



ILLINOIS STATE BAR ASSOCIATION

THE CATALYST

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

Is nice a four-letter word?

By Annemarie Kill

Nice: (adj.) friendly, kind and pleasant

—Macmillan Dictionary

I was recently in court as a judge was contemplating which attorney to appoint to represent the children in a divorce case. One of the attorneys standing before the bench suggested a woman attorney who is well-known and respected for her work representing children. The judge looked at the attorneys, paused, and said: "She's nice, but I think we need someone stronger." I began wondering immediately— are "nice" attorneys perceived as weak? Can one be nice, but still a successful, effective attorney? Of course, as

any attorney would do, I began researching my question.

Not surprisingly, I found this issue impacts more women than men. Trudy Bourgeois, author of *Her Corner Office: A Guide to Help Women Find a Place and a Voice in Corporate America*, summarized it well. "Many women have adopted the 'nice girl' syndrome as a result of the expectations and lessons learned in childhood. . . Little girls are taught to play nice, put others first, and always think about other people's feelings," she says.¹

There seemed to be a large amount of advice

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Letter to the editor

Women and the Law Committee welcomes input and feedback from readers of its quarterly Catalyst Newsletter.

Recently one of our reader shared with us comments and thoughts about The Catalyst and how it may be improved to better serve all its readers. Below, with permission of the author, is a copy of the exchange between The Catalyst's co-editor and reader WATL reader, Ms. Cindy Johnson. We hope this information is of value and encourage all our readers both to write to let us know how we are doing and to submit articles for publication in The Catalyst which they believe would be of interest to our audience.

Dear Ms. Editor:

For many years I have been dismayed with *The Catalyst*, and perhaps the committee itself. As women lawyers we have so much to offer and we are a very diverse group with diverse practice

areas. In so many ways, we can help each other succeed by mentoring and by just being there to support each other.

For some time, however, the articles in *The Catalyst* have focused very heavily upon domestic violence, children's issues, child support, and domestic relations issues. Unfortunately, this conveys to the world two very sexist, very inaccurate viewpoints. One is that women lawyers are only capable of dealing with these "family" type issues. The other is that ALL WOMEN LAWYERS do, and should, take a greater interest in domestic issues than men BECAUSE we are women. I'm assuming that the committee did not intend to give these signals to the general bar, but it was the sad result. In fact this is one of the main reasons I have stayed away from "women's" bar associations and committees throughout my career. I felt that it did not serve to empower women, or

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Is nice a four-letter word?

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focusing on ways to overcome being nice. There were articles and books about how being nice is a liability in the business world. I will call this group of people the “get over it” group. They insisted that professional women should do everything possible to escape the pejorative label of “nice.” One of the foremost advocates for this position is Lois Frankel, author of *Nice Girls Don’t Get the Corner Office: 101 Unconscious Mistakes Women Make that Sabotage Their Career*.² The title says it all. Dr. Frankel coaches women on how to overcome being “nice.” Like Bourgeois, she also traces the source of woman’s desire to be nice to the failure to overcome the stereotype of little girls. Dr. Frankel directs professional women to stop acting like little girls and become women: “[b]eing a girl is certainly easier than being a woman. Girls don’t have to take responsibility for their destiny. Their choices are limited by a narrowly defined scope of expectations. And here’s another reason why we continue to exhibit the behaviors learned in childhood even when at some level we know they’re holding us back: We can’t see beyond the boundaries that have traditionally circumscribed the parameters of our influence. It’s dangerous to go out of bounds. When you do, you get accused of trying to act like a man or being ‘bitchy.’ All in all, it’s easier to behave in socially acceptable ways.” Dr. Frankel’s book focuses on ways to overcome niceness, not harmonize it with our lives as professionals. Though she offers much sound advice, she also lists what she perceives as mistakes women make in an effort to be nice. She claims such mistakes include working hard, polling others before making decisions, and sharing personal information. She directly encourages women to abandon such “girlish” behavior, grow-up and behave as women.

I was disheartened. What these “get over it” experts seem to have concluded is this: being nice and successful are mutually exclusive. A nice person is doomed to a life of being perceived as weak. Unwilling to accept this, I press on, looking for an answer I could accept... and to my relief I found it!

In the bestselling book, aptly titled *The Power of Nice: How to Conquer the Business World With Kindness*, by Linda Thaler and Robin Koval, we see the antithesis to the “get over

it” approach to being nice.³ Thaler and Koval explain that we should embrace being nice. What goes around comes around in the business world, and being nice creates endless paths to success. Whether it is being referred clients based on small pleasantries with your doorman or being nominated for awards by one’s competitors, being genuinely nice will always produce the best results. The book has been described as the “antidote to our increasingly mean-spirited culture.” The principles of the book seem so simple, almost childlike. In fact, it may be seen to espouse the same “little girl” behavior so maligned by Dr. Frankel: you tell the truth, you treat others as you would like to be treated, you freely give credit to others, and you say thank you. Here are a few of the *Power of Nice* principles:

- *Positive impressions are like seeds.* Favorable impressions find their way back to you and have a domino effect.
- *You never know.* Being nice to strangers, as well as colleagues can pay huge dividends. You never know where your next opportunity may come from.
- *You will know.* Even if you never see a person you have treated badly again, even if no one sees or knows of your rudeness or bad behavior, *you will know.* It will be in your mind and heart when you walk into a meeting and try to convince the people in the room that they should put their faith in you. The power of nice is not about running around manically smiling and doing everyone’s bidding, all the while calculating what you’ll get in return. It’s not about being phony or manipulative. It’s about valuing niceness—in yourself and in others—the same way you respect intelligence, beauty, or talent.

