

WOMEN'S CAUCUS
SATURDAY, AUGUST 9, 2008, 2:00PM – 3:30PM
SHERATON NEW YORK, NEW YORK BALLROOM WEST, THIRD FLOOR

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.

The following pages contain a partial listing of programs and events scheduled for this year's Annual 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.

✂ _____

WOMEN'S CAUCUS ~ RESPONSE FORM

There is no cost to attend – Beverages will be served.

Please complete the form below and fax it to the Commission by July 31, 2008 if you plan to join us!

Name _____

Firm/Organization _____

Address _____

City, State, Zip _____

Phone: _____ Fax: _____ Email: _____

E-mail Address: _____

- Yes, I will attend the Women's Caucus on Saturday, August 9, 2008.
- No, I will not be able to attend, but add me to the Caucus e-mail list.

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

COMMISSION ON WOMEN ANNUAL MEETING EVENTS

Wednesday, August 6, 2008

8:00 p.m., The Palace Theater, 1564 Broadway (at 47th Street)

Legally Blonde The Musical

Broadway Theater Event

Tickets: \$86.50 – save \$35 off the regular price of \$121.50

Valid: August 6 - August 10, 2008

Performances: Wednesday at 2 & 8, Thursday at 8, Friday at 8, Saturday at 2, Sunday at 2 & 7

After the performance Wednesday night, stay for an exclusive talk back with cast members of *Legally Blonde The Musical*.

To take advantage of this special offer:

1. Visit www.ticketmaster.com - and mention code ABACOM.
2. Call 212-947-8844 - and mention code ABACOM.
3. Visit the Palace Theatre box office at 1564 Broadway with a printout of this offer.

Thursday, August 7, 2008

8:30 a.m. to 5:15 p.m., CLE Center, Nassau and Madison Suites, Hilton New York

Day of Equality

CLE Sessions – Throughout the day, at the Hilton New York, CLE Center, you can attend CLE programs focusing on issues relevant to women lawyers sponsored by a wide variety of ABA entities. Topics include Leadership: The Last Frontier; First Chair: Trying Intellectual Property Cases; Diversity in the National and Homeland Security Field; Women in Criminal Law and the Criminal Justice Section; Maternal Wall Bias and Family Responsibility; 7 Habits of Highly Successful Women in the Industry; Pathways to Employment in International Law; and Women on the Bench: Looking Back, Looking Forward.

12:15 p.m. to 1:45 p.m., West Ballroom, 3rd Floor, Hilton New York

Day of Equality Lunch – Gender Diversity: Not Just a Woman's Issue

The advancement and retention of women in the profession is a topic often discussed among women and by women's groups. At times women's most effective allies and mentors are men in the profession. What is the view of those men who support and counsel women in the progression of their careers and who work to break down barriers? Join us for a lunch conversation with male leaders of the legal profession who will discuss what they have done to advance women in the profession and why gender equity matters to everyone.

Price: \$40 per person – To purchase tickets, contact Beverly Henderson at 312-988-5668 or BHenderson2@staff.abanet.org.

5:30 p.m. to 7:00 p.m., West Ballroom, 3rd Floor, Hilton New York

Equality Reception

The Equalitea is a tea/rally/reception that concludes the Day of Equality by bringing together hundreds of people for celebration and inspiration. It will celebrate all the Commission on Women has accomplished in the past 20 years, highlight and thank the CLE program participants, and issue a call to action regarding the work that still needs to be done to achieve full equality in the profession.

There is no charge to attend, but you must have a ticket in order to enter. Contact Beverly Henderson at 312-988-5668 or BHenderson2@staff.abanet.org.

Saturday, August 9, 2008

1:00 p.m. to 2:30 p.m., The Palm Room, 18th Floor, Waldorf=Astoria

From Visible Invisibility to Visibly Successful: Success Strategies for Women of Color in Law Firms

Join our panel discussion for a thought-provoking, action-oriented dialogue on what it will take to change the numbers and move toward real diversity in law firms. Drawing on content presented within the Commission on Women in the Profession's new report, *From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms*, this program will be an interactive discussion with a specific focus on what it will take to increase the success of women of color in law firms across the country. The new report is the follow-up publication to the Commission's *Visible Invisibility: Women of Color in Law Firms* (2006), the groundbreaking national study that explored the intersectionality of race and gender in law firms.

