

## Message from the Co-Chair

By: *Mary Ellen Roy*

Welcome to the latest edition of the Women in Communications Law newsletter. With this edition, we thank outgoing Co-Chair Carol Rose for her two years of service. Carol recently became Executive Director of the American Civil Liberties Union of Massachusetts (see “Women on the Move” in this newsletter). Thus, she will continue to fight to protect the First Amendment, albeit now from a slightly different vantage point.

And we welcome as incoming Co-Chair-Elect Natalie Spears, a partner at Sonnenschein in Chicago. Natalie recently was selected by *The National Law Journal* in its “40 Under 40” edition as one of the “Best young litigators in America.”

The next big event for the Women in Communications Law Subcommittee is our annual meeting to be held at the ABA Forum on Communications Law conference in Scottsdale, Arizona. The meeting will be held from 5:00 to 6:30 p.m. on Friday, February 14, 2003. At the meeting, we will have a roundtable discussion featuring the topics of client relations, business development and mentoring. Media lawyers Guylyn Cummins, Betsy Koch and Andrea Hartman will be leading the discussion. There will be a wine & cheese reception following the meeting, which is being sponsored by Prince, Lobel, Glovsky & Tye and First Media Insurance.

In November, WICLS once again sponsored a dinner and theater event in conjunction with the PLI Communications Law seminar in New York. Pat Clark organized the event, which included a dinner reception and tickets to the hot Broadway play, “The Producers.”

Women continue to play an ever increasing role in the Forum. The current Governing Committee of the Forum includes Elizabeth Koch, Maria Arias, Andrea Hartman, Sandra Williams, and Nicole Wong. WICLS Newsletter contributing editor Amy Neuhardt is the Forum Liaison to the ABA Young Lawyers

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## C O M M E N T A R Y

### TOP WOMEN LITIGATORS How Far We’ve Come, Where We’ve Yet to Go

By: *Jill Schachner Chanen*

A funny thing happened after the *National Law Journal* named Dale Cendali as one of the country’s top 50 women trial lawyers.

The honor triggered the expected array of congratulatory calls, letters and e-mails. But it also sparked a serious discussion among the women lawyers in the New York office of O’Melveny & Myers where Cendali is a partner, revealing what many women really feel about their place in the profession.

“They all have questions about how one gets to the top, which raises issues from rainmaking to forensic skills,” says Cendali.

Cendali is one of 23 Section of Litigation members honored by the

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W. J. C. L. S.

ABA Forum - Women in  
Communications Law  
Subcommittee Newsletter

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Communications Law

### WICLS Newsletter

Mary Ellen Roy, Editor

### Calendar of Events

**February 13-15, 2003**  
8<sup>th</sup> Annual Conference  
ABA Forum on Communications  
Law  
Camelback Inn Resort  
Scottsdale, AZ

**February 14, 2003**  
Women in Communications Law  
Meeting and Reception  
5:00 - 6:30 p.m.  
Camelback Inn Resort  
Scottsdale, AZ

**April 6, 2003**  
Forum on Communications Law  
"Representing Your Local  
Broadcaster"  
Bellagio Hotel  
Las Vegas

**August 7 - 12, 2003**  
ABA Annual Meeting  
San Francisco

### Woman to Watch

## Paulette Dodson

By: Natalie J. Spears, Sonnenschein Nath & Rosenthal

At first she laughs and then says with a smile, "there is no such thing!" That is Paulette Dodson's response when I ask her to describe a typical day for her at the Tribune Tower in Chicago where she is Assistant General Counsel/Publishing for Tribune Company. As she puts it, she is a "jack of all trades" — or maybe in this forum, we would say a "queen of all trades." And that is why over the last decade, she has become a lawyer who is ready to tackle any challenge thrown her way and serves her company's needs on many different levels. Paulette explains that on any given day her work can range from drafting, reviewing and answering questions on all types of contracts, including, for instance, advertising and paper supply contracts, to meeting with reporters and editors about Freedom of Information Act (FOIA) requests, prepublication vetting issues or the latest reporter's subpoena. For Paulette, the variety of work is right up her alley — there is never a dull moment and that is, in many respects, exactly the way she likes it. Although she concedes that, at times, the demands of juggling several different types of matters at once is the most challenging aspect of her job. We all know that such rapid "hat-changing" can give anyone a "bad-hair day," but I personally have been fortunate enough to work with Paulette over the past few years and can attest that she does it with confidence and class every time.



