

women lawyers

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Michele Coleman Mayes, General Counsel of Pitney Bowes, to speak on October 22, 2004 at NAWL's Career Development CLE Program in New York City

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2004 President's Awardee, Mayor Shirley Franklin of Atlanta, with Guests at the Annual Meeting President's Reception in Atlanta, Georgia



Upcoming NAWL Programs and Meetings 2004-2005

Join NAWL's Continuing Legal Education Series on Career Development!
Get in on NAWL's new Supreme Court Program!

Taking Charge of Your Career: Best Practices for Women Lawyers & Their Firms NAWL and ABCNY Joint Conference

Friday, October 22, 2004 ~ 8:30am-2:00pm

Association of the Bar of New York City, 42 West 44th Street, New York, New York 10036

Join an outstanding group of panelists from a variety of professional backgrounds (government, law firm, corporate, non-profit) who will discuss successful career development, including building relationships, overcoming the "ups and downs" of law practice, and more. The Program includes a networking lunch and insights from Michele Coleman Mayes, General Counsel of Ptney Bowes. Panel discussions include:

- What Roles Do Women Play In Law Firms And What Needs To Change?
- Not What You Learned in Law School: The Skills and Information You Need to Progress and How to Get Them
- What Can You Expect the Firm to Do for You? Policies, Program nd Mentoring for Success
- Developing Client Relationships: The Process, Practices and Impact on Your Career

See full program details and register online at www.abcny.org/event/102204.html.

Women's Health: Legal, Regulatory and Policy Issues

Co-sponsored with the Food and Drug Law Institute's Women in Food and Drug Law Group

Friday, December 3, 2004 ~ 8:15am-3:30pm

Loews L'Enfant Plaza Hotel, 480 L'Enfant Plaza, SW, Washington, DC 20024

The last few years have seen enormous changes in understanding women's health. At the same time, policy, regulatory, and legal thinking about women and health continues to evolve. Join this first-ever seminar on critical issues at the intersection of women's health and the law. Experts from the Food and Drug Administration, the legal community, and the public policy arena will speak on these cutting-edge issues:

- Women in Clinical Trials
- The Impact of Direct-to-Consumer Advertising on Women and Families
- Developing Legal and Regulatory Concerns with Food, Dietary Supplements, and Cosmetic Products

Oral Argument in the United States Supreme Court

Thursday, January 6, 2005 ~ 10:00am-1:30pm

Ronald Reagan Building and International Trade Center, 1300 Pennsylvania Avenue, NW, Washington, DC 20004

Join Justices Sandra Day O'Connor and Ruth Bader Ginsburg, together with renowned Supreme Court advocates Beth S. Brinkmann, Maureen Mahoney, and Deputy Solicitor General Michael R. Dreeben, as they discuss how they prepare for and conduct oral argument in the highest court in the land. The panel discussion will be followed by a luncheon featuring Georgetown University Law Center Professor Nina Pillard, a former Assistant to the Solicitor General and veteran of numerous Supreme Court arguments, who will speak on the history of women attorneys before the Court and share her own experiences as an advocate there.

**Registrations to NAWL events may be purchased online at
www.nawl.org or by contacting
NAWL at (312) 988-6186 or parkm@nawl.org.**

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About NAWL

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EDITORIAL POLICY *Women Lawyers Journal* is published for NAWL® members as a forum for the exchange of ideas and information. Views expressed in articles are those of the authors and do not necessarily reflect NAWL® policies or official positions. Publication of an opinion is not an endorsement by NAWL®. We reserve the right to edit all submissions.

ARTICLES Book reviews or articles about current legal issues of general interest to women lawyers are accepted and may be edited based on the judgment of the editor. Editorial decisions are based upon potential interest to readers, timeliness, goals and objectives of the association and quality of writing. No material can be returned unless accompanied by a self-addressed, stamped envelope.

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Editor's Note

by **Ellen A. Pansky**

This issue of the NAWL Women Lawyers Journal is my last as Editor. As I begin my last year as a NAWL board member, I have been reflecting on the events of the past several years, and in particular, personal events I have experienced in the last few months. In this time of international and national strife and upheaval, I am struck by the fragility of life, its unpredictability, and the arbitrariness of tragedy and success, joy and pain, accomplishment and loss.

NAWL has always stood for social justice, not only for women, but for all people. In recent years, NAWL has publically advocated for the disenfranchised, the poor, the overlooked and the oppressed in the United States and abroad. NAWL has spoken out in favor of health care for poor women and children in this country, presented educational programs to sensitize employers about workplace violence, added our voice to the successful effort to save a Nigerian mother, Amina Lawal, from being stoned to death for bearing a child out of wedlock, and has highlighted the professional accomplishments of countless female judges who have devoted their careers to the pursuit of justice. The theme of promoting justice for women in other countries is carried out in this issue in Eva Herzer's article reporting on rights for women in Afghanistan.

