

F.A.W.L. JOURNAL

A Publication of the Florida Association for Women Lawyers

AUTUMN 2002

celebrating

DIVERSITY



JOINT AWARDS LUNCHEON AT FAWL'S ANNUAL MEETING

Seated, from left: Lynne Whitfield of the Virgil Hawkins Florida Chapter National Bar Association; FAWL President Siobhan Shea; Justice Peggy Guince. Standing: Noel Lawrence of the VHFCNBA; FAWL past presidents Susan Fox and Jennifer Coberly, Congresswoman Corrine Brown; and Marcia Cohen, Equal Opportunities Law Section chair.



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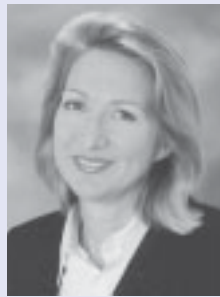
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President's Message

by Siobhan Shea



Meet Your New President

This is perhaps the hardest column I will write for the *Journal*, because I need to let you know about me and what my presidency of FAWL will be like. So you should know right off the bat I am an intensely private person and don't normally tell a lot about myself in print or to a large audience.

That being said, I learned at our annual retreat, as we were sorting through issues and goals for FAWL for the year, that some members expect a president to set the agenda for the year, guided by issues she believes are important. I still believe our organization is an essentially a grassroots one, that takes its guidance and directives from individual members, with chapter and state leadership as collecting pools of ideas. You should know that FAWL has two professional lobbyists, **Jim Daughton** and **Patricia Green**, who work pro bono from Holland & Knight in Tallahassee for the issues we think are important. That means we need to hear what issues you want our lobbyists to work for.

My philosophy of leadership is a culmination of experience from working seven years on the board of Palm Beach County's Chapter and on the state board. I believe in the "Art of Possibility" and highly recommend the book by **Rosamund** and **Benjamin Zander**. Our vision, which defines the direction of FAWL, evolves from an ongoing dialogue and daily practice in our organization, in our profession and in our personal lives.

It is helpful for this dialogue or collecting process to begin with experiences that shape what we find meaningful as women advocates and as advocates for women's equality. My first real taste of being an advocate came long before I was ever a lawyer. At the tender age of fifteen thanks to Quaker parents, an educator and philosopher, I

had already been active in and committed to causes, especially civil rights. When someone very close to me became mentally ill and was involuntary committed, I began visiting daily the locked mental health unit at Jackson Memorial Hospital. While most of my friends were experiencing their first boyfriends, sports or questions of what to wear to the prom, I was confronted firsthand with advocacy in mental health issues. The patient could not speak for herself. I had to speak up. Diagnosed with schizophrenia, the patient was being given Thorazine, which I knew from being involved with horses was a heavy sedative. I began questioning the doses and her treatment. Speaking out and speaking for someone else was painful for someone as shy as me, but I knew I had to and it radically changed my life.

I share this experience with you because it made me realize that the quality of mental health treatment is an issue which is vital to millions more ordinary people all over this country and the stigma which attaches to it has overshadowed its importance and prevented many people from ever seeking treatment. Several members of our board have spoken on the importance of FAWL's advocacy on issues related to mental health in our justice system. Having worked in the juvenile and criminal justice system in Florida, I can tell you from personal experience that delivery of mental health services needs to come up front, before individuals are driven onto the streets to crime, before acts of domestic violence occur, and before families and children in need of services become involved in dependency cases or worse yet in criminal court.

Part of my formal legal education was shaped by my experience at the University of Miami School of Law, in my hometown. As a student I researched evolving legal issues in mental health law and therapeutic jurisprudence developed

by Professor **Bruce Winick**. I highly recommend to you a new book out by Professor Winick, with **Dennis Stolle** and **David Wexler**, *Practicing Therapeutic Jurisprudence, the Law as a Helping Profession*. This book explores methods of preventive lawyering and the therapeutic process in our profession from several practical perspectives.

I had just graduated and was sworn into the bar when I had the opportunity of a lifetime to work of counsel with three UM professors, **Ira Kurzban**, **Bruce Winick** and **Irwin Stotzky** to change the interdiction and political asylum screening of Haitians risking their lives on the high seas to escape political persecution. The cases were argued in the Eleventh Circuit Court of Appeals against **Kenneth Starr**, who was then Solicitor General of the United States. It was a powerful lesson in the appellate process, the importance of judicial expediency and a vigorous adversarial system and above all: a judiciary independent from political opinion. It etched permanently in my mind that the United States must treat fairly every person who enters our judicial system. I think of that experience frequently these days of post-9/11 as the dialogue in this country focuses on the fine line between civil rights and civil defense.

I believe that who we are as advocates and professionals is often shaped by our daily choices and actions. How do we respond sensitively and sensibly to the needs of our clients and those around us? My own daily practice has been a delicate balance between priorities of a working mother which has made me sensitive to issues of quality of life for persons in the legal profession. The other day I had no help in the house, where I run my appellate practice. I was interviewing our new Supreme Court Justice **Raoul Cantero**, as my toddler son climbed up my back and started singing. So it goes. Thankfully the Justice is a kind father of three young children himself.

We need as professionals and as community leaders to promote work environments that foster quality care

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► PRESIDENT, from Page 3

for the children in our community, to promote responsible parents to be active in early childcare and to help provide quality early childhood education for persons from all economic backgrounds. What will our children's lives be like if their peers do not receive the same quality of education and enriching environments? What do our own policies in the workplace say about our commitment to the quality of life for the people who work for us and for their children?

Our experiences as participants in the justice system daily shape not only the lives of our clients and the people who come before us, but shape who we are as people. Our admission to the Bar is a gift which daily gives us opportunities to become better persons ourselves. Think what a difference we make when we win a case on behalf of our client or give our time in the community. I have been listening to our President, **Tod Aronovitz**, and thinking about our Dignity in the Law campaign. This is not a slick relations move, but a process for us to analyze who we are as lawyers and an organized bar association and to celebrate the finest moments of our dignity as caring professionals. We are given so much power and opportunity to do good

in our society in the courts and as professionals in our community. The other part of that process as a bar is to protect the public by drawing a hard line at misconduct which violates the Rules of Professional Conduct and the trust we are sworn to uphold. Admission to the bar and to practice in the State of Florida is a privilege which can and should be revocable for cause. I believe that we are collectively responsible for the integrity of the bar and the justice system.

One great thing about being a lawyer is you get a chance to give back to the system. One of the experiences I am personally proud of as a lawyer is having volunteered to speak and trained other lawyers to speak in public schools about the Bill of Rights, our responsibilities as citizens, and the workings of the justice system. The teachers are overwhelmingly receptive to enrich their curriculum with the programs made available through Florida Law Related Education and from The Florida Bar. The students are grateful to have an opportunity to talk about legal issues raised in the media and the nuts and bolts civic lessons every child in America needs to know. One of the issues I believe FAWL and every citizen in Florida should be concerned about is the quality of public education. Our public

schools are the cornerstones to teach young citizens how to become productive members of society. Public schools are one of our society's most undeveloped resources and the key to our future. FAWL members and chapters are mentoring and volunteering in schools all over our state and we need to continue and expand this involvement.

FAWL is a richly diverse association of individuals with many voices and our lives a rich tapestry of experience. We have more than our share of pro bono awards recipients, trailblazers, and civic leaders and volunteers. Our stories need to be told not only in this Journal, on the website, and to other FAWL members, but to The Florida Bar and the public. Did you know FAWL has a public relations director who will send your public relations information to local media and bar publications? We also need your stories and news to share in this Journal and on FAWL's website to promote your practice and your chapter.

I hope reading this has sparked your interest in sharing your ideas about what the Florida Association for Women Lawyers should be doing and look forward to sharing this vision. ■

E-mail Siobhan at sheasheapeals.com.

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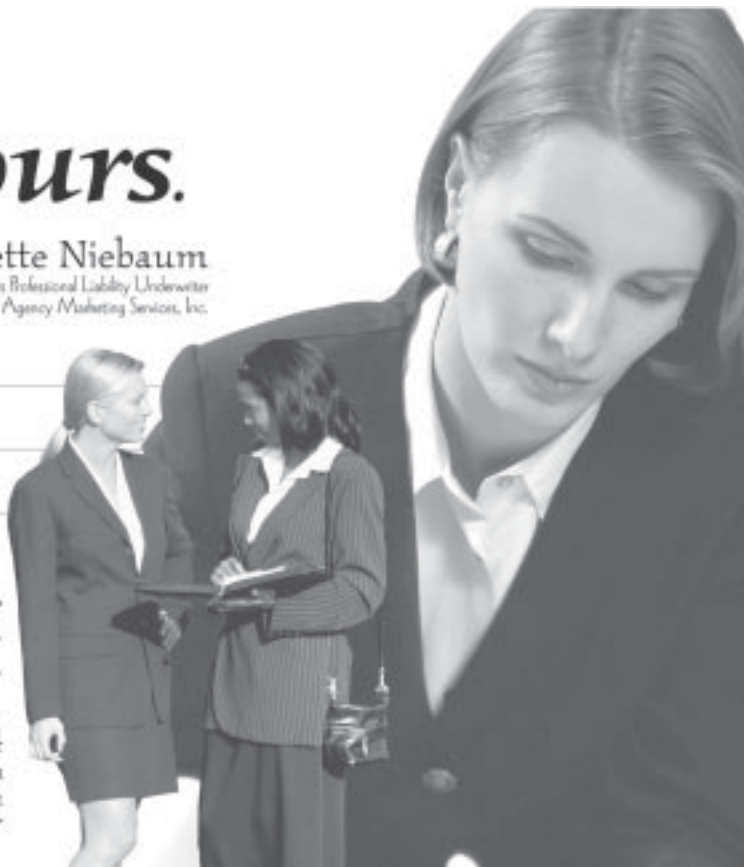
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FAWL Files Amicus Brief Supporting Right to Privacy

by HAYLEY BRADY,
Amicus Chair

Pursuant to the overwhelming majority of chapter votes in favor of filing an amicus brief, FAWL's executive board unanimously voted the association file an amicus brief in the case *G.P. et al. v. State of Florida*, Fourth District Court of Appeal Case No. 4D02-3410. The case is an appeal from a denial in part of a declaratory judgment action filed by several women who wished to place their children for adoption, but would have been required to publish intimate details of their sexual history in newspapers under Florida's Adoption Act.

The appellants asserted Florida's Adoption Act violated their right to privacy by requiring them to publish in newspapers information about a fourteen-year-old girl's promiscuous sexual relations with classmates, a woman's sexual relations with unknown drug users, a single woman's numerous sex partners, a married woman's conception by date rape at a bar, a single mother's sexual relations with a number of drug dealers. (One plaintiff of the original action, a twelve-year-old victim of rape, did not join in the appeal, as the trial court had ruled the publication requirement unconstitutional only for victims of forced sexual battery.)

In the trial court, the publication requirement was found to infringe on the plaintiff's right to privacy, however, the court nonetheless upheld the statute, despite having received "no evidence that the statutes accomplish their intended goal at all." The State did not respond to the plaintiff's pleadings.

FAWL joined with NOW's Palm Beach County in an amicus brief, which asserted that the publication requirements violate the constitutional right to privacy and were not narrowly tailored to advance the State interest advanced by the statute.

As FAWL amicus brief writer **Tracy Carlin**, who originally volunteered and briefed the board on the case, was on

vacation in Paris, President **Siobhan Shea** prepared the amicus brief.