Paulette came to Tribune in 1992 from the law department at Inland Steel, where she focused on intellectual property and general contract counseling. Tribune Company's publishing business has grown steadily during Paulette's tenure, and the company now owns eleven newspapers as well as the recently-acquired *Chicago Magazine*. On a daily basis, Paulette is responsible for three of Tribune's publishing business units — *Chicago Tribune*, and *Chicago Magazine* in Chicago, and *The Daily Press* in Virginia. She also is responsible for coordinating the legal policy for all of Tribune's publishing business units, which is a relatively new role Paulette has undertaken in turn with Tribune's various acquisitions. Paulette's new coordinating responsibilities include standardizing practices among the different newspapers' legal teams and creating team legal approaches in a variety of areas, such as *amicus* briefs, use of outside counsel and internal standards, to name a few. Paulette is enjoying this new role because it involves identifying opportunities and channels for sharing knowledge among company lawyers and providing a means for the company to benefit from the different views and resources that lawyers for each newspaper bring to the table.

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*Woman to Watch***Susanna Lowy***By: Mary Kate Woods*

Susanna Lowy, Vice President and Associate General Counsel, Litigation for CBS Broadcasting Inc., has become a master at balancing multiple responsibilities – but don't ask her to bake cupcakes while taking a conference call.



Three years ago, the night before her daughter Rachel's fourth birthday, Lowy was in the middle of baking a second batch of cupcakes for Rachel's nursery school class when she had to take a conference call from her home in New Jersey.

"I became so wrapped up in the conference call," Lowy explained, "that I completely forgot about the cupcakes. I only really needed one of them, so I put a lot of frosting on top of the burnt one, and put it on the corner of the plate. I'll never forget the look on the child's face when he bit into it."

While Lowy may not always balance everything perfectly, she generally succeeds. An important part of this balancing act is spending some days working from home.

"Working away from the office is so much easier now with wireless email, cell phones, fax machines and laptops, but there are trade-offs," Lowy explained. "Being able to work from home means that I am always working. Everyone has my home phone number, and I'm doing a lot of work with people on the West coast these days, so my day never seems to end. But, the upside is that I get to spend more time with Rachel. I manage to carve out time to have dinner with my family, read to my daughter, put her to bed, and then I work for a few more hours in the evenings. Balancing my family with my job is also easier because my husband works from home. That's a *big plus*."

And, sometimes, Lowy brings Rachel along to the office.

"Rachel has become very comfortable in the guest office next to mine," Lowy said, looking out the windows of the forty-ninth floor of 1515 Broadway in the heart of Times Square. "Rachel has been here so often that she's starting to think of the guest office as *her* office. I'm trying to figure out how to break the news to her that someone else will be using that office space for the next few months."

Lowy, who heads the litigation section of the CBS Law Department, began her legal career as a litigation associate at Weil, Gotshal & Manges, LLP in New York City.

"I spent two very long years working for Weil Gotshal," Lowy said. "I was single when I worked there, and I had the feeling that I would always be single if I continued working there. I figured out pretty quickly that big firm life was not for me."

There was, however, a positive side to her experiences at Weil Gotshal.

"I was very fortunate to have the opportunity to work with Bob Sugarman, who had many media and entertainment clients and introduced me to intellectual property work," Lowy explained.

Once Lowy realized that media and entertainment work was her calling, her path from big firm life to CBS was paved by what she calls "The Old Girls Network."

"I knew I wanted to leave Weil Gotshal, so I talked with many people who used to work for the firm, all of whom seemed to be women. One of these women was Yvette Miller, who was working for CBS by that time, and told me about a position available in CBS' litigation section. That was about eighteen years ago, and I've been here ever since."

Lowy finds her work at CBS more rewarding than working for a law firm.

"I was frustrated writing memos to the person who was writing a memo to the person who was writing the brief," Lowy said. "At CBS, there has always been a reason why I am doing things."

