

The Catalyst

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

Some battles continue to be fought: The Equal Rights Amendment

BY LORI G. LEVIN

The Illinois State Bar Association's Assembly overwhelmingly supported the Standing Committee on Women and the Law's request that the Association support the Equal Rights Amendment to the United States Constitution.

Prior to the Assembly's adoption, the Committee addressed most of the Association's Section Councils and Committees to publicize the amendment and seek support. Many ISBA members

Continued on next page

Spotlight on Shira Truitt—Getting to know a genuine Champion for Diversity and Defender of Justice

BY MARY F. PETRUCHIUS

The Women and the Law Committee chose to nominate one of our own, Shira Truitt, for the 2016 Diversity Leadership Award. Shira is truly deserving of this award, as she has made significant contributions to the advancement of diversity within the Illinois and Missouri legal communities, within the ISBA, and through her demonstrated commitment

to diversity beyond the ISBA. She has served as a member of the ISBA Standing Committee on Women and the Law since being appointed as our committee's first Diversity Fellow. Shira is a member of numerous organizations outside the ISBA that are committed to diversity. Shira evinces a truly exceptional commitment to

Continued on page 3

Some battles continue to be fought: The Equal Rights Amendment
1

Spotlight on Shira Truitt—Getting to know a genuine Champion for Diversity and Defender of Justice
1

Upcoming Attorney Moms Lunch
2

Business Travel and Breast Milk/Pumping: Milk Stork Review
4

Equal Pay Day Chicago 2016
4

Zonta celebrates 97 years of advancing the status of women
6

Minding the gap: International Women's Day
7

Why divorce lawyers should be tuning in more with their "sensitive side" to relate better to clients
8

Chair's column
9

Upcoming CLE programs
9

Some battles continue to be fought

CONTINUED FROM PAGE 1

were surprised that gender is not expressly covered by the Constitution. As we informed them, it is still surprisingly relevant as the late United States Supreme Court Associate Justice Antonin Scalia had stated that sex discrimination was not prohibited by the Constitution.

The ERA simply states: "Equal rights under the law shall not be denied or abridged by the United States or any state on account of sex."

Amending the United States Constitution can be an arduous process. Congress must pass all amendments by a two-thirds majority in both houses. Amendments must then be ratified by three-fourths of the state legislatures.

The ERA was passed by both houses of Congress in 1972. It was then sent to the state legislatures for debate and ratification. A deadline was set for ratification of March 22, 1979. Within the first year, 30 of the necessary states ratified the amendment, with an additional five joining ratification by 1977. In 1978, the ratification deadline was extended to 1982. Although the Illinois House voted to support ERA in 1980, the vote fell short of the necessary three-fifth requirement. No other states voted in favor of the ratification and five states voted to rescind their ratification. Although the deadline for ratification has passed, proponents assert that Congress can extend the deadline for ratification, recognize prior ratifications and even nullify the attempted rescissions of the ratifications.

Congress has reintroduced the ERA in every session since 1982. United States Congresswoman Carolyn B. Maloney (D-NY), has sponsored the ERA since the 105th Congress. She has stated: "Our democracy rests on the principle of 'liberty and justice for all.' We need the ERA to ensure that this concept applies equal to women."

Representative Maloney recently, once again, spoke on the need for the Equal Rights Amendment. Her speech on the floor was broadcast and can be found on YouTube at <<https://www.youtube.com/watch?v=0zBCCfhhmTw&feature=share>>.

Locally, in 2014, the Illinois State Senate voted in favor of ratifying the ERA. The Illinois House did not consider the matter. Although it is not anticipated that the issue will be considered in the Illinois House during this session, this Association is now on record supporting the equal rights for women.

March is Women's History Month and is a time to celebrate women. Hopefully, soon, we will be able to celebrate true equality guaranteed by the United States Constitution. ■

Lori G. Levin is an experienced criminal and juvenile defense attorney who practices in the Chicagoland area. She can be reached at 312-972-3756 or levin@lorilevinlaw.com. Her Web site is www.lorilevinlaw.com. She can also be found on Facebook at www.facebook.com/chicagodefense and Twitter @LoriLevin.

Upcoming Attorney Moms Lunch

We will be hosting an "Attorney Moms" lunch at the ISBA Chicago Regional Office on **Wednesday, April 6, 2016** from 12:00-1:00 p.m. It is a wonderful way to meet other attorney moms in various stages of their careers and parenting. You can register [here](https://www.isba.org/committees/women/attorneymomslunch). <<https://www.isba.org/committees/women/attorneymomslunch>>.