Prior to deciding whether to file the amicus brief, at the October 8, 2002, FAWL Executive Board meeting, a motion was made by the secretary, **Deborah Magid**, that the overwhelming vote to file the amicus brief by Chapters' electronic votes constituted a special meeting of the association as called by the president under Article II of the association's bylaws and should be submitted to the full board for ratification in January. The motion was seconded by **Carolyn Coukos** and approved by the executive committee.

In an earlier vote at a full FAWL Board Meeting on September 13, 2002, the FAWL board unanimously voted to inform our lobbyists to work to remove the publication requirements in favor of a less intrusive notice method to putative fathers. They declined to file an amicus brief by 5-4. A number of the represented chapters abstained because they did not yet have feedback from their chapters. All but two of the original board votes then expressed a desire to reconsider a change in their position to voting in favor of an amicus brief. Thus, the electronic voting was used to allow members to voice their position on filing an amicus brief.

Assistant Historian **Wendy Loquasto** served in an advisory capacity for Robert's Rules of Order and the association's bylaws.

The Executive Board has approved the By-laws Committee consideration of a procedure to allow consideration of amicus filings with full chapter information and voting. President Shea has appointed a **Gayle Carlson** of HAWL to work with the By-laws Committee to develop procedure to ensure chapters have adequate and timely information for any future proposed amicus filings.

The results of the chapter votes distributed electronically to all 21 chapters are reflected at the end of this article.

STATUTE HISTORY:

Sections 63.087 and 63.088, passed last October, require birth mothers who do not know the identity or location of the father to detail their sexual encounters in newspaper ads before they can put their children up for adoption. If the identity or location of the father is unknown and the child is under six months, the birth mother must state in the adoption petition each city in which the mother resided or traveled, in which conception may have occurred during the twelve months prior to the child's birth. The birth mother must also place a notice containing the age, race, hair, eye color, height and weight of the birth mother and of any person the mother reasonably believes may be the father in the newspaper in each county where conception may have occurred.

In the 2001 session, the state legislature adopted overwhelmingly the adoption bill sponsored by Senator **Walter "Skip" Campbell** and Representative **Evelyn J. Lynn** and endorsed by the Family Law Section of the Florida Bar. **Jeb Bush** allowed the measure to become law without his signature. Senator Campbell stated that he sponsored the bill because he wanted to "assure that adoptions are final." The law was designed to protect the rights of fathers who might not know their children are about to be put up for adoption. The law was also meant to ensure that when a child is adopted, there is no custody battle at some later point. Currently both Campbell and Lynn have stated that the law has significant unintended consequences and Senator Campbell (D-Tamarac) has promised Governor Bush, who favors a father registry, that there will be a "glitch removal bill" passed. Representative Lynn of Ormond Beach is trying to pass a father registry in Florida, but the drafting committee heckled the "zipper-down bill" or the "pants-on registry," because of the impression that men would have to place their names on

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ABA Summit Makes Case for Change



by DINITA L. JAMES
FAWL President-elect

The title – *Keeping Her in Her Place: New Challenges to the Integration of Women into the Profession* – made a bold statement. The sponsor lineup was equally impressive:

- ▶ Five entities of the American Bar Association, including its largest subgroup and the primary sponsor, the Section of Litigation;
- ▶ Six specialty national bar associations;
- ▶ Thirty-one state and local women's bar associations, including the Florida Association for Women Lawyers;
- ▶ An organizing committee including two former ABA presidents;
- ▶ Fourteen of the Top Women Litigators as identified by the National Law Journal; and
- ▶ Twenty-four "men of influence," including six former ABA presidents and the president-elect nominee, a former United States Attorney General, and managing partners of nine firms of national prominence.

Several observers, myself included, regarded the attendance at the Sunday morning Summit as the largest attendance observed at any such program during the 2002 ABA Annual Meeting in Washington, DC held August 7-14.

LEAKING PIPELINE

Shelia Wellington, keynote speaker and since 1993 the president of Catalyst, Inc., opened the Summit by presenting results of a new study of more than 1800 graduates of five law schools (Columbia, Michigan, Berkley, Harvard and Yale) from the 1970s forward that included surveys, focus groups and individual interviews.

Highlights of the study include:

PERSONAL: Most law grads were married (women 73%, men 80%) with children (women 57%, men 65%), but only 44% of the men had spouses who

worked full-time, compared with 84% of the women.

WORK SETTINGS: 70% of study participants started in law firms, while only 59% of the men and 45% of the women were still practicing in a law firm setting at the time of the study. Among 1970s grads, the gender gap widened considerably, with only 37% of the women still in firms compared with 51% of the men. Across all classes of graduates, only 11% of the women were out of the workforce entirely. Thus, most of the women were not leaving law firms to stay home.

STRATEGIES FOR SUCCESS: When asked to identify the factors that lead to success in private firms, the top four identified by all survey participants were:

- ▶ Taking initiative;
- ▶ Good communication skills;
- ▶ Immediate availability to partners and internal clients; and
- ▶ Developing a style with which partners are comfortable.

Significantly, the last factor – developing a style with which partners are comfortable – did not show up on the list of success strategies for men but was the No. 2 success factor identified by women.

BARRIERS FOR WOMEN: The study asked men and women to identify what factors kept women from advancing. The differences in the responses of men and women concerning the top four factors identified by all study participants is dramatic:

No. 1 – Commitment to family

Women 74%
Men 59%

No. 2 – Lack of client development experience

Women 55%
Men 32%

No. 3 – Lack of mentoring

Women 50%
Men 32%

No. 4 – Lack of role models

Women 51%
Men 32%

According to Wellington, this gap in perception about barriers is itself a barrier to women's advancement in the profession. Because men do not experience the barriers, they do not believe the barriers exist for their women colleagues.

Because women made up 40% of law students in 1985 and women have been in the profession in large numbers for 20 years, the expectation based on statistics is that by now, the "pipeline" would have taken care of any problem, and women would be fully integrated at all levels of the profession.

But "the pipeline leaks," Wellington said. "Women still don't really feel welcome in the law firm culture. That inhospitable culture holds them back."

ECONOMIC CASE FOR CHANGE

The first star-studded panel of the Summit presented the economic imperative for law firms to improve the integration and advancement of women.

Moderator **Anne Weisberg**, also of Catalyst, identified three major factors that will force law firms to develop a culture more hospitable to women:

- ▶ The age 25-34 cohort is shrinking as a percentage of the workforce, at the same time the workforce as a whole is becoming more female, meaning that the labor pool available to law firms is becoming much more female.
- ▶ The gender gap in attrition is becoming much more pronounced, and attrition is expensive; losing a lawyer in the first three years of practice costs a law firm an estimated 200% of salary.
- ▶ Clients are succeeding in integrating women at all levels and they are expecting their law firms to do it, too.

Corporate America came to the conclusion in the 1990s that diversity was a bottom-line issue, according to

Catherine Lamboley, Vice General

Only 44 percent of men in the ABA study had spouses who worked full-time, compared with 84 percent of the women.

Counsel and Secretary of Shell Oil Co. Demographics compelled this conclusion as six of the eight largest metropolitan areas had a majority of "minorities."

From Shell's perspective, that meant that a diverse in-house legal department brought together the best imagination and problem-solving skills. If that was true in-house, Lamboley said, it must also be true for the outside law firms Shell hires.

Thus, Shell developed its Majority Law Firm Initiative for its 40 key outside firms. As part of that initiative, Shell required the firms to show on their billing statements the number of hours spent on Shell matters by women and minority lawyers. This one requirement demonstrated the importance Shell placed on diversity and made its outside legal services providers more aware of their own diversity issues, Lamboley said.

Susan Hackett, Senior Vice President and General Counsel of the American Corporate Counsel Association, reported that corporate law departments are outperforming private firms in advancing women. Among Fortune 500 companies, 13.7% of general counsels are women, she said, compared with only two women serving as managing partners of the largest national law firms.

During panel introductions, the Washington, DC law firm of Arnold & Porter was identified as a model for other firms seeking to reverse the attrition of women lawyers. But **James J. Sandman**, Arnold & Porter's managing partner, demurred that if his firm was a model for anything, "it is because the bar is so low."

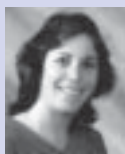
"It's the hours, stupid," was Sandman's summary of the key issue facing women lawyers.

Sandman acknowledged that most law firm partners and managing partners shared a consensus that part time is at odds with good client service. "But there usually are no clients in the room for the discussion."

He said that he had never had a single client complain about a lawyer working a part-time schedule, compared with lots of volunteered compliments on the efforts part-time lawyers made to communicate about their schedules and be flexible to meet client needs. "Clients recognize the importance of retaining people of value to them," he said.

Sandman drew the biggest round of applause at the Summit when he charac-

FAWL's Sponsorship of the National Association of Counsel for Children Benefits FAWL and its Members



by JULIE KOVCS
FAWL Treasurer-elect

FAWL benefitted from its sponsorship of the NACC conference held in Orlando in many ways. Several FAWL members attended the conference, including one free of charge. The attendees enhanced their ability to better advocate for their clients by hearing from several wonderful local and national speakers. For example, Professor Barbara Bennett Woodhouse from the University of Florida School of Law spoke about the possibility of constitutional rights for children and the rights of gay and lesbian families and Dr. Richard D. Krugman, MD, the Dean of the University of Colorado School of Medicine, spoke about the status and future of child protection in the 21st Century. In addition, attendees were able to network with each other to get new and already proven ideas. There were over 350 people from around the country who attended the conference. Approximately 75 attendees were from Florida. I was able to recruit several new FAWL members and possibly a new chapter. In addition, I handed out several brochures regarding sponsorships and advertising for the Journal and FAWL events. Overall the conference was a great experience for me, and I was happy to represent FAWL in its conference sponsorship. ■

A heart-felt thanks to all the FAWL members and chapters who assisted in underwriting FAWL's sponsorship for this event.

terized as "punitive" and "voodoo economics" those part-time policies that require a lawyer taking a 25% cut in hours to accept a 40% cut in pay.

PROVEN METHODS FOR CHANGE

The second panel of the Summit highlighted success stories in the advancement of women. **Joseph C. Dilg**, managing partner of Vinson & Elkins in Houston, Texas, reported that his firm had created an outside advisory board made up of 18 men and women affiliated with clients, academia and public interest groups and empowered them to set their own agenda and employ any reasonable methods of investigation to advise the firm on best practices.

The advisory board first requested a daylong meeting with all women associates in the firm, at which they encouraged frank discussion in group and breakout sessions. The board next met with all section heads and managers. Coming up is a meeting with all women partners.

So far, the board has provided gender-neutral recommendations for improving client development opportunities, making the part-time policy more transparent, and creating more clearly defined career development plans for individual attor-

neys. As a side benefit, several of the advisory board members have developed informal mentoring relationships with women associates.

Part-time policy also was the focus of panelist **Joan Williams**, an American University professor and head of the Project for Attorney Retention. Williams says her research revealed that most part-time policies were little used because of two serious flaws – schedule creep and stigma that perpetuates gender stereotypes.

For part-time policies to work to stem the attrition of women from the profession, Williams says, they must:

- ▶ Follow the principle of proportionality, where salary reduction is commensurate with hours reduction;
- ▶ Make bonuses available on a proportional basis;
- ▶ Allow part-time attorneys to remain eligible for partnership; and
- ▶ Permit time and provide credit for bar work, client development and participation in firm committees.

