

Arizona Women Lawyers Association

Southern Arizona Chapter

March 2005

Spotlights In This Issue

Scenes from the February Luncheon.....	1-2
A Note From the State Board President.....	2-4
Community Service Projects	4
2005 Sustaining Members.....	5
AWLA Member Receives Honors.....	5
March Luncheon.....	6
AWLA News	6-8
AWLA Sarah Herring Sorin Award Nomination Form	9
2005 Membership Application.....	10
2005 AWLA Leaders Directory.....	11

Scenes from the February Luncheon

By *Elizabeth L. Warner*

On February 16, Judge Leslie Miller facilitated a panel of three established female trial attorneys and tackled the topic of the difficulties and challenges faced by female trial attorneys in a male-dominated legal profession. Panelists JoJene Mills, Katie Rogers, and Denise Shephard shared their experiences and insights. Katie spoke from her 12 years experience in practice, and both JoJene and Denise spoke from the perspective of female attorneys practicing an average of 20 years.

Judge Miller began by examining why more female attorneys practice in the agency and public sector setting instead of private practice. Judge Miller noted that, while females have increased their numbers in the legal profession, these increases have come in the areas of bankruptcy, transactional work, trusts and probate. In the medical malpractice and commercial litigation areas, the increase in practicing female attorneys has been small. Judge Miller wondered whether women prefer these other areas because of lifestyle factors, such as less hours and less travel, or whether there are other obstacles women face when practicing in the male-dominated legal arena that lead them away from litigation.

JoJene opened the discussion by tackling the issue of what she sees as the biggest obstacle in trial practice – getting trial experience. In addition, women are not good at self promotion, while men are typically better at talking about themselves and their accomplishments. The panel discussed the fact that differences in the way men and women are raised may cause women to fear self-promotion. Women fear appearing arrogant by discussing their strengths and victories, while men are taught to self promote in business settings. Also, women who work hard and long hours become seen as work horses instead of rising stars and are often used to make their bosses look good. JoJene stressed the importance of looking for opportunities and taking risks. This may come through taking cases that you are not expected to win or cases involving hard issues.

Katie discussed the issues she has dealt with in a male-dominated profession. She felt that women are often criticized more, but have a harder time dealing with the criticism, than men. Women also tend to internalize the criticism and can not move forward after being criticized. Women become overwhelmed instead of moving forward, and there is also the tendency to blame others for errors or mistakes. Katie felt men deal with criticism more easily, and it is often "water off their backs." Katie also shared her experiences of how to market herself to the insurance companies she works with regularly. She discussed using the ability of senior partners to get meetings set. This allowed her to get her foot in the door because while attending these important gatherings she would use it as an opportunity to market herself and talk about the trial work she had accomplished.

Denise gave her thoughts on how to effectively communicate in a male-dominated world. She coined the term "bad boys" to refer to the controlling men she often deals with as opposing counsel. The issue of who controls the case surfaces early on, and she stressed the importance of gaining control of how the case is moving because this is a big step in dealing with bad boys. Some techniques she felt helpful were to stop talking or start laughing when a bad boy is yelling or getting into a heated discussion with you. When a male uses a physical intimidation tactic such as invading personal space, she suggested doing it back. Another technique she feels is helpful in dealing with aggressive men is to develop a rapport on issues not related to the case.

AWLA members also contributed many stories and suggestions for coping with men in the legal profession. These included finding a way to get trial experience, such as by working for a government agency; not being afraid to promote yourself and your experiences to clients; making your expectations known to the attorneys you work for and having these expectations be straightforward and reasonable; not showing doubt or lack of confidence, even when not feeling confident (bluff it); knowing how to unhinge your opponent; and never letting opposing counsel know if they have intimidated you. Judge Miller stressed the importance of waiting to get home or away from opposing counsel or co-workers to be upset over something that did not go as well as you expected.

