring that diversity remains relevant and viable into the 21st century, the *ABA Diversity Summit: The Next Step* is an interactive program where key stakeholders from the June Summit will present its final report, and participants will begin work on implementing the recommendations. Diversity in the legal profession, in every practice setting, is poised for a quantum leap—join leaders in the legal community as we shape a blueprint for the Association's and the legal profession's next steps on this important pathway.

Primary Sponsor: Center for Racial and Ethnic Diversity

2:30 p.m. to 4:30 p.m., Zurich Salon E, Event Centre, Swissotel

MeLawyering: How to Be Your Own Advocate!

As lawyers we are trained to represent the interests of others. Who, however, is doing that for you? You've advocated for others, now learn how to advocate for yourself. Self-advocacy puts you in a position to help not only yourself but others. We learn this each time we fly: put your own oxygen mask on first before you seek to help others. During this interactive session, which will be led by two nationally acclaimed coaches, attendees will focus on strategies for creating one's personal career advocacy plan.

Speakers: Stewart Levine, Oakland, CA; John Mitchell, Chicago, IL

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

3:30 p.m. to 5:30 p.m., DaddyO's Pub & Piano Bar, Blue Level, West Tower, Hyatt Regency Chicago

ABA Women Rainmakers Tea

3:45 p.m. to 5:15 p.m., Water Tower, Bronze Level, West Tower, Hyatt Regency Chicago

Is it in My Family? One Woman's Journey through Genetic Testing

This program, which impacts a broad range of legal topics, including family law, health law, intellectual property, individual rights and responsibilities, insurance law, science and technology, and bioethics and the law, will examine the pros and cons of predictive genetic testing and the ensuing effects on individuals and their families. This program will feature excerpts from a documentary film by Joanna Rudnick, *In the Family*, which chronicles her journey through genetic testing for the BCRA gene, which predicts breast and ovarian cancer, and the decisions she must make for herself and her family. The film is a top-ten finalist for the National Institute for Health Care

Management Foundation's Second Annual Health Care Television and Radio Journalism Award. What are the ethics of genetic testing? How does one's cultural background and/or issues of economic disparity affect one's willingness or ability to be tested and treated? What is the responsibility of individuals to themselves and their families in getting or not getting a test? And how will individual choices of treatment, such as preventive mastectomies, affect those involved in the short and long term? These distinguished specialists will discuss these and many other important questions arising from genetic testing.

Panelists: Lori Andrews, Chicago, IL; Kayhan Parsi, Chicago, IL; Joanna Rudnick, Chicago, IL

Moderator: Nanette Elster, Chicago, IL

Primary Sponsor: Special Committee on Bioethics and the Law

5:00 p.m. to 7:00 p.m., Zurich Salon D, Concourse Level, Event Centre, Swissotel

Minority Lawyers Reception

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

Saturday, August 1, 2009

8:00 a.m. to 10:00 a.m., Ballroom I, Level 4, Sheraton Chicago

Women in the Law; Past, Present and Future

Share 60 years of history – from the bench, government, academia, business, and private practice – in a conversation among an amazing group of women. Representing each decade from 1950 to 2000, the panel will discuss their professional lives and the accomplishments, changes, and challenges experienced by women lawyers, as well as those confronting the profession today.

Speakers: Loretta Collins Argrett, Daria Boxer, Judge Ruth Burg, Professor Roberta Karmel, Susan Levy, and Deneen Stewart

Moderator: Professor Corinne Cooper

Primary Sponsor: Women's Business Law Network/Section of Business Law

8:30 a.m. to 10:00 a.m., Nassau Suite B, 2nd Floor, Hyatt Regency Chicago

Veterans and Posttraumatic Stress Disorder: Issues for the Legal Practitioner

The United States has an expanding population of soldiers and ex-soldiers with mental, physical, and sensory disabilities. This program will discuss the legal rights and entitlements of veterans to health care and other disability-related programs after they have served their country, and what entitlements should be created in order to address their unmet needs.

Speakers: Brad Flohr, Washington, DC; Julie Harmon, Chicago, IL; Steven Rosenblum, Chicago, IL; Sid Wolinsky, Berkeley, CA

Moderator: Eric Y. Drogin, Hingham, MA

Primary Sponsor: Commission on Mental and Physical Disability Law

8:30 a.m. to 10:00 a.m., Plaza Ballroom A, Lobby Level, East Tower, Hyatt Regency Chicago

"Lost in Translation?": 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 federal and state 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 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 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! Professor Renteln will be signing copies of her award-winning book, *The Cultural Defense*, following the program.

Speakers: Bernice B. Donald, Memphis, TN; Mark J. Mills, New York, NY; Alison Dundes Renteln, Los Angeles, CA; Rene L. Valladares, Las Vegas, NV

Chair: Honorable Delissa A. Ridgway, New York, NY

Moderator: Jonathan Turley, Washington, DC

Primary Sponsor: Section of International Law

2:00 p.m. to 3:30 p.m., Macy's on State Street; 111 N. State Street

What (Not) to Post

Your on-line image can be a lifeline to professional opportunities or a pathway to a posting nightmare. Social media is a powerful tool and your professional success can be affected by your ability to effectively (mis) manage your on-line image. How can you use social media to construct and display a professional image on-line? This program will provide you with the tools and information you need to know what (not) to post!

Panelists: Michelle O. Choe, Chicago, IL; Stuart Meyer (invited), Chicago, IL; Kathryn Stell, Chicago, IL

Chair: Jamenda McCoy, Chicago, IL

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

3:30 p.m. to 5:00 p.m., Macy's on State Street; 111 N. State Street

Runway to Success!

Make a lasting impression in style for the job you want or the job you already have. Trying to incorporate what's fashionable with what is suitable can be discouraging and a challenge for any young attorney who wants to be viewed as a leader in today's professional environment. Balancing what is stylish with what is appropriate is a challenge for any young attorney who wants to be viewed as a leader. Enjoy an afternoon with Macy's style team who will help you identify the perfect style for a successful you!

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

7:00 p.m. to 11:00 p.m., Crystal Ballroom, Green Level, West Tower, Hyatt Regency Chicago

2009 Thurgood Marshall Award Dinner

Honoring Janet Reno, former U.S. attorney general

Primary Sponsor: Section of Individual Rights and Responsibilities

Sunday, August 2, 2009

10:00 a.m. to 12:00 noon, St. Gallen Salon 1, 2nd Floor, Event Centre, Swissotel

"In the Family": One Woman's Journey through the Unpredictable Word of Genetic Testing (Film Screening)

Join us for a screening of the documentary film, *In the Family*, directed and produced by Joanna Rudnick. The film chronicles Rudnick's journey through genetic testing for the BCRA gene, and the difficult decisions and sacrifices she must make for herself and her family.

Primary Sponsor: Special Committee on Bioethics and the Law

2:00 p.m. to 5:00 p.m., Moulin Rouge, Lobby Level, Fairmont Chicago Hotel

Minority Caucus

Monday, August 3, 2009

12:00 noon to 2:00 p.m., Burnham Ballroom C and D, Mid-America Club, Aon Center, 200 E.

Randolph Street

7th Annual Ruth C. Burg Luncheon for Women in Public Contract Law

Primary Sponsor: Section of Public Contract Law



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