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## Paulette Dodson

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According to Paulette, the most satisfying aspect of her job is reading a published news story to which she has contributed by either working with the reporter to obtain the information or assisting the reporter and editor with the wording in order to avoid any potential legal issues. "It is very gratifying to see the end product of our collaboration, where we have all worked together to make sure that the public gets information that is important and timely," she says. As she rightfully recognizes, this is a type of gratification that you simply cannot achieve on such a consistent and immediate basis in other legal practices, and it is one which she cherishes. Over the years, she has successfully assisted Tribune's reporters in lodging numerous FOIA and access requests, ranging from obtaining a judge's mug shot, to unsealing court files in a settled priest molestation case, to an on-going FOIA battle with the City of Chicago regarding disclosure of the Mayor's bodyguard expense reports.

Recognizing that Paulette's talents go beyond the law, this year Tribune Company also tapped Paulette to be part of an effort to review and refocus the Chicago Tribune Charities' giving guidelines. For this task, Paulette worked with a group of Tribune employees from various disciplines to ensure that the giving guidelines would better match the current and changing needs of the community, while also reflecting the broad values of both the donors, the newspaper and the company. Paulette says that she took away a new perspective about corporate giving from the experience — "there will always be important needs, but when you are giving as an organization you want to keep long term benefits of the community in mind rather than only focusing on the short term and immediate gratification."

Community and family also play a big role in Paulette's personal life. She "married into" the journalism profession before ever joining the Tribune family, when she met her husband, James, who was a journalist and is now in newspaper advertising sales. Paulette and James have two children, a daughter Alex, who is eight years old, and a son Julius, who is three. In the family arena, Paulette finds herself juggling between work and family, which she readily admits is

not always easy. She believes that she has been able to balance work and family life successfully because she is "open with [her] family." By that, she means: "I try not to make excuses for having to work, but rather, I am honest about my work responsibilities with my children and I use the opportunity to educate them about work ethics and about contributing to society in a positive way." On occasion, she has brought Alex with her to the office for the day and finds that it is helpful to give her daughter a visual image of where she works everyday and an understanding that other people count on "Mom" too.

As if all of this doesn't keep her busy enough, Paulette also sits on the Governing Committee of the Forum on Communications Law. This past year, she has been leading the diversity initiative of that group, which came about when Paulette volunteered to be on the Committee and challenged the leadership to do something about the low levels of diversity within the communications bar. Tom Kelley, the incoming Chair of the Forum, was extremely receptive and took Paulette up on her challenge. Paulette's initial goal was to have the diversity issue slated on the agenda for the ABA Communications Forum's annual conference, and that initial goal has been met. Under Paulette's direction, the Forum has set up a diversity initiative that will be laid out at the February 2003 conference. One of the diversity initiatives will include setting up an internship at media companies for young minority lawyers at law firms. Tribune will be a pilot for the internship initiative. According to Paulette, "the idea is to spark interest in the media law area among minority lawyers, and then create and mentor potential practitioners." Another initiative, among others, will be interfacing with the minority ABA sub-groups and drawing upon their resources and experiences in increasing diversity and also potentially attracting some members of those groups to consider work in media law. Under Paulette's leadership, the overall initiative is getting out of the blocks and headed for success.

It is not hard to see why Paulette's talent is always in demand. She is a woman whose identity and definition of success are reflected in her everyday commitment, energy and ability to conquer whatever mission is at hand. As a woman in the profession, she does us all proud.

## Message from the Co-Chair

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Division. Past chairs of the Forum include Kelli Sager and Barbara Wall.

This issue of the WICLS newsletter features a profile of Paulette Dodson, inhouse lawyer for Tribune Company in Chicago. I had the privilege of serving as a co-facilitator with Paulette at the Media Law Resource Center (formerly, LDRC) conference in September regarding ethics and pre-publication review. Thus, I can attest firsthand to Paulette's good humor and wise counsel. Paulette heads the Forum's diversity project, which includes a breakout session at the Forum's annual conference on diversity initiatives.

In this issue we also feature Susanna Lowy, Associate General Counsel in the CBS Broadcasting Law Department in New York. I had the pleasure of working with Susanna way back in 1988 when I was first beginning to practice media law, and Susanna was a young lawyer at CBS.