Of course, NAWL also has developed practical, beneficial programs and publications to assist women lawyers and law firms to promote the professional advancement of women in the legal profession. The accomplishments of one outstanding woman lawyer is highlighted in Selma Moidel Smith's book report on the autobiography of Louis B. Raggio. By continuing to advance into leadership roles in law firms, in the judiciary, in politics and in the corporate boardroom, women are better positioned to promote social good. In order to progress further, we must continue to fight against gender bias, as suggested in Lin B. Meyer's piece on addressing bias in the law firm setting.

Despite years of effort, so much remains to be done. Women are still routinely treated as chattel in many parts of the world. In shocking pogroms all over the globe, women are raped because of their ethnic or religious background, then ostracized by their own communities for having "brought shame on their families." Women and children are starving to death in large numbers, while affluent industrialized countries stand by in silence. As women lawyers, we enjoy a special position-and obligation-to take affirmative steps to affect positive change in the world.

Many of us have faced personal challenges in our lives. As difficult as it is to overcome adversity, one need only read the newspaper, watch world news reports, or look around our own towns, to observe that people can and do work through tragedy, and then go on to make a positive contribution to society. I urge all NAWL members to continue to serve in a positive way to improve the legal profession, our local and global communities, and take advantage of the many opportunities available to promote fairness and justice.

Be well and do good,
Ellen A. Pansky,

Ellen A. Pansky currently serves as the Editor of the Women Lawyers Journal and as Immediate Past President of NAWL. Ms. Pansky is a principal in the law firm of Pansky & Markle, which specializes in legal ethics and professional liability matters.



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The following slate was elected and sworn in at NAWL's 2004 Annual Meeting in Atlanta, Georgia.

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Judge Carolyn E. Temin, former President of the National Association of Women Judges, installs the 2004-2005 NAWL Executive Board at the Annual Meeting in Atlanta, Georgia.



The Honorable Denise L. Majette, U.S. Representative of the 4th District of Georgia, delivers keynote speech at NAWL's Annual Luncheon and is pictured with Program Co-Chair Anita Wallace Thomas of Nelson Mullins Riley and Scarborough LLP.

**2004-2005 Edition of the
National Directory of Women-Owned
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 NOW AVAILABLE**

The National Association of Women Lawyers is pleased to announce the publication of the Fifth Edition of the National Directory of Women-Owned Law Firms & Women Lawyers. The Directory is an invaluable legal resource and networking tool, distributed at no cost to corporate counsel, NAWL members and sponsoring law firms and at a nominal fee to others. The Directory allows clients to easily find the right woman lawyer for the job and gives women lawyers the opportunity to present themselves to a wider array of potential clients. To order a copy of the 5th Edition of the Directory or if you are corporate counsel and would like to request your free copy of the Directory, contact NAWL at 312-988-6186 or parkm@nawl.org.

The 5th Edition of the Directory was made possible by the support of the following sponsors:



2004 Outstanding Law Student Award Recipients

NAWL congratulates the 2004 Outstanding Law Students. Selected by their law schools as the outstanding female law students of their class, these talented and dedicated women are among the best and brightest.

Honored not only for academic achievement, these honorees were also chosen for the impact they made on areas beyond the classroom. The women listed below have worked to further the advancement of women in society and

promoted issues and concerns of women in the legal profession with motivation, tenacity and enthusiasm that inspired both their fellow students and law professors.

NAWL is for women who want to change the world and for the men who want to help them. We salute these women who have begun working early in their careers to promote justice for women in the profession and we encourage them to continue making a difference as their careers blossom.

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Equal Rights for Women in Afghanistan?

By Eva Herzer

In 1999, I wrote an article for this Journal entitled "Behind the Afghani Taliban's Veils of Terror. At that time, women in Afghanistan were very prohibited from working outside of their homes, girls were denied the right to go to school, women were largely unable to obtain healthcare and could not venture out onto the street without a male relative escort. In short, the oppression of women was all-pervasive. Since that time, Afghanistan has suffered through a U.S. led war, the Taliban has fallen and women have struggled for their human rights and a role in the reconstruction process. Several articles in this Journal have reported on these efforts.