The panelists and luncheon attendees also talked about the importance of being "whole people" and the difficulty of balancing family and home responsibilities with being an attorney. JoJene talked of her own experiences after having children of feeling an intense pull towards home instead of working as a litigator. Katie also discussed the fact that because of her children she works a reduced schedule yet still bills a large number of hours per week. AWLA members contributed that it is important to have a support system to help deal with the stress of managing a family and practicing law, and that often a mate or even hired help is necessary to cope with the demands of work and family.

The luncheon concluded with a discussion of the importance of supporting one another and the need for AWLA members to recognize and celebrate the achievements of members. Implementing a mentoring program was also discussed to help younger lawyers build confidence and have a support structure.



A Note from the State Board President



By Kristine Fox

The month of March is associated with many things—St. Patrick's Day, spring training, desert wildflowers (especially this year!) and, of course, NCAA madness. March is also meaningful to me because it is women's history month. I don't claim to be a women's historian, so had to rely on my trusty research skills (a la Google) to find some tidbits I thought you would enjoy reading this month.

- In 1638, Margaret Brent and her sister received the first known land grant to women (in Maryland). Brent's name later appeared in many court records, indicating that she handled her own business affairs, which was virtually unheard of at the time.
- In 1769, the American colonies enacted laws based on the English common law, which generally provided that "the very being and legal existence" of a woman is suspended

during marriage. Over the next 30 years, all states passed laws that took away a woman's right to vote, despite use of gender-neutral terms in the U.S. Constitution.

- In 1848, the first women's rights convention in the United States was held in Seneca Falls, New York. That same year, the Treaty of Guadalupe Hidalgo was signed, and married women living in the former Mexican Republic lost their property rights.
- In 1855, Lucy Stone became the first American woman on record to keep her own name after marriage, setting a trend among women who were consequently known as "Lucy Stoners."
- In 1872, Susan B. Anthony and fourteen other women registered and voted in the presidential election to test whether the recently-adopted 14th Amendment, which for the first time defined "citizens" and "voters" as "male" in the Constitution, could be interpreted as protecting women's rights. Anthony was arrested, tried, found guilty and fined \$100.
- In 1875, the Supreme Court declared that women did not have voting rights under the 14th Amendment, and in 1887 the Congress voted on women's suffrage for the first and only time in the 19th century. The bill lost 34 to 16.
- In 1913, Ida Bell Wells-Barnett founded the Alpha Suffrage Club, the first black women's suffrage group in Illinois, through which she pressed for integration of the National American Woman Suffrage Association. That same year, Alice Paul and Lucy Burns organized the Congressional Union (later known as the National Women's Party) to lobby Congress and the President.
- Finally, in 1919, the House and Senate passed a constitutional amendment guaranteeing a woman's right to vote. The 19th Amendment was ratified on August 26th of the following year.
- By 1940, one-fifth of white women and one-third of black women were wage earners. 60% of African American women workers did domestic work. Among Japanese American women workers, 38% were in agriculture and 24% in domestic service. Women were paid, on average, 58 cents for every dollar earned by men.
- After a brief increase to an average 63 cents for every dollar earned by a man in 1955, American women's wages fell to 59 cents per male-earned dollar in 1970 (seven years after the Equal Pay Act was passed by Congress). Although non-white women earned even less, the gap between white women and women of color was narrowed.
- By 1986, 25% of American scientists were women, but were still less likely than men to be full professors or on a tenure track. Only 3.5% of the National Academy of Sciences members were women; since the Academy's 1863 founding, only 60 women had been elected.
- As of 1995, more than 1/3 of all full-time women workers in the United States were employed in six occupations: secretaries, schoolteachers, cashiers, managers and administrators, registered nurses and bookkeepers and accounting clerks. Median annual earnings were 70.6% of men's.

