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Alexis Reed

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Megan Walls

Eugena Whitson-Owen

WBAI, 321 S. Plymouth Ct., Suite 4S

Chicago, IL 60604

Telephone: (312) 341-8530

Fax: (312) 341-8533

Email: wbai@wbaillinois.org

Web Page: www.wbaillinois.org

WBAI'S 94TH ANNUAL INSTALLATION DINNER - A SPECIAL EVENING TO REMEMBER

BY MICHELE M. JOCHNER

The WBAI held its 94th Annual Installation Dinner celebrating the installation of **Hon. Jeanne M. Reynolds** as WBAI President on June 5th, 2008. In an overwhelming show of support for the WBAI and its new president, hundreds of judges, politicians, lawyers, dignitaries and friends of the legal community filled the Hilton Chicago to congratulate Judge Reynolds and to wish her and the 2008-2009 WBAI Officers and Board of Directors a very successful year!



Outgoing WBAI President **Karen McNulty Enright** gave Judge Reynolds a warm introduction, recounting their years of service together in the organization. Judge Reynolds was then sworn-in as WBAI President by **Illinois Supreme Court Justice Anne M. Burke**, who has been a long-time supporter of the WBAI and its mission. Justice Burke administered the oath of office to President Reynolds, and offered her best wishes for the coming year. With members of her family and friends looking on, President Reynolds accepted her new office and thanked those close to her for their unwavering support, especially her husband, Tom Fallon, their children, Clare and Jack, her parents, Frank and Peggy Reynolds, and her sisters, Margaret and Carrie. President Reynolds also extended a special thank you to **Hon. Timothy C. Evans**, Chief Judge of the Circuit Court of Cook County, who has given her the greatest opportunity to make a difference for families and children as an Associate Judge.

President Reynolds also stated that she would not have been able to achieve the WBAI Presidency had it not been for her friends, colleagues, bar leaders and mentors, who provided her with strong support and shared her belief that together we can better our world.

President Reynolds declared that the theme of her year as head of the WBAI will be "Women Empowering Women," and noted that everyday women make history through the various activities they are involved in. She recalled the words of the late Esther Rothstein - a past President of the WBAI and a pioneer with respect to women's issues - who challenged women attorneys "not to give back to others because we have to, but because we can." Based upon this thought, President Reynolds will center her year around encouraging the WBAI and its members to "shake up the usual status quo by establishing personal and professional goals to achieve greatness," and called upon women to "be more courageous about taking on new challenges and feeling more comfortable about going beyond their comfort levels." President Reynolds closed her remarks by thanking the

WBAI and its members for the honor of allowing her to serve as the organization's 94th President.

In her first official duty as WBAI President, Judge Reynolds then presented the WBAI's highest honor - the Myra Bradwell Award - to **Illinois Appellate Justice Sheila M. O'Brien**. President Reynolds explained that the Myra Bradwell Award salutes the life and accomplishments of attorney Myra Bradwell, who was denied admission to the Illinois Bar in 1873 solely because of her gender. Seventeen years later - after a tremendous struggle - Bradwell was admitted to the Bar, and thereafter achieved many positive reforms for women. Justice O'Brien's exemplary career and lifelong commitment to promoting and advancing women and their interests truly reflect the character and spirit of Myra Bradwell.

Next, **Hon. Timothy C. Evans**, Chief Judge of the Circuit Court of Cook County, installed the WBAI's 2008-2009 Officers and Board of Directors. The oath of office was given to the following WBAI Officers: **Hon. Patrice Ball-Reed**, First Vice President; **Kathryn Gallanis Matern**, Second Vice President; **Deane B. Brown**, Treasurer; **Karina D. DeHayes**, Financial Secretary; **Bridget Healy Ryan**, Corresponding Secretary; and **Michele M. Jochner**, Recording Secretary. In addition, the following members of the Board of Directors were installed: **Sarah R. Breitlander**; **Navdeep Gill**; **Jennifer P. Irmen**; **Margot Klein**; **Michelle Kohut**; **Adria Mossing**; **Jessica Arong O'Brien**; **Roxanne Rochester**; **Rosa Tumialan** and **Eugena Whitson-Owen**.

The WBAI Women with Vision Award was then presented by Karen Enright to the event's keynote speaker, **Carol Marin**, who is the Political Editor at NBC5 News and a political columnist with the *Chicago Sun-Times*. The Women with Vision Award is presented by the WBAI to honor and recognize extraordinary women who have demonstrated visionary approaches in their professional endeavors and who have made a contribution to the well-being and empowerment of women. Carol Marin epitomizes the values recognized by this award, as she has dedicated her career to empowering change and addressing important issues affecting women, children and the most vulnerable in our society. Her remarks were very moving and inspiring, and they are reprinted in their entirety after this article.

The WBAI is grateful to its Platinum, Benefactor and Patron sponsors, as well as to all guests who attended this fabulous event. Special thanks are extended to our generous sponsors **Jenner & Block, LLP**; **Paula Hudson Holderman**; **Andy Turcich and Overt Press**; **Randolph Florist Design**; **Record Copy Services**; **Law Offices of Romanucci & Blandin**.

The WBAI also thanks its Annual Dinner Co-Chairs, **Karen McNulty Enright** and **Kathryn Gallanis Matern**, as well as all the members of the Annual Dinner Committee, for a job very well done!

"RISE UP, REACH DOWN" SPEECH BY CAROL MARIN TO THE WOMEN'S BAR ASSOCIATION OF ILLINOIS HILTON & TOWERS HOTEL JUNE 5TH, 2008

Carol Marin was one of the most impressive keynote speakers ever to grace the WBAI and its Annual Dinner. For those of you who were unable to attend, below is her keynote speech reprinted with her permission. I am sure it will touch each of you as it did all who attended the 94th Annual Dinner.



Could there possibly be a better time to talk about women in America than now?

Whether you belong to the camp of Hillary Clinton or Barack Obama or John McCain, women are a huge part of the discussion of this election.

So...what DO women want?

Mel Gibson tried to answer that not too long ago. And wasn't his answer a painless leg wax?

What do women want?

It was a question more seriously framed yet again Tuesday night by Hillary Clinton who will leave the presidential race this weekend.

Well, I have my own answers about what women want.

As I searched my closet today to get dressed for this most impressive dinner, I debated long and hard between my 10 black jackets, 4 black tunics, and this little black number I chose for tonight...I know ONE of the things women want. It's to look as thin as humanly possible.

I am very honored to be here as the recipient of this year's Woman of Vision award.

Given my long career in news, a lot of it in political reporting and in investigative work, you should be advised not everyone agrees with your judgment on this.

Paraphrasing a recent sampling of my NBC5/Sun-Times email and voicemail on Hillary Clinton and Barack Obama, this will tell you all you need to know:

One person saying it was clear from the furrow in my brow in a one-on-one interview with Clinton that I was anti-Hillary. While another complained that the obsequious nature of my questions proved conclusively that Clinton and I must have been friends for a long time.

On Obama, I've been accused of choosing a soft-focus, loving, liberal lens, at the same time I've also been called a lunatic, racist critic.

As long as the hate mail and the fan mail balance out, I like to believe I'm doing my job.

I'm here tonight, not to talk about the precise politics of this



Congratulations to the WBAI
for its important work in
advancing women in the law.

Justice Anne M.
BURKE
Illinois Supreme Court

Paid for by The Committee to Elect Anne M. Burke. A copy of our report filed with the State Board of Elections is (or will be) available for purchase from the State Board of Elections, Springfield, Illinois.



historic moment. But, because this is the Women's Bar Association, I want to talk about women. And of the longstanding, ongoing, never-ending fight we face in this country quite apart from our own political choice for president.

We women are always---are always--- struggling with the balance of things and are regularly asked how we juggle demanding careers and equally demanding family responsibilities. How do we pivot between the jobs we do and the people we love.

I know people ask you, attorneys and judges and other working women in this room that question and they ask me too.

I have to confess, I don't have a great answer. And I end up telling a story that hardly reassures anyone.

It goes like this:

Twelve years ago, when my son Josh was just 9, I was covering what was expected to be the first execution of a woman in the U.S. in 20 years, the first execution of a woman in the state of Illinois in 60 years.

It was a big story. It quickly became an international story.

Her name was Guin Garcia, a convicted double murderer housed on Death Row at Dwight Correctional Center downstate.

Her biography wasn't pretty.

At the age of 2, Guin saw her mother kill herself by jumping out of a second story window.

Her father split. Guin was raised by grandparents and her uncle, John. The uncle began raping her when she was seven, giving her alcohol to calm her down and shut her up.

Family members would later state the grandmother knew but did nothing.

By 16, Guin was a hopeless alcoholic and a prostitute. By 17 she was married and pregnant.

Before her daughter Sara's first birthday, Guin suffocated her with a plastic dry cleaning bag rather than face the prospect of DCFS taking Sara away to live with the grandmother and---the pedophile uncle.

Guin could have gotten away with it because Sara's death was ruled SIDS. But she confessed, went to prison for 10 years, married one of her tricks, George Garcia, who when she got out, on one occasion according to Supreme Court records, genitally mutilated her with a broken bottle. Drunk one night, she shot and killed George.

Her profound sorrow over Sara is something Guin Garcia lives with every day. But she is not sorry about killing George. And has said so.

Joshua, our firstborn, was only in the 3rd grade when I began to cover her story.

Guin had decided that she would only talk to one reporter. Because I had expressed an interest in her case long before she made what would be a momentous, headline grabbing decision not to beg for her life anymore, she said she would talk to me. She was in the process of dropping all her appeals in order to proceed to execution.

For many, many months leading up to her date with lethal injection, my producer Don Moseley, who is here tonight, and I

did many, many stories. For NBC in Chicago, for the Today Show, and for Nightly News.

These were not opinion pieces. I warned Guin there were terms, terms she accepted, that I would not be her advocate, that I would report everything. That included the deep, residing outrage, sorrow, and anger of George Garcia's family.

As the days toward execution counted down, there was almost no one who came to our house for dinner or ran into us on the street who didn't stop and ask, often in my young son's presence, what was going to happen to her?

My sister's 75-year-old neighbor made a Christmas tree ornament that she asked me to pass on to Guin with a check for \$25. I tried to explain to her that you can't send presents to Death Row. And reporters can't pass on money.

And then one Saturday in January of 1996, a week before Guin would be dressed in a one piece prison-issue jumpsuit and wheeled into the Death Chamber at Statesville prison, Josh and I were standing in the kitchen.

And realizing that Guin at any moment might be called to collect, as she did daily, from Death Row but also realizing that she had absolutely nothing in the refrigerator for Josh's breakfast and I had to go shopping, I said this to my young son:

"Josh, I'm running to the store. If the phone rings, pick it up. If you hear a voice say, 'will you accept a collect call from Dwight Women's Prison', say 'yes'. And when Guin comes on the line, just tell her, 'Mom's at the grocery store. Please call back in an hour.'"

I've had visions, ever since, of Josh on some shrink's couch someday saying, "Then there was this the day when my own mother actually taught me to take collect calls from Death Row."

Yes, balancing our work with our families is a tricky endeavor at times.

Just as it is for prosecutors and public defenders and judges who cannot come home for dinner and tell their kids about the gruesome contours of their cases or the unimaginable crimes they have come into contact with, we in news are often in that same situation.

We do the work we do---if we're lucky---because we love it. We do what we do---even if we don't always love it---because the job still needs to be done or is simply necessary to keep our lives afloat.

The last time I addressed the Women's Bar Association, I told you that I was weary of "feminism" being a dirty word. At that stage in my life, I'm not just weary, I'm outraged that some people think it's an outdated concept.

How exactly can it be when, to quote a fine piece by Peggy Orenstein in the New York Times last month, a measly 12 women lead Fortune 500 companies - while women make up 48 percent of new lawyers (but) the percentage of women who are law partners at major firms remains stuck at a pitiful 18%.

How can feminism be an outdated concept when, according to the Women's Media Center, women occupy only 3% of the chief positions in mainstream media?

And when it comes to elective office, despite the history making of Speaker of the House Nancy Pelosi, only 16% of the 110th Congress in 2008 are women -when we are more than half of the population?

Some of this is explained by sexism.

And some of this is explained by our own failure to do more to change the world.

The Brookings Institution, in a just-released study on women in politics, says the gender gap in American politics can be explained by many factors.

One of them is that women are less likely to be recruited to run for office, and less likely than men to have the freedom to reconcile work and family obligations with a political career.

But women are also less likely than men to think they are "qualified" to run for office.

We should know better.

But we should also be doing a better job of helping each other up.

Anna Quindlen, the Pulitzer prize-winning author and columnist, subscribes to the philosophy of life, which she calls "Rise Up, Reach Down."

I don't think "we"- and I put "me" in this "we"- have worked hard enough with our daughters, with the young women coming up, to explain that the work of women's equality is so far from over. That a woman with a bachelor's degree who worked year-round on average earned \$49,236 annually when a man earned \$75,130 -a gap that continues for Master's degrees and Ph.D.'s.

I think we have to rise up and reach down to those up-and-coming younger women and talk about these things more. And talk to the men in our lives about it too.

