

# The Catalyst

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

## Balancing the scales

BY ERIN WILSON

**Work-life balance is always a hot topic for our committee.** I want to approach this specifically from the question of getting you and your family healthy meals throughout the week, without trying to find the time to fit in a run to the grocery store outside of the weekends. It can be done, I promise.

I am also excited to announce this as the start of a new regular column regarding work-life balance. We will be including tips and resources, as well as editorial



pieces to help in your career, friendships, health, family, fun & enjoyment, loving relationship, money/wealth and time management. I hope to be a regular contributor to this column and the editors

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## Chair's column

BY EMILY N. MASALSKI

**The hustle and bustle of the 2015-2016 bar year is coming to an end.** Since the beginning of the ISBA bar year starts in June each year, the month of May is often very busy with numerous awards luncheons, fundraisers, new committee appointments, and of course, warm weather. It is also time for my very last Chair's Column. Our incoming ISBA President Vince Cornelius recently appointed Julie Neubauer to serve as Chair, Melissa Olivero as Vice Chair, and Lori Levin as incoming Secretary for 2016-2017 bar year. As I reflect on all that we have

accomplished as a group, I have a huge smile on my face. But wow, I am ready to be ex-Officio! Here are a few upcoming highlights:

### 21<sup>st</sup> Annual Networking Reception

The ISBA Annual Meeting is right around the corner and there is a special 21<sup>st</sup> Annual Networking Breakfast which will take place on Saturday, June 18 from 8:00-9:30 a.m. at The Westin O'Hare, Rosemont, IL. Our Standing Committee has partnered with the

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## Balancing the scales

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have asked for submissions from our members and subscribers as well.

### Top 5 tips:

#### 1. Plan your week:

Sit down (maybe with a glass of wine in hand) and look at your week ahead. Which nights are you home, so you can plan to cook a meal as a family? Which nights are you working late or at a networking event, so you may need to plan what your family members are eating.

#### 2. Decide your meals in advance:

Once you know which nights you can have family meals vs. not, then select the meals you want to make. Step 1 and Step 2 typically take me about 15-20 minutes.

Here is an example:

Monday: a pasta dish

Tuesday: spinach flautas (see my blog for the recipe)

Wednesday: order in from your favorite restaurant

Thursday: networking event – family to eat grilled cheese (see my blog for kid-healthy grilled cheese) and vegetable

side dish  
Friday: roasted vegetables with quinoa

#### 3. Make one grocery list:

As you are picking out your meals, write down all ingredients necessary for each meal. This is key to making one trip to the grocery store/fruit market.

#### 4. Plan for leftovers:

When you cook, be cognizant of the amount it will make, and sometimes you might want to double the recipe if it's small.

#### 5. Don't forget to purchase foods for snacks and breakfast.

For example fruit, cheese sticks, hummus and veggies, trail mix, etc.

I have found that meal-planning in advance is the biggest challenge to ensuring you and your family have healthy meals throughout the week. I hope that you find my tips useful. ■

Erin M. Wilson is an associate at O'Connor Family Law, PC. In addition to practicing as a family law attorney, she has two children and has a blog called [www.vegetariankidscooking.com](http://www.vegetariankidscooking.com)

## The Catalyst

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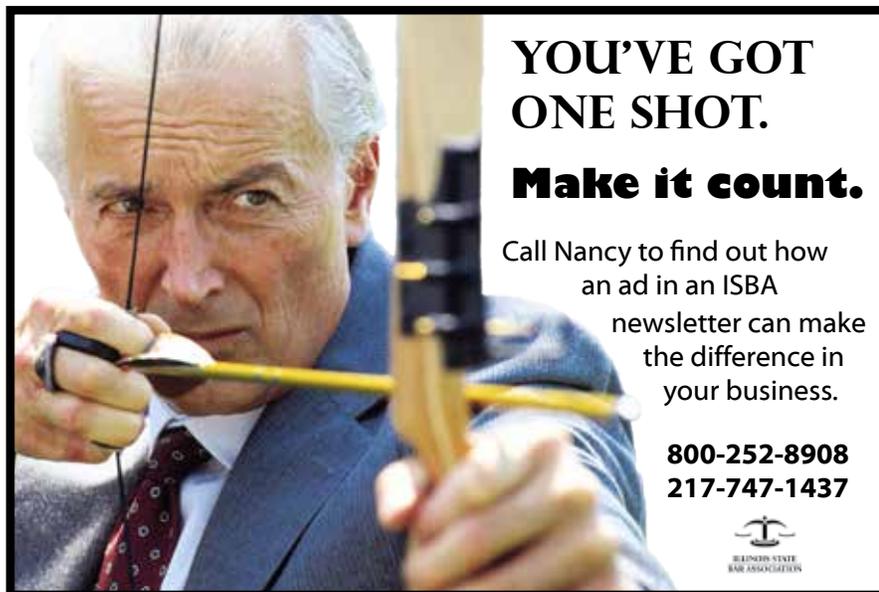
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## Chair's column

