

Women lawyers JOURNAL



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Heather King Hays(center) from The University of Richmond School of Law is one of NAWL's 2003 Outstanding Law Student Award Recipients. Professor Ann C. Hodges(L) and Professor Mary L. Heen(R) congratulate Heather following her commencement ceremony.

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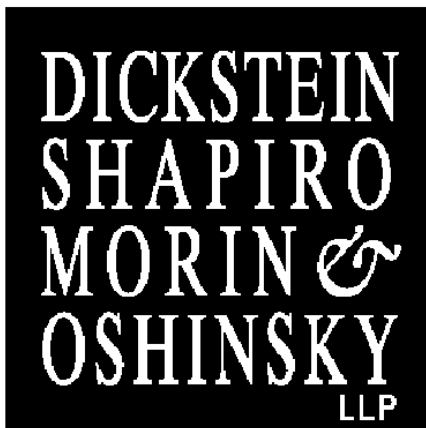
- ♦Secrets of My Success from H.J. Heinz Company's General Counsel Laura Stein
- ♦Gender Equality in the Workplace
- ♦Women's Rights in East Timor
- ♦Balancing Act: Preparing for Vacation

Introducing the NAWL Outstanding Law Student Award Recipients

2003-2004 Edition of the National Directory of Women Owned Law Firms and Women Lawyers NOW AVAILABLE

The National Association of Women Lawyers is pleased to announce the publication of the Fourth 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 4th 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 nawl@nawl.org.

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Women Lawyers Journal

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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 Ellen Pansky
Pansky & Markle

As I complete my tenure as NAWL President for the 2002-2003 term, I have been reflecting on the challenges that we have faced this past twelve months, as a nation, as a profession and as a women's national bar association. Just as our nation began to resume a sense of normalcy following the attacks of September 11, we commenced the controversial war in Iraq. In the legal profession, we have been confronted with an onslaught of regulation following the Enron debacle, including attempts to erode the attorney-client privilege.

As lawyers, we tend to follow and analyze society's problems, seeking solutions to them. At this time, we are acutely aware of the unresolved questions regarding the basis of the decision to attack Iraq and, as lawyers, we must continue our active participation in the debate as to our nation's appropriate role in world political affairs. As women lawyers, we have spoken out this year on issues which affect women in the military, as well as the continuing sorry state of civil rights for women, children and men in many places, both within and without the United States. NAWL has continued its historic and traditional mission of serving as a voice for women in the worldwide political arena, including but not limited to maintaining its position as a registered Non-Governmental Observer at the United Nations.

We have also addressed the disturbing trend following 9-11, in which constitutional rights have been restricted in favor of security precautions. As our speaker Judy Clarke so clearly explained during her presentation at NAWL's mid-year meeting in Seattle, many U.S. citizens are unaware of the scope of the erosion of fundamental rights, following the adoption of the Patriot Act. Perhaps ironically, the concerns Ms. Clarke expressed over the federal government's emphasis of security measures over individual rights harkens back to prior decades, in which women's rights were restricted, purportedly to protect them from so-called societal danger and harm. As Supreme Court Associate Justice Ruth Bader Ginsburg recounted in her speech to NAWL at our 2002 Annual Meeting in Washington D.C, it is not so long ago that women were excluded from law schools, the legal profession and many other professions as well. NAWL thanks and wishes to further acknowledge the efforts and successes of great lawyers and jurists, typified by Justice Ruth Bader Ginsburg and Judy Clarke.

NAWL has also spoken out in connection with recent Supreme Court rulings, including *NOW v. Schindler*, to ensure that the constitutional protection established in *Roe v. Wade* is not diminished. NAWL will continue to support a women's right to make her own individual health and medical decisions, including those involving reproduction. In the thirty years since *Roe v. Wade* was published, women have made incredible strides in American society, not the least of which includes the 30 percent of women in the legal system, 50 percent of current law school enrollment and 8 percent of the federal judiciary. Surely there can be no doubt that the ability to control one's childbearing decisions has had a major impact on women's meteoric rise in educational advancement and in the workplace.

Regardless whether one works as a lawyer full-time, part-time, private sector, public sector, or not as all, we all need organizations like NAWL to serve as the voice of women lawyers in the national and the international arena. NAWL is proud to carry forward this agenda. Through the selfless devotion of its officers, com-

President's Column continued on page 6

Ellen Pansky currently serves as the 2002-2003 President of NAWL. An officer of NAWL since 1995, Ms. Pansky is a principal in the law firm of Pansky & Markle, which specializes in legal ethics and professional liability matters. Ms. Pansky is a past president of the Association of Professional Responsibility Lawyers, a past chair of the Los Angeles County Bar Association Ethics Committee, a charter member of the ABA Center for Professional Responsibility and a lifetime member of both California Women Lawyers and Women Lawyers of Los Angeles.



NAWL Expresses Thanks

NAWL is a non-profit voluntary membership association that exists through the work of minimal staff and the energy of its Executive Board members and Committee members. Our organization is able to accomplish its goals thanks to the support of law firms who assist us with in kind donations of meeting space, postage, printing and volunteer administrative assistance. NAWL would like to offer our most sincere thanks to the following law firms for generously sharing their resources. These law firms have played a large role in keeping our organization successful, viable and committed to expanding the role of women in the profession of law.

**Dickstein, Shapiro, Morin &
Oshinsky LLP**

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mittee members, and many members, NAWL has accomplished its 103rd year of furthering the interests of women in society. Of these many contributors, two deserve special thanks.

First, NAWL Executive Director, Megan Walsh, has brought order, organization, competence and her delightful personality to NAWL's office at the ABA in Chicago. In large measure, she is personally responsible for reorganizing our administrative procedures and bringing them back into tip-top shape. Unfortunately for NAWL, Megan is leaving to commence studying at Duke University Law School. Megan, on behalf of NAWL, we thank you, we enjoyed working with you and we wish you every success in the future.

Next, I wish to publically thank Zoe Sanders Nettles, the incoming 2003-2004 President of NAWL, for the incredible dedication and achievement she has

brought to NAWL over the past several years. Zoe has not been properly recognized for her tireless work to make NAWL's National Directory of Women-Owned Law Firms and Women Lawyers the resounding success it has become and I want to remedy that oversight here. Zoe, thank you. It is a pleasure to have become your friend, and I know you will have a tremendously successful term as President.

Finally, allow me to state that it has been my privilege to serve as President of this truly great organization. It is my fervent hope that NAWL continues its proud heritage, that each of you reading this Journal maintains her membership in NAWL and makes a pledge to become more active in NAWL, and that women lawyers persist in our efforts to improve civil and criminal rights for people wherever they reside.

Best wishes,
Ellen Pansky
NAWL President

NAWL Sustaining Members 2002-2003

The following names include NAWL members who support the organization through financial donations beyond their yearly dues. These are our sustaining members, whose generosity helps underwrite our Outstanding Law Students Program (see page 8 for this year's recipients), our staff, our many programs and events and the publication of this Journal, among many other things. A special thank you to the following NAWL benefactors.