In the fall of 2003, the Afghan government issued a new draft constitution. This draft did not define women as citizens and largely ignored the recommendations of the Afghan Independent Human Rights Commission, the Ministry of women's Affairs, Afghan NGOs and international human rights organizations. In response to this draft, Afghan women appealed to their government and sought help from the international community. Thousands of emails and letters addressed to the government in Kabul and the Bush Administration helped bring out historical changes: The new constitution of Afghanistan, adopted in January of this year, assures women equal rights by providing "any discrimination and privilege between citizens of Afghanistan are prohibited...the citizens of Afghanistan, whether man or woman, have equal rights and duties before the law."

The new constitution also incorporates the provisions of the UN Charter and the Universal Declaration of Human Rights, thus making them domestic law. It further requires the government to abide by all international treaties ratified by Afghanistan. This is of great significance for Afghan women since the Kabul government last year ratified CEDAW, the UN Women's Convention.

In this regard, Kabul is ahead of Washington! At the Loya Jirga this January, women also succeeded in doubling their guaranteed seats in the parliament to 25 percent, as opposed to the 12 percent proposed in the draft constitution. The constitution also specifically requires the government to promote the education of women and girls.

While these developments are of historical proportions and are a major victory for Afghan women, equal rights for Afghan women are far from guaranteed. One major danger is anchored in the new constitution, which, to appease the fundamentalist forces, provides "no law can be contrary to the beliefs and provisions of the sacred religion of Islam." Although many women legal scholars in the Islamic world have taken the position that the teachings of the Koran are compatible with equal rights for women, this is certainly not the result reached by Islamic fundamentalists in Afghanistan, as evidenced by their past treatment of women. How the tensions between local interpretations of the Koran and the equal rights provision of the constitution will be resolved is an issue to be closely watched over the next months and years. The second danger to women's equal rights is the lack of internal security in Afghanistan, where assassination of government ministers, attacks on aid workers and human rights activists are frequent and where the rule of the government in Kabul is still of limited effect in other provinces.

How women, despite their newly gained legal rights will fare in this state of civil unrest depends in large part on whether or not a full-scale expansion of international peace keeping troops will take place. Despite words to the contrary, the Bush administration has done little to expand peace keeping in Afghanistan. NAWL members are encouraged to spend three minutes going to www.feminist.org to take action today to urge our government to substantially expand the international peace keeping forces in Afghanistan.



Eva Herzer is a mediator and attorney in Kensington and Berkeley, California. She serves as the chair of NAWL's International Law Committee.

NAWL members are also urged to call their senators to support the "Afghan Women Security and Freedom Act 2004" (S2032), introduced by Senator Barbara Boxer. This bill would fund the Ministry of Women's Affairs, the Afghan Independent Human Rights Commission and Afghan women's organizations. It also calls for the expansion of international peace-keeping forces, which would be authorized to intervene in human rights violations.

To support this act, NAWL members can write directly to their senators or go to http://capwiz.com/fmf1/mail/oneclick_compose?aler-tid=4934451. Our support of Afghan women in these critical times is crucial.

nawl news

NAWL WRITES LETTER TO PRESIDENT TOUMANY TOURE OF MALI IN SUPPORT OF CRIMINALIZING THE PRACTICE OF FEMALE GENITAL MUTILATION

The Malian Association for Monitoring and Orientation on Traditional Practices and the Association for the Advancement and the Defense of the Rights of Women have worked since 1994 to raise awareness in Mali of the grave health consequences and the tremendous suffering caused to children and young women by the practice of Female Genital Mutilation (FGM). On September 8, 2004 NAWL wrote a letter to President Toumany Toure of Mali supporting the call of Malian women for a national law which would criminalize the practice of FGM. While some communities in Mali have already ceased to use this practice, there is a strong need for a national law because many communities in Mali still mutilate women and because FGM practitioners from countries that have criminalized FGM (such as Burkina Faso, Senegal and Guinea-Conakry) use Mali as a safe haven in which to mutilate women from their own countries. NAWL continues to promote and uphold the rights of women both at home and abroad.

To view the letter to President Toumany Toure, please see NAWL press release online at www.nawl.org.

NAWL SIGNS AMICUS BRIEF ON BEHALF OF JAMES IMES IN *IMES V. CITY OF ASHEVILLE, ET AL* TO SUPPORT PROTECTING JOB SECURITY FOR VICTIMS OF VIOLENCE

On August 20, 2004, NAWL signed as amicus in the matter of *Imes v. City of Asheville, et al.* The brief was filed on behalf of James Imes, a domestic violence victim who was fired from his employment when his status as a victim became known.

NAWL has a strong interest in protecting the jobs of victims of violence. The majority of domestic violence survivors are women. Job security is a critical component in a women's ability to leave her abuser. The brief argues that Mr. Ames' firing was against public policy, both of North Carolina and the United States. Public policy encourages victims of domestic violence to report the crimes and take whatever protective action is necessary. Legal Momentum was the lead amicus curiae and the brief was submitted to the Supreme Court of North Carolina.

