



NAWL NEWS

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

July-August, 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.

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

On July 18, at the Waldorf-Astoria in New York City, NAWL hosted its Annual Awards Luncheon. It was a resounding success, with approximately 1000 people in attendance from the public and private legal sectors. Honorees were Judge Katharine S. Hayden, who received the Arabella Babb Mansfield Award for professional achievement, Wal-Mart Stores, Inc. for its legal department’s diversity initiative, and NAWL’s own Beth L. Kaufman as the NAWL Outstanding Member of the Year. We also swore in our 2006-2007 Executive Board, as follows:

President	Cathy Fleming
President-Elect	Jessie K. Liu
Vice President	Holly English
Recording Secretary	Lisa Horowitz
Corresponding Secretary	Dorian Denburg
Treasurer	Margaret Foster
Treasurer-Elect	Peggy Davis
Immediate Past President	Lorraine Koc
Past President	Stephanie Scharf
Members at Large	Anita Wallace Thomas
	Beth L. Kaufman
	Lisa Gilford
	Deborah Froling
	Kristin Albertson
	Zoe Sanders Nettles

The new president of NAWL, Cathy Fleming, is enthusiastic about the upcoming year. “I am humbled and privileged to be the guardian of this venerable organization which, for more than 100 years, has fought to improve conditions for women and women lawyers,” she commented.

"I am looking forward to a fabulous year. Our annual meeting events in July in New York had more than 1,000 attendees. Membership and sponsorships are at an all time high. Our upcoming programs are already generating enthusiasm and capacity attendance. Our journal continues to provide high quality articles in relevant areas. Our committees have set forth ambitious and inspiring strategic plans for continuing our mission of working for the betterment of women in and under the law.

I encourage each of you to become involved actively. A chorus of voices is always stronger than a solo. My door-or my phone and email - are always open to any of you if you wish to share thoughts, concerns, or ideas. Together, we can continue to be the voice of women in the law."

The NAWL Challenge

Issued at the Annual Awards Luncheon, the NAWL Challenge addresses gender disproportionality in the upper echelons of the legal profession. Recent research indicates that women comprise nearly 50% of incoming law school students, but only 15% of equity partners at law firms, and 15% of chief legal partners. *Therefore, NAWL challenges both law firms and corporations with in-house legal departments to cure this inequity so that by the year 2015, 30% of all equity partners, 30% of all chief legal officers, and 30% of all tenured law faculties are women.*

Immediate Past President Lorraine Koc believes that the NAWL Challenge is the first step to tangible change in law firms and in-house legal departments across the country. "Our goal is to truly own our profession at every level," she said, "and NAWL is prepared and qualified to help women lawyers across the nation do just that."

It also makes good business sense. One of the Big Four accountancy firms provides schedule flexibility, career watching on assignments and business developmental paths that support women professionals. As a result of these initiatives, the firm has saved \$10 million annually, with stronger representation of women at every level.

The NAWL Survey

Following the conventional wisdom that "what gets measured gets done", NAWL has undertaken a comprehensive survey on the retention, promotion and compensation of women lawyers, focusing on the AmLaw 200. The results of this survey should be reported this fall, and will be immensely helpful in measuring the efficacy of the NAWL Challenge.

NAWL's Advocacy for Women

NAWL consistently supports the rights of women throughout the world. The following links bring you to letters written by NAWL to President George W. Bush, Secretary of State Condoleezza Rice and Senator Joseph R. Biden, Jr., regarding the atrocities against women in Darfur. Click [HERE](#) to view letter to President Bush. Click [HERE](#) to view letter to Secretary of State Rice. Click [HERE](#) to view letter to Senator Biden.

Back by Popular Demand – The Women Lawyers General Counsel Institute

October 26-27, 2006

Sofitel Hotel

45 West 44th Street, New York City

Please join NAWL for its second annual *Women Lawyers General Counsel Institute*, targeted to senior

corporate counsel who have the goal of advancing to the role of chief legal officer. The Institute faculty counts a broad array of directors, CEOs and general counsels of major public corporations, professional consultants and search consultants who assist corporations in filling top legal positions. The Institute provides a unique opportunity for corporate lawyers to build top-tier professional and management skills in a supportive and interactive learning environment; and to learn from experienced officers and directors about the points of pressure and success for general counsels. Plenary and workshop sessions foster frank discussions about what it takes to be promoted and provide the means to improve skills and knowledge in a collegial atmosphere. Open to both male and female attorneys, the *NAWL Women Lawyers General Counsel Institute* promises to be an engaging and innovative CLE program with opportunities to learn and network with other senior legal and business professionals.

Upcoming Events – Check the NAWL Website for Details

September 15, 2006

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

The Colonnade Hotel
120 Huntington Avenue
Boston, MA 02166

Despite a record number of women graduating from law school, women lawyers continue to face an array of challenges in forging legal careers that are personally satisfying, professionally recognized and financially rewarding. For this program, NAWL has invited an outstanding array of panelists who will share their knowledge about the relationships, skills and planning that are key to sustaining and thriving in your legal career.

September 28, 2006

Her Place at the Table: Negotiating Skills for Women Lawyers, Accountants & Business Executives

Wolf, Block, Schorr & Solis-Cohen LLP
1650 Arch Street, 22nd Floor
Philadelphia, PA 19103

Effective negotiation skills are essential to high level legal, accounting and business transactions. This seminar will help participants evaluate the context for negotiations, identify needs and interests, and learn effective bargaining techniques. The program will also draw on the latest research about women as negotiators to enable women professionals to negotiate more confidently and competently.

The Glass Ceiling:

Recently, we discussed the issue of women reaching the top in law firms, and why the glass ceiling seems to be so firmly in place. There are a number of resources available if you are interested, as follows:

<http://www.womenrainmakers.com/>

This is a blog by ClientFocus founder Sara Holtz, and has interesting and pertinent information. Sara was formerly General Counsel of Nestle Beverage Company, and was the first woman chairperson of the Association of Corporate Counsel (ACC). There is also some useful information on the Client Focus website, www.clientfocus.net.

http://west.thomson.com/store/product.aspx?product_id=40486741

Lauren Stiller Rikleen's book "Ending The Gauntlet: Removing Barriers to Women's Success in the Law", published by Thomson/West, gives an honest, candid analysis of the barriers that women face. Lauren was signing her books at NAWL's midyear conference in Washington, DC, last March, and many of our members purchased it. An excellent resource.

<http://www.abanet.org/abastore/index.cfm?section=Main&fm=Product.AddToCart&pid=5110492>

This is a link to the book section of the ABA, with some good books on the subject!

<http://west.thomson.com/product/40356544/product.asp>

A new and excellent publication from Thomson/West, Silvia Coulter's book "The Women's Rainmaking Game: How to Build a Successful Practice Through Effective Selling" is a must read. It gives you easy, effective ways to network and close business, without feeling like a "salesman."

<http://www.lawmarketing.com/pages/articles.asp?Action=Article&ArticleCategoryID=7&ArticleID=496>

This is the Law Marketing Portal, and gives you ten lessons to learn from accomplished women rainmakers.

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.

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