It's easy to forget, in the harried lives we lead, the hardships of those before us. I was recently reminded of my own historical ignorance by HBO's recent film *Iron Jawed Angels*. The film, starring

Hillary Swank as Alice Paul, recounts the battle not only between men and women for the right to vote, but between various factions of the women's movement, including the prevalence of segregation among women's rights groups. The film depicts graphically the taunts, prison abuse, forced feedings and other humiliations suffered by women who demanded nothing more than an equal voice at the ballot box.

I've always cherished my right to vote and have rarely missed an election since registering to vote at 18. However, not until I saw *Iron Jawed Angels* did I fully understand the depth of sacrifice of the suffragettes. The film should be released on video and DVD soon, and I encourage you to sit down with your significant others, daughters, sons, friends and neighbors to watch, learn and pay homage to our shared history.

And speaking of history, there's more in the making this year. Last month, the Arizona Supreme Court announced that **Vice Chief Justice Ruth V. McGregor** and **Justice Rebecca White Berch** will in June become the next Chief Justice and Vice Chief Justice, respectively. This will be the first time in the court's history that two women will be at the helm. AWLA is proud that both Justices McGregor and Berch are members, and we offer them our sincerest congratulations!



VICE CHIEF JUSTICE RUTH V. MCGREGOR
AND JUSTICE REBECCA WHITE BERCH



Community Service Committee Projects

Diapers, suits, books, house-building -- everything but lawyering. The AWLA Community Service Committee is focused this year on working outside of the legal community. We want to give our members opportunities and links to contribute to the community and also acknowledge just how dynamic and active our members already are. We are moving on several projects and we'd like to give you a heads-up so you can get jump in on what interests you!

We'll have at least three fund-raising drives this year – the first begins at the March 21st luncheon. Our **diaper drive** for the Diaper Bank begins at the March luncheon and will continue through the April luncheon. We ask that our members donate either a box of diapers or cash (we suggest a \$10 donation). We are also planning a **literacy drive/project** that will include collecting books and possibly opportunities to work one-on-one with a child in a reading program and help with literacy projects. We will also have a **clothing drive** to collect business attire for donation.

A **Habitat House project** is in the works. We are talking with Habitat House for Humanity to join in working on a house. Quite a few of our members contributed financially to this project last year and expressed interest in a work day. We will provide dates, information and likely doughnuts.

These are the projects that your Committee has going right now (with a few nascent ideas that may be coming soon to a theater near you!). If you would like to join the Committee – for one project or many – please give Jill Winans a call at 388-4780. We would love your input. Thanks.



**to our
2005 Sustaining Members!***

Shelley Lynn Aboud
 Hon. Karen S. Adam
 Raquel Arellano
 Eva Bacal
 Jeanette Boulet
 Christina M. Cabanillas
 Alice W. Callison
 Hon. Nikki A. Chayet
 Deanna Conn
 Hon. Sharon Douglas
 Hon. Jane L. Eikleberry
 Hector C. Estrada
 Ronna L. Fickbohm
 Hon. Nancy F. Fiora
 Kristine M. Fox
 Sandra S. Froman
 Helen A. Gaebler
 Shannon L. Giles
 Anne C. Graham-Bergin
 Leonie D. Gray
 Hon. Margaret M. Houghton

Rose Marie Ibanez
 Lori B. Jones
 Suzanne J.A. Kaplan-McKee
 Karen E. Karl
 Michelle T. Langan
 Barbara LaWall
 Judith E. Leonard
 Pamela L. Liberty
 Leslie K. Lynch
 Laura V. MacBan
 Hon. Jaqueline Marshall
 Belinda A. Martin
 Dean Toni Massaro
 Hon. Margaret L. Maxwell
 Kathleen A. McCarthy
 Linda C. McNulty
 Megan E. Miller
 JoJene E. Mills
 Drue Morgan-Birch
 Carolita L. Oliveros