Gloria Allred Los Angeles, CA	R. Ann Fallon Walnut Creek, CA	Lynn Luker New Orleans, LA
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Meet NAWL's New Executive Director

Helena Lefkow is excited to be the new Executive Director of NAWL. Although a native of South Florida, Helena is a Chicagoan through and through, a graduate of Chicago's venerable St. Ignatius College Prep and Northwestern University's Weinberg College of Arts and Sciences. After receiving her BA in United States history in 2001, she began working as the manager of graduate programs with The Princeton Review, the test preparation company with a sense of humor. She also comes to NAWL with experience as a legal assistant with a small law firm in Chicago.

She is the third of five daughters, and because both her parents are lawyers, she's used to being cross-examined. In fact, as a child, her mother's courtroom was a favorite playground. Thus, she is no stranger to lawyers or the legal profession.

During her time at The Princeton Review, she hired **Megan Walsh**, the departing Executive Director of NAWL, as an LSAT teacher. Without Megan, she would not have had the opportunity to work with NAWL. She will miss her when she goes off to Duke Law School in the fall, but wishes her the best!



Outstanding Law Student Updates

Each year NAWL presents one graduating law student from each ABA approved law school the NAWL Outstanding Law Student Award. This year's awardees are listed on the following page. See below for news about the achievements and activities of some of our past award winners.

Mickey Michele Ronan
New York Law School, Class of 2001

Since graduating and passing the New York State Bar, Mickey has been working as the Administrative Director of ACE Integration Head Start in Bushwick, Brooklyn. She is working with a coalition of Directors in NYC and the staff and parents from Head Start to fight any proposed changes since the Administration has announced its intent to curtail spending on Head Start programs. Mickey is also a volunteer with the Gay Men's Health Crisis/AIDS Walk New York and a Planned Parenthood Escort. She is an activist on issues related to Israel and will vacation there in August.

Rhoda Raymond
Regent University, Class of 2002

After receiving admission to the Virginia Bar, Rhoda began practicing commercial real estate law in Richmond, Virginia with Hirschler Fleischer. In her work she has closed commercial deals valued up to 1.6 million dollars and have assisted with closings valued more than 50 million dollars. She is currently studying for the North Carolina bar exam.

Donna J. Case
University of Dayton, Class of 1994

Donna was awarded the 2002 Oneida County Bar Association Director's Award for Outstanding Service to the Bar Association and the Legal Profession for her leadership in the Classroom Project, a program that provided students from elementary and junior high schools direct interaction with attorneys and judges. In addition, she accepted the Award of Merit for Local Bar Associations awarded by the New York State Conference of Bar Leaders. Donna has served as principal law clerk to Hon. David N. Hurd, United States District Judge for the Northern District of New York since 1994. She is a member of the New York State Bar Association Committee on Attorneys in Public Service, and is chair of the Oneida County Bar Association Public Information and Education Committee.

Desi Imetovski
Quinnipiac University Class of 2002

In the last year, Desi has begun her own law practice in Shelton, CT. At her new firm, Law Office of Desi Imetovski, she focuses on real estate, probate, collections, landlord/tenant, foreclosure and small civil litigation matters.

2003 Outstanding Law Student Award Recipients 2003

NAWL congratulates the 2003 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.

Lise Bitler Adams
University of Virginia
Law School
Charlottesville, VA

Samantha Maie Adams
University of New Mexico
Law School
Albuquerque, NM

Brandy Anderson
Washington University
School of Law
St Louis, MO

Kelly Bergelt
Capital University
School of Law
Columbus, OH

Holly A. Birnbaum
Tulane Law School
Chapel Hill, NC

Linda Jo Blan-Byford
Oklahoma City University
School of Law
Mustang, OK

Sarah C. Bullard
UDC David A. Clarke
School of Law
Washington, D.C.

Crystal Burnett
Univ. of Akron
School of Law
Akron, OH

Valerie Cartright
Touro Law School
Huntington Station, NY

Chelsea Chaffee
Brooklyn Law School
Astoria, NY

Amy Corron
University of Toledo
College of Law
Toledo, OH

Lisa Davis
University of Florida
Levin College of Law
Miami, FL

Adrienne Deluca
Quinnipiac University
School of Law
Hamden, CT

Amy Eroh
University of Maryland
School of Law
Baltimore, MD

Tonia M. Ettinger
University at Buffalo
Law School
Lockport, NY

Gwynn Fisher
University of Memphis
Cecil C. Humphrey School of Law
Memphis, TN

Julia J. Fisher
The University of Georgia
School of Law
Athens, GA

Takasha L. Francis
Thurgood Marshall
School of Law
Houston, TX

Rita Faye Tubby Jones
Mississippi College
School of Law
Choctaw, MS

Sarah J. Ives Marble
University of Maine
School of Law
Buxton, ME

Lisa Friedman
University of Chicago
The Law School
Chicago, IL

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Loyola University New
Orleans
School of Law
Sterling Heights, MI

Maritza Fugaro
Pace University
School of Law
White Plains, NY

Katherine Denise Haullauer-Fox
Mercer Law School
Macon, GA

Heather K. Hays
University of Richmond
School of Law
Richmond, VA

Kristen Heinzerling
Vermont Law School
South Royalton, VT

Melissa Sue Hill
Pennsylvania State University
Dickinson School of Law
Carlisle, PA

Mary C. Hoemann
University of Missouri-
Columbia
School of Law
Columbia, MO

Marcia Clare Hofmann
University of Dayton
School of Law
Dayton, OH

Julia Sullivan Hooten
Campbell University
Norman Adrian Wiggins
School Of Law
Raleigh, NC

Maryana Iskander
Yale Law School
New Haven, CT

Mythri A. Jayaraman
Washington and Lee
University School of Law
Lexington, VA

Kimberly Jones
The University of Tennessee
College of Law
Brownsville, TN

Andrea M. Kovach
University of Illinois
College of Law
Chicago, IL

Simone Leduc
Case Western Reserve Univ.
School of Law
Cleveland, OH



NAWL Liaison California Western School of Law Professor Andrea Johnson congratulates CWSL's Outstanding Law Student Jennifer Meiselman Titus.

Kristin N. Johnson
University of Michigan
Law School
Ann Arbor, MI

Adrienne Kalosieh
Rutgers University
School of Law-Newark
Hoboken, NJ

Ilyssa H. Kaufman
Syracuse University
College of Law
Syracuse, NY

Suzanne Ketteridge
Franklin Pierce Law Center
Concord, NH

Lauren E. Kleine
The University of Tulsa
College of Law
Tulsa, OK

Audra Lewton
Cornell Law School
Ithaca, NY

Cheryl Maman
Indiana University
School of Law-Indianapolis
Indianapolis, IN

Dora J. Mann
Southern Illinois University
School of Law
Richview, IL

Sarah Martin
University of Louisville
Louis D. Brandeis
School of Law
Louisville, KY

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Suffolk University
Law School
Cumberland, RI

Amanda Maxfield
The University of Oklahoma
Law Center
Norman, OK

Elizabeth F. McCright
Marquette University
Law School
Wauwatosa, WI

Stacey Meadow
Fordham University
School of Law
New York, NY



Mississippi College School of Law presented their Outstanding Law Student Award to Rita Faye Tubby Jones, who is currently working for her tribe, the Mississippi Band of Choctaw Indians, in the Choctaw Legal Defense Office. Rita Faye is the first Choctaw woman to be admitted to the Mississippi bar and the first Choctaw lawyer to return to do legal work for the tribe.

