WOMEN'S CAUCUS MEETING

Sunday, August 12th, 2007, 1:45 p.m. – 4:00 p.m. Dolores Room, Ballroom Level, Grand Hyatt Immediately following the Margaret Brent Luncheon

The Women's Caucus Meeting 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,
- Announce ABA candidacies and meet with declared ABA candidates, and
- Learn more about Commission activities and programs and increase your involvement with the Commission.

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 are crucial factors in our continuing pursuit for equality in the legal profession.

The Caucus must decide at this Annual Meeting how it will continue to operate and how its leaders will be selected. There has been no formal structure of the Caucus. Brooksley Born and Marna Tucker have served as conveners of the meetings throughout its existence. This has enabled the Caucus to attract diverse participation and prevented it from being used as a political entity. They have decided to step down and have the Caucus reexamine its leadership structure and functions. The Caucus must decide whether it wishes to maintain its informality or whether it wishes to have a formal structure with designated leaders and duties.

At the last meeting of the Caucus, those present rejected the suggestion that the leaders be appointed by the Commission on Women in the Profession. The Caucus decided to select its own leaders. The method of selection and the duration of the terms of the leaders must be decided.

Some of the suggestions put forward at the last meeting of the Caucus included:

- Brooksley Born and Marna Tucker should choose their successors as co-chairs,
- All those on the mailing list would vote, choosing between candidates, or
- Those in attendance at the August meeting would choose between candidates.

The meeting participants did not come to any agreement concerning a nomination process. In the Women's Caucus Newsletter that was emailed to the Caucus mailing list, Marna Tucker asked for those interested in being considered to email their resume to her, rather than trying to put into place a more formal nomination process. There is still time to email your resume if you are interested in chairing the Women's Caucus (mtucker@ftlf.com).

Some members of the Caucus believe, to accomplish some of the recruitment and mentoring roles discussed, that the co-chairs could include one more seasoned member, with the other being a younger lawyer.

The Women's Caucus Meeting is open to all women and men in the profession. Please invite your friends and colleagues to join us. Have them stay after the Margaret Brent Luncheon and learn about the Caucus. For more information, please contact Barbara Leff at leffb@staff.abanet.org.

You'll find in this brochure a partial listing of programs and events scheduled for this year's Annual Meeting that may be of particular interest to women. We also have 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 San Francisco.

ABA COMMISSION ON WOMEN ANNUAL MEETING EVENTS

Margaret Brent Women Lawyers of Achievement Award Luncheon Sunday, August 12, 2007 ~ 11:30 a.m. to 1:30 p.m. Ballroom, Third Floor, Moscone West Convention Center

Join the Commission as it celebrates the 17th Annual Award Luncheon to recognize and honor five 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:

- Roxana C. Bacon, Executive Director, Western Progress, Phoenix, AZ
- Marsha S. Berzon, Circuit Judge, U.S. Court of Appeals for the Ninth Circuit, San Francisco, CA
- **Angela M. Bradstreet,** Labor Commissioner for the state of California, San Francisco, CA
- Marva Jones Brooks, Partner, Arnall Golden Gregory LLP, Atlanta, GA
- Irma S. Raker, Judge, Court of Appeals of Maryland, Annapolis, MD

Individual tickets may be available on the day of the event on a limited basis. Questions: Contact Jennifer Ebetino at 312-988-5668 or via email at ebetinoj@staff.abanet.org.

Women Attorneys of Color:

A View from the Public Sector

Saturday, August 11, 2007 ~ 1:30 p.m. to 2:30 p.m.

Plaza Ballroom West, Ballroom Level, Grand Hyatt

This CLE program will provide an opportunity for women attorneys of color who have worked in government to discuss those strategies and practices that have impeded or improved state, local, and federal government entities' ability to retain women of color attorneys and to compare and contrast their professional legal experiences to those of women of color in law firms. This program is a follow up to the October 2006 ABA Commission on Women in the Profession study *Visible Invisibility: Women of Color in Law Firms*, a ground-breaking quantitative and

qualitative research study describing the status of women of color in the legal profession. The report highlights statistical and real-life examples of obstacles women of color face in law firms.