Hon. Elizabeth A. Peasley-Fimbres
 Kay Richter
 Terri A. Roberts
 Kathleen M. Rogers
 Elizabeth R. Rueter
 Dee-Dee Samet
 Laurel B. Sammons
 Denice R. Shepherd
 Sally Simmons
 Sandra L. Tedlock
 Eleanor ter Horst
 Merle Joy Turchik
 Susan C. Villarreal
 Hon. Nanette M. Warner
 Janice A. Wezelman
 Jill D. Wiley
 Paula N. Wilk
 Jill D. Winans
 Jacqueline Wohl
 Lynne O. Wood
 Jo Fox Zingg

AWLA MEMBER RECEIVES WRITING HONORS

Congratulations to Law Student and AWLA member **Mimi Klaiman**, who recently entered two law student writing competitions and won honors in both! Her essay "Will All of Him Be at the Funeral?" won third prize in the annual Law Student Writing Competition of the Yale-based journal "Legal Affairs," garnering her a \$500 cash award. A second essay, "Whose Brain Is It Anyway?" won second prize in the annual student writing competition in Bioethics of the American College of Legal Medicine. This also carried a \$500 cash award, and as a result of its selection as a finalist the essay is now being considered for publication in the Journal of Legal Medicine.

Both essays concern the legal regulation of autopsy procedures and were written as part of an investigative project carried out as a student of Prof. Roy G. Spece, Jr.'s course in Health Care Law this past fall semester at the UA College of Law.

* Last update: March 1, 2005

MARCH LUNCHEON

DATE: Monday, March 21, 2005

TIME: 12:00 o'clock Noon

PLACE: The Manning House, 450 W. Paseo Redondo

COST: \$15 Members / \$20 Non-Members / \$8 Students

RSVP: No later than **Tuesday, March 15, 2005**. Early reservations are required due to the Manning House's 5-day minimum guarantee policy. All members on AWLA's electronic list-serv will receive a separate email notice to RSVP for the luncheon. Please use this automated system to make your RSVP. If you are not on AWLA's e-mail list-serv, to make a reservation call Linda Peterson at 744-1994 or e-mail her at lpeterson@thebigt.net. No shows and cancellations made after the reservation deadline will be billed. Please pay at the door. Checks prepared in advance are appreciated.

MENU: The Manning House offers a delicious buffet with both standard and vegetarian fare. The February menu features Pan-Seared White Fish, Grilled Breast of Chicken with Honey Mustard Glaze, Garlic Mashed Potatoes, Seasonal Vegetables and Caesar Salad.

TOPIC: Evolving Standards of Decency: the U.S. Supreme Court's Abolition of the Death Penalty for Juvenile Defendants in *Roper v. Simmons*. This month our presentation will focus on the recent Supreme Court decision regarding the constitutionality of the death penalty for minors. Our speakers will be criminal defense attorney Laura Udall, of the firm Cooper & Udall, and Professor Paul Bennett, Director of the Child Advocacy Clinic at the University of Arizona James E. Rogers College of Law. In addition, one of Prof. Bennett's students, Sherilyn Griffith, may join us as she is writing her substantial paper on this topic and has done a good bit of research on the organic differences in the brains of adults versus those of minors.

AWLA NEWS



Mark Your Calendars



March 19 Mothers' Forum at Reid Park Zoo, 9 a.m.

March 21 March Luncheon at the Manning House

April 1 Happy Hour at North

April 8 Wine & Cheese Party

Sarah Herring Sorin Award

Nominations are now being accepted for the 2005 Sarah Herring Sorin Award. This Award is named in honor of Sarah Herring Sorin, Arizona's first woman lawyer, and will be presented at the Mary Anne Richey Breakfast on Friday, June 17, 2005, during the State Bar Convention at the Westin La Paloma in Tucson. Past recipients include Helen Perry Grimwood, Doris Mindell, Roxana C. Bacon, Grace McIlvain, Hon. Mary M. Schroeder, and Barbara Atwood. To view award criteria, and nominate an individual, please see the nomination form located near the end of this newsletter.



