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NAWL President Zoe Sanders Nettles (left), California State Senator Sheila Kuehl (center), and NAWL Immediate Past President Ellen A. Pansky (right) at NAWL's 2003 President's Reception in San Francisco. Senator Kuehl received NAWL's highest honor, the Arabella Babb Mansfield award.

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2003 Annual Meeting

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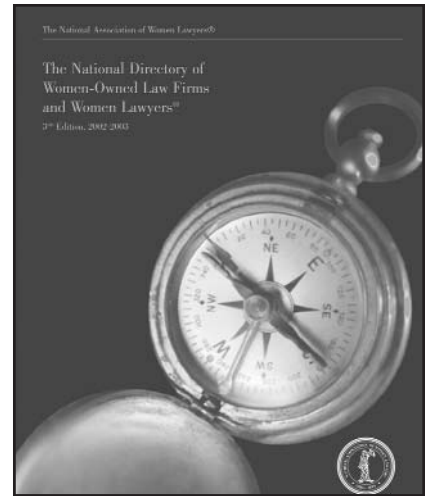
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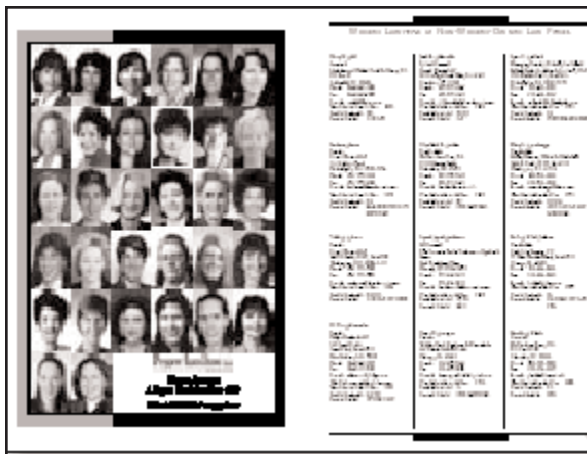
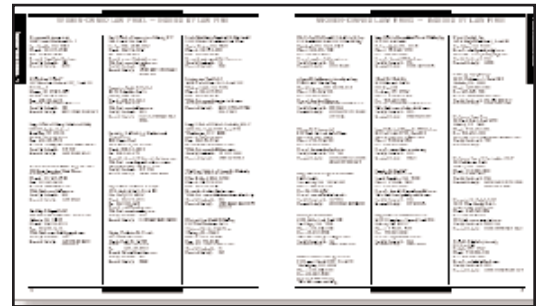
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About NAWL

Founded in 1899, NAWL is a professional association of attorneys, judges, law students and nonlawyers serving the educational, legal and practical interests of the organized bar and women worldwide. *Women Lawyers Journal*®, *National Association of Women Lawyers*®, *NAWL*®, and the *NAWL seal* are registered trademarks. ©2003 National Association of Women Lawyers. All rights reserved.

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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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From the President

By Zoe Sanders Nettles
Nelson Mullins Riley & Scarborough

As NAWL embarks on its 104th year, I look forward to leading this organization in its continuing effort to challenge those who impede the success of women lawyers and to challenge those who denigrate the rights of *all* women. On the domestic front:

- ♦NAWL will monitor pending efforts to annihilate *Roe v. Wade* including scrutinizing federal judicial appointments and monitoring the so called “partial birth abortion” legislation. NAWL will notify its members of important developments.
- ♦NAWL will publish the Fifth Edition of the *National Directory of Women-Owned Law Firms and Women Lawyers* designed to assist in-house counsel with locating women lawyers and designed as a networking tool to assist women lawyers with referring other women lawyers legal work. See back page for an application to be listed in the *Directory* or to be a sponsor of the *Directory*.
- ♦NAWL will publish and make available a model survey for use by law firms to evaluate their own firm culture with regard to women lawyers.
- ♦NAWL will sponsor a variety of programs for women practitioners throughout the country. See page 7 for a current list of programs.

On the international front, NAWL will continue to monitor the unfair treatment of women around the world and will argue against atrocities committed against women. Most recently, NAWL was pleased that Amina Lawal’s “death by stoning sentence” was set aside and she was acquitted of the charge of adultery. NAWL’s International Committee advocated strongly on behalf of Amina Lawal. However, NAWL is disappointed with the very technical violations of law upon which Ms. Lawal’s acquittal was based and concerned generally with Nigeria’s disparate treatment of men and women charged with adultery. NAWL will urge the Nigerian Government to change the law, and the International Committee will continue its mission to advance women’s rights in Nigeria and around the world.

Thank you for the opportunity to continue the challenging work of this wonderful organization. Please contact me with any suggestions.

Zoe Sanders Nettles
NAWL President 2003-2004
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1-800-237-2000.



