



# NAWL NEWS

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National Association of Women Lawyers®  
The voice of women in the law.

April, 2006

Welcome to NAWL News! This is a free newsletter, and we encourage you to pass it on to others who would be interested. To unsubscribe, please hit "reply" and put "unsubscribe" in the subject box.

## Why Do So Few Women Reach the Top of Big Law Firms?

On March 19, 2006, the *New York Times* published an article entitled "Why Do So Few Women Reach the Top of Big Law Firms?" The article noted the discrepancy between the number of women law school graduates and the number of women attorneys who reach the top of their profession, highlighting what NAWL refers to as the "50-15-15" problem, whereby women comprise 50% of law students, but only 15% of law firm partners and chief legal officers.

"NAWL is aware of these issues, and has responded by steadily taking steps to train and empower women," said Lisa Horowitz of McDermott Will & Emery LLP, who serves as National Program Chair for NAWL. NAWL helps prepare women attorneys for leadership roles by running workshops on networking, navigating politics in the workplace, goal-setting, negotiating, and public speaking. "I believe we are the only organization in the country with this focus," said Jessie K. Liu, NAWL's incoming president-elect. "Our programs seek to help women attorneys develop and hone the skills they need to succeed in the law. We look forward to the day when women and men are equally successful at the highest levels of legal practice." Liu referenced an earlier *New York Times* column by David Brooks, which stated, "This year, 133 women will graduate from college for every 100 men. . . . One thing is for sure: in 30 years the notion that we live in an oppressive patriarchy that discriminates against women will be regarded as a quaint anachronism."

**On the International Front:** The NAWL International Committee has written letters to the following United Nations Security Council representatives, urging the nomination of a woman as the next Secretary General of the United Nations:

Ambassador John Bolton  
Ambassador Cesar Fernando Mayoral  
Ambassador Wang Guangya  
Ambassador Jean-Marc de la Sabliere  
Ambassador Andrei Denisov

Ambassador Sir Emir Jones Parry  
Ambassador Basile Ikouebe  
Ambassador Ellen Margrethe Loj  
Ambassador Nana Effah-Apenteng  
Ambassador Admantios Th. Vassilakis  
Ambassador Kenzo Oshima  
Ambassador Oswaldo de Rivero  
Ambassador Nassir Abdulaziz al-Nassar  
Ambassador Peter Burian  
Ambassador Dr. Augustine P. Mahiga

Stated in the letter was the fact that discrimination against women violates international treaties and practices, and that in the sixty years the UN has been in force, no woman has held the position of Secretary General. Additionally, the letter reminded the recipients that the Beijing Declaration and Platform for Action calls for increasing the number of women in leadership posts, specifically in positions at the UN. We hope that the voice of NAWL will help to make a difference.

## **A Woman At the Top!**

NAWL member Lorelie S. Masters has been nominated President-Elect of the Women's Bar Association of the District of Columbia (WBA). She will assume that post at the WBA's Annual Awards Dinner on May 16, 2006, at the National Building Museum in Washington, DC. Lorie will become President of the WBA in May 2007. Lorie has served as Co-Chair of NAWL's Amicus Committee since 2004. Since that time, NAWL filed in its own right or signed onto 8 amicus briefs in the United States Supreme Court and various state and federal appellate courts. Last term, NAWL signed onto an amicus brief in the Supreme Court in support of Roderick Jackson in his successful appeal in *Jackson v. City of Birmingham*. As petitioner, Mr. Jackson argued that Title IX protects against retaliatory firing. The Supreme Court agreed. With Lorie as NAWL's counsel of record, NAWL also filed its own brief, again in the Supreme Court, in support of petitioner Jessica Gonzales in *Town of Castle Rock v. Gonzales*. Ms. Gonzales argued that she was entitled to proceed against the Town of Castle Rock under 42 USC Section 1983. Although the Court ultimately denied Ms. Gonzales relief, NAWL's arguments about the need for a 1983 cause of action in light of Colorado law on sovereign immunity figured prominently at oral argument. Most recently, NAWL signed on as an amicus curiae in the abortion case argued this term, *Ayotte v. Planned Parenthood*. Congratulations, Lorie!

## **Upcoming Events – Check the NAWL Website for Details**

### **SAVE THESE DATES!**

**July 17, 2006 “Up The Down Staircase”**

**Edwards Angell Palmer & Dodge LLP**

**750 Lexington Avenue, New York, NY**

On July 17, from 4:00 to 5:30 p.m. at Edwards Angell Palmer & Dodge LLP, join NAWL for “Up the Down Staircase”, a discussion of why so few women lawyers reach the top of big law firms, led by Timothy O’Brien, the *New York Times* reporter who wrote the March 19, 2006 article of the same title.

**July 18, 2006**

**CLE Program at Edwards Angell Palmer & Dodge LLP**

## **NAWL Annual Meeting & Awards Luncheon at the Waldorf-Astoria, New York City**

**Book your Waldorf reservation NOW to receive a room rate of \$269!**

On July 18, from 9:00 to 11:30 a.m. at Edwards Angell Palmer & Dodge LLP, have breakfast and attend "Effective Partnering Strategies", a discussion with CLE credit on proper roles of inside and outside counsel and related topics. Then at noon at the Waldorf-Astoria, NAWL will host its Annual Awards Luncheon, honoring outstanding lawyers who have advanced women in the profession. Also at the Luncheon, NAWL will install its 2006-2007 Officers of the Executive Board. [Registration is now open!](#)

### **April 19, 2006**

#### **Taking Charge of Your Career: Best Practices for Women Lawyers and Their Firms**

**Millennium Biltmore Hotel, Los Angeles, CA**

**7:45 a.m. to 2:30 p.m.**

NAWL's hallmark career development series moves to the west coast! Plan on joining NAWL for the sixth program in its nationwide series, designed to jump start the process of learning the skills and information needed for career success, leadership roles, and a sense of personal achievement. Learn from the advice of experts who have been put to the test and emerged as leaders in their field of law. [CLICK HERE](#) to view press release of March 6, 2005.