To view the full Imes Brief, please see NAWL press release online at www.nawl.org.



University of Pittsburgh

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The University of Pittsburgh invites applications and nominations for the position of Dean of the School of Law. A major research institution and member of the American Association of Universities, the University currently serves more than 9,000 graduate and 24,000 undergraduate students through 16 graduate, professional, and undergraduate schools at its Pittsburgh campus and four regional campuses. Founded in 1895, the University of Pittsburgh School of Law (<http://www.law.pitt.edu>) is one of the oldest law schools in the nation. Also rated one of the top fifty law schools in the country, it enrolls approximately 740 students and has 45 full-time faculty members. The School offers JD, LLM, MSL, and JSD programs to qualifying students. These programs are enhanced through additional opportunities offered by the Center for International Legal Education; the Center for Bioethics and Health Law; a strong and varied clinical program; externships; certificates in civil litigation, environmental law, health law, intellectual property, and international and comparative law; and joint degrees with other Schools at the University as well as Carnegie Mellon University. It is the home of JURIST (<http://jurist.law.pitt.edu>), an outstanding legal educational resource.

The School is located in its own modern building on the campus. Extensive renovations to the classrooms and the law library have been completed within the past several years, enabling students and faculty to enjoy a state-of-the-art facility. Western Pennsylvania is home to many national and international law firms, and the city and county government offices as well as the state and federal courts are located within minutes of the campus.

Situated between three rivers, Pittsburgh is experiencing a modern Renaissance as a biotechnology, health care and service corridor. This metropolitan gem offers activities for every age and interest as residents are able to partake of an array of theater shows, concerts, museums, galleries, restaurants, sporting events, public parks, festivals, and family events. Numerous and diverse housing choices and communities exist to choose from, all convenient to the University.

The Dean is responsible for providing the academic and administrative leadership for the School, for articulating a vision for legal education and research, and for enhancing the strong relationship among the School, its alumni, and the legal profession nationwide. This position offers a special opportunity to lead a solid and dynamic institution. The Dean is expected to have a thorough understanding of the current issues in legal education, excellent administrative skills including personnel management, experience in public relations, and the skills necessary for successful fund raising. A demonstrated history of success in fund raising is highly desirable. Candidates should have a Juris Doctor degree, or its equivalent, and the successful candidate must possess the qualifications to receive a tenured appointment as Professor of Law.

The anticipated date of appointment is July 1, 2005. All applications should be received by October 1, 2004, to receive full consideration. Nominations, applications, expressions of interest, or requests for information should be submitted in writing to:

Dr. Robert F. Pack, Vice Provost
Chair, School of Law Dean Search Committee
University of Pittsburgh
801 Cathedral of Learning
Pittsburgh, Pennsylvania 15260

Inquiries concerning this position may be directed to Robert Pack via e-mail at robert.pack@pitt.edu or by telephone at 412-624-4228.

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Review of TEXAS TORNADO, The Autobiography of LOUISE RAGGIO

By Selma Moidel Smith

This article first appeared in the Summer 2004 issue of Experience magazine published by the ABA Senior Lawyers Division.

Texas Tornado: An Autobiography by Louise Ballerstedt Raggio with Vivian Anderson Castleberry
Foreword by Ann Richards
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This is a story waiting to be filmed. It could be billed as the story of a woman who rose from farm to courthouse, who made her mark in "a man's profession," remained loyal to a difficult marriage, raised a family of lawyers, became the "Mother of the Texas Family Code" - and now looks back on her road to success.

Scene One: "Pre-Law"

The protagonist, Louise Raggio, is the Texas-born child of Swedish and German immigrants. In her childhood years, she shared the hard life of a farming family in the rural wilderness near Austin. She also learned perseverance, independence, and self-reliance. In her own words, "If I - a poor, unattractive, unpopular girl from the mud farms of Central Texas - the offspring of immigrants, could make it, anybody can." But there, of course, lay the crucial difference - she wasn't just "anybody." She began by gaining the skills that were typical of farm children of the time. Early, she mastered the domestic arts. Before she was school age, she was part of the family wallpapering team ("I thought everybody grew up knowing how to hang wallpaper"). Soon her attention turned outward, to new achievements. "By the time I was twelve, I

was driving the farm truck and tractor," and also driving neighboring children to school "to free an adult for more important things."