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Standing Committee on Racial and Ethnic Minorities & the Law, and the Diversity Leadership Council to continue this annual tradition. We encourage you to join us and get more involved. You can register for the ISBA Annual Meeting at <http://www.isba.org/annual>

### Lactation Accommodation at Annual Meeting and at the ISBA Chicago Regional Office

A huge thank you to Kim Weaver, Jeanne Heaton, and Melissa Burkholder who helped make lactation accommodation available for nursing mothers attending the Annual Meeting. Attendees who are in need of a clean private place to pump breast milk while attending the conference may utilize a private lactation room. A key for the room will be available at the ISBA

Registration room at the Annual Meeting. Private lactation space is also available at the ISBA Chicago Regional Office for nursing mothers.

### Awards

One of the goals of the Standing Committee on Women and the Law is to explore ways to encourage women in their involvement in the legal community at all levels. I am so proud to be surrounded by such accomplished, hardworking, and inspiring award recipients. At the time of press, we congratulate several award recipients (who were nominated by our Standing Committee) for the following ISBA awards:

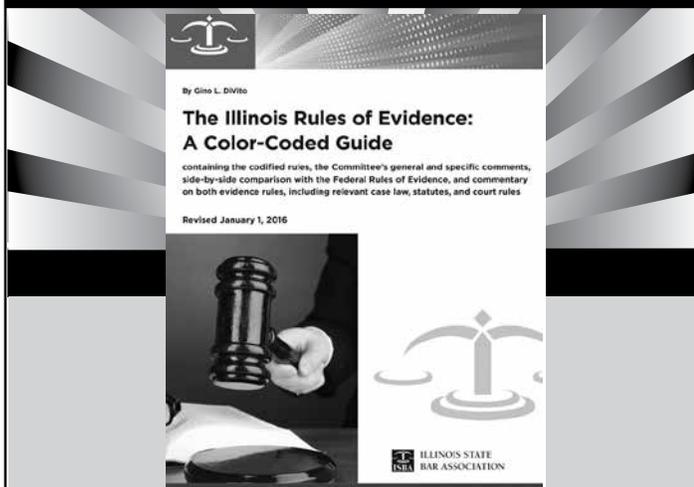
- **Cindy Galway Buys** selected as the 2016 recipient of the ISBA Human Rights Section Council's Gertz Award

(nomination prepared by Kelly Parfitt)

- **Annemarie E. Kill** selected as the 2016 recipient of the ISBA Matthew Maloney Tradition of Excellence Award (nomination prepared by Lori Levin)
- **Debra Stark and the John Marshall Domestic Violence Clinical Advocacy Program**, selected as the 2016 recipient of the Legal Education award (nomination prepared by Sherry Mundorff)
- **Erin Wilson**, selected as the 2016 recipient of the ISBA Young Lawyer of the Year Award (Cook County) (nomination prepared by Kristen Prinz)

Congratulations to all of the award winners who will be recognized at the ISBA Assembly Meeting on Saturday, June 18, 2016 at 9:00 a.m. ■

*Get the evidence guide the judges read!*



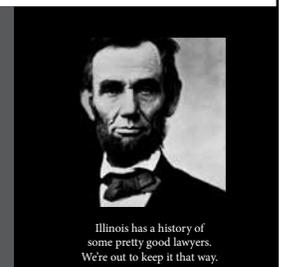
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# Community Service Day—Teen living programs

BY KELLY THAMES BENNETT

**The ISBA Women & the Law Committee** participates in an annual community service day in which members engage in volunteer activities on behalf of high school girls, as well as women and children in need. On Saturday, April 16, 2016, a group of committee members and some very helpful members of their families spent the morning helping Teen Living Programs (TLP) prepare their gardens and lawn for spring.