Colorado attorney Edwin Schilling offers advice consistent with the authors of *The Power of Nice*. Schilling does not urge women to “get over it” and stop being nice. Rather, Schilling argues that nice people make the best attorneys. He explains “[b]y ‘nice’ I do not mean ‘wimps’... [a]n attorney can be assertive and stand up for you without being mean. These are the very best.” His theory is that attorneys who are nice do not have to “compensate for their lack of skills, knowledge and expertise by being mean, nasty,

and arrogant.” On the other hand, attorneys who are abusive and show-offs are dangerous. He explains that that behavior increases litigation costs and increases the stress-level of their clients. As a result, they often do not produce the best result. He summarizes that these nice attorneys “have credibility with the judges, and the client benefits from this in many subtle ways.”⁴

So—to be nice or not to be nice? Of course that assumes we have a choice. It is not so easy to change a person’s personality no matter how many well-reasoned tips you have from experts. So, my working answer will come from my husband, who quickly quoted a surprising source. Spoken by Patrick Swayze’s character, Dalton, in the 1989 movie *Roadhouse*, I think it says it all. As a roadhouse bouncer with a degree in philosophy from NYU, Dalton teaches this: “be nice.... until it is time to NOT be nice.” ■

1. Sherman, Alisa. No More Ms. Nice Guy: Do Nice Girls Really Finish Last in the Business World? Entrepreneur. Feb., 2005.

2. Frankel, Ph.D, Lois P. *Nice Girls Don’t Get the Corner Office: 101 Unconscious Mistakes Women Make that Sabotage Their Careers*. Warner Books (2004). (Excerpts also appearing at <www.careerknowhow.com/advancement/nice-girls.htm>).

3. Thaler, Linda and Koval, Robin. *The Power of Nice: How to Conquer the Business World with Kindness*. Random House (2006). (Excerpts also appearing at <www.businessknowhow.com/growth/power-nice.htm>).

4. Schilling, Edwin C. You Have the Right to a Competent Attorney, or The Very Best Attorneys are Nice People appearing at <www.divorcenet.com/nationwide/you_have_a_right_to_a_competent_attorney>.



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Letter to the editor

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make them more accepted in what is still a male dominated community, but, instead, served to separate women and denigrate them to second tier lawyer status.

The fact that the entire December *Catalyst* concentrated on career promotion and self betterment as a lawyer, along with President Obama's outreach to all lawyers (on issues not focused on family issues), and a discussion of diversity of all non-majority groups of lawyers was unbelievably refreshing. Obviously, family law types of issues have a place, but that place should be along side career issues, commentary on particular practice areas where women have broken a glass ceiling and opened doors for others, self improvement matters, management discussions (for senior associates, or women who are hiring their first employees, for instance), assistance to the poor in all areas—not just family matters, etc.

I am not a "writer" in terms of letters to the editor or getting my personal opinions out there. But I was so pleasantly taken by surprise by this last newsletter that I felt compelled to tell you how pleasantly surprised I was.

Keep up the good work.

Cindy M. Johnson (managing member)
Johnson & Newby, LLC

Dear Ms. Johnson:

Thank you for your kind letter-to-the-editor and apologies for my delay in responding. I have been a co-editor of *The Catalyst* for several years now and I am always glad to receive feedback from a reader. I appreciate your frankness and perspective and would like your permission to re-print your comments in our next edition. One of the things we continue to struggle with in publishing this newsletter quarterly is getting submissions in the first place. I have long felt that publishing in an ISBA Newsletter, like *The Catalyst*, is itself a means by which women lawyers can market themselves and their particular field of law. As *The Catalyst* is not a substantive newsletter we have greater leeway to accept submissions on a wide range of topics, but getting submissions continues to be the challenge—a true "chicken or egg" dilemma. Submissions, as long as they relate to "women in the law" and are submitted with the original author's permission, do not have to be original pieces. If you are so inclined I would welcome a submission from you or any of your associates or colleagues for publication.

Thanks again.

Sandra Crawford, J.D., Vice-Chair of the
ISBA's Women in the Law Committee and
Co-Editor of *The Catalyst* Newsletter