Then she ventured beyond the typical. Encouraged by parents who saw her potential, she became the first member of her extended family to graduate from college. Not only did she graduate, but she was second in her class, a member of Phi Beta Kappa, and the recipient of highest honors from the University of Texas at Austin

in 1939. This was followed by an exciting year of internship in Washington, D.C., as "one of ten girls and forty boys from all over the United States" chosen by the Rockefeller Foundation. Louise studied at American University, visited Eleanor Roosevelt at the White House, dated a young John Connally, met Lady Bird and

Author's note: This book was prepared from tapes recorded by Louise Raggio as an oral history for her grandchildren. It is her hope that readers will want to share her story with their daughters and granddaughters to acquaint them with the past and inspire them for the future.

Lyndon Johnson (her local congressman), and returned to Austin with a job at the National Youth Administration.

She spent the following year working for the NYA, and in the course of her work, met a young lawyer who was organizing the local Food Stamp Plan. Her husband-to-be, Grier Raggio, "was strikingly handsome, outgoing, and personable," and proposed marriage 17 days later. In three months, Louise and Grier were married. She left her job to be a full-time wife, but a short time later the Japanese attacked Pearl Harbor and Grier was drafted. In August 1942, their first son, Grier, Jr., was born, and the army sent Grier overseas for three years. These years, says Louise Raggio, "were my 'lost years.'"

By the time her husband returned, Raggio knew from his letters that theirs would be a difficult reunion. "No matter how much carnage a soldier experienced in war, he was expected to go home, pull up his socks, and proceed with his life as if nothing had happened." It was not until decades

later that "post-traumatic stress disorder" entered the language, but in 1945 it entered Raggio's life. For the next 43 years, she struggled to provide the emotional equilibrium that would keep her marriage and family intact. Her husband found a low-paying job as a lawyer at the Veterans Administration, while she maintained the family home. In 1946, son Thomas was born. "My whole life had narrowed to a small apartment in a mud hole in a poverty pocket. Even though centered with a husband I loved and didn't know how to help and two little boys I adored, my day began and ended in what seemed to me an interminable dead end with no way out."

Despite his difficulties in adjusting, or perhaps because of them, Grier came home one day with the announcement that changed her life: "Louise, you're going to law school."

Scene Two: "Into the Law"

The setting for this portion of the story is Southern Methodist University. The principal characters are Raggio and family, with the addition of university and public officials. On the home front, Grier promised her his full support. In the daytime, he would go to work while she took care of the house and children; after dinner, he would take over at home so she could go to night school; on weekends, they would share the load. She says, "I cooked and baked with a law book in front of me," and gratefully acknowledges that "Grier was as good as his word." At the university, she found the opposite mood. "If ever there was a persona non grata, in Southern Methodist University's night law classes, I was it!" Raggio reports, "Everybody in a position of authority at SMU discouraged me," adding, "I was reminded that...if I were admitted (and my qualifications were better than any other candidate) I would only be taking up space that could be occupied by a man who would do something with his degree." She was finally permitted to enroll in February 1947. Between this date and graduation in 1952 lay unexpected difficulties.

The first was Grier's sudden firing from the Veterans Administration in 1948. "We were charged with the ultimate crime: un-Americanism... I say 'we' because I was just as involved as Grier. We knew our telephones were tapped. We knew we were under constant surveillance, but for what we

did not know." Not until a few years after Grier's death in 1988 did Raggio succeed in obtaining answers from the government. She found that the accusation was entirely in error, and was in fact a case of mistaken identity concerning a man named "Riggio." At the time, Grier had protested his loyalty and had regained his position, but his career had been ruined. He eventually left government service and opened his own practice in 1955.

The second was Raggio's discovery early in 1949 that she was pregnant. This was not only a surprise, but a dangerous one. Her blood type, Rh-negative, had made each of her pregnancies life-threatening for her and her baby, and the problem had become increasingly severe. She and Grier wrestled with the choices. "I don't think I ever honestly considered giving up the pregnancy, but the experience taught me to be an adamant freedom-of-choice advocate." Of necessity, she became "a law school dropout," and once again became a full-time mother to look after newborn son Kenneth and her other two sons. She finally returned to law school, to the extreme surprise of the faculty. She also had a woman classmate for the first time, Barbara Culver, who was later a justice of the Texas Supreme Court.