Featuring:

Paulette Brown, J.D., Project Chair, ABA Commission on Women, Women of Color Committee

Paula T. Dow, J.D., Essex County Prosecutor, Newark, NJ Margaret J. Fujioka, J.D., Oakland City Attorney, Oakland, CA

Tricia A. Tingle, J.D., Assistant United States Attorney, District of Minnesota, Minneapolis, MN

Primary Sponsor: Commission on Women in the Profession

Additional Sponsors: Government and Public Sector Lawyers Division, Section of Public Contract Law, Section of State and Local Government Law, Commission on Racial and Ethnic Diversity in the Profession, Council on Racial and Ethnic Justice, Center for Continuing Legal Education.

Breast Cancer Legal Advocacy Workshop Thursday, August 9, 2007 ~ 2:00 p.m. to 3:30 p.m. Room 2018, 2nd Floor, Moscone Center West

One in eight women will be diagnosed with breast cancer. Chances are you or someone you know has had some experience with this disease. Lawyers like you have undergone training that enables them to advocate effectively for breast cancer patients through the Breast Cancer Legal Advocacy Initiative. This session will give you the tools and resources needed to work with your state and local bar association to conduct training sessions that will positively impact patients.

Speakers: Phillis Borzi, Washington, D.C.; J. Cunyon Gordon, Chicago, Illinois; Anita P. Miller, Albuquerque, New Mexico; Catherine Richardson, Syracuse, New York; Susan Slavin, Melville, New York; Lish Whitson, Seattle, Washington

Primary Sponsor: Health Law Section

Additional Sponsor: Commission on Women in the Profession

Sex-Based Harassment: Workplace Policies for the Legal Profession
Saturday, August 11, 2007 ~ 9:00 a.m. to 10:30 a.m.
Plaza Ballroom West, Ballroom Level, Grand Hyatt

Law firms are not immune from the same workplace issues and challenges on which attorneys are called to give advice every day. Can I ask this question in an interview? Is this a fair or biased performance review? What do I do if my supervisor or co-worker is harassing me? In addition to the legal risk facing all employers, harassment claims in law firms raise a myriad of other problems including loss of trust and respect among colleagues, clients, and the court. In conjunction with the ABA Section of Labor and Employment Law, this program will introduce the Commission's new guidelines for effective sex-based harassment policies and training and will provide practical advice useful to all lawyers in their roles as advocate and partner.

Speakers: Stephen F. Anderson, Anderson-davis, Inc., Centennial, Colorado; Darci E. Burrell, Boxer & Gerson, Oakland, California; Jennifer L. Sabourin, Miller Canfield, Detroit, Michigan; Patricia C. Slovak, Schiff Hardin, Chicago, Illinois

Moderator: Jana Howard Carey, Annapolis, Maryland

Primary Sponsor: Section of Labor and Employment Law Additional Sponsor: Commission on Women in the Profession

FEATURED COMMISSION ON WOMEN PUBLICATIONS

NEW! Sex-Based Harassment: Workplace Policies for the Legal Profession, Second Edition

This newly-updated second edition is the product of a joint effort of the ABA Commission on Women in the Profession and the Section of Labor and Employment Law, whose members drafted the revised text. Sexual harassment remains a prevalent issue in the legal profession despite the creation of sexual harassment policies by the majority of legal employers. Such harassment has serious implications for lawyers and legal employers, resulting in emotional, physical, and social consequences; lost productivity; increased turnover; and impaired reputations. This manual assists legal employers with initiatives to effectively respond to sexbased harassment. Topics covered include formulating and implementing harassment policies, essential elements of such policies, responses to complaints of sex-based harassment, resolving the complaint, maintaining written records of complaints, and education and training. Valuable appendix material includes a sample policy and a bibliography.

65 pp. Product code: 4920039. Price: \$34.95 regular/\$29.95 members of Section of Labor & Employment Law.