We have to rise up and reach down to explain that contrary to what too many of my younger colleagues tell me these days, it's NOT an honor to be the only girl in a room of guys, the only woman on a board of directors.

We have work to do, a larger, longer national conversation on a subject that is not passé.

But every time my outrage begins to peg the meter, something happens that reminds of me of the great hope we have for the young women coming up.

One of those great hopes is Regina Johnson. You don't know her, but Regina, the youngest of 16 children, is just graduating from Northern Illinois University this month with an A average and a burning desire to be a lawyer. Because, growing up, she said, she never saw African-American lawyers in her neighborhood.

To get where she was going, in high school, she studied in the only quiet place she could find her family's house, sitting on the toilet in the bathroom doing her homework.

Regina says her goal is to rise up and reach down to be an example to other young people.

And in this very room tonight sits our intern, Samantha Babbitt, a graduating senior at DePaul, whose mother happens to be a lawyer.

Sam is one of the best interns we have ever had - smart, and compassionate and socially aware - who took a break from college a couple of years ago to work in the neighborhoods to rise up and reach down to give someone else a hand.

And then, going back to where I started, there is Guin Garcia.

Fourteen hours before her execution in 1996, Governor Jim Edgar commuted her sentence to life in prison. Last week, I went back to Dwight Women's Prison for her graduation. With a 3.95 average, Guin graduated magna cum laude with an Associates degree from Lake Land College.

The most impressive part of it? Much younger inmates I talked to at graduation that day, including one who is 28 now and has been locked up since she was 15, told me the reason she earned her GED last year and a certificate in professional dog grooming this graduation day was that Guin, whom younger inmates call "Granny", had made her straighten up and fly right.

That young woman will get out in a couple of years because Guin Garcia, in life's depths, somehow found the strength to rise up and to reach down.

What we all have accomplished in our lives, we owe in large part, to those who came before. And we are honor-bound to pay it forward. To rise up and reach down.

I will use this great award you have given me to remind myself every day of how much more I should be doing.

Thank you so much.





PRESIDENT'S MESSAGE

BY JEANNE REYNOLDS

Dear WBAI Members:

The 94th Annual Dinner was a fabulous kick-off to the 2008-2009 WBAI bar year! It was truly a night to remember for me, surrounded by WBAI members, family, friends, and colleagues. I am especially grateful to Judge Timothy C. Evans, Chief Judge of the Circuit Court of Cook County, who has supported my WBAI participation 100%, and has given me the greatest opportunity to make a difference for families and children as an Associate Judge in the Domestic Relations Division. I was also honored to be sworn-in by Illinois Supreme Court Justice Anne M. Burke, who has also been a faithful supporter of the WBAI.

Again, congratulations to Illinois Appellate Court Justice Sheila M. O'Brien, who received the WBAI's highest honor- the Myra Bradwell Award. This award salutes the efforts of Myra Bradwell (1831-1894), a great lawyer and editor, who continuously fought for women's rights her entire life. Originally denied admission to the Illinois State Bar in 1873 solely because she was a woman, she fought hard and eventually gained admission to the bar in 1890. Ms. Bradwell went on to achieve many reforms for women, including securing the rights of married women to keep their own paychecks, protecting widow's rights, and extending suffrage and full equality for women. Justice O'Brien's exemplary career and lifelong commitment to promoting and advancing women lawyers, as well as issues important to them, epitomizes the true spirit and character of the great Myra Bradwell.



Our keynote speaker and Women With Vision Award recipient, Carol Marin, gave one of the all-time best speeches at our Annual Dinner. She inspired us all to "Rise Up and Reach Back"! I will always remember Guin Garcia and the power of helping others, no matter where they are in life. For any who missed Ms. Marin's speech, you will be pleased to find a copy of her remarks reprinted in this issue. The WBAI plans on responding to Ms. Marin's challenge to "Rise Up and Reach Back" with a special luncheon in May.

As we enter the 2008-2009 bar year, the WBAI will focus on a theme of "Women Empowering Women." Every day women make their mark through activities publicized as well as unheralded, on scales grand as well as small. I personally embrace the advice of the great Esther Rothstein, who challenged women attorneys "not to give back to others because we have to, but because we can." Esther Rothstein was President of the WBAI in 1961, and a true pioneer in women's issues. Esther graduated from Chicago Kent College of Law in 1949, and was only one of two women in her law school class. In order to help others, she organized a core group of extraordinary women leaders dedicated to awarding scholarships to financially strapped women law students and founded the Women's Bar Foundation.

This year the WBAI will encourage its members to shake up the usual status quo by establishing personal and professional goals to achieve greatness. Women need to be more courageous about taking on new challenges and feeling more comfortable about going beyond their comfort levels. As Oprah Winfrey said, "We cannot become what we need to be by remaining what we are." I find inspiration in quotes from famous and not-so-famous women. My dear friend Ellen Girard, an attorney at Quarles & Brady, has a full library of wonderful inspirational quotes. One of my favorite quotes is by Margaret Mead: "Never doubt that a small group of individuals can change the world, indeed, it is the only thing that ever has." I will dedicate this year to establishing relationships and working tirelessly within that realm to see to it that the benefit from the connections the WBAI can help create.

I would also like to personally acknowledge throughout this year the many contributions our members and area attorneys make in support of the WBAI mission. Many dedicated attorneys serve on the WBAI Board, as well as our 20+ committees, the Newsletter, WILPOWER, and the Public Office Committee. I give special thanks to our Public Office Committee, who has selflessly conducted over 100 judicial evaluations for the Associate Judge race and has completed the evaluations for the Retention Judges, as well. Deane Brown, Bridget Ryan and Jessica Arong O'Brien serve as this year's Co-Chairs.

This past Spring, Judge Evans spoke at the North Suburban Bar Association Judicial Reception about his friend, Judge Moshe Jacobson. Judge Evans remarked that one of the keys to success - both personally and professionally - is having a true friend to call on, not only to celebrate life's wins, but also to mourn your personal losses. I am so thankful for the many friendships I have made through the WBAI.

Many of our members also wear numerous hats serving as leaders on many bar associations, boards of directors, diversity committees, charitable projects, or by simply listening when a friend is in need. We salute WBAI Director Jessica Arong O'Brien on her installation as President of the Asian American Bar Association, and Mary Melchor as President of the Black Women Lawyers Association of Greater Chicago, Inc.

This year's WBAI Officers and Directors are truly an extraordinary board of talented attorneys. Past President Karen Enright is my hero.

“walks the walk and talks the talk.” Although she is truly overextended in all aspects of her life, if you need her, she will find a way to help. Her word is her bond. Our WBAI Executive Office Manager Eriana Spencer is brilliant, knowledgeable, and compassionate. If anyone ever has a question, Eriana is the go-to person to get results. First Vice President Patrice Ball-Reed is another key officer willing to pitch in when no one else volunteers to get the job done and is a true ambassador of good will. An optimist, Patrice always sees the glass as half full as opposed to half empty. I am thrilled Kathy Gallanis Matern is our Second Vice President – she has a keen sense for detail and organization and is willing to mentor attorneys and bring in new friends, adding a fresh approach to our organization. This year’s board is the best ever with talent, energy, and dedication to our WBAI mission. You will hear more about the other officers and directors in future editions of the WBAI newsletter.

We have already accomplished many exciting events this year, beginning with our trip to Washington, D.C., for the swearing-in ceremony before the United States Supreme Court on June 9th. The Supreme Court swearing-in was truly a wonderful experience that I encourage any attorney who has the opportunity to take. On June 12th, a group of WBAI members, attorneys, judges, moms and children volunteered at New Moms, Inc., as part of the Women Everywhere: Partners In Service Project, Inc. New Moms, Inc. seeks to enable, empower, and equip at-risk teen mothers and their children through services and mentoring. The WBAI Annual “No Threat, No Sweat” Golf Outing was a big success in July, followed by Race Judicata in August. Special thanks to Golf Outing Co-Chairs Gena Whitson-Owen and Alison Watson for a wonderful day!

Thank you for allowing me to serve you as this year’s President. I will strive to make a difference in all the WBAI does, and to encourage our network of connections to have no bounds. The WBAI will continue its efforts to make a positive difference in our members’ professional and personal lives and our community. As always, if you have any suggestions for improving the WBAI, please contact me. Your thoughts and comments are appreciated.

Very truly yours,

Jeanne M. Reynolds, President



A FAREWELL MESSAGE FROM KAREN McNULTY ENRIGHT WBAI PRESIDENT, 2007-2008

“Whatever your mind can conceive and believe, it can achieve.”

Barbara Robinson

I love this quote because it is both inspiring and empowering. It is particularly appropriate for this farewell message, a time when we are passing the gavel from one president to the next; we have all of the optimism and excitement that comes with new beginning. As I end my service as WBAI President, I am proud of what we achieved but, more importantly, I hope that our efforts have continued and energized the momentum we inherited.



Last year, as I accepted the role of the WBAI president, I reflected on the legacy of the past presidents and leaders of the Women’s Bar, and throughout the past year I have continued to recall their example and the high standards they set for me as I served in that Office. As I did at this time last year, I again thank all of those leaders who have inspired and challenged me to serve this organization with enthusiasm, ambition and wisdom. I hope that I have met the challenge.

I am so grateful for the friendship and guidance of our past presidents, and I am so fortunate to have served with a remarkable and distinguished board of directors, dedicated officers and hardworking and productive committee members. I am very proud of everything we have accomplished this past year. Thank you for all of your support and dedication to this bar association and to our community.

I am especially indebted to Jeanne Reynolds, Patrice Ball-Reed and Kathy Gallanis – these women represent the next three years of leadership for this organization and epitomize the objectives of the Women’s Bar Association. Led by Jeanne this year, they will continue to be a dynamic team of hard-working and caring women. As they have already demonstrated, their efforts will fulfill the mission of the WBAI by focusing on opportunities to help others serve as leaders, and by empowering others to become the best version of themselves.

When I had the opportunity to address our members last year, I issued a challenge. I asked everyone to seek out opportunities as leaders, mentors, and friends. My experience over the last year has shown me that we’ve all exceeded my expectations. All of you are serving our community as mentors and friends. Formally or informally, you mentor others and act as a friend to women lawyers in Illinois simply by your participation in WBAI events. Without your generous support and continued interest in our programs, we could not continue. Whenever we seek sponsors for our programs and events, the response is overwhelmingly positive. When I saw

the energy at this year's Installation Dinner, I was inspired again to work toward the goals we've set for ourselves. I hope that you can be equally inspired to maintain the energy and enthusiasm you've demonstrated through your commitment to the Women's Bar.

Over the last year, our collective efforts produced exceptional results – we sponsored programs designed to encourage mentoring, education and networking between law firms and lawyers; we identified options to promote the continuation and creation of a flexible and family-friendly work environment; and we encouraged our legal community to recognize and focus on the importance of having a balanced life with time for work, community involvement, family and self.

I extend particularly heartfelt thanks to the members of each of the committees – you have worked so tirelessly to make our programs and events successful. Specifically, I want to mention the members of the Hooton Committee. This committee acts as the financial backbone of the WBAI. At our final meeting this year, the WBAI board voted to make a financial contribution on behalf of the WBAI to the Hooton Fund. We hope that our donation will set a precedent for future WBAI Boards of Directors. We thank you for investing your time with us.

In passing the gavel to my very dear friend Jeanne Reynolds, I can say with complete confidence that I am about to be upstaged. Jeanne is one of the best judges I know; she is compassionate, dignified, fair, and hard-working. Her dedication to the WBAI is unsurpassed and we will all reap the benefits of her guidance and leadership well beyond June of 2009.

Serving this organization has been one of the most rewarding experiences of my career. It has been consistently challenging and demanding, and it has been exhausting on occasion; but, without fail, my year as president has been enlightening – I have learned how much the day-to-day efforts of a small number of people can effect real change. I am confident that the WBAI will continue to improve the lives of women and men practicing law throughout the State of Illinois.

Thank you.

Karen McNulty Enright
WBAI President, 2007-2008



CO-EDITOR'S COLUMN

BY SARAH BREITLANDER AND MICHELE JOCHNE

Welcome!

Welcome to the Fall Issue of the WBAI newsletter for the 2009 bar year. As co-editors, we are pleased to once again such a wide variety of substantive and informational articles in addition to the several postings of positive differences being by our women colleagues on a day-to-day basis. Women are often reluctant to brag or boast about their many professional accomplishments, and our goal is to recognize the many deserving accolades, professional awards, accomplishments, verbal appointments to boards or commissions, publications, new job efforts to rock the *status quo*. In that spirit, we note that one many benefits of WBAI membership is the opportunity to other attorneys for the exchange of information and for support. Anyone wishing to join the newsletter committee, write an article or submit any newsworthy item should telephone or e-mail us at the contacts listed below. We welcome your efforts!

Substantive Law Articles and CLE Credit

We encourage the submission of substantive law articles for consideration for inclusion in subsequent WBAI newsletters. Not only may we publish your article, but you may earn CLE credit for writing such articles. The MCLE Board of the Supreme Court of Illinois has advised that it will provide CLE credits for articles "evinced legal scholarship." An important requirement is that the attorney should maintain contemporaneous records of the time spent on the publication.