Sunday, August 10, 2008

11:30 a.m. to 1:30 p.m., Metropolitan Ballroom, Sheraton New York Hotel & Towers

Margaret Brent Women Lawyers of Achievement Awards Luncheon

Join the Commission as it celebrates the 18th Annual Award Luncheon to recognize and honor 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:

- **Hon. Ruth Cooper Burg**, Judge (Retired), Armed Services Board of Contract Appeals, Washington, DC
- **Roberta Karmel**, Centennial Professor of Law, Brooklyn Law School, New York, NY
- **Colonel Linda Strite Murnane**, USAF (Retired), Senior Legal Officer, International Criminal Tribunal for the Former Yugoslavia, The Hague, The Netherlands
- **Mary Jo White**, Partner, Debevoise & Plimpton, LLP, New York, NY
- **Hon. Ann Claire Williams**, Circuit Judge, U.S. Court of Appeals for the Seventh Circuit, Chicago, IL
- **Special Award: Sarah Weddington**, Adjunct Professor, University of Texas at Austin, Austin, TX

Individual tickets may be available on the day of the event on a limited basis. Questions: Contact Beverly Henderson at 312-988-5668 or BHenderson2@staff.abanet.org.

COMMISSION ON WOMEN PUBLICATIONS

FEATURED PUBLICATIONS – ORDER ONLINE AT www.ababooks.org

NEW - COMING IN AUGUST, 2008! *Fair Measure: Toward Effective Attorney Evaluations, Second Edition*

This is the second edition of the book originally published in 1997. The book 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.

NEW! *From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firm*

This is the follow-up publication to *Visible Invisibility: Women of Color in Law Firms* (2006), the groundbreaking national study by the ABA Commission on Women in the Profession. This report is the result of information, insights, and advice gathered from 28 women of color partners in national law firms and examines law firm practices that contributed to their success. Download the report (PDF) at no cost at www.abanet.org/women/woc/wocinitiative.html.

NEW – COMING IN FALL, 2008! *Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys*

This book is a follow-up to the popular volume, *Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That*, published in 2000. It offers letters outlining various roadmaps for success in the legal profession as a minority woman attorney. You'll read letters from women in various roles in a wide range of work environments. Each chapter concludes with a collection of tips for success from these distinguished women.

Perspectives Magazine – For and About Women Lawyers

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:

- 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.

RESOLUTIONS

Below is a partial list of resolutions of particular interest to women that will go before the ABA House of Delegates in New York City. For a complete list of resolutions, visit www.abanet.org/leadership/2008/annual/docs/SummaryofRecommendations.doc.

[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.”

[102](#)

CENTER FOR HUMAN RIGHTS

Supports international adoption as an integral part of a comprehensive child welfare strategy to address the worldwide problem of children without permanent homes and supports policies that make the process of international adoption more timely, less costly and less burdensome, while ensuring that international adoption practices are ethical and legal.

[107](#)

COMMISSION ON YOUTH AT RISK

CRIMINAL JUSTICE SECTION

SECTION OF STATE AND LOCAL GOVERNMENT LAW

COMMISSION ON DOMESTIC VIOLENCE

Urges Congress to change laws to broaden federal review of the disproportionate representation of racial and ethnic minority children in the child welfare system and require and fund states to track, report, analyze and take and report on corrective action.

[109](#)

COMMISSION ON DOMESTIC VIOLENCE

COMMISSION ON IMMIGRATION

Urges federal, state, local, territorial and tribal governments to adopt legislation and appropriate funding to strengthen protection and assistance for victims of gender-based violence within the United States and abroad and urges Congress to enact and fund the International Violence Against Women Act of 2007 or similar legislation.

