



# THE CATALYST

*The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law*

## A view from the Chair

*By Letitia Spunar-Sheats*

**D**o you have the winter doldrums? Here is what you do. Go on a vacation to a warm weather destination. It is an enjoyable fix. The winter is interrupted and it makes spring come sooner.

A place that did it for me this year was Tahiti. We did a cruise of the French Polynesian Islands for 10 days. The trip was organized by Go Next, the travel agency that the ISBA uses. It included all your food and lodging. The food on the Oceania cruise ship has been rated #1 by a travelers magazine. It was not as expensive as you would think.

Some of the highlights of the Islands were the Bora Bora Lagoon and Matira Beach. The lagoon is one of the most spectacular natural wonders on earth. It is ringed by coral reefs and the snorkeling is some of the best in the world. We had a

glass bottom boat experience where the driver of the boat jumped out and began to feed the fish who then swarmed around the boat. He also played with a big black eel who seemed to be his friend.

We spent one afternoon at Matira Beach, voted the 8th most beautiful beach in the world by CNN. The blue water was as clear as the sky and approximately 82 degrees, perfect for me. The white sand was as fine as powdered sugar. The beach was not crowded and everybody on it was extremely friendly. Almost everybody spoke English. However, it is a long way to go for a beach.

Hopefully you can get away this cold winter. It will boost your spirits. Some other relatively inexpensive warm weather destinations are Costa Rica, Dominican Republic, and New Orleans. ■

## Wanted: Male attention—A focus on gender disparity in the law

*By Carl Newman*

**E**ven when you're just an intern, you end up hearing the good stories when you work for a judge—there's one about Judge Holderman that involves the word "courvoisier" that I really like. But my favorite story is about him at an ISBA meeting.

The whole time he wore a name tag that read: "Paula Holderman's Spouse."

I couldn't help but think of this story recently as I was reading about my future colleague in the Illinois bar, Kristin Pagano. (My best to Ms. Pagano and everyone else taking the February exam, by the way).

I was pleased by the Illinois Board of Admissions' recent decision to accommodate Ms. Paga-

no, and, I hope, all breastfeeding mothers taking the bar exam going forward.

But it was also a noteworthy moment for Illinois lawyers, myself included—or at least it should have been. When originally denied her requested accommodation, the denial was basically premised on the fact that no one else had ever received extra time to breastfeed.

Which reminded me that, of course, I would never have needed to ask for extra time to breastfeed.

Sounds obvious, I'm sure. But that's kind of the point.

When I was in law school, I attended a panel of four prominent, female judges. The topic of the

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## Wanted: Male attention—A focus on gender disparity in the law

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panel was women in the law, so I think that there might have been five other men in the crowd besides me.

I remember being particularly struck by a story that Judge Virginia Kendall told: when she joined the US Attorney's office in Chicago, she wanted to know what the office's maternity leave policy was. It was easy to follow: they didn't have one.

Because lawyers certainly think of themselves as more progressive than the general population, these sorts of stories are usually presented in past tense, but I know there's more work to be done. I know because when Justice Ginsburg is asked how many women on the Supreme Court is enough, she replies "nine."

And then the audience giggles instead of applauds.

"Diversity" too often becomes more buzzword than watchword in the legal profession and not enough attention is given to gender issues still at play.

By men, that is.

I'm no exception. I was flabbergasted when a friend of mine told me recently that when she interned in the counsel's office of a federal agency in Chicago, she was only the second female attorney in the office.

I don't mean at the same time, I mean ever.

I also went to a social event with some other lawyers recently. I went with my fiancée, who clerks for the honorable Rebecca Pallmeyer, is a graduate of Yale Law School, and in essentially every metric of the legal profession, is demonstrably more impressive than I. I'll add that I came to the event from my casual-dress office in a t-shirt, jeans, and hoodie.

It knocked me over how many male lawyers met my fiancée and me that night and focused their attention entirely on me.

It bears continual remembrance that the Illinois bar felt so strongly that Myra Bradwell was not fit to practice law that they went all the way to the Supreme Court to stop her, or any other women, from being allowed to practice in this state. That Ms. Bradwell's case was lost in 1873 should not be used as evidence that there isn't a problem anymore. In fact, there are still lots of problems—and not every one of them is as headline-grabbing as Ms. Pagano's recent request.

At one of the large firms in Chicago, there was a panel for how to get ahead within the firm, as a woman. The panel was composed entirely of men.

Kudos to them, by the way, for volunteer-

ing. But to whomever designed the panel, I ask what message does it send to your female associates that there aren't female partners in that room? Notably, there is no panel for how to get ahead in the firm as man.