The final key for part-time policies is implementation, according to Williams. Firms must ensure there is no backlash, so that part-time policies are usable and used, and not just by women with young children. ■

FAWL CHRONICLES

FAWL MEMBERS AT RUNNYMEADE FOR THE DEDICATION OF THE ABA MAGNA CARTA MEMORIAL



Judge Mattie Belle Davis



Rebecca Bowles Marks



Anna Krivitsky



Anna Brenner Meyers



by WENDY S. LOQUASTO
Assistant FAWL Historian

Did you miss the American Bar Association, National Association of Women Lawyers, and National Conference of Women's Bar Association's Annual Meetings held in Washington, D.C., in August? Me too. I recently checked the Internet and determined that I missed a lot by not attending. For instance, United States Supreme Court Associate Justice **Ruth Bader Ginsburg** received the Arabella Babb Mansfield Award at NAWL's 2002 Installation and Awards Luncheon on August 10. The ABA Commission on Women in the Profession presented its 12th Annual Margaret Brent Women of Achievement Awards on August 11. (I'll always remember attending the 1996 Margaret Brent Luncheon when Justice **Rosemary Barkett** received the award upon FAWL's nomination! Congresswoman **Patricia Schroeder** and soon-to-be Secretary of State **Madeline Albright** were also 1996 award recipients.) **Dawn Siler-Nixon**, of the Hillsborough Association for Women Lawyers, who is FAWL's NCWBA representative, was sworn in on August 9 as the NCWBA President for 2002-03. Plus, the ABA Litigation Section sponsored a "Summit on Keeping Her in Her Place: New Challenges to the Integration of Women in the Profession."

"Isn't this column supposed to be about FAWL's history, and, if so, what's all that got to do with FAWL's history?" you ask. Good question. Here's the answer.

Back in July 1957, when there were less than 200 active women members of The Florida Bar, of which only a handful were FAWL members, five FAWL members traveled to London for the NAWL and ABA Annual Meetings. Those five adventurous women were Judge **Mattie Belle Davis**, who was then President of FAWL; Past President **Rebecca Bowles Marks** (1954-55); Past President **Anna Brenner Meyers** (1951-52); **Gladys Irene White**; and **Anna Krivitsky**.

Try to envision 1957 and what a thrill it must have been for these women to travel abroad! They met British women lawyers and the only woman "Recorder," which is a judicial post. The FAWL members attended a dinner given by NAWL in the House of Commons dining room to honor their British colleagues, and the Right Honorable **Clement Davies**, a Member of Parliament, conducted them on a tour that included the House of Lords. The five world-travelers were honored at a tea given by the American Women's Club in London. Other memory-making events included a stirring address by Prime Minister **Harold MacMillan**, who was introduced by the United States Ambassador **John Hay Whitney**; a reception given by HER MAJESTY, QUEEN

ELIZABETH, at Buckingham Palace; and a closing dinner at which Winston Churchill spoke. They attended dinners given by the four Inns of Court and a trial in Queen's Bench, with Mr. **Justice McNair** wearing a white wig and red robe and the Barristers wearing white wigs and black robes. They toured the Royal Courts of Justice, commonly referred to as "The Law Courts," and joined ABA President **Smythe Gambrell** in Runnymede, 26 miles outside of London, for dedication ceremonies of the ABA's Memorial to commemorate the signing of the Magna Carta.

The American Bar Association Memorial: In the late 1950's, Egham Urban District Council gave the American Bar Association a one-acre piece of land next to the National Trust land at Runnymede. The ABA built the memorial shown here on this land as a tribute to the signing of the Magna Carta, which was seen as the origin of the principle of 'Freedom under Law.'



But wait, there was more to do. Anna Brenner Meyers, Anna Krivitsky, and Mattie Belle Davis participated in the ABA post-convention activities in Dublin, Ireland. The Honorable Society of Four Courts, the General Council of the Bar of Ireland, and the Incorporated Law Society of Ireland entertained the

ABA delegates at a reception in the Four Courts Building on August 1. United States Ambassador and Mrs. Scott McLeod entertained the ABA members, including the FAWL members, during the afternoon of August 2, and they were guests of Irish Prime Minister Eamon De Valera at a State Reception in Dublin Castle that evening.

But wait, there was still more! Gladys Irene White and Mattie Belle Davis traveled to Italy for the ABA post-convention activities in Rome. They attended a reception given by the judiciary and lawyers at the Palace of Justice on August 3, and had an audience with **Pope Pius XII** on Sunday morning, August 4.

In the words of Mattie Belle Davis, "All the NAWL and ABA activities in London, Dublin and Rome... were wonderfully enriching experiences." Personal enrichment aside, however, the fact that five women from Florida traveled abroad in 1957 to attend the ABA and NAWL Annual Meetings speaks volumes regarding their commitment to the legal profession and to FAWL's goal of improving the status of women lawyers. They were a visible sign to their American and European colleagues that women were entering the legal profession and that they wanted to be included in mainstream bar activities and attain positions of power. They were bold and courageous women, willing to assert themselves in public and to put their money where their mouths were. And they had fun in the process!

While the 1957 ABA and NAWL Annual Meetings might have been a bit more exciting than those held this past August in Washington, D.C., the opportunities to travel to exciting locales and meet women and men of achievement continue to exist. The 2003 ABA, NAWL and NCWBA Annual Meetings will be held during the week of August 7-13, 2003, in San Francisco. Consider following in the footsteps of FAWL's founding members and continuing FAWL's strong tradition of being involved in the legal profession at the national level. ■

NOTE:

The author wishes to acknowledge and thank Judge Mattie Belle Davis, FAWL Historian, for supplying information on the 1957 ABA and NAWL Annual Meetings.



Florida Association for Women Lawyers APPLICATION FOR WEBSITE ATTORNEY LOCATOR

(for FAWL MEMBERS Only)

Applications also available at website:
<http://www.fawl.org/>

..... COMPLETE THE FORM BELOW:

Due to the large number of calls generated by FAWL's website for persons seeking female attorneys, FAWL is offering its members the chance to participate in an Attorney Locator service on FAWL's website. An annual (January-December) fee of \$10 per area of practice allows FAWL members to have their name, address, phone, fax, e-mail and areas of practice listed at <http://www.fawl.org/>.

Name: _____

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MAKE CHECKS PAYABLE:
Florida Association for Women Lawyers
Post Office Box 15998
Tallahassee, Florida 32317-5998

HISTORY BOOK UPDATE

The information recounted in FAWL Chronicles is taken from the 50-Year History of the Florida Association for Women Lawyers. The book, which is currently in the lay-out stage of production, includes over 260 pages of FAWL history, including issues of importance that FAWL supported, such as the ERA and Equal Pay Bill; the activities of its members, such as participation in the National Commission on the Observance of International Year 1975 and National Women's Conference held in Houston in 1977, and the formation of the National Association of Women Judges. Watch the FAWL Journal and FAWL Website (www.fawl.org) for progress reports on the book's publication.

"Sunny" Schneider Memorial Fund: Building a Legacy



The sub-committee for the Fund met over the summer to assure the continued growth and proper management of the fund. This fund is a positive step for the financial well being of the FAWL organization and the forwarding of FAWL's mission. The Fund is limited at this time with a \$5,414 balance but we hope the fund will grow. The funds are being invested in secure government security backed accounts so there is no danger of the principal being invaded.

The funds will be used to support educational programs, scholarships for future female lawyers, chapter start up assistance and scholarships to attend conventions. The state board of directors may request funds in the case of a fiscal emergency up to 10% of its balance as well. The emergency funds are not to cover operating shortfalls. The board will continue to be fiscally responsible and budget programs and expenses based on revenue received.

We hope you will support the Fund this year. As you can see, the funds at this time are very limited so the impact on the future of FAWL and its mission is limited. If we all step forward and help build this fund, we will continue to build a legacy for our membership and the legal community.

We have listed the past contributors below. We thank them for their support and generosity and we hope they become continuing contributors.

Please forward your contribution to **Pat Stephens** in the FAWL Tallahassee office. All contributors will be recognized in an upcoming *FAWL Journal*. Thank you in advance for your commitment to FAWL and this legacy.



Respectfully Submitted,
Diane T. Peterson
Chair of the Sunny Schneider Fund Committee

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- ▶ Steve Zack, 1988-89 President of The Florida Bar
- ▶ Tonia Yazgi, The Yazgi Law Firm

HILLSBOROUGH ASSOCIATION FOR WOMEN LAWYERS

HAWL turns twenty years old! In celebration of this landmark occasion, the association held an Anniversary Dinner on October 24 at the Wyndham Harbour Island Hotel complete with a powerpoint presentation of HAWL's history.

With an impressive website and newsletter, members are kept informed of upcoming events. To take a look at its most recent newsletter, a 16-pager, and the site, go to www.hawl.org.

JACKSONVILLE WOMEN LAWYERS ASSOCIATION

The Jacksonville FAWL Chapter members hosted a "Meet the Mayoral Candidates Forum" at the October 15 membership luncheon held at the Radisson Riverwalk. Members were encouraged to come with an open mind and bring their questions to Jacksonville's future mayor! Each candidate spoke for 5 minutes each and then the floor was opened to questions to the candidates. The following candidates were confirmed: **Matt Carlucci, Tommy Hazouri, Keith Myers, Stephen Irvine, Mike Weinstein** and **John Peyton**.

LEE COUNTY ASSOCIATION FOR WOMEN LAWYERS

The Lee County Association for Women Lawyers recognized The Honorable **Margaret O. Steinbeck**, Charlotte County Circuit Judge, at the 13th Annual Judicial Reception on May 1, Law Day, in appreciation of Steinbeck's service and commitment to the judicial system LCAWL celebrated Law Day by sponsoring the reception honoring members of the judiciary of the Twentieth Judicial Circuit with



LEE COUNTY CHAPTER

From left are LCAWL officers *Helene O'Connell, Hayley Brady, Judge Margaret Steinbeck, Carolyn Delizia* and *Laurie Anton*.

approximately 60 attorneys, judges and court personnel at the Veranda courtyard in Fort Myers. Judge Steinbeck was honored as a role model fulfilling the mission and purposes of the Florida Association for Women Lawyers. Her position as a circuit court judge, her participation in LCAWL and other community activities, and her personal style and mentoring promote and encourage the contributions of women within the legal profession. Judge Steinbeck continues to improve the administration of justice and to elevate judicial standards through her instruction at the Florida Judicial College. She promotes the study of law in her courtroom and as a faculty instructor at the Army Judge Advocate General's School. Judge Steinbeck volunteers her time to distribute legal knowledge to the general public such as supporting the guardian ad litem programs. Her participation in organizations such as the Association of Family Law Professionals aids in improving the relations between the Bar, the judiciary and the public. Judge Steinbeck is respected for treating people with respect and fairness. Her peers cite her as "a role model for all of us who have the privilege to serve in judicial positions." She discussed the history and importance of Law Day which has evolved into Law Week and centered on the 2002 theme of

"Celebrating Your Freedom – Assuring Equal Justice for All."

MIAMI/DADE CHAPTER INVITES PACE GIRLS TO ATTEND MIAMI SOL WNBA

On August 13, the Miami-Dade Chapter of FAWL invited girls and staff from the Pace Center For Girls to attend a WNBA Miami Sol game. PACE Center for Girls is a nonresidential, gender-responsive program for girls ages 12-18 who are experiencing difficulty or conflict in school and at home. PACE's purpose is to intervene and prevent high school drop-outs, juvenile delinquency, teen pregnancy, drug and alcohol addiction, as well as other high risk behaviors. PACE provides these teenaged girls with the skills and support to complete their education, build self-esteem, and develop personal, social and family relationship skills. Building on this foundation, students have an opportunity for a better future and a life defined by responsibility dignity, serenity and grace. **Sarah Zabel**, Miami-Dade FAWL President, was a guest assistant coach for the Sol team that evening and they won the game! Over \$2,000 was raised from the sale of game tickets and from generous sponsors. Girls were given a once-in-a-

FLORIDA ASSOCIATION FOR
WOMEN LAWYERS
FAWL Local Chapter Happenings

lifetime opportunity to perform a dance on the center court during the pregame show. Air Jamaica donated two airline tickets to anywhere in the Caribbean (valued at \$1,180) to help PACE celebrate their 10th year anniversary and raise much needed funds. Raffle tickets can still be purchased by sending a check made payable to PACE to: PACE, 1090 N.E. 79th Street, Miami, FL 33138. Tickets are \$2 each or three for \$5. The drawing will be held on December 15, and you do not need to be present to win the tickets.

