



# NAWL NEWS

---

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

May, 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.

## Pregnancy Bias – A NAWL Member Speaks Out

"We have more women who are working and whose paychecks are vital for their families," says employment attorney Holly English. "So if they get fired or they get demoted, they are not necessarily going to walk away and say 'Ah, well, forget it.' "

This comment by Holly English, author of *Gender on Trial* and a member of the NAWL Executive Board, was on the Mother's Day CBS Evening News. They did a special segment on pregnancy bias in the workplace, and the statistics were interesting. While half of women feel it is preferable to work while raising a family, two thirds of them see conflicts in making this happen. Women are finding that their companies, when notified that an employee is pregnant, seek to transfer job responsibilities and promotions away from them. Pregnancy bias cases are on the rise, with an increase of 31% between 1992 and 2005, while the birth rate has dropped 9% in the same time period.

Federal law prohibits pregnancy discrimination, but English says old assumptions still fuel what she calls a cycle of bias.

"If you think that a woman is going to leave, then maybe you don't give her good job responsibilities," English says. "You gradually take away her duties, she begins to dislike her job. Then if she quits, then people say, 'See, women get pregnant and leave.' "

## Should women raise their voices about discrimination?

Pregnancy bias is on the rise, and recently NAWL has signed on as amicus curiae in another sex discrimination case, where an employee, after complaining about sex discrimination, was transferred from her position and then faced an attempted termination. The brief states, "What happened to the respondent in this case is emblematic of a continuing widespread problem of sex discrimination against women, particularly in non-traditional settings, and of the nearly limitless methods some employers use to

punish and deter employees seeking to enforce their Title VII rights.” To read the entire amicus brief, click on the following link: [NAWL signs on as Amicus Curiae in Support of Respondent in Burlington Northern & Santa Fe Railway Co. v. Sheila White](#)

## NAWL Has a New Executive Director!

We have lost Michelle Park, our Executive Director for the past two years, to higher education as she returns to school for a Master’s program. NAWL is now very pleased to announce that Dr. Stacie I. Strong is joining NAWL as our new Executive Director. Stacie comes to us from the Chicago office of Baker & McKenzie LLP, where she acted as Counsel specializing in international commercial litigation and arbitration. Previously, Stacie taught law at the Universities of Cambridge and Oxford in the United Kingdom and acted as a commercial litigator in the New York and London offices of Weil, Gotshal & Manges LLP. Stacie has published on a wide variety of legal topics in the U.S. and the U.K. and holds a Ph.D. in law from the University of Cambridge and a J.D. from Duke University. She is admitted as an attorney in Illinois and New York and as a solicitor in England and Wales.

Stacie can be reached at [strongs@nawl.org](mailto:strongs@nawl.org).

## NAWL Historical Fact:

The first major project undertaken by NAWL was support for women's suffrage. As early as 1912, Olive Stott Gabriel, an active three-term president, argued for women's voting rights before audiences across the country. When the 19th Amendment was passed by Congress in 1919, NAWL members were mobilized to work for ratification by the states. The National American Woman Suffrage Association then hosted a special conference for women lawyers in February 1920 with sessions on women's issues of the day, including addresses by reformer Jane Addams and suffragist Carrie Chapman Catt, who went on to found the National League of Women Voters in the same year.

## Upcoming Events – Check the NAWL Website for Details

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. The program is facilitated by Deborah Henry of FlexTime Lawyers LLC, and promises to be a vital, interesting discussion. **NOTE: The space for this program limited to 80 only on a first-come, first-served basis - register TODAY at [www.nawl.org](http://www.nawl.org).**

July 18, 2006

CLE Program at Edwards Angell Palmer & Dodge LLP

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. **The space for this program limited to 80 only on a first-come, first-served basis!** Register TODAY at [www.nawl.org](http://www.nawl.org).

**July 18, 2006**  
**NAWL Annual Meeting & Awards Luncheon**  
**at the Waldorf-Astoria, New York City**

**Honoring:**

Judge Katharine S. Hayden, United States District Court, District of New Jersey

The Wal-Mart Diversity Initiative

The NAWL Outstanding Member Award

The Voice of Women Award

**This luncheon is filling up fast – please register soon to insure your attendance!**

At noon at the Waldorf-Astoria, NAWL will host its Annual Awards Luncheon, honoring outstanding lawyers who have advanced women in the profession, including Judge Katharine Hayden. Also at the luncheon, NAWL will install its 2006-2007 Officers of the Executive Board, which are:

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

**Order your Annual Meeting program ad now!**

Program ads are available for the Annual Awards Luncheon – take this opportunity to showcase your firm and show your support for NAWL. Ads can congratulate your women attorneys, women clients, or thank someone who has made a difference in your life. Suggested headlines could include:

The ABC Law Firm is proud to encourage and support women in the practice of law.  
The women attorneys of ABC Law are pleased to thank their client (name of client)

for their support of women in the law  
Congratulations to (name of attorney) on her appointment to the Executive Board of the  
National Association of Women Lawyers  
ABC Law would like to take this opportunity to thank our Managing Partner, (name of attorney)  
for his/her work in bringing diversity to the firm, and his/her support of women lawyers.

A range of ad sizes and prices are available – for details or to purchase an ad, contact Stacie Strong at [strongsn@nawl.org](mailto:strongsn@nawl.org) or see details at [www.nawl.org](http://www.nawl.org).

**Ad deadline is June 16;** NAWL can help with layout as needed.

The Waldorf is offering a special room rate of \$269 for those who want to spend the evening of July 17 in New York City – just specify “NAWL event” when you call.

**June 8-9, 2006**

**International Bar Association**

**3rd World Women Lawyers Conference**

London, United Kingdom

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

**SAVE THESE DATES:**

**September 16, Boston, MA:** “Take Charge of Your Career” is coming to Boston! Save the date for this exceptional program – details will be posted on the NAWL website soon.

**September 28, Philadelphia, PA:** “Negotiating for Women Lawyers”, sponsored by WolfBlock – details coming soon!

**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.

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

**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).

**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:**

**Premier Sponsors:**

Edwards Angell Palmer & Dodge LLP  
Jenner & Block  
Kirkland & Ellis LLP

**Gold Sponsor:**

Steptoe & Johnson LLP

**Sponsors:**

Dickstein Shapiro Morin & Oshinsky LLP  
Epstein Becker & Green P.C.  
Foley & Lardner  
Holland & Knight  
Jones Day  
Latham & Watkins LLP  
McDermott Will & Emery  
Powers & Frost LLP  
WolfBlock