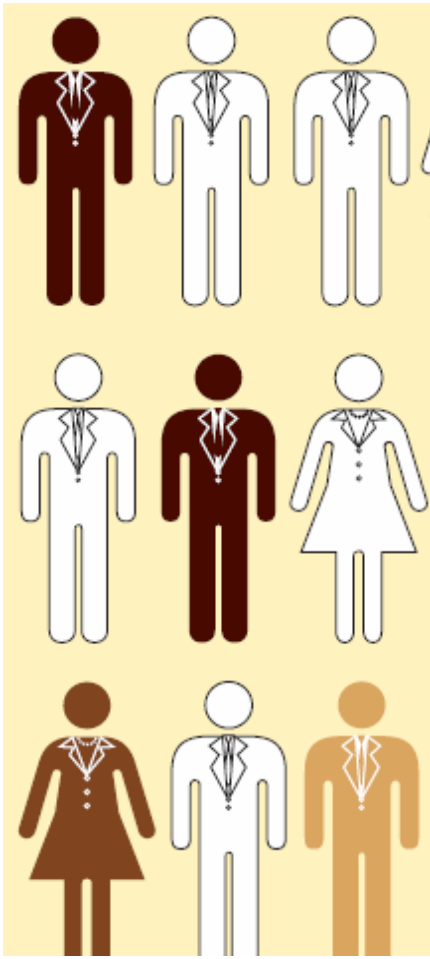


Women of Color Research Initiative



In fall of 2006, the ABA Commission on Women in the Profession released its groundbreaking report "*Visible Invisibility: Women of Color in Law Firms*" as part of its Women of Color Research Initiative. Focusing on women attorneys of color in large law firm practice, the data showed that women attorneys of color experience a dramatically different working environment than their similarly situated white male, white female and male attorneys of color counterparts including: demeaning comments or harassment; a lack of networking opportunities; denial of assignments; a lack of access to billable hours; limited client development opportunities; unfair performance evaluations; lower compensation; and greater rate of job attrition. The gap needs to be eliminated, and to do that we need your support.

To explore that question further, the Commission on Women in the Profession is fundraising for the next phases of the Women of Color Research Initiative which will focus on providing a comprehensive picture of the issues and responses of women attorneys of color and their employers in corporate and government settings. Ultimately, the findings from the studies will be compared to the experiences of those in the original study and used to develop educational material and programs that will help improve the retention and advancement of all women of color in the legal profession.

The Women of Color Research Initiative, a public service project of the American Bar Association, will receive funding through the ABA Fund for Justice and Education (FJE). The FJE qualifies as an exempt fund under Section 501(c)(3) of the Internal Revenue Code of 1954, and all contributions to the FJE are tax deductible to the full extent allowed by law.

If you are interested in making a contribution to the Women of Color Research Initiative or would like to hear more about the next research phase, please contact Melissa Wood, Programs and Projects Manager, at 312.988.5676, woodm@staff.abanet.org, or return the form below to the ABA Commission on Women, 321 North Clark St., Chicago, IL 60654. You can also donate to the project online at: <http://www.abanet.org/women/woc/wocgivingopportunities.html>.

WOMEN OF COLOR RESEARCH INITIATIVE CONTRIBUTION FORM

Thank you for your support of the Women of Color Research Initiative. Please check desired contribution level below.

Corporate Giving Opportunities*:

- Diamond (\$50,000+) Platinum (\$30,000+) Gold Premier (\$20,000+) Premier (\$10,000+) Benefactor (\$5,000+)
 Patron (\$2,500+) Other _____ (fill in dollar amount)

* The acknowledgment shown to Corporate donors can be found at <http://www.abanet.org/women/woc/wocgivingopportunities.html>.

Individual Giving Opportunities:

- \$1,500** \$1,000 \$500 \$250 \$100 Other _____ (fill in dollar amount)

** Individual donations of \$1,500 or more will be recognized within the final reports issued in association with the next two stages of research.

Contact Information of Donor:

Corporation/Firm/Individual Name: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Contact Person: _____ Email: _____

Payment Method: (Note: all checks should be made payable to the **ABA Fund for Justice and Education**).

- Check American Express Visa Mastercard

Card number: _____ Expiration Date: _____

Signature: _____