Illinois Supreme Court Rule 795(d)(7) states in relevant part as follows:

"Writing law books and law review articles, subject to the following:

(i) An attorney may earn credit for legal textbooks, casebooks, treatises and other scholarly legal books written by the attorney and published during the two-year reporting period.

(ii) An attorney may earn credit for writing law-related articles in responsible legal journals or other legal sources, published during the two-year reporting period, that deal primarily with matters related to the practice of law, professionalism, diversity in the legal profession, mental illness and addiction issues, civility, or ethical obligations of attorneys. Republication of any article shall receive no additional CLE credits unless the author made substantial revisions or additions.

(iii) An attorney may earn credit toward MCLE requirements for the actual number of hours spent researching and writing, but the maximum number of credits that may be earned during any two-year reporting period on a single publication shall be half the maximum CLE hours required by Rule 794(a) and (d). Credits are accrued when the eligible book or article is published, regardless of whether the work in question was performed in the then-current two-year reporting period. To receive CLE credit, the attorney must maintain contemporaneous records evincing the number of hours spent on a publication."

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Thus, Illinois attorneys may earn credit for writing substantive law articles. The Supreme Court's MCLE Rules are available online at the MCLE Board's web site at www.state.il.us/court/SupremeCourt/Rules/Art_VII/ArtVII.htm#c. If you have any questions regarding the legal topics that may be of interest to the WBAI, please feel free to contact Michele Jochner at mjochner@gmail.com or (312) 793-5563.

Sarah Breitlander is an associate at the law firm of Vedder Price P.C. Previously, Sarah served as law clerk to Illinois Supreme Court Justice Anne M. Burke during her tenure on the Illinois Appellate Court, First District. Sarah has also served as judicial extern to the Honorable James H. Alesia during his tenure as District Court Judge for the Northern District of Illinois, and the Honorable Robert W. Gettleman, District Court Judge for the Northern District of Illinois. Sarah graduated cum laude from The John Marshall Law School in 2003.



Michele Jochner serves as a Judicial Law Clerk for Justice Charles E. Freeman of the Illinois Supreme Court, after serving in the same position for Justice Mary Ann G. McMorrow prior to Justice McMorrow's retirement in July 2006. Michele is a 1990 graduate of DePaul University College of Law (J.D. with Honors, Order of the Coif) and earned an LL.M. degree from DePaul in 1992. She is a frequent author and lecturer on a wide array of legal topics.



WBAI 94TH ANNUAL JUDICIAL RECEPTION A RESOUNDING SUCCESS

BY DEANE B. BROWN

The WBAI hosted its 94th Annual Judicial Reception on Thursday, March 6, 2008, at the newly-renovated Hotel Allegro. The WBAI set a new attendance record for this event, with more than 140 federal and state judges in attendance, as well as nearly 200 attorneys.

At this year's Judicial Reception, the WBAI presented the Mary Heftel Hooton Award to both the **Honorable James F. Holderman**, Chief Judge of the United States District Court for the Northern District of Illinois, and to the **Honorable Diane J. Larsen** of the Circuit Court of Cook County, Law Division. The Hooton Award honors jurists who have exhibited outstanding dedication to the legal profession, the pursuit of justice and the mission of the WBAI.

The Hooton Award was presented to Judge Holderman by his wife Paula Holderman, a WBAI member. Judge Holderman expressed his delight over receiving the award and read a poem he had written about the WBAI, which is reprinted below. Judge Larsen was also honored to receive the Hooton Award, and thanked the many attorneys and judges at the reception who had mentored and supported her throughout her career.

In addition, WBAI President Karen Enright presented a : Award to attorney **Matthew Hargrave** for his work on the website.

WBAI Directors **Deane B. Brown** and **Jessica Arong O'Brien** served as Co-Chairs for the Judicial Reception, which was sponsored by a record number of law firms. The WBAI extends its sincerest thanks to the following firms for their generous support of this event. This year's Gold Sponsors were **Beermann Sweet LLP, Corboy & Demetrio PC, Mayer Brown LLP, and W. Enright Salzetta & O'Brien LLC**. Silver Sponsors for this event were **Crisham & Kubes Ltd., DLA Piper US LLP, Kirkland & Ellis LLP, McDermott Will & Emery LLP, and Shefsky & Froelich Ltd.** Once again, thank you to all who made this event a resounding Success.

Judge Holderman's Poem

We are the Women's Bar Association

*Nine women in 1914, a year we should all note.
All educated lawyers, but denied the right to vote.*

*They organized for women's suffrage as their first endeavor.
They succeeded in 1939, and they changed the world forever.*

*Since then we have prevailed against other wrongs and harms.
Making a better world through law has been our call to arms.
We are here together because we each care.
We care about the law and about women everywhere.*

*We have come a long way since 1914, but there still is more to do.
We have made some progress, but have not yet reached our goal.*

*Great women of vision have preceded us and shown us the way.
They have inspired us to reach beyond, and to create a new day.*

*They have inspired us to improve the law all across this nation.
And to make things better in this world for the next generation.*

*Judge Mary Heftel Hooton was one such leading light.
We are all beneficiaries of her generosity and foresight.*

It's basic fairness for which we strive. That's our most noble aspiration.

We stand here now, and will always stand tall.

We are the Women's Bar Association

MEMBERS IN THE NEWS

WBAI Board member **Jessica Arong-O'Brien** was honored by the Cook County State's Attorney **Richard A. Devine** and the Pacific American Advisory Council with the sixth Annual Community Leadership Award. In addition, she was installed as the 21st President of the Asian American Bar Association (see the article in this newsletter for more information).

Congratulations to **Mary Melchor** on her installation as President of the Black Women Lawyers' Association of Greater Chicago.

Hon. Jesse G. Reyes, Circuit Court of Cook County, administered the oath of office to the newly-elected officers of the Bohemian Lawyers' Association of Chicago. In addition, Judge Reyes was presented with the "2008 Community Award" by El Hogar Del Nino (The Home of the Child) at its 12th Annual Banquet. This award recognizes the outstanding leadership Judge Reyes has provided to the community through his continued volunteer efforts on behalf of this organization, which operates three day care centers in the Pilsen/Little Village Area.

Special thanks go to the **Hon. William D. Maddux** and WBAI past President the **Hon. Elizabeth M. Budzinski**, for participating in a discussion regarding settlement negotiations at the WBAI's Spring Tort Committee mentoring dinner on April 10 at the Union League Club.

Congratulations to Illinois Appellate **Justice Kathryn Zenoff**, who was named co-chair of the Judges' Criminal Justice/Mental Health Leadership Initiative (JLI). This Initiative, which is a project of the Council of State Governments Justice Center, is intended to address the overrepresentation of people with mental illnesses in the criminal justice system. As Chief Judge in the 17th Judicial Circuit from 2003-2007, Justice Zenoff convened and led a 70-person community-wide task force in Winnebago County which established one of the first mental health courts in Illinois, and presided over the Therapeutic Intervention Court until being assigned to the appellate court.

WBAI past President **Lori Levin** recently spoke on the topic of "Women in Criminal Justice" for the Decalogue Society of Lawyers.

Congratulations to WBAI First Vice President **Patrice Ball-Reed** on being selected as an Associate Judge for the Circuit Court of Cook County. Other WBAI members also selected were **Laura Bertucci Smith**, **Margarita Kulys Hoffman** and **John L. Huff**. Our best wishes are extended to all the new judges.

Congratulations to WBAI Financial Secretary **Karina DeHayes** and WBAI Board members **Margot Klein** and **Rosa Tumialan** on being selected by the *Chicago Daily Law Bulletin* as members of the 2008 class of "40 Illinois Attorneys Under 40 to Watch." **Rosa Tumialan** also recently received the 2008 Award for Excellence in Pro Bono and Public Interest Service from the Chief Judge of the United States District Court for the Northern District of Illinois.

WBAI Recording Secretary **Michele Jochner** recently spoke at several CLE programs on developments in Fourth Amendment search and seizure law, on appellate practice, and on local courts.

Our sincere condolences are extended to **Hon. Naomi Schuster**, on the passing of her mother, Rita M. Hornick. Our thoughts are with Judge Schuster and her entire family during this difficult time.

THE LEGAL BALANCE, INC. - SEEKING INPUT

The Legal Balance is an online community catering exclusively to women attorneys. Its mission is to help you find a better work-life balance. The Legal Balance contains an extensive database and resource directory designed to enable women attorneys to find any work-life resource they may need (including corporate housing, nannies, dog walkers, court reporters, masseuses, career advice and work-life articles). The Legal Balance also has experts ready to answer your career, life and beauty questions. You can join its forum to ask other Legal Balance members your questions on any topic. It is a powerful community for women attorneys to network and share information.

The Legal Balance is currently seeking your input on resources, articles and experts to help you, so please let them know your thoughts by contacting them at info@thelegalbalance.com. In addition, if you are interested in sponsorship opportunities, please contact Erica Zalokar, Esq. at 773-339-7229.

THE "CINDY BISCHOFF LAW": ILLINOIS ENACTS A NEW TOOL AGAINST DOMESTIC VIOLENCE

BY DAWN DALTON

On August 4, Governor Blagojevich signed into law SB 2719, also known as the "Cindy Bischoff Law." This law allows for the electronic surveillance of persons charged or convicted of a violation of an order of protection, and it becomes effective on January 1, 2009. This law makes important changes to a number of statutes. Below are a few highlights of these changes.

Amendments to the Code of Criminal Procedure

When a person is charged with the crime of a violation of an order of protection (VOOP) under section 12-30 of the Criminal Code of 1961, the court shall order the respondent to undergo a risk assessment evaluation at an Illinois Department of Human Services (IDHS), protocol approved, Partner Abuse Intervention Program (PAIP). Based on the results of the risk assessment and the other circumstances of the violation, the court *may* order that the person, as a condition of bail, be placed under electronic surveillance as provided in section 5-8A-7 of the Unified Code of Corrections.

If the defendant is either on parole, mandatory supervised release or early release from the Department of Corrections (DOC) when convicted of a violation of an order of protection under section 12-30 of the Criminal Code, the defendant *must* be placed under electronic surveillance as provided in section 5-8A-7. If the defendant is on probation or conditional discharge, the court *may* order a defendant who is sentenced to probation or conditional discharge for a violation of an order of protection be placed under electronic surveillance as provided in Section 5-8A-7.

New Protective Order Violation Fine

This law creates a new penalty for a violation of an order of protection for at least \$200 upon either a plea of guilty or upon a finding of guilty resulting in a conviction.



Amendments to the Probation and Probation Officers Act

The AOIC Division of Probation Services may develop standards to implement the Domestic Violence Surveillance Program including: (I) procurement of equipment and other services necessary to implement the program; and (ii) development of uniform standards for the delivery of the program through county probation departments.

Implementing the Bischoff Law

Many groups in the legal system will need to be trained to effectively implement this helpful law and the new remedies now available. Training should include:

Judges:

- to order the risk assessment evaluations using protocol-approved PAIPs available in their communities
- to understand the logistics of the electronic surveillance device and its impact on the victim and defendant

State's Attorney Offices:

- to ask the court for the risk assessment evaluation to be ordered
- to understand the logistics of the electronic surveillance device and its impact on the victim
- to know when to ask for the electronic surveillance device as a part of sentencing

Victim Advocacy Groups:

- to understand the logistics of the electronic surveillance device so they can help victims become accustomed to the use of the device
- to be aware of the impact it will have on the victim in their varied circumstances

Law Enforcement Officials:

- to respond to the new system

Victims:

- to understand how the system will work.

Implementation, however, does come with its own set of difficulties. While going through the language of the law, there are several unanswered questions that will require input from multiple sources. Some of the implementation challenges are:

- There are 62 counties out of the 102 in Illinois that do not have an IDHS protocol-approved PAIP. As stated above, every person who is charged with a VOOB shall be ordered by the court to undergo a risk assessment evaluation by a protocol-approved PAIP. The shortage of programs makes it difficult for defendants to have these assessments completed.
- It is unclear in the language of the law who will pay for the risk assessment evaluations.
- There are no guidelines to determine the length of time a person is sentenced to wear the electronic surveillance device.
- The experiences of other states with similar systems show that these devices can fail. How can we address the potential for a false sense of security that could be created in a victim when the convicted person is wearing an electronic surveillance device?
- The Division of Probation Services is working on the

procurement of equipment and development of uniform standards. Some of the significant components they are charged with addressing are:

- Who will monitor the system-local police departments, sheriff's offices, Department of Corrections?
- What is the victim's role-will they need to wear equipment as well?

The Cindy Bischoff Law will change the way in which some victims and abusers are engaged with the court system and with law enforcement officials at the time of a violation of an order of protection. As explained, there are many questions that have arisen with the passage of this bill. There is a need for all of the dedicated officials and groups to diligently work together to get to the bottom of the unanswered questions.