Jennifer Milici
University of Connecticut
School of Law
West Hartford, CT

Brandi Lee Monger
University of Wyoming
College of Law
Glenrock, WY

Katosha Nakai
Arizona State University
College of Law
Tempe, AZ

Jerri D. Nims
Georgia State University
College of Law
Atlanta, GA

Patricia M. Oviatt
St. Mary's University
School of Law
San Antonio, TX

Kavita Pawria
City University of New York
School of Law
Astoria, NY

Christina Rea
Regent University
School of Law
Glen Allen, VA

Melanie Reed
Brigham Young University
Reuben Clark Law School
Orem, UT

Rosalind Alexis Sargent
Drake University
School of Law
Des Moines, IA

Liana Sebastian
Georgetown University
Law Center
Arlington, VA

Leticia Smith-Evans
University of Wisconsin
School of Law
Brooklyn, NY

Krista Schmid-Stanton
Rutgers University
School of Law at Camden
Cherry Hill, NJ

Laura M. Shannon
Ave Maria School of Law
Ann Arbor, MI

Cynthia Short
Appalachian School of Law
Grundy, VA

Jacqueline Crum-Sikora
West Virginia University
College of Law
Morgantown, WV

Yasmin Soto
St. John's University
School of Law
Bayside, NY

A. Bronwyn Stanford
Stetson University
College of Law
Tampa, FL

Shawna L. Stevens
Thomas M. Cooley
Law School
Herndon, VA

Shelby L. Stuntz
Thomas Jefferson
School of Law
Carlsbad, CA

Elisa L. Sue
University of San Diego
School of Law
Porterville, CA

Lisa Sweberg
Benjamin N. Cardozo
School of Law,
Yeshiva University
New York, NY

Kathryn S. Tarbell
Southwestern University
School of Law
Fountain Valley, CA

Jennifer Meiselman Titus
California Western
School of Law
San Diego, CA

Diana Todaro
Chapman University
School of Law
Orange, CA

Heather Anne Trostle
Wake Forest University
School of Law
Winston-Salem, NC

Tina Tuccelli
Texas Tech University
School of Law
Lubbock, TX

Trisha Vicario
Hamline University
School of Law
Saint Paul, MN

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Samford University
Birmingham, AL

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University of California
Berkeley School of Law
(Boalt Hall)
Oakland, CA



Brandy Anderson (middle) is awarded the 2003 Outstanding Law Student Award from Professor Karen Tokartz (left) and Professor Susan Appleton (right) at the Washington University School of Law in St. Louis.

Stephanie R. Wolfe
Vanderbilt University
Law School
Nashville, TN

Zaneta Moore Wood
Wake Forest University
School of Law
Winston-Salem, NC

Stacey I. Young
Emory University
School of Law
Atlanta, GA

Laura E. Zirkle
George Mason University
School of Law
Arlington, VA

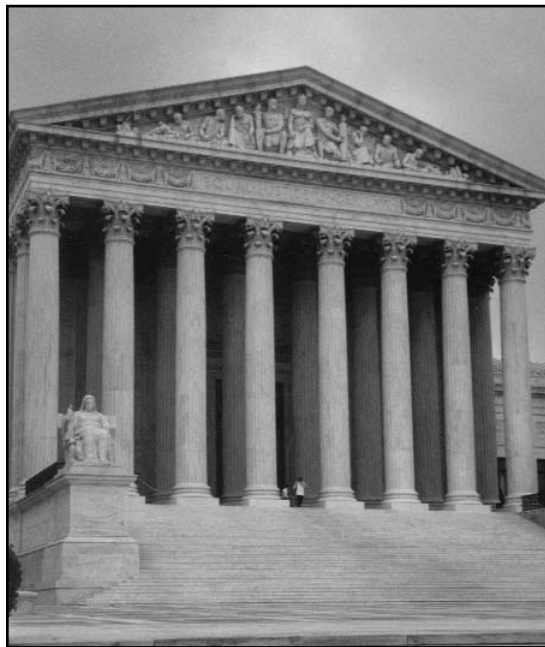
If you were awarded the 2003 Outstanding Law Student Award and your photo was not shown here, send us your photo with a member of your faculty and we may print it in a future issue of the Women Lawyers Journal. Are you a past recipient of the Outstanding Law Student Award? Let NAWL know what you have accomplished since you graduated. Send a brief description of your current activities and accomplishment for an upcoming feature in the WLJ to nawl@nawl.org with the subject of "Outstanding Law Student Update". If you would like to include a photo, send it to the NAWL offices at 750 N. Lake Shore Drive, MS. 12.4, Chicago, IL 60611.

One Step Closer to Gender Equality in the Workplace

by Ruth Vanstory Horger

On May 27, 2003, women moved one step closer to equality in the workplace. In *Nevada Department of Human Resources v. Hibbs*, the Supreme Court, in a 6-3 decision, held that state employees may sue the State in federal court for violations of the Family Medical Leave Act of 1993 (the FMLA).² Thus, the Court affirmed the Ninth Circuit's holding allowing a state employee to recover money damages in federal court when a State fails to comply with the FMLA's family care provision.

Hibbs was a male employee of the Nevada Department of Human Resources who sought leave under the FMLA. Hibbs needed to care for his wife, who had been seriously injured in a car accident and was



recovering from both the accident and a consequential neck surgery. The FMLA allows eligible employees to take up to twelve unpaid work weeks for any of several reasons, including the onset of a "serious

health condition" in an employee's child, spouse or parent. Hibbs was fired after the Department of Human Resources claimed he had exhausted his FMLA leave and still failed to return to work.

Hibbs brought suit against the Nevada Department of Human Resources in federal court claiming that he had not yet exhausted his FMLA leave and, therefore, his termination was unjustifiable and violated the FMLA. On Eleventh Amendment state immunity grounds, the trial court granted summary judgment for the State. However, the Ninth Circuit reversed and an appeal to the Supreme Court followed.

Chief Justice Rehnquist wrote the majority opinion, conceding that the Eleventh Amendment does make the States immune from suit in federal court without consent. But, "Congress may, however, abrogate such immunity . . . if it makes its intentions to abrogate unmistakably clear in the language of the statute and acts pursuant to a valid exercise of its power under § 5 of the Fourteenth Amendment." The Court easily found that Congress had unmistakably intended to abrogate the States' Eleventh Amendment immunity, therefore satisfying the clear statement requirement.

The more difficult question was whether Congress abrogated the States' immunity pursuant to the Fourteenth Amendment. In order to prevent unconstitutional actions, Congress may enact "so-called prophylactic legislation that proscribes facially constitutional conduct." However, it is up to the Supreme Court, and not Congress, to determine what rights are guaranteed by the Constitution. Furthermore, Congress can only enact such legislation when there is

evidence of identifiable constitutional violations and not simply to redefine the States' constitutional obligations.