Take a look at "Women on the Move," a regular feature of this newsletter. Among others, it features experienced media attorney Eve Burton, the new General Counsel of The Hearst Corporation. Eve previously was profiled as a Woman to Watch in a previous edition of this newsletter.

WICLS continues to publish the Women in Communications Law Directory, providing an instant referral network of dozens of women media lawyers across the country. The 2003 edition is hot

off the presses. Please use it! If you would like a copy of the directory, you may contact Teresa Ucok at [tucok@staff.abanet.org](mailto:tucok@staff.abanet.org).

Also in this edition of the newsletter is a reprint of an article by a sister publication, The Woman Advocate newsletter, published by The Woman Advocate Committee of the Section of Litigation. The article includes interviews with several women named by *The National Law Journal* as some of the country's top 50 women trial lawyers. At least two of these talented litigators are media lawyers, Dale Cendali and Kelli Sager. Check out what they have to say about how they've met the challenges facing women attorneys.

We've come a long way from the days when I started practicing media law 15 years ago when the men at any media law conference outnumbered the women many times over and seeing a woman on a panel was a rare event. But, like other women in the legal profession, we still have a ways to go. My hope is that the Women in Communications Law Subcommittee can be a vehicle for encouraging and supporting women as they build their media law practices.

As Editor of this newsletter, I welcome any and all suggestions (and offers of assistance!), both for the newsletter as well as for WICLS in general.

*Mary Ellen Roy is a partner at Phelps Dunbar LLP in New Orleans, Louisiana.*

*Special thanks to Phelps Dunbar LLP for providing layout and design assistance for this issue of the WICLS newsletter.*

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## UPDATE ON WICLS

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### **New York City Dinner and Theater Event**

For the fourth year in a row, WICLS sponsored a November dinner and theater event in New York in conjunction with the PLI Communications Law conference and the MLRC (formerly, LDRC) annual dinner and breakfast meeting.

Several WICLS members met for a dinner reception at the Heartland Brewery on 43<sup>rd</sup> Street. Members enjoyed renewing acquaintances and feeling the camaraderie of visiting with other women media lawyers. From there the group walked to the St. James Theater to see the hit musical comedy, "The Producers." A good time was had by all.

Thanks to Pat Clark of Sabin Bermant & Gould for once again organizing a successful evening on Broadway.

### **Washington, D.C. Forum's Tea**

For the first time, in April, WICLS helped to publicize a "Conversation and Tea with the Honorable Kathleen Q. Abernathy, Commissioner of the FCC." The event was co-sponsored by the Women's Bar Association of the District of Columbia Communication Law Forum and the Telecommunications Committee of the District of Columbia Bar.

WICLS member and FCC lawyer Susan Kimmel, Co-Chair of the D.C. Women's Bar Association Communication Law Forum, issued the invitation to WICLS members. The Tea was a big hit, with over 60 attendees.

If any WICLS members are aware of events sponsored by other organizations that would be of interest to WICLS members, please contact Mary Ellen Roy at so that we can publicize an invitation to WICLS members.

### **Annual Meeting and Reception**

WICLS will hold its annual meeting and reception on Friday, February 14, 2003, at the Camelback Inn in Scottsdale, Arizona in conjunction with the ABA Communications Law Forum annual conference. The meeting will be held from 5:00 to 6:30 p.m.

The WICLS annual meeting will feature a roundtable discussion on the related topics of Client Relations, Business Development and Mentoring. Guylyn Cummins, Andrea Hartman, and Betsy Koch will lead the discussion.

A new co-chair of WICLS will be elected at the meeting to replace Carol Rose as outgoing co-chair and to join Mary Ellen Roy as continuing co-chair. Media lawyer Natalie Spears, a partner at Sonnenschein, Nath & Rosenthal in Chicago, has been nominated as co-chair-elect.

The meeting also will include brief discussions of the various WICLS committees, specifically the Newsletter, Internet, Mentoring, and Social committees.

After the meeting will be a reception sponsored by Prince, Lobel, Glovsky & Tye and First Media Insurance.