[118](#)

STANDING COMMITTEE ON FEDERAL JUDICIAL IMPROVEMENTS

SECTION OF LITIGATION

SECTION OF ANTITRUST LAW

NATIONAL CONFERENCE OF FEDERAL TRIAL JUDGES

NATIONAL CONFERENCE OF STATE TRIAL JUDGES

STANDING COMMITTEE ON JUDICIAL INDEPENDENCE

SECTION OF STATE AND LOCAL GOVERNMENT LAW

NATIONAL LESBIAN AND GAY LAW ASSOCIATION

COALITION FOR JUSTICE

AMERICAN JUDICATURE SOCIETY

COMMISSION ON SEXUAL ORIENTATION AND GENDER IDENTITY

NATIONAL CONFERENCE OF WOMEN’S BAR ASSOCIATIONS

SECTION OF LABOR AND EMPLOYMENT LAW

CENTER FOR RACIAL AND ETHNIC DIVERSITY

SECTION OF INTELLECTUAL PROPERTY LAW

JUDICIAL DIVISION

COMMISSION ON WOMEN IN THE PROFESSION

Encourages Senators in each state to jointly establish bipartisan commissions to evaluate the qualifications of prospective candidates for nomination to the U.S. district and courts of appeals and to recommend possible nominees whom their Senators might suggest for the President’s consideration.

2008 ANNUAL MEETING PROGRAMS OF INTEREST TO WOMEN

Thursday, August 7, 2008

10:00 a.m. to 12:00 p.m., Marquis Salon A, 9th Floor, Marriott Marquis

Dangerous Intersection: Intimate Partner Sexual Abuse as Domestic Violence: What Judges, Lawyers, and Victim Advocates Need to Know

The program points to the hidden aspects of intimate partner sexual assault and the complex challenges it presents while protecting the victim and her children while insuring due process for the accused. The program is sponsored by Legal Momentum

Primary Sponsor: Coalition for Justice

2:00 p.m. to 3:30 p.m., Clinton Suite, 2nd Floor, Hilton New York

"In the Heights" of the ABA-Finding Your Community and Home in the ABA; What Minority Lawyers Need to Know (and Why)

Like the vibrant and tight-knit Washington Heights community portrayed by "In the Heights," the ABA can sometimes seem to be a small, closely knit, even insular group of lawyers. That's great if you are part of the group, but what happens when you just live in the area, and don't know the neighbors? Too often, minority lawyers in the ABA feel like they are on the outside, looking in. They may not realize how desperately the ABA community wants them to join in! And the result is that there are too many minority lawyers who are missing out on great opportunities to be speakers, to publish articles, to find mentors, to showcase leadership abilities, and to enjoy the camaraderie of a diverse group of peers. Learn from minority lawyers who have figured out how to navigate the ABA so as to maximize the benefits of their ABA membership!

Primary Sponsor: Center for Racial and Ethnic Diversity

3:45 p.m. to 5:15 p.m., Petit Trianon, 3rd Floor, Hilton New York

The Last Thing Hanging in the Closet: Legal Assistance for Lesbian, Gay, Bisexual, and Transgender Domestic Violence Victims

Do victims of domestic violence in lesbian, gay, bisexual, and transgender relationships have different legal needs than heterosexual victims? What legal services and remedies are available to these victims? This presentation will address domestic violence in LGBT relationships and communities, specifically focusing on the unique legal needs of these victims as under served populations. The presentation will include expertise and materials developed by ABA Enterprise Fund Project partners the Section on Individual Rights and Responsibilities, Commission on Domestic Violence, and Criminal Justice Section.

Primary Sponsor: Section of Individual Rights and Responsibilities

3:45 p.m. to 5:15 p.m., Mercury Ballroom, 3rd Floor, Hilton New York

Keep Elevating Your Game: Lawyers of Color Harnessing Power

Lawyers of color who have ascended to positions of influence and prestige will explore their pathways to power—examining the challenges and obstacles they faced, and candidly discussing choices that were critical to achieving powerful, influential positions in the profession. Attendees will gain tools to develop effective strategies and tactics to elevate their careers.

Primary Sponsor: Section of Litigation

Friday, August 8, 2008

7:00 a.m. to 8:15 a.m., Lincoln East, 2nd Floor, Jumeirah Essex House

Shattering the Glass Ceiling—Are Women’s Initiatives the Hammer?