The Catalyst

Published at least four times per year. Annual subscription rates for ISBA members: \$25.

To subscribe, visit www.isba.org or call 217-525-1760.

OFFICE

ILLINOIS BAR CENTER
424 S. SECOND STREET
SPRINGFIELD, IL 62701
PHONES: 217-525-1760 OR 800-252-8908
WWW.ISBA.ORG

EDITORS

Cindy G. Buys
Kelly D. Thames

MANAGING EDITOR / PRODUCTION

Katie Underwood
✉ kunderwood@isba.org

STANDING COMMITTEE ON WOMEN AND THE LAW

Emily N. Masalski, Chair
Julie A. Neubauer, Vice Chair
Melissa M. Olivero, Secretary
Letitia Spunar-Sheats, Ex-Officio
Hon. Patrice Ball-Reed
Cindy G. Buys
Tracy D. Douglas
Angela Baker Evans
Veronica L. Felton Armouti
Emily Ann Hansen
Alice S. Henrikson
Michele M. Jochner
Sharee S. Langenstein
Lori G. Levin
Hon. Pamela E. Loza
Jessica C. Marshall
Sherry A. Mundorff
Margaret A. O'Sullivan
Kelly E. Parfitt
Dixie L. Peterson
Mary F. Petruchius
Kristen E. Prinz
Kelly D. Thames
Shira D. Truitt
Erin M. Wilson
Melissa Burkholder, Staff Liaison
Bridget C. Duignan, Board Co-Liaison
Hon. Elizabeth M. Rochford, Board Co-Liaison
Tracy D. Douglas, CLE Coordinator
Annemarie E. Kill, CLE Committee Liaison

DISCLAIMER: This newsletter is for subscribers' personal use only; redistribution is prohibited. Copyright Illinois State Bar Association. Statements or expressions of opinion appearing herein are those of the authors and not necessarily those of the Association or Editors, and likewise the publication of any advertisement is not to be construed as an endorsement of the product or service offered unless it is specifically stated in the ad that there is such approval or endorsement.

Articles are prepared as an educational service to members of ISBA. They should not be relied upon as a substitute for individual legal research.

The articles in this newsletter are not intended to be used and may not be relied on for penalty avoidance.

Postmaster: Please send address changes to the Illinois State Bar Association, 424 S. 2nd St., Springfield, IL 62701-1779.

Spotlight on Shira Truitt

CONTINUED FROM PAGE 1

diversity (based on gender, race, ethnicity, gender identity, and for other traditionally underserved groups). This “spotlight” on Shira is taken in large part from our nomination letter as well as current information Shira has provided me.

Shira Truitt was appointed among the very first class of Diversity Fellows in 2010. The ISBA Diversity Fellow program identifies diverse future leaders and provides them with the opportunity to find their niche within the ISBA, hopefully paving the way to future leadership roles. This program gave her an opportunity to serve on the Standing Committee on Women and the Law and to observe the workings of numerous other ISBA committees.

After completing her fellowship, Shira joined our committee as a full member, where she has held several subcommittee chair positions and has been an outspoken voice championing diversity among our ranks. She also serves as a member of the Committee on Judicial Evaluations Outside Cook County. Shira is an elected member of the Assembly, where she proudly stands as the *only* African-American downstate representative. Clearly, through the Diversity Fellows program, Shira has found her niche and, we have no doubt, she will continue to grow as a leader within the ISBA.

My first memory of Shira was when this committee held its Spring Outreach program in LaSalle County and took a tour of the Dwight Women’s Correctional Center in March of 2011. During the tour, our guide told us that the women receive shampoo and soap when they are processed and admitted to the facility. I was impressed with Shira’s sensitivity to the women of color inmates when she asked our guide what hair care products were available to those inmates, as their hair grooming needs are vastly different from the other female prisoners. That issue of concern was something I would have never even considered, not being as attuned to the individual needs of non-white inmates

as is Shira.