### **Mentoring Committee**

If you are a young lawyer or law student (or even not so young), who would like to obtain advice from an experienced media lawyer, contact Mary Ellen Roy, roym@phelps.com or 504-584-9254, and we will match you with someone to serve as an ad hoc "mentor." For example, maybe you are moving to San Diego, or thinking about going inhouse, or wondering about whether making partner in New York is worth it, WICLS would be happy to find a woman communications lawyer who would be eager to help you. Also, if you would like to help out with the Mentoring Committee, please contact Mary Ellen Roy.

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**Directory of Women in Communications Law**

The fourth edition of the Directory of Women in Communications Law is being distributed concurrently with this newsletter. If you do not receive a directory and would like to receive one, please contact Teresa Ucok at [tucok@staff.abanet.org](mailto:tucok@staff.abanet.org). If you are not listed in the directory and would like to be listed, or if your contact information is listed incorrectly, please contact Teresa Ucok. The directory is a great tool for networking, referrals, and mentoring. Please use it!

**Social Committee**

The WICLS social committee helps plan WICLS social events, such as the annual wine & cheese reception held in conjunction with the ABA Communications Law Forum annual conference, or the New York dinner & theater event held in conjunction with the PLI Communications Law seminar. If you have ideas for other social activities or would like to serve on the committee, please contact Guylyn Cummins at [gcummins@graycary.com](mailto:gcummins@graycary.com).

**Internet Committee**

Last year WICLS created a listserv to enable WICLS to quickly communicate with its members regarding planned events and other activities. If you have not been receiving e-mails about WICLS, please contact Teresa Ucok at [tucok@staff.abanet.org](mailto:tucok@staff.abanet.org) to be added to the listserv.

The Internet Committee also plans to develop a Web page as part of the ABA Website. If you would like to help design the Web page or to join the Internet Committee, please contact Natalie Spears at [nspears@sonnenschein.com](mailto:nspears@sonnenschein.com)

**Newsletter Committee**

If you have suggestions for the WICLS newsletter or would like to write an article for the newsletter, please contact the newsletter editor, Mary Ellen Roy, [roym@phelps.com](mailto:roym@phelps.com) or 504-584-9254.

**Top Women Litigators**

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*National Law Journal*. Like her fellow honorees, Cendali worked long and hard to gain the kind of reputation that would earn her a spot on the NLJ list of top women trial lawyers. But her experience also is illustrative of an overriding theme among these top women litigators: It's still lonely at the top.

"I started out thinking that the generations before me had slain all the dragons," says Cendali, a 1984 Harvard Law graduate. "It took a while, but I slowly realized that it is still a man's world.

"My impression is that being a woman lawyer at the top of the profession is still relatively rare. The dragons have not all been slain," she adds.

Women entering the legal profession today may not face the kind of blatant discrimination that Sandra Day O'Connor and Ruth Bader Ginsberg once did. But other, more subtle kinds of gender discrimination still exist.

These issues are ever more pronounced for women who choose litigation as a career, says Celia Barenholtz of Kronish, Lieb, Weiner and Hellman in New York.

"There is no good reason for it. The world has changed a lot and it continues to change, but the business world continues to be a male-dominated place. It is a bit harder for women to be taken seriously," she says.

Leading plaintiff's attorney Roxanne Conlin of Des Moines, Iowa, says that many of the old assumptions about women still linger when it comes time to choosing litigation counsel. "Being female and being a trial lawyer is still

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perceived as a tiny bit bizarre because the qualities that make us women are thought not to make us good trial lawyers.”

Conlin says she toyed with the idea of acting like one of those good old boy trial lawyers — claims to even have the swearing down — but ultimately realized that acting like herself was her best weapon. “I try to proceed ethically and, in so far as possible, I am a gentlewoman. But I know how to play hardball if necessary.”

Many women say that this lingering issue of acceptance of women in the courtroom still creates a hesitation on the part of clients to hire women trial lawyers.

Joan Lukey of Boston’s Hale & Dorr says that judges were her biggest obstacle when she started practicing law in 1974. Now, despite her track record in the plaintiff’s medical malpractice and defendant’s employment discrimination arenas, she believes that some clients don’t want her to represent them because of her gender. “I suspect it is the residual old boys network,” says Lukey, the past-president of the Boston Bar Association. “It is changing, but to the extent that you have decision makers who are older guys who have always worked and played with other men, they just have not adjusted to the concept of women. They probably won’t. We’ll just have to wait until they retire.”

