

WOMEN'S CAUCUS
SUNDAY, FEBRUARY 15, 2009, 12:00 P.M. – 2:00 P.M.
SHERATON BOSTON, BACK BAY BALLROOM B, SECOND LEVEL
[NOTE NEW TIME: PROGRAM BOOK STATES STARTING TIME AS 2:00 P.M.]

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 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 leffb@staff.abanet.org.

COMMISSION ON WOMEN MIDYEAR MEETING EVENTS

Friday, February 13, 2009

10:00 a.m. to 12:00 p.m. Room 312, Level 3, Hynes Convention Center

Mindbugs: The Psychology of Ordinary People

Prejudiced? Of course, we all are. Though we may believe that our own views are not affected by stereotypes or bias, the reality is surprisingly different. This highly participatory discussion will be led by the renowned Harvard Professor Mahzarin Banaji, who will educate us on the effects of implicit and unconscious biases on all members of the legal profession. These subtle biases influence how we perceive our clients and witnesses, interact with other attorneys and judges and attempt to persuade juries. On a day-to-day basis, they even affect how we make decisions on hiring, work distribution, evaluations, promotions and layoffs. Professor Banaji conducted groundbreaking research on mental processes that operate without our awareness, intention or control. Biases can actually be measured, as Professor Banaji co-developed the Implicit Association Test nearly a decade ago. This highly regarded test, as well as physiologic measures, can help us to understand how we view each other.

Join past ABA presidents (Dennis Archer, Martha Barnett, Robert J. Grey, Jr., Robert MacCrate, Karen Mathis, Bill Neukom, and Jerry Shestack have indicated they hope to attend) for this unique insight into prejudice. This is one diversity program you won't want to miss!

Featuring Professor Mahzarin Banaji, Richard Clarke Cabot Professor of Social Ethics, Department of Psychology, Harvard University

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 UPCOMING EVENTS AND PUBLICATIONS

19TH Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon

The Nineteenth Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon will be held at the Annual Meeting in Chicago, IL on **Sunday, August 2, 2009** from 11:30 a.m. - 1:30 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 Henderson at 312-988-5668.

FEATURED PUBLICATIONS – ORDER ONLINE AT www.ababooks.org

NEW! *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 settings: (a) large and midsize firms; (b) solo and small firm practices; (c) public service, including government, nonprofits, executive roles in government and nonprofits, the judiciary, and elected officials; (d) in-house practices; and (e) academia. 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. The essays end with a response from a sister/daughter from the next generation. \$29.95 per copy, \$23.95 for Law Student Division members; quantity discounts are available

NEW! *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

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

2008 MIDYEAR MEETING PROGRAMS OF INTEREST TO WOMEN

Thursday, February 12, 2009

2:00 p.m. to 6:00 p.m. Back Bay Ballroom A, 2nd Level, Sheraton Boston

Hearings for the ABA Presidential Diversity Summit

Representatives from all segments of the legal profession will present testimony on the State of the Diversity in the Profession. Where are we after decades of addressing this issue, and what's next? All Midyear attendees are invited to attend these informative hearings that affect everyone who has a stake in the future of the legal profession. Information gathered from this hearing and other sources will culminate in the June 2009 Diversity Summit.

Sponsor: Center for Racial and Ethnic Diversity

Friday, February 13, 2009

10:00 a.m. to 12:00 p.m. Forum Room, Lower Lobby Level, Fairmont Copley Plaza

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

This CLE session will assist members of the Bench and Bars' understanding of institutional racism and the reality of disparities in charging and sentencing of minorities in the courts. Our expert panelists will provide the basis and background for the status quo and assist the attendees in developing solutions which can be implemented at the ABA leadership and community levels.

Primary Sponsor: Section of State and Local Government Law

10:00 a.m. to 12:00 p.m. Room 206, Level 2, Hynes Convention Center

Pipeline Diversity Roundtable III

The third in a series, this Pipeline Diversity Roundtable presents a discussion of diversifying the educational pipeline to the legal profession. Participants will learn about the issues affecting students on the way to becoming lawyers and explore what is happening to expand diversity among students in the pipeline to the legal profession. The roundtable will highlight effective strategies for building pipeline projects and programs with illustrations from successful projects, and discuss ways of measuring and defining success. Participants will also learn how individuals and organizations can get involved in plugging the leaks along the pipeline.

Primary Sponsor: Council on Racial and Ethnic Justice

11:00 a.m. to 12:00 p.m. Essex Ballroom North Center, 3rd Floor, Westin Copley Place

Strategies for Legislative Advocacy to Prevent Domestic Violence

This program will be a discussion of successful strategies for advancing legislative change to prevent and raise awareness of domestic violence and to assist victims of domestic violence at the national and state levels. Panelists will share their experiences in legislative advocacy, provide practical tips and strategies to achieve legislative goals and discuss areas in which legislative advocacy on the issue of domestic violence is still needed.