Primary Sponsor: Section of Litigation, Woman Advocate Committee

8:30 a.m. to 10:00 a.m., CLE Center, Morgan Suite, 2nd Floor, Hilton New York

Solo Day - Takin’ It to The House: The Law Firm As Business – Fundamentals of Organizing and Setting Up Your Firm’s Structure and Operation

This program will address need-to-know issues in the establishment of a law firm or practice including: choice of organizational form (professional corporation, PLLC, sole proprietorship, etc.), setting up partnership and equity structure, valuing the practice, making or taking in new partners, retirement or withdrawal from the firm. Other topics will include the law firm as an employer and legal and managerial concerns arising from that relationship and setting up pension and profit sharing plans.

Primary Sponsor: General Practice, Solo and Small Firm Division

8:30 a.m. to 10:00 a.m., Sutton Parlor South, 2nd Floor, Hilton New York

How Judges Think: Rule of Law, or Rule of Man?

The *New York Times* runaway bestselling book by Dr. Jerome Groopman, *How Doctors Think*, demonstrates how cognitive errors can distort physicians’ diagnostic processes, leading to faulty diagnoses. Are judges’ rulings any different? In this engaging program, the audience will use hand-held devices to “vote” on various fact patterns, indicating how they would “judge” each case. Panelists will then explain how the cognitive phenomena illustrated by the hypothetical distort judicial decision making, and what can be done to prevent it. The “take-away”? Even (seemingly) rigorous legal analysis may be tainted by logical fallacies and biases, which can be outcome-determinative. And, although judges aspire to “the rule of law,” cognitive errors affecting judges’ decisions may sometimes result in “the rule of man.” Dr. Groopman will be signing copies of his award-winning book, *How Doctors Think*, following the program. Copies of the book will be available for purchase.

Primary Sponsor: Judicial Division

9:30 a.m. to 11:00 a.m., Orrick, Herrington & Sutcliffe LLP, New York

An Application of International Human Rights Principles in U.S. Violence Against Women Litigation

International human rights legal principles may be used persuasively in domestic violence cases in U.S. state courts. This panel, moderated by Judge Pamela Brown, Chair of the ABA Commission on Domestic Violence, will provide examples of effective advocacy on behalf of victims of domestic violence and others using international human rights principles in U.S. courts. Panelists include Jessica Lenahan (formerly Gonzales), a domestic violence survivor from Colorado whose case was brought in 2006 to the U.S. Supreme Court, which found that she had no federal claim against the police for the death of her three children when local police failed to enforce a restraining order against her estranged husband. Ms. Lenahan’s counsel before the Inter-American Human Rights Commission on Human Rights, Caroline Bettinger-Lopez, will discuss the anticipated decision in her case and its application in U.S. courts.

Primary Sponsor: Commission on Domestic Violence

5:00 p.m. to 6:00 p.m., Astor Salon, 3rd Floor, Waldorf=Astoria

ABA Women Rainmakers Reception

In conjunction with the ABA Commission on Women in the Profession, National Association of Women Judges, National Association of Women Lawyers, and National Conference of Women’s Bar Associations

Saturday, August 9, 2008

9:00 a.m. to 10:30 a.m., Chelsea, Empire Complex, 7th Floor, Marriott Marquis

Maze of Injustice: The Failure to Protect Indigenous Women from Sexual Violence in the USA

What if there were places in the United States of America where the Rule of Law only applied to certain individuals or did not exist? A place where, before a sexual assault prosecution could be initiated, the prosecutor asked “How bad is the crime, what color are the victims and what color are the defendants?” What if there were places where one out of every three Native women can expect to be raped in their lifetime? Or where rapists had little, if any, fear of apprehension, prosecution or incarceration? What if the systems of justice in these places were so compromised that Amnesty International had to issue a report detailing the injustices? There are such places in the United States—Indian country. Please join us for a gripping and shocking program exposing injustices against Native women.

Primary Sponsor: Judicial Division

9:00 a.m. to Noon, Norse Suite, 18th Floor, Waldorf=Astoria

Pipeline Diversity Roundtable: Plumbing the Diversity Pipeline to the Legal Profession

The Pipeline to the Profession is on everyone’s lips; but what do we mean when we say this? Plumbing the Diversity Pipeline to the Legal Profession discusses this important issue and explores what is happening to expand diversity among students in the pipeline to the legal profession. The roundtable will highlight effective strategies for building pipeline projects and programs, with illustrations from successful projects, and present metrics for measuring and defining success. Participants also will discuss how individuals and organizations can get involved in plugging the leaks along the pipeline.