The Court found that the FMLA aims to protect the right to gender equality in the workplace. The majority, relying on various state laws, statistics and studies, found that Congress had evidence when it enacted the FMLA that the States have continued to rely on invalid gender stereotypes in the employment context, specifically in the administration of leave benefits. In addition, the majority concluded that the FMLA is "congruent and proportional" to correcting such violations and, therefore, is a proper exercise of Congress' power to abrogate State immunity pursuant to the Fourteenth Amendment.

Although this victory may be only a small step for gender equality in the workplace, it is an important step in the right direction. This case has broader significance than its

narrow holding allowing state employees to bring suit against the State in federal court. The majority recognized the importance of the FMLA and similar acts which seek to protect against gender discrimination. For instance, the Court pointed out that it is important for men to receive the same leave from work as women for the care of family. If the number of men taking leave for care of family members increases, employers have no incentive to hire more men than women in order to avoid having employees that take this leave when necessary. Furthermore, if men are given the same leave available to women, the self-fulfilling stereotype that women are always responsible for care of the family will weaken if not evaporate. Thus, though the holding of *Hibbs* does not particularly give women any added legal rights, the decision does bring women a step further in the long road to gender equality in the workplace.

If men are given the same leave available to women, the self-fulfilling stereotype that women are always responsible for care of the family will weaken if not evaporate.

Ms. Horger is a third-year law student at the University of South Carolina where she is a member of the law review and a member of Phi Delta Phi legal fraternity. Currently working as a summer associate at Nelson Mullins Riley & Scarborough in Columbia, South Carolina, Ms. Horger is interested in pursuing a career in the Labor and Employment field. She resides in Columbia, South Carolina.



¹ *Hibbs*, ___ U.S. ___, 123 S.Ct. 1972, 155 L.Ed.2d 953 (2003).

Secrets of My Success

by Laura Stein

What is it like to be the chief legal officer of a world-famous company?

I have been privileged to be the General Counsel of H. J. Heinz Company since early 2000. It is a great job, especially as I really like the culture and products of my company. Chief legal officers are accountable for all legal aspects of doing business globally for our companies. Our work covers just about every area of the law in numerous countries so it is critical to develop the best legal team of inside and outside counsel, as we have at Heinz. Chief legal officers have the preventative law duty of educating employees globally on how not to run afoul of the law. We help equip our companies with policies, processes and controls to ensure good governance and legal compliance. As counselor and, at times, corporate conscience, it is critical for chief legal officers to be trusted by the board, management, employees and other key stakeholders.

Why did you choose to pursue a career as in-house corporate counsel?

I really like business! In-house lawyers are close to all aspects of a client's business. It is rewarding to work closely with a client on growing the business, executing strategy, protecting against risks and litigation and then living with the advice we give. Through our involvement in key company

priorities and risk areas, in-house lawyers are keenly aware of, and can better focus on, the strategic value we are providing. I also enjoy providing education to employees to uphold the rule of law and the rapport with colleagues and the business folks that comes from working together for years. It is never dull and always varied – in-house lawyers work on some of the best, cutting-edge legal work around.

NAWL member Laura Stein, General Counsel of the H.J. Heinz Company, shares her secrets for maintaining success in the corporate world, how to rise up the ladder as a young lawyer and how to ensure there is time to enjoy a life outside the business.

How did you move up the ladder?

Following law school, I was fortunate to join Morrison & Foerster in San Francisco, handling M&A, securities and various corporate, financial and international matters. I benefited greatly by working with some terrific lawyers at this firm who took the time, no matter how busy they were, to mentor me and help make me the lawyer I am today. I spent some time in the firm's small Hong Kong office, which helped my general counseling skills and ability to handle just about any legal question asked. Then I joined the legal department of Clorox, a client of the firm, after having worked as outside counsel on a big deal for them. Like Heinz, Clorox is a top notch company with excellent people and a great legal department. My responsibilities there built on my prior experiences. I handled much international and acquisition work, as well as securities, antitrust and advertising and legal work for certain domestic divisions. I was also given the opportunity at Clorox to be involved in management issues as a

member of a management committee and part of a global strategy team. My professional development has also been enriched by the perspectives I have gained from involvement with pro bono and non-profit organizations.

Although all these influences and experiences have been largely a matter of luck and timing, they made an immeasurable contribution to my ability to succeed in my present role.

What advice do you have for others who would like to work in-house someday?

Regardless of your particular area of expertise, you should gain general commercial expertise and an understanding of business strategy, financials and goals to best add strategic value as an in-house lawyer or as a law firm lawyer representing a business client. You should stay on top of legal trends and best practices in your area of expertise, while gaining a general understanding of the key areas of law and risk for corporations – such as securities law, employment matters, litigation strategy and oversight, complex commercial contracts and transactions.

Successful in-house lawyers develop the best client relationships by being trustworthy – through working unbelievably hard, cutting to the chase and being proactive to provide the consistent, relevant advice our clients need. An intense results focus on priorities and sense of urgency is a must, as is the ability to never let the pressure show. In-house lawyers need excellent team and project management skills. They have to be relentless in managing budgets and invoices and at saving cost without sacrificing effectiveness. They also must demonstrate the highest integrity and ethics, uphold and revere the rule of law and give back to the community through pro bono or other public service.

By acquiring these types of skills and experiences, a lawyer will be better positioned for an in-house role.

What mentoring advice do you have for younger women attorneys?

You should figure out what practice areas you enjoy, what you'd like to be doing in 3, 5 and 10-years time and then be undeterred in acquiring the skills to get there. Find good mentors who will help you take an objective look at your career and professional development, where it's going versus where you want it to go, as well as helping you understand how you're perceived and how you can shape that perception. Rather than spending time dwelling on something you can't change or choose not to change, focus on how you can do your job better than anyone else and provide strategic value to clients. Working 24 hours a day doesn't matter if you're not getting desired outcomes, so focus on results. It helps to have a professional image and to improve communication skills, especially getting to the point and influencing. Be someone people like working with and respect.

Since your position is more often occupied by men, how has being a woman in your position affected your professional life and development?

I have been fortunate that my law firm and corporate employers have developed high potential lawyers regardless of gender. As a woman and chief legal officer of a large global company, I have experienced many wonderful professional opportunities that have really enriched my development. Chief legal officers and senior executives can help underscore how important it is for law firms, corporate law departments and companies to be diverse and keep doors open to women and minorities. It simply makes good business sense to have diverse lawyers and employees who understand client or consumer needs and are able to quickly respond to business trends.

Working 24 hours a day doesn't matter if you're not getting desired outcomes, so focus on results.

I pay attention to the dedication shown by law firms to pro bono and community service because our law firms represent us in the eyes of the community and should reflect our values.

How do you find time to volunteer on social issues that you are interested in?

Lawyers have an obligation to serve the communities in which we live and work. One of the benefits of my position is that I can encourage and recognize lawyers who become leaders in providing pro bono or other volunteer services to their communities. I pay attention to the dedication shown by law firms to pro bono and community service because our law firms represent us in the eyes of the community and should reflect our values.