Shira serves as the Vice President and past Historian of the Mound City Bar Association, one of the oldest African-American bar associations west of the Mississippi River. In the wake of the 2014 unrest in Ferguson, Missouri, Shira rose as a champion for justice. She and other Mound City Bar Association members registered voters, wrote and printed pamphlets concerning the rights of protesters, visited jails, and worked to free detainees from jail. Shira *personally* led a campaign to respond to the needs of the community dealing with the Ferguson unrest by spearheading an effort to produce informational videos about various topics of concern to the community. She raised money, secured a camera crew, got permission to use a court building, enlisted other lawyers to participate, and shot videos about how the legal process works. Shira can be seen in a video about the importance of voting and jury service at <http://www.moundcitybar.com/#/about-us/community-videos>.

One of the duties of Vice President of the Mound City Bar Association is to oversee CLE seminars. Shira recently organized and implemented the February 29, 2016 CLE program entitled, “The Minority Conundrum: Balancing Expectations and Opportunities,” held at the Urban League of Metropolitan St. Louis. The speakers’ presentations focused on the differences and expectations on being a minority lawyer while balancing civic engagement, community expectations, and the “**Big Give Back**” in minority communities. The Mound City Bar Association is the only bar association for black attorneys in Southern Illinois and Shira individually contacted each attorney with an email invitation to the CLE.

In her practice, Shira Truitt knows all too well that people of color and other diverse populations often choose to remove themselves from the legal process. Her Mound City Bar Association video challenges these citizens to fully participate

in legal and legislative processes and to have a stake in the outcome. In response to the crisis in Ferguson, Shira chose to leverage her talents to research and pursue changes in our laws. She also reached out to those in need of her legal expertise and other community members to turn a catastrophe into an opportunity for greater involvement in the legal system.

As a chapter affiliate, the Mound City Bar Association will host the National Bar Association’s Annual Convention in St. Louis in July, 2016. The National Bar Association is the nation’s oldest and largest national association of predominantly African American lawyers and judges. Being the incoming President of the affiliate chapter, Shira will have an integral role in hosting the event.

A member of the Illinois Bar since 2003, Shira is a tireless and outspoken advocate for social justice on both sides of the Mississippi. She has served as an attorney in municipal drug court, providing legal counsel for approximately 300 mothers whose children were removed from their custody as a result of drug addiction or abuse. She represents numerous local boards of education with a core specialty on special education. As a contract attorney for the St. Louis County Housing Authority, Shira helps remove dangerous tenants so that others may live in dignity, safety, and peace. She is a sought after speaker on numerous topics within her areas of expertise, including women’s issues, child custody, family law, legal writing, and ethics.

Shira Truitt operates her own law firm, The Truitt Law Firm, with offices in Illinois and Missouri. Her firm is a Certified Minority/Woman Business Enterprise. In addition to her membership in the ISBA and Mound City Bar Association, Shira is a member of the Madison County Bar Association, St. Clair County Bar Association, and Metro East Bar Association. She is also an active member of the Missouri Bar Association, currently serving on its Legislation Committee.

Shira gives generously of her time with organizations serving historically disadvantaged groups through her involvement in the United Way of Greater St. Louis, the Urban League Guild, the Urban League Young Professionals of Metropolitan St. Louis, and Alpha Kappa Alpha (AKA) Sorority, Incorporated. She also is a member of the board for the Institute of Peace and Justice.

Shira leads the AKA Sorority's Environmental Responsibility Effort. The Effort focuses on recycling and on building refreshing and renewing sustainable play areas for children in primarily minority

neighborhoods. She helped institute the first electronic recycling program in a minority area of St. Louis.

Shira Truitt has "adopted" family court waiting rooms, and has purchased toys, books and other items so that the children have an inviting and safe place to be while they wait for their cases to be called.

In addition to her Juris Doctorate Degree, Shira holds a Master of Social Work Degree, with a concentration in children and youth. Her background in social work makes her a uniquely effective advocate and counselor.

The Standing Committee on Women

and the Law has greatly benefitted from the ISBA's Diversity Fellows program by gaining Shira Truitt as a member. I'm so proud to call Shira my hero, my friend—she's my "female Tavis Smiley." And she's OURS! ■

Mary F. Petrucci is a solo general practitioner in Sycamore, IL. She was the 2013-2014 Chair of the ISBA Standing Committee on Women & the Law. Mary is also a current member of the ISBA General Practice, Solo, and Small Firm and Child Law Section Councils. She can be reached at marypet@petrucci-law.com and her website is www.petrucci-law.com.

Business Travel and Breast Milk/ Pumping: Milk Stork Review

EMILY N. MASALSKI

This is not a sponsored review.