Primary Sponsor: Presidential Advisory Council on Diversity in the Profession

10:15 a.m. to 11:15 a.m., Conrad Suite, 4th Floor, Waldorf=Astoria

Fair Measure: Toward Effective Attorney Evaluations

Is your attorney evaluation process really unbiased? Do you need help making it more objective? This panel will provide a guide to implement and conduct an evaluation program with unbiased evaluations and will discuss raising evaluators’ consciousness of the various ways that gender bias can impact performance reviews. The panel will also discuss sample checklists and evaluation forms. Although the panel’s discussion will be generally geared to gender bias in evaluating attorneys, it can be universally applied to other under-represented groups and other professionals.

Primary Sponsor: Section of Labor and Employment Law

2:00 p.m. to 3:30 p.m., Conference Room L, Executive Conference Center, Sheraton New York

“When in Rome...?” Cross-Cultural Issues in the Courts

What does “the rule of law” mean in today’s multi-cultural society? In a growing number of cases, immigrants are pleading “the cultural defense,” invoking the customs of their homelands to explain their actions. Even when it is not raised per se, culture plays a role in many cases—civil, as well as criminal. In this highly interactive presentation, audience members will use hand-held technology to “vote” on the outcome of vignettes drawn from controversial, real-life cases presented by an inter-disciplinary panel of the nation’s leading cross-cultural experts. Does the adage that “all men are presumed to know the law” apply to recent immigrants? Should immigrants be held to the same standards as everyone else, on the theory of “When in Rome . . .”? You be the judge! Professor Renteln will be signing copies of her award-winning book, *The Cultural Defense*, following the program. Copies of her book will be available for purchase.

Primary Sponsor: Section of International Law

2:00 p.m. to 3:30 p.m., Conference Room D, Sheraton New York

Winning the War for Talent - Mentoring/Coaching as a Strategy

Attracting and retaining the best people requires a firm to invest in developing lawyers talents. Panelists on this program will outline the major elements that go into successful mentoring/coaching programs that should help law firms strengthen their own one-on-one training initiatives.

Primary Sponsor: Law Practice Management Section

2:00 p.m. to 3:30 p.m., Sutton Parlor South, 2nd Floor, Hilton New York

Harnessing the Winds of Change to Bring Balance and Meaning to the Workplace

Whether caused by the emergence of the Millennial generation, the 24/7 demands of law as a business or the electronic age, the traditional law firm model is outdated and in need of restructuring. This program will explore creative solutions—focusing on the innovative Great Law Firm Project—designed to return meaning and balance to our profession.

Primary Sponsor: Section of Litigation

2:30 p.m. to 4:00 p.m., Palm Room, 18th Floor, Waldorf=Astoria

Being “Wicked”

Like the heroines in the popular Broadway musical, "Wicked", minority women lawyers today need to take charge of their own professional development if they wish to achieve success in both their professional and personal lives. But what are the professional development needs of a minority woman lawyer? Do they differ depending upon practice setting or generation? How do they differ from the needs of lawyers who are men or who are white women? How does a minority woman lawyer take charge of her professional development within the constraints of societal stereotypes and our own minority cultures? What is the role of mentoring in professional development? How is it done well (and poorly)? Does cross-gender/cross-cultural mentoring work?

Primary Sponsor: Commission on Racial and Ethnic Diversity

4:00 p.m. to 5:30 p.m., Marco Polo, Lobby Level, Waldorf=Astoria

Tea for Two (or Three) Generations – Minority Women’s Afternoon Tea

Join the Commission on Racial and Ethnic Diversity in the Profession for afternoon tea while we continue discussing topics raised during the preceding CLE program, “Being ‘Wicked’?” in a more relaxed and convivial fashion.

Primary Sponsor: Commission on Racial and Ethnic Diversity

7:00 p.m. to 11:00 p.m., Grand Ballroom Foyer, 3rd Floor, Hilton New York

Thurgood Marshall Award Reception/Dinner

Presented to Hon. Nancy Gertner

Primary Sponsor: Section of Individual Rights and Responsibilities



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