Dawn Dalton is the Executive Director of the Chicago Metropolitan Battered Women's Network, and serves on numerous state and local domestic violence committees, including the Chicago Domestic Violence Advisory Coordinating Council and the Illinois Department of Human Services Domestic Violence Advisory Council. The Network is a membership coalition representing over 100 domestic violence service providers and allied professionals throughout Cook County. The Network advocates for system change, speaks as the collective voice of Cook County domestic violence programs, provides, through its Centralized Training Institute, comprehensive domestic violence training for over 1,000 professionals each year and operates the City of Chicago/State of Illinois Domestic Violence Helpline. The Helpline receives over 20,000 calls annually from victims of domestic violence and concerned citizens who are seeking support, information and referrals.



To learn more about the Chicago Metropolitan Battered Women's Network visit their website at www.batteredwomensnetwork.org or call 312-750-0730.

WORKING WOMEN AND INFERTILITY: ADDRESSING THE CHANGING NEEDS OF WOMEN IN THE WORKFORCE TODAY

BY MINDY BERKSON

"As more women are added to the labor force, their share will approach that of men. In 2008, women will make up about 48 percent of the labor force and men 52 percent. In 1988, the respective shares were 45 and 55 percent."

Source: U.S. Department of Labor: Women's Share of Labor Force

Infertility is on the rise. One in six couples today will struggle with infertility -- the biological inability to conceive or carry a pregnancy to full term. Many factors can contribute to this staggering and continually-growing statistic. Most common are delayed child bearing, advanced maternal age, medical conditions, sexually transmitted diseases, obesity and environmental factors. As women continue to work and delay having children, their needs with regard to infertility treatment has also continued to grow.

The infertility diagnosis can be devastating and demoralizing. Unable to become pregnant, women often feel inadequate, alone and depressed. Infertility treatment is costly, and invasive. Success rates are not guaranteed and insurance benefits may be limited. The emotional, physical and financial stressors associated with the infertility process are often challenging and usually overwhelming, particularly to accomplished career-women who are used to controlling their own destinies, and getting the results they want.

While infertility affects the male and female population at almost identical percentages, it is typically the woman who undergoes the vast majority of invasive and costly medical procedures. These procedures require intense daily monitoring over the course of several weeks, and sometimes months, thus making it necessary to miss work for such treatments as pre-scheduled ultrasound and blood draws, followed by evening injections of hormones. Adding insult to injury, these treatments then cause increasing mood swings, physical bloating and discomfort. It is no wonder that undergoing infertility treatment has been labeled a full-time job.

"As more women are added to the labor force, their share will approach that of men. In 2008, women will make up about 48 percent of the labor force and men 52 percent. In 1988, the respective shares were 45 and 55 percent."

Given this prediction for 2008, companies need to consider how they will respond to the changes in the workplace environment and how they can address the changing needs of their employees while building loyalty and minimizing gross expenses.

Previously, Employee Assistance Programs [EAP] have been established to help employees of forward-thinking large companies address work/life balance for their employees. The benefits of such programs have been rewarding. Today's talent and workforce are attracted not only by competitive salaries, but also by benefits that translate to financial expenditures and security. EAP's have offered many benefits not only to employees, but to their eligible dependents as well. They have greatly improved work/life balance, decreased depression and promoted family.

An unprecedented number of forward-thinking firms have recognized that training is expensive and time consuming. With women playing more active roles and holding higher leadership positions, it is critical to prevent "brain drain" and to increase retention rates. Accordingly, organizations are recognizing the value in keeping bright, motivated women as part of their core make-up. Employees, who feel they are well cared-for and valued, in turn show greater loyalty, motivation, and commitment to the task at hand and the team that supports them. Ultimately, these valued employees contribute to the company's bottom-line through improved performance.

Companies offering important and unique benefits gain a reputation for supporting their staff and building loyalty. It is vital to help valuable female employees take the time necessary to build their families, reduce stress and achieve a work/life balance. Ultimately, this support creates optimal performance, and greatly enhances creativity and loyalty – two characteristics known to improve and enhance every team and organization from top to bottom.

Currently, programs that include opportunities to help guide women through the infertility process could also help to increase profitability, motivation and loyalty. After all, with delayed childbearing affecting a large percentage of professional women within the workforce, it is necessary to offer options and opportunities that are specific to women and their needs.

Mindy Berkson has more than a decade of experience in the infertility field. As one of the first infertility consultancies in the United States, Lotus Blossom Consulting, LLC was founded by Mindy in 2005 after her own personal battle with secondary infertility. Mindy has guided hundreds of intended parents through the stressful demands of the infertility process by providing professional and compassionate assistance in dealing with the emotional, physical, and financial barriers involved with third-party reproduction. For more information about this topic, or a free consultation regarding infertility issues, log on to www.lotusblossomconsulting.com, or call (877) 881-2685.





IGNITING YOUR PASSION-PART I

BY BARB HEENAN AND MEGAN WALLS

This is a two-part article in which we will examine passion and how to find it, re-ignite it, and sustain it. (Hint: You don't necessarily have to leave your job, skip town, or call it an early midlife crisis!)

Most likely, you are a master juggler: you maintain a successful career, manage the demands of a busy household, try to stay close to friends and family, and serve your community. Your hard work has clearly paid off and you have much to show for it. However, we bet you are sacrificing a lot to stay on top, and we want to show you how to work smarter - not harder - by doing it with passion.

In the midst of your day, do you ever wonder when you will ever have any time for yourself? Do you secretly feel disconnected from family, friends and self? Do you sometimes resent how much you give and do for others? Have you noticed you always make time for your surgically-attached Blackberry, but never seem to schedule fun and enjoyment for yourself?

This is perfectly normal for a woman with all the responsibilities you have. You are not alone. However, it signifies that you have disconnected from healthy balance and your passion. How do we know? Because passion fuels you, energizes you, fulfills you, sustains you.

Passion is an inner fire born from our true essence, special gifts, and sense of purpose. It truly comes from following your heart, not your head. And when you are expressing your passion it reveals itself through the energy you have, the ease with which you go through your day, and, above all, the endless enthusiasm you effortlessly sustain. When you live in your passion, you are connected to yourself, your sense of well-being rises, and you experience emotional and spiritual renewal.

In this harried world, it is easy to forget that you have the right to choose a life of balance and passion over drudgery and obligation. In this article, we show you how to exercise that right by first examining what is holding you back and then by helping you get those creative juices flowing again.

Take out a piece of paper and jot down some thoughts to these questions:

- Are you living your passion? In other words, what do you like to do that brings you joy?
- What is stopping you from following your passion?
- What would be different if you followed your passion?

If you feel stuck trying to answer these questions, especially the first one, that's OK. It might seem awkward and unfamiliar to contemplate at first; just allow yourself the opportunity to sit with them. So often, your inner voice (heart) is muted by the mind chatter (head) and busy pace of today's world, which makes it difficult to tap into your creative energy.

We frequently see similar causes keeping people from finding their

passion. Do any of these resonate with you?

The Should Syndrome: This is when you tell yourself, "I should do this..." or "I should do that..." Frequent use of this word signals chronic obligation rather than doing what your heart wants you to do. It means you're "shoulding" on yourself!

The FOG Syndrome: When your actions are driven by Fear, Obligation, or Guilt. This is usually accompanied by bodily symptoms such as that pit in your stomach, or heavy shoulders.

The Crackberry Syndrome: Signs of this syndrome include blisters on your thumbs from texting 24/7 or an indentation on your ear from your headset. Do you immediately jump to answer when it beeps? Who's running the show? You or your PDA?

Speed Racer Syndrome: Do you barrel around the corners of life at breakneck speed with little or no re-fueling? There's your head getting in the way again. Of course it feels hard to connect with your passion or know what it is! Both the realms of creativity and possibility get completely shut down at this pace!

Here are some awareness exercises to shift you from your "head" to your "heart" and help you find your passion:

Let's start with the "Should" Syndrome. Make a "Shoulding Again!" tally in your notebook. Every time you say the word "should" to yourself (or out loud to others - recruit the help of your friends), mark your tally. You will be surprised by how much you "should" on yourself. How can you find your passion buried under all those shoulds?

The FOG Syndrome: Make note of how often you do things out of Fear, Obligation, or Guilt vs. doing something because you *want* to. Be aware of operating under FOG. What does your body tell you? Pay attention to it: Is there a pit in your stomach? Do your shoulders feel weighted down? (Notice the word "should" hidden inside the word shoulder). Do you feel a sense of regret or remorse?

More FOG: Make a page of two columns - one titled "No" for how many times in the next few weeks you say "No" to an activity you would *like* to do but did not out of Fear, Obligation, or Guilt. The "Yes" column is for an obligation you met to which you wished you had said "No!" Too much FOG makes it hard to see your passion within!

Crackberry Syndrome: Make a Crackberry Log. What actions are habits from being on autopilot? What actions are really *reactions* to the demands from the outside world vs. *actions* from your wants and desires? Case in point - When your Blackberry buzzes, do you automatically stop what you are doing to *react* by looking at the text, and responding to it right then? Look at the time and make note of how frequently you look at it, or answer it after work hours.

Speed Racer: Do you run from one activity to another? Do your meals frequently come from a window or a microwave? Are you often late? Your family and community obligations, not to mention what you choose for yourself, can have you spinning like a top. An awareness exercise for the Speedys out there involves taking a deep

LESSONS LEARNED FROM THE WBAI LEADERSHIP TRAINING SERIES

BY MICHELE M. JOCHNER

breath and tuning in to where you are and what you are doing right then. Enjoy that moment, letting go of the pressure of where you have to be and what you have to do next. Think of how you can share the burden of all these activities – can you join a car pool, decrease the frequency of the meetings or even discontinue some?

Becoming more aware of how you feel and react to the inevitable pressures of the outside world *gives you the power to change* what you do not like, and also frees mind space for that big question: “What is your passion?”

Think of these exercises as warm-up exercises to begin to open up your realm of possibilities, get your creative juices flowing, and increase your awareness of habits that hold you back. Start out slowly, with small steps and with compassion. You are doing it all! It’s OK to take a break and invest a little time in yourself. In Part II of this article appearing in the next issue of this newsletter, we’ll build upon shifting the focus from “answering the call from the outside world” to “answering the call from within.” We will then move you into the “Take Action” step to implement healthy habits that will help you find your passion and sustain it. Until then, enjoy your awareness and creativity and *have fun* with it!

Readers of this article are entitled to a 30-minute complimentary consultation. Please visit us at: www.afreshconnection.com.

A Fresh Connection Coaching & Consulting helps individuals realize what they want by connecting them to their passions through self-awareness, discovery, and empowerment.

Barb Heenan has been energizing people to live life at their optimum best for over twenty years. She is a Certified Empowerment Coach, workshop leader, and co-founder of A Fresh Connection Coaching & Consulting, where she helps busy professionals connect with their inner wisdom to activate their passion, thrive in their careers, and find time and energy to play again.



Barb earned her Bachelor degrees in Psychology and Occupational Therapy from the University of Illinois. She is a trainer for the Institute for Professional Empowerment Coaching (IPEC) where she received her professional coaching certification (CEC) and is a member of the International Coach Federation, e-women network, and the Professional Women’s Club of Chicago.

Megan Walls is a certified empowerment coach and co-founder of A Fresh Connection Coaching and Consulting. She is certified by the Institute of Professional Empowerment Coaching and is a member of the International Coaching Federation.



Megan earned her B.A. in Economics at DePauw University, and thereafter built a highly successful, 20-year career in the municipal bond business, becoming a partner at her firm. While successful, Megan did not feel fulfilled. Now, A Fresh Connection is Megan’s testimony to life beyond work. She’s found a way to make her passion her profession, living the life Megan desires while inspiring others to find their passion.

The WBAI’s Leadership Training Series of programs last Spring focused on women in leadership and the possibilities for all women to serve in leadership roles within our profession, our communities and our families. To that end, under the guidance of Series Coordinator Michele Jochner, the WBAI - in conjunction with the Illinois State Bar Association (ISBA) - presented a series of exciting and informative programs with dynamic and accomplished speakers, designed to spotlight various leadership issues to provide the strong foundation for a thriving, fulfilling and successful legal career.

The Leadership Training Series had a fabulous kickoff - where lunch was generously sponsored by **Corboy & Demetrio** - with an engaging presentation by **Vicki Kunkel**, a past recipient of the WBAI’s Women With Vision Award, and a nationally-acclaimed speaker, author and expert on mass appeal and persuasiveness. Her session, “*Too Stupid,*” “*Too Emotional,*” and “*Too Uncommitted*”: *How to Overcome Stereotypes of Professional Women and Dance on Top of the Glass Ceiling Instead of Gazing Through It!*, offered a practical, how-to guide for overcoming the misperceptions which still plague women in the legal profession. Ms. Kunkel - who has been a frequent contributor to this newsletter - has just authored a new book, “Instant Appeal: The Eight Primal Factors that Create Blockbuster Success,” which will be published by AMACOM in late November.

Ms. Kunkel observed that we often don’t know how to be assertive, strong women. She noted that a recent Harvard study showed that women are more educated, more accomplished and often have more skills than men, but the men get ahead. Why? It was her view that this can be attributed to at least three reasons. First, women unwittingly make themselves subordinate, often by using apologetic and equivocal language. Second, women unwittingly give up power and authority, often by thinking that working hard alone will bring success, without also being able to stand up for what they truly want and failing to develop the skills to negotiate a desired outcome. Finally, women often do not invest themselves strategically, meaning that they do not focus on a personal brand, or achieving visibility outside of their own organizations. By working to overcome these factors, women may be more likely to break the glass ceiling.