To complete her studies, she attended both day and night classes for a full year, and finally was eligible for the bar exam. "I'll never know how I passed the bar; 75 was the passing grade and I made 75! Grier and all three of our sons made higher grades on their bar exams, but that 75 was the most wonderful grade I've ever received." Word finally came in September 1952

that she had passed. "I was, at last, a full-fledged lawyer. Without a job," she noted. "The employment bureau



At Southern Methodist University for the endowed Louise B. Raggio Lecture Series.

at SMU would not schedule me for interviews because it said, quite correctly, that no jobs existed for women and it would depress me always to be turned down." She took small cases referred by friends, and endured offers to work in a secretarial pool. Finally, her friend, Judge Sarah T. Hughes (known to history for administering the oath to President Johnson in Dallas in 1963), told her about an opening in the office of the Dallas County District Attorney, and supported her bid to be hired. Hired she was, as an assistant district attorney, and given charge of all child and family cases.

Raggio tackled a backlog of hundreds of cases, and brought order to a neglected area of the office. She succeeded, and only a year and half later, was promoted to handle criminal cases in addition to her domestic cases. "It was front page news when a woman was assigned to do criminal prosecution. Any fool knew a woman could not handle criminal cases." She soon became a representative of the office with the press and in speaking engagements with civic, social, and school organizations. She also followed Hughes' advice to join the various women's professional clubs. "By the time I won the Zonta Award for public service in 1970, I'd made around 1,000 speeches throughout the Metroplex."

Grier encouraged her to join the practice he had started in 1955, and the following year, "I resigned and joined my husband. We became Raggio and Raggio," as the firm is known to this day, and the partners include the three Raggio sons. Clients and cases gradually increased, and Raggio became known as an excellent lawyer. She also became active with the Texas State Bar.

In 1960, she was asked to join the newly-formed Family Law Section of the State Bar, and was elected vice chair in 1964. And then, instead of being promoted to chair as was traditional, she was asked to remain as vice chair. She confided to a committee member that she would not be skipped over. "A woman chairing a bar committee? There was no precedent for such a thing!" However, she said she knew the needs of the Family Law Section as well as anyone, "because I had lived the legal restrictions of a married woman... As a lawyer, I required the signature of my husband before I could file some documents. As an only child, the inheritance I would receive

from my parents would legally be controlled by my husband." She vowed to be elected chair, or resign - and won.

Scene Three: "Against the Law"

Raggio's election as chair of the Family Law Section of the Texas State Bar "marked the beginning of a series of amazing advances for women and families in Texas law."

Raggio and her committee discovered that 44 different Texas laws discriminated against women, in particular, married women. A married woman could not give or sell her own property, even if she had acquired it before marriage. Her husband controlled her bank accounts, and she could not borrow in her own name. She could start a business only if her husband joined her in a suit to "have her disabilities removed." But the disabilities of traditional "coverture" were removed only for business purposes, not for professions. "All of us who were married and professional women prior to 1967 were practicing illegally..."

Following years of unsuccessful efforts by others, Raggio then commenced a three-year campaign to enact a new Marital Property Bill. She convinced the president of the State Bar to assign the matter to her Family Law Section and convinced her section to support the project. She then appointed a task force to draft the bill. She says she "thought we could write a bill in a matter of hours that would take away all of the legal disabilities under which married women in Texas lived. It took two years and seven separate drafts!" - following which they lobbied the legislature to pass the bill, and Governor Connally signed it in June 1967.

Her success prompted a second call to action. She received a phone call from the president of the State Bar, "who said we had done such a good job with the Marital Property Act that he felt it was imperative we take on a new assignment. Would the Family Law Section undertake a complete revision of all the family laws in the State of Texas?" After a decade of work, in Raggio's words, "The Family Law Section of the Texas State Bar created the first complete Family Code of laws in the world."

Scene Four: "Above the Law"

With all of these accomplishments as foundation, Raggio has continued to earn, and receive, the honors owed a trailblazer. For

the complete story, as the expression goes, you'll have to read the book. Among the many highlights: She was named chair of the ABA's first Family Law Committee, which evolved into today's Family Law Section. She was also chair of the Family Law Committee of the ABA Senior Lawyers Division. She was the first woman to be elected a director of the State Bar of Texas, and has received numerous high honors from the Texas and Dallas bars.

Raggio is a Life Fellow of the American Bar Foundation. In 1995, she received a Margaret Brent Women Lawyers of Achievement Award from the ABA. In her own city, the Dallas Women Lawyers and the National Business Women Owners Association each have established "Louise B. Raggio" awards given annually to outstanding women, and Southern Methodist University has an endowed Louise B. Raggio Lecture Series that has been presented annually since 1998. In 2000, Raggio received the President's Award from the National Association of Women Lawyers.

The list of triumphs continues to grow, but to see only triumphs in this surprisingly candid story is to ignore the private interior life of a woman who also had her own demon to conquer: the recurring, disabling depression that became her companion, and for which she sought treatment, making more remarkable all that she managed to achieve.