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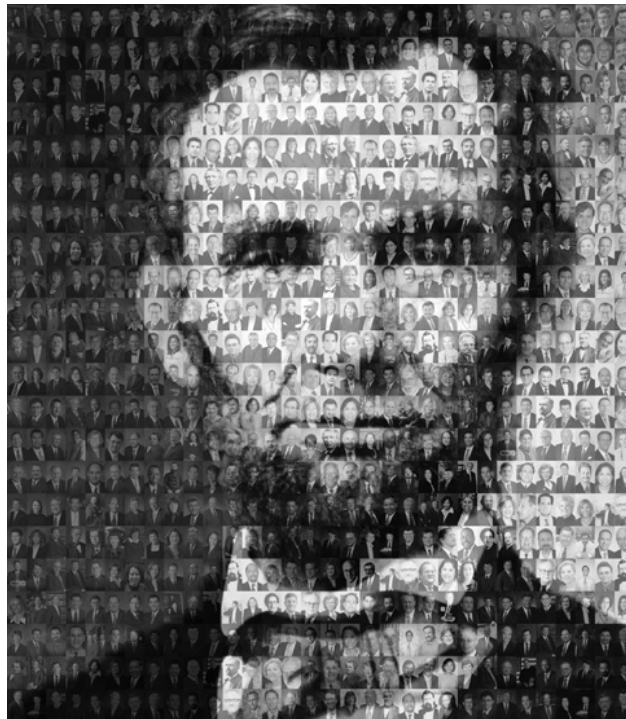
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Spring into action by volunteering—The Court Watch Project

By Megan V. Rose

When the new City of Chicago Centralized Domestic Violence Court-house opened its doors in October 2005, many in the Chicago community hoped that a better facility would result in better handling of domestic violence cases. Several years later, it is clear to the domestic violence advocacy community, and the community at large, that infrastructure notwithstanding, real changes are still needed to improve the process for domestic violence survivors seeking justice through the court system. Determining the needs for change, and the corresponding recommendations, present a unique challenge: how to identify areas for improvement?

Enter the Court Watch project, a special project of the Chicago Metropolitan Battered Women's Network. The Court Watch program, staffed completely by volunteers, record their observations of domestic violence proceedings for inclusion in a public report of recommendations for improvement in the process for survivors of domestic violence. The volunteers range from law professors to psychology students to retired persons—all with an interest in the justice process for victims of domestic violence.

Formed through a truly serendipitous alignment of professionals, resources, and volunteers, the Court Watch program represents an opportunity for the Network to

reach out to the greater Chicago community to work together in identifying areas for improvement in the justice process.

A historically strong voice for the domestic violence advocacy community, The Battered Women's Network was already attuned to the lack of progress at the court. In fact, during the summer of 2008, the Network's Legal & Legislative Issues Committee identified the existing courtroom practices for domestic violence cases as an area of concern.

During this time period, a *Chicago Tribune* article highlighted the poor conviction rate of domestic violence cases in Cook County. Also at this time, Chief Judge Evans assembled a 14-member committee to "ensure that the Circuit Court of Cook County remains on the cutting edge in providing a safe and secure environment for the hearing of domestic violence matters." Network Executive Director Dawn Dalton was appointed to and currently sits on this committee.

Other fortuitous events soon followed: the Network was approached in the summer of 2008 by the Illinois Department of Human Services (IDHS) and offered placement of a newly-created AmeriCorps VISTA volunteer position placed to create and implement a Domestic Violence Court Watch project. The offer was quickly accepted, and the Project

officially began in November 2008, after a thorough examination as to the appropriate steps to create a solid Court Watch Project. The VISTA volunteer continues to recruit and retain the volunteer base and form relationships within the community to ensure the continued success of the program, including the recently-formed partnership with Loyola's Center for Urban Research and Learning (CURL). CURL came on board to assist in data management and analysis of the courtroom observations. A group of CURL students is currently constructing a database to interpret the volunteer observations and identify trends in the data.

Interest in and community support for the project continues to be phenomenal. To date, four community volunteer trainings have been held (with a fifth planned for June 2010). The result is 60 community-based volunteers currently monitoring the courtrooms at the City of Chicago Centralized Domestic Violence Court, and first annual report planned for release at the end of the summer. ■

Megan V. Rose is the current AmeriCorps VISTA Volunteer and Policy Advocate/ Courtwatch Program Coordinator for the Chicago Metropolitan Battered Women's Network. For more information regarding upcoming trainings and/or a volunteer application, please contact Megan at megan@batteredwomensnetwork.org

Women Everywhere: A spirit of collaboration

By Shital Patel, Associate Attorney at Jackson Lewis LLP, Women Everywhere Board Vice President and Planning Committee Co-Chair

As attorneys, so often we can become consumed with the time spent in our offices poring over papers, typing on our computers, or arguing in court. Is there a way to add meaning to our legal careers in a different way both professionally and personally?

Women-Everywhere Partners in Service Project, Inc. ("WE") is a non-profit organization dedicated to projects that serve women's and children's needs in Cook County. WE is a collaborative volunteer project supported by local bar organizations, law firms, and other private donations. WE maintains a dedicated Board of Directors and Planning Committee comprised of attorneys, judges and non-at-

torneys. WE is a true bar partnership organization, which is sponsored this year by the following bar associations: Asian American Bar Association of Greater Chicago, Black Women Lawyers' Association of Greater Chicago, Chicago Bar Association Alliance For Women, Diversity Scholarship Foundation, John Marshall Alumni Association, Illinois Association of Defense Trial Counsel, Illinois Judicial Council, Illinois Judges Foundation, Illinois State Bar Association Women and the Law Committee, Illinois Trial Lawyers Association, Lesbian and Gay Bar Association of Chicago, Women's Bar Association of Illinois, and Women's Criminal Defense Bar Association. Members of these bar organizations have joined our Planning

Committee to represent the diverse interests of our legal community and implement the programs of WE.