NAWL's Annual Meeting

San Francisco, California
August 8-11, 2003

NAWL's Annual Meeting in San Francisco was a great success. The featured event, the Annual Luncheon, was co-hosted by the National Conference of Women's Bar Associations (NCWBA), and drew over 160 guests including many California attorneys and members of the judiciary. The featured speaker, U.S. Senator Barbara Boxer, addressed the topic "Threats to Freedom of Choice." Barrister Stella A. Odife, the National Coordinator for the Women's Organization for Gender Issues in Nigeria spoke on "Women's Rights and Democracy in Nigeria." NAWL proudly presented to Justice Barbara J.R. Jones, Presiding Justice of the Court of Appeal, the President's Award for her commitment to judicial ethics and outstanding achievements in the law. Justice Jones, after addressing the audience, installed NAWL's 2003-2004 Executive Officers. In addition, the North Carolina Association of Women Attorneys was presented with NCWBA's Public Service Award.

During the President's Reception on August 7, NAWL welcomed its incoming

president, Zoe Sanders Nettles of Columbia, South Carolina. NAWL also presented to California State Senator Sheila Kuehl the Arabella Babb Mansfield Award, NAWL's highest honor.

During the Executive Board meetings and the General Assembly, NAWL officers addressed current issues affecting women in the profession and discussed reports on the work of committee members.



Justice Barbara Jones installs NAWL President Zoe Sanders Nettles and other officers at the annual luncheon.

NAWL thanks the law firms of **Bingham McCutchen, LLP** for hosting our annual President's Reception and board meetings, **Nelson Mullins Riley & Scarborough, LLP** for sponsoring the President's Reception, and **Stoel Rives, LLP** for hosting our executive board meeting.

NAWL thanks Luncheon co-hosts:
Queen's Bench
California Women Lawyers
ABA Women in Criminal Justice
ABA Commission on Women in the Profession

A special thanks to our Luncheon sponsors:
Howrey, Simon, Arnold & White, LLP
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NAWL's Annual Awards Luncheon

On Friday August 8, 2003, NAWL was joined by the National Conference of Women's Bar Associations, and held its annual luncheon at the Westin St. Francis Hotel in San Francisco, California. The luncheon featured United States Senator Barbara Boxer, who has served in the United States Senate since January 1993, following 10



Senator Barbara Boxer speaking to an attentive audience at the NAWL Annual Awards Luncheon.

years of service in the House of Representatives. Senator Boxer, a nationally renowned advocate for families, children, consumers, and the environment, is also a leading advocate of a woman's right to choose. Senator Boxer authored the Family Planning and Choice Protection Act, and helped lead the floor fight for passage of the Freedom of Access to Clinic Entrances Act. Senator Boxer has long served as the lead advocate in the Senate to end the suffering of Afghan women under the Taliban. She also championed the Violence Against Women Act while she served in the House.

Senator Boxer spoke at the luncheon, not only with respect to the importance of safeguarding the future of reproductive

rights for women, but also the need for investment in the infrastructure of the United States. She highlighted the importance of continuing financial support for schools, children and the country's infrastructure, which must not be slighted in favor of top-heavy income tax cuts. She also spoke out against supporting the war in Iraq, to the detriment of domestic programs.

Senator Boxer spoke, too, regarding the movement in the country's judicial nomination process. She emphasized the fact that an overwhelming majority of nominees were approved for judicial appointment. Senator Boxer is a tireless supporter of increasing the percentages of women and people of color in the federal judiciary.

NAWL is honored to have had the opportunity to present Senator Boxer with a certificate of merit, and to support her efforts in the legislature.



NAWL President Zoe Sanders Nettles (Left) presents Senator Boxer (Right) with a certificate of merit in recognition of her work in the legislature.

NAWL Honors California Court of Appeal Justice Barbara Jones

At its 2003 Annual Award Luncheon, NAWL presented the President's Award to Barbara Jones, Presiding Justice of Division 5 of the First District, California Court of Appeal. Previously, Justice Jones served as a California Superior Court judge in both civil and criminal divisions, as well as a judge of the Appellate Department of the Superior Court. Justice Jones has served on the California Supreme Court's Advisory Committee on Judicial Ethics. Additionally, Justice Jones has been lifetime member of Queen's Bench, a preeminent women's bar association in the San Francisco Bay Area, where she also served as President. NAWL salutes Justice Jones for her continuing support

of women lawyers and women in the judiciary.



Immediate Past President Ellen A. Pansky (Left) presents Justice Barbara J. R. Jones (Right) with the President's Award at the NAWL Luncheon.

NAWL Co-Sponsors Upcoming Events

The Law Firm Partner Compensation Summit

Primary Sponsor: NorthStar Conferences

November 13-14, 2003 - Chicago, IL

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Attend and learn how to set up a compensation system that will advance your firm's performance!

Texas Women Lawyers Annual Event: Building Bridges

Primary Sponsor: Texas Women Lawyers

February 28, 2004

www.texaswomenlawyers.org

The TWL Annual Event will focus on networking opportunities and career advice from female attorney role models from many aspects of the legal profession.