As I prepared for my February conference travel to San Diego, my husband made a list of how many ounces of breast milk my son would need while I was away. Of course our freezer stash had been depleted and I was worried about the logistics of continuing to travel and pump. I was feeling like a cow trying to create a stash prior to the trip and constantly wondering when my 13 month old son would wean.

I decided to try Milk Stork,¹ which is a new business travel solution for breastfeeding moms. It was somewhat expensive but the no-fuss, refrigerated, express shipping of breast milk home to my son made it worthwhile. I felt much more relaxed knowing that my son would have be okay even if I ended up getting stuck in California due to inclement weather in Chicago. It is another one of those breastfeeding solutions that I wish I had thought of!

■

1. For more details, go to Milk Stork's beta web site: www.milkstork.com

Equal Pay Day Chicago 2016

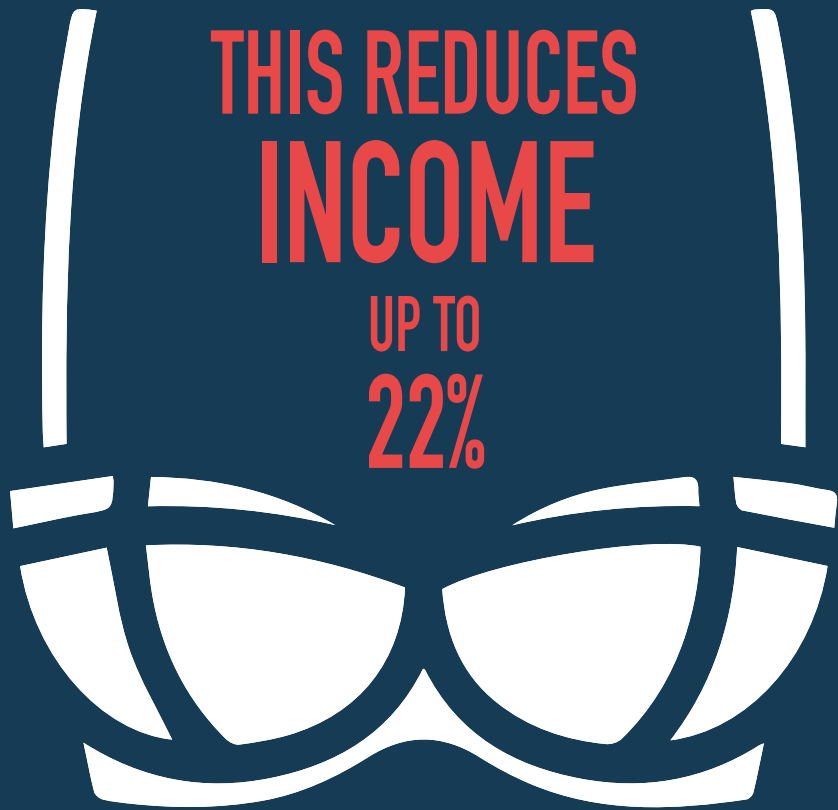
Plans are well underway for the next Equal Pay Day event, scheduled for April 12, 2016 in Daley Plaza (Clark and Washington in Chicago) from noon to 1 pm. Each year, Equal Pay Day is recognized world-wide to bring greater awareness to the wage gap experienced by minorities and women. In the US, the mid-April date symbolically marks how far into a new year the average woman must work to earn as much as the average man did in the previous year.

Equal Pay Day Chicago is a both a focal point to raise awareness of pay inequality, and a platform for organizations to collaborate across the state.

This year's event will include performances by members of Women in Comedy and rapper FM Supreme. Come early to get an equal pay button and take a novelty photo. The event will happen rain or shine.

American Association of University Women (AAUW-Illinois), Illinois Federation of Business Women (IFBW) and Professional Women's Club of Chicago (PWCC) provide financial support. The ISBA Standing Committee on Women in the Law is proud to be one of the dozens of Supporting Organizations. The full list of supporting organizations and additional details are posted on the Event's website at www.equalpaydaychi.org

Follow on Twitter @EqualPayDayChic and like the Event on Facebook for continuing updates. See you on the Plaza! ■



Women **STILL** make on average 22% less than men for doing the same exact job. That's 22% less income for every household. This needs to stop. You don't want to miss the chance to help bring awareness to this ridiculous issue at our Equal Pay Day event.