Now in its 11th year, WE focuses on three main projects: the Education Day Project, the Agency Day Project, and College Scholarships.

Education Day Project. The Education Day Project focuses on court tours for over 350 local high school students at courthouses in Chicago, including Criminal, Domestic Relations, State Appellate, Federal, and Civil (Daley Center). This program is a unique opportunity each spring for the participating students to meet judges, attorneys, and courthouse personnel, learn about their career paths, and

hopefully become inspired by them in a personal way. At the Daley Center, students participate in mock trials, view and learn about the adoption process, learn about the voting process through the use of mock voting booths, and watch parts of jury trials through the participation of judges in this program. The Planning Committee members volunteer as court tour leaders and coordinate the students' visits with the judges that have been specially arranged for them. Students at the State Appellate Court and Federal Court tours have participated in mock oral arguments and question and answer panels with judges, and students at the Criminal Courts have the opportunity to hear from all the courtroom personnel, observe how the personnel interact, and hear how they made their career choices.

The court tours are one of the highlights of the day for these participating students, but they certainly are not the end of it. The Education Day Project also includes a privately-funded lunch program with exceptional speakers to encourage and motivate these young women to pursue interesting and challenging careers. Past speakers have included professional women both inside and outside of the legal field, such as Dorothy Brown (the Clerk of the Circuit Court of Cook County), Lisa Madigan (the Illinois Attorney General), Nancy Pender (a broadcaster from Fox News), Valerie Warner (a broadcaster from WGN News), Kara Stephenson (a State's Attorney who works in a DNA crime lab), and Julie Anderson (an FBI Agent). Speakers have addressed topics such as teen dating violence prevention and awareness, challenges they have faced in their own careers, and how they have responded to those challenges to thrive as women in their chosen professions.

Women Everywhere College Scholarship Program. Through the Women Everywhere College Scholarship Program, participating students of the Educational Day Program are eligible to receive merit-based college scholarships through an application process. The application process includes an essay topic focusing on a theme that is chosen each year by WE's Planning Committee. This year's theme, "Women of Tomorrow," was incorporated into the 2010 scholarship application by requiring applicants to write an essay on a woman who made a difference in their community. This woman could be a person such as a family member or local community organizer, or the applicant could choose from a list of inspiring and diverse women, such as Christiane Amanpour, Justice Sonia Sotomay-

or, and Venus and Serena Williams. Last year, WE received a record number of applicants and awarded the recipients in person at the lunch program that follows the court tours. The selected students are awarded these scholarships during the lunch program and are able to receive special recognition among their teachers and peers. The lunch program, just as the College Scholarship Program, Education Day Project, and Agency Day Project, are all privately funded by attorneys just like you, bar organizations, law firms, and other donors. The program would not be possible without donations and volunteers, which you can assist with as further described below.

Agency Day Project. The Agency Day Project is a volunteer day organized to assist attorneys like you and me to give back to the community through a variety of service projects at local agencies. Each year, hundreds of attorneys, judges, and friends of the legal community—both men and women—give back to the community by participating with one of over 30 agencies that partner with WE. These projects allow volunteers to assist the agency's needs through volunteer projects such as gardening, painting, or giving a legal seminar on relevant topics. For example, I gave a seminar on child support and answered questions regarding the termination of parental rights process with members of the State's Attorney's Office at Deborah's Place, a shelter for homeless women who are getting back on their feet. The attorneys of Schiff Hardin had a bowling and pizza party last year with the children of Hephzibah House, a transition home for foster children whose adoptions have fallen through. The attorneys of the Black Women's Lawyers Association of Greater Chicago sponsored an agency called Kids Off the Block where they spoke to youth and their parents about the criminal justice system, suggested steps to take if they find themselves in the system, and discussed and provided information to them about the expungement process.

Although the name, "Women Everywhere," connotes that it is a women's organization, our projects would not be possible without the support and project participation of both men and women. The annual court tours, for example, would not be possible without the enthusiasm and dedication of our participating judges and court tour leaders who take the time out of their busy legal careers every year to promote education and growth among these striving hopefuls in our community. WE has been specially supported by the Circuit Court Chief of Cook County, Judge Timothy

C. Evans, since its inception eleven years ago. Chief Judge Evans was the very first recipient of the Women Everywhere Outstanding Partner Award. The Outstanding Partner Award is one that is given to a member of the judiciary who exemplifies the goals and values of this organization and goes above and beyond to support WE in its projects. This award hopes to inspire judges to continue participating in WE and raise awareness of this exceptional project in our legal community. The past two recipients of this award are Judge Diane J. Larsen and Presiding Judge Paul C. Biebel. The 2010 Outstanding Partner Award was recently presented to Judge Rita M. Novak of the Chancery Division. WE congratulates Judge Novak on her exceptional contributions to WE and the legal community.

My story. I personally became involved in WE four years ago when I was interested in participating in community service work as an attorney in our legal community. I had always been active in community service prior to my legal career and wanted to incorporate my legal training into future service efforts. WE afforded me a unique opportunity not only to give back to the community, but to further my leadership skills among other professionals and meet and work with the wonderful individuals of our Board and Planning Committee. I have served as a member, Chair of the Volunteer Committee, Co-Chair of the Planning Committee, and member of the Board of Directors. I presently serve again as Co-Chair of the Planning Committee and as Board Vice President. The spirit of WE is mentoring and giving back, and I have been fortunate enough to be able to give and receive the benefits of this outstanding program. Volunteering with WE has been, and continues to be, a rewarding experience that has truly enhanced my legal career outside of the office.

