

WOMEN'S CAUCUS
SUNDAY, FEBRUARY 5, 2010, 2:00 P.M. – 4:00 P.M.
WALT DISNEY WORLD DOLPHIN, SOUTHERN HEMISPHERE I, 5TH 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
- Discussion of issues before the House of Delegates of particular interest to women -- (1) Equal Pay Act Re-authorization and (2) full funding of the Violence Against Women Act -- and creation of a subcommittee to report on HOD issues in the future
- Summary of national initiatives to retain and advance women and discussion of ways to support these efforts
- Plan for a 2010 Annual Meeting Caucus program, Navigating the ABA

⇒ **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 UPCOMING EVENTS AND PUBLICATIONS

2010 Women in Law Leadership (WILL) Academy – April 29-30 – Philadelphia

The ABA Commission on Women and Young Lawyers Division present the fourth Women in Law Leadership Academy on April 29-30, 2010 in Philadelphia. Realize your leadership potential – learn how to develop business – take your career to the next level. The WILL Academy empowers and trains women lawyers to achieve success and leadership skills. You will receive practical advice from and have the opportunity to network with prominent judges, general counsels, and practitioners from around the country. You will participate in a number of interactive and highly informative programs that address a wide range of important and cutting-edge subjects.

Keynote Speakers

Lynn Laverty Elsenhans, Chairman and Chief Executive Officer, Sunoco, Inc.

Mary E. Snapp, Corporate Vice President, Deputy General Counsel, Microsoft Corporation

To register or for more information, visit www.abanet.org/women/will.html.

20th Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon

The 20th Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon will be held at the Annual Meeting in San Francisco, CA on **Sunday, August 8, 2010** 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 Henderson at 312-988-5668.

FEATURED PUBLICATIONS – ORDER ONLINE AT www.ababooks.org

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

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:

- 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.

2010 MIDYEAR MEETING

PROGRAMS OF INTEREST TO WOMEN

Wednesday, February 3, 2010

5:30 p.m. – 7:30 p.m. Orange County Bar Association; 880 North Orange Avenue

Obtaining and Retaining a Diverse Judiciary

Primary Sponsor: Judicial Division

Friday, February 5, 2010

8:30 a.m. - 10:00 a.m. Swan Ballroom 4, 1st Level, Walt Disney World Swan

Diversity in the Military JAG Corp - Roundtable Discussion

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

8:30 a.m. - 10:00 a.m. Swan Ballroom 1, 1st Level, Walt Disney World Swan

Pipeline Roundtable

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

8:30 a.m. - 9:30 a.m. Asia 3, Lobby/3rd Level, Walt Disney World Dolphin

The Changing Face of Discrimination: From Where We've Been to Where We're Going in Civil Rights Law

From the Civil Rights Act of 1961 to today, the definition of “discrimination” has evolved. In this program, panelists will explore how the Civil Rights Act was intended to address discrimination and how current day discrimination issues, including national origin, sexual identity and reverse discrimination fit into that statute. The discussion will include an analysis of the U.S. Supreme Court’s ruling in *Ricci v. DeStefano* and its aftermath.

Primary Sponsor: Young Lawyers Division

12:30 - 2:30 p.m. Northern Hemisphere A3, 5th Level, Walt Disney World Dolphin

Smart Soloing: Success Strategies for Diverse Lawyers - FREE CLE Program

In the current employment environment, many lawyers are turning to solo/small firm practice. This program is designed to help the new solo/small firm lawyer build the skills needed to run a successful practice. Topics will include how to run an office, how to handle billing and technology to make your practice easier and efficient, how to market yourself and your practice effectively, how to use bar association contacts for guidance and mentoring, how to identify and solve ethical dilemmas and how to avoid disciplinary action. The program will also address some of the barriers and opportunities faced by minority and women solo and small firm practitioners. Strategies and resource information will be shared to overcome barriers, to capitalize on opportunities and to develop a support network to make your practice successful.