Save Women's Lives: March for Freedom of Choice

Primary Sponsors: Feminist Majority, National Organization for Women, NARAL Pro-Choice America, and Planned Parenthood Federation of America

April 25, 2004 - Washington, DC

www.marchforchoice.org

The March will mobilize America's pro-choice majority to protect reproductive freedom and to show Congress and the White House that women will not stand for any further assaults on their right to privacy.

ABA Division for Public Education - Law Day

May 1, 2004

www.lawday.org

Law Day 2004 will celebrate the 50th anniversary of the historic case *Brown v. Board*. By commemorating the Court's decision in *Brown*, Law Day can help illuminate the meaning of equality in our democracy and the role of law, advocates, and courts in establishing and protecting our rights.

Annual Meeting Reception Honoring California State Senator Sheila James Kuehl

On August 7, 2003 at the beautiful San Francisco law offices of Bingham McCutchen, LLP, NAWL co-sponsored a reception to introduce its new president, Zoe Sanders Nettles, of South Carolina's Nelson, Mullins, Riley & Scarborough, LLP. The reception was co-sponsored by the National Conference of Women's Bar

establish paid family leave, to codify as state law the rights contained in *Roe v. Wade*, to overhaul California's child support services system, to establish nurse to patient ratios in every California hospital, to protect domestic violence victims and prohibit discrimination on the basis of gender and disability in the workplace, and numerous other important legislative acts. Senator Kuehl, a graduate of Harvard Law School, was a professor at Loyola University School of Law, UCLA Law School and USC Law School. She co-founded and served as managing attorney of California Women's Law Center.

Senator Kuehl spoke of the importance of running for elected office, encouraging lawyers to become more directly involved in representative government. Interestingly, Senator Kuehl's



NAWL President Ellen A. Pansky (Right) presents Senator Sheila Kuehl (Left) with the Arabella Babb Mansfield award.

Associations, and was attended by over 100 guests. The evening's honoree was California State Senator Sheila James Kuehl, who was presented the 2003 Arabella Babb Mansfield award by NAWL president Ellen A. Pansky. Senator Kuehl has served in the State Senate since 2000, following six years of service in the State Assembly. She served as the first woman in California history to be named Speaker pro Tempore of the Assembly, and has served on numerous legislative committees. In her eight years in the State Legislature, Senator Kuehl has authored 109 bills that have been signed into law, including legislation to

Continued on Page 11



NAWL President-Elect Zoe Sanders Nettles speaks about her goals for her 2003-2004 term.

Women's Rights and Democracy in Nigeria

Excerpts from Presentation by Nigerian Barrister Stella A. Odife
 Edited by Ellen A. Pansky

The National Conference of Women's Bar Associations arranged to host at the August 8, 2003 luncheon co-sponsored by NAWL, Nigerian Barrister Stella A. Odife, who serves as National Coordinator, Women's Organization for Gender Issues (WOGI) in Lagos, Nigeria. Barrister Odife addressed the luncheon attendees at the joint program of NCWBA and NAWL on August 8, 2003.

WOGI is a Non-Governmental Organization duly registered in Nigeria. It seeks to enhance the rights of women through health and civics education, through political and awareness campaigns, through research into, publication and dissemination of literature on matters of interest to and of concern to women. It engages in advocacy as well as in the provision of micro-credits to women and women's groups in the rural areas of Nigeria.

Barrister Odife presented a fascinating inside perspective on the Nigerian legal system, as it affects women, as well as an overview of the position of women in Africa. She offered that the situation in Nigeria today may appear different than the picture painted by Ghandi of the situation in India in 1918, but there are strong similarities. Nigeria operates a modern constitution fashioned along U.S. lines, but traditional customary and religious legal systems still operate side-by-side with the constitution. And, because most people remain governed by their traditional communities, 'vicious custom' in the form of the local and religious legal systems tend to hold sway over the western model enshrined in

the constitution.

Conflicts in laws therefore apply so that, even though the constitution is supreme and guarantees rights to all including women, women are denied such rights in traditional customary or religious communities. Women may also not be aware of their rights available to them under the



Barrister Stella Odife (Right) with daughter Chinwe Odife (Center) and NAWL Executive Board member Margaret Foster (Left).

constitution, or where they are aware, they may lack the means to fight for them. It took the International Community to wake up the Nigerian community and its women to the vital issues involved in creating equality.

Odife explained that, in traditional communities, the customary laws defined primitive economic relations in which, in places, women were also property. Even the woman's own right to her body and time as her own 'properties,' were tampered with under this concept. A wife-batterer was thus only battering his own property, a 'civil offense' as opposed to

doing willful damage to somebody else's property, which would be criminal. The Nigerian law enforcement agencies often refuse to intervene in such matters that are purely of domestic concern to the male. Of course, a woman battering her partner would be committing sacrilege.