Primary Sponsor: Young Lawyers Division

3:00 p.m. to 4:30 p.m. Grand Salon F, 4th Floor, Marriott Copley Place

Linking Public Service and Business Development

Three prominent members of the Massachusetts Bar will describe how they have combined their passion for public service with the demands of business development, deriving personal satisfaction and experiencing the joy of developing and using their innate talents, while expanding their contacts, improving their skills, and increasing their understanding of the links between business development and public service. The audience also will have an opportunity to engage in a dialogue about the personal and professional ethical boundaries to recognize while establishing a tremendously satisfying career that combines public and private service.

Primary Sponsor: ABA Women Rainmakers of the Law Practice Management Section

3:30 p.m. to 5:00 p.m. State Suite B, Lower Lobby Level, Fairmont Copley Plaza

Family Medical Leave Act Update

FMLA disputes are among the Top 5 issues that land employers in the courtroom. Understanding all of the new requirements of the FMLA can be a daunting task. Whether you are new to employment law or a veteran, this session will provide all of the latest information on the revised regulations effective on January 16, 2009.

Primary Sponsor: Section of Administrative Law and Regulatory Practice

3:30 p.m. to 5:00 p.m. Essex Ballroom Center, 3rd Floor, Westin Copley Place

Pathways to Success for Women and Minorities in the Public Sector

This program features a diverse panel of public lawyer-leaders who describe their current positions and discuss the obstacles, encouragement, and serendipitous events that helped them achieve success.

Primary Sponsor: Government and Public Sector Lawyers Division

4:30 p.m. to 6:00 p.m. Atrium Lounge, 3rd Floor, Marriott Copley Place

Women Rainmakers Reception

Primary Sponsor: ABA Women Rainmakers of the Law Practice Management Section

Saturday, February 14, 2009

12:00 p.m. to 2:00 p.m. Grand/Independence Ballrooms, 2nd Level, Sheraton Boston

Spirit of Excellence Awards Luncheon

The Spirit of Excellence Awards celebrate the efforts and accomplishments of lawyers who work to promote a more racially and ethnically diverse legal profession. Awards are presented to lawyers who excel in their professional settings; who personify excellence on the national, state or local level; and who have demonstrated a commitment to racial and ethnic diversity in the legal profession. The recipients of this year's award continue the tradition of excellence and stand as shining examples to our profession. Please join us in honoring: Julius L. Chambers (Charlotte, NC), Senator Colleen Hanabusa (Honolulu, HI), Joan Mei Haratani (San Francisco, CA), Professor Charles J. Ogletree, Jr. (Cambridge, MA), Richard A. Soden (Boston, MA), Chief Justice Daniel Sosa, Jr. (Ret.) (Las Cruces, NM), and William A. Von Hoene, Jr. (Chicago, IL).

Ticketed Event

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

2:00 p.m. to 4:30 p.m. Room 207, Level 2, Hynes Convention Center

Fellows CLE Research Seminar: New Results from After the JD, Wave II Seven Years into a Lawyer's Career

A team of scholars led by the American Bar Foundation will present new findings from the second round of research conducted in a ten year study of young lawyers. The researchers have been following the careers of a national sample of over 4,000 new bar admittees in the year 2000. The first wave of the study provided unprecedented baseline information. For example, researchers found that the distribution of women across practice settings, their levels of marriage and children, and their incomes were already diverging from those of men. Although relatively few differences were observed in the careers of ethnic and racial minorities compared to majority lawyers, there were some indications of higher levels of dissatisfaction among minorities. The second phase of the study interviewed members of the of the AJD cohort when they were about seven years into their careers and experiencing many important personal and professional transitions. This second phase of the project is examining three main themes: first, patterns of mobility and turnover and how they are related to job satisfaction; second, patterns of stratification in the profession, including income inequality and the allocation of lawyers into practice settings and areas of law - along with an examination of the possible sources of these inequalities; and third, how these issues crosscut gender, race, and ethnicity

Primary Sponsor: American Bar Foundation

RESOLUTIONS (As of January 8, 2009)

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

- 106** **SECTION OF FAMILY LAW**
STANDING COMMITTEE ON LEGAL ASSISTANCE FOR MILITARY PERSONNEL
STANDING COMMITTEE ON LEGAL AID & INDIGENT DEFENDANTS
GENERAL PRACTICE, SOLO AND SMALL FIRM DIVISION
Opposes the enactment of federal legislation that would create a federal-question jurisdiction in child custody cases, including cases involving servicemember-parents and urges states to enact legislation prohibiting denial of child custody to a servicemember based solely on absence due to military deployment.
- 108** **SECTION OF INDIVIDUAL RIGHTS AND RESPONSIBILITIES**
COMMISSION ON WOMEN IN THE PROFESSION
COMMISSION ON IMMIGRATION
SECTION OF FAMILY LAW
COMMISSION ON SEXUAL ORIENTATION AND GENDER IDENTITY
AMERICAN IMMIGRATION LAWYERS ASSOCIATION
ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK
BAR ASSOCIATION OF SAN FRANCISCO
BEVERLY HILLS BAR ASSOCIATION
LOS ANGELES COUNTY BAR ASSOCIATION
Supports the enactment of legislation and the implementation of public policy to enable a United States citizen or lawful permanent resident who shares a mutual, interdependent, committed relationship with a non-citizen of the same sex to sponsor that person for permanent residence in the United States.



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