Now, she savors a life that is free of the enormous burdens and responsibilities of her former years. She has found an inner peace, a base from which to seek new adventures, to enjoy all the fruits of her labors, and to tell this story - to her grandchildren, and to us.



Selma Moidel Smith is a past president of the Women Lawyers Association of Los Angeles. She is the author of NAWL's Centennial History and recently received its Lifetime of Service Award.

Preston Gates Ranked No. 1 for Diversity Among Women

Survey Reflects National Recognition of Law Firm's Commitment to Diversity

NAWL congratulates Preston Gates & Ellis LLP on its ranking as No. 1 in diversity among women in a survey recently released by Vault.com, a leading website and source of information for job seekers and professionals. Preston Gates improved in many areas from last year's survey, including overall diversity and diversity among gays and lesbians. However, the firm's jump from No.10 to No.1 in diversity among women is most noteworthy, and reflects a continued effort to provide attorneys with flexible work arrangements, opportunities for leadership roles and strong practice development support.

Vault.com polled more than 14,000 associates at the nation's top law firms for their survey. The results, published in the annual Vault Guide to the Top 100 Law Firms, reflect the opinions and perceptions of insiders at top law firms around the country. The Vault survey demonstrates a nation-wide recognition of Preston Gates commitment to a diverse workforce and these perceptions are confirmed by the firm's hiring and promotion records.

About Preston Gates & Ellis LLP

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diversity

Work-Life Balance for Attorneys: Choice, Compromise and Control

By Camille Heenan

Attorneys consistently struggle with the elusive concept of "work-life" balance. Professional women have been told that we can "have it all" if we are willing to put in the effort. Here is the truth: no matter how you approach it, it is difficult to balance a successful legal career with a family and a social life. So, do not beat yourself up if you are not successful at "balancing" all of your competing responsibilities. You can have a full, rich and rewarding life. But you cannot expect to not make some sacrifices and compromises in the process. Once you are realistic about balance, you can implement a strategy to exert more control over your life by making conscious choices based upon what is important to you.

The Three C's: Choice, Compromise and Control

Choice: Deciding What You Want

Life is a series of choices. When you are engulfed in a large case in the office, it is difficult to realize you have any choice in the situation. It is easy to feel trapped and powerless. No matter what your situation, you always have a choice in the matter. You choose what it is you are going to do. The first step is to determine what you want to choose. Ask yourself: What do you want and why do you want it? There are certain things that almost all of us want (more time, less stress, etc.). It is important to get very clear on why you want something. Do you want more time to spend with your family? How much more time? What would having this time give you? What is important to you about this? When you focus on what you want, and why you want it, it helps make the choices and compromises you must make easier.

Compromise: What are you giving up?

When you make a choice, you are saying "yes" to something, you are also saying "no" to a number of other things.

This is where we get back to the idea of compromise and sacrifice. If you choose to have an evening with your family, what are you choosing to not do? What you giving up? Working late, the idea of being a superstar attorney, always being there for your boss, talking to friends, exercising, etc. Remember: you are the one who is in control of this choice and this compromise.

Control: Setting Boundaries

Once you decide what you want, why you want it and what you are giving up, now is the time to make it happen. This entails setting boundaries. It is difficult to set boundaries because we fear we might be seen as demanding or difficult. In order to really have some control over your life and career, and make conscious choices, you must set boundaries. Start small. For instance, if you want more alone time with your husband and set up a "date" with him, you must be clear about your intention to leave at 6:00 p.m. on a certain day. Put this time in your calendar. Tell others you are leaving at 6:00 p.m. and, don't feel the need to "over explain." Instead of "I really need to leave early today, my husband and I are going out to dinner and I can't cancel on him." Say, "I am leaving at 6:00 p.m. today, I can work on that first thing in the morning." You will be amazed at how good you feel about yourself for choosing to do something you truly want to do.

Reality check: If you leave at 6:00 p.m. for a date night several times a month, your life will not suddenly be in perfect balance. You will, however, be making conscious choices based upon what you really want and are willing to give up. This means you will have more control over your time - and you life.

Camille Heenan is a NAWL member, attorney and career coach who founded www.AttorneyCrossroads.com, an on-line community and resource site for women attorneys.

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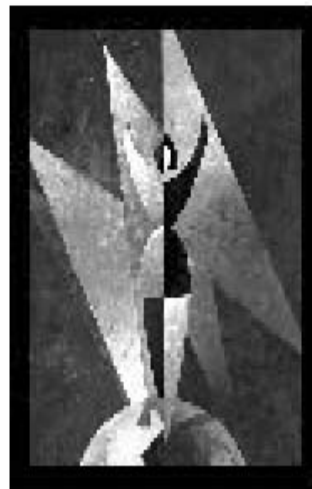
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Firms Must Address Perceptions of Gender Bias

By Lin M. Meyer

The State Bar requires continuing education for elimination of bias in the legal profession, including gender bias. To achieve diversity, many law firms regularly engage in discrimination or sensitivity training. Yet even firms that do this training sometimes skip or skim through the topic of gender discrimination.