Primary Sponsors: Presidential Diversity Commission and General Practice, Solo and Small Firm Division

3:30 - 5:00 p.m. Northern Hemisphere E3, 5th Level, Walt Disney World Dolphin,

Diversity in the Legal Profession: Next Steps

This interactive session will debut the Report and Recommendations from the comprehensive initiative to assess the state of diversity in the legal profession, which the ABA conducted last bar year. A team of scholars and diversity practitioners have analyzed the wealth of information and data gathered in 2008-09 from a qualitative survey, regional hearings, Diversity Summit, and Annual Meeting program. They will present their findings and solicit audience feedback for a candid examination of the next steps for racial/ethnic, gender, sexual orientation and disability diversity in the legal profession. Everyone who has a stake in enhancing diversity throughout our profession will benefit from participating in this session.

Primary Sponsor: Presidential Diversity Commission

4:00 p.m. - 5:30 p.m. Northern Hemisphere A2, 5th Level, Walt Disney World Dolphin

How a Battle for Adoption Rights Became a 1st Amendment Keller Issue

Two recent court decisions (*In re: Gill and Liberty Counsel v. FL Bar Board of Governors*) have placed Florida at the center of the struggle against banning adoption and fostering by gay people. While these decisions were hailed as important victories by lesbian, gay, bisexual and transgender (LGBT) advocates,

they have had serious implications far beyond the sphere of LGBT parenting rights. From setting limits on what a bar association can say on behalf of its members under the Keller decision to determining what rights and liberties can be decided at the ballot box, this panel will provide an in-depth look at what these decisions mean for you.

Primary Sponsor: Section of Individual Rights and Responsibilities

5:00 p.m. - 7:00 p.m. Asia 4, Lobby/3rd Level, Walt Disney World Dolphin

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

5:30 p.m. - 7:00 p.m. Asia 3, Lobby/3rd Level, Walt Disney World Dolphin

Robert F. Drinan Award Reception

The Father Robert F. Drinan Distinguished Service Award recognizes an individual whose sustained and extraordinary commitment to the Individual Rights and Responsibilities Section has advanced its mission of providing leadership to the legal profession in protecting and advancing human rights, civil liberties, and social justice. This year's award will be given to former Section Chair Llewelyn Pritchard.

Primary Sponsor: Section of Individual Rights and Responsibilities

Saturday, February 6, 2010

7:45 a.m. to 8:45 a.m. Southern Hemisphere IV, 5th Level, Walt Disney World Dolphin

YLD Diversity Dialogue

Each year the legal profession struggles to increase diversity in the profession. Many law schools, law firms, corporate legal departments, and bar associations develop diversity plans and initiatives in an attempt to increase diversity. These plans vary in implementation, purpose, goal, and many other factors. Attendees of the Diversity Breakfast Dialogue will participate in roundtable discussions to explore strategies for overcoming challenges to inclusion such as resistance to change and sustainability, as well as whether inclusion equals results. The product of the roundtable discussions will be presented in a "How To" manual that highlights proven strategies and critical success factors for sustainable change. Each group will have a facilitator that has either implemented or is part of an organization that has been successful in implementing not only diversity program, but inclusion. Following the roundtables, groups will highlight best strategies.

Primary Sponsor: Young Lawyers Division

Noon to 2:00 p.m. Northern Hemisphere B/C/D, 5th Level, Walt Disney World Dolphin

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: Francisco "Frank" Angones (Miami, FL), Hon. Bernette Joshua Johnson (New Orleans, LA), Brad Smith (Redmond, WA), Raymond L. Ocampo Jr. (San Mateo, CA), and Louis Stokes (Cleveland, OH).