These more subtle moments add up—like the men at a networking event who pick conversation with me over conversation with a federal clerk and one of Yale's top graduates.

When we were going home after this particular event, I was surprised and angered by the behavior of my male peers and what I perceived to be them slighting my fiancée in a professional setting. But what really got to me (and spurred me to even want to write about it) was that she wasn't surprised at all. She had, after all, been asked while in the federal courthouse if she was a secretary, and we're pretty sure that doesn't happen to the male law clerks in that building.

It's these moments for female attorneys that often go unnoticed by men (again, myself included) that add up to a serious and, to me, embarrassing gender gap in the law. In the Southern District of Illinois, there have only ever been two female federal judges confirmed by the Senate, and they were both confirmed in the last year. The number of female equity partners has gone up from 15.63% to 17% in the last 13 years.

Young lawyers especially need to be noticing the gender issues because paying attention to those disparities is necessary in order for the landscape to change. But our "enlightened" millennial generation is so supposedly tolerant that I worry that we'll be the ones to ignore the issue and end up making no meaningful progress.

The reason I love the story about the nametag isn't the handful of lawyers who had no idea that they were also talking to the chief judge of the local federal court (although that part's kind of funny, too). I like the story because gender equality in the law isn't just an issue for female attorneys. It's something that every lawyer needs to be concerned with, and about half of us need to pick up a little more slack.

As a member of the Young Lawyer's Division, when I think about what we should be doing as an organization, I measure every proposal against two simple benchmarks: Will it make it easier to be a young lawyer and will it make it more rewarding to practice law? A focus on gender equality in the legal profession can do both. ■

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# Mediation, meditation—Let's pause for more peaceful outcomes

By Sandra Crawford, JD

John Sturrock, a prominent commercial mediator in Scotland—described in a Chambers Guide to the UK Legal Profession as “the foremost mediator in Scotland” - is quoted as saying: *“We have laughed for years at jokes confusing mediation with meditation. But here's the point. What mediation offers is a process in which parties who would (or have) otherwise reacted adversely to each other - and who have tended angrily to confront each other, or who fear passive capitulation or who avoid addressing issues altogether - are helped to engage, within a structure.”*<sup>1</sup> Sturrock identifies this structure as a “type of pause”—a moment very much like in meditation when people are able to stop, breathe a little, and work within a structured format to find resolution.

As we set about our work as conflict resolvers (be that in the role of attorney, mediator, Collaborative Law Professional) it is important to keep the “power of the pause” in mind and find ways to have our clients use that power in negotiations, whether those negotiations are with assistance of a mediator/neutral facilitator or not. Far too often in the litigation process (be it pre-trial conferences, depositions, hearings) there is little room left for “the pause.” When a lull in conversation comes in that venue it is typically instantly filled in by an opponent without acknowledging what the other person has just said. Even sometimes in court hearings the lawyers and judges are talking over one another and not pausing sufficiently to allow for adequate listening or reflection back so that deeper understandings might flourish.

In mediation there is an old saying which goes: “the mediator controls the process, not the outcome.” “Controlling” might be too strong a word though, as it denotes a process which is not voluntary. Even when mediation is mandated, as in child custody matters by the Illinois Supreme Court Rules, mediation is always voluntary. In mediation it is up to the parties, not the mediator, whether they emerge from the mediation process with an agreement or not. Unlike judging in the context of litigation, mediating allows the professional to let go of the solution and allows the parties to do their work without relying on a third party adjudicator to tell them what the resolution is or ought to be.

Controlling the process allows the mediator to help the parties to take a pause, take the time to reflect back on what they are hearing, and to add clarification if what someone is reflecting back is imprecise, inadequate or incorrect. A good mediator therefore becomes the protector of “the pause” and is not intimidated by silence or filled with a need to end the silence instantly.

Learning how to meditate can help legal professionals (mediators, attorneys, judges) become more comfortable with silence (“the pause”) and not have to continually race against each other to be the first and last to speak. In meditation it is said we are working to quiet the “monkey mind” and focus on that one thing that connects all sentient beings—breathing. Purposeful breathing can slow the mind down which allows for better hearing and listening. If we are hearing better that most often leads to a more respectful interchange of information. That then leads to a giving up of “the need to being right all the time” (as thought lead and meditation advocate, Dr. Wayne Dyer would say). Giving up the need to be right can lead to better problem solving and more sustainable outcomes and resolutions of legal disputes in the long run.