Others have not had the same experiences.

For Audrey Strauss of Fried, Frank, Harris, Shriver & Jacobson, the old days are gone forever. “I don’t believe that I am chosen or not chosen because of my gender.”

Patricia Glaser of Christensen, Miller, Fink, Jacobs, Glaser, Weill & Shapiro in Los Angeles feels similarly. “I think today that women just have to prove themselves as lawyers,” she says. “But I’ve also been accused of not being the most sensitive to this issue.”

Glaser says she did not have to face the adversity that many of her fellow women trial lawyers did because of several fortuitous experiences early in her career. The first law firm she joined had a prominent woman attorney who “managed to intimidate a whole generation of men between me and her. So when I came along, the men were conditioned to not give me the aggravation that other women had to face.”

She also credits her good fortune for having strong

male mentors who would not tolerate gender bias among other lawyers or clients.

Janet McDavid of Hogan & Hartson in Washington, DC was taking no such chances when she decided to become an antitrust litigator in 1974. She was one of four women lawyers in the firm, the only one in the antitrust department. “It was hard for a lot of clients to deal with professional women. They were not used to dealing with women antitrust lawyers. They were unaccustomed to it. They were not rejecting it. It was more like why should I be on the short list to be considered as counsel. I didn’t room with the general counsel of the company at Princeton.”

Knowing the obstacles she faced, McDavid chose to bolster her credibility with these clients through the ABA. She is a member of the Section of Litigation and a past-chair of the Antitrust Section. “I was able to develop a professional credibility so that the CEO never blinked when his general counsel said they wanted me to handle their matter,” she says. “The ABA gave me the credibility in the profession to be on the short list.”

Cendali also took a similar approach. She became active in the Section of Litigation as a way to enhance her credentials. “Writing articles, joining bar associations showed that I knew my stuff. It credentialized me. It gave people a feeling that they could trust me. It showed them that I knew what I was talking about.”

For Maria Vullo of Paul, Weiss, Rifkind, Wharton & Garrison in New York, getting to the top meant focusing on being a good lawyer. “I think that if you think too much about how you get up the ladder, you ignore a lot about what being successful is.

“Being successful means doing good work for clients, thinking creatively, getting good results. You can earn a reputation from that,” she adds.

Vullo also admits that her reputation as a top litigator came from some unexpected results. She has taken on several high-profile pro bono matters that resulted in headline making verdicts, including a \$745 million award against Radovan Karadzic over war crimes committed in Bosnia and a \$107 million verdict against anti-abortion activists.

Vullo says she happily took these matters on

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## ABA Forum - Women in Communications Law Subcommittee

because she believed in the causes, not because she was seeking publicity. But the resulting publicity was “great for my career,” she admits.

No matter how hard women litigators may try to succeed, there are still some areas that continue to hamper their success.

Rainmaking is a notable area of difficulty for many women lawyers, no matter how talented they may be in the courtroom.

“Women supposedly have more of a problem than men asking for work,” says Cendali.

Many of these top women trial lawyers say they’ve found ways to cement client relationships that are more palatable than trying to imitate the traditional male-on-male mentality.

“A lot of things that men did traditionally, women do not,” says noted First Amendment and media litigator Kelli Sager of the Los Angeles office of Davis, Wright & Tremain. “Women don’t call up men and say let’s go to the ball game or go to the gym. I play golf. That lets me interact with male clients in a way that is much more comfortable for everyone. I wouldn’t go to a boxing match or hang out at the gym with the guys.”

Glaser says having interests outside the law also can serve women lawyers well in rainmaking. “When people ask what club they should belong to in order to get business, I tell them to be a good lawyer and then joining organizations in which they are interested and the success will come. Joining the Rotary when you have no interest in it is a waste of time.”

For her part, Glaser became involved in Los Angeles’ Center Theater Group because of her love for theater. Her work on the group’s board resulted in clients, but, she emphasizes, “that’s not why I joined their board.”

Of course, many of these top litigators say that the value of networking with other lawyers cannot be downplayed.

According to Sager, organizations like the ABA can be instrumental in meeting other lawyers for referrals and reputation building. “I’ve been very active in the ABA.