This year Miami-Dade FAWL also intends to implement a year-long mentoring program where lawyers are assigned to students from FIU, St. Thomas and the University of Miami law schools. The students will also be given the opportunity to serve as tutors and to implement projects for the girls at PACE.

PALM BEACH COUNTY CHAPTER

On October 8, Palm Beach FAWL co-sponsored a Candidates Forum at the Sheraton Hotel in West Palm Beach. The event was the cooperative effort of an alliance of organizations dedicated to the education and empowerment of Palm Beach County voters-Leadership Palm Beach County, AARP-Florida, Economic Council of PBC, Florida Association for Women Lawyers-PBC Chapter, Jewish Community Relations Council of the Jewish Federation of PBC, Executive Women of the Palm Beaches, Womens' Chamber of Commerce, Urban League of Palm Beach County, National Coalition of 100 Black Women, Forum Club of the Palm Beaches and the Hispanic Chamber of Commerce.

SARASOTA COUNTY CHAPTER

Sarasota FAWL held its annual Installation Dinner in June at the beautiful new Lakewood Ranch Golf & Country Club. Special guest, former U.S. Attorney General **Janet Reno**, spoke to a large audience about her experiences as the first female State Attorney in Florida, and as Attorney General of the United States. Then, Sarasota's newest County Court Judge, the Honorable **Kim Bonner**, installed the 2002-2003 Board of Directors. The 2002-2003 Sarasota FAWL officers include: President **Sherri Johnson**, Vice President **Alyssa Sells**, Secretary **Maryann Boehm** and Treasurer **Anne Stinnett**. The members of the Board of Directors are **Frances Grace Cooper**, **Jill Sedita**, **Evelyn Moya**, **Barbara Whitmore**, **René Arbuckle**, **Barbi Meyer**, **Patricia Crauwels**, **Marjorie Schmoyer** and **Teresa Jones**.

Members cooled down this summer with a Summer Barbecue at the home of **Alyssa Sells**. In August, 15 members carpooled to the Safety Harbor Day Spa for a day of pampering and relaxation. Along with 2nd District Court of Appeal Judge **Virginia Covington**, members received facials, massages and all manner of relaxing treatments, a gourmet lunch, and the opportunity to lounge around in their bathrobes or relax and drink piña colodas by the pool.

In September, Sarasota FAWL hosted a lunch presentation on how "Smart Women Finish Rich," co-sponsored by Morgan Stanley. On September 19, **Leslie Loftus** hosted a wine-tasting party. Admission to the party was a bottle of wine and a story to go with it. In October, we hosted a lunch meeting co-sponsored by Florida Lawyers' Mutual Insurance Company, which includee a one-hour CLE on "21 Ways to Avoid 21st Century Malpractice Claims and Ethical

Violations." We also plan to hold our annual holiday party.

Recent accomplishments of the Sarasota Chapter:

- ▶ Increased membership from 37 members at the end of the last fiscal year to 70 members at the end of this fiscal year;
- ▶ Established a fully-equipped Child Witness Room in the Sarasota County Judicial Center and celebrated its opening;
- ▶ Began the year with an Installation Dinner featuring Judge **Rosemary Barkett** and ended the year with an Installation Dinner featuring former U.S. Attorney General **Janet Reno**;
- ▶ Began printing and distributing a quarterly newsletter to all members, judges and other attorneys active in the local legal community;
- ▶ Began printing and distributing a membership directory and referral guide with members listed alphabetically and by area of practice;
- ▶ Increased our visibility in the Sarasota County Bar Association by having the Sarasota FAWL President sit on the Nominating Committee, and by getting four FAWL members appointed to the Sarasota County Bar Association Board of Directors, and two of these members appointed as officers; and
- ▶ Held one of our most successful Judicial Receptions ever, with most of the local judges in attendance, and 5 judges from the Second District Court of Appeal attending as well.

TALLAHASSEE WOMEN LAWYERS

On August 15, TWL co-sponsored a candidates' forum for various elected offices. The forum included candidates



"Private Citizen" Janet Reno Speaks at Sarasota Installation: From left: Jill Sedita, Vice President Alyssa Sells, Secretary Maryann Boehm, Frances Cooper, Janet Reno, President Sherri Johnson and Evelyn Moya.



SARASOTA FAWL

Janet Reno receives a gift from FAWL Sarasota Chapter President Sherri Johnson at the installation of the chapter's new Board on June 22.

for local, state, and congressional seats. Each candidate spoke for approximately three minutes and then answered questions from the audience. The forum was co-sponsored by the Tallahassee League of Women Voters of Tallahassee, the local chapters of the NAACP and N.O.W., and various other state and national women's political groups.

At the general membership meeting on August 19, **Lauchlin Waldoch**, a certified elder law attorney, gave a presentation titled, "Aging Parents: What all Attorneys need to Know for their Parents." Waldoch provided useful information regarding estate planning, living wills and other issues for the care of aging family members.

TWL's signature event, the Judicial Reception, was held on October 14 at the Mary Brogan Museum of Arts and Science ("MOAS"). TWL has sponsored an annual judicial reception since 1984. The reception honors local, state and federal judiciary, as well as the administrative law judges, who are invited guests. It provides attorneys a chance to socialize with the judges in an informal setting. This year's setting, MOAS, is a recent addition to the beautiful Tallahassee Downtown area and is located next to the Florida Supreme Court. The MOAS will be

featuring a beautiful exhibit of American Impressionist Artists during the reception. The reception has been its major fund-raiser for TWL and is sponsored by numerous law firms and local attorneys. The judicial reception is an event that the legal community looks forward to each year, as evidenced by its financial support. At the 2001 judicial reception, TWL presented its inaugural FSU College of Law scholarships of \$1,000 to two law students. Both were outstanding women who supported the goals of TWL (and FAWL), had good academic records, and needed assistance. This year will be the second scholarship presentation, and we expect to be able to present at least two \$1,000 scholarships again.

Now that a fresh batch of newly graduated attorneys have joined the workforce, TWL has many informative general membership and mentoring events planned for the fall. **Tod Aronovitz**, Florida Bar President, spoke at the September Membership Meeting and Chief Justice **Harry Lee Anstead** will be speaking at the November membership meeting. The next Mentor Lunch, titled "Not My Cup of Tea," will include a discussion of how to handle legal questions from friends and family. ■

Attorney, Feminist or Both?

by REBECCA KNOX

As attorneys, some feminists may feel that their obligations in practice conflict with their support of women's rights. As an example, imagine you are an attorney who has just agreed to represent a client accused of killing his wife in a domestic violence dispute. Although the facts seem to indicate his guilt, you feel he still deserves a proper defense. Many of your feminist-minded colleagues are surprised and even critical of your decision to represent the accused killer. They feel you are betraying your commitment to furthering women's rights and the position that domestic violence is a serious crime inhibiting the progress of women. You take the criticism seriously and begin to worry that instead of helping the women's movement, you are threatening the advances it has made.

Although this situation is offered as a hypothetical, it is an all too real occurrence that law students must consider. A personal friend who is entering her third year of law school recently had such an experience. She interned at a criminal defense firm this summer and helped to prepare the defense of a man accused of killing his wife. As law students with degrees in Women's Studies, we spent some time discussing the possible conflict between our beliefs as feminists and future obligations as attorneys. We pondered whether we should consider ourselves to first be feminists or attorneys? And, in situations such as this, is it possible to be both at the same time?

In trying to answer these questions, we came to the realization that the objectives of feminists and attorneys are really not so different. Although generalizations should not be made about what all feminists believe, the basic philosophy is that we should actively work toward equality, fairness and justice. This goal does not seem too far removed from the obligations an attorney has toward her client. Offering an adequate defense to

► See FEMINIST on page 15



TALLAHASSEE WOMEN LAWYERS

TWL Board Members with FAWL President Siobhan Shea at the 2002 FAWL Retreat (from left): Wendy Loquasto, Historian; Mary Miller, Professionalism Chair; Ruth Stone, President-Elect; Siobhan Shea; June McKinney Bartelle, President; and Carrol Cherry, Employment Chair.

SEND CHAPTER AND MEMBER NEWS TO:

Journal editor Vene Hamilton, Law Offices of Vene Hamilton PA,
269 N. University Drive, Pembroke Pines, FL 33024 or venelaw@netscape.net.

FAWL Installs Siobhan Shea as President

The Florida Association for Women Lawyers installed **Siobhan H. Shea** as President at its recent annual meeting held in Boca Raton in conjunction with The Florida Bar's annual meeting. At her installation, Shea expressed her appreciation for the honor of serving as FAWL president during FAWL's "52nd year as a leader in the promotion of equality in the justice system."

FAWL installed its other officers at the Boca Raton meeting. They are **Deborah Magid** of Miami, Secretary; **Mary Kaye Wimsett** of Gainesville, Treasurer; **Juliette Koves** of Orlando, Treasurer-Elect; **Carolyn C. Coukos** of Naples, Public Relations Director; **Vene M. Hamilton** of Pembroke Pines, *Journal* Editor; and **Frances Grace Cooper** of Sarasota, Membership Director.

FAWL's 2002 Annual Awards Luncheon was a joint effort of the Virgil Hawkins Florida Chapter of the National Bar Association, the Equal Opportunities Law Section of The Florida Bar and FAWL. The event was a resounding success. Congresswoman **Corrine Brown**, U.S. House of Representatives, 3rd District, presented the keynote address, "The Politics of Discrimination: Will We Ever Achieve Equal Justice Under the Law?" This standing-room-only luncheon gave new meaning to the phrase "unity is strength." ■



Florida Bar President Tod Aronovitz speaking at FAWL's Annual Awards Luncheon.



From left: The Florida Bar's Board of Governors members Henry Latimer and Kelly Johnson, 1990-91 FAWL President Ava K. Doppelt, and Board of Governors member Jerry Beer.



JUSTICE QUINCE SWEARS IN FAWL 2002-2003 BOARD

From left: Justice Quince, Siobhan Shea, President, Deborah Magid, (Dade) Secretary, Vene M. Hamilton, (Broward) Journal Editor, Frances Grace Cooper, (Sarasota) Membership; Julie Koves, (Central Florida) Treasurer-Elect. Not pictured Mary K. Wimsett, (Clara Geban) Treasurer, Carolyn Coukas, (Collier) Public Relations.



2002-2003 FAWL President Siobhan H. Shea presents the Rosemary Barkett Outstanding Achievement Award to Martha Barnett, Immediate Past President of the American Bar Association.



Jennifer Coberly, Past President of FAWL and member of The Florida Bar's Board of Governors, speaks at the luncheon.



Pictured from left are: 2001-2002 FAWL President Susan F. Fox; The Honorable Corrine Brown; 2001-2002 VHCNFBA President Noel Lawrence and 2001-2002 EOL Section Chair Marcia Cohen.

Also attending the luncheon: Edith Osman, The Florida Bar Past President, Judge Davis, Susan Fox, FAWL Immediate Past President, and Sharon Glickman, 1996-97 FAWL President.