**COME TO
DALEY PLAZA**

**4/12/2016
12-1PM**

**THIS IS EVERYONE'S
PROBLEM**

CHICAGO · 2016
equal
PAY DAY



Zonta celebrates 97 years of advancing the status of women

BY MELISSA OLIVERO

Founded in Buffalo, New York in 1919, Zonta International is the only international service organization dedicated to advancing the status of women. Early members were among the first generation of college-educated women, the first generation of North American women to vote, and a part of the growing, though still comparatively small, legion of women entering the workforce.¹

Over the decades, Zonta International has grown into a worldwide service organization of executives in business and the professions working together to advance the status of women. There are nearly 30,000 members in nearly 1,200 clubs in 67 countries all over the world. Zonta International's headquarters is located in Oak Brook. There are currently 17 Zonta clubs in Illinois, located in Alton-Wood River, Arlington Heights, Aurora, Belvidere, Chicago, Effingham, Evanston, Joliet, Kankakee, LaSalle-Peru, Lincoln, Mascoutah, Oak Brook, Ottawa, Springfield, St. Charles-Batavia, and Streator.

Zonta International is affiliated with the United Nations as a non-governmental organization (NGO). Zonta has affiliation or consultative status with numerous groups within the UN, including with the UN Economic and Social Council (ECOSOC), the International Labor Organization (ILO), the Conference of NCOs (CONGO), UNESCO, and the Human Rights Commission.

According to Zonta International's website, "One of the first service organizations to understand women's unique role in achieving world peace, Zonta International continues to promote justice and universal respect for human rights and fundamental freedoms." At the international level, Zonta supports the efforts of the United Nations and its member states to empower women through the adoption and fulfillment of international conventions and treaties,

including the Convention on the Elimination of Discrimination Against Women or CEDAW.

Since 1923, Zonta has provided more than \$13 million to projects benefiting women in 36 countries. Currently, Zonta funds international programs seeking the elimination of obstetric fistula and reduction of maternal and newborn mortality in Liberia, working toward an HIV-free generation and preventing and responding to gender-based violence in Rwanda, and responding to violence in and around gender-based schools in Vietnam.

Additionally, through the Zonta International Foundation, Zonta funds the Zonta International Strategies to End Violence Against Women (ZISVAW) Program. Zonta recognizes that gender-based violence is the most pervasive and least recognized human rights violation. Through the ZISVAW Program, Zonta is currently funding programs responding to the needs of adolescent girls in Niger and educating Girl Scouts and Girl Guides about ending violence against women and girls. In line with these projects, Zontians around the world are working to end violence against women through the "Zonta Says NO" to Violence Against Women campaign.

Every Zonta district and club around the world implements its own service and advocacy initiatives. Zontians apply global human rights principles and Zonta International's goals at the local level. For example, the Zonta Club of LaSalle-Peru raises money for ADV&SAS, a local service provider for survivors of domestic violence and sexual assault. Every year, the LaSalle-Peru club collects cleaning and household products to provide to survivors of domestic and sexual violence leaving the shelter and establishing their own households in the community. Other clubs prepare birthing kits for women in Uganda and Haiti, advocate to pass legislation

aimed at ending gender-based violence and early marriage, raise awareness of human trafficking, conduct workshops that assist women with resume writing and interviewing skills to enable them to become financially independent, and sponsor scholarships.

In honor of pilot and Zontian Amelia Earhart, Zonta International established the Amelia Earhart Fellowship. The fellowship is awarded annually to women pursuing Ph.D./doctoral degrees in aerospace-related sciences or aerospace-related engineering. Since the program's inception, Zonta has awarded 1,473 Amelia Earhart Fellowships, totaling more than \$9 million, to women representing 70 countries. Zonta International also offers other awards to young women in public affairs and women pursuing business degrees.

People frequently believe that the word Zonta is an acronym – it is not. The word "Zonta" is derived from the Lakhota (Teton Dakota) word meaning honest and trustworthy. Members have the opportunity to attend the Zonta International convention that is held every two years in different locations throughout the world, as well as attend their district and area conferences. This year's Zonta International convention is being held in Nice, France.

Zonta is a truly great organization. If you would like to impact the lives of women in your community and around the globe, you should consider joining a Zonta club. Information about Zonta International and links to local Zonta clubs can be found at Zonta International's website: www.zonta.org. ■

1. Melissa Olivero serves as an administrative law judge for the National Labor Relations Board. She is also a member of the Zonta Club of LaSalle-Peru.