Visible Invisibility: Women of Color in Law Firms

Why are so few women lawyers of color in law firms? Where do they go when they leave their law firms? What best practices have law firms developed to attract, retain, and advance women lawyers of color? These are just a few of the questions that the Commission explored in a first-of-its-kind, ground-breaking research project. While considerable research has focused specifically on women lawyers and on lawyers of color, there has been no comprehensive study specifically about women lawyers of color – until now. *Visible Invisibility: Women of Color in Law Firms* contains the findings of the Women of Color Research Initiative, plus recommendations and best practices. The executive summary is available for download at no cost on the Commission's web site at www.abanet.org/women.

Final Report: 88 pp. 8 ½ x 11. Product code: 4920037. Price: \$49.95 regular.

To order all Commission publications, call 1-800-285-2221 or visit www.ababooks.org.

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:

- ➤ 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 such as Senator Hillary Clinton and Janet Reno
- 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 the Commission on Women's web site at www.abanet.org/women.

RESOLUTIONS

Below is a partial list of resolutions that will go before the ABA House of Delegates in San Francisco 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."

104A COMMISSION ON YOUTH AT RISK COMMISSION ON HOMELESSNESS AND POVERTY SECTION OF FAMILY LAW

Encourages bar associations, judges and attorneys to lead and promote efforts to create comprehensive support and services for youth who "age out" of foster care ("transitioning youth") and other former foster youth until at least age 21, and urges amendment of applicable law, and court and child welfare practices.

104B COMMISSION ON YOUTH AT RISK NATIONAL LESBIAN AND GAY LAW ASSOCIATION COMMISSION ON HOMELESSNESS AND POVERTY COMMISSION ON DOMESTIC VIOLENCE

Encourages measures to promote the permanent placement of lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth in the foster care system in

LGBTQ-friendly homes and that protect LGBTQ youth in the homeless youth and foster care systems from discrimination and violence.

104C COMMISSION ON YOUTH AT RISK COMMISSION ON HOMELESSNESS AND POVERTY

Encourages jurisdictions to pass laws that require the provision of evidence-based precourt diversion and early intervention services for youth who are alleged to have committed status offenses, such as truancy, ungovernability or running away and supports the use of in-home or community-based services as an alternative to secure detention.

107 COMMISSION ON HOMELESSNESS AND POVERTY COMMISSION ON DOMESTIC VIOLENCE COMMISSION ON MENTAL AND PHYSICAL DISABILITY LAW COMMISSION ON YOUTH AT RISK

Urges Congress to amend Title X, Part C of the McKinney-Vento Homeless Assistance Act to clarify that the Act applies to all children and youth in foster care and to significantly increase funding to support the school stability, enrollment, attendance, and success of all eligible children and youth.

COMMISSION ON DOMESTIC VIOLENCE COMMISSION ON IMMIGRATION GENERAL PRACTICE, SOLO AND SMALL FIRM DIVISION TORT TRIAL AND INSURANCE PRACTICE SECTION NATIONAL LEGAL AID AND DEFENDER ASSOCIATION COMMISSION ON HOMELESSNESS AND POVERTY

Adopts the black letter *Standards of Practice for Attorneys Representing Victims of Domestic Violence, Sexual Assault and Stalking in Civil Protection Order Cases*, including the preface, dated August 2007.

TASK FORCE ON INTERNATIONAL RULE OF LAW SYMPOSIA SECTION OF HEALTH LAW COMMISSION ON WOMEN IN THE PROFESSION RULE OF LAW INITIATIVE CRIMINAL JUSTICE SECTION

Urges Congress to pass legislation that strengthens protection and assistance for victims of trafficking in persons, both citizens and non-citizens, and encourages bar associations to engage members of the legal profession in raising awareness of trafficking in persons in their communities and in providing pro bono legal services to victims of trafficking.

112 SECTION OF FAMILY LAW

Approves the *Model Act Governing Assisted Reproductive Technology* dated August 2007, as appropriate legislation and recommends consideration and adoption of the Model Act by states and territories.