Judge Mattie Belle Davis receives FAWL's Lifetime Achievement Award

Judge Mattie Belle Davis, a founding member of FAWL, a FAWL Golden Star and FAWL Historian for many years, was presented with FAWL's Lifetime Achievement Award at FAWL's annual Awards Luncheon, at Boca Raton in June 2002.

Judge Mattie Belle Davis attended Business College in the 1920's in Miami, Florida and then became a legal secretary to **Troy Davis** in 1927. Unable to afford to attend law school, she studied law under the tutorship of Troy Davis. She passed the Bar in 1936 and practiced with Davis until his death in 1948.

Judge Mattie Belle Davis was at the inaugural FAWL meeting in 1951, was a founding member, and served as president in 1957. In 1959 she became the first woman Judge of Metropolitan Dade County, and for several years was the only woman Judge with county-wide jurisdiction. She retired as a judge in 1980, and continued as senior judge until 1996.

Judge Mattie Belle Davis throughout her career has been very active, and held office in numerous organizations both locally and nationally. To name a few: she was President of the National Association of Women Lawyers in 1965; Delegate to the BA House of Delegates in the 60's, 70's, and 80's; she was the first Florida woman and the second nationally to be elected as Fellow to the American Bar Association Foundation. Through work as Traffic Judge she became a state and national leader in traffic issues. She is the founding chair of the National Association of Women Judges. She has been inducted in the Florida Women's Hall of Fame. ■

► FEMINIST, from Page 12

those accused of a crime, no matter what that crime may be, does not completely conflict with these basic tenants of feminism. In fact, by ensuring that the judicial system continues to subscribe to the belief

that defendants are innocent until proven guilty, feminists may be actively working toward the goals of equality,

fairness and justice. The definition of a feminist does not have to include subverting the judicial system. Admittedly, there are problems with the system. However, if there are flaws, we should work to reform the system, not dismantle it. For this reason, it will not only be possible to act both as an attorney and a feminist, it will be necessary. ■

The definition of a feminist does not have to include subverting the legal system.

Rebecca Knox is a law student at Nova Southeastern University Law Center in Broward County and a member of FAWL NSU Chapter.

ADVERTISE WITH US... in print or on-line!

Advertise your services in the FAWL Journal or on the FAWL website.

The FAWL Journal is published quarterly and sent to all FAWL members.

All female lawyers in Florida receive the spring/summer issue.

The FAWL Website is available to anyone with internet access!

IF INTERESTED, CONTACT:
Pat Stephens at
850/894-0055.

Congratulations to FAWL Members

► **Rhea F. Law**, president of Fowler White Boggs Banker, has been selected by the Rotary Club of Tampa to receive the Service Above Self Award in recognition of her commitment to vocational improve-



ments and involvement with the civic community. She was also selected by the Stetson Lawyers Association as the 2002 recipient of the Ben C. Willard Award for outstanding service and dedication to the legal profession and to Stetson University College of Law. She is the statewide chair of the Fowler White Boggs Banker's Government, Environmental and Land Use department and concentrates her practice in the area of acquisition, permitting, environmental representation, land use and zoning matters. Fowler White Boggs Banker is one of Florida's oldest and largest law firms with more than 180 attorneys in seven offices in Ft. Myers, Naples, Orlando, St. Petersburg, Tallahassee, Tampa and West Palm Beach.

► **Jennifer C. Frank**, formerly with Drage, de Beaubien, Knight, Simmons, Mantzaris & Neal, LLP, and **Shannon L. Daniels**, formerly with Quintarious, McCumber, Prieto & Wood, P.A., have become associated with the Law Firm of Wendy L. Aikin, P.A. in Winter Park.



Jennifer Frank



Shannon Daniels

► Central Florida Chapter member **Anna Long** presented the topics, "Growth Management and DRI Update," "How to Deal With Agencies in Negotiation Settlement or Consent Agreements," and "What Title V and HAP Air Emission Sources Need to Know," at the 16th Annual Florida Chamber of Commerce's Environmental Permitting Summer School.

The Naples audience was comprised of several state agency representatives, consultants, land brokers, mitigation bank representatives and attorneys. Long is a member of Lowndes Drosdick Doster Kantor & Reed, P.A., a full-service law firm serving Florida businesses since 1969.

► Hillsborough Association for Women Lawyers member **Susan Johnson-Velex**, an attorney with the law firm of Fowler White Boggs Banker, has been elected to the Board of Directors of the Hillsborough



County Bar Association. She practices in the firm's Government, Environmental and Land Use department and concentrates her practice in the area of land use, local government and administrative law.

► **Rebecca L. Palmer**, a partner with the Orlando law firm of Lowndes, Drosdick, Doster, Kantor & Reed, P.A., has been appointed to the board of trustees for the Orange County Bar Association's Legal Aid



Society. She also presented "Florida Family Law and Custody Disputes" at a recent National Business Institute seminar. She is a 1994 honors graduate of Stetson University College of Law and also holds an undergraduate degree from Stetson (B.A. with honors 1991). Her areas of practice include litigation, with an emphasis on domestic relations and family law. She is certified by the Supreme Court of Florida as a family law mediator. Palmer is a member of the executive council of the Orange County Bar and is active in the community including serving as adjunct professor at University of Central Florida and Barry University, Barry University Advisory Board, Stetson University Alumni Association Board of Directors, president of Central Florida Association for Women Lawyers, and a member of the Citizen Commission for Children, Women's Executive Council, Economic Development Commission and Greater Orlando Chamber of

Commerce. Lowndes, Drosdick, Doster, Kantor & Reed, P.A. is a full-service law firm serving Central Florida business since 1969.

► Palm Beach County Chapter



member **Julie H. Littky-Rubin**, an associate with the West Palm Beach-based personal injury firm of Lytal, Reiter, Clark, Fountain & Williams, LLP, has

become Board Certified in Appellate Practice by The Florida Bar. She serves as the firm's in-house appellate lawyer and also handles appeals and trial support matters for attorneys outside the firm. She holds memberships in numerous legal associations and is a former President of FAWL's Palm Beach County Chapter.

► **Mary Margaret Schneider** has



joined the law firm of Aronovitz Trial Lawyers. She has provided of counsel support to the firm since October 2001. She specializes in

plaintiff's personal injury, wrongful death, medical malpractice, product liability and consumer class action cases. Before joining Aronovitz, she was affiliated with David M. Lipman P.A., and prior to that was with Stanley M. Rosenblatt, P.A., for more than 13 years. "Being an advocate for victims and trying to make their lives better is more rewarding than I ever imagined," Schneider said. Prior to earning a law degree from Loyola University School of Law in New Orleans, Schneider received a Bachelor of Science degree in medical technology from the Louisiana State University College of Chemistry and Physics. Schneider is membership vice president of The Miami Forum and an active parishioner at St. Hugh Catholic Church in Coconut Grove. She lives in Coconut Grove with her husband, James P. E. Roen, Esq., and their two children. Aronovitz Trial Lawyers, whose offices are at 150

West Flagler Street, Miami, was founded in 1988 by Tod Aronovitz. Currently Mr. Aronovitz is President of The Florida Bar.

▶ **Norma Stanley**, a partner with the law firm of Lowndes, Drosdick, Doster, Kantor & Reed, P.A., was a guest lecturer on "Trusts and Estates" at a Seminole Community College class on Wills, Trusts and Estate Administration for the Paralegal Studies program.

▶ **Candice D. Tobin**, Broward Chapter President-elect, recently co-authored "Election 2000: The Law of Tied Presidential Elections," 26 Nova L.R. 647 (2002).

▶ **Ashley West**, an associate with the law firm of Lowndes, Drosdick, Doster, Kantor & Reed, P.A., published an article entitled, "To Discount or Not to Discount, That is the Question: An Analysis of the Law on Discounts in Fifty States," for the July issue of the *M&A Journal*. ■

PRESIDENT KEYNOTE SPEAKER AT WOMEN OF VALOR AWARD CEREMONIES

Eunice Tall Baros (pictured, center), Assistant Public Defender in West Palm Beach, was honored by the American Jewish Committee, Palm Beach County Chapter. She is a member of the Executive Women of the Palm Beaches, the American Jewish Committee and a diplomat member of the Florida Academy of Professional Mediators. She is a graduate of the University of Florida, 1967 and 1971, and Nova Southeastern University Law School, 1980. She is a former Assistant Attorney General (Consumer Fraud Unit), and a senior attorney at Holland & Knight LLP. She was chair of the 4th District Court of Appeal Judicial Nominating Commission in 1998-99 and former chair of the Alternative Dispute Resolution Committee of the Trial Lawyers Section of the Florida Bar. She is currently a member of the Board of Directors of the statewide Florida Legal Services, Inc. Presenter of the award for the AJC was Sharon Bock, left, chief deputy for Court Services in Palm Beach County and FAWL treasurer (Palm Beach County Chapter). FAWL President **Siobhan Shea** (pictured, at right) of Jupiter, gave a dynamic keynote address speaking about Women of Valor through the ages, beginning with Deborah in the Old Testament. The event was June 27 at the Palm Beach Gardens Marriott Hotel. ■



HAWL Member Heads NCWBA!

by COLLEEN NESTOR
Co-Editor, HAWL Journal

Dawn Siler-Nixon, a HAWL member for several years, was sworn in as the 2002-03 President of the National Conference of Women's Bar Associations (NCWBA) at its annual meeting in August in Washington, D.C. NCWBA, of which FAWL is a member, is an organization of women's bar associations, providing a national forum for the exchange of ideas and information vital to growth and success in today's legal profession.

NCWBA meets three times a year to foster connections among leadership of women's bar associations throughout the nation and abroad. NCWBA also provides a free electronic "women's bar leadership" list serve for business referrals, job postings, questions and timely updates on matters of concern to women's bar associations. NCWBA's web site, www.ncwba.org, provides a chatroom available to member associations for online meetings. NCWBA's quarterly

newsletter shares news of significance with women's bar associations. Each year NCWBA honors a women's bar association for excellent community service projects. Past awards have spotlighted programs on breast cancer awareness, domestic violence and pro bono legal advice to family law litigants. NCWBA is an affiliate of the ABA, with a vote in the ABA House of Delegates, and works closely with a number of ABA groups and affiliates, including the ABA Commission on Women in the Profession.

Dawn believes that the most important focus of NCWBA is to continue to help women's bar associations around the country and the world organize and grow, so she hopes to emphasize international outreach during her tenure.

Dawn, a double Tar Heel (UNC Chapel Hill, B.A. 1990; J.D. 1993), is a partner in the law firm of Ford & Harrison LLP in Tampa. Her practice is primarily involved in litigation, and she has represented numerous private and public employers in a wide variety of employment-related lawsuits before agencies and in state and federal courts.

Dawn has been active in HAWL (1999-2002); FAWL [representative to the National Conference of Women's Bar Associations (1997-2002), Constitutional Revision Committee Chair (1997-1999), newsletter editor (1996-1997)]; National Conference of Women's Bar Associations [President (2002-2003), President Elect (2001-2002), Vice President (2000-2001), Board Member (1997-2000)]; George Edgecombe Bar Association (2000-2001); Young Professionals for Covenant House; Gwen Cherry Women's Political Caucus; Hillsborough County Chamber of Commerce; Florida Chapter of the National Bar Association (African-American Bar Association); National Bar Association Voting Rights Commission (2001); and the American Bar Association AIDS Coordinating Committee [Board Member (1998-2002)].