2. Much of the information for this article comes from Zonta International's website, <www.zonta.org>.

Minding the gap: International Women's Day

BY EMILY A. HANSEN

International Women's Day was observed on March 8th to celebrate and promote the economic, cultural and political achievement of women.²The day also calls for action for women's parity on the international level.³

The Socialist Party of America celebrated the first "Women's Day" observance in 1909 in New York.⁴ The day was apparently chosen to remember a strike that occurred in 1908 for International Ladies' Garment Workers' Union.⁵ 1910 marked the year that an International Women's Conference was held in Denmark. The establishment of International Women's Day resulted from the 1910 International Women's Conference.⁶ When the day was established, the strategy was to gain recognition and promote equal rights for women, which included the right to vote.

March 19, 1911, marked the first International Women's Day celebration in several countries in Europe. Over a million people demonstrated, went on strike, marched, paraded and demanded that women be given the right to vote and hold public office.⁷

It was not until 1914 when March 8th became the chosen day to celebrate International Women's Day, and each year thereafter provided women in different countries a forum to raise awareness to the particular inequality that they were facing.⁸ This forum is noted in 1917 when the International Women's Day in Russia sparked the February Revolution where Russian women went on strike for "peace and bread" referring to ending World War I, food shortages and Czarism.⁹

In 1977, the United Nations General Assembly invited member states to proclaim March 8th as the United Nations Day for women's rights and world peace.¹⁰ The United Nations thereafter utilized different themes each year not only to bring attention to particular challenges faced by women but also to celebrate

women overcoming obstacles in achieving greatness. As an example, 1999's theme was "World Free of Violence Against Women" and 2006's theme was "Women in Decision-making."¹¹

What makes International Women's Day so interesting is the countries that actually recognize the day as an official holiday, including but not limited to, Cambodia, Uganda, China and Afghanistan. The countries that recognize the day as an official holiday are countries in which progress towards women's parity remains slow.

Regardless if it is a national holiday, women in countries across the world recognize International Women's Day differently since the day has different meanings to each individual. For some individuals it is a celebration; for others it is a call to action to accelerate gender parity; and for many it is an opportunity to align and promote relevant activity.¹² Events are often hosted by women's groups and provide a wide array of options. In Chicago alone for 2016 International Women's Day, one could choose to celebrate by attending "International Women's Day Dance" "International Women's Day Networking Event" and even our Committee's "Celebrating the Power of Laughter in the Law Luncheon."

With the role of social media and technology, the message and goal behind International Women's Day is shared and spread by individuals pleading for parity. This pledge is made by CEOs to stay-at-home mothers who are all taking a stance to obtain the common goal: equal rights for women.

We should, as a Committee and as a Bar Association, make the pledge for parity together notwithstanding International Women's Day. Each day we should strive to close the gap between the genders and to finally achieve the mission started in 1909: celebrate and promote the economic, cultural and political achievement of

women. ■

Emily A. Hansen is an associate attorney at Botti Marinaccio, Ltd., in Oak Brook, Illinois. Ms. Hansen practices exclusively in family law in Cook, DuPage, Will and Kane Counties.

1. <<http://www.internationalwomensday.com/>>
2. Id.
3. "United Nations page on the background of the IWD." *Un.org*.
4. Id.
5. "About International Women's Day." *Internationalwomensday.com*. March 8, 1917.
6. United Nations page on the background of the IWD." *Un.org*.
7. "8th of March – International woman's day: in search of the lost memory". Archived from the original on March 13, 2011.
8. Id.
9. "WomenWatch: International Women's Day." *Un.org*.
10. Id.
11. <<http://www.internationalwomensday.com/Explore>>.



**ILLINOIS STATE
BAR ASSOCIATION**

**Now Every Article Is
the Start of a Discussion**

If you're an ISBA section member, you can comment on articles in the online version of this newsletter

Visit
WWW.ISBA.ORG
to access the archives.

Why divorce lawyers should be tuning in more with their “sensitive side” to relate better to clients

BY ALEXANDRA MARTINEZ

I will be the first to admit that I lack on the sensitive side of the emotional spectrum. In fact, I have been described by some colleagues as appearing “cold” and “insensitive.” As divorce lawyers, that may be our default position in order to detach ourselves from our client’s personal issues and get a better sense of the issues. While we may be doing our job in order to best serve our client, that client, however, may perceive us as “not caring”; and once they get their bill, they will think we just want their money.