Volunteering with WE. The heart of the WE projects lies within our volunteers. We invite you to join our collaborative efforts to make a difference in our community and in the lives of women and children in need by volunteering on June 11, 2010 for our annual Agency Day Project. If you would like to volunteer, either individually or with your organization, please complete a volunteer form on our Web site: <www.wechicago.org> or contact Martina Brendel at mbrendel@kentlaw.edu. For more information about WE or to make a donation, please visit our Web site above, or contact Co-Chairs, Shital Patel (312.803.2511) or Michelle Kohut (312.346.3191). Together, WE can make a difference! ■

“The knowledge of the law is like a deep well, out of which each man draweth according to the strength of his understanding.”

—SIR EDWARD COKE, LORD CHIEF JUSTICE OF ENGLAND (1552-1634)



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Beware Blockshopper.com: A call to action

By Julie A. Neubauer, Esq.

A small Web site was launched in 2006 called Blockshopper.com for the purpose of assisting buyers and sellers in the market for real estate to find the best deal possible. The site has taken public records from county recorders offices around the country and compiled lists of data by neighborhood block for as many homes on that block as possible. You can search the site by inputting any street address and up comes a list of all the homes on the same block in list form. The list includes the address, the names of the homeowner(s), the date of purchase and the price paid. Beyond that, the Web site selects and profiles specific sellers and buyers, identifying them by name, occupation and place of employment and then also links to the various Web sites with additional data on the individual buyer or seller. Byline links such as "OB/GYN buys 4BD in Wheaton" and "President of XXX Co. selling penthouse in Chicago" appear in list form on the site. When you click on a link a plethora of information comes up on the individual buyer, totally unrelated to the purchase of the home.

The Web site offers a multitude of search options and functions, that provide a valid service to the legitimate buyer. However, as an attorney and a long time advocate and counselor of battered women this Web site gives me great concern, especially in light of the effect of Google. Type in a name of any person known to own a home and the word "blockshopper" into the Google search engine and the first hit will likely be the listing on Blockshopper.com. In certain cases there is also a satellite shot or street view on Google maps of the property itself. In the hands of a stalker, an angry or needy client, an enraged opposing party, a disgruntled employee/customer, thieves or a former abusive partner this Web site provides a fast track to finding the private abode of any target for harm.

Blockshopper.com has already been sued by the Chicago law firm Jones Day for its practice of creating unauthorized profiles of recent homebuyers who happen to be attorneys and then providing an unauthorized link to the attorney's firm Web site. The case was recently settled. However, it is apparent that the safety concerns this invasion of privacy creates have not been subject to the scrutiny of the Courts.

When contacted with a request to remove personal information the reply is the following form statement:

BlockShopper publishes public records. Property ownership and sales information is listed publicly in multiple places on the internet and in other publications. We get our data from the county-- it is the public record. It's our goal to be accurate and consistent, so we don't simply edit the public record on any request. Our Legal/Marketing First Amendment team can be reached at our Chicago office. They typically take 15-45 days to respond. For faster service, please include in the Subject Line of the Letter: "Publishing Public Information."


While they are correct, that the information provided on this site is a matter of public record, the compilation and transmission of data in this manner opens the door for danger. Conducting title searches or viewing the properties through the MLS creates filtering systems of safety. Usually those searches are done by licensed professionals such as realtors and attorneys subject to ethical standards of propriety. While anyone can conduct a search for this information, most do not know how.

Is this truly a matter of First Amendment

rights? When I buy a home does that mean I subject myself to being profiled on Blockshopper.com so that any interested person can know where I live, what I paid for my home, where I work, what my affiliations are, where I went to law school, and what I look like? This Web site links all other Web sites related to a profiled buyer or seller that they deem relevant, with no checks and balances under the law, without prior consent and without informing the individual that the profile exists.

While there are legal remedies available, such as creating a land trust for home ownership, land trusts require annual fees and are burdensome to lenders as the practice is considered outdated. Is there no duty to inform the public or no requirement for prior consent for a private party's Web postings to be used to promote the business of a third party entity? Should there not be the option to opt out of having your information posted in this forum?

Investigation continues into the practices of Blockshopper.com. I call this issue to your attention and encourage you to search yourselves and to encourage your clients to do the same. We too have the right to speak. I call all those in opposition to the practices of Blockshopper.com to speak out against it and to come together to find a solution to keep our homes safe. ■



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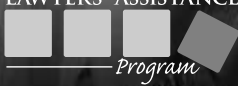
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Women in the criminal justice system—Justice delivered or denied?

By Nikki Carrion

On February 25, 2010, the Standing Committee on Women and the Law hosted a CLE program on Women in the Criminal Justice System—Justice Delivered or Denied? The program was co-sponsored by the ISBA Criminal Justice Section Council and the ISBA Standing Committee on Delivery of Legal Services. The purpose of the program was to examine the characteristics of women who are classified as criminal offenders, the risk factors contributing to female crimes, and the gender responsive practices of law enforcement, prison staff and administrators, social service providers, and attorneys prosecuting and defending these women.