Ticketed Event

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

2:30 p.m. to 4:30 p.m. Northern Hemisphere A4, 5th Level, Walt Disney World Dolphin

Diversity on the Bench: Is the "Wise Latina" a Myth? - FREE CLE Program

The recent Supreme Court confirmation hearing of Justice Sonia Sotomayor was dominated by 32 words excerpted from one of her many speeches: "I would hope that a wise Latina woman with the richness of her experiences would more often than not reach a better conclusion than a white male who hasn't lived that life." The notion that judges' decision making might be affected by their gender and race or ethnicity is repugnant to those who view "judging" as the sterile, bloodless, objective disposition of cases, without regard to judges' personal backgrounds, biases, attitudes, and ideologies. But a growing number of studies are now demonstrating the dramatic impact that judges' gender and race/ethnicity may have, at least in certain types of cases. What does this fascinating and provocative research mean for the justice system? First and foremost, the studies underscore the importance of diversity on the bench generally, and on appellate panels in particular. Indeed, diversity may in fact be outcome-determinative. But what about trial judges, who hear cases alone? Can judges really check their individual identities at the courthouse door? Should appellate

courts closely scrutinize trial judges' decisions in cases where the new studies suggest that a judge's gender and/or race/ethnicity might well make a difference? Are there systemic changes that should be made? What can be done to promote accuracy, fairness, consistency, and predictability in judicial decision making, to ensure that "the rule of law" prevails?

Primary Sponsor: Judicial Division

Sunday, February 7, 2010

2:30 p.m. to 5:30 p.m. Asia 4, Lobby/3rd Level, Walt Disney World Dolphin

ABA House of Delegates Minority Caucus

RESOLUTIONS (As of December 30, 2009)

Below is a partial list of resolutions of particular interest to women that will go before the ABA House of Delegates in Orlando. For a complete list of resolutions, visit www.abanet.org/leadership/2010/midyear/docs/SUMMARYOFRECOMMENDATIONS.doc.

107 **COMMISSION ON WOMEN IN THE PROFESSION**
COMMISSION ON MENTAL AND PHYSICAL DISABILITY LAW
COMMISSION ON SEXUAL ORIENTATION AND GENDER IDENTITY
CENTER FOR RACIAL AND ETHNIC DIVERSITY
COUNCIL FOR RACIAL AND ETHNIC DIVERSITY IN THE EDUCATIONAL PIPELINE
SECTION OF INDIVIDUAL RIGHTS AND RESPONSIBILITIES
SECTION OF LITIGATION
SENIOR LAWYERS DIVISION
BEVERLY HILLS BAR ASSOCIATION
NATIONAL LGBT BAR ASSOCIATION
BAR ASSOCIATION OF BALTIMORE CITY
BAR ASSOCIATION OF SAN FRANCISCO
CITY BAR OF NEW YORK
NEW YORK COUNTY LAWYERS ASSOCIATION
PHILADELPHIA BAR ASSOCIATION

Urges Congress to enact legislation that would provide more effective remedies, procedures and protections to those subjected to pay discrimination, including discrimination on the basis of gender, and would help overcome the barriers to the elimination of such pay discrimination that continue to exist.

115 **COMMISSION ON DOMESTIC VIOLENCE**
SECTION OF FAMILY LAW
CRIMINAL JUSTICE SECTION
SECTION OF INDIVIDUAL RIGHTS AND RESPONSIBILITIES
GOVERNMENT AND PUBLIC SECTOR LAWYERS DIVISION
COMMISSION ON HOMELESSNESS AND POVERTY
COMMISSION ON WOMEN IN THE PROFESSION
COMMISSION ON MENTAL AND PHYSICAL DISABILITY LAW
COMMISSION ON YOUTH AT RISK
COMMISSION ON IMMIGRATION
NATIONAL ASSOCIATION OF WOMEN LAWYERS

Urges Congress to reauthorize and fully fund the Violence Against Women Act and similar legislation that promotes access to justice and safety for victims of domestic violence, dating violence, sexual assault, and stalking within the United States.



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