In my five years of experience in the family law field, I have worked with a wide variety of personalities. I know of one attorney in particular who had an extraordinary ability to relate to clients as they sat crying in his office. He would hug them, sympathize with their situation, join them in anger and in sadness, and promise to fight for them ‘til the end! The attorney would relate personal stories of his own struggles which made the client feel like this attorney was his or her friend. Once the client felt that bond, it did not matter what the attorney’s “legal strategy” was - he was it. He was their friend and confidante. He would be invited to dinners, they would bring home-cooked meals and presents from abroad. I covered a case for this attorney once since he was running late. I was trying to negotiate a settlement but the parties were just too far apart. Once he arrived, I saw how he spoke to the parties in such a caring and concerned way. The opposing party, who was pro se, vented to the attorney about how unfair and mean her ex-husband was, and he just let her rant and would often interrupt to agree with her. “You’re right!” he said.

He did not give her any legal advice. Once she was done venting, she took the deal. I walked away with a new-found understanding of the power of empathy.

I don’t know how real this attorney’s sense of empathy was for his clients or if it was all an act, but the clients felt loved and protected. One prior employer used to call this ability to relate to clients as “emotional intelligence.” He stressed that as attorneys, we start to speak to our clients in “legalese.” Depending on the educational level of your client, that may just work. However, for a large part of the population, that will go over many people’s heads. If that is all you do in a consultation with a prospective client, you may never see this client again.

The Oxford English Dictionary defines “empathy” as “the power of projecting one’s personality into (and so fully comprehending) the object of contemplation. Professor Carrie Menkel-Meadow described empathy as “learning how to feel with others” and states that empathy “is an essential part of the client-lawyer relationship”¹ Professor Menkel-Meadow encourages empathy training for lawyers and stresses that “the lawyer who hopes to effectuate a successful transaction or settle a lawsuit or amend an administrative regulation needs to understand what the goals and feelings of the other are, if only to effectuate the needs and goals of the client.”² In other words, the lawyer must be able to “stand in the shoes” of the other person. Once that occurs, the lawyer begins to understand the client’s feelings and understand, in a nonjudgmental way, the client’s position; the lawyer is then better equipped to passionately defend

his client’s position. I also find that the client begins to trust the attorney more thereby making the attorney’s job easier. In the end, it does not matter whether you win or lose the case for the client as the client felt truly represented and defended. That makes for a happy client, and happy clients pay their bill, for the most part.

Despite my understanding of the power of empathy, for me that is one of the hardest parts of being a divorce attorney. It can be very difficult to truly empathize with a client especially if you do not agree with that person’s point-of-view, and it can be emotionally draining to have to relate to several clients a day. It truly takes a lot of effort, at least for me, to be sensitive to the wide range of emotions that I see on a daily basis, and find it easier to distance myself emotionally and just focus on the legal issues. However, I understand that in order to fully represent in my clients in every aspect, including the legal and emotional side, I need to be in tune with their emotions. Once my clients feel understood by me, they will trust me more which makes for an easier and more effective lawyer-client relationship. ■

Alexandra Martinez is an associate attorney with the law firm of Anderson & Boback, which practices primarily in areas of Family Law. She is a member of the Illinois State Bar Association, Chicago Bar Association and the Hispanic Lawyers Association of Illinois. Ms. Martinez can be reached at amartinez@illinoislawforyou.com.

1. Carrie Menkel-Meadow, *Narrowing the Gap by Narrowing the Field: What’s Missing from the MacCrate Report-Of Skills, Legal Science and Being a Human Being*, 69 WASH. L. REV. 593, 620 (1994).

2. *Id.* at 620

Chair's column

BY EMILY N. MASALSKI

On February 7-8, 2016, I traveled to San Diego to serve as one of the Illinois State Bar Association delegates to the American Bar Association (ABA) House of Delegates. The ABA House of Delegates meeting had lots of exciting debate on important issues affecting the legal profession and women lawyers. The ABA's top four leadership positions will soon be held exclusively by women with the recent election of:

- **Hilarie Bass**, a shareholder a co-president at Greenberg Traurig in Miami, who was nominated to become President-Elect in August 2016 (and president a year later);
- **Deborah Enix-Ross**, a senior adviser to the international dispute resolution group at Debevoise & Plimpton in New

York, who will become chair of the ABA House of Delegates for a two-year term starting in August 2016;

- **Mary L. Smith**, an attorney with the Office of the Special Deputy Receiver in Chicago, who will become ABA secretary for a three-year term starting in August 2017; and
- **Michelle A. Behnke**, principal of Michelle Behnke & Associates in Madison, Wisconsin, who will become ABA Treasurer starting in August 2017.