Personally, I am honored to serve as the Chair of the ABA Commission on Domestic Violence where we seek to mobilize the legal profession to increase justice and safety for domestic violence survivors. I make time because it is a priority and I am inspired by working with survivors and the many lawyers who do so much good to prevent domestic violence, including Margaret Drew, the NAWL representative to the ABA House of Delegates. We have appreciated the support of NAWL to the work done by the Commission. I am also fortunate that Heinz is a company that encourages volunteer efforts by its employees.

How do you balance your work with the rest of your life?

Everything we do is a choice so we can balance if we choose to balance. Excelling as a lawyer takes persistence and hard work. It also takes an external focus which is best acquired by living a full life. Legal work can always be done after kids go to bed allowing more time for family and community service during the day. We need to choose to work hard and live full lives, focusing on being the kind of persons and lawyers we choose to be.

Laura Stein is Senior Vice President and General Counsel of H. J. Heinz Company, a global branded food products company with sales exceeding \$8 billion. As a member of the Heinz Management Committee reporting to the Chairman, CEO and President, Ms. Stein is involved in increasing shareholder value, setting strategic direction, shaping corporate governance and policies and overseeing Heinz's global business operations. Ms. Stein is President of Heinz's Global Organization for the Advancement of Leadership for Women (Heinz's GOAL for Women), focusing on leadership and skill development, mentoring and involvement with leaders in the company, community and industry. Previously, Ms. Stein was Assistant General Counsel - Regulatory Affairs with The Clorox Company and a lawyer in the Business Department of Morrison & Foerster in San Francisco. Laura Stein is a member of the Board of Directors of Nash Finch Company, a publicly traded food distributor and retailer headquartered in Minnesota with sales exceeding \$4 billion. She is the Chairperson of the Commission on Domestic Violence of the American Bar Association and a member of the Board of Directors of the American Corporate Counsel Association. She was named one of Pennsylvania's "50 Best Women in Business" by the Governor of Pennsylvania in 2002. She speaks Italian, Spanish, Mandarin Chinese, French and some Portuguese and is the proud mother of Amanda (13) and Christopher (11).





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The Women of East Timor Demand Justice

by Diane Farsetta

In war, women are often the targets of military violence. This was certainly true in East Timor, where women are now leading the campaign for an international human rights tribunal to hold the Indonesian military, called the TNI, accountable for war crimes, crimes against humanity and genocide.

Over an illegal, quarter-century long occupation, the TNI was responsible for the deaths of more than two hundred thousand East Timorese. The military tortured countless people and raped and forcibly sterilized thousands of women and girls. Following East Timor's 1999 vote for independence, the TNI and its militias killed more than one thousand, displaced three-quarters of the population and left much of the country smoldering rubble. In the months following 1999's devastation, two UN bodies supported the establishment of an international tribunal; one called it "fundamental for the future social and political stability of East Timor." Instead, the UN gave Indonesia the chance to prosecute its own. But Indonesia has failed to mount credible prosecutions.

Indonesia's *ad hoc* Human Rights Court for East Timor has been widely denounced as a sham. In April, Amnesty International strongly condemned the Indonesian trials as not "truthful, honest or fair." Last year, the International Crisis Group warned that the court's limited mandate and "very weak" and misleading indictments and courtroom arguments ran the risk of "trivializing the concept of crimes against humanity in Indonesia." Similar denouncements have come from Indonesian and East Timorese rights groups.

The Indonesian court's last verdicts are expected in June. Eleven of 14 Indonesian defendants have already been acquitted of all charges. Following the end of the trials, the United Nations will be faced with a tough decision. International political pressure will make it difficult for the UN to establish an international tribunal, but that is what is needed to support justice, human rights and the rule of law in East Timor and Indonesia. The Indonesian court is not the only body trying crimes committed in East Timor. The UN established the joint UN/East Timor Serious Crimes Unit (SCU) in late 1999. The SCU has indicted some 250 people for 1999 crimes, including then-Indonesian Defense Minister General Wiranto. But those most responsible for atrocities remain outside the hybrid court's reach; the Indonesian government has refused to cooperate with the SCU, effectively ensuring impunity for the more than two-thirds of those indicted who reside in Indonesia. Women's and victims' organizations, human rights groups and community leaders in East Timor have criticized the SCU and Indonesian court for focusing exclusively on 1999. The mandate of East Timor's Commission for Truth, Reception and Reconciliation, an independent institution established by the UN and recognized in East Timor's Constitution, does cover the entire occupation. But the Commission's role is limited to developing an historical record and promoting reconciliation in war-torn communities. The Commission cannot hold trials; it can only refer serious crimes to East Timor's under-resourced judicial system, which also lacks access to suspects in Indonesia. Although neither the SCU nor the Commission is able to deliver real justice, both are documenting

atrocities committed against East Timorese women. The SCU issued four indictments for rape as a crime against humanity, including charges of mass rape and the kidnapping and repeated rape of women over an extended period. At the Commission's May hearing on women and conflict, a former governor of East Timor testified that the Indonesian military raped the wives of pro-independence leaders as part of "a systematic and organized effort to crush [and] dominate" the country. It is this tragic past that



Filomena Barros dos Reis reciting poetry at the 2001 Dili observance of the 16 Days of Activism Against Gender Violence.

compels East Timorese women to fight against daunting odds for the establishment of an international tribunal. At an international meeting on East Timor in June 2001, the East Timorese Women's Network (REDE) stated: "An international tribunal is the most pressing demand in the interests of justice. Of all the victims of Indonesian military violence the greatest suffering was borne by women, who up to this time, have not met with the justice they hoped for." Filomena Barros dos Reis is a leader of the movement for justice in East Timor. During the occupation, Filomena investigated military abuses and counseled women victims of violence with FOKUPERS, the

Communication Forum for East Timorese Women. Since the TNI violently departed East Timor in 1999, she has worked to have them held responsible for their many crimes. The following information is taken from various interviews and presentations Filomena gave during a U.S. speaking tour organized by the East Timor Action Network (ETAN).

Filomena was eight years old when Indonesia invaded; she recalls a childhood filled with threats and uncertainty. As a teenager, she became a human rights activist in response to the widespread suffering of East Timorese women. Everywhere women were wearing the black clothes of mourning, she said. I wanted to see women smiling, not crying like they always were during Indonesian times.

Filomena, one of the first members of FOKUPERS, explained how a small group of committed people founded the group:

A friend, an Indonesian activist, came to East Timor in 1997 to do research and found that human rights abuses – especially violence against women – were very serious. We then organized a seminar on women's health and decided we needed an organization to give attention specifically to women. We told the Indonesian military our new organization looked only at health issues, but behind this we secretly did human rights work.

Filomena took part in FOKUPERS's first investigation, into an August 1983 massacre:

We realized to end the occupation, we needed to get information to our friends overseas. So we went to Creras - now called "the Village of Widows" – where the Indonesian military had killed all of the boys and men over the age of ten. After the massacre, the military closed off the village, not even allowing the women to visit nearby relatives. We had to pretend we were nuns giving religious instruction to be allowed in Creras. At first, the

Crimes
against
humanity must
be judged
and the
international
community
has primary
responsibility.