The second program in the series focused upon networking, and we were fortunate to have **Susan R. Sneider** as our speaker. Ms. Sneider is a legal industry networking, marketing and business development expert, and the author of the ABA’s best-selling book, “A Lawyer’s Guide to Networking.” In her session, “*Networking for Personal and Professional Advancement*,” Ms. Sneider underscored that “networking” is really about developing relationships through which you can provide





WBAI 94th Annual Installation Dinner





WBAI Members Attend U.S. Supreme Court Swearing-In Ceremony





WBAI Reception

2008 Fall Edition







WBAI Members and
Colleagues Congratulate
Jessica Arong-O'Brien on
Her Installation as
President of the Asian
American Bar Association



Winters Enright Salzetta & O'Brien, L.L.C.

Congratulates our friend

The Honorable Jeanne M. Reynolds

On her installation as Women's Bar Association President
2008-2009



John F. Winters, Jr. Karen McNulty Enright Paul L. Salzetta Daniel E. O'Brien

Winters Enright Salzetta & O'Brien is a firm of experienced trial lawyers representing clients throughout Illinois who have been injured as a result of the negligence of others. The firm focuses primarily on complex personal injury cases arising out of automobile and trucking collisions, medical negligence, construction and worksite incidents, products liability and premises liability.

Winters Enright Salzetta & O'Brien, L.L.C.
111 West Washington Street, Suite 1200
Chicago, IL 60602
(312) 236-6324 (Phone)
(312) 236-6426 (Fax)
info@wesolaw.com (E-mail)
www.wesolaw.com (Website)

value to others. She noted that women often find it very difficult to ask for favors from others - they often have a fear of failure, embarrassment and rejection in these situations. Ms. Sneider emphasized that women must look upon networking as an opportunity to not only further their own interests, but also to help others, as well. When looked at it in this way, networking becomes a much more fulfilling experience. She then gave attendees a check-list of "dos" and "don'ts" with respect to effective networking. After Ms. Sneider concluded her presentation, those in attendance had a chance to try out what they had just learned during a networking reception, generously sponsored by **The Horton Group**.

The next program in the Leadership Training Series was presented by **Carrie J. Hightman**, who has had a stellar career in both the legal and business worlds. Ms. Hightman is currently the Executive Vice President and Chief Legal



Officer for Fortune 500 energy firm NiSource. Prior to her position with NiSource, she was President of AT&T (formerly SBC). Ms. Hightman's session, "*A Path to the Corner Office: 10 Strategies for Success*," provided an insightful blueprint for achieving career goals. Ms. Hightman noted that women must learn to assert themselves, otherwise opportunities will pass them by. In other words, if you don't ask, you don't get. She suggested that first and foremost, women must develop the right mindset, focusing on what will make them happy and fulfilled in their careers, and how they can overcome the obstacles to achieving that goal. In addition, she suggested that too often women take great steps to "plan" their careers, but, careers often do not run in straight lines. Like the road of life, they have many unexpected twists and turns. This means that you must often take risks and be flexible open to change, as these circumstances often present opportunities that may take you to the next level. Ms. Hightman also suggested that women focus on developing networking relationships, and that they never be hesitant to speak their mind. Once again, **The Horton Group** generously sponsored a reception after the presentation.

The final program in this series was "*Women Lawyers' Lives in Balance: Ideas for Managing Personal Lives and Professional Careers*," by **Dr. John Olmstead**, a certified management consultant and president of Life on Balance. Dr. Olmstead shared insights and ideas on managing personal lives and professional careers from both a firm and an individual perspective. His article on this subject is included later in this newsletter.

The WBAI extends its sincere appreciation to all of the wonderful speakers and generous sponsors of this series. Many important lessons were learned from these experts. Watch for future WBAI programs to help you excel in both your personal and professional life!

A GREAT DAY FOR FUN IN THE SUN AT THE WBAI'S 13TH ANNUAL "NO THREAT, NO SWEAT" GOLF OUTING BY EUGENA WHITSON-OWEN

Great weather; good food; perfect course; sporty attire; awesome drives; purple balls named "Lila"; pink hightop golf shoes; an edible golf bag; and fabulous prizes....We must be talking about the WBAI "No Threat, No Sweat" Golf Outing!

This year marked the thirteenth anniversary of the WBAI Golf Outing, held on July 17th at beautiful Oak Meadows in Addison, Illinois. We want to thank our event sponsor, **Cooney and Conway**, whose generous support helped make this by far one of the most talked-about golf outings of the season.

The day started with a delicious barbeque Que lunch hosted by attorney, **David J. Gubbins**, whose father/daughter/son team proved once again to be unbeatable with score of 7 under par! Back by popular demand, thanks to **Brian J. Owen** of **Charles Schwab**, was the pre-tournament putting contest. The winner of this year's contest was **Chris Miller** of SmithAmundsen LLC.

Over 120 players participated in the Scramble Tournament sponsored by **Jeffrey C. Simon** of **RBC Wealth Management**. Jeff was on hand after the event to give out awards to our tournament winners.

First Place - All Women's Team

Honorable Margaret McBride
Honorable Loretta Douglas
Claudia Oney
Nancy Riley

First Place - All Men's Team

Eddie Reeves
Tim Ninowski
Tom Futzwig
Jeff Witt
Of
24 Seven Discovere

First Place - Mixed Men & Women's Team

Dave Gubbins
Dave Gubbins, Jr.
Sarah Gubbins
Jennifer Parker

Women's and Men's Longest Drive

Maggie Miller, guest of Beerman, Swerdlove
Dan O'Brien of Winters, Enright, Salzetta & O'Brien

Women's and Men's Closest To the Pin

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Maggie Miller, guest of Beerman, Swerdlove
 Tim Ashe of 24 Seven Discovere

Straightest Drive

Bridget Healy Ryan, Cook County State Attorney's Office

Longest Putt

Mary Hutchings-Reed of Winston & Strawn

Following the tournament, more fun was had by all at the Cocktail Reception and Silent Auction sponsored by **The Nolan Law Group**. Fabulous auction and raffle prizes were won by many, including airline tickets, sports tickets, hotel accommodations, golf clubs, massages, and much more!

The WBAI wishes to thank the following sponsors for their generous support:

- Southwest Airlines**
- The Horton Group**
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- Power Rogers & Smith, PC**
- SmithAmundsen LLC**

Finally, this wonderful event would not have happened without the hard work of the Golf Outing Committee. Co-Chairs, **Gena**

Whitson-Owen and **Allison Walton**, wish to thank **Eria Spencer, Michelle Kohut, Alia Caravelli, Adrienne Brool Lauren Fazzini** and **Kristen Pipal** for dedicating themselves giving all our players a fun and fabulous day on the course!

See you all next year!

**THE 2008 UNITY AWARD DINNER AND
 ALL-BAR SWEARING-IN
 SET FOR WEDNESDAY, NOVEMBER 19TH -
 DON'T MISS THIS GREAT EVENT!**

The 2008 Unity Dinner and All-Bar President Swearing Ceremony to celebrate diversity and encourage unity among a bar organizations in the Chicago-area legal community will be held on Wednesday, November 19th, 2008, at the Westin Chicago River North Hotel, 320 N. Dearborn Street. The reception will begin at 5:00 p.m., followed by dinner and program to begin at 6:00 p.m. Once again, the John Marshall Law School and the Illinois American Bar Association (FABA) are hosting the event, with this year's theme of "Diversity: The Common Threads We Weave." This year, the net proceeds of the event will benefit the Diversity Scholarship Foundation, NFP, a new entity that was introduced at last year's Unity Dinner, and which has been set up to award scholarships to help diversity students follow their dreams and become members of the legal profession.

Nearly 50 area bar organizations have been invited to participate in this landmark event. At this event, many leaders of the legal community will be honored for their unique contributions to promoting diversity. This year's Unity Award recipient keynote speaker will be **Judge Ann Claire Williams** of the United States Court of Appeals for the Seventh Circuit. In addition, the following attorneys will be honored with the Advocate for Diversity Award: **Aurora Austriaco**, of counsel to Peck Bloom Austriaco & Koe LLC; **Philip L. Harris**, a partner with Jenner & Block LLP;

Carlina Tapia-Ruano, a partner with Tapia-Ruano & Gunn, P.C. The program will consist of a symbolic swearing-in ceremony of all bar presidents, presentation of the awards, and the keynote address. This year's event is being co-chaired by **Michele Jochner**, **Ronald Almiron** and **Allan Abinoja**. Individual ticket prices are \$125 if purchased prior to October 31st, and \$150 thereafter. In addition, various sponsorship opportunities are available. For further information, please contact Michele Jochner at (312) 793-5563 or mjochner@gmail.com.

ONE WEEK, TWO HISTORIC ANNIVERSARIES, AND COUNTLESS PROFILES IN COURAGE

BY MICHELE M. JOCHNER

The final week of August marked two historic anniversaries commemorating the fight for equality in our nation. On August 26th, we observed the 88th anniversary of the ratification of the Nineteenth Amendment to the United States Constitution, which allows women the right to vote. On August 28th, we celebrated the 45th anniversary of the delivery of the landmark "I Have a Dream" speech by Dr. Martin Luther King, Jr. These two anniversaries - which highlight the struggle to achieve gender and racial equality and to end social injustice - have special significance this year, as they coincide with the historic run for the U.S. presidency by Hillary Clinton and Barack Obama. The presence of both a woman and an African-American as candidates on the ticket during the current election cycle has sparked an unprecedented increase in the number of new voters, many whom are young, female and/or belong to a racial or ethnic minority group, and who have been energized to participate in the election process for the first time. Neither candidate, however, could have dreamed of running for this country's highest office had it not been for those heroic and courageous individuals who dared to fight for the fundamental ideal of equality, and who paved the way to allow all citizens to have a voice in our country's governance, thereby fulfilling the true promise of democracy.

The path to ratification of the 19th Amendment confirms the adage that nothing worth fighting for comes easy: it took over seven decades for the suffragettes to turn the tide of public opinion and make their dream a reality. The women's suffrage movement was rooted in the July 1848 Seneca Falls Women's Rights Convention, organized by activists Elizabeth Cady Stanton and Lucretia Mott. Stanton, who had been a vocal abolitionist, drafted the Convention's "Declaration of Sentiments," which thereafter served as the movement's blueprint. Stanton worked closely with Susan B. Anthony, and together they founded what would ultimately be known as the National American Woman Suffrage Association (NAWSA). For some women, however, the progress made by NAWSA was not fast enough. As a result, a more radical group led by activists Alice Paul and Lucy Burns split from NAWSA in the early 1900's to form the National Woman's Party (NWP).

The NWP employed more confrontational tactics, such as public protests, marches and acts of civil disobedience to raise the public's awareness of the suffrage issue. In January 1917, members of the NWP were the first individuals to picket the White House in protest of the government's failure to extend the franchise to women, holding banners asking: "Mr. President How Long Must Women Wait For Liberty?" Although the picketers were initially tolerated by President Woodrow Wilson, the women's daily presence outside the White House month after month was increasingly viewed as an embarrassment to his administration as the country entered World War I. New NWP banners openly questioned why the U.S. was fighting for freedom and democracy abroad, while denying it to women at home. In June 1917, police began arresting the picketers for the criminal offense of obstructing the sidewalk, and numerous women were imprisoned for up to six months. After being refused their request to be treated as political prisoners, the women thereafter went on hunger-strikes in jail and were forcibly fed.

It is believed that the negative impact that these events caused on the country's international reputation with respect to human rights pressured President Wilson to ultimately call on Congress to pass the Suffrage Amendment in January 1918.

Congratulations!

**Women's Bar Association of Illinois
and President Jeanne Reynolds
on another successful year**

Russell W. Hartigan

Member - Illinois State Bar Board of Governors

However, although the House of Representatives narrowly passed the Amendment, the Senate postponed debate on the measure until October, and it ultimately failed in that chamber. In response, the NWP urged citizens to vote against anti-suffrage senators in the Fall 1918 election. As a consequence, pro-suffrage members of Congress increased, and the Amendment passed out of both chambers in the summer of 1919. The pro-suffrage forces then turned their attention to ensuring ratification of the Amendment by the States. Illinois was one of the first to do so on June 10th, 1919, and ratification was completed by August, 26, 1920, when Tennessee became the 36th State to ratify the measure, fulfilling the two-thirds requirement. The hard work, courage and sacrifices of the suffragettes had finally paid off.

Over four decades later, another struggle for equality was taking place, and another moment in history was being made. On August 28, 1963, Dr. Martin Luther King, Jr. delivered his "I Have A Dream" speech to over 200,000 civil rights supporters from the steps of the Lincoln Memorial in Washington, D.C., during the March on Washington for Jobs and Freedom. In this moving and eloquent speech, Dr. King raised the public consciousness with respect to the civil rights movement, and expressed his hope for a future where all races could co-exist in harmony and as equals: "I have a dream that one day this nation will rise up and live out the true meaning of its creed: 'We hold these truths to be self-evident, that all men are created equal.' ... I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character." Dr. King, who pursued a policy of nonviolence, underscored that "[n]ow is the time to lift our nation from the quicksand of racial injustice to the solid rock of brotherhood. Now is a time to make justice a reality for all of God's children."