STANDING COMMITTEE ON PUBLIC EDUCATION COMMISSION ON CIVIC EDUCATION & SEPARATION OF POWERS Urges amendment of the No Child Left Behind Act to ensure that all students experience high quality civic learning.

2007 ABA ANNUAL MEETING PROGRAMS OF INTEREST TO WOMEN

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

Thursday, August 9, 2007

8:30 a.m. to 10:00 a.m., Room 2020, 2nd Floor, Moscone Center West Minority Lawyers: Breaking the Glass Ceiling of Bar Association Leadership – How, Where, and Why Efforts to diversify the legal profession have seen increasing attention by mainstream bar

associations – and their substantive law sections and committees – to recruit and retain minority lawyers as members. Recent years have seen more mainstream bar associations install their first minority president. Does this mean that the glass ceiling to mainstream bar leadership has been shattered or simply that a few token minorities have scaled the heights? Join us as we explore: How can more minority lawyers become leaders in mainstream bar associations? Where can minority lawyers have the most influence in mainstream bar leadership? Why should minority lawyers want to be leaders in mainstream bar association?

Moderator: Benes Z. Aldana, Seattle, Washington

Speakers: Fred W. Alvarez, Palo Alto, California; Manjot Dhanjal, London England; Alan

Olson, Des Moines, Iowa; Kenneth G. Standard, New York, New York

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

Friday, August 10, 2007

	8:00 a.m. to 10:00 a.m., Nikko Ballroom I, 3 rd Floor, Nikko
V	Women and Minorities Professional Development Breakfast Program: Why Do Minority and
	Women Lawyers Leave Law Firms and How Do We Reverse the Movement?
	Speakers: Carl G. Cooper, Pittsburgh Pennsylvania; Patricia K. Gillette, San Francisco,
	California
	Primary Sponsor: Section of Intellectual Property Law

8:30 a.m. to 10:00 a.m., Room 2004, 2nd Floor, Moscone Center West Talking About Race

This session addresses how to discuss issues of race and ethnicity in your law firm, corporate

legal department or law school admissions committee. Chief diversity officers and others leading the dialogue on racial issues within the legal profession address the following:

- 1) Does your firm need a chief diversity officer?
- 2) How do you talk about race in a positive fashion without triggering fears of lowering standards?
- 3) How do you avoid creating a backlash while positively using a race conscious lens?
- 4) Is the dialogue different when you are talking about race in a global environment?

Moderator: Sharon E. Jones, Chicago, Illinois

Speakers: Carl G. Cooper, Pittsburgh, Pennsylvania; Jeff Gearhart, Bentonville, Arkansas;

Pauline E. Higgins, Houston, Texas; Stanley B. Stall Worth, Chicago, Illinois Primary Sponsor: Commission on Racial & Ethnic Diversity in the Profession

12:30 p.m. to 5:00 p. m., Golden Gate University School of Law, 536 Mission Street
Achieving a Diverse Judiciary

This program will bring together judges, lawyers and others interested in increasing diversity in the judiciary. Speakers will address difficult and complex issues confronted by lawyers of color, gays and lesbians who aspire to become judges at all levels of the judiciary through both the election and appointment process. The program will open with a plenary session followed by breakout sessions for federal trial/appellate courts including bankruptcy and magistrates; state trial and appellate courts; state and federal administrative courts; military courts; tribal courts and one solely for California courts. Breakout sessions will allow direct exchange among participants and provide insightful information regarding judicial selection.

Primary Sponsor: Judicial Division

2:00 p.m. to 3:30 p.m., Room 2008, 2nd Floor, Moscone Center West

What Women (In-House Counsel) Want

A panel of highly successful in-house counsel from top national corporations discuss the elements that have led to career success, and answer questions always on the law firms' minds—what do you want from your outside counsel? Lower costs? Better client service and responsiveness? Diversity? Better technology, to address e-discovery and other needs? Hear these answers and ask your questions.