A copy of the ABA House of Delegates Daily Journal which summarizes all of the Resolutions considered by the House is available [here](https://www.americanbar.org/content/dam/aba/administrative/house_of_delegates/2016_hod_midyear_meeting_daily_journal.authcheckdam.pdf). <https://www.americanbar.org/content/dam/aba/administrative/house_of_delegates/2016_hod_midyear_meeting_daily_journal.authcheckdam.pdf>.

pdf>.

Of interest, the New Jersey State Bar Association proposed Resolution 10B which "supports constitutional equality for women, urges the extension of legal rights, privileges and responsibilities to all persons, regardless of sex, and reaffirms support of and affirmatively act toward the goal of the ratification of the Equal Rights Amendment to the U.S. Constitution." Resolution 10B was approved by the ABA House of Delegates.

Emily N. Masalski is Counsel at Rooney Rippie & Ratnaswamy LLP (R3) and a member of the firm's environmental and natural resources, health and safety, and litigation practice groups. She can be reached at emily.masalski@r3law.com.

Upcoming CLE programs

TO REGISTER, GO TO WWW.ISBA.ORG/CLE OR CALL THE ISBA REGISTRAR AT 800-252-8908 OR 217-525-1760.

April

Friday, 04/01/16- Teleseminar—
Drafting Trusts for the Long-Term.
Presented by the ISBA. 12-1 pm.

Tuesday, 04/05/16- Teleseminar—
Planning Due Diligence in Business Transactions. Presented by the ISBA. 12-1 pm.

Tuesday, 04/05/16- Webinar—Help! My Inbox is Exploding! Email Management for Lawyers. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Wednesday, 04/06/16- Teleseminar-Live Replay—Insurance and Indemnity in Real Estate. Presented by the ISBA. 12-1 pm.

Thursday, 04/07/16- Teleseminar—
Treatment of Trusts in Divorce. Presented by the ISBA. 12-1 pm.

Thursday, 04/07/16- Webinar—

Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Thursday, 04/07/16- Webcast—

Presented by Business Advice & Financial Planning. Co-sponsored by Environmental Law. Environmental Law for the General Practitioner: A Thumbnail Sketch of Environmental Law. 11:30 am – 12:30 pm

Thursday, 04/07/16- Webcast—

Presented by Business Advice & Financial Planning. Co-sponsored by Environmental Law. Environmental Law for the General Practitioner: Solid Waste Disposal under the Illinois Environmental Protection Act. 1:00 pm – 2:00 pm.

Friday, 04/08/16- CRO—The Story of a Mechanics Lien Claim: From

Client Meeting to Trial. Presented by the Construction Law Section Council; Co-sponsored by the Society of Illinois Construction Attorneys, the Real Estate Law Section Council and the Commercial Banking, Collections and Bankruptcy Section Council. 8:25-3:30 pm.

Friday, 04/08/16- Bloomington, Holiday Inn and Suites—DUI and Traffic Law Updates – Spring 2016. Presented by Traffic Law. 8:55-4:15 pm.

Tuesday, 04/12/16- Teleseminar—
Escrow Agreements in Business Transactions. Presented by the ISBA. 12-1 pm

Thursday, 04/14/16- Teleseminar—
Governance for Nonprofits. Presented by the ISBA. 12-1 pm. ■



IllinoisBarDOCS

Special
Pricing ends
March 31

FULLY AUTOMATED FORMS
Anytime, Anywhere, Any Device



Illinois-specific legal forms with a cloud-based document assembly system

Includes:

- FAMILY LAW forms**
(reflecting the recent IMDMA rewrite!)
...
- STATUTORY POWER OF ATTORNEY forms**
(reflecting Jan. 1, 2016 amendments!)
...
- REAL ESTATE forms**

New forms and practice areas will be added on an ongoing basis!



Available **ONLY**
to ISBA members

Two pricing options to choose from:

NOW THRU MARCH 31
SAVE \$49

\$20 OR **\$150**
per month per year

(REG. \$199 PER YEAR)

Volume discounts available for multi-attorney firms

www.isba.org/illinoisbarDOCS