### **April 20, 2006**

#### **Making Rain: Practical Tips for Success**

**Co-Sponsored by the D.C. Bar Law Practice Management, Litigation, and Taxation Sections, and the D.C. Women's Bar Association**

**D.C. Bar Conference Center, B-1 Level, 1250 H Street, NW**

**12:00 p.m. to 2:00 p.m.**

Marketing yourself and your practice is difficult work. Three leading legal professionals in the D.C. market will explore the dos and don'ts for seeking that next client or matter at this Brown Bag Program. Topics will include: external marketing techniques, internal law firm marketing, effective use of large law firm marketing departments, and marketing by women lawyers. Please click [here](#) to view and print the program flyer and registration form.

### **April 25, 2006**

#### **Take Charge of Your Career: Best Practices for Women Attorneys**

**Co-Sponsored with the Minnesota Women Lawyers (MWL)**

**Dorsey & Whitney, 50 South Sixth Street, Suite 1500, Minneapolis, MN**

**7:30 a.m. to 1:30 p.m.**

Please join NAWL and MWL for this continuing legal education program, which is modeled directly after NAWL's hallmark professional development seminar series, designed to advance women in the law by developing the skills needed to achieve and sustain success in the long-term practice of law. "Take Charge of Your Career" is uniquely designed to guide, grow, and encourage women lawyers as well as provide a wonderful networking opportunity. [CLICK HERE](#) for the program agenda and to register.

### **June 8-9, 2006**

**International Bar Association**

### 3rd World Women Lawyers Conference

London, United Kingdom

Click [HERE](#) for more information on IBA Conferences

October 26 and 27, New York City: Back by popular demand! The second annual "General Counsel Institute", a program designed for senior in house counsel. Some panel topics include "What the Board Wants From In House Counsel" and "Representing the Corporation When It Is in Crisis". We have room for 150 in house counsel, so watch the NAWL website for registration details.

Fall, 2006 – Upcoming in Boston, "Taking Charge of Your Career".

Bookmark the NAWL website and check it for details on these events, webcasts, and phone-in conversations!

### NAWL's voice is getting stronger!

The following law firms have become members of NAWL:

Arent Fox PLLC  
Hughes Hubbard & Reed LLP  
Hall Estill Attorneys at Law  
Winston & Strawn

### NAWL Online Career Center

The NAWL Career Center offers its members—and the legal profession at large—an easy-to-use and highly targeted resource for online employment connections.

Both members and non-members can use NAWL Career Center to reach qualified candidates. Employers can post jobs online, search for qualified candidates based on specific job criteria, and create an online resume agent to email qualified candidates daily. They also benefit from online reporting that provides job activity statistics.

For job seekers, NAWL Career Center is a free service that provides access to employers and jobs in the legal profession. In addition to posting their resumes, job seekers can browse and view available jobs based on their criteria and save those jobs for later review if they choose. Job seekers can also create a search agent to provide email notifications of jobs that match their criteria.

Visit the NAWL Career Center at [www.nawl.org](http://www.nawl.org).

*NAWL would like to thank the many firms, bar associations and legal practitioners whose support and assistance has ensured the continued success of the National Directory of Women-Owned Law Firms and Women Lawyers.*

*We are especially grateful to our 2006-2007 Directory Sponsors:*

*Gibson Dunn and Crutcher LLP*

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## Scholarships - IBA Annual Conference, Chicago, 2006, [Jack Batievsky Scholarship](#)

The International Bar Association (IBA), the world's largest international organization of Law Societies, Bar Associations and individual lawyers engaged in transnational law, will hold its 2006 Conference in Chicago from 17-22 September. As one of the largest international legal gatherings in 2006, it will attract approximately 3000 lawyers from more than 90 countries.

This year the Sections of the Legal Practice Division are offering a scholarship to a young lawyer who wishes to participate in the IBA Annual Conference, but is unable to do so owing to financial constraints. The scholarship award for 2006 includes the following:

- Contribution towards registration and travel costs for the IBA Annual Conference, Chicago, 17-22 September 2006;
- Six nights hotel accommodation;
- Two year's free IBA membership including membership of one LPD Committee and one PPID Constituent;
- A waiver of either the next IBA Annual Conference registration fee or the registration fee of one of the chosen committees' specialist conferences in 2007; and
- Free membership of the Scholarship Alumni Group.

For more information about this, please click on <http://www.ibanet.org/legalpractice/Scholarships.cfm>

## Do You Know an Outstanding Law Student?

NAWL is now accepting nominations for Outstanding Law Student Award 2006 from ABA-approved law schools. One student will be nominated by the dean of each school who best represents the criteria listed below.

- Contributes to the advancement of women in society
- Promotes issues and concerns of women in the legal profession
- Exhibits motivation, tenacity and enthusiasm
- Demonstrates academic achievement
- Earns the respect of you and your colleagues

Honorees will be recognized by publication in the *Women Lawyers Journal*<sup>®</sup>, receipt of an Outstanding Student Award, and a one-year honorary membership in the Association, entitling the award winner to participate in the full range of NAWL activities and committees and to receive all publications. The law student will also receive a Certificate of Recognition. For nomination guidelines, please visit [www.nawl.org](http://www.nawl.org).

**RENEW YOUR MEMBERSHIP NOW, and it will be effective through July of 2007, which gives you several months of free membership!**

As always, with deep thanks to:

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