Congratulations Dawn, we look forward to reading great things about you in the coming year! ■



MEET FAWL'S 2002-2003 EXECUTIVE BOARD



**SIOBHAN
H. SHEA,
PRESIDENT**

President **Siobhan Helene Shea** is an appellate attorney in West Palm Beach. She is an active member of Palm Beach County's

Chapter, where she served as President, Past-President (for two terms), State Representative, Treasurer and Newsletter Editor from 1995 to 2001. She serves on the Appellate Rules Committee and Criminal Appellate Rules and Family Appellate Rules Subcommittees of The Florida Bar and is a Co-Editor of the *Record*, the *Journal* of the Appellate Practice Section of The Florida Bar and is on the Executive Council of the Appellate Practice Section of The Florida Bar. She is a past chair of the Appellate Practice Committee of the Palm Beach County Bar Association and is a Past President, former President-Elect and former Vice-President of B'Nai B'Rith's Palm Beach Justice Unit. She has received The Florida Bar President's Pro Bono Service Award and the American Immigration Lawyers Association Human Rights Award. She is also a member of the Craig S. Barnard American Inn of Court. She is also newsletter editor for the American Bar Association's Council of Appellate Lawyers and a past member of its Executive Council. She is also active in her community, in civic organizations and in schools and was instrumental in helping to establish a local transitional home for women in Palm Beach County. She is a 1991 graduate cum laude of University of Miami School of Law.



**DINITA JAMES,
PRESIDENT-
ELECT**

Dinita L. James is a partner in the Tampa, Florida, office of Ford & Harrison, LLP. She litigates complex matters in federal and state court,

including large employment discrimination class actions as well as defense of individual cases arising under anti-discrimination, whistleblower protection and anti-retaliation laws, and enforces noncompetition and trade secret agreements. A 1980 graduate of the School of Journalism at the University of North Carolina at Chapel Hill, she worked as a reporter and editor for the Greensboro (N.C.) *News & Record* and the *Tampa Tribune* before entering law school and now advises clients on dealing with the media in high-profile cases. She returned to the University of North Carolina School of Law, graduating first in her class and earning a juris doctor degree with highest honors in 1990. She is co-chair of the ABA Litigation Section's Committee on Class Actions and Derivative Suits. She was also president of the Hillsborough Association for Women Lawyers in 2000-01.



**DEBORAH
MAGID,
SECRETARY**

Deborah Magid is currently the President-Elect of the Miami-Dade Chapter of FAWL and the Secretary for State

FAWL. She has also served as Secretary for the Miami-Dade Chapter and Treasurer for State FAWL. She was a recipient of the Miami-Dade FAWL President's Award for 2000-2001. She graduated from the University of Miami Law School with honors. She works at the Miami-Dade State Attorney's Office, Civil Division and also part-time, at St. Thomas University School of Law, where she teaches legal research and writing and appellate advocacy. She is on the Board of Directors for the PACE Center for Girls, an alternative school for at-risk teenage girls. She is also a program coordinator for Hands on Miami, a volunteer organization. She regularly volunteers at a Children's Home Society group home that temporarily houses young children awaiting to

be reunited with their parents or placed in foster care. She has served on numerous Florida Bar committees and currently is a member of the Family Law Rules Committee and is very active in The Florida Bar Family Law Section. She has also published articles and been a speaker on family law issues. In addition, she served as the Vice-Chair on an Eleventh Circuit Grievance Committee.



**MARY KAY
WIMSETT,
TREASURER**

Mary K. Wimsett grew up in Gainesville with her parents, Dr. **Whit** and **Ruthanne Curry**, and her

brother, **Robbie Curry**. After graduating from the IB Program at Eastside High School, she attended Vanderbilt University in Nashville, Tennessee. She graduated cum laude from Vanderbilt with Honors in English in 1994 and returned home to Gator Country for law school at the University of Florida. While in law school, she served as a Florida Bar Legal Services Fellow and a UF Center for Governmental Responsibility Public Service Fellow. She and her husband, **Gary D. Wimsett, Jr.**, also a UF Law graduate, moved to Tallahassee upon graduation in 1997. As an Assistant Public Defender for the Honorable Nancy Daniels, Mary K. handled felony, juvenile and misdemeanor caseloads for two years. In the winter of 2000, she became a program attorney for the Guardian ad Litem Program in the Second Judicial Circuit where she handled dependency and family law cases. She serves on the Florida Bar Juvenile Rules Committee and was recently Vice-President for the Tallahassee Women Lawyers. She and her husband welcomed a baby girl into their family in December 2001. The Wimsett family recently moved back to Gainesville and is very excited to be home again.



**JULIE KOVES,
TREASURER-
ELECT**

Julie Koves received her J.D. from the University of Florida College of Law in 1992. Prior to law school, she was a

state probation officer in Broward County, and after law school, worked as an assistant state attorney in Seminole County. She later established her own practice doing primarily criminal defense and family law. For three-and-a-half years, she served as a part-time traffic court hearing officer in Seminole and Orange Counties, and for six years, she was employed as an independent contractor doing hearings and research for other attorneys. Currently, she is working at the Barry University Dwayne O. Andreas School of Law Legal Clinic as an Attorney Ad Litem representing abused, neglected and abandoned children in dependency cases. She is also certified in both family mediation and in arbitration. In addition, she is serving a second term on The Florida Bar Traffic Rules Committee, she serves as a mediator for the Bar's pro bono grievance mediation program and she serves as a pro bono Guardian Ad Litem. Julie has served on the FAWL board for the past four years as CFAWL's Chapter Representative twice and as FAWL's Treasurer and Public Relations Officer.



**FRANCES GRACE
COOPER,
MEMBERSHIP**

Frances Grace Cooper is a partner with the law firm of Napolitano & Cooper, PA, in Sarasota. She

specializes in personal injury and insurance law issues, and other general civil litigation matters. She attended Mercer University School of Law, where she was a member of the moot court

appellate advocacy team, and she was recognized for her writing skills. She graduated in 1997. She earned her undergraduate degree with honors from Flagler College in historic St. Augustine, and has a BA in social sciences. She is an active member in the local chapter of FAWL having served on the Sarasota Chapter's Board of Directors since 1999 and serving as the 2000-2001 President.



**CAROLYN
COUKOS,
PUBLIC
INFORMATION**

Carolyn C. Coukos is a Vice President of Northern Trust Bank. She is employed in

Northern's Naples office and manages its estate settlement department for Southwest Florida. She is a member of the Board and a former President of the Collier County Women's Bar Association. She also serves on the Board of the Collier County Shelter for Abused Women. Carolyn moved from Indiana to Florida in 1994. While in Indiana, she was Vice President and Trust Counsel for Bank One in Indianapolis. She left Bank One after ten years to set up her own law office and practiced for another ten years, concentrating in estate and trust law and employment law. She was nominated by the Indiana Judicial Nominating Commission to be Judge of the Indiana Tax Court, a statewide appellate level court. She also led a state wide coalition of citizens organizations which was dedicated to the enactment of community property law in Indiana. She was the founding chair of the Women Lawyers Division of the Indianapolis Bar Association, the only association for women lawyers in Indiana. She received a BA degree from the University of Kansas and a JD degree from Indiana University School of Law. Between college and law school, she worked for *Time Magazine* in New York.



**VE NE HAMILTON,
JOURNAL
EDITOR**

Vene M. Hamilton chairs The Florida Bar's Voluntary Bar Liaison Committee and is a board

member of the Florida Council of Bar Association Presidents. She is a past-president of the Broward County Women Lawyers Association and is a general practitioner specializing in family and immigration law at the Law Offices of Vene Hamilton PA, in Pembroke Pines. **Submissions to the FAWL Journal are welcome. Articles for the winter issue should be forwarded by November 15, 2002 to the attention of Vene Hamilton, Law Offices of Vene Hamilton PA, 269 N. University Drive, Pembroke Pines, Florida 33024 or venelaw@netscape.net.** ■

CALL FOR NOMINATIONS

The ABA Commission on Women in the Profession is accepting nominations for the 13th Annual Margaret Brent Women Lawyers of Achievement Award. Nominations forms and materials are due on or before December 13, 2002. The awards will be presented at the ABA Annual Meeting in San Francisco, CA on Sunday, August 10, 2003.

For additional information, call 312/988-5668 or e-mail walterj@staff.abanet.org.

The award was created in 1991 to recognize and celebrate the accomplishments of women lawyers. This award honors outstanding women lawyers who have achieved professional excellence within their area of specialty and have actively paved the way to success for other women lawyers.



FAWL's Golden Stars



We continue to feature some of the Golden Star recipients in the FAWL Journal.

These women were honored as a part of the association's 50th anniversary celebration.

Karen K. Cole

Nominated by Jacksonville Women Lawyers Association

The Honorable **Karen Cole** has been a Golden Star to the Jacksonville Women Lawyers Association. She has been a great supporter of the JWLA and is one of the most visible judges at our meetings. She has been involved in the legal community including terms as President of the Jacksonville Bar Association and the Chester Bedell American Inns of Court. She has also served as chair of the Family Court Steering Committee and the family law faculty of the College of Advanced Judicial Studies. Finally, she has served as the Fourth Circuit Mentor Judge Coordinator, as a member of the steering committee of the Governor's Task Force on Domestic Violence, and as co-founder of the Jacksonville Medical-Legal Coalition. She graduated college from Jacksonville University and attended law school at the University of Florida. She was AV-rated by Martindale-Hubbell while she was in private practice. She is one of the most respected judges of the Fourth Judicial Circuit. She is a role model having struck an admirable balance between her professional and personal life.

tion which provides group counseling to victims of children sexual abuse and rape. She has also been an instructor for The Florida Bar Trial Advocacy Seminar. Judge Freeman is presently a Dade County Library Trustee and Master Bencher in Family Law Inns of Court. In addition to serving as the 1984-85 FAWL state president, Dade County FAWL, and The Florida Bar, Judge Freeman has served on the board of the National Association of Women Lawyers. She is a recipient of the following awards: Metro Dade County Award "In the Company of Women," Dade County FAWL "Mattie Belle Davis Award," Legal Services Pro Bono Award, and the Coral Gables Chamber of Commerce Award. She was inducted into the Hall of Fame by Brien McMahon High School in Norwalk, Connecticut, is a Fellow of the American Bar Association and is listed in Who's Who of American Women and Who's Who International.



Gill S. Freeman

Nominated by State FAWL Executive Committee

The Honorable **Gill S. Freeman** was nominated as a Golden Star by the FAWL's Executive Committee. Judge Freeman graduated cum laude from the University Of Miami School of Law in

1977. She practiced in Miami with the law firm of Walton, Lantaff, Shroeder & Carson from 1977 until 1982. In 1982, she began practicing at the law firm of Ruden, McClosky, Smith, Schuster & Russell, P.A., and she became a partner at the firm in 1983. Since August 1997, she has been a Circuit Court Judge in Miami Dade County. Judge Freeman has served on many law-related committees, including the Supreme Court Commission on Fairness (Chair 1999), Supreme Court Gender Bias Study Commission (Vice Chair 1987-90), Supreme Court Gender Bias Implementation Commission (Chair 1991-94), and the All Bar Conference Committee. She served as program chair of the First 150 Women Lawyers Project, which was a joint effort by The Florida Bar and FAWL. She was chair of the board of directors of Spectrum Programs, which is a drug and alcohol rehabilitation program operating in Dade and Broward Counties, and she chaired the board of directors of Journey Institute, an organiza-



Tonia Yazgi

Nominated by Jacksonville Women Lawyers

Tonia Yazgi would definitely be considered a Golden Star to our local chapter and to the Jacksonville legal community. She is Jacksonville Women Lawyers Association's former President,

President-Elect and Secretary. She continues to be active in the JWLA and to serve as a great resource and mentor. She also served as FAWL state President, President-Elect, Secretary and Chapter Representative. She has been active in other legal activities including various committees of The Florida Bar, the Florida Defense Lawyers Association, various committees of the Jacksonville Bar Association, the Jacksonville Association of Defense Lawyers, the Northeast Florida Medical Malpractice Claims Council and the Medical Legal Coalition. She is active in the community with the Jacksonville Women's Network, as a guest speaker at various schools and investitures, and as a member of the Salaam Club of Florida. She attended Dartmouth College and law school at Tulane Law School. After law school she was an association for Kent, Hayden, Facciolo and McMorrow. She then became a shareholder with Brown, Obringer, Beardsley & DeCandio. In the year 2000, she opened her own practice, the Yazgi Law Firm, where she specializes in medical negligence, personal injury, real estate, professional liability, business transactions, wills and estates, and appellate practice. Ms. Yazgi is a graduate of Tulane Law School. She has served as a role model to the women of our chapter through her local and statewide accomplishments. She is most deserving of this award.