Another contentious issue is that of domicile for married women. Nigerian laws recognize that a woman can only change her place of origin from that of her father, by virtue of her marriage. In practice in Nigeria one cannot just elect to come from any state of their choice, other than their state of origin. Unfortunately, Federal Civil Service Rules now prescribe that for appointive offices, a woman is assumed to come not from her husband's place but from her father's State of Origin.

Notwithstanding the foregoing, Barrister Odife pointed out that she would be misleading the audience if she were to suggest that Nigerian women have no rights. On the contrary they often have more rights than their foreign counterparts. For example, a female suffers no disadvantages in pay in employment. Correspondingly, she may encounter a lot more harassment on the job, and may have to forfeit her opportunities for advancement when she takes her mater-

nity leave. On the other hand, based on established legal cases in Nigeria, when a woman's employment is terminated according to contract, no one may inquire into the motives of an employer. There is no redress for her under the law.

In the last decade of the past century, Nigerian judges made some commendable strides in the area of improving the social conditions of women. Undoubtedly, a woman's independence and freedom to choose her own mode of life can best be secured if she were entitled to receive a substantial portion of her husband's estate on his death, or if any unmarried daughter, on her father's death.

Odife further noted that, rather than get actively involved in the politics of campaigning for elective offices, women groups should explore the possibility of using education of the political elite as a platform for implementing change. They should mobilize grassroots support and establish dialogue with people at the local level and national decision makers. The goal should be to modify traditional mores and laws to accommodate the requirements of women's freedom, equal opportunity and human rights.

Barrister Stella Odife is a senior partner at Odife & Co. Solicitors/Advocates in Lagos, Nigeria. In 1998, she helped found the Women's Organization for Gender Issues (WOGI) in Nigeria, to encourage grass roots mobilization of rural women, and she serves as WOGI's National Coordinator. Through WOGI, Ms. Odife works to provide humanitarian support, empowerment, and free legal services to women in Nigeria. WOGI operates programs throughout Nigeria to provide start-up capital for women to become economically independent. Through contacts made with Ms. Odife at the World Women Lawyers Conference in London in 2001, WOGI became an international association member of NCWBA.

Ms. Odife married and raised a family before obtaining a law degree, and her legal studies inspired her to begin working for women's rights. She is an active member of the Federation of International Women Lawyers, and recently coordinated the national campaign of Sarah Jubril, the first woman to run for president of Nigeria.



Kuehl - Continued from page 8.

exhortation of people to run for office shortly preceded California's historic recall election, in which approximately 135 candidates added their names to the ballot for State Governor.

NAWL could not have chosen a more deserving recipient than Senator Kuehl for the Arabella Babb Mansfield award.



NAWL and NCWBA members with Senator Sheila Kuehl at the President's Reception in San Francisco.

From Left: Pam Nicholson, Lori Deveny, Senator Kuehl, Carol Copsey, Ellen Pansky, Andrea Carlise, Eliza Rodriguez, and Nancy Newman.

NAWL Thanks Marsha Smelkinson

NAWL wishes to thank Marsha Smelkinson, Executive Director of the Lawyers Club of San Diego, for sharing these wonderful photographs taken at the NAWL/NCWBA Reception on August 7, 2003. Ms. Smelkinson's pictures are featured in this issue of the Women Lawyers Journal.

Mattie Belle Davis

By Selma Moidel Smith

NAWL has lost a friend and leader with the passing of Judge Mattie Belle Davis. She quietly left us on July 3, 2003 in Coral Gables, Florida, at the age of 93.

Mattie Belle served us well as a long-time member who rose to become the association's president from 1965-1966, our Delegate to the ABA House of Delegates from 1967-1975 and 1977-1987, and also Editor of the *Women Lawyers Journal* from 1981-1982. During her tenure as Delegate, and for several years after, there was no other woman in the House of Delegates.

Mattie was an active member of the ABA, distinguishing herself in several of its most important committees.

In 1970, she was elected a Fellow of the American Bar Foundation, the second woman and first Florida woman to be so honored, and in 1987 became the first and only woman (until 2002), to receive its annual Fifty Year Award. It was a crowning achievement for her to receive the accolades and enthusiastic approval of her peers in the profession. This was especially significant because Mattie Belle always felt that she had drifted into the law.

She had never aspired to be a lawyer. In 1927, at the age of 17, with only a few months of business school training, she found a job. It happened to be with a law firm in Miami, and she became a legal secretary in that office. Her thoughts began to turn to the possibility of becoming a lawyer. Shortly after, the firm merged with another firm, which brought other lawyers into the office. One of them was Troy Davis. Mattie Belle began to study law with him and,

after passing the bar exam, she was admitted to practice on November 28, 1936. The following year they were married and they practiced law together until his death in 1948. She continued the practice until 1959 when she began her long judicial career, finally retiring in 1996.



Judge Mattie Belle Davis during her term as President of Nawl, 1965-1966.

Throughout her career, Mattie Belle was generous with her efforts.