Applying the practices of meditation with the problem solving in mediation, we then ask “how is that done?” There is a type of meditation known as “loving kindness meditation.” Dr. Barbara Fredrickson, the Kenan Distinguished Professor of Psychology and Award-winning Director of the PEP (Positive Emotions and Psychophysiology) Lab at the University of North Carolina offers a free guided “loving kindness meditation” sessions on her site Positivity Resonance: Love.2, <<http://positivityresonance.com>>. Doing one of Dr. Fredrickson's guided sessions at the beginning of the day or before going into a negotiation, mediation or a court hearing can lead to a greater feeling of centeredness and focus. When centered and grounded, we are less in the reptilian/fight or flight” part of the brain and more in the part of the brain which allows higher order thinking. Thus mediation has not only a benefit of the person who mediates, it also has a benefit for all those who come into contact with that person. If that person is a mediator or any

professional who helps move people out of conflict and into resolution, the benefits are three-fold. Anyone interested in exploring further the topics of mediation and/or meditation should feel free to contact the author at (312) 726-8766, who will be hosting Monday evening group meditation session starting in February 2015 at the offices of Sandra Crawford, The Chicago Temple Building, 77 West Washington, Chicago, IL. ■

1. From <http://www.mediation.com/>. Sandra Crawford has been a mediator since 1994, a Fellow in the Collaborative Law Institute of Illinois since 2002. She mediates and meditates regularly at the offices at The Temple Building, 77 West Washington, Suite 1018, Chicago, IL, 60602.

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## Women of the 18th Floor: Cook County Probate Division

By Emily A. Hansen

At 10:00 a.m. on any given weekday the 18th floor of the Richard J. Daley Center is humming with activity. The 18th floor is solely dedicated to the Probate Division consisting of eleven Judges, with the majority of the Judges being female, including presiding Judge Mary Ellen Coghlan. Probate law consists of two distinct areas: decedent's estates and guardianship. The decedent's estates section is comprised of four courtrooms that handle the administration of testate and intestate estates. The guardianship section is comprised of five courtrooms that handle the administration of estates of individuals who have been or are in the process of being adjudicated disabled.

As an outsider to this area of law (I practice solely in Domestic Relations), I thought the ratio of female to male Judges of this division was noteworthy. Even further, I thought a spotlight on females who are amongst the hum of the activity on any given day would bring not only inspiration to females in the legal profession, but also draw more females to probate law.

The three women I interviewed were Judge Susan M. Coleman, an Associate Judge sitting in a decedent's estates courtroom, Judge Carolyn Quinn, an Associate Judge sitting in a guardianship courtroom, and Ashley C. Coppola of Joseph W. Pieper, Attorney at Law, LLC, a young female attorney practicing in probate.

Prior to taking the bench, Judge Coleman worked at the Cook County Public Defender's Office then, in 1988, she started her own practice in the Western Suburbs of Chicago. Her practice was a small general practice handling criminal, civil, domestic relations and "it was just kind of run of the gamut."

Judge Coleman was appointed as an Associate Judge in 1997 with the Fourth Municipal District, Maybrook, being her first assignment. At Maybrook she, similar to most Judges in the Municipal Districts, heard everything from traffic to criminal to civil matters. In 2005, she was assigned to the probate division at the Richard J. Daley Center in one of the decedent's courtrooms and has been there ever since.

In describing her typical day, Judge Coleman states, "my call typically is openings and closings of deceased estates and then we have status calls and motions. We primar-

ily do openings and closings of deceased estates. We do citations to recover, will contests—well, actually our courtrooms run the gamut. We do presumptions of death. We do all sorts of crazy things. But for the most part in the morning it is just the routine matters; the openings, the closings, statuses, setting hearing dates on motions, setting briefing schedules. And then we usually do contested motions at 11:15 a.m. and then 2:00 p.m. would be contested hearings." The end of her call, the 2:00 p.m. contested hearing slot, is Judge Coleman's favorite, "...because the lawyers are very good and very experienced, and that is a pleasure."

Simply speaking with Judge Coleman one can tell she has not only high expectations of the attorneys who practice before her, but also for herself. "I have always made a practice of being prepared, or I try to make a practice of being prepared... You are so far ahead of the game if you just take the extra time to be prepared and to know what you are doing."

This has been her motto since before the bench, "it is so important for practitioners to pay more attention to what it is that they are coming to court to accomplish, how it is that they need to get their case ready, how it is that they need to have their witnesses prepared, and that is the key, no matter what area of the law you are practicing in."

Her strive for excellence is probably why she was assigned in 2005 to a then male-dominated judiciary of decedent's estates. "I came to the division in 2005 when at that time the courtrooms that handle decedent's estates, were presided over by male judges... I think it was somewhat surprising back then to the lawyers that a woman in 2005 would take over the court call that previously had belonged to one of the male judges." Judge Coleman was up for the challenge.