Mothers' Forum



The Mothers' Forum is planning a trip to the Reid Park Zoo! Please join us on March 19, 2005 at 9 a.m. Bring your children for some wonderful zoo fun! We will meet at the entrance. Please RSVP to Carrie Rednour at 790-4061 or crednour@kingfrischlaw.com.



**Do it with
Diapers!**

AWLA's Community Service Committee announces its first drive of 2005!

Between now and April 18 we are asking our members and supporters to donate disposable diapers-baby and adult sizes - or cash. We suggest a \$10 donation. The Southern Arizona Community Diaper Bank's mission is a community where every person has his/her basic needs met. Toward that end, the Diaper Bank's short-term goal is to provide diapers and incontinence supplies to organizations that assist families in need. To create a lasting impact, the Diaper Bank works to raise consciousness of the issues facing our most vulnerable community members-the disabled, elderly and babies



Save the Date

This year's Wine & Cheese Party with the U of A Law Women's Association will be held on April 8. More details to follow.



Phoenix Office is Moving

Effective Monday, March 28:

4201 N. 24th Street, Suite 200
Phoenix, Arizona 85016-6288

All phone and fax numbers will remain the same



Kathy Brauer—Treasurer's Report: Financially, 2004 was a very good year for AWLA's Southern Arizona Chapter. Changes in membership dues and the percentage of dues given to the State organization by the local chapters resulted in over \$9,500 in net receipts for the Southern Arizona Chapter. A CLE class sponsored by the chapter brought in another \$440 in revenue. Total receipts for the year were up almost \$1,900 from 2003. The cost of the CLE and other expenses for the year totaled \$7,629.67.

During 2004, the chapter donated \$1,500 to the community. Donations of \$500 each were given to the Mary Anne Richey Scholarship Fund, the AWLA/Margaret M. Houghton Scholarship Fund, and the Annual YWCA Women on the Move dinner.

The 2004 budget also included \$4,500 for social activities. The monthly luncheon subsidy was just over \$1,800 for the year and the wine and cheese party, held each annual holiday luncheon, held at the Arizona Inn, was approximately \$1,400. The costs of other social events totaled approximately \$275.

The remainder of the budget was comprised of administrative costs and recognition gifts. In addition, \$1,572 was set-aside in the chapter's savings account for future expenses. Not including the amount put into savings, the expenses for 2004 increased only \$452 over the expenses for 2003 while receipts increased almost \$1,900. As the chapter moves into 2005, expectations are that the Southern Arizona Chapter will once again be able to donate to community causes and financially support the many other worthwhile activities of AWLA.



Construction Law Practitioners



The ABA Forum on the Construction Industry is once again accepting applications from women and minority lawyers interested in Fellowship Opportunities with the organization. For more information, visit the Forum's website at www.abanet.org/forums/construction/home.html. Benefits include waiver of ABA and Forum dues, receipt of ABA and Forum publications, waiver of registration fees for Forum programs, and reimbursement of travel expenses for attendance at the Forum's Annual Meeting (to be held this year in New Orleans, April 7-9). The deadline for applications is March 7, 2005.

Completed applications are now due by the extended deadline of April 15, 2005, and can be filled out at www.myazbar.org/SecComm/Committees/apptform.jsp. Incoming State Bar President is AWLA member Helen Perry Grimwood.

State Bar Committee Opportunities

Applications are now being accepted for positions on State Bar committees. Descriptions of the committees can be found in the March edition of Arizona Attorney or online at myazbar.org. Completed applications are now due by the extended deadline of April 15, 2005, and can be filled out at www.myazbar.org/SecComm/Committees/apptform.jsp. Incoming State Bar President is AWLA member Helen Perry Grimwood.