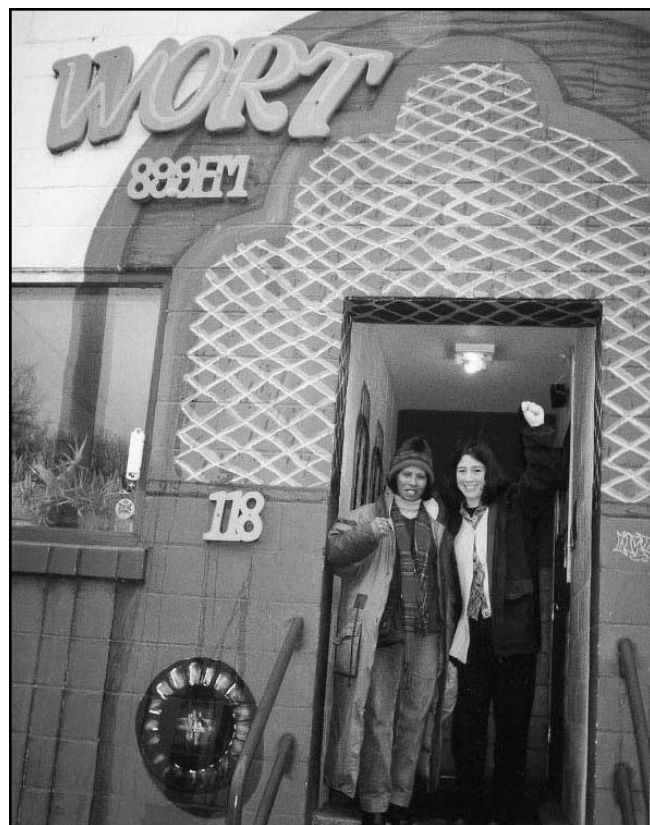
women were too afraid to talk to us, or they said, "We are dirty. Don't get close to us." But after a while they began to tell us horrible stories, saying, "Suffering for us is like one piece of bread every day." This means every day the women were subjected to harassment, torture and rape at the hands of the Indonesian military.

On August 30, 1999, the East Timorese people overwhelmingly voted for independence in an UN-organized referendum. The Indonesian military retaliated with a well-planned scorched-earth operation. Activists, including Filomena, were sought by the vengeful TNI:

My friend told me the military was coming, so I hid in my neighbor's bathroom. From there, I could hear them tearing apart my house, threatening to rape me before they killed me and saying horrible things about me. The next day I was able to escape to the mountains, where I hid for one month, until it was safe to return.

As this critical time in their movement for justice, East Timorese activists and leaders are urging the international community to act. During a May interview with Asia Times, East Timorese Prime Minister Mari Alkatiri said, "Crimes against humanity must be judged and the international community has primary responsibility. We cannot just ignore crimes against humanity, which are the gravest of crimes, yet take petty thieves to court. It would be a travesty of justice." Filomena stressed the importance of U.S. residents pressing their government to act:

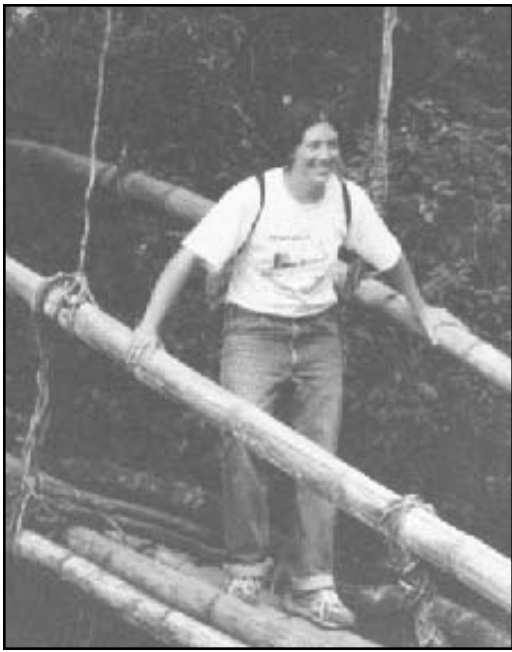
The U.S. has a lot of power in the world. I want to build solidarity with you, to ask you to work together with us for an international tribunal. The victims of East Timor – especially the women – demand justice. If you pressure your government, justice will be done. In East Timor, people asked me to tell whoever I met in the U.S. that we want peace,



Filomena outside of WORT studios in Madison, WI after giving a radio interview during her 2002 speaking tour. Shown here with tour organizer Diane Farsetta.

but we cannot build a lasting peace without justice.

ETAN also points out that, during the occupation, the U.S. provided diplomatic and military support to Indonesia, effectively enabling the oppression of East Timorese women and men. Especially given this history, the U.S. should work with other Security Council members to establish an international tribunal without delay. To do otherwise sets a dangerous precedent and once again denies the humanity of the women and men of East Timor. To learn more about the situation and to take action, contact ETAN at 202-544-6118, etan@etan.org or on the internet at www.etan.org. Grassroots action is essential to ETAN's campaigns to build U.S. support for an international tribunal and to back the Commission's request for U.S. government documents pertaining to particularly egregious abuses and historically significant events throughout the Indonesian military occupation.



Author Diane Farsetta during a hike near Madison's sister city Ainaro in East Timor.

Diane Farsetta has worked as the East Timor Action Network's national field organizer from 2000-2003. She has been a member of ETAN since 1993, and was the ETAN/Madison chapter coordinator for over 4 years. Diane was based in Suai, East Timor as a United Nations-accredited observer of the 1999 referendum with IFET, and was evacuated from Dili on September 6th. She coordinated the effort to join Madison, WI and Ainaro, East Timor in a sister city relationship, which in February 2001 made Madison the first U.S. city to have an official sister city in East Timor. Diane accompanied Madison's first delegation to Ainaro June and July 2002. Diane has also counseled victims of hate crimes, worked with the Wisconsin Coordinating Council on Nicaragua, and continues to volunteer with a feminist news collective at Madison's community radio station.

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Taking a Break -- Enjoying Ease not Angst Before and After Time Out of the Office

by Susan Ann Koenig

So often when a lawyer talks about a recent vacation, she describes how difficult it was preparing to get out of the office or what a nightmare it was to return to the work that had piled up in her absence.

Lawyers who can't remember their last real vacation often report that the misery of departure and return are so bad that they can't bring themselves to be away for any extended period of time.

Consider some of these possibilities if you would like to leave the office behind you and take a well-deserved break from the daily responsibilities of the practice of law.

Decide that it's going to be easy and fun to prepare for your departure and return

You might find it annoying that anyone could suggest that getting through massive amounts of work in a limited amount of time could be anything other than difficult. Try to remember that your past experiences surrounding time off work do not have to impact how it occurs this time. Decide this time will be different, and it can be.

Create an affirmation to support you during these periods, such as:

- ◆ Everything which is essential will be completed with ease.
- ◆ I have all the support I need to complete the necessary tasks before I leave.
- ◆ I can do what is needed today with enthusiasm, confident I will be on vacation soon.

Write out your affirmation, post it prominently on your desk and repeat it out loud throughout the day.

