

AMERICAN BAR ASSOCIATION  
COMMISSION  
On  
WOMEN  
In The  
PROFESSION

NON-PROFIT ORGANIZATION  
US POSTAGE  
**PAID**  
AMERICAN BAR ASSOCIATION



American Bar Association  
2005 Annual Meeting ~ August 5-10  
Chicago, IL

**ABA Commission on Women in the Profession**  
*Programs of Interest to Women*

**2005 Women's Caucus Meeting**  
**ABA Annual Meeting – Chicago, IL**

**ABA COMMISSION ON WOMEN IN THE PROFESSION  
WOMEN'S CAUCUS MEETING  
SUNDAY, AUGUST 7<sup>TH</sup>, 2005, 2:00 P.M. - 3:30 P.M.  
TOLEDO ROOM, 5<sup>TH</sup> FLOOR ~ HOTEL INTERCONTINENTAL CHICAGO  
IMMEDIATELY FOLLOWING THE MARGARET BRENT LUNCHEON**

The Women's Caucus Meeting is the Perfect Opportunity To:

- Meet other ABA members and network with colleagues
- Discuss issues of concern to women lawyers
- Announce ABA candidacies
- Learn more about Commission activities and programs and increase your involvement with the Commission

Included in this brochure you will find a partial listing of programs and events scheduled for this year's Annual Meeting that may be of particular interest to women. We have also provided a brief description of the various resolutions of concern to women, that will be discussed by the House of Delegates at the Annual Meeting in Chicago.

Please join us at this year's Women's Caucus Meeting and share your ideas and information about these issues and many more. Your continued interest and support is a crucial factor in our continuing pursuit for equality in the legal profession.

The Women's Caucus Meeting is open to all women and men in the profession. Please invite your friends and colleagues to join us. For more information, please contact Jasamyn Roberts at [robertsj@staff.abanet.org](mailto:robertsj@staff.abanet.org).

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**Subscribe to  
*Perspectives Magazine* – For and about women lawyers**

The Commission on Women'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 including:

- Glass ceiling issues
- Gender bias in the courts and the work/life balance
- The latest political and legal developments affecting women in the field
- Interviews with leading women attorneys such as Senator Hillary Clinton and Janet Reno
- Practical advice and career building tips
- Information about current Commission activities and upcoming events
- News from other women's bar associations from across the country

**Order your one-year subscription for \$35 today!**  
**Contact the Commission at 312-988-5715 or visit the website at [www.abanet.org/women](http://www.abanet.org/women).**

## NEW COMMISSION ON WOMEN PUBLICATIONS

### ***Empowerment and Leadership: Tried and True Methods for Women Lawyers***

Based on the results of focus groups held nationwide as well as other research, this guide offers information about institutional and individual approaches that foster women lawyers' progress into positions of power and leadership at law firms and corporations. This guide also includes successful strategies from senior women lawyers, managing partners, general counsel, rainmakers and other resources that can assist women to advance beyond the second glass ceiling and bring others along with them. 2004. 50pp. \$25.00.

### ***Walking the Talk: Creating A Law Firm Culture Where Women Succeed***

This publication offers a comprehensive compilation of the latest best practices and action items for recruitment, retention, development, and advancement of women in law firms, as well as specific assessment and measurement tools to aid in effecting change and evaluating progress in terms of gender diversity. It was prepared in conjunction with the ABA Commission on Women's landmark "Managing Partner and General Counsel Leadership Summit" in May, 2004. 100pp. \$40.00.

**To order Commission publications, call 1-800-285-2221 or visit the website at  
[www.abanet.org/women](http://www.abanet.org/women).**

## RESOLUTIONS

Below is a partial list of resolutions that will go before the ABA House of Delegates in Chicago and may be of particular interest to women:

### **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."

### **108 Section of Individual Rights and Responsibilities, Standing Committee on Election Law**

Supports the reauthorization of the Voting Rights Act of 1965 as amended through 1992.

### **113A Commission on Law And Aging**

Supports continuation of the federal Old Age, Survivors, and Disability Insurance program, commonly known as Social Security, as a national system of social insurance that guarantees income to protect older people, widows and widowers, people with disabilities, and children, from falling into poverty due to loss of income from retirement or disability, or due to the retirement, disability or death of a primary breadwinner.

### **113B Commission on Law and Aging**

Opposes any structural or financial changes in the Medicaid program that would weaken the current shared legal obligation that the federal and state governments have to provide a comprehensive set of benefits to all individuals who meet eligibility criteria and supports Medicaid restructuring that adheres to several enumerated principles.