The program offered several dynamic and exceptionally knowledgeable speakers who are intimately involved with the issues surrounding women in the criminal justice system and their children and families. Jessica Ashley, a researcher with the Illinois Criminal Justice Information Authority ("ICJIA") in Chicago, reported on a recent study conducted by the ICJIA that examined women criminal offenders that were presently incarcerated and their crimes.¹ The study was conducted by a group of ICJIA staff researchers and law students who interviewed a reliable sample of women inmates on their crimes, life history, and any history of trauma/abuse, mental health and substance abuse issues. In her report, Mrs. Ashley detailed the profile and characteristics of women who are classified as criminal offenders, the types of crimes they commit, and the various influences and risk factors that contribute to the crimes committed by women. Mrs. Ashley reported that the majority of crimes committed by women are classified as drug offenses (39%) and property offenses (37%) with the remainder being comprised of various violent offenses, most often simple assault. Mrs. Ashley indicated that there seems to be a growing trend in violent offenses committed by young women and juvenile girls, although it is still unclear as to why violent offenses among this population is growing. Mrs. Ashley reported that approximately 98% of the women interviewed reported experiencing physical abuse in their lives with 10 years of age being the average age of onset of the abuse. Of these women, 77% were abused by intimate partners, 73%

were abused by family members, and 31% were abused by strangers. Many women also reported being sexually abused (75%) with 11 years of age being the average age of onset of the sexual abuse. Mrs. Ashley indicated that the research numbers indicated that there was a strong correlation between sexual abuse and physical abuse in these women. Not surprisingly, many of these women reported mental health and substance abuse issues as well. Moreover, Mrs. Ashley reported that there was a weak but significant correlation between childhood sexual abuse of these women and a current violent offense. This correlation certainly warrants further research but Mrs. Ashley suggests that the implications for practice and policy should be early intervention in girls' and women's lives to stop the abuse before victimization and trauma escalates in order to reduce the incidence of violent offenses that may be committed by these women in the future.

The program also focused on the criminal justice system's response to these women and whether or not the system is effective in reducing crimes committed by women. The Honorable Paul Biebel, Jr. of Cook County, Randy Rosenbaum, the Champaign County Public Defender, and Lori Levin, the former executive director of the ICJIA and now a practicing trial attorney, discussed the different types of programs available to these women before incarceration including the Mental Health Court of Cook County and drug treatment programs overseen by Judge Biebel and various other programs throughout the state. The panel reported that these programs are largely successful resulting in a significant decrease in arrests and convictions after graduation from the programs.

Deborah Denning, the coordinator of the Women and Family Services Division of the Illinois Department of Corrections ("IDOC") also reported that programs for women and their families such as mental health, counseling, and substance abuse treatment programs in prison also appear to reduce the rate of recidivism among women offenders. Mrs. Denning first gave a history of women in prison and the criminal justice system's historic response to women offenders. She reported that the first prison for women in Illinois opened in November 1931 as the Oak-

dale State Reformatory for Women which is now known as the Dwight Correctional Center in Dwight, Illinois. Amazingly, prior to 1931, there were no separate housing facilities for women offenders and these women offenders were actually kept in the cellar of the Menard Correctional facility and warden's attic! Historical prison documents indicate that the majority of the women "offenders" that were housed at the Reformatory in the 1930s were in "prison" for infractions such as bad etiquette and manners. Mrs. Denning reported that in preparation for this presentation she had searched some of the old warden and sociologist records of the women's reformatory and found records describing these women as "whores and thieves of another kind."

Fortunately, the department of corrections has come a long way since then with respect to its practices and response to women offenders but all of the speakers and participants agreed that more work and additional gender responsive practices and programs are needed to really address the particular needs of women in the criminal justice system. Currently, the Women and Family Services Division of IDOC has a variety of programming initiatives and resources that provide a holistic approach to servicing these women and their children. Some of IDOC's programs offer services to address the women's spiritual, mental health, educational, safety, life skills, parenting, and substance abuse issues. IDOC also has programs for women who are preparing to transition out of prison and reintegrate into the community. These transitional programs include case management, mentoring, job preparation, and a moms and babies program designed to reunite and reestablish the bond between the mother and child before the mother is released from prison. IDOC also collaborates with other legal services and social services organizations such as the Chicago Legal Advocacy for Incarcerated Mothers (CLAIM), the Lutheran Social Service of Illinois Prisoner and Family Ministry (LSSI), and Grace House of St. Leonard's Ministry in an effort to support the woman's successful reentry into the community and restore the relationships between incarcerated women and their families.

The program ended with two spectacular success stories of formerly incarcerated women. Ms. MoDena Stinnette was formerly incarcerated and now works for the Gateway Foundation after earning her Bachelor's Degree and has her MBA. She is currently work-

ing on her Ph.D. Ms. Sheryl Abel was formerly incarcerated and is the CEO/Founder of H.O.P.E. Inc. "Helping Ourselves, Prisoners & Women Ex-Offenders." I encourage everyone who missed the live program to get the DVD!



1. The ICJIA study on women criminal offenders should be completed in the Spring of 2010 and will be available for viewing on the ICJIA Web site at <www.icjia.state.il.us>.