Dr. King's speech worked to advance civil rights legislation in Congress, ultimately resulting in passage of the Civil Rights Act of

1964. Dr. King was named Man of the Year by TIME magazine in 1963, and, in 1964 - at the age of 35 - was the youngest person ever awarded the Nobel Peace Prize for his work against racial discrimination and segregation. For countless years, civil rights advocates had placed their lives on the line so that future generations could fully participate in our society. Tragically, Dr. King made the ultimate sacrifice for the civil rights movement when he lost his life due to an assassin's bullet in Memphis, Tennessee on April 4, 1968. At the time of his death, Dr. King was only 39 years of age. One can only imagine the additional positive differences he could have made had his life not ended so early.

The events commemorated by these two anniversaries have left powerful, course-altering legacies. The steadfast belief in fairness and equality, the unwavering passion and the strong perseverance of these trailblazers stand as true profiles in courage. They dared to fight for fundamental ideals, and, in so doing, opened a whole new world of possibility for all of us. They found the strength to push ahead in the face of enormous obstacles, to defy the odds and to never give up. Although they were aware of the high price to be paid for advocating then-unpopular viewpoints, they remained undaunted. Through their exercise of free speech, they secured the promise of the future, thereby allowing the next generations to achieve their greatest potential and to follow their own dreams. As Abraham Lincoln observed, "The past is the cause of the present and the present will be the cause of the future." These two anniversaries allow us the important opportunity to reflect on where we have been, where we are now, and where we hope to be in the future.

This article was previously published in the Chicago Daily Law Bulletin.



rakiya

*... is a Counsel On Call Attorney.
 She's also a talented professional musician.*

She graduated *magna cum laude* from Berklee College of Music and later toured with major recording artists. After earning her law degree from Vanderbilt University, she practiced in the corporate and technology groups of an AmLaw 50 firm. She loved the work, but long hours at the firm limited the time she had to pursue her music career.

Then Rakiya found Counsel On Call. Now she works 40 hours per week on a wide variety of substantive assignments and she's gotten the in-house experience she was searching for. Her new schedule allows her to travel for music video shoots and to play concerts throughout the region. The traditional practice of law might not have afforded her these opportunities.

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WBAI BOARD MEMBER JESSICA ARONG O'BRIEN INSTALLED AS PRESIDENT OF THE ASIAN AMERICAN BAR ASSOCIATION

Jessica Arong O'Brien, a member of the Board of Directors of the WBAI, was installed as President of the Asian American Bar Association of Greater Chicago on Thursday, July 24, 2008 at the Grand Ballroom of the Trump Hotel and Towers. Attorney General Lisa Madigan gave the remarks during the reception; L. Tammy Duckworth gave the keynote address, and Illinois Supreme Court Justice Thomas Fitzgerald administered the oath, along with several Asian judges: Hon. Sandra Otaka, Hon. Israel Desierto, Hon. Maria Kuriakos Ciesil, Hon. Lynne Kawamoto and Hon. Neera Walsh. Members of at least 30 bar organizations attended the sold-out event, including members of the WBAI. We congratulate Jessica, and wish her a successful year!

HOW CAN YOU HELP YOUR ASSOCIATES HELP YOU?

BY ALEXIS REED

With the recent salary increases in the legal community, many firms have been struggling to make other changes to satisfy their associates' demands for more life/work balance without raising salaries again. Based upon a survey of associates at a range of small, mid-size and large law firms, we have developed some ideas on how firms can easily improve their associates' life/work balance without adjusting salaries up and billable hour requirements down. The following suggestions, some of which involve negligible costs, may greatly inspire your associates!

1. Provide Easy and Meaningful Access to Partners

One significant and persistent comment from associates is in regard to associates' utter lack of meaningful contact with their partners. Associates want the opportunity to talk with partners on a more "human" level and would like firms to require "open-door policies."

Associates suggest that firms organize monthly partner/associate lunches or happy hours where associates can chat with partners about matters in a friendly environment. An attorney from a boutique Chicago firm mentioned that her office recently held a meeting where partners were present to talk with associates about their New Year's resolutions, article aspirations, and the like. She found it reassuring that the partners in her firm made time to speak with associates about matters other than motions and research assignments. A number of associates feel that their work experiences would be greatly enhanced by actual access to their partners.

2. Give Them Creature Comforts:

Many associates suggested that law firms improve upon those "creature comforts" that make office living a bit more like home living. Associates believe that their firms should offer free access

to a variety of beverages as well as to healthy snacks like fresh fruit and vegetables, and prepared food like microwave popcorn, chips and sandwiches. Associates say they can be more productive with access to a constant stream of caffeine and quick snacks – food that can be grabbed for an easy lunch or during a late night at the office.

Aside from requests for free food and drink, associates also request that their offices be more comfortable. In particular, associates requested ergonomically-designed desk chairs and additional lighting. Associates polled said that since they spend so much time at their desks, they should have a comfortable seat. Moreover, they indicate that the addition of a desk lamp or two makes it easier to stare at a computer screen for long periods of time without straining their eyes in harsh florescent light.

Lastly, a number of associates thought their firms should either affiliate with nearby gyms to provide reduced-rate memberships or develop their own on-site work-out facilities. Associates mentioned time and again that lunchtime workouts helped them get rid of stress and allowed them to return to the office reenergized and ready to put in those necessary evening hours of billable work.

3. Help Out New and Experienced Parents

Now that most associates are raising families in two-income households, firm assistance with the familial stress would be much appreciated. New parents commented that on-site daycare would be a wonderful way for them to work, yet still be close to their children. However, most associates also recognize that the cost of on-site daycare may be too much for all but the largest firms to bear, and instead suggest that firms organize parenting groups. Associates who are parents suggest that firms provide them with reserved conference rooms to be used on a monthly basis for parental networking meetings. They think it would be helpful to speak with other parents about their experiences and share information regarding local daycares, reliable babysitters, and other general parenting tips.

4. Offer Remote Access to Computer Networks

One of the most popular requests from associates in firms both small and large was for easy remote access to their firm's computer networks. Associates mentioned they would work more on the weekends and after the close of the workday if they could more easily work from home.

While many associates indicate that their firms provide remote-access via a virtual private network ("VPN"), these networks are often complicated to use and are unreliable. As a result, many associates suggested that their firms re-vamp VPN's. Additionally, one associate suggested providing attorneys with monthly access to computer experts at work so that firm employees can have the experts ensure that their home computers are properly secured and compatible with the firm's VPN's.

As an alternative - and since firms routinely replace their computers - associates suggest firms begin replacing traditional desktops with laptops with docking stations. Associates can then simply disconnect their laptops and take their work home so that they can continue being productive without feeling chained to their desks.

citi smith barney

Felicia G. Di Silvestro
Senior Vice President - Wealth Management
Senior Investment Management Specialist/
Financial Advisor

Tel 312 648 3441	10 South Wacker Drive
Tel 800 621 5231	Suite 2800
Fax 312 648 3344	Chicago, IL 60606-7407
felicia.g.dsilvestro@smithbarney.com	Citigroup Global Markets Inc.

5. Provide Additional Administrative Assistance

Finally, a number of associates expressed concern with inadequate administrative assistance during extremely busy times. When their assistants are swamped with other attorneys' work, associates have to set aside billable time to handle administrative tasks to ensure that their own projects are completed. To make certain that associates do not lose billable time to administrative tasks, associates suggest that firms employ floating administrative assistants.

While some large law firms already provide this service, a number of associates found that they were not aware of how to ask for this help without appearing to be complaining about their assistants. Therefore, associates ask that firms clearly delineate procedures for asking for this additional assistance. Associates in smaller and mid-size law firms, where employing a floating administrative assistant is likely a financial impossibility, ask that these firms put specific procedures in place for working with other assistants who are less busy when certain assistants are overwhelmed.

The Bottom Line

Bottom line – associates want to know that they are appreciated! Show that you care about them, provide them with a little extra help and some free food and they will likely reward your responsiveness with the billable hours you are seeking. If firms implement only one or two of the above suggestions, they will go a long way in improving not only associates' perceptions of their life/work balance, but also the quality of their work.

Alexis Reed is an Attorney Search Director for the Chicago office of Special Counsel. She holds a J.D. from Loyola University of Chicago School of Law, and a B.A. in English and Spanish (with highest honors) from the University of Michigan.



WBAI MEMBERS ATTEND



U.S. SUPREME COURT SWEARING-IN CEREMONY BY KAREN M. ENRIGHT

"A moment's insight is sometimes worth a life's experience"

Justice Oliver Wendell Holmes, Jr.

On June 9, 2008, 30 members of the WBAI traveled to Washington, D.C. to be sworn-in to practice before the United States Supreme Court. We were warmly welcomed with an inspiring speech from the Court before the swearing-in ceremony which permitted us to practice in the highest court of the nation. For most of us, the experience was one of the most memorable of our careers.

We must thank the **Honorable Jeanne Reynolds** who organized the trip, with the invaluable assistance of WBAI Vice President, the **Honorable Patrice Ball-Reed** and Board Member **Bridget Healy Ryan**. Their tireless effort and thoughtful planning provided an experience none of us will easily forget. Men and women from the WBAI traveled to Washington for a weekend of history, ceremony and fun.

Our itinerary put us first in the tremendous courtroom of the United States Supreme Court, where it was hard not to imagine the history we were joining. The Supreme Court justices issued four opinions in our presence before continuing with the private swearing-in ceremony for members of the various bars. On our behalf, Bridget Healy Ryan addressed the Court with poise and eloquence before making her motion to admit each WBAI member to the Court. The Court accepted the motion, swearing in each of us individually. It was a humbling experience. After the swearing-in ceremony, we were invited to a private reception to celebrate our admission to the bar, followed by a private tour of the building and chambers.

The history of the building provides a story in itself. We learned that the Supreme Court building was constructed in 1929 under the enduring and earnest guidance of Chief Justice William Howard Taft, who persuaded Congress to fund the nearly \$10 million building and also oversaw the building plan and initial construction. The gifted architect Cass Gilbert designed the striking and impressive structure, carefully choosing marble from Vermont, Georgia, Alabama, Italy and Spain to decorate exterior and interior surfaces. Some of the most striking architectural elements are the 24 massive columns creating the portico at the entrance to the Court. One cannot help but become aware of the mood of formality and decorum created by this beautiful and distinguished structure.

The weekend before our day in the Supreme Court we visited the lighter side of our nation's capital, taking in a Washington National's game and visiting an historic social hotspot, Old Ebbitt Grill. Like everything in Washington, the Grill has a history. It was established in 1856 and claims famous regulars including Presidents Grant, Cleveland, Harding and Theodore Roosevelt. "Old Ebbitt" remains a popular meeting place for politician, journalists and celebrities in Washington. We enjoyed a wonderful trip filled with magnificent sites and inspiring history with our fellow WBAI colleagues and friends.

WOMEN LAWYERS' LIVES IN BALANCE: IDEAS FOR MANAGING PERSONAL LIVES AND PROFESSIONAL CAREERS

BY JOHN W. OLMSTEAD

Back in the distant past - 30 years ago - I have vivid memories of that law firm senior partners of that era now call the "good old days." These times were characterized by:

Lawyers, predominately white males, who worked 2,200+ billable hours per year and could be found in the office all hours of the day and night, seven days a week.

All lawyers could be found in the office on Saturday morning - regardless of whether they did any real work. The firm could count on these lawyers putting in their "face time" and seeing their bright and shining faces each Saturday morning.

Young associate lawyers that had as their main mission in life a desire to become a partner in the firm in which they started their career and to remain there forever.

Lawyers who were primarily motivated by money and future partnership in the firm.

Hard work was *the order of the day* - not necessarily smart or productive work. The best way to increase income was to simply work harder.

Lawyers who would dedicate all of their time and energy to the firm in order to accomplish the above.

To the dismay of these "good-old-days" senior partners, times have indeed changed. Today's law firms are saturated with the most diverse workforce this country has known since our great-great grandparents abandoned field and farm for factory and office. At no previous time in our history have so many and such different generations with such diversity been asked to work together shoulder to shoulder, side by side, cubicle to cubicle. Law firms today are constituted by:

- Four generations of lawyers working side by side.
- A larger number of women and minority lawyers.
- Women now constitute 45% of associates; 28% of counsel; 26% of non-equity partners; 16% of equity partners in law firms.
- 58 year-old baby boomers who don't want to retire and are no longer willing to put in 70 hour work weeks.
- 28 year-old generation X and Y men who want to be better and more involved fathers than their fathers were, and need flexible work schedules.
- Technology that allows lawyers to be more productive and work remotely resulting in less required face time at the office.
- Empty offices on evenings and weekends.
- Lawyers who don't want to become partners.

- Lawyers who want to work part-time.
- Lawyers who want more out of life than work and money.

Today, lawyers from all demographic groups are realizing the importance of balancing their personal and professional lives.