Picture your departure and return occurring free of stress. Visualize your well organized desk, lots of support coming from your co-workers and yourself smiling. Consider posting a picture of yourself on vacation to remind you why it is you are focusing on what must be done

today.

Encourage others to see the experience as easy, so that their energies will be more focused on what is to be accomplished and less on worry about what might not get done now. Your confidence will support others to do their best at a time when you are really counting on them.

Remember how much worrying you did in the past when you feared every task would not be completed. Recognize how much of that worry was simply wasted energy. Become determined that *this time* your experience will be worry-free. Focus instead on how to enjoy anticipating your time away and transitioning back with ease.

Start early

The earlier you begin planning and taking action for your departure, the easier your experience will be. Creating an early plan for how the necessary work will be completed helps look at what will be required with greater clarity.

When you start early, there will be less stress because more options are available. When you plan to go to the bank, you can go during an off-peak time and avoid the frustration of waiting in line. Instead of complaining that there isn't enough time, plan ahead and spend less time.

An early start increases the chance of having lots of support. When you ask a colleague well in advance to appear at a court hearing on your behalf, he or she is more likely to be available than if you wait until the last minute to ask. Don't find yourself lamenting that you had to ask several people to find one who would help; ask a week sooner instead.

By taking an early look at what needs to be done, you can see what is not really essential. Suppose you serve on a committee that meets

twice a month and you have not missed a meeting in over a year. You notice that the next meeting is the morning you return after vacation, and just the thought of that day makes you anxious. Consider calling the chair of the committee in advance to let them know you will not be able to attend, ask to be updated and assure them you will be at the next meeting.

Get clear

Don't underestimate the number of tasks to be completed or the amount of time which they require. By getting clear, you can relax knowing no statute of limitations will be missed or any other essential matter neglected.

Create a plan which identifies everything you intend to accomplish prior to your departure, estimating how long each task will take and the date by which you will complete it. Allow for every task to take longer than you think. If you are wrong it can be a pleasant surprise.

As you look at your list, see what you notice. If it looks manageable, celebrate your wisdom in knowing there is nothing to be stressed about. If your list sends you into a panic, focus on a plan of action which will give you the support needed. It might mean asking for help, simplifying or simply letting go.

Let in support from the start

Like any other project you lead, develop a team to support you in all areas of your pre- and post- vacation plan. Your team might look like this:

Office

Weeks prior to your departure, meet with your support staff. They can help develop you "start early" and "get clear" as well as:

- ◆ Avoid scheduling appointments your last day prior to leaving or your first day back in the office.
- ◆ Determine which clients would benefit from knowing you will be away, thus reducing the number of phone calls to respond to upon your return.

Dealing with potential clients who contact the office in your absence

- ◆ Determine how your mail, calls, and email will be reviewed and sorted during your absence to enable you to review the highest priority items upon your return

Home

Whether it is a family vacation to the lake or a solo excursion, state your needs to those you live with early on. Enlist your children to do their own packing. Make a list of the household chores to be completed before your departure and ask everyone to sign up to help.

You won't have to be exhausted by the time you leave and everyone can generate enthusiasm about the experience when you let in support.

Friends

Let your friends know about your plans and ask them if they are willing to help in some small way. Let your friends know if you need time for yourself and are going to pass on a social invitation. Picking up a child from basketball practice, driving you to the airport or watering your plants are all small actions that friends who care about you would be delighted to do for you if only you would let them. Remember, when you let others support you, they benefit as well.

Community

If you are active in your community, it is likely that your calendar has many events on it not only during your vacation time but also before and after. A month or two prior to your trip, scrutinize your commitments closely. Perhaps now is a good time to say "no" to additional requests or to ask a fellow member of the organization to take over your duties for brief period.

You work hard and others are very willing to support you in taking a break. Just ask.

Prioritize

Prioritizing is a tool we use every day to help us wade through the countless actions to be taken in a day. When we plan to be away from the office, prioritizing becomes vital so we can maintain perspective on which tasks are appearing as urgent but might not be as important as others.

Let go

Remember that you are valuable for who you are, not just what you do. Those around you care less about whether you completed 42 or 49 tasks than they care that you were enthusiastic and grateful for your time out of the office.

If you notice self-criticism for being lazy, disorganized or incompetent; refocus on how much you have accom-

Don't underestimate the number of tasks to be completed or the amount of time which they require. . . Allow for every task to take longer than you think.

Whether it is your meals, your wardrobe, or your schedule, the time before or after vacation is a good one for simplifying and being flexible in all areas of your life.

plished. Let go of the desire to be perfect and focus more on enjoying the vacation experience. Expect to have some regrets about how you prepared for your trip, but appreciate the valuable lessons learned, which you can apply the next time you plan to be away.

If you are having difficulty prioritizing, look to the intention which underlies the task before you.

By doing this, you might see that there are ways to fulfill your intention while still having time to complete critical tasks at the office or at home. Consider these scenarios:

- ◆ Your aunt has asked you to go to her neighbor's Pampered Chef party two days before you are scheduled leave for a 10 day trip. She really wants you to go, but you planned on packing that weekend. Your intention is to be a loving niece. You decide to support the party by making a purchase from the hostess over the phone, and then schedule a lunch with your aunt for 2 weeks after your return.

- ◆ One of the senior partners is hosting an all day barbeque to celebrate the completion of a new lake-side home and everyone at the firm is invited. People have asked if you are bringing your homemade pecan tortes which take hours to make. Your intention is to be a supportive co-worker. You elect to bring a simpler dish instead, and limit the time you stay at the party.

- ◆ Your daughter's softball coach calls to ask you to host the end of the season party for the team the first weekend you are back from your trip. Your intention is to be a supportive mother. You decide say "no," but offer to provide food.

- ◆ Your neighbor asks you to help her with her garage sale the Saturday morning before your vacation begins. She helped you with your sale last year. You were counting on working that morning to complete a brief which must be completed before you leave town. Your intention is to be a good neighbor. You decide that your clerk can do the first draft of the brief, and you can spend part of the morning helping with the sale.

Simplify and be flexible

Take a look at all of the areas of your life which require energy to see

whether simplifying will give you greater ease. Possibilities include:

- ◆ If you don't have time for a trip to the gym, walk with a friend.

- ◆ When it comes to nutrition, look for some simpler options such as whole grains, salads, raw vegetables, fresh fruit, and nuts.

- ◆ Before you pack, spend time planning so that you can pack less. This will make your return easier, too, with less to unpack and put away.

Often we bring suffering upon ourselves because of expectations we create and then hold on to, even when they no longer serve us. By being willing to release those expectations and be flexible, we find that life does not have to be so hard. Whether it is your meals, your wardrobe, or your schedule, the time before or after vacation is a good one for simplifying and being flexible in all areas of your life.

When you have done your best, acknowledge yourself for all of the work you have completed, avoid judging yourself harshly; then, relax and enjoy your vacation – you deserve it!

Susan Ann Koenig is an attorney in Omaha, Nebraska where she practices family law, estate planning and gay and lesbian rights. She teaches Women and the Law at Creighton University School of Law. Susan writes and lectures on spirituality and the law.



