



NAWL NEWS

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

November, 2006

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

NAWL’S Survey of Law Firms On the Retention and Promotion of Women Lawyers

NAWL will release, in late October, the results of its first national survey of law firms, focusing on the advancement of women lawyers in private legal practice. To NAWL’s knowledge, its 2006 National Survey on Retention and Promotion of Women in Law Firms is the first survey to gather objective data from a national sample of law firms about the leadership roles played by their women lawyers. The survey, which was completed by a majority of the nation’s 200 largest firms, covers such issues as representation of women lawyers as equity partners and in law firm governance, compensation, and the impact of law firm structure on women’s careers.

The survey data provide an objective framework for understanding how women progress in firms. “By undertaking a sound scientific analysis, we can effectively advance the discussion about the status of women in the legal profession,” says Cathy Fleming, current president of NAWL and a partner at Edwards Angell Palmer & Dodge LLP. “Once the numbers are in, the leaders in the legal community and in individual law firms will have to take notice. This is not an issue that is going to go away.”

The NAWL Survey was chaired by Stephanie Scharf, a partner at Jenner & Block LLP and Past President (2004-2005) of NAWL. Scharf, who holds a Ph.D. in Social Psychology as well as a J.D., brings substantial technical experience to the project, having designed and analyzed large-scale social surveys at NORC, a national survey organization based at the University of Chicago. Scharf noted the potential for collaboration in generating annual statistics: “We anticipate administering the survey each year at a national level. We also encourage interested state and local bar organizations to collaborate with NAWL on similar surveys so that all concerned can understand what progress is being made over time, both at a regional level and in comparison to the national picture.”

Back by Popular Demand – The Women Lawyers General Counsel Institute

Sofitel Hotel

45 West 44th Street, New York City

NAWL held 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 in New York city on October 26-27, 2006.

The Institute faculty included 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. The GC Institute was attended by more than 130 lawyers and received rave reviews.

NAWL Historical Fact:

In its early decades, the Women Lawyers' Journal carried as a regular feature the stories of the "first woman lawyer" of each state. One such was NAWL member Clara Shortridge Foltz of California, who in 1878 became the first woman lawyer on the Pacific Coast. She was self-taught and, wishing a formal education, applied to the Hastings College of Law at the state university. She was turned away with the now famous remark, "...it's a well known fact that the rustling of a woman's skirts distracts the minds of male students." She persevered and was admitted by court order.

Interesting Links:

<http://www.worklifebalance.com/> Lots of interesting resources for creating balance in your life

<http://www.legalsales.org/> A strong organization that helps attorneys develop sales and networking skills

http://www.economist.com/displaystory.cfm?story_id=4197626 Slightly dated (2005) but still excellent article on the glass ceiling from *The Economist*

<http://www.catalyst.org/> Catalyst is the leading research and advisory organization working to build inclusive environments and expand opportunities for women at work

Upcoming Events – Check the NAWL Website for Details

– SAVE THE DATES –

December 4-5, 2006

Women in Professional Service Firms: Retaining & Advancing a Diverse Team

The Villas of Grand Cypress Resort

Orlando, FL

As gender diversity remains a leading issue in today's firms, it is necessary for firms to take a moment to consider whether or not they are achieving tangible results. As women continue to become disengaged from their firms, it is inevitable that an enormous amount of talent will continue to be lost. Through developing a more strategic and tactical approach, firms will be more likely to receive substantial results. Managing Partner Magazine's *The Retention & Advancement of Women in Professional Service Firms* has been designed to enable firms to meet these challenges and secure competitive advantage for your business. NAWL is co-sponsoring this important conference. Click [HERE](#) to see the agenda for this program or go to www.ark-group.com for more information

February 8, 2007

One-Day MBA

NAWL Mid-Year Meeting and Luncheon

Miami, FL

NAWL will be hosting its mid-year meeting, lunch and mid-year program in Miami on February 8, 2007. Our half-day program is being sponsored by BDO Seidman LLP and is a “One-Day MBA” – a program designed to provide the basics for lawyers concerning financial statements, public filing requirements, and more.

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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