### **114 Commission on Domestic Violence, Section on Family Law, Commission on Homelessness and Poverty**

Urges federal, state, territorial and local governments to reduce domestic violence by enforcing orders of protection as required under federal, state, local and territorial law and urges state and local governments to enact appropriate remedies for failure to enforce the terms of civil and criminal protection orders.

# ABA COMMISSION ON WOMEN ANNUAL MEETING EVENTS

## *Women of Color Research Initiative* Saturday, August 6, 2005 ~ 10:00 am - 12:00 pm Camelot Room, Third Floor, Hotel InterContinental Chicago

Join us for a lively panel discussion to fully examine advancement and retention issues among women attorneys of color. The ABA Commission on Women in the Profession embarked upon a research initiative to answer the following questions:

- What attracts women of color to the legal profession?
- Do their work experiences surpass or fall short of expectations?
- How do legal employers hinder or increase job satisfaction? and
- Why do women attorneys of color change practice areas and organizations, or leave the profession at an alarming rate?

This program will present preliminary findings from the Commission's groundbreaking quantitative and qualitative research on Women of Color in the Legal Profession and discuss future areas of research.

### **Featuring:**

**Welcome:** Diane Yu, J.D., Chair, Commission on Women  
**Moderator:** Arin Reeves, J.D., Ph.D., Commission Member and Research Project Co-chair  
**Panelists:** Kimberle Williams Crenshaw, J.D., L.L.M., Professor, Columbia Law School and  
UCLA Law School  
Woon-Wah Siu, J.D., Member, Bell Boyd & Lloyd, LLC  
Sheila Thomas, J.D., Former Commission Member and Research Project Co-chair

**Cosponsors:** Multicultural Women Attorneys Network, ABA Commission on Racial and Ethnic Diversity, ABA International Law & Practice Section, Women's Interest Network, ABA Law Practice Management, and Women Rainmakers.

## *Margaret Brent Women Lawyers of Achievement Award Luncheon*

**Sunday, August 7, 2005 ~ 11:30 a.m. – 1:30 p.m. ~ Hyatt Regency Hotel, Grand Ballroom**

Join the Commission as it celebrates the 15th Annual Award Luncheon to recognize and honor six 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:

- Special Award Recipient, **Hillary Rodham Clinton**, United States Senator, New York and former Chair, Commission on Women in the Profession;
- **Loretta Collins Argrett**, Mediator and Ethnic Consultant and former Assistant Attorney General, Tax Division, U.S. Department of Justice, Washington, D.C.;
- **Mary B. Cranston**, Chair of Pillsbury Winthrop Shaw Pittman, LLP, San Francisco, California;
- **Carolyn Dineen King**, Chief Judge of the U.S. Court of Appeals for the Fifth Circuit, Houston, Texas;
- **Judith L. Lichtman**, Immediate Past President and Senior Advisor, National Partnership for Women and Families, Washington, D.C.; and
- **Mary Ann McMorro**w, Chief Justice of the Supreme Court of Illinois, Chicago, Illinois.

This is a sold out event. Individual tickets may be available on the day of the event on a limited basis.

Questions: Contact Julia Gillespie at 312-988-5668 or via email at [gillespj@staff.abanet.org](mailto:gillespj@staff.abanet.org).

## 2005 ABA ANNUAL MEETING PROGRAMS OF INTEREST TO WOMEN

*All of the following events are open to all ABA Annual Meeting attendees.*

### Friday, August 5, 2005

#### **8:00 a.m. to 7:00 p.m., Renaissance Room, 5<sup>th</sup> Floor, Hotel InterContinental Chicago**

*Women's Bar Leadership Summit 2005 – "Making Your Women's Bar Association Relevant to Your Members"*

Bring your inspiration, advice and active participation to this unique opportunity to meet and exchange ideas with other women's bar leaders from across the country, and to hear how women's bar associations can build the future for women lawyers today. Topics include: membership recruitment and retention; unique programs and projects; fundraising and sponsorship and more! The Summit will break at mid-day for the NCWBA/NAWL Annual Award Luncheon.

Ticket Price: \$150.00 for Summit and Luncheon, \$95.00 for Summit only, \$75.00 for Luncheon only.

Primary Sponsor: National Conference of Women's Bar Associations

Additional Sponsors: National Association of Women Lawyers

#### **8:30 a.m. to 10:00 a.m., Grand Ballroom A/B, Gold Level, East Tower, Hyatt Regency Chicago**

*Clients Finding Them, Keeping Them and Serving Their Needs*

This CLE program will address mining existing client resources, building a service-oriented firm, the ethical pitfalls of marketing a law practice, partnering with other lawyers, the myth and reality of volunteerism, branch offices, cold calls, using technology, and how bar service can build a client base.