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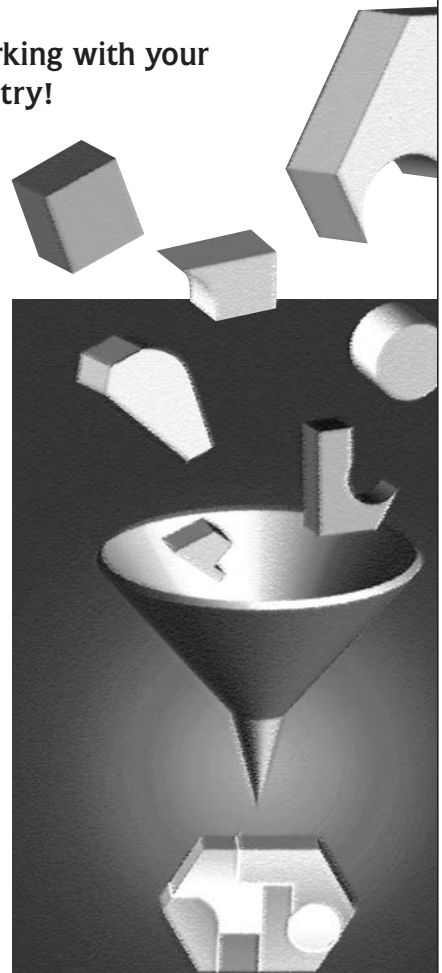
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Unity and Progress

by Laura E. Miller of the Louisville, KY Bar

Reprinted from the July, 1943, Vol. 29 No. 2 Issue of the Women Lawyers Journal. The ABA House of Delegates consisted of an entirely male membership until 1943, when the ABA invited NAWL to send a voting representative in recognition of our affiliate status. The following article describes NAWL's Marguerite Rawalt experience as the first woman representative to take a seat at the ABA House of Delegates.

There was a degree of unity and progress on the part of our National Association of Women Lawyers when it qualified for representation in the House of Delegates of the American Bar Association. The Admission will go down in the annals of our organization as a memorable forward step and designates our Association as one of the ten alert advantages of such action. The other nine national bodies having qualified heretofore are the Federal Bar Association, National Association of Attorneys General, American Law Institute, American Judicature Society, Association of American Law Schools, Association of Life Insurance Counsel, The National Conference of Bar Examiners, National Conference of Commissioners on Uniform State Laws and National Conference of Judicial Councils.

When our delegate, Miss Marguerite Rawalt, was escorted through the aisle of that magnificent Edgewater Beach Convention Hall to be formally introduced at the Chicago meeting of the House of Delegates on March the 29th, 1943, she and her escorts were four abreast. There they were stepping forward together, George Maurice Morris, President of the American Bar Association, Governor John M. Slaton of Atlanta, Georgia, Harry S. Knight of Sunbury, Pennsylvania, and the American Bar's first woman delegate to be seated—our own Marguerite Rawalt.

As they advanced with dignity and solemnity to the platform, I felt I was witnessing the completion of a great accomplishment, brought about by the foresight of many of our able visionary members. By the admission of our Association and the seating of our delegate was reflected the harmonious efforts of the eight Regional Directors, the four dozen Vice Presidents, and all of us.

It would have been a happy occasion for each of you to have been present. You would have observed the complete welcome of the Body as a whole. They were all so cordial. Delegate after delegate congratulated our representative and spoke highly of our organization. Many of them spoke with favor and commendation of our State Vice Presidents from whom they had just received letters, telephone calls and telegrams requesting their favorable consideration. You would have noted the activities of the competent Chairman of the Credentials' Committee, Bernard Myers. You should have heard the chatter during the noon hour as you strolled through the corridor; which was typical of the esprit de corps; as for instance, Mr. Powell of Atlanta, who said, "If Miss Lollie is for this Admission, and I am sure she is, then it has my vote one hundred per cent," and then he reminisced about Miss Laura Berrian, his former classmate. You would have possibly been one of those who heard the Arizona delegate say, "I just had a message from Miss Alice (Birdsall) and anything she recommends, I am for." Hence, it is easy to see how delightfully and favorably in accord was the reception extended.

Although this was the first time in all the sixty-six years of the American Bar that a woman lawyer has been seated as a member of their House of Delegates, you would have also been conscious that the capabilities of Miss Rawalt had much to do with the hearty welcome extended by that brilliant delegation. They recognized those abilities as we know them.

Miss Rawalt was a teacher of mathematics and Superintendent of Schools in Lorena, Texas, before she had attained the age of twenty. Later she served as Secretary to Honorable Pat M. Neff during his term as Governor of Texas, also



Secretary to Governor O.B. Colquitt, while a member of the United States Board of Mediation, Washington, D.C. She was graduated from Bay View College, Portland, Texas; did her pre-legal work at University of Texas; holds A.B., LL.B., and LL.M. degrees from George Washington University; was elected to Order of Coif upon graduation in law; served as student editor of George Washington Law Review; is a member of Bar of District of Columbia, Texas State, United States Supreme Court; is active in the Inter-American Bar; is a special attorney in Appeals Division, Office of Chief Counsel, Bureau of Internal Revenue, on headquarters staff in Washington, D.C., representing the Federal Government in cases involving Federal income, estate and gift taxes; and in addition to being President of the National Association of Women Lawyers, she is President of the Federal Bar Association.

This warm welcome the American Bar Delegates extended indeed demonstrated that they realize the value of unity, not only in their own organization but between organizations whose interests are much alike. The moulding and pooling of interests of these affiliated legal organizations will cement strength and promote the progress of our profession in the future. Indeed, it is an accomplishment for men and women to work together in the same profession for the best interests of that profession rather

than for limited selfish interests.

In times like the present when democracy is at stake, one nation endeavoring to outdo or surpass the other nation for political gain, such as power and control, it is pleasing to note that organizations which are devoting so much of their effort to war work, civilian defense, improving the administration of justice, American citizenship, military offenses, custody and management of alien property, labor employment, international legal war problems, coordination and direction of war efforts and international and comparative law, have decided to somewhat synchronize these worthwhile endeavors which tend toward a worthwhile peace. This may be termed as real progress and unity. Much credit is to be given to both the American Bar Association and the National Association of Women Lawyers for this step which future generations will refer to as an epochal event.

*This warm
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IP	Intellectual Property (C-copyright; P-patents; TM-trademark; TS-trade secrets
La	Labor
Ld	Landlord, Tenant
Le	Legal Aid, Poverty
Leg	Legislation
Li	Litigation
LU	Land Use
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M/E	Media & Entertainment
Me	Mediator
MeMa	Medical Malpractice
MeN	Medical Negligence
MA	Mergers & Acquisitions
N	Negligence
NP	Nonprofit Organizations
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Pr	Product Liability
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RM	Risk Management
Sec	Securities
Sex	Sex Harassment; Assault
SS	Social Security
Tx	Taxation
T	Tort
TA	Trade Associations
U	Utilities—Oil & Gas
W	Wills, Estates & Trusts
WC	White Collar
WD	Wrongful Death
Wo	Workers' Compensation
Wom	Women's Rights

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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.

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