It was not only the judiciary that was male-dominated in 2005, but also the attorneys who practiced in front of her on a daily basis. "The most interesting thing to me was that the lawyers who appeared on those calls before those judges were overwhelmingly male, and that was quite an eye-opener for me because by that time in 2005 women were really, actively practicing in every division in the Circuit Court of Cook County, or so I thought. But really, it was just amazing the

numbers of men that were handling those types of cases."

Interestingly, this ratio of male to female attorneys has not changed, "I will tell you that even now, and I am sure all of the other female judges that preside over the deceased call will tell you, the vast majority of the lawyers that practice in this area, at least on the deceased side, are men."

This ratio of males to females in Judge Coleman's courtroom can be explained by challenges faced by many female attorneys outside of probate law. "I think [females] still are pigeon-holed, like when I came here in 2005 it was just assumed that I would do a guardianship call and not a deceased call, because the deceased call was for men. It just seems to me that we still have—we are still pigeon-holed into following certain career paths. It must still be happening because I still do not see many women doing the type of cases that I am hearing every day. . . . Although maybe the female practitioners are really happy doing what they are doing, and maybe the female practitioners do not feel that they are being pigeon-holed in any way. And that is great, if everybody feels as though they can do whatever it is that they want to do, that is the key. But I know, for me, when I was practicing and as I was getting on the bench it was almost like there was a certain path that you had to follow—you were expected to follow."

What is certain is that Judge Coleman has taken her own path during her time in the Public Defender's office, her private practice, and now during her time on the bench. Her strive for nothing short of excellence has made her a role model to female attorneys from all areas of the law.

Judge Carolyn Quinn sits in one of the five guardianship courtrooms. She has been an Associate Judge for the Circuit Court of Cook County since 2003. Judge Quinn started in the First Municipal District, and then moved to mortgage foreclosure and mechanics liens, and then to general chancery before she was assigned to the guardianship call.

She is a graduate of Loyola University School of Law in Chicago, where she earned her Juris Doctor in 1987. She began her career in law working first as a Judicial Clerk in the Illinois Appellate Court and then as an Associate for two law firms. In 1997, she

worked as a Judicial Clerk to Justice Mary Ann McMorrow in the Illinois Supreme Court. She then spent two years as the Senior Attorney of the Health Law Division with the American Medical Association. In 2001, she became a Partner with the Hubert Fowler and Quinn Law Firm in Chicago and worked for two years before taking her current position on the bench.

Judge Quinn describes her typical day: "I hear emergency matters at 9:30 in the morning, the set call, statuses and motions and things like that for established guardianships is at 10:00 a.m., . . . petitions that have been filed but someone has not been adjudicated disabled are heard on the 11:00 a.m. call. The call ends at no later than 12:30 p.m., then we resume at 2:00 p.m. and the afternoon call is when I have trials, evidentiary hearings, and briefed motions that I think will take a longer amount of time than I would be able to give on a crowded morning call."

Judge Quinn speaks highly of her daily guardianship call, "very rewarding, very interesting, and I enjoy a great deal dealing with the attorneys who practice in this area." She describes the attorneys who appear before her as "knowledgeable, very professional, a lot of them have a very compassionate approach to their work when dealing with disabled adults. And they are very good at what they do, which makes a judge's job easier." She adds, "I want to be worthy of the effort that they are putting out in front of me."

She is inspired not only by the individuals who practice before her, but also the judges that are in the probate division, "I am often inspired by the people around me, by the Judges around me who are very, very good, and just by their example, which motivates me to try and do as good a job as I can." This motivation is for a reason, "it is the type of call where I do not think there is any question that your rulings as a judge will have an immediate impact on someone's life. If you believe that you are assisting an individual in need, I would say that is the most rewarding."

When asked if more women are before her on a daily basis, she responded, "I don't know if more women or more men are going into this field, there is a pretty good mix on the 18th floor between male and female."

Judge Quinn was a "part of a generation that [had] more females entering the field to begin with" and reflects that "I have been fortunate, [if] I have been subject to a gender-based discrimination, I was not aware of it. I do not feel that I have ever been hindered as a lawyer or a judge because I was a female."

However, "I could see how women, certainly in the past, have faced challenges being a female, and I can certainly see how that could still be occurring."