Speakers: Marty Africa, Partner, Executive and Board Search, Hodge/Niederer/Cariani; Andrea Hartley, Partner, Akerman Senterfitt; Deborah Hayes, Associate General Counsel, Volvo Financial Services; Marie Oh Huber, Associate G.C. of Agilent Technologies; Ramona Romero, Managing Counsel - Operations and Partnering, DuPont; Vanessa Washington, G.C. of the Bank of the West

ABA Women Rainmakers reception to follow immediately (Room 2000) - Sponsored by Mintz Levin P.C.

Primary Sponsor: Law Practice Management Section

2:30 p.m. to 4:00 p.m., Golden Gate Hall C1, B2 Level, San Francisco Marriott

Contemporary Issues in Assisted Reproduction

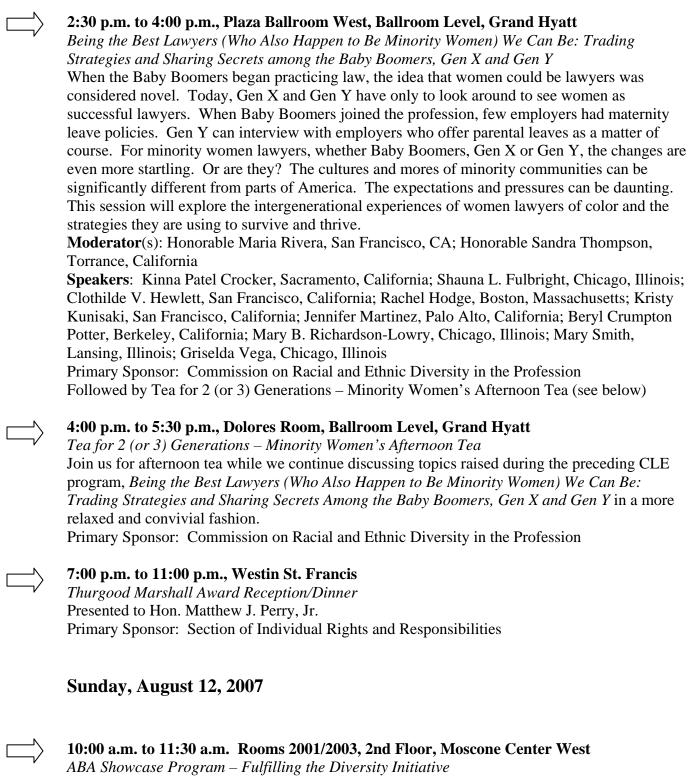
This program will educate attendees on significant issues relating to the increase of assisted reproduction to procreate children. These issues are among those raised by the proposed Model Code on Assisted Reproductive Technologies —approved by the Family Law Council in February 2007—and which lawyers are increasingly encountering in their practices in domestic relations, estate planning, torts, medical liability, insurance and other fields of practice. Among the topics to be covered are the need for mental health counseling, donation or transfer of unused embryos, resolution of divorce disputes over embryo disposition, parentage of children conceived by these technologies, posthumous conception, compensation of gametes or embryo donors, commercialization of embryo provision, health insurance and damages.

Speakers: Nidhi Desai, Chicago, Illinois; Nanette Elster, Chicago, Illinois; Charles P. Kindregan, Jr., Boston, Massachusetts; Steve H. Snyder, Maple Grove, Minnesota; Elizabeth Swire Falker, New Rochelle, New York; Bruce Wilder, M.D., J.D., Pittsburgh, Pennsylvania Primary Sponsor: Section of Family Law