When the National Association of Women Judges held

their founding session in Los Angeles in 1979, it was Mattie Belle who was chosen to preside, and two years later she was elected a life member of the association.

She was a founder and president of the Florida Association of Women Lawyers, and was honored by them in 1987 with the creation of the "Judge Mattie Belle Davis Award." The same year she was honored by the Board of County Commissioners of Metropolitan Dade County with a proclamation naming March 3 as Judge Mattie Belle Davis Day. She received many awards for her contributions to the community at large, and was especially pleased to be honored in 1998 by being inducted into the Florida Hall of Fame by then Governor Lawton Chiles.

In the early days of 2001, this writer

interviewed Mattie Belle for an article to appear in the Spring 2001 issue of the ABA Senior Lawyers Division publication, *Experience* magazine.

In the course of our many discussions, she expressed her thoughts about the great number of honors and awards she had received and said, "I've been very fortunate—all the recognition I've received has come to me while I could

enjoy it."

How fitting, then, that Mattie Belle requested that her services be private. To her mind, her story spoke for itself. Nothing more needed to be said.

Selma Moidel Smith is a past president of the Women Lawyers Association of Los Angeles and a recipient of NAWL's Lifetime of Achievement Award.

Get Involved

Getting involved in a NAWL committee provides a unique opportunity for women to serve in leadership roles in a national organization. Join with other NAWL members to continue the work of promoting women in the profession and women's rights. To join a NAWL committee, contact the committee chair or NAWL at (312) 988-6186 or nawl@nawl.org

NAWL is currently looking for enthusiastic new members to serve on the following committees:

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mbdrew@socialaw.com

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Leslie Auerbach Lewis, Chair
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University of Michigan: Women in Leadership Award

March 19, 2003

By Dr. Madeleine Albright

This speech was originally given by Dr. Albright on March 19, 2003 at the University of Michigan Business School where she was presented with the Women in Leadership Award, and is printed in the Women Lawyers Journal with the gracious permission of Dr. Albright.

Thank you Cynthia, for that introduction and thank you all for your warm welcome and for the Women in Leadership Award. This is the first time I've received an award directly related to the achievements of women in business. This is sure to affect my self-image, which has already progressed through many phases. I have been a housewife and mother, a volunteer and Senate staffer, and before I became Secretary of State, I was an adviser to a series of presidential candidates, most of whom lost. Now that I am out of office, I divide my time about six ways.

But through all of this, one arena has been a constant for me, and that is academia. Whether as student or professor, school has been a huge part of my life. In the second grade, I became perhaps the only future Secretary of State to flunk geography. I made up for it later with a Ph.D., and a career in teaching I have now resumed. The new frontier for me is business, where I have started a global strategy firm, as far as I know the first of its kind owned and operated primarily by women. And, of course, I have also forged an affiliation with the William Davidson Institute and the University of Michigan business school. As a result of that connection, I have learned an enormous amount these past two years, and met some wonderful people.

This week, in Ann Arbor, I am meeting more. So I am doing great; I only wish

I could say the same about the world. The truth is we are in the midst of a very difficult period for our nation and the globe. The newspapers and cable shows are dominated by talk of war, and about the divisions that have opened up between America and its allies. There is a drumbeat, as well, about the condition of our economy, which is once again imperiled by deficits and the rising price of oil. It is not easy, in such an environment, to stay focused on issues that will matter most over the longterm. And yet, that is what I would like to discuss today.

This is appropriate because one of the main themes of the Women in Business Initiative deals with the question of potential. The American business community will not reach its potential until it truly affords equal opportunity to women. This is not to say we haven't already made progress; we have. Thanks to efforts such as the Women in Business Initiative, we have made tremendous progress.

One hundred years ago, women in the United States had virtually no role in business. We couldn't vote in federal elections. Our views were not taken seriously in any field except nursing and education. And our clothes were designed by structural engineers. Even when I was starting out in the world after college, it was extremely rare to see women in the very highest jobs. We didn't have many role models. There was Queen Elizabeth, but it was

hard to work your way up to the position of Queen. There were Indira Gandhi and Benazir Bhutto, who first became known because of their famous families, but for most of us, it was too late to choose famous parents. My personal favorites were Golda Meir, a schoolteacher in Milwaukee who became Prime Minister of Israel. And Margaret Thatcher, whose politics I did not share, but whose style answered forever the question of whether a woman could be tough.

Today, there are approximately twenty heads of government who are women. And women are represented in virtually every sector of every profession and business. Up at the UN, they have established a council of Women World Leaders. Twenty years ago, that Council would have been a duo with



Secretary Albright speaks with University of Michigan students after accepting the Women in Leadership Award.

annual meetings alternating between Iceland and Dominica. Now, it is thriving and we may be confident it will continue to expand as more and more women heads of government are chosen in Latin America and Africa, Asia and Europe, and one day – I believe before this decade is out – in the United States of America. Of course, I am not one of those people who believe everything in the world would be fine if all the leaders were women. That would be

sexist; besides anyone who thinks females can't be horrible to one another has forgotten high school. But it is plain common sense that, whether you are a country, a community or a corporation, you will do better with the contributions of every citizen. That is true here in the United States. And it is true around the world.