Women Everywhere: Partners in Service Project, Inc.: www.wechicago.org

Please join us for our

Agency Day on June 11, 2010

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Michelle Kohut - 312-346-3191; mmk@corboydemetrio.com

Women Everywhere: Partners in Service Project ("WE") is a non-profit organization comprised of attorneys and judges dedicated to projects benefitting women and children's needs in Cook County. For the past eleven years, WE has been a collaborative effort of several Chicago area bar associations that plan and coordinate volunteer activities on behalf of women and children in need. Through the various activities of Women Everywhere, hundreds of volunteers, including federal and state judges, attorneys, and friends of the legal community, make a difference each year by participating in Agency Day and the Educational Program, and sponsoring college scholarships.

Our ANNUAL PROJECTS

- (1) **Agency Day** allows both male and female volunteers to give back to their community by volunteering their time to nearly 30 local service agencies dedicated to helping women and children in need.
- (2) The **Educational Program** invites high schools girls from around the area to tour state and federal courts and meet participating judges in this program, while encouraging these young women to aspire to interesting and challenging careers.
- (3) The Women Everywhere **College Scholarships** provide financial help to selected enthusiastic college-bound high school girls who want to make a difference.

HOW YOU CAN HELP

We invite you to join our collaborative efforts to make a difference in our communities and in the lives of women and children in need by volunteering on June 11, 2010 for our annual Agency Day. If you would like to volunteer, please complete a volunteer form at <<http://www.wechicago.org>> or send an e-mail to Martina Brendel at mbrendel@kent-law.edu. For more information about WE or to make a donation, please visit our Web site at <<http://www.wechicago.org>> or contact Women Everywhere Co-Chairs Shital Patel (phone: 312-803-2511; e-mail: PatelS@jacksonlewis.com) or Michelle Kohut (phone: 312-346-3191; e-mail: mmk@corboydemetrio.com).

Remember, Together WE Can Make a Difference!

ISBA celebrates women in the profession

On March 9, 2010, ISBA President John O'Brien hosted a luncheon entitled "Celebrating Women in the Profession: Reach Out and Build Our Future." Hundreds of attorneys joined together at the Standard Club in Chicago to honor women who have advanced our profession. The Honorable Jane L. Stuart and the Honorable Susan F. Hutchinson were both presented with Presidential Commendations for their contributions to the legal profession. Barbara J. Howard, President of the Ohio State Bar Association gave the Keynote Address. With her generous permission, we are reprinting her address here.

It's a real pleasure to be with you today. I want to thank ISBA President, John O'Brien, Annemarie Kill, Chair of the Celebrating Women in the Profession Planning Committee, and Sonni Williams, Chair of the Standing Committee on Racial and Ethnic Minorities and the Law for taking the initiative to plan this luncheon and celebration of women in our profession, and for inviting me to celebrate with you. I also want to extend my congratulations to Justice Susan Hutchinson and Judge Jane Stuart. What wonderful role models you are for all of us.

There are so many positive contributions that we, as women, bring to our profession. One of those is our appreciation that we can accomplish so much more together than the sum of our individual efforts. In that vein, I really applaud your initiative in joining hands across all of your organizations—Black Women Lawyers' Association of Greater Chicago, Chicago Bar Association Alliance for Women, DuPage Association for Women Lawyers, East Central Illinois Women Attorneys Association, Will County Women's Bar Association, Women's Bar Association of Illinois, and the Women's Bar Association of the Sixteenth Judicial District.

So, as we celebrate our present, we must recognize, respect and appreciate our past. Just the difference in the number of women in our profession is a cause for celebration. Had an event such as this been held 30 years ago, even if all the women lawyers in the Chicago area had attended, there would be only a fraction of the number who are here today. Though this change is encouraging, those women who were members of our profession 30 and more years ago, are the ones

who made it possible for the rest of us to be here today.

Hopefully, most of you were not the trailblazers, though, certainly Justice Hutchinson and Judge Stuart are among that most notable group of women in the law. While I was fortunate to have a handful of women who led the way and opened doors for me in Cincinnati, in Ohio and in the ABA, still, I, as the others, have all experienced discrimination along the way. Some of us have dealt with it far more often than others. Most times, I'd like to think that those acts of discrimination were not intentional, or more likely, misguided and uninformed. Some, however, were downright deliberate.

I can think of two instances where I was singled out for discriminatory treatment because I was a woman. In the first situation, I was in my third year of law school, interviewing for an associate's position at a law firm of 10-12 lawyers. I would have been their first woman lawyer. I had had three interviews. I was very optimistic, thinking that if they were taking the time to have me in that many times, a job offer was imminent. And it was—but with one huge catch. The firm said it could not extend an offer to me until it met my husband!!

My first thought was, "What on earth does my husband have to do with me getting a job offer from you?" It's not like he was a lawyer or would have anything to do with my work. I simultaneously wondered if this firm would place that same pre-condition on a male. I instantly knew the answer to that—not in a million years. I also had to believe that part of the reason they wanted to meet him was to see what he had to say about us having children. There was little doubt in my mind that they were afraid I would get pregnant, quit work and become a stay-at-home mom. So, I wondered, how should I handle this?