TLP is a non-profit organization that supports and strengthens Chicago's most vulnerable young people. It is the only agency in Chicago to focus solely on 14-24 year olds who are experiencing homelessness. TLP offers comprehensive, year-round services to address everything from emergency needs and housing to education, job readiness, and embracing a healthy lifestyle. The services are available on Chicago's south side, in neighborhoods of high poverty and violence and where critical supportive services are lacking.

The young people in the programs are



survivors of homelessness, trauma, and instability. TLP has a live-in facility, a drop-in facility and it also helps young people begin their trek into independent living with subsidized apartments. More than two-thirds of the young people in TLP's programs will finish high school, complete career training, secure employment, and continue toward a fulfilling, independent future. Like young people from intact families, the young people in the TLP programs often need guidance after age 24 and TLP staff members remain that surrogate parent-figure for the young adults needing assistance with making adult

decisions.

TLP depends on the generosity of volunteers for both off-site and on-site opportunities. Like many service providers in Illinois, TLP is currently suffering from a lack of state funding. The ISBA Women and the Law Committee helped TLP by weeding the lawn, removing dead annual plants, cutting back woody perennial plants, and otherwise pruning and tidying up the gardens before the Master Gardener started his work. It was a beautiful day for being outside and the volunteers all enjoyed the Vitamin D and light breeze that came with the job.

TLP welcomes volunteers, not just for gardening but also to assist with answering the phone, updating databases, organizing donations, participating on the Associate Board, cooking a meal, or providing tutoring and vocational skills training. If you have high school students that are looking to get in their volunteer hours, there are opportunities like organizing a donation drive to put together snack kits for the teens that they can do at their own school.

<<http://www.tlpchicago.org/get-involved/volunteer/>>. ■

# From Jenner partner to founder of KRā, Drinks for Athletes

BY SARAH HARDGROVE-KOLENO

**20 years ago everyone told me that working at a large firm would be a great place to start my career.** “You can go anywhere from there. It will launch you in any direction you want to go.” I believed it, of course, but had no idea what it would really mean for me.

Until now. After 18 years, I left Jenner and founded an organic sports drink company called KRā, Drinks for Athletes, Inc. I knew I wanted to do something entrepreneurial, something sports related, and something where I could give back to society. Ideally, something that would give me a little better work/life balance. And, something that would allow me to play more tennis and coach more soccer.

The idea of KRā stemmed from spending countless hours on the soccer, baseball, and softball fields and seeing an insane amount of Gatorade chugged on the sidelines. I tried to get my kids to drink water. It's the best hydration. But lots of times kids want something more than water, and there were just no good options. Certainly nothing that was cool, or hip, or cutting edge. I wanted something that was clean, without the neon-bright artificial dyes, chemicals and preservatives found in most sports drinks, but it couldn't be

boring. And, everything organic seemed to be targeted to a Gen-X woman, rather than a young athlete. I wanted to fill the void in the \$7 billion sports drink market with a cool, organic sports drink. So, I reconnected with a friend from law school, Dan Trainor, and we developed the concept for KRā. We brought in Annie Hesser, a great tennis partner, and even better marketing mind.

Launching KRā has been fantastic, and has pretty much fit the bill. We built a company from scratch (entrepreneurial), an organic sports drink (sports-related), and created KRā for Play as a way to donate a portion of profits to underserved sports organizations (giving back). I'm playing on two tennis teams and coaching several soccer teams. And I am able to spend lots of time with my four kids (though most of it is while I work on KRā sitting at our kitchen island). Life balance . . . working on it.

I thought the hardest part of the journey would be going from concept to product. Making the idea real, developing the flavor, designing the packaging, determining our brand voice, bottling our drink (with about 1,000 steps in between). After 18 months in the works, we have our product in hand.

KRā has officially launched. We are on the shelves at several stores in DC and available on-line on Amazon.com. Woo-hoo! The hard part is over, right?

Nope. The cool, but also scary, thing about being an entrepreneur is that the learning curve at every turn is close to 90 degrees. Challenging, but also, really fun. Our next big step, now that we have an awesome product, and it is available on Amazon, is to get people to buy the product we worked so hard to develop.

That's where you come in! We have four flavors of KRā available on Amazon.com as of May 2nd. I'd love my legal peers to give our company a boost by spreading the word on our better-for-you sports drink. We look forward to hydrating you and your families on and off the field.