Ticket Price: \$75.00, Judges: \$35.00, Government Attorney: \$35.00, Young Lawyer: \$75.00

Primary Sponsor: General Practice, Solo and Small Firm Section

#### **12:00 p.m. to 2:00 p.m., Grand Ballroom and Balcony, 7<sup>th</sup> Floor, Hotel InterContinental Chicago**

*Annual Award Luncheon*

NAWL will present the Arabella Babb Mansfield Award, its highest honor, to Judge of Ann Claire Williams of the United States Court of Appeals for the Seventh Circuit. The 2005-2006 NAWL Executive Officers will be installed in the NAWL Annual Meeting tradition.

Ticket Price \$75.00

Primary Sponsor: National Association of Women Lawyers

Additional Sponsors: Black Women Lawyers Association, Chicago Bar Association Alliance for Women, National Association of Women Judges, National Conference of Women's Bar Associations, Women's Bar Association of Illinois

#### **2:00 p.m. to 3:30 p.m., Columbus Hall G, Gold Level, East Tower, Hyatt Regency Chicago**

*Diversity: Not Just Talking the Talk, But Walking the Walk*

A lot of general counsel talk about inclusiveness or diversity, because it is the politically correct thing to do. There is the much smaller group of corporate counsel who actually have minority lawyers working on their cases. Even better, this small group of corporate counsel send work directly to minority partners, thereby creating rainmakers, which should result in increased recruitment and retention of minority lawyers. Learn from committed corporate counsel about the challenges of trying to send work to minority lawyers.

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

#### **2:00 p.m. to 3:30 p.m., Gold Ballroom A, Gold Level, East Tower, Hyatt Regency Chicago**

*Women's Initiatives: A Unique Method to Retain Top Talent and Top Clients*

This CLE program will explore different women-focused law firm marketing initiatives. Representatives from various national firms will discuss the structure of their women's initiative programs, explain how the programs provide value to their firms, and provide advice to attendees who are considering starting a similar program in their firm.

Ticket Price: \$ 75.00, Judges: \$35.00, Government Attorney: \$35.00, Young Lawyer: \$35.00

Primary Sponsor: Law Practice Management Section

**4:00 p.m. to 5:30 p.m., Truffles, Blue Level, West Tower, Hyatt Regency Chicago**

*ABA Women Rainmakers Reception*

Primary Sponsor: Law Practice Management Section

## **Saturday, August 6, 2005**

**7:30 a.m. to 9:00 a.m., Wellington Ballroom One, Westin Michigan Avenue**

*Business Card Breakfast*

This complimentary, informal hot breakfast provides an excellent opportunity for discussion and networking with colleagues. While you are getting to know others in your practice area, you will also be able to learn about our committees and how you can become involved; meet the experts in your field in an informal setting; and learn how you can take advantage of all the resources that the Section has to offer.

Primary Sponsor: Section of Business Law—Committee on Diversity, Subcommittee on Women’s Business Law Network and the Young Lawyer Forum

Additional Sponsors: Commission on Mental and Physical Disability Law, Commission on Racial and Ethnic Diversity in the Profession, Commission on Women in the Profession, Young Lawyers Division

**10:00 a.m. to 12:15 p.m., Grant Park, River Level I, Westin River North**

*The Basics: Family Medical Leave Act*

This course will provide an overview of the key provisions of the Family Medical Leave Act of 1993. Particular focus will be placed on issues related to employer coverage, employee eligibility, the circumstances under which FMLA leave is required, including the definition of serious health condition, the rights and obligations of both employers and employees with respect to notice and designation of FMLA leave, the Act’s enforcement mechanisms and the remedies available under the Act.

Ticket Price: \$ 50.00.

Primary Sponsor: Section of Labor and Employment Law

**10:30 a.m. to 12:00 p.m., Columbus Hall IJ, Gold Level, East Tower, Hyatt Regency Chicago**

*CLE Civil Remedies: Trafficking & Domestic Violence*

This program includes an overview of human trafficking and its connection to domestic violence, an overview of civil and criminal remedies available to survivors of human trafficking and a more in depth review of civil immigration and tort remedies.

Primary Sponsor: Commission on Domestic Violence

Additional Sponsors: Young Lawyers Division, Section of Family Law, Section of Individual Rights and Responsibilities, Section of Litigation, Tort Trial and Insurance Practice Section, Asia Law Initiative Council, Central European and Eurasian Law Initiative (CEELI), Commission on Immigration, Commission on Women in the Profession, and the National Association of Women Lawyers

**1:00 p.m. to 2:00 p.m., Huron Room, Third Floor, Westin Michigan Avenue**

*Women’s Business Law Network – Diversity*

Co-chairs, Elizabeth Stong, New York, New York and Vicki Tucker, Richmond, Virginia

Primary Sponsor: Section of Business Law

**2:00 p.m. to 3:30 p.m., Columbus Hall KL, Gold Level, East Tower, Hyatt Regency Chicago**

*The First Impression Sets the Tone: Presentation Skills for the Courtroom and Beyond*

This program will look at the three key areas of any presentation – the audience, the message and the delivery – and how these key elements relate to making successful courtroom and business presentations. The basics are the same for every venue; it’s how you apply them that make the difference.