Her advice to young female attorneys: "Not knowing where life will take you. I think it is probably when you are in school and early in your career [that it is] probably to your benefit to try and get as much experience in different substantive areas of the law as you possibly can. Take every opportunity that comes your way to try something new, to challenge yourself, to test yourself, and just always be looking to develop your skills and add your skill set, because an opportunity may come your way five or ten years out of law school that you may never have dreamed of when you were just graduating from law school, but the better prepared you are to accept that challenge the more comfortable you will feel and the more doors that will continue to open for you."

Simply speaking with Judge Quinn, she is not only professional but also the level of compassion and thoughtfulness she provides to her cases is apparent. It is clear that she considers her role on the bench deciding the guardianship cases before her as a privilege and an honor. "I enjoy this assignment a great deal. I hope to be here for a good long time."

Finally, to round this article I thought the young female attorney perspective was important and so I interviewed Ashley C. Coppola. Ms. Coppola graduated from the John Marshall Law School, where she was a Dean's Scholar and served as an executive editor and board member of *THE JOHN MARSHALL JOURNAL OF INFORMATION TECHNOLOGY AND PRIVACY LAW*, and clinical student in the Veteran's Legal Support Center and Clinic. During law school, Ms. Coppola worked as a law clerk for the Child Protection Division of the Cook County State's Attorney's Office, Adult Guardianship Division of the Cook County Office of the Public Guardian, Juvenile Division of the Cook County Office of the Public Guardian, and was also a volunteer at the Domestic Violence Legal Clinic in Chicago. Ms. Coppola's practice consists primarily in probate law.

Discussing the differences between guardianship and decedent's estates, Ms. Coppola also noted the majority male decedent's estate section. Being a young female attorney, "when I first started practicing, I would feel out of place under these circumstances, but I quickly realized that I had just as much reason and right to be there as any

other attorney sitting in that room. I had cases to be called, issues to argue, and advocating on behalf of my clients, just like any other person in that courtroom."

"Decedent's estate is a very interesting area of the law and I would like to see more women, especially younger women like myself, being involved and having easier accessibility to practice in this area, in all aspects, such as litigation, administration, serving as special administrators and so forth."

Agreeing with Judge Quinn, "I do think that guardianship, in Cook County at least, is evenly represented between male and female attorneys." Ms. Coppola reflects that, "it is not uncommon to be before a female judge, with all female attorneys at the bench, and a female sheriff"

It is also the opportunity of being appointed as a Guardian ad Litem in guardianship cases that remind Ms. Coppola why she chose to practice in probate. "I always knew that I wanted to advocate for the elderly and disabled, and so I spent most of my law school time working towards that goal... serving as Guardian ad Litem in disabled estates has been my most rewarding experience as a probate attorney. I think probate is one of few forums, where the "best interest" standard is truly met, and the Guardian ad Litem is the driving force behind ensuring that this standard is met. As a Guardian ad Litem, you have a direct, positive effect on the lives of adults with disabilities, in a way that is completely unique and rewarding."

When asked to comment on the discrepancy between females practicing in guardianship and decedent's estates, "I think we see more women in guardianship, than in decedent's estates, due to the fact that we see more women in smaller firms than big firms. Smaller firms typically handle more guardianship estates than decedents, since it is less lucrative for big firms to take on this complicated, time-consuming area of the law." Further, she adds, "the historical big law firm paradigm. In the past, many larger firms handled decedent estate work and men primarily dominated these firms, which is why we still see the typical male profile in the decedent division of probate."

This historical big firm paradigm relates to the challenges faced by females in the legal profession. "Female practitioners face challenges that men do not face and I think the statistics illustrating the discrepancies between the number of female partners, women in leadership roles at big firms, women in the judiciary, and the amount of women who

choose to leave the field, support this fact. I think many people assume that gender bias does not exist, however merely because it is not as overt as it used to be, does not mean it has been eradicated."

Despite the challenges, probate law is where Ms. Coppola will stay. "One of the many reasons why I love practicing in probate, is due to the camaraderie and respect I receive from the many dedicated group of attorneys that I regularly practice with." Further Ms. Coppola adds, "I have also been lucky to have a group of amazing female mentors in probate, who immediately took me under

their wing upon my first day on the 18th floor of the Daley Center. Because of these women, I have found confidence, inspiration, and friendship in the work that I do on a daily basis. . . . I also value appearing before a female judge, as I know that women in the judiciary are still underrepresented and that many years ago, I would rarely have the opportunity to practice before such intelligent and confident women."