There is no doubt that the time I spent at Jenner prepared me for the challenges faced on a daily basis as an entrepreneur. Launching a company requires tons of energy and focus, but it sure is fun! ■

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# Effect of same-sex marriage on family law

BY TRACY DOUGLAS

**At the end of the 2015 Supreme Court of the United States term**, the Court legalized same-sex marriage nationwide. Family law is one area that will have to be addressed state by state. By looking at how state courts and the Illinois General Assembly addressed the issue of same-sex parents, state legislatures can examine the ways to adapt family laws.

The Court legalized same-sex marriage in June 2015, holding that same-sex couples have a fundamental right to marry and to have those marriages recognized in another state.<sup>1</sup> Two principles of the Court's marriage jurisprudence are that the right supports committed couples and "safeguards children and families and thus draws meaning from related rights of childrearing, procreation, and education."<sup>2</sup> The Court mentioned one couple who could not marry in Michigan and only one partner could adopt the children.<sup>3</sup> If an emergency occurred or the legal parent died, the children would be left with no legal parent, as the other parent has no legal rights to the children.<sup>4</sup> By treating same-sex couples as lesser and denying them the right to marry, the laws harmed the couples' children because their parents did not have the same rights as other parents.<sup>5</sup> The Seventh Circuit was similarly concerned about the children of same-sex couples feeling the effects of discrimination and knowing their parents are somehow lesser.<sup>6</sup> Family law is one area of the law that is affected by same-sex marriage.

One legal issue that same sex parents faced was getting states to recognize adoptions from other states or family court judgments from other states. This usually arose in divorce and custody cases.<sup>7</sup> In *V.L. v. E.K.*, the Supreme Court held that states must recognize family court judgments, including adoptions, from out of state courts that had jurisdiction.<sup>8</sup>

Another issue is listing both parents on the birth certificate. After same-sex marriage became legal in Iowa, the Iowa

Department of Public Health did not allow same-sex parents to both be listed on the birth certificate.<sup>9</sup> This policy was forced to change because it denied equal protection to lesbian parents by not listing married lesbian parents who used sperm donors on birth certificates while at the same time listing married opposite sex parents who also used sperm donors.<sup>10</sup> The Iowa Supreme Court interpreted Iowa's presumption of parentage statute as applying to same-sex parents as well as opposite sex parents. A similar case is being litigated in Florida.<sup>11</sup> State officials and lawmakers could attempt to prevent change now that same-sex marriage is legal everywhere, or they could be pro-active and change the laws and policies about birth certificates because discriminating against parents on the basis of their sexual orientation is not likely to survive an Equal Protection challenge.

Another issue is the establishment of parentage, either between married parents or unmarried parents. The Fifth District Appellate Court allowed a former partner to use common law contract principles to seek custody and visitation.<sup>12</sup> Illinois enacted changes to the surrogacy law to establish parentage and addressed lesbian parents in the parentage act.<sup>13</sup> For the purposes of the surrogacy law, parentage is established by the attorneys representing the surrogate and the intended parents certifying that the parties intended to satisfy the requirements of the parentage act.<sup>14</sup> However, this may be amended by the legislature with House Bill 3898, which would amend the parentage act to further spell out how to establish parentage for children born from gestational surrogacy.<sup>15</sup> The Parentage Act of 2015 provides that spouses of a birth mother are presumed to be the parent.<sup>16</sup> However, it does not apply the presumption to same-sex fathers or address how to establish parentage for unmarried same-sex parents.

Outside of Illinois, other states have

a variety of approaches to presumption of parentage for same-sex parents. The Washington court allowed parents to use a common law "de-facto parent" status to establish parentage over children they didn't give birth to or adopt.<sup>17</sup> In some states, courts interpreted existing parentage statutes to apply to unmarried, non-birth parent mothers<sup>18</sup> and in one instance, to fathers who used surrogacy.<sup>19</sup> In other states after legalization, courts interpreted existing statutes to apply to the non-birth parent mother in custody disputes during divorces.<sup>20</sup>

There are several approaches states can take when addressing parental rights for same-sex couples as the issues unfold. Because discriminating against parents on the basis of sexual orientation is likely unconstitutional, states will need to address how they deal with various parental rights. First, states should adopt laws or policies to list both parents on birth certificates, regardless of sex. Second, states need to look at options for determining parentage. One option would be to make the law gender neutral with respect to the presumption of parentage in marriage, i.e. use "spouse" or direct courts to interpret laws in a gender-neutral manner. Another option would be to extend the presumption to married lesbians. For two men who do not adopt but use surrogacy, state surrogacy laws should be gender-neutral. In the cases of unmarried parents, states may use the concept of "de facto parent," although states should ensure these de facto parents are interested parties who held the child out as their own and sincerely want to continue parenting the child. These are just a few of the options that states may consider as parental rights of same-sex parents unfold, but the issues will be addressed. ■

Tracy Douglas is the program coordinator of the 20<sup>th</sup> Circuit Foreclosure Mediation Program. She is also the Vice Chair of the Administrative Law Section Council and the CLE Coordinator for the Women and the Law Committee.