Work-Life Balance is the *Order of the Day*

Many old-timers long for the "good old days" and feel that today's younger lawyers are not motivated and dedicated to performing hard work and to the practice of law. However, the true extent of the damage that has been caused by unbalanced lives is now becoming evident. The newer generation may be on to something - *lets work smarter and not necessarily harder.*

Recent ABA surveys and studies demonstrate that attorneys are becoming more and more frustrated by:

- Not enough time to enjoy family and life
- Working harder and making less
- No time to pursue and develop personal and professional interests
- Not spending quality time with spouse and children

As a result, attorneys are experiencing dependency and other problems such as alcoholism, drug addiction, depression, divorce, and suicide.

According to ABA studies, almost half of surveyed lawyers feel that they do not have enough time for themselves or their families. Almost three-quarters of lawyers with children report difficulty balancing professional and personal demands. The number of women who doubt the possibility of successfully combining work and family has almost tripled over the past two decades. Only a fifth of surveyed lawyers are very satisfied with the allocation of time between work and personal needs. A desire for more time to meet personal and family needs is one of the major reasons lawyers consider changing jobs, and it is a more important consideration for women than for men.

Our law firm clients tell us that personal and professional life balance is their greatest challenge. *Time is becoming more important to people than money.*

Career Burnout Facts

According to a study conducted by the National Association of Law Placement:

- Absence of work-life balance is among the factors leading to attrition.
- Attrition was at 19% in 2005 - the highest since NALP began studies in 1996.
- No sign of attrition declining.
- Losing a fifth-year associate comes at an estimated cost of \$300,000 to firms.
- Even when not working, lawyers find themselves thinking about their cases.

There is a greater desire for work-life balance among Generation X

(born 1965-77) and Generation Y (born 1978-89), compared with those of earlier generations.

Impact on Careers of Women Lawyers

Women attorneys, usually due to child rearing and other family responsibilities, were the first to have to fight the battle for work-life balance, and were the first victims who experienced battle scars. These battle scars have included:

Two thirds of highly qualified women professionals, including lawyers, have either left the workforce or languished on the sidelines.

According to Sylvia Ann Hewlett, sixty percent (60%) of highly qualified professional women have had interrupted careers (nonlinear careers) and they have taken off-ramps and scenic routes from their career highway/road to success. These women have had a hard time conjuring up continuous, cumulative, lockstep employment – which is a condition for success within the confines of the white-male competitive model. *Sylvia Ann Hewlett, Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success* (Boston: Harvard Business School Press, 2007).

- 37% of women leave careers for a period of time.
- Time spent outside the workforce averages 2.2 years.
- 93% try to get back on the career track.

There is a negative stigma of work-life policies in law firms such as:

- Telecommuting
- Job sharing
- Part-time/flexible jobs

As a result of this stigma women quit their lawyer jobs rather than apply for policies that are on the books but considered a “kiss of death” to one’s career.

93% of off-ramped women professionals want to rejoin their professions – but only 74% manage to do so. Among these, only 40% return to full-time mainstream jobs.

The penalties of a time-out are great: women lose 18% of their earning power when they take an off-ramp.

Women enter law firms in numbers equal to those of men, but leave the firms in numbers far higher than men.

In prime earning years (10-25 years experience), women constitute:

- 20% of equity partners
- 24% of most junior equity partners
- 16% membership in highest governance committees
- 5% of managing partners nationwide

There is Hope for Change

While women have been the initial victims of professionals desiring

to implement work-life balance, others, including retiring boomers and generation X and Y males, also desire better balance in their lives as well. These groups are also increasingly taking off-ramps scenic routes, and timeouts. The core problem is the white-male competitive model and its lack of flexibility. So, in the future women may not be fighting the battle for flexibility alone.

The prime motivator for action in law firms may be the coming talent shortage that is rapidly approaching. Law firms will be forced to make the best use of all of the talent they can get their hands on. Demographic and other structural shifts in the workforce will provide a sense of urgency for law firms to make full and proper utilization of the lawyer talent pool – including women. As stereotypes and stigmas are removed, the following work arrangements will be commonplace in the future and will be used by employees without fear of punishment or negative reprisals:

- Compressed workweeks
- Flextime
- Reduced-hour schedules
- Short-term seasonal arrangements
- Job sharing
- Telecommuting

Ideas for Managing Personal Lives and Professional Careers

Firm Level

Firm leadership needs to recognize the importance of stepping up to the plate and begin to create a sense of urgency for change. Everyone in the firm should become a part of the process. Here are a few ideas:

IDEA #1: Embed Work-Life Balance Policies and Practices into the Firm’s Culture: Create firm goals and measure accomplishments.

To-level partners should demonstrate that there are no negative stigmas, consequences, etc. for taking advantage of flexible work arrangements. Have a senior-level partner participate and use flexible work arrangement and make its use known to all.

IDEA #2: Educate partners in the firm on the business case for removing negative stigmas of flexible work arrangement improving lawyer retention, and managing lawyer talent.

IDEA #3: Get buy-in, especially from top-level partners.

IDEA #4: Identify potential obstacles and deal with them.

IDEA #5: Generate short-term wins and build upon them for future initiatives.

Individual Level

Attorneys need to make changes as well. Here are a few ideas at the individual level:

IDEA #1: **First and foremost: develop the courage to a and have the determination to say no.** Create your life balance expectations for your clients and your superiors in the firm. Wh

interviewing for a new job or position, let your future employer know your expectations – upfront.

IDEA #2: Create A Personal/Professional Life Plan.

Establishing personal and professional priorities and making correct choices is crucial. You must begin by determining what's important in life: make a list of what's truly important to you, establish boundaries and priorities, and formulate a plan. Typical elements that should be on your list include:

- Physical Health
- Spiritual
- Nutrition
- Stress Management
- Family
- Friends
- Financial Goals
- Professional Relationships
- Efficiency at Work
- Professional Development
- Hobbies and Outside Interests
- Your Work Life

IDEA #3: Use and work your plan.

IDEA #4: Resist the temptation to go to work for a culture that is not in support of work-life balance if that is important to you. **Say No.**

IDEA #5: If work-life policies don't exist in your firm, build a case for them. Don't be afraid to ask. If they do exist, have the courage to use them.

IDEA #6: Work smarter – not harder. Improve your time management skills.

IDEA #7: Tend to your physical health. Ensure that you address prevention and treatment of diseases, weight control, physical fitness and stress management. Schedule and keep annual physicals. Exercise daily.

IDEA #8: Take time for yourself and family. Take vacations.

IDEA #9: Define what is important to you and define your personal-professional life balance boundaries.

IDEA #10: Enjoy life and get involved in activities other than the practice of law. Pursue hobbies and other interests.

Remember – the most important thing you can do is to have the courage to ask and the determination to say no.

Good luck on your journey.

John W. Olmstead, MBA, Ph.D., CMC, is a Certified Management Consultant and the President of Olmstead & Associates, Legal Management Consultants www.olmsteadassoc.com and Life On

Balance www.lifeonbalance.com, based in St. Louis, Missouri. Dr. Olmstead may be contacted via e-mail at jolmstead@olmsteadassoc.com. Additional articles and information is available at the firm's web site: www.olmsteadassoc.com and www.lifeonbalance.com.

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TRADEMARK DISTINCTIVENESS IN WIPO INTERNET DOMAIN NAME DISPUTES

BY GEORGETTE H. TARNOW

Recently, the World Intellectual Property Organization (WIPO)¹ issued a decision in an interesting dispute concerning the Internet domain name <foundationsource.org>²

The Complainant, Foundation Source Philanthropic Services, Inc., was a private company which provided "administrative support, consulting, tax, regulatory and financial reporting, grant making and other services" for charitable foundations. Complainant had used the word service mark "FOUNDATION SOURCE" since September 2001, and it was registered with the United States Patent and Trademark Office (USPTO) in January 2003. In addition, Complainant registered the Internet domain name <foundationsource.com> in August 2001, and had operated a website at that address since November 2001. The Respondent, Arlene Gibson, registered the Internet domain name <foundationsource.org> in November, 2005. Apparently, prior to the commencement of this action, Respondent's website was a "link farm," which directed Internet users to direct competitors of Complainant.

The question in this dispute was whether the Complainant had common law rights in the mark FOUNDATION SOURCE on the day that the Respondent registered this domain name. If the Complainant did have rights in that mark, the domain name <foundationsource.org> would probably be held to be confusingly similar to that mark and the Panel would then cause the transfer of the domain name from the Respondent to the Complainant.

Generally, if a trademark or service mark involves common words that describe the nature of the product or service at issue, one can possess no rights in the mark. It is only when those descriptive terms become "distinctive" or have "secondary meaning" - such that the mark is linked in the consumer's mind to a specific product or service - that common law rights arise.

¹ <<http://www.wipo.int>>.

² Foundation Source Philanthropic Services, Inc. v. Arlene B Gibson/Foundations That Make a Difference/Domain Discreet, No. D2007-0875 (WIPO Arb. & Mediation Ctr. December 4, 2007) (available at <<http://arbiter.wipo.int/domains/decisions/html/2007/d2007-0875.html>>).

Here, the Panel stated that, "[i]t appears...that the term FOUNDATION SOURCE is descriptive of a provider of information to or about 'foundations.'" Further, the Complainant



reported that it "provides charitable foundations with a variety of back-office services." Thus, the mark FOUNDATION SOURCE was descriptive of Complainant's services.

The Complainant provided data indicating it managed more than \$2 billion for 500 institutions in 2006. In reviewing the data, therefore, the Panel found that "as of today's date, Complainant has rights in the service mark FOUNDATION SOURCE." The panel went on to say, however, that "[w]hat is not clear to the Panel is more or less precisely when Complainant established those rights."

This acquiring of distinctiveness and the timing is key. For the Complainant to prevail, the distinctiveness had to be acquired prior to Respondent's November 22, 2005 domain name registration; therefore, the 2006 data was irrelevant.

The Panel noted that the "Complainant essentially argues that FOUNDATION SOURCE acquired distinctiveness sometime between January 2003 and November 2005, but without indicating what event triggered, or the application of what criteria would evidence, the transition from descriptive to distinctive."

The Panel then held that "Complainant has not carried its burden of proof in establishing with some reasonable certainty the date at which it acquired common law rights in the FOUNDATION SOURCE service mark" and, therefore, denied Complainant's request for transfer of the domain name.

The Panel in this dispute refers to a rather specific moment when the mark went from being merely descriptive to becoming distinctive, by using the phrases "what event triggered," "establishing with some reasonable certainty the date," and "more or less precisely when."

Despite this request for specificity, I suspect this decision will not put a new burden on Complainants by requiring them to pinpoint when distinctiveness occurred. More likely, a Complainant will be required to provide evidence of distinctiveness or secondary meaning some time prior to the date of Respondent's domain name registration.

If the Complainant here had provided data from early 2005, (before the Respondent's November 22, 2005 registration) indicating it had substantial assets under administration and many clients, it probably could have prevailed even without showing precisely when the mark became distinctive by "establishing with some reasonable certainty the date at which it acquired common law rights."

Georgette Tarnow is a Chicago attorney. She received her J.D. from The John Marshall Law School in 1980, and also received an LL.M. in Intellectual Property from John Marshall in 2004.



Annual Dinner 2009

Lori Levin

Illinois Criminal Justice
Information Authority
300 W. Adams, Suite
700

Chicago, IL 60606
312-793-8550 Phone
312-793-8422 fax
llevin@aol.com

Balancing Act Committee

Deane Brown

Beermann Swerdlove
161 N. Clark St., Suite 2600
Chicago, IL 60601
312-621-4389 phone
312-621-0909 fax
dbrown@beermannlaw.com

Budget

Karina DeHayes

Tabet Divito & Rothstein LLC
209 S. LaSalle St., 7th Floor
Chicago, IL 60604
312-286-9495 phone
312-762-9451 fax
kdehayes@tdrlawfirm.com

By Laws/Policy

Karen M. Enright

Winters, Enright, Salzetta & O'Brien
111 W. Washington St., Suite 1200
Chicago, IL 60602
312-236-6324 phone
312-236-6426 fax
karenenright@aol.com

Civil Litigation

Rosa Tumialan

Dykema
10 S. Wacker Dr., Suite 2300
Chicago, IL 60606
312- 627-2139 phone

312- 876-1155 fax
rtumialan@dykema.com

Continuing Legal Education Accreditation/Programs

Paula Hudson Holderman

Winston & Strawn LLP
35 W. Wacker Dr.
Chicago, IL 60601
312-558-5136 phone
312-558-5700 fax
pholderm@winston.com

RoxAnne Rochester

City of Chicago
50 W. Washington, Room 2208
Chicago, IL 60602
312-603-5628 phone
rochester06@yahoo.com

Criminal Litigation

Bridget Healy-Ryan

Cook County State Attorney's Office
69 W. Washington St., Suite 3200
Chicago, IL 60602
312-603-1840 phone
312-603-2655 fax
ilawher@aol.com

Domestic Roundtable

Deanna Blair

Longwell, Blair & Associates
111 W. Washington St., Suite 1625
Chicago, IL 60602
312-263-4730 phone
312-263-2055 fax
dblair@longwell-law.com