BEYOND THE BILLABLE HOUR™

When the Going Gets Tough, the Tough Learn RESILIENCE

"More than education, more than experience, more than training, a person's level of resilience will determine who succeeds and who fails. That's true in the cancer ward, it's true in the Olympics, and it's true in the boardroom."

— DIANE L. COUTU, quoting Dean Becker, CEO of Adaptive Learning Systems, Harvard Business Review, May 2002, p.47



by ELLEN OSTROW, Ph.D.

As attorneys, change is probably the one constant in your life these days. Changes in the economy, in the legal marketplace, in the profession, and in technology all require adaptation.

- ▶ Perhaps your firm is "downsizing" because business is slow in your practice area.
- ▶ You may be feeling insecure about your job.
- ▶ Possibly you're among those attorneys who thought that your position was secure only to have been told to look elsewhere.
- ▶ If your firm has merged with another, you have to cope with new reporting relationships and adapt to a changing work culture.
- ▶ If you've recently become a partner you're faced with new demands for business development and greater leadership responsibilities.
- ▶ Increasing numbers of women in the profession require adaptations from their workplaces. Work norms and long-standing assumptions are being strongly challenged.
- ▶ If you're a parent, you may be finding the adjustments you're required to make to your workplace to be in conflict with the needs of your family.
- ▶ You may be returning to work after family leave and be concerned about how your absence will effect your career.

Work changes, life changes and transitions are stressful. Change is disruptive. It creates uncertainty and requires you to make adaptations above and beyond your already excessive workload.

Whether you work in private practice, in the legal department of a corporation or in the government, the changes to which you have to adapt are probably coming at you so rapidly you barely have time to reflect upon them.

Fortunately, psychological research has identified the characteristics of people who cope well with adversity and change. Many of these attributes are skills you can learn – skills that a professional coach is trained to help you acquire.

Whether you call coping well with difficult times "resilience," "adaptability," or "hardiness," here are a list of 14 attitudes and behaviors that you can practice in order to become more resilient:

FACE REALITY

Resilient people truly understand and face the reality of their situation, even if it's emotionally difficult. Sugar-coating a difficult situation doesn't help you cope. Instead, face reality in a way that allows you to prepare to manage it.

DEVELOP AN OPTIMISTIC OUTLOOK

Optimism doesn't mean looking at the world through rose-colored glasses. It means facing problems with an eye on how to solve them. Rather than feeling like a victim of change, consider the opportunities that change presents.

Difficult situations often offer important learning experiences. The core of resilience is the ability to transform adversity into a challenge from which you can learn and grow. Resilience involves going beyond coping and adaptation to actually making "transformative" change.

When faced with change, try to tolerate ambiguity and remain open to new experiences. Look for the possibilities in uncertainty, rather than focusing on the dangers. Although most people prefer predictability, try to appreciate that you grow more from challenge than from routine and comfort.

MAKE A COMMITMENT

People who are committed to what they do – who are strongly interested in their work – are resilient in the face of challenges. Resilient lawyers look forward to doing the work they've chosen to do. Resilience requires finding a way to turn the difficult situation you're experiencing into something interesting and important to you.

If your work feels trivial or meaningless, it will be very difficult to persist in the face of hardship. This is one reason why it's so important to do work you love.

BE PROACTIVE

Resilient people are the sculptors of their life and career situations – not the sculpture. Take the initiative to identify opportunities and act on them. Go beyond adapting to adversity and actively work to change your circum-

stances for the better.

Proactive lawyers select and influence the situations in which they work rather than merely reacting to situations created by others. Try to identify and pursue opportunities for self-improvement such as establishing relationships with mentors and acquiring needed skills.

Develop a career plan. Seek a work environment that matches your needs and values. Build a network of supportive colleagues, friends, mentors and a professional coach to help you anticipate change and prepare for it.

DEVELOP A SENSE OF HUMOR

The culture of the legal profession is very serious, but the fact is that you need a sense of humor to be resilient in the face of change and adversity. Humor provides you with perspective. While facing the reality of your situation, it's also useful to see the absurdity in it. Try to remember the crises with which you successfully coped and how enormous they seemed at the time. Laughing at how seriously we can sometimes take ourselves can allow us the psychological space to see alternatives we hadn't seen before.

The ability to reconstruct the stressful situation – to stretch your imagination, broaden your perspective and deepen your understanding – is crucial to resilience. If this is difficult for you, then consider this an opportunity to learn how to cognitively reframe adversity.

STAY FOCUSED

Have a clear sense of what you're trying to achieve and use your goals and priorities to stay on track during turbulent times. Don't waste your energy on unimportant details; stay focused. If you do become temporarily sidetracked, refocus on your goals and what matters most to you.

BE RESOURCEFUL

Resilience requires that you be inventive in using whatever resources you can find. This includes your internal resources as well as those you can access from others – including their emotional support. Improvise; be creative; be willing to try something and see if it works. You can

always discard it if it isn't effective.

BE FLEXIBLE

Consider a wide variety of options in addressing challenges. Rather than getting stuck repeating ineffective strategies, pay attention to obstacles and use them as information that a shift to a new approach is required.

STRUCTURE AMBIGUITY

The uncertainty of change can be made less stressful by organizing the information you have. Categorize and prioritize information in a way that allows you to approach challenging situations with a plan. Keep yourself from becoming overwhelmed – develop an organizational structure that enables you to systematically evaluate approaches according to their effectiveness. When you're systematic, you hold onto important details and discard those that are irrelevant. You can avoid re-tracing your steps and continue to move forward.

BE SELF AWARE

Transforming change and difficulty into useful experience requires that you stay open not just to the reality of the situation, but also to the reality of your strengths and limitations. The only way you can develop a self-improvement plan is through an honest assessment of the kinds of assistance you need. Lawyers often feel they have to be able to do everything themselves – this is not a path to resilience.

Resilience also requires insight into your own motives. If you have the willingness to acknowledge and express your feelings and a genuine desire for self-understanding you'll be better prepared to face diversity.

BE PERSISTENT

Persistence in the face of adversity is one of the cornerstones of resilience. Take responsibility for your own fate. Stay resolute in your values and goals and remain determined and self-disciplined in your efforts to achieve them.

Persistence doesn't mean you never feel discouraged. But it is important to maintain your focus on the goal in spite

of your feelings of discouragement. Like a marathon runner, you keep going because you believe in what you're doing. You simply will not give up.

DEVELOP YOUR EMOTIONAL INTELLIGENCE

Resilient people see to the heart of the problem and are perceptive of interpersonal cues. Be assertive, willing to tell others about yourself, and socially skillful. When your emotional intelligence is well-developed, people experience you as warm, caring and compassionate. They like and accept you and want to be helpful.

BELIEVE YOU CAN

The belief that you can influence the events and circumstances of your life is essential to resilience. This doesn't mean you think you can control everything. Instead, cultivate your ability to focus on what you can influence and control. It's important to focus on what you CAN do when faced with things you can't change.

HAVE A STRONG SENSE OF PURPOSE

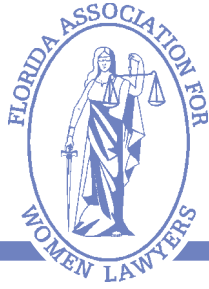
People who succeed in the face of great adversity have a strong sense that life is meaningful. Their sense of purpose allows them to build a cognitive bridge from the difficulties of the present to the better future they're trying to construct.

This kind of vision is a hallmark of great leaders as well as survivors. The image of something meaningful provides you with an anchor to hold onto during turbulent times. It can transform an overwhelming situation into one that's manageable.

Consider the lawyers you know who have succeeded in spite of the most difficult challenges. Odds are they've developed the attitudes and skills that constitute resilience.

Professional coaches are trained to help you develop your cognitive, emotional and behavioral ability to adapt to change and transform it into opportunity. Remember — more than anything else, resilience will determine who succeeds and who fails. ■

Ellen Ostrow, Ph.D., established LawyersLifeCoach.com to coach busy lawyers who might benefit from insights gained from 20 years as a psychologist combined with her experience and familiarity with the legal profession. She is a member of the International Coach Federation and a graduate of the Mentor Coach Program.™ She can be reached at 301/585-5539 or at Ellen@lawyerslifecoach.com.



Florida Association for Women Lawyers

MEMBER APPLICATION

Application also available at website: <http://www.fawl.org/>

NAME _____

TYPE OF MEMBERSHIP: New Member Renewal Student

Florida Bar Number Check here if not a member of The Florida Bar

Firm/Employer _____

Law School (*Student Members Only*) _____

Mailing Address _____ City _____ State _____ Zip _____

Business Phone _____ Home Phone _____ Fax _____

E-Mail Address _____

Areas of Practice: _____

Payment includes local and state dues, check appropriate chapter and remit corresponding payment to chapter address or FL Assn. for Women Lawyers; P.O. Box 15998; Tallahassee, FL 32317-5998.

- Brevard County Association for Women Lawyers: \$60
- Broward County Women Lawyers Association: \$60, \$25 Students
- Central FL Assn. for Women Lawyers, P.O. Box 3354, Orlando 32802: \$75, \$35 Students
- Clara Gehan Association for Women Lawyers (8th Circuit): \$45
- Collier County Women's Bar Association: \$60, \$40 Students & Government attorneys
- FAWL at Stetson, 1401 61st Street South, St. Petersburg 33707: \$10
- Hillsborough Association for Women Lawyers: \$70
- Jacksonville Women Lawyers Assn., P.O. Box 1923, Jacksonville 32204: \$80
- Lee County Association for Women Lawyers: \$60
- Manatee County FAWL, P.O. Box 1594, Bradenton 34206-1594: \$50
- Marion County Chapter: \$60
- Miami-Dade FAWL, P.O. Box 110708, Miami 33111-0708: \$60, \$25 Students
- Northwest Florida Chapter of FAWL: \$60
- Nova Law Center Chapter: \$15 Students
- Palm Beach County Association for Women Lawyers: \$60
- Pinellas County Association for Women Lawyers: \$45
- St. Thomas University Law School Chapter: \$10
- Sarasota FL Assn. for Women Lawyers, 100 Wallace Ave., Ste. 240, Sarasota 34237: \$65
- Tallahassee Women Lawyers, P.O. Box 10567, Tallahassee, 32302: \$60
- Treasure Coast Association for Women Lawyers: \$50
- Volusia County Association for Women Lawyers: \$60, \$10 Students
- Not affiliated with a Local Chapter: \$30



RESULTS OF THE FAWL WOMEN'S HEALTH SURVEY

During the 2002 FAWL Annual Meeting, a survey was conducted to assess health care practices among FAWL's membership, as well as to determine the knowledge of key women's health care issues. During the luncheon, attendees completed the survey and returned them to the Pfizer Clinical Education Consultants for analysis. A total of 40 surveys were completed. During the next series of newsletters, results of the survey will be presented along with some related health care information. This newsletter focuses on cardiovascular disease (CVD).