Consider, for example—Afghanistan. For much of the past decade, while the rest of the world was preparing for the Third Millennium, the leaders of Afghanistan were dragging their country back toward the first. The Taliban deprived women of every right except the right to remain silent and invisible, illiterate and unemployed. By so doing, they robbed their society of the energy and intellect of millions of Afghans. They stole the priceless gift of education from a generation of girls. They drove huge numbers of women into mental breakdowns, suicide and beggary. They sought to impose their own view of truth on their countrymen. And they played host to a multicultural sleepaway camp for terrorists that has triggered a new kind of worldwide war. There is no question the Taliban were an extreme case, and there were unique aspects to what took place in Afghanistan. But the problem of gender discrimination is hardly limited to Afghanistan or Central Asia, or to members of any particular tradition or faith. It is a global problem demanding a global response.

Because whether the cause is extremism or chauvinism, misguided machismo or a simple fear of fair competition, the effect is the same. A country that does not allow its women to participate as full citizens will always fall short. Unfortunately, women today remain an under-valued and underdeveloped human resource. This is not to say women have trouble finding work. In many societies, we do the vast majority

of work; but don't own land; aren't taught to read; can't obtain credit; and don't get paid. This matters, because when women have the power to make their own economic and social choices, the chains of poverty can be broken; families are strengthened; the spread of sexually-transmitted disease slows; and socially-constructive values are more likely to be handed down to the young.

In recent years, women around the world have pushed for legal recognition of their rights. But often, even if the laws on the books change, the reality in villages and communities does not. So appalling abuses are still committed against women. These include coerced abortions and sterilizations, ritual mutilations, dowry murders, honor crimes, and even the killing of infants simply because they are female. Some say all this is cultural and there's nothing anyone can do about it. I say it's criminal and we each have an obligation to stop it. That is why it is so vital to support organizations such as the William Davidson Institute that are working to equip women in emerging democracies with the skills they need to participate economically and politically.

This matters in its own right, but also because there is a direct connection between the success of women in government and the success of women more generally. If women in government do their jobs, they will help improve the lot of women and girls everywhere. They will raise issues that others overlook, pass bills that others oppose, put money into projects others ignore and seek an end to abuses others accept. Let me cite some specifics. In Kuwait a few years ago, the Parliament defeated a bill that would have given women the right to vote. As Secretary of State, I expressed my unhappiness, which upset one of the Kuwaiti legislators. He asked, How could I oppose democracy? The bill

had been openly considered and freely voted down. I replied, "Good sir, you can vote all you want. But when more than half your people are left out and your Parliament is entirely male, that is not democracy. It is medievalism. And it is holding your country back.

A more encouraging case happened at the UN when I was US representative there. With the other women Ambassadors, we formed a club—a very small club. We called ourselves the G-7. But we magnified our influence by agreeing always to take each other's phone calls. I did the same thing when I was Secretary of State among women foreign ministers. When some of the men complained that diplomats from Barbados or Liechtenstein, for example, had speedier access to my office than they, I said there was a simple solution. They could have themselves replaced by women. They never complained again. These clubs, though small, did make a difference. For example, we helped ensure the appointment of women justices and prosecutors to the international war crimes tribunal for former Yugoslavia. This mattered because so many of the crimes being investigated had been committed against women. The result was that rape, for the first time, was classified as a war crime. In 1999, the women foreign ministers issued a worldwide call for action to halt trafficking in human beings. This is one of the world's fastest-growing criminal enterprises. It exploits the desperation of more than a million women every year, who think they're applying for jobs as au pairs, waitresses, or sales clerks, but end up virtual slaves of thugs or pimps. Women leaders and organizations at every level must demand an end to this pernicious trade, because the women and girls who have been victimized deserve to have their voices heard. And if we apply a standard of zero tolerance to those who sell illegal

drugs, we should be at least as tough in opposing those who buy and sell human beings. The following year, I joined with the women foreign ministers again to issue a wake-up call about the need to halt the spread of HIV/AIDS. I do not have to tell this audience what is at stake or how frustrating the battle against HIV/AIDS can be.

In Africa, I visited with women who were infected and as a result shunned by their families. I talked to doctors who told me of women refusing to be tested because they did not want to be shunned. And of men refusing to believe anything they were told about the disease or how it could be prevented. I also held children in my arms who had been born with AIDS and were already dying from it. The good news is we know that infection rates can be reduced through strong local leadership, vigorous efforts at education, support for the public health community and the availability of contraceptives. The battle against AIDS is a long term, worldwide, struggle. It must be fought country by country, year by year, life by life. It must be fought across every boundary of nation and class, culture and gender. And it must continue until we have transformed this horrible plague from a menace into a memory.