Ticket Price: \$75.00

Primary Sponsor: Standing Committee on Continuing Legal Education

**2:00 p.m. to 5:15 p.m., Regency Ballroom D, Gold Level, West Tower, Hyatt Regency Chicago**

*Celebrating the 40<sup>th</sup> Anniversary of the Voting Rights Act: Moving Forward, Looking Back*

Primary Sponsor: Young Lawyers Division

Additional Sponsors: Section of Individual Rights and Responsibilities, Standing Committee on Election Law, Commission on Ethnic and Racial Diversity in the Profession, and University of Alabama School of Law



**3:45 p.m. to 5:15 p.m., Columbus Hall CD, Gold Level, East Tower, Hyatt Regency Chicago**

*Rainmaking Through Pro Bono*

Pro bono work is gaining a higher profile among corporate legal departments and general counsel, and this development offers exciting opportunities for law firms. This program will offer perspectives from a national expert on law firm and corporate pro bono, outside counsel, and general counsel of major companies on how pro bono can promote selection, retention, and enhanced partnerships between law firms and legal departments.

Primary Sponsor: Section of Litigation

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

*Parental Decisions for Their Children: Changing a Child's Genetic Abilities or Characteristics*

The panel will address new legal issues raised by innovation in medicine and science. Presentations will be made from scientific/medical legal, and ethical perspectives and will address genetic enhancement of particular abilities or characteristics. A free Presidential CLE Centre program.

Primary Sponsor: Special Committee on Bioethics and the Law

**8:00 p.m. to 11:00 p.m., Regency Ballroom A/B, Gold Level, West Tower, Hyatt Regency Chicago**

*Thurgood Marshall Award Dinner*

Honoring the Honorable Abner J. Mikva in recognition of his outstanding commitment to the preservation and expansion of civil rights for all Americans.

Ticket Price: \$100.00

Primary Sponsor: Section of Individual Rights and Responsibilities

**Sunday, August 7, 2005**

**7:30 a.m. to 9:00 a.m., Aria Restaurant, Lobby Level, Fairmont Hotel**

*Women in Administrative Law Networking Breakfast*

Primary Sponsor: Section of Administrative Law and Regulatory Practice

**10:30 a.m. to 12:00 p.m., Columbus Hall AB, Gold Level, East Tower, Hyatt Regency Chicago**

*Why Women Make Better Lawyers*

What singular qualities have women lawyers brought to the table? Do they surpass their male colleagues in ability, acumen, and aptitude? A lively panel, with audience participation, will explore this provocative topic with a blend of scientific inquiry and common sense, ultimately delving into what each has learned from the other.

Primary Sponsor: Section of Litigation

Co-Sponsor: The National Association of Women Lawyers

**1:30 p.m. to 3:00 p.m., Alpine Ballroom I/II, Ballroom Level, Swissotel**

*Should I Stay or Should I Go? Ethical and Practical Issues Involving Lateral Partner Moves*

In recent years, lateral moves by law firm partners have increased. These decisions involve complex legal, ethical and practical concerns on the part of partners being approached to move and for the firms seeking new legal talent. This panel will explore the rules of the road that apply to such transactions, including fiduciary responsibilities, drafting partnership agreements, managing publicity issues and other key concerns.

Ticket Price: \$ 75.00.

Primary Sponsor: Section of Labor and Employment Law

**2:00 p.m. to 3:30 p.m., Columbus Hall KL, Gold Level, East Tower, Hyatt Regency Chicago**

*Welcome Back Fluffy: The Legal, Ethical and Economic Issues of Cloning*

This program will bring together Lou Hawthorne, founder of Genetic Savings & Clone, a leading scientist, an attorney and a bio-ethicist to discuss the business of cloning and the myriad of ethical, scientific and legal issues it raises, not just now but with an eye to the future. You'll leave this program knowing how to create and air-tight cloning contract, but also wondering if that's an agreement you'd want to sign.

Ticket Price: \$75.00, Judges: \$35.00, Gov't Atty: \$35.00, Young Lawyer: \$75.00

Primary Sponsor: Section of Science & Technology Law

Additional Sponsors: Section of Health Law, Section of Intellectual Property Law, Section of Litigation

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