**Help
Wanted...**

State Bar Job Opening

The State Bar of Arizona is seeking candidates for Staff Bar Counsel in the Phoenix office. Qualified applicants must be an active member of the State Bar of Arizona in good standing and have a minimum of 2-3 years investigative, litigation and trial experience; familiarity with the Rules of Professional Conduct; sound legal research and excellent writing skills; ability to communicate effectively with the public and members of the legal profession; and the ability to manage a varied, high volume caseload and complex litigation. Salary \$52,680-\$71,272 plus comprehensive benefits. To apply: Send a letter of interest, resume and writing sample to The State Board of Arizona, Attn: Human Resources-SB, 111 W. Monroe, Suite 1800, Phoenix, AZ 85003-1742, or fax 602-271-4930.



Have You Renewed?

Has your AWLA membership lapsed? As of March 10th, 187 (72%) of our chapter's 260 members had renewed, and we extend a warm welcome to 11 new members, too! Please renew today for 2005 (membership runs on a calendar year basis), and ask a friend to join you! A membership is attached near the end of this newsletter for your convenience, or you can renew online at <http://www.awla-southernaz.org/joining.asp>. Together, we can make a difference!

**AWLA Sarah Herring Sorin Award
2005 Nomination**

DESCRIPTION: This Award is named in honor of Sarah Herring Sorin, Arizona's first woman lawyer, and will be presented at the Mary Anne Richey Breakfast on Friday, June 17, 2005, during the State Bar Convention at the Westin La Paloma in Tucson.

CRITERIA: An AWLA Member who has demonstrated support and encouragement for the advancement of women in the legal profession. The recipient may not be a current member of the AWLA State Board of Directors.

PAST RECIPIENTS: Helen Perry Grimwood, Doris Mindell, Roxana C. Bacon, Grace McIlvain, Hon. Mary M. Schroeder, and Barbara Atwood.

NOMINATION: I nominate the following AWLA member for the Sarah Herring Sorin Award:

Name: _____

Address: _____

Telephone: _____ Fax: _____ E-mail: _____

NOMINEE'S QUALIFICATIONS (attach separate pages as needed):

NOMINATED BY:

Name: _____

Address: _____

Telephone: _____ Fax: _____ E-mail: _____

Return the Nomination Form by 5:00 p.m., April 25, 2005,
to AWLA, P.O. Box 8448, Tucson, AZ 85738,
or fax by the same deadline to (520) 818-0429



AWLA Southern Arizona Chapter
P. O. Box 8448
Tucson, Arizona 85738
awlaadmin@theriver.com
Federal Tax ID Number 86-0396999

2005 MEMBERSHIP APPLICATION OR RENEWAL
(January 2005 – December 2005)

Name: _____

Firm or Agency: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Work Phone: () _____ Work Fax: () _____

Email: _____ Year Admitted to Arizona Practice: _____

AWLA's newsletter will be sent electronically. Check here if you require paper delivery: []

Areas of Practice: (Circle up to 5):

- Academic/Law Professor
Administrative
Antitrust
Appellate
Arbitration/Mediation
Banking & Finance
Bankruptcy
Business/Corporations/Partnerships
Civil Rights
Construction
Corporate Counsel
Criminal
Education & School
Elder Law
Employment/Labor
Environment/Natural Resources
Estate Planning, Probate and Trust
Family
General
Government/Legislative
Guardianship/Conservatorship
Health/Social Security/Disability
Immigration
Indian
Injury & Wrongful Death
Insurance
Intellectual Property
Judiciary
Juvenile
Law Clerk
Law Student
Legal Malpractice/Ethics
Litigation - Civil
Litigation - Commercial
Medical Malpractice
Planning/Zoning/Land Use
Real Estate
Securities & Regulation
Tax
Technology
Tort
Utilities
Worker's Compensation
Other: _____

Other State Bar Admissions: _____

Please return this application and a check made payable to AWLA for 2005 dues in the amount of
[] \$100 (Sustaining Member*) [] \$75 (Private Attorney earning > \$50,000/yr)
[] \$50 (Public Attorney, or Private Attorney earning < \$50,000/yr) [] \$10 (Law Student)

Send to: AWLA
P.O. Box 8448
Tucson, Arizona 85738

We need your help and involvement on committees. Please check those that interest you.