Another issue where women in government can make a vital difference is in support for international family planning. Officially, the U.S. contributes about \$425 million a year to these purposes. That's about a dollar and half annually for each of us—less than the price of a small cup of Star Bucks coffee. It's the tiniest investment with the greatest yield any of us could make. Pregnancy-related complications are the leading cause of mortality among women of reproductive age in developing countries. Every year, they kill an estimated 600,000 women. Millions of children who now die would live if births were spaced fur-

ther apart, and mothers bore a higher proportion of their young during their healthiest reproductive years. Despite this, there are some who distort the nature of these programs and try to shackle them with restrictions that prevent people from getting help.

That is not acceptable. We must spread the news that if family planning services were available to every couple that needs and wants them, more women would live, more children would survive, more families would prosper, and more of our natural environment would be preserved.



Secretary Albright speaking with guests at the University of Michigan.

The lesson in all this is that the right response to wrong is not to throw up our hands; but rather to roll up our sleeves; not to complain; but to act. I am sure that most of us lead what seem to be impossibly busy lives. I know I still do. But I think each of us has a responsibility, as we reach a certain level of success, to help women and girls to climb the ladder, whether here at home, or abroad; whether through our professional duties, or through other contributions we make outside the workplace. This might seem like a sacrifice of precious time or treasure. But nothing will make us feel more fulfilled. And nothing will do more

good. When we work to improve the lives of women and girls, we contribute to a tide that is altering the social and political landscape of the world from Ann Arbor to Afghanistan. Years ago, Margaret Mead urged us never to “doubt that a small group of thoughtful, committed citizens can change the world. Indeed” she said, “it’s the only thing that ever has.” The women and men who fight for women’s rights no longer comprise a group that is small. But we are thoughtful; we are committed; and have no doubt, we will persist until we prevail.

Thank you all very much, and now I would be pleased to respond to your questions.



Madeleine Korbelt Albright served as the 64th Secretary of State of the United States. She was the first woman Secretary and is the highest-ranking woman in the history of U.S. government. Dr. Albright is the founder of The Albright Group LLC, a global strategy firm.

Accomplishments during former Secretary Albright’s tenure include the expansion and modernization of NATO and NATO’s successful campaign to reverse ethnic cleansing in Kosovo; the promotion of peace in Northern Ireland and the Middle East; the reduction of nuclear dangers from Russia and North Korea; the expansion of democracy in Europe, Africa, Asia, and Latin America; the expansion of our multifaceted relationship with China including trade as well as human rights; and the growth of trade in the Americas, in Africa and through the conclusion of hundreds of other agreements that facilitated American business overseas.

From 1993-1997, Dr. Albright served as the United States Permanent Representative to the United Nations and as a member of the President’s Cabinet and National Security Council. In 1995, she led the U.S. delegation to the UN’s Fourth World Conference on Women, in Beijing, China.

Dr. Albright was the Director of Women in Foreign Service Programs and a Research Professor of International Affairs at Georgetown University during the decade prior to her return to public service. From 1989-1992, she was President of the Center for National Policy.

Dr. Albright received her B.A. from Wellesley College and her Master and Doctorate from Columbia University.

NAWL Salutes Nobel Peace Prize Awardee Shirin Ebadi

Iranian civil rights attorney Shirin Ebadi was awarded the 2003 Nobel Peace Prize, in recognition of her dedicated and vocal support for both civil rights and women's rights in Iran. Ebadi, 56, has accepted the most difficult human rights cases, often representing clients whom other lawyers were afraid to accept. Ebadi, a well-known reformist and icon for the more active societal role sought by many Iranian women, was applauded by liberal elements of Iranian government and press. However, Iran's conservatives decried her selection, and angrily criticized the choice of Ebadi by the Nobel committee.

Initially, the Iranian news media could not decide how to publicize the award. The news was available on satellite television. Upon the announcement of Ebadi as the award recipient, Iranian girls reportedly reacted with excitement and joy. The girls telephoned and sent text messages to one another, spread-

ing the word. Eventually, conservative radio and television stations reported the fact of the award, without comment. The tension between the conservative and reformist forces in Iran was further reflected by the fact certain "right-leaning" newspapers made absolutely no mention of the prize.

Several hours after the award was announced, Iranian President Mohammad Khatami's government issued congratulations to Ebadi. Vice President Mohammad Ali Abtahi stated that the award of the Nobel to Ebadi, the first Iranian to receive one, was "very good news" and a favorable comment upon the active political role played by Iranian women.

NAWL supports the work of Ebadi and other Iranian women and men, who work for reform and improvement in civil rights for all Iranian citizens, and equal rights for women. The award of the Nobel Prize to Ebadi is richly deserved.

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The National Directory of Women-Owned Law Firms and Women Lawyers

Listing Application

Fifth Edition, 2004-2005

Please complete the following form for each woman lawyer to be listed in the Directory. Make copies as needed.