These are just a few of the remarkable women of the 18th floor. When taking probate law as a whole, it appears based upon these interviews that there is still a need for

female attorneys. With the baby boomers aging, probate will be the next emerging area of law. If nothing else, this article should motivate female attorneys across the state to take their own path, challenge themselves, to test themselves, climb the ranks, and maybe even consider practicing probate. ■

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## Mr. Turner and the issue of rape

By Alexandra Martinez

I recently saw the film "Mr. Turner" that brought to light issues that are often times relevant in many aspects of the various areas of law we practice, and certainly relevant to women as a whole. Overall, I found the film to be thought-provoking, particularly as to the issue of rape and consent.

"Mr. Turner" is a biographical drama film on the life of J.M.W. Turner, an English painter in the late 18th century. Turner is played by Timothy Spall who received several "best actor" awards for his role in the play. The film begins at a point when Turner is already a famous painter, and deals with the challenges of life, such as a bitter ex-wife constantly badgering him about child support and his non-existent relationship with his children, the excruciating pain of losing his father, finding love in a recently widowed, older woman, and, as I shall discuss more in depth, his unusual relationship with his loyal, humble housekeeper who was devotedly in love with Turner, had a progressing skin disease, and whom Turner seemed to forget existed except for when he would decide to exploit her sexually.

Her name is Hannah Danby. Further research on the actual life of Danby reveals that she was Turner's housekeeper for over 40 years and suffered from psoriasis.<sup>1</sup> The actual disease was not revealed in the film, yet it was clear that something was very, very wrong. Although Turner did not seem to notice her existence, Danby was like the big elephant in the room and the film director Mike Leigh made sure that the audience no-

ticed her, and we did. We rooted for her and felt her pain as she lovingly doted on Turner, anxiously awaited his arrival, and desperately sought to make eye contact with him, which he never did. And as the film progressed, we saw as her skin condition deteriorated and it looked as if her skin was falling off, and we thought, 'surely Turner would notice her now!' Yet he did not.

As a result, it came as a shock when on one occasion, Turner, without really looking at her, sexually molested her, and on another occasion, forced himself on Danby and raped her. But was it really rape? It could be argued that Danby "consented" to Turner touching her and forcing himself on her from the look of sheer delight on Danby's face that Turner would honor her with such attention! However, only the audience noted her delight, Turner did not seem to care whether she consented or not.

The audience was left conflicted. Should we be outraged? Or happy that Turner finally noticed her, even if it was for selfish motives?

I was outraged. Clearly he took advantage of his position as her employer/master. Danby did not want to be raped, she wanted to be loved; but as the poor female servant in love with her master and not deserving of anything, she settled with rape.

Further research into 18th century workplace conditions in London revealed that employer-employee, master-servant, rape was quite common during that time. In fact, female servants were expected to make themselves available to their male masters

and other men in the household.<sup>2</sup> These women, like Danby, were poor farmer's daughters from the countryside who were naive, young and desperate for wages.

Although the film director tried to cushion the blow by focusing on Danby's love for Turner, we need to call it for what it is: rape. And although Turner did not do anything that was out of the ordinary for his time, it does not make it right.

The fact that a film has caused me to think about issues of rape, consent, and the problems with 18th century domestic servitude in London means that it was an excellent film and I would highly recommend it. The film lacked in some areas, such as no storyline with a plot for the audience to follow, which can cause some viewers to feel disappointed at the end with no conclusion to the various conflicts the film leaves unresolved. Yet Mike Leigh and Timothy Spall brilliantly brought 18th century London to life along with all of the cultural positives and negatives that come with it. ■

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1. Sexton, David, *Mr. Turner - film review: Timothy Spall is Magnificent as Turner in this Mike Leigh Masterclass*, London Evening Standard, Oct. 31, 2014, updated Jan. 4, 2015, <<http://www.standard.co.uk/goingout/film/mr-turner--film-review-timothy-spall-plays-turner-magnificently-in-this-mike-leigh-masterclass-9830122.html>>.

2. Ardelie, Susan, *Making History Tart & Titillating: Domestic Servants - Part 1 - Women*, Feb. 16, 2010, <<https://lifetakeslemons.wordpress.com/2010/02/16/domestic-servants-part-1-women/>>.

## Helping young homeless mothers get a fresh start

By Kristen Prinz

On Saturday, February 7, a group of ISBA Women and the Law Committee members spent the morning helping New Moms, Inc. prepare apartments for young homeless mothers and their children.

New Moms, Inc. is an organization that assists impoverished adolescent parents (aged 13-24) and their children with developing life skills while providing housing, career training and children's programming services. The organization provides assistance for moms from pregnancy through when their children are in kindergarten. Volunteers and doulas work with young mothers who live outside the facility by visiting them at home and providing parenting instruction and mentoring.

To further assist the new moms, the organization has also launched Bright Endeavors. Bright Endeavors is a social impact business that employs adolescent mothers to produce premium soy candles and bath products. The mothers get on-the-job training helping build a business.