1. *Obergefell v. Hodges*, No. 14-556, slip op. (U.S. June 26, 2015).
2. *Id.*
3. *Id.*
4. *Id.*
5. *Id.*
6. *Baskin v. Bogan*, 766 F.3d 648, 663-664 (7th Cir. 2014).
7. For an example see *Miller Jenkins v. Miller-Jenkins*, 180 Vt. 441, 450, 912 A.2d 951,959 (Vt. 2006), refusing to recognize Virginia court's adjudication that the mother was the "sole biological and natural parent" of the child).
8. *V.L. v. E.L.*, No. 15-648, slip op. (U.S. March 7, 2016).
9. *Gartner v. Iowa Department of Public*

- Health*, 830 N.W. 2d 335, 341 (Iowa Supreme Court 2013)
10. *Id.* at 342, 354.
  11. Lawsuit: Both same-sex parents' names should be on birth certificates, Gal Tziperman Lotan, August 13, 2015, available at <www.orlandosentinel.com/news/breaking-news/os-same-sex-couples-birth-certificate-lawsuit-20150813-story.html>.
  12. *In re T.P.S. and K.M.S., Minor Children, (Catherine D.W. v. Deanna C.S.)*, 2012 (IL. App (5th) 120176 ¶ 41.
  13. 750 ILCS 47/35(a) (2016); 750 ILCS 46/204(a) (2016).
  14. 750 ILCS 47/35(a) (2016).
  15. H.B. 3898, 99<sup>th</sup> Gen. Assem., Reg. Sess. 2016.

16. 750 ILCS 46/204 (a) (1) – (3) (2016).
17. *In re the Matter of the Parentage of L.B. (Carvin v. Britain)*, 155 Wash.2d 679, 708, 122 P.3d 161, 177 (Wash. 2005),
18. *Smith v. Guest*, 16 A.3d 920, 932 (Del. 2011), *Rubano v. DiCenzo*, 759 A.2d 959, 966, 971, 976 (R.I. 2000), *In re Guardianship of Madelyn B.*, 166 N.H. 453, 462, 98 A.3d 494, 500 (N.H. 2014), *Chatterjee v. King*, 280 P.3d 283, 288 (N.M. 2012).
19. *Raftopol v. Ramey*, 299 Conn. 681 12 A.3d 783, 799 (Conn. 2011).
20. *Miller-Jenkins v. Miller Jenkins*, 180 Vt. 441, 461, 912 A.2d 951, 967 (Vt. 2006), *Wendy G-M v. Erin G-M*, 985 N.Y.S.2d 845, 861 (N.Y. 2014), *Debra H. v. Janice R.*, 14 N.Y.3d 576, 598, 930 N.E.2d 184, 196, 904 N.Y.S.2d 263, 275 (N.Y. 2010).

# It's the Money, Honey: Money Smart Week 2016

BY KELLY THAMES BENNETT

**YWCA Metropolitan Chicago and DyMynd partnered** during Money Smart Week 2016 to feature events that focused on four ways that we can impact wage equality and help women obtain financial empowerment: EARN, INVEST, SPEND and GIVE. On April 25, 2016, Women & the Law Committee member, Kristen Prinz presented at, "It's the Money, Honey," the seminar that focused on EARN: wage equality.

Equal pay is likely going to be a hot button topic coming into the 2016 election season. Kristen Prinz, Principal at The Prinz Law Firm, P.C. , gave an overview of existing and pending legislation, including Title VII, the Illinois Human Rights Act, Equal Pay Act, the Paycheck Fairness Act, and the National Labor Relations Act.

The Equal Pay Act of 1963 is a federal act that amended the Fair Labor Standards Act, aimed at abolishing wage disparity based on sex. It applies to companies with 50 or more employees and prohibits discrimination on pay based on gender.