Through the organization I’ve gotten to know a number of in-house lawyers. Personal contact is key. The more you can personalize your contacts, the better your marketing efforts will be because people not only want to hire lawyers that are good, but that they personally like.”

Sager also advises others not to overlook the prestige associated with ABA involvement. “People who are active in specific committees are those that have chosen a focus and are viewed as having a certain level of expertise.”

This kind of organized networking also is instrumental in helping women lawyers continue to rise to the top, says Cendali, who chairs the Section of Litigation’s Women in Intellectual Property subcommittee of the Intellectual Property Committee.

“Younger women lawyers still face many of the same challenges. I assume that it is easier now for them because of what my generation did. But I also think that people would be foolish to think that it’s all in the past. Women still have to work hard for proper recognition.”

Vullo also encourages women trial lawyers to meet with one another though formal or informal means. “It’s important for women to network, be out there and have their names known in the legal and business communities so that when the next major matter comes in and the corporation is deciding who to retain, women’s names will be on the list along with men’s.”

Conlin, who yearns for the day when there will not be a need to honor the top women lawyers, says that this kind of support is still imperative for women. “You have to be the best because the failure of a woman or a minority is perceived as a perception for the entire class. Success is still perceived as an exception.”

*Jill Schachner Chanen, JD, is a freelance writer in Chicago.*

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## Susanna Lowy

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The high-intensity of Lowy's responsibilities at CBS is what propels her through her days.

"I do well with emergencies and crises," Lowy said. "I enjoy them, and I enjoy never knowing what the day will bring. I start each day on the train to New York by reading the newspaper, getting organized and making a list of what has to be done for the day. Without fail, a half an hour after I've walked in the door, I can't find the list anymore."

Beyond the excitement of the work, Lowy attributes much of her happiness at CBS to the extraordinarily high caliber of her colleagues in the litigation section, Anthony Bongiorno and Naomi Waltman.

"We all work very well together, and we are very supportive of each other," Lowy said. "We all have children – all very smart and talented children – and our families are very important to us."

Bongiorno agrees.

"Susanna is a superb lawyer and a wonderful human being who cares deeply about the quality of our lives, and striking the proper balance between work and family," Bongiorno said. "It's wonderful working for someone who has similar values."

Lowy also enjoys the media and journalistic aspects of her position.

"I've always had an interest in journalism," she explained. "I was editor of my high school newspaper, and worked for the *Yale Daily Journal* in college. I still get a kick out of picking up the phone and hearing Mike Wallace's voice on the other end. Mike Wallace and all of the '60 Minutes' people are simply fascinating."

*Editor's Note: Mary Kate Woods is Of Counsel to White O'Connor Curry & Avanzado, LLP, a Los Angeles media and entertainment firm whose clients include CBS. Prior to accepting a position with White O'Connor, Ms. Woods worked in-house for the litigation section of the CBS Law Department, where Susanna Lowy was one of her supervisors.*

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## W O M E N O N T H E M O V E !

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- **Carol Rose.** Effective January 1, 2003, Carol Rose, Co-Chair of the Women in Communications Law Forum and associate at Boston's Hill & Barlow, accepted the position of Executive Director of the American Civil Liberties Union of Massachusetts, the nation's oldest ACLU affiliate. The Massachusetts ACLU chapter boasts 12,000 members. Carol can be reached at her new position at [crose@aclu-mass.org](mailto:crose@aclu-mass.org).
- **Carolyn Foley** is now a partner at Davis Wright Tremaine in New York.
- **Kristine G. Baker** is now a partner at Quattlebaum, Grooms, Tull & Burrow in Little Rock, Arkansas.
- **Eve Burton.** Effective November 1, 2002, Eve Burton, joined The Hearst Corporation as Vice President and General Counsel. Most recently, Eve was a visiting lecturer of Constitutional Law and Journalism at Columbia University's Graduate School of Journalism. Previously, Eve was inhouse legal counsel at CNN and the New York Daily News. Prior to that time she practiced law at Weil, Gotschal & Manges.
- **Mary Kate Woods.** In 2002, Mary Kate Woods convinced her Los Angeles law firm, White O'Connor Curry & Avanzado, to allow her to move back to New York City, where she is now basically telecommuting from 3000 miles away. Formerly, Mary Kate worked for the CBS Law Department.