- [] CLE [] Membership [] Scholarship
[] Judicial Appointments [] Mother's Forum [] Social
[] Law Students [] Newsletter [] Steering
[] Leadership Conference [] Program/Speakers [] Technology
[] Lunch Support

* Sustaining Members receive special recognition in the directory and at AWLA events

2005 AWLA Southern Arizona Leaders

Terri A. Roberts, Esq.	(520) 740-5760	terri.roberts@pcao.pima.gov	President
Leigh H. Bernstein, Esq.	(520) 622-0400	leigh.bernstein@azbar.org	Co-Vice President
Marie Rios-Martinez, Esq.	(520) 628-6044	marie.rios-martinez@azag.gov	Co-Vice President
Karen Friar, Esq.	(520) 740-5750	karen.friar@pcao.pima.gov	Secretary
Katherine M. Brauer, Esq.	(520) 740-4220	kbrauer@sc.pima.gov	Treasurer

<u>Steering Member:</u>	<u>Work Phone:</u>	<u>E-mail Address:</u>	<u>Committee:</u>
Julia K. Connors, Esq.	(520) 740-2726	jconnors@sc.co.pima.az.us	Social/Website
Amelia Craig Cramer, Esq.	(520) 319-8062	acramer@pcao.co.pima.az.us	Newsletter
Ronna Fickbohm, Esq.	(520) 320-1300	rfickbo@gabroylaw.com	Past President
Kristine M. Fox, Esq.	(520) 205-4263	kristine_fox@azd.uscourts.gov	State AWLA President
Anne C. Graham-Bergin, Esq.	(520) 326-8544	agraham@grahamberginlaw.com	Judicial Appointments
C. Jane Hall, Esq.	(520) 623-4555	CJHall@webmail.azbar.org	Newsletter
Leslie Lynch, Esq.	(520) 740-5750	leslie.lynch@pcao.pima.gov	Website/Social
Patricia Ann Mehrhoff, Esq.	(520) 791-4104	pmehrho1@ci.tucson.az.us	Luncheon Support
Megan E. Miller, Esq.	(520) 490-8346	megan.miller@azbar.org	Judicial Appointments
Angela C. Moore, Esq.	(520) 318-0001	Angela.Moore@azbar.org	Community Service
Paula C. Nailon, Esq.	(520) 626-6107	nailon@law.arizona.edu	Law Students
Kris Page-Iverson, Esq.	(520) 629-4421	kpage@lrlaw.com	Newsletter
Veronique Pardee, Esq.	(520) 292-4056	vpardee@scfaz.com	Community Service
Lori L. Pierce, Esq.	(520) 791-4104	Lori.Pearce@tucsonaz.gov	Law Students
Caroline Pinkney-Baird, Esq.	(520) 791-4104	caroline.pinkney@tucsonaz.gov	Social
Carrie L. Rednour, Esq.	(520) 790-4061	crednour@kingfrischlaw.com	Mother's Forum
Merle Joy Turchik, Esq.	(520) 882-7070	merle.turchik@azbar.org	President-Elect
Jill D. Winans, Esq.	(520) 388-4780	jdwinans@gustlaw.com	Community Service

It is the policy of the Southern Chapter of AWLA to publish in our newsletter articles and announcements submitted that are about our members or that concern events and issues of general interest to our membership. We reserve the right to limit publications due to space or editorial discretion. We also remain adamant that our sole mission is advancement of women in our profession: our publication of items submitted that may be perceived by some as supporting a mission other than this should not be considered an endorsement by our chapter. We simply hope to inform, educate, or perhaps even entertain some or all of you.

AWLA
Post Office Box 8448
Tucson, AZ 85738-8448

Forwarding and Return Postage Guaranteed
Address Correction Requested

Visit us on the web at www.awla-southernaz.org
And www.awla-cochise.org