Alia Carvelli

Longwell, Blair & Associates
111 W. Washington St., Suite 1625
Chicago, IL 60602
312-263-4730 phone
312-263-2055 fax
acaravelli@longwell-law.com

Elder Women's Task Force

Sharon Eiseman

Attorney General's Office
100 W. Randolph St., 12th Floor
312-814-5119 phone
312-814-8348 fax
seiseman@atg.state.il.us

Golf Outing

Allison Walton

Animation Technologies
115 S. LaSalle, Suite 2240
Chicago, IL 60603
312-334-6115 phone
312-726-5064 fax
awalton@animationtech.com

Eugena Whitson-Owen

SmithAmundsen LLC
150 N. Michigan Ave.
Chicago, IL 60601
312-894-3310 phone
312-894-3210 fax
ewhitsonowen@salawus.com

History

Charlotte Adelman
232 Lawndale St.
Wilmette, IL 60091
847-251-6726 phone
847-251-6693 fax
blschw@aol.com

Marketing/Public Relations

Kristen Barnette
Parrillo Weiss & O'Hallaron
77 W. Wacker Dr., 50th Floor
Chicago, IL 60601
847-224-9856 phone
kbarnett@pwolaw.com

Michele Jochner
Judicial Clerk to Hon. Charles Freeman
Illinois Supreme Court
160 N. LaSalle St., 20th Floor
Chicago, IL 60601
312-793-5563 phone
312-793-5478 fax
mjochner@court.state.il.us

Kathryn Gallanis Matern
Bruce Farrel Dorn & Assoc.
120 N. LaSalle St., Suite 1900
Chicago, IL 60602
312-683-1058 phone
312-683-3040 fax
Kathy.Gallanis.hx91@statefarm.com

Mary Heftel Hooton Fund

Patrice Ball-Reed
Illinois Attorney General's Office
100 W. Randolph St, Room 12-199
Chicago, IL 60601
312-814-5568 phone
312-814-5024 fax
pball-reed@atg.state.il.us

Joint Professional Dinner

Sarah Breitlander
Vedder Price P.C.
222 N. LaSalle St., Suite 2600
Chicago, IL 60601
312-609-7534 phone
312-609-5005 fax
sbreitlander@vedderprice.com

Adria Mossing
Cogan & McNabola, PC
55 W. Wacker Drive, Suite 900
Chicago, IL 60601
312-629-2900 phone
312-629-2916 fax

adria@cogan-mcnabola.com

Jessica Arong O'Brien
Illinois Dept. of Revenue
100 W. Randolph St., Suite 7-301
Chicago, IL 60601
312-814-1016 phone
jarongobrien@sbcglobal.net

JPD Women with Vision

Subcommittee

Bridget Healy-Ryan
Cook County State Attorney's Office
69 W. Washington St., Suite 3200
Chicago, IL 60602
312-603-1840 phone
312-603-2655 fax
ilawher@aol.com

Judicial Reception

Karina DeHayes
Tabet Divito & Rothstein LLC
209 S. LaSalle St., 7th Floor
Chicago, IL 60604
312-286-9495 phone
312-762-9451 fax
kdehayes@tdrlawfirm.com

Michelle Kohut
Corboy & Demetrio
33 N. Dearborn St., 21st Floor
Chicago, IL 60602
312-346-3191 phone
312-346-5562 fax
mmk@corboydemetrio.com

Kathryn Gallanis Matern
Bruce Farrel Dorn & Assoc.
120 N. LaSalle St., Suite 1900
Chicago, IL 60602
312-683-1058 phone
312-683-3040 fax
Kathy.Gallanis.hx91@statefarm.com

Legislative Task Force

Margot Klein
Chambers of Hon. Geraldine Soat Brown
Dirksen United States Courthouse
219 South Dearborn
Chicago, IL 60604
(312) 408-5149 phone
margot.klein@comcast.net

Bonnie McGrath
221 N. LaSalle Street, Suite 2016
Chicago, IL 60605
312-372-2321 phone
312-372-3889 fax
bonmcgrath@aol.com

Membership

Kathryn Gallanis Matern
Bruce Farrel Dorn & Assoc.
120 N. LaSalle St., Suite 1900
Chicago, IL 60602
312-683-1058 phone

312-683-3040 fax
Kathy.Gallanis.hx91@statefarm.com

Newsletter

Sarah Breitlander
Vedder Price P.C.
222 N. LaSalle St., Suite 2600
Chicago, IL 60601
312-609-7534 phone
312-609-5005 fax
sbreitlander@vedderprice.com

Michele Jochner - Editor
Judicial Clerk to Hon. Charles Freeman
Illinois Supreme Court
160 N. LaSalle St., 20th Floor
Chicago, IL 60601
312-793-5563 phone
312-793-5478 fax
mjochner@court.state.il.us

Navdeep Gill
Schiff & Hulbert
150 N. Wacker Dr., Suite 1300
Chicago, IL 60606
312-726-2800 phone
312-726-2100 fax
navdeep_gill@hotmail.com

Jennifer Irmien
Bruce Farrel Dorn & Assoc.
120 N. LaSalle St., Suite 1900
Chicago, IL 60611
312-683-3038 phone
312-683-3040 fax
jennifer.irmien.sqs8@statefarm.com

Public Office

Deane Brown
Beermann Swerdlove
161 N. Clark St., Suite 2600
Chicago, IL 60601
312-621-4389 phone
312-621-0909 fax
dbrown@beermannlaw.com

Jessica Arong O'Brien
Illinois Dept. of Revenue
100 W. Randolph St., Suite 7-301
Chicago, IL 60601
312-814-1016 phone
jarongobrien@sbcglobal.net

Bridget Healy Ryan
Cook County State Attorney's Office
69 W. Washington St., Suite 3200
Chicago, IL 60602
312-603-1840 phone
312-603-2655 fax
ilawher@aol.com

Rise Up & Reach Back Scholarship

Luncheon

RoxAnne Rochester

WBAI

Women's Bar Association of Illinois

City of Chicago
50 W. Washington, Room 2208
Chicago, IL 60602
312-603-5628 phone
rochester06@yahoo.com

Rosa Tumialan
Dykema
10 S. Wacker Dr., Suite 2300
Chicago, IL 60606
312-627-2139 phone
312-876-1155 fax
rtumialan@dykema.com

Team WBAI Race Judicata/Y-ME RACE

Patrice Ball-Reed
Illinois Attorney General's Office
100 W. Randolph St, Room 12-199
Chicago, IL 60601
312-814-5568 phone
312-814-5024 fax
pball-reed@atg.state.il.us

Ann Breen-Greco
Illinois State Board of Education
P.O. Box 25988
Chicago, IL 60625
773-539-3292 phone
773-539-3292 fax
annrun@sbcglobal.net

Website

Kristen Barnette
Parrillo Weiss & O'Hallaron
77 W. Wacker Dr., 50th Floor
Chicago, IL 60601
847-224-9856 phone
kbarnett@pwolaw.com

Jennifer Irmén
Bruce Farrel Dorn & Assoc.
120 N. LaSalle St., Suite 1900
Chicago, IL 60611
312-683-3038 phone
312-683-3040 fax
jennifer.irmen.sqs8@statefarm.com

Eriana Spencer
WBAI
321 S. Plymouth, 4S
Chicago, IL 60604
312-341-8530 phone
312-341-8533 fax
wbai@wbaillinois.org

WILPOWER Members

Michele Kohut - Chair
Corboy & Demetrio
33 N. Dearborn St., 21st Floor
Chicago, IL 60602

312-346-3191 phone
312-346-5562 fax
mmk@corboydemetrio.com

Women's Bar Foundation Liaisons

Sarah Breitlander
Vedder Price P.C.
222 N. LaSalle St., Suite 2600
Chicago, IL 60601
312-609-7534 phone
312-609-5005 fax
sbreitlander@vedderprice.com

Karina DeHayes
Tabet Divito & Rothstein LLC
209 S. LaSalle St., 7th Floor
Chicago, IL 60604
312-286-9495 phone
312-762-9451 fax
kdehayes@tdrlawfirm.com

Eugena Whitson-Owen
SmithAmundsen LLC
150 N. Michigan Ave.
Chicago, IL 60601
312-894-3310 phone
312-894-3210 fax
ewhitsonowen@salawus.com

Women Everywhere Partners In Service Project Liaison

Meghan Riley
Quarles & Brady LLC
500 W. Madison St., 37th Floor
Chicago, IL 60661
312-715-5000 phone
meriley@quarles.com

Young Lawyers

Navdeep Gill
Schiff & Hulbert
150 N. Wacker Dr., Suite 1300
Chicago, IL 60606
312-726-2800 phone
312-726-2100 fax
navdeep_gill@hotmail.com

Jennifer Irmén
Bruce Farrel Dorn & Assoc.
120 N. LaSalle St., Suite 1900
Chicago, IL 60611
312-683-3038 phone
312-683-3040 fax
jennifer.irmen.sqs8@statefarm.com

WBAI MASTER CALENDAR FOR 2008/2009

OCTOBER 2008

Wednesday, Oct. 22nd WBAI Board meeting 5:30 pm -7:30 p.m.

NOVEMBER 2008

Tuesday, Nov. 4th Election Day

Thursday, Nov. 6th WBAI Annual Joint Professional Dinner & Women with Vision Awards 5:00 p.m. cocktail reception – 6:00 p.m. dinner
New Admittee Swearing In Ceremony

Thursday, Nov. 13th Welcome New Attorneys -Member reception 5:30 p.m. – 7:30 p.m.

*Wednesday, Nov. 19th WBAI Board meeting 5:30 p.m. -7:30 p.m.

DECEMBER 2008

TBD Hooton meeting – 12:30 p.m.

*Wednesday, Dec. 17th WBAI Board meeting 5:30 p.m. -7:30 p.m.

JANUARY 2009

TBD Past President's Luncheon, 12:00 pm

TBD CLE Program

Tuesday, Jan. 20th Domestic Relations Roundtable

Wednesday, Jan. 28th WBAI Board meeting 5:30 p.m. -7:30 p.m.

FEBRUARY 2009

TBD Hooton meeting – 12:30pm

Friday, February 6th Civil Litigation Luncheon 12:00 p.m.– 2:00 p.m.

Thursday, Feb. 12th Lincoln Bicentennial Celebration – Springfield, IL

Thursday, Feb. 19th Criminal Litigation Program 5:30 p.m. -7:00 p.m.

Wednesday, Feb. 25th WBAI Board meeting – 4:30pm -5:30 p.m.
General Membership Meeting & Reception– 5:30pm – 7:30 p.m.

MARCH 2009

Thursday, March 5th WBAI Judicial Reception – 5:00 p.m. – 8:00 p.m.

Monday, March 9th Submissions due for all those seeking WBAI board positions

Thursday, March 19th Balancing Act Committee's "Ramp On" Program Breakfast 8:00 a.m. – 9:30 a.m.

Monday, March 23rd Nominating Committee Meeting

Wednesday, March 25th WBAI Board Meeting 5:30 pm -7:30 p.m.

APRIL 2009

Thursday, April 2nd Civil Litigation Committee Program

Monday, April 14th Domestic Relations Roundtable

Wednesday, April 22nd WBAI Board Meeting 5:30 pm -7:30 p.m.

MAY 2009

TBD Hooton Meeting 12:30 pm

Friday, May 1st Law Day Program

Friday, May 8th "Rise Up and Reach Back" Scholarship Luncheon 12:00 - 2:00 p.m.

Wednesday, May 27th WBAI Board Meeting 5:30 pm -7:30 p.m.

JUNE 2009

Thursday, June 11th 95th WBAI Annual Installation Dinner Honoring Patrice Ball-Reed 5:00 p.m. – 8:00 p.m.

For further information on programs and events, please contact the WBAI office at (312) 341-8530 or log on to our website www.wbaillinois.org.



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Thursday, November 6, 2008
5:00 p.m. Reception & Silent Auction
6:00 p.m. Dinner

The Walnut Room
Hotel Allegro
171 West Randolph Street
Chicago, IL

The Joint Professional Dinner will bring together Chicago-area professionals from diverse industries for a unique networking experience.

The **2008 Women With Vision Awards** will be presented at the Joint Professional Dinner to **Sister Rosemary Connelly of Misericordia, Patrice Purcell DeCorrevont of JPMorgan Chase, Anita Alvarez of the Cook County States Attorney's Office and Carrie Hightman of NiSource, Inc.** Each of these women has demonstrated visionary approaches in her professional endeavors and has made significant contributions to the well being and empowerment of women.

There are a variety of donor categories for the Joint Professional Dinner, including:

Benefactor: \$2000 for a table of ten; *Patron:* \$1500 for a table of ten; and *Sponsor:* \$1000 for a table of ten.

For more information, please contact the Joint Professional Dinner Co-Chairs:
Sarah Breitlander, *Vedder Price P.C.*, sbreitlander@vedderprice.com
Adria Mossing, *Cogan & McNabola, P.C.*, adria@cogan-mcnabola.com
Jessica Arong O'Brien, *Illinois Dept. of Revenue*, jarongobrien@sbcglobe.net, or
Eriana Spencer, *Women's Bar Association of Illinois*, wbai@wbaillinois.org