$\qquad \qquad \Box \rangle$	4:00 p.m. to 5:00 p.m., Room 2000, 2nd Floor, Moscone Center West <i>ABA Women Rainmakers Networking Reception Sponsored by Mintz Levin, P.C.</i> Primary Sponsor: Law Practice Management Section
	Saturday, August 11, 2007
	8:30 a.m. to 10:00 a.m., Room 2022, 2 nd Floor, Moscone Center West Families, Culture, and the Law Ours is an increasingly multicultural society. Consequently, when family circumstances or domestic situations result in legal proceedings or intervention, justice can become a more nebulous concept when cultural norms, expectations, standards and values that differ from the society's dominant culture come into play. For lawyers involved in such matters, the intersection of culture and law can prove especially challenging. This program will explore the intersection of families, culture and the law and look at questions such as: What kinds of cultural conflict issues do lawyers need to be aware of and ready to recognize? What are the most effective strategies for addressing cultural conflicts when they arise in family law matters? What kinds of community resources are available to assist lawyers representing parties in matters with cultural overtones? Speakers: Margaret K. Masunaga, Deputy Corporation Counsel, County of Hawaii, Office of the Corporation Counsel, Kealakekua, Hawaii; Poonam Bhari, Barrister, Chambers of John Foy QC, London, England; Griselda Vega, Consultant, Chicago, Illinois Primary Sponsor: Commission on Racial and Ethnic Diversity in the Profession
	 9:00 a.m. to 11:00 a.m., Grand Ballroom Lounge, Grand Ballroom Level, Fairmont Women on Boards: Setting the Stage This program will discuss ways to encourage more women to become active on boards of directors for all types of organizations and the risks and benefits of serving on boards of directors. Speakers: Lissa Broome, Chapel Hill, North Carolina; Mary Ellen Herringer, Piedmont, California Chair: Doneene Keemer Damon, Wilmington, Delaware Primary Sponsor: Section of Business Law
	10:00 a.m. to 12:00 p.m. Presidio Suite, Lobby Level, Four Seasons Mentoring Programs, Mom, Dad and Apple Pie Whether you have a formal mentoring program in place or are wrangling with reviving or developing one, you know that many of today's top associates look closely at the training and development resources that a firm provides. An effective mentoring program for new recruits and lateral hires is an essential piece of the pie, but not a piece of cake to launch or sustain. Join our panel and audience as Kathy Morris, founding former director of the ABA-CLE Career

Resource Center and faculty member of ALI-ABA's Adult Learning Study, discusses this hot topic with leaders in the profession who have and have not discovered what makes a mentoring program successful to attract, develop, and retain associate talent.

Primary Sponsor: Center for Continuing Legal Education



Diversity is more than a buzz word; it's a best practice initiative. Firms engaging a diverse workforce are better able to demonstrate nimble competencies in order to manage a plethora of issues that arise from a client market that itself is becoming more diverse. Adopting diversity as a business initiative means more than just recruiting diverse talent. Retention of such talent is just as critical for a firm to receive a return on its investment in the diversity initiative. Attention must be given to developing and implementing programs that encourage the inclusion of diverse

talent in every area and level of the work environment. In this session, learn about the benefits

and challenges of diversity in the workplace from the perspective of those in the legal community who have adopted diversity as a business initiative and a best practice necessity. Panelists: Paulette Brown, Partner, Edwards Angell Palmer & Dodge, Short Hills, New Jersey; Arthur Chong, Executive Vice President and Chief Legal Officer, Safeco, Seattle, Washington; William Drexel, Senior Vice President, General Counsel, AT&T West, San Ramon, California; Ned Isokawa, Partner, Paul Hastings, San Francisco, California; Anton Mack, Managing Director of Diversity and Global Talent, Paul Hastings, Los Angeles, California; Tommi Shi, Corporate Development and Transformation Officer, Mercedes Benz-USA, Montvale, New Jersey

Moderator: Joan Bullock, Professor of Law, Florida A&M University College of Law, Orlando, Florida

Primary Sponsor: Law Practice Management Section



2:00 p.m. to 5:00 p.m. Farallon Room, Ballroom Level, Grand Hyatt

ABA House of Delegates Minority Caucus Meeting

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



COMMISSION ON WOMEN IN THE PROFESSION 312 North Clark Street ~ Chicago, Illinois 60610 P: 312/988-5715 ~ F: 312/988-5790 www.abanet.org/women