Woman Lawyers Last Name: _____

First Name: _____

Woman Lawyers Position: _____

Address: _____

City: _____ State: _____ Zip Code: _____ Country: _____

Telephone: _____ Fax: _____ Web Site: _____

E-Mail Address: _____

Partner Counsel Of Counsel Associate Other _____

I am a NAWL member.

Not a NAWL member?

To join, visit our web site at www.nawl.org and complete the membership application.

Please Check Practice Areas (Select all that are appropriate).

- | | | |
|---|---|---|
| <input type="checkbox"/> Accounting | <input type="checkbox"/> Energy | <input type="checkbox"/> International |
| <input type="checkbox"/> Adoption | <input type="checkbox"/> Entertainment | <input type="checkbox"/> Litigation |
| <input type="checkbox"/> Advertising | <input type="checkbox"/> Environmental | <input type="checkbox"/> Lobby/Gov't Affairs/Campaign Finance |
| <input type="checkbox"/> Alternative Dispute Resolution | <input type="checkbox"/> Estate Planning | <input type="checkbox"/> Medical Malpractice |
| <input type="checkbox"/> Antitrust | <input type="checkbox"/> Ethics and Professional Responsibility | <input type="checkbox"/> Mergers and Acquisitions |
| <input type="checkbox"/> Appeals | <input type="checkbox"/> Executive Recruiter | <input type="checkbox"/> Municipal |
| <input type="checkbox"/> Aviation | <input type="checkbox"/> Family | <input type="checkbox"/> Nonprofit |
| <input type="checkbox"/> Banking | <input type="checkbox"/> Finance | <input type="checkbox"/> Personal Injury |
| <input type="checkbox"/> Bankruptcy | <input type="checkbox"/> Franchising | <input type="checkbox"/> Probate and Administration |
| <input type="checkbox"/> Civil Rights | <input type="checkbox"/> Gaming | <input type="checkbox"/> Product |
| <input type="checkbox"/> Class Action Suits | <input type="checkbox"/> Guardianship and Conservatorships | <input type="checkbox"/> Liability |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Government Contracts | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Consultant | <input type="checkbox"/> Health Care | <input type="checkbox"/> Securities |
| <input type="checkbox"/> Corporate | <input type="checkbox"/> Hotel and Resorts | <input type="checkbox"/> Social Security |
| <input type="checkbox"/> Criminal | <input type="checkbox"/> Immigration | <input type="checkbox"/> Sports |
| <input type="checkbox"/> Education | <input type="checkbox"/> Information Tech/Information Systems | <input type="checkbox"/> Tax |
| <input type="checkbox"/> Elder Law | <input type="checkbox"/> Internet | <input type="checkbox"/> Telecom |
| <input type="checkbox"/> Election Law | <input type="checkbox"/> Insurance | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Employment and Labor | <input type="checkbox"/> Intellectual Property | <input type="checkbox"/> Wills, Trusts and Estates |
| | | <input type="checkbox"/> Other _____ |

State(s) Licensed: _____ Year Licensed: _____

Law School: _____ Undergraduate: _____

Listing Fees: New Listing Renew Listing

- I am a member of a majority woman-owned law firm. **Lawyer's listing fee: \$25.00 ea.**
 Please include my firm's listing in Section 1 of the Directory: **Firm's listing fee: \$25.00 ea.**
 I am NOT a member of a majority woman-owned law firm. **Lawyer's listing fee: \$100.00 ea.**

Total Amount Due: \$ _____

Check Enclosed (Make check payable to *National Association of Women Lawyers*)

Charge My Credit Card: Visa MasterCard AMEX

Account: _____ Exp. Date: _____

Card Holder's Signature: _____

We want to be a SPONSOR of the 5th Edition Directory.

Sponsorship Fee: \$3500.00 (includes full-page ad, logo placement, web site link, and courtesy copies)

We want to ADVERTISE our firm in the 5th Edition Directory.

Full-page ad (7"x10"): \$1200.00
1/2-page ad (7"x5"): \$650.00
1/4-page ad (3.5"x5"): \$375.00

Please contact us with more information.

Ad/Sponsor deadline: January 10,

Mail the completed application with your payment to:

NAWL, American Bar center, 750 North Lake Shore Drive, 12.4, Chicago, IL 60611

Fax credit card payments to: 312-988-6281

Back Page Fax Back

To: NAWL

Fax Number: (312) 988-6281

NAWL wants to make it easy for members to stay in touch. Jot down your comments on this back page of the *Women Lawyers Journal* and fax it to the NAWL office.

- I would like to join a NAWL committee and am particularly interested in issues relating to _____
- I would be interested in writing for the *Women Lawyers Journal* if there are any plans to publish articles on the topic of _____
- I would be interested in reviewing a book for the *Women Lawyers Journal*. Please have someone contact me.
- My address has changed. My new address is as follows:

- I have news about my practice that NAWL might want to publish:

National Association of Women Lawyers

American Bar Center, MS 12.4
750 North Lake Shore Drive
Chicago, IL 60611

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