The Paycheck Fairness Act is not law. It is legislation that was first introduced five years ago, and has been rejected by the United States Congress twice. The act would expand the scope of the Equal Pay Act of 1963 and the Fair Labor Standards



Act. The act would require transparency in pay, but only if you ask the right question. For example, "I don't think I am paid on par with [man with same qualifications], show me proof that I am."

Kristen points out that employment discrimination cases are hard to prove so we have to be courageous in speaking up.

Fellow presenter Joanne Moffic-Silver, General Counsel at Chicago Board Options Exchange, noted that many companies need to add women to roles that are not considered "women's jobs." She pointed out that when jobs become too woman heavy, they are considered "women's jobs" and that institutionalizes lower pay. You can speak up if your company has a hotline, a general

counsel, or risk management function.

Did you know that when women are part of the decision making process, the financials are better? Research has confirmed this: women board directors and women in senior leadership are connected with better financial performance.<sup>1</sup>

Presenter Virginia "Ginny" Clarke, President & CEO at Talent Optimization Partners, LLC, does not want us to sit back and expect things to be OK soon. We have to be proactive and make this happen. You may have to change jobs if you are not getting what you deserve, but don't just pout and leave – fight it first. Learn to play the game. Start by looking at your competencies and performance and write it down. Go in to your boss right after a big success or after a lot of money comes in. Don't wait for your review and don't whine – write up the highlights of your year and state your worth.

If you have already made it, reach back! Become a mentor. Advocate for better policies at your firm. Know your worth, stand up for yourself and get allies to back you up. Be brave. The time has come. It is long overdue. ■

1. <[http://www.catalyst.org/system/files/why\\_diversity\\_matters\\_catalyst\\_0.pdf](http://www.catalyst.org/system/files/why_diversity_matters_catalyst_0.pdf)>.

# A successful Laughter in the Law Luncheon

BY KELLY PARFITT

On March 8, the Illinois State Bar Association's Women and the Law Committee hosted its annual luncheon entitled 'Laughter in the Law' at Maggiano's in downtown Chicago. Introductions were done by ISBA President Alberto Davi and Women and the Law Section President Emily Masalski. Over 70 people attended to hear Dr. Gail Stern, co-founder of Catharsis Productions, make us laugh about some very not funny topics. She specializes in training for colleges, corporations, and the military in sexual assault awareness and prevention. She started out as a stand-up comedian with a passion for civil rights and then became the Senior Project Coordinator of the Campus Advocacy Network at the University of Illinois at Chicago. As she pointed out, the network was initially for hate crimes but professors kept sending survivors of sexual assault and domestic violence to her. There wasn't a program set up to help them at the University and they had nowhere else to go. She created the second oldest campus-based rape victim advocacy program in the United States which provided crisis counseling and court advocacy to victims of rape, domestic violence, stalking and hate crime. Once gender was added to the Illinois Human Rights Law, she says she became a feminist. It was clear that this area needed a lot of work.

She uses humor to break through boundaries in order to teach awareness of societal norms and prevention of sexual violence and assault. She "builds bridges through comedy" to train people how to act properly and in a non-biased way. One of the examples she gave during her talk was how women act when getting to their car. She was trying to explain to a man at a training seminar how women are forced to constantly evaluate their surroundings. Every woman is conscious of parking in a well-lit area close to the doors, checking around and under the car, and even using our "x-ray vision" to see if someone is

hiding in the car. She pointed out that men do not have to worry about their safety in this way. And of course she needs to be wearing the right clothing, have the right attitude, and do the right things to avoid sexual assault. Her point being, of course, that women cannot avoid sexual assault even by doing all of these "right" things. And that women shouldn't have to be aware of all of these things to be safe.

The conversation that used to revolve around power and control is now much more faceted. She is a proponent of the 'sexual Hippocratic oath' meaning that both parties should agree to do no harm to each other. When you're planning to eat dinner with someone, what are the questions you ask? What kinds of food do they like, do they have any allergies, what neighborhood

do they prefer? Going out to eat should be enjoyable for both parties. And so should any sexual activity. Consent is an important factor to any activity and it's not hard to keep checking in to make sure both people are having a good time.

Anyone who trains law enforcement and the military in cultural sensitivity and hate and sex crime victim support needs a good sense of humor, especially in Chicago. She made us think and laugh about issues that aren't funny. As Maxine Weiss-Kunz of Weiss-Kunz & Oliver, LLC said after her talk, "this is genuinely the funniest luncheon I've ever been to." ■

Kelly Parfitt has been practicing corporate e-discovery law for six years in Chicago. She has been a member of the ISBA Women and the Law Section for two years.