CARDIOVASCULAR DISEASE (CVD)

CVD is the number one cause of death for both men and women. *Only 53% of the FAWL membership was able to correctly identify that CVD was the leading cause of death in women.* Unfortunately, many women still do not recognize that they have the highest chance of dying from heart disease. One in two women will die of CVD or stroke, as compared to 1 in 26 women due to breast cancer. The truth is CVD kills twice as many women as all forms of cancer combined. Heart disease is present in 9 million women and the prevalence increases as a woman ages, with 1 in 10 women having heart disease between the ages of 45-65 and increasing to 1 in 4 women over the age of 65. Despite an overall reduction in CV death rates since 1980, most of the decline is seen in men. Since 1984, the number of deaths related to CV disease in women has exceeded that for men. In 1998, the CVD mortality was 53% in women and 47% in men.

TABLE 1.
RISK FACTORS FOR THE DEVELOPMENT OF CARDIOVASCULAR DISEASE

AGE

Men 45 years or older
Women 55 years or older

FAMILY HISTORY

Your father or brother had a heart attack or stroke before age 55; or your mother or sister had one before age 65

CIGARETTE SMOKING

Increases your risk 2-6 times

BLOOD PRESSURE

Your blood pressure is equal to or higher than 140/90 mm Hg; or you are currently taking blood pressure medicine

HDL (GOOD) CHOLESTEROL

Your good cholesterol is lower than 40 mg/dL

DIABETES

You have been diagnosed with diabetes



Only 53% of the FAWL membership was able to correctly identify that cardiovascular disease was the leading cause of death in women.

FAWL MEMBERSHIPS' CARDIOVASCULAR HEALTH CARE PRACTICES

BODY MASS INDEX Average 24.6
(Calculated) (range 18-38)

Body Mass Index, or BMI, is used to determine the degree of a person's excess body weight accurately, because it is a measurement of weight that takes height into account. A person with a BMI of 25 to 29.99 is considered "overweight." A BMI of 30 or higher, would be diagnosed as "obese." Normal weight is defined as a BMI in the range of 20 to 24.

CIGARETTE SMOKING 8%

Cigarette smoking is a risk factor for the development of CVD.

ROUTINE EXERCISE 65%

Routine exercise helps to control body weight, reduces high blood pressure, and high cholesterol.

CARDIOVASCULAR CONDITIONS AFFECTING THE FAWL MEMBERSHIP

BLOOD PRESSURE

High blood pressure, or hypertension, is a systolic blood pressure (top number) equal to or higher than 140 mm Hg or a diastolic blood pressure (bottom number) equal to or higher than 90 mm Hg. High blood pressure is a risk factor for the development of CVD and strokes. It is estimated that 12% of the United States workforce has uncontrolled high blood pressure, of which 35% of employees are not even aware that they have the condition.

- ▶ **10% percent of the FAWL membership responded that they had high blood pressure.**

- ▶ **Only 36% were able to correctly identify blood pressure levels that would be considered high.**

CHOLESTEROL SCREENING

The National Cholesterol Education Panel (NCEP) guidelines recommend that total cholesterol should be less than 200 mg/dL. High cholesterol is the most common chronic condition among American workers over 35 years of age. High cholesterol is a major risk factor for the development of CVD. For each 10% increase in cholesterol, a person's risk of CVD increases by 20% to 30%. Twenty percent of the United States workforce have uncontrolled high cholesterol, and only 59% are aware that they have the condition.

- ▶ **13% percent of the FAWL membership responded that they had high cholesterol.**
- ▶ **65% were able to correctly identify cholesterol levels that would be considered high.**
- ▶ **95% knew that there is a good cholesterol called "High Density Lipoprotein" or HDL.**

DIABETES

People with a fasting blood glucose equal to or higher than 126 mg/dL have diabetes, according to the American Diabetes Association (ADA). Diabetes is a risk factor for the development of CVD.

- ▶ **10% percent of the FAWL membership responded that they had diabetes.**

CONCLUSION

Cardiovascular disease is the number one cause of death for both men and women. Lowering your risk factors, by keeping your cholesterol, blood pressure, and blood sugar under control, will lower your risk of developing a heart attack or stroke in the future. If you have not had your blood pressure, cholesterol, or blood sugar checked within the past year, we at Pfizer encourage you to do so. ■

the registry every time they had sex. Thirty states have a version of the father registry.

Under the current law, birth mothers must file adoption petitions in the county of the birth father and each possible location of conception. This provision applies even in cases of statutory rape, conflicting with other state laws which explicitly prohibit and criminalize publication of the names of statutory rape victims. The publication requirements could also double the cost of the adoption proceeding. Furthermore, some married women may choose abortion rather than reveal the details of their sex lives in a public arena. The law is also vague on the size of the newspaper in which the ads must appear. Therefore, the notices may likely turn up in smaller papers because of the lower cost to publish the notices and a hope by the women who file the notices that a minimal number of people will read them. There are 5,000 to 7,000 adoptions a year in Florida, about 80 percent of which are private. The law applies only to private adoptions.

Currently, the groundwork is being laid for an effort to have legislators repeal the law during the 2003 session.

CHAPTER VOTING RESULTS:

Chapter votes in favor: CFAWL, Lee, Manatee, Miami Dade, Nova, Sarasota, Volusia.

Chapter votes against: Hillsborough. The Hillsborough Chapter feels that potential fathers should be notified and that the present methods of notification could be rectified in the 2003 legislative session. HAWL's Board approved a motion that HAWL vote against filing the amicus brief. The HAWL Board's discussion indicated that, while birth mothers are significantly affected by the publication requirement, birth fathers and adoptive parents also have rights that need to be protected. It was suggested that the statute be changed to provide for a paternity registry, which could not be accomplished through the court. There also was a concern that there might be significant differences of opinion among HAWL members because they believed the Family Law Section of The Florida Bar had endorsed the legislation and adoption attorneys oppose it. ■

Career Center News

WWW.FAWL.ORG

These "tips for success" are brought to you by the Florida Association for Women Lawyers and their online Career Center service.

SETTING GOALS FOR SUCCESS

In this article our desire is to help you draw a clear picture of what is important to you in your desired position. As we discuss each topic we suggest you take out a sheet of paper write each decision item down and give them one of three labels:

- ▶ **Essential:** You would not make a move without it.
- ▶ **Desired:** It is an area of importance, but still negotiable.
- ▶ **Optional:** It would be great to have it, but would have very little influence on your final decision.

MONEY

Money may not be everything, but in today's world it is good to have... necessary in fact! Accordingly, it remains the main focus when job searching. Do you know what your worth? The Internet as well as business and trade magazines can provide many sources of information relating to an employee's value to an employer. Another great resource is comparing what the industry is offering for your position (search our online database of jobs and find out).

BENEFITS

Rank the importance of Medical, Dental, and Vision Plans ensuring you and your family optimum health protection.

- ▶ Disability and Life Insurance – In

case something unexpected happens.

- ▶ Days off for Holidays, vacation days, sick and personal leave.
- ▶ Retirement Plan – Do they have a plan for your future?
- ▶ And what about Stock Options, Reimbursement Accounts and Profit Sharing/Bonuses?

GROWTH

What about Growth Potential? Do you feel stagnant in your current position? How important is it to find a company with career growth potential?



COMMUTE

What about your commute? How close to home would you like to work? How much time are you willing to spend in traffic?

There are few companies that provide all of the above. Your needs are personal and only you can decide what's most important.

Take a look at what you've written down and what priority it has for you in finding your desired position. Then select any of the other career resource tools we have available to help you find your dream job. ■

COMING SOON:

Cover Letters and Common Cover Letter mistakes!

MANAGING YOUR OWN LAW PRACTICE

FRIDAY, JANUARY 17, 2002

MIAMI HYATT REGENCY – 400 SOUTHEAST SECOND AVENUE – MIAMI, FL 33131

Presented by the Florida Association for Women Lawyers in conjunction with the Midyear Meeting of The Florida Bar.

To receive the hotel convention rate of \$179, call the Hyatt at 305/358-1234 prior to December 22, 2002.

8:00 a.m.
Late Registration

8:30 a.m.
Moderator: Announcements

8:40 a.m.–9:20 a.m.
How important are marketing and advertising – professional requirements, various methods?

Marketing Management is the process of educating consumers about the legal services the law office provides. Marketing is far more than advertising. Special rules apply to the marketing efforts law firms engage in. Lawyers must be aware of these rules and know how they apply to the firm's marketing plans.

—JOHN L. REMSEN, JR. and
ELIZABETH CLARK TARBERT

9:20 a.m.–10:00 a.m.
The basics. What do you have to know to start your own practice or partnership.

Requirements for those opening a law practice are minimal. Most attorneys find their concerns relate to practical considerations such as budgeting, marketing, space planning, accounting (including trust accounting), automation, setting up a client intake system, management of personnel, and so forth.

—RJON ROBINS

10:00 a.m.–10:30 a.m.
Insurance, professional liability and retirement planning issues

—PANEL: Business Planning Concepts and Florida Lawyers Mutual Representatives.

10:30 a.m.–11:45 a.m.
What I wish I'd known then – What you need to know now. A panel of practitioners at various stages in their practice offer advice.

Voices of experience, they'll share the good along with the bad. We'll also introduce you to a creative attorney who has developed an on-line practice and take a look at trends that may affect your practice in the future.

12 Noon–1:45 p.m.
Luncheon Keynote: Finding Balance

Overwhelming noted as a primary issue in a survey of the association's leadership. FAWL members will recognize Ellen, as author of "Beyond the Billable Hour," a frequent article in the FAWL Journal. This topic qualifies for mental health credit/ethics credit.

—ELLEN OSTROW, PH.D.

Sometime during your legal career you will consider "going out on your own." This program addresses the mechanics of starting your own practice or partnership. We have combined expertise in law office management with first hand experience in law firm marketing, life management and business essentials. Key sessions will include Q & A time. Stop wondering and start accessing your options. A 4.5-hour CLE program which includes .5 hours of mental health/professionalism credit.

An application for CLE credit has submitted to
The Florida Bar and is CLE credit is anticipated at:
CLER Maximum Credit: General (4 hours); Ethics (.5 hour)

Register me for **Managing Your Own Law Practice**

NAME

ADDRESS

CITY/STATE/ZIP

E-MAIL

FLORIDA BAR NUMBER

Please check below and fax or mail this form
along with a check in the appropriate amount payable to:

FAWL

P.O. Box 15998 • Tallahassee, FL 32317-5998

Phone or fax: 850/894-0055

E-mail: fawl@fawl.org

FAWL MEMBER

- CLE & Luncheon\$100
 Luncheon Only \$40

NON-MEMBER

- CLE & Luncheon\$120
 Luncheon Only \$45

FAWL CALENDAR

JANUARY 17, 2003

▶ **FAWL Midyear Meeting & CLE**

IN CONJUNCTION WITH THE FLORIDA BAR'S MIDEAR MEETING
Hyatt Regency Miami

JUNE 25-28, 2003

▶ **FAWL Annual Meeting**

IN CONJUNCTION WITH THE FLORIDA BAR'S ANNUAL MEETING
Orlando World Center Marriott

JULY 26, 2003

▶ **FAWL Annual Retreat**

IN CONJUNCTION WITH THE BAR LEADERS' CONFERENCE
Renaissance Vinoy St. Petersburg



Florida Association for Women Lawyers

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