The organization also has an independent living facility on the west side of Chicago called the Transformation Center. The Transformation Center provides independent living arrangements for up to 40 young homeless families. The women and up to two children can live in the Transformation Center for up to two years, during which time the organization trains them on life skills and assists them with job searches. Two years after leaving the program, 81% of the graduates have retained stable, independent housing.

The ISBA Women and the Law Committee helped New Moms by cleaning out four apartments at the Transformation Center and helping to prepare them for new program participants. Erin Wilson arranged the volunteer day and recruited me, Tish Sheats, Hon. Patrice Ball-Reed, Jessica Natkin, Kelly Thames, Julie Neubauer, Jennifer Wagner, and Sherry Mundorff, who brought along her husband and step-daughter. We worked with Boyce, the sole custodian who manages and cares for the Transformation Center facility. The facility is four stories, has over 40 apartments, four beautiful laundry and recreation rooms, and a large kitchen and cafeteria. New Moms and Boyce need a lot more help and would welcome the services of more ISBA members. ■

Kristen Prinz is the Managing Principal at The Prinz Law Firm, a boutique employment law firm in Chicago.



## Spotlight on Margaret A. O'Sullivan

By Kristen Prinz

**M**argaret O'Sullivan has been a practicing attorney for 17 years. She spent the first 15 years of her career as a Cook County Assistant State's Attorney and worked primarily in the areas of Sex Crimes and Domestic Violence. After leaving the State's Attorney's office, she wanted to find a role where she could apply the skills she developed as a prosecutor, but also expand her knowledge. That led her to work in Guardianship and specifically work as a Guardian ad Litem in Cook County Probate Court.

Since April 2011, Ms. O'Sullivan has worked in private practice for Michael T. Huguelet, P.C. in Orland Park. In addition to Guardianship matters, she represents clients in Probate, Estate Planning, Real Estate as well as handling Municipal Prosecution for the Village of Orland Park.

Somehow, Ms. O'Sullivan handles all of this seemingly effortlessly while also raising her five children with her husband, Dan

Reidy. She is a mother to Sean (15-year-old boy), Liam and Ian (11-year-old twin boys) and Molly and Maura (10-year-old twin girls). The O'Sullivan-Reidy family lives in the Beverly neighborhood in Chicago. Margaret O'Sullivan and Dan Reidy, a Chicago Firefighter, are able to manage their family and demanding careers thanks to workplace flexibility and lots of help from caring relatives. Margaret O'Sullivan's mom, Sheila O'Sullivan, and aunt, Peg Scott, have helped the O'Sullivan-Reidy family thrive. Ms. O'Sullivan credits the support of family when marveling at how often people recognize her children's good character.


When she first entered private practice, Margaret O'Sullivan was inspired to get involved with the ISBA through her interactions with the Honorable Russell Hartigan. Ms. O'Sullivan represented the Village of Orland Park before Judge Hartigan and he shared with her the value of the legal community and connections offered by the ISBA.

Ms. O'Sullivan quickly decided that the best way to get involved with the ISBA was to run for Assembly. Through the support of other ISBA members, Ms. O'Sullivan was successful in becoming elected.

Through the Assembly, Margaret O'Sullivan has found a way to connect with a diverse group of attorneys, learn more about other practice areas, and help impact legislation in Illinois. Her work on the Assembly led to her appointment to the Women and the Law Committee, where she has forged great friendships and found new ways to be impactful in the legal profession. Her dedication to making a difference in the legal community continues as she seeks another term as an Assembly member.

Margaret O'Sullivan is a passionate advocate for her clients and her colleagues and I am proud to support her Assembly election. I hope all ISBA members will follow suit and vote for Margaret A. O'Sullivan in the upcoming elections. ■

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The ISBA Daily Diary is an attractive book, with a sturdy, flexible sewn binding, ribbon marker, and elegant burgundy cover. As always, the 2015 Attorney's Daily Diary is useful and user-friendly. It's as elegant and handy as ever, with a sturdy but flexible binding that allows your Diary to lie flat easily. \$28.45.

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**The Illinois Rules of Evidence – A Color-Coded Guide**

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**Tuesday, 2/3/15- Teleseminar**—Estate Planning for Digital Assets. Presented by the ISBA. 12-1.

**Tuesday, 2/3/15- Webinar**—Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11-12.

**Thursday, 2/5/15- Chicago, ISBA Regional Office (DNP)**—Lawyer to Lawyer Mentoring Orientation. 12-2 Lunch included.

**Thursday, 2/5/15- Live Webcast (DNP)**—Lawyer to Lawyer Mentoring Orientation.

**Wednesday, 2/4/15- Teleseminar**—Buying and Selling Partnership/LLC Interests- Economic, Management & Tax Issues. Presented by the ISBA. 12-1.