This may be a mistake. According to one leading 2001 study conducted by Columbia and Harvard Law Schools, since 1985 women have made up more than 40% of the population entering law schools. Statistically today, the study also claims that 16% of firm partners are female.

Thus what affects woman lawyers affects most firms.

A 1995 Institute for Continuing Legal Education article entitled "What Lawyers Need to Know About Gender Bias in the Legal Profession" reported findings discovered by the California Bar, the Employment Law Center and the Legal Aid Society of San Francisco. According to this survey, 85% of woman lawyers perceive a subtle but pervasive gender bias within the legal profession. Furthermore, almost two thirds agree that woman lawyers are not accepted as equals among their peers.

The findings reported that some surveyed attributed the bias to unconscious behavior of male lawyers. And some reported that, when no one else was present, male associates trying to prove their points, engaged in physically threatening behavior.

The survey also shows that 76 percent of women lawyers reportedly believed that opposing counsel were biased against them. Sixty-four percent reported bias from clients and 48 percent reported experiencing bias from superiors. And 66 percent of those surveyed indicated they believed they had fewer opportunities for professional advancement than men.

More subtle forms of gender discrimination also seem to be occurring within firms. Female associates frequently complain that they do not get the same mentoring as their male counterparts. They observe a comfort level among men that causes them to reach out and assist younger male associates but not necessarily the women. The firm's woman partners do not seem to be fulfilling the role of mentor.

Whether this allegation is true or not, these studies reveal that the majority of woman lawyers at least perceive gender bias working to undermine their careers at firms. Moreover, a firm's internal gender-discrimination problems also may be affecting their interactions with clients.

Laura Mansnerus reported in *Working Woman* magazine "[s]omething terrible is happening in the practice of law...The profession itself is a big disappointment...if you can judge what these women have to say about being a lawyer..."

In a May article, "Gender Bias in Mediation" published in the *California Labor & Employment Law Review*, authors Laura Lane and Anne Weills cited a brief summary of the types of discriminatory behavior that many women lawyers experience. These included: feeling invisible to or ignored by mediators, paternalistic/patriarchal behavior by male lawyers and encountering flirtatious conduct.

Woman associates who practice in litigation or in other adversarial fields sometimes express that they are subjected to bullying tactics by opposing counsel. When they seek support from their male supervisors and co-workers, they are met with surprising indifference. This makes doing their jobs a constant struggle both in and out of the office.

Again whether these allegations are true or not, if the majority of woman lawyers feel this way, firms should be addressing these issues. Ignoring them will simply heightens exposure to lawsuits or, worse, convinces good female talent to seek a job elsewhere.

So how can firms handle these real or perceived affronts or instances of gender discrimination, so they can achieve gender diversity in their firms?

The first step is to be sensitive to the issue. Firms can accomplish this by asking female associates and partners whether they perceive any gender discrimination. To get a true response, anonymity should be granted. The outdated view, that if the firm asks they are begging trouble, really ignores the wealth of employment cases in which courts and jurors responded favorably to employers that undertake precautionary efforts to prevent discrimination.

Letting female lawyers know that the firm cares about their feelings or perceptions will only enhance their relationships with the firm. No one likes to be ignored.

Second, be sure to examine what the women associates are saying with an open mind. Insensitivity to the problems can lead to a dismissive attitude about raised concerns. Perceiving something you are not subjected to with regularity is difficult. So if you are not in a protected group, you may be less likely to perceive affronts to woman lawyers.

This does not, however, mean the women lawyers' perceptions are wrong.

Have the firm's diversity committee survey what other firms are doing to address gender issues. One way to optimize efforts is to take advantage of the groundwork laid by others in the legal community. Larger firms with more exposure often take the lead in these areas and the lessons they learn may benefit your firm.

Human Resource professional consulting firms and social scientists can make presentations to sensitize all professional staff to gender issues.

Poll associates to see what makes them value their jobs and career choices. Women associates generally are motivated by different aspects of the job than their male co-workers.

Law firms must reflect the society around them. Firms cannot afford to lag so far behind the times that they lose the ability to attract good female talent.

If your firm has difficulty keeping women associates or has few female partners, ask honest questions, and be prepared to make serious efforts to address gender concerns.

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