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# Upcoming CLE programs

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## July

**Thursday, 07/07/16- Teleseminar—**  
What Business Lawyers Need to Know About Licenses, Part 1. Presented by the ISBA. 12-1 pm.

**Thursday, 07/07/16- Webinar—**  
Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

**Friday, 07/08/16- Teleseminar—**What Business Lawyers Need to Know About Licenses, Part 2. Presented by the ISBA. 12-1 pm.

**Tuesday, 07/12/16- Teleseminar—**  
Income Tax Issues for Estate Planners, Part 1. Presented by the ISBA. 12-1 pm.

**Wednesday, 07/13/16- Teleseminar—**  
Income Tax Issues for Estate Planners, Part 2. Presented by the ISBA. 12-1 pm.

**Thursday, 07/14/16- Webinar—**  
Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

**Friday, 07/15/16—**The Ethics of Creating Attorney-Client Relationships in the Electronic Age. Presented by the ISBA. 12-1 pm.

**Tuesday, 07/19/16- Teleseminar—**  
Tricks and Traps in the Assumption of Liabilities in Transactions. Presented by the ISBA. 12-1 pm.

**Thursday, 07/21/16- Teleseminar—**  
Drafting Sales Agents' Agreements. Presented by the ISBA. 12-1 pm.

**Thursday, 07/21/16- Webinar—**  
Introduction to Boolean (Keyword) Searches for Lawyers. Presented by the Illinois State Bar Association –

Complimentary to ISBA Members Only. 12:00- 1:00 pm.

**Friday, 07/22/16- Teleseminar LIVE REPLAY—**Ethics of Going Into Business With Clients. Presented by the ISBA. 12-1 pm.

**Tuesday, 07/26/16- Teleseminar—**  
Buying and Selling Distressed Real Estate, Part 1. Presented by the ISBA. 12-1 pm.

**Wednesday, 07/27/16- Teleseminar—**  
Buying and Selling Distressed Real Estate, Part 2. Presented by the ISBA. 12-1 pm.

## August

**Tuesday, 08/02/16- Teleseminar—**Due Diligence in Real Estate Acquisitions. Presented by the ISBA. 12-1 pm.

**Wednesday, 08/03/16- Teleseminar LIVE REPLAY—**2016 UCC Update – Secured Transactions, Notes, Leases, Sales & More. Presented by the ISBA. 12-1 pm.

**Thursday, 08/04/16- Webinar—**  
Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

**Monday, 08/08/16- Teleseminar LIVE REPLAY—** Post-Closing Adjustments & Issues in Business Transactions. Presented by the ISBA. 12-1 pm.

**Tuesday, 08/09/16- Teleseminar—**  
Charging Orders in Business Transactions. Presented by the ISBA. 12-1 pm.

**Wednesday, 08/10/16- Teleseminar—**  
Role of Public Benefits in Estate Planning. Presented by the ISBA. 12-1 pm.

**Thursday, 08/11/16- Webinar—**  
Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only.

12:00- 1:00 pm.

**Tuesday, 08/16/16- Teleseminar—**Real Estate Finance, Part 1. Presented by the ISBA. 12-1 pm.

**Wednesday, 08/17/16- Teleseminar—**  
Real Estate Finance, Part 2. Presented by the ISBA. 12-1 pm.

**Tuesday, 08/23/16- Teleseminar—**  
Drafting Employment Separation Agreements. Presented by the ISBA. 12-1 pm.

**Wednesday, 08/24/16- Teleseminar—**  
Sales of Family Businesses: An Interdisciplinary Approach, Part 1. Presented by the ISBA. 12-1 pm.

**Thursday, 08/25/16- Teleseminar—**  
Sales of Family Businesses: An Interdisciplinary Approach, Part 2. Presented by the ISBA. 12-1 pm.

**Thursday, 08/25/16- Webinar—**  
Introduction to Boolean (Keyword) Searches for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

**Wednesday, 08/31/16- Teleseminar—**  
Lawyer Ethics and Disputes with Clients. Presented by the ISBA. 12-1 pm.

## September

**Thursday, 09/01/16- Webinar—**  
Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

**Thursday, 09/08/16- Webinar—**  
Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm. ■

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