**Thursday, 2/5/15- Webinar**—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11-12.

**Thursday, 2/5/15- Teleseminar**—Ethics, Email and Law Practice. Presented by the ISBA. 12-1

**Friday, 2/6/15- Normal, Bloomington-Normal Marriott Hotel & Conference Center**—Hot Topics in Agricultural Law- 2015. Presented by the ISBA Agricultural Law Section. 8:30-4:30.

**Friday, 2/6/15- Chicago, ISBA Regional Office**—2015 Federal Tax Conference. Presented by the ISBA Federal Taxation Section. 8:30-5.

**Monday, 2/9/15- Teleseminar**—Warrants, Options & Other Incentives in Business Transactions. Presented by the ISBA. 12-1.

**Tuesday, 2/10/15- Webinar**—Fastcase Boolean (Keyword) Search for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11-12.

**Wednesday, 2/11/15- Live Studio Webcast**—Effective Estate Planning for Copyright, Publication, and Literary Assets. Presented by the ISBA Trust and Estates Section; co-sponsored by the ISBA Intellectual Property Section. 10-11.

**Thursday, 2/12/15- Teleseminar**—Estate and Trust Planning for Educational Expenses. Presented by the ISBA. 12-1.

**Friday, 2/13/15- Teleseminar**—Management Agreements in Real Estate. Presented by the ISBA. 12-1.

**Friday, 2/13/15- Chicago, ISBA Regional Office**—FOIA and OMA Update. Presented by the ISBA Education Law Section. 9-noon.

**Friday, 2/13/15- Live Webcast**—FOIA and OMA Update. Presented by the ISBA Education Law Section. 9-noon.

**Monday, 2/16/15- Chicago, ISBA Chicago Regional Office**—Advanced Workers' Compensation. Presented by the ISBA Workers' Compensation Section. 9:00am-4:00pm.

**Monday, 2/16/15- Fairview Heights, Four Points Sheraton**—Advanced Workers' Compensation. Presented by the ISBA Workers' Compensation Section. 9:00am-4:00pm.

**Tuesday, 2/17/15- Teleseminar**—Drafting C and S Corp Stockholder Agreements, Part 1. Presented by the ISBA. 12-1.

**Wednesday, 2/18/15- Teleseminar**—Drafting C and S Corp Stockholder Agreements, Part 1. Presented by the ISBA. 12-1.

**Wednesday, 2/18/15- Live Studio Webcast**—Race & Sports- Racially Charged Sports Controversies and Legal Concerns. Presented by the ISBA Committee on Racial and Ethnic Minorities. 1-2.

**Thursday, 2/19/15- Chicago, ISBA Regional Office**—Interpreters: Improving Language Access in Illinois Courts. Presented by the ISBA International & Immigration Law Section; co-sponsored by the ISBA Civil

Practice and Procedure Section and the ISBA Bench and Bar Section. 12-2.

**Thursday, 2/19/15- Live Webcast**—Interpreters: Improving Language Access in Illinois Courts. Presented by the ISBA International & Immigration Law Section; co-sponsored by the ISBA Civil Practice and Procedure Section and the ISBA Bench and Bar Section. 12-2.

**Thursday, 2/19/15- Teleseminar**—Dress & Undue Influence in Estate and Trust Planning. Presented by the ISBA. 12-1.

**Tuesday, 2/24/15- Teleseminar**—Drafting Independent Contractor Agreements. Presented by the ISBA. 12-1.

**Thursday, 2/26/15- Naperville, NIU Conference Center**—ISBA Solo & Small Firm Practice Institute Series- Managing Your Firm: Time and Technology Tips. Presented by the Illinois State Bar Association. 8:30-5:30.

### March

**Monday, 3/2-Friday, 3/6/15 - Chicago, ISBA Regional Office**—40 Hour Mediation/Arbitration Training. Master Series Presented by the Illinois State Bar Association. 8:30-5:45 daily.

**Tuesday, 3/3/15- Webinar**—Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 3-4.

**Wednesday, 3/4/15- Webinar**—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 3-4.

**Friday, 3/6/15- Springfield, Hilton Springfield**—2015 Ethics Extravaganza for Government Lawyers. Presented by the ISBA Committee on Government Lawyers. 8:30-1.

**Tuesday, 3/10/15- Webinar**—Fastcase Boolean (Keyword) Search for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 3-4. ■