Now, as fate would have it, two things happened that resolved my dilemma for me. The first is that another firm with whom I had been interviewing made me an offer and needed an answer by the end of the week. The other was that my husband, who worked in sales, was out of town for the balance of the week. So, it was impossible for this firm to be able to meet my husband—even if I had agreed to that pre-condition—by the time I needed to give the other firm an answer.

I took the job with the other firm. As we

all know, sometimes big cities are small places. The two firms where I had interviewed shared a floor in the same office building for the next 11 years. So, for 11 years, those men who wouldn't hire me without meeting my husband, who thought I would quit work and leave the profession, saw me day in and day out, coming to work and representing clients, just like them. A few years later, that firm hired its first woman, and since has continued to hire women. I trust they learned a lesson from me, and that the women who followed did not face the barriers that I had.

So, how was life as a women lawyer in private practice back in the late '70s and early '80s? Again, I'm sure Judge Stuart and Justice Hutchinson undoubtedly have more stories to tell than I, and perhaps some that better demonstrate the discrimination we all faced. Perhaps the one that sticks is my mind occurred after I had been in practice just a few years.

I was working on a civil litigation matter with one of the younger partners in my firm. He had asked me to sit in while opposing counsel—a former justice of the Ohio Supreme Court—looked over the documents we were providing in response to a discovery request. This went on the better part of a day and the following morning. That afternoon, my partner came back from lunch and walked into my office. He told me that he had run into opposing counsel at the restaurant. Opposing counsel said to my partner something to the effect that I really had no business practicing law, that I was taking the place of a man who needed a job, and that I should be at home raising my children. (Never mind that I didn't have any children!!)

It's what my partner told me was his response that impressed me as much as opposing counsel's statement hurt me. My partner told opposing counsel that he was talking to the wrong lawyer, because his wife was also a lawyer, and a very good one at that. He told opposing counsel that I had every bit as much right to practice law as the next guy, and that he wholeheartedly supported having women in the profession.

So, what are the lessons I have learned from my early years in practice? First and foremost is that we should never presume that those who are intelligent are also enlightened. Our profession was, and to a large degree, still is a male-dominated profession.

It's not just because there are more men than women, but because male-centered attitudes and approaches have long been the cornerstone of the practice of law.

The second, however, is that many of our male colleagues really do "get it". People like my former partner, people like John O'Brien. They do understand and appreciate the significantly greater hurdles that we must overcome as women to succeed in this still male-dominated profession.

The key is to recognize these men as our friends in the law and in the practice. Many of them are willing to open doors for us, to mentor us, and even to help us fight the fight against discrimination. Don't make the mistake of thinking that just because a lawyer is a man, that he at worst discriminates against women, or at best, is totally oblivious to the plight of women lawyers. Get to know those men who are our allies and accept their genuine efforts to help us overcome the discrimination we still face.

That takes me to my third lesson learned. While there is no doubt that the kinds of blatant discrimination that we faced 30 years ago are no longer present to any significant degree today, discrimination against women in the law has taken on a much more subtle and sophisticated face. Let me give you some examples.

In the mid-'90s, the OSBA and the Ohio Supreme Court convened a Gender Fairness Task Force to examine the status of women in the profession, especially issues of discrimination, and to make findings and recommendations as to how to address those findings. The Task Force took an in-depth look in 14 different areas of the legal profession. It made a number of recommendations as part of its final report.

Some of those recommendations were implemented, including gender-neutral language in law books and statutes, more flexible law firm working environments, and a new practice rule prohibiting discrimination on the basis of sex or sexual orientation. However, a good number of the recommendations never made it off the shelf.

When I became President-Elect in 2008, I decided that it was time to dust off that report and find out what recommendations had never been implemented, and to see what new issues were facing the women at the bar. Thus, was created the OSBA's Gender Fairness Task Force II. We have hired a consulting group to help us do both a side-by-

side comparison with the findings from the first task force, as well as examine new issues that have surfaced over the intervening 15+ years. This latest task force has focused its efforts in 4 areas of the law -- private practice, courts, bar associations and law schools.

Here are some of the findings:

- The percentage of men (57%) and women (43%) in Ohio's 9 law schools is virtually unchanged from the 1995 statistics.
- Men currently comprise 63% and women 37% of Ohio's law schools' faculty—comparable to the national average.
- In 1993, only 14.8% of Ohio's judges were women; today that number is 25.3%.
- In Ohio, the percentages of men (70%) and women (30%) who are actively registered is also the same for those who are on inactive status, a rather surprising statistic when you think about the far greater number of men who are at or near retirement.
- In 1999, women comprised 15.04% of all law firm partners nationally; in 2009, women represent 19.21% of law firm partners.
- In 1999, women made up 41.39% of the associates ranks in law firms across the country; in 2009, women represent 45.66% of the associates.
- Women currently comprise 32.9% of the legal profession, yet women make up 61.1% of accountants and auditors, 37.4% of chief executives and 46.7% of the civilian labor force.
- The US Bureau of Labor Statistics 2008 analysis found that women lawyers earn only 80.5% of what our male counterparts earn.
- The National Association of Women Lawyers survey found that in 2008, women equity partners made \$87,000 less than male equity partners. In 2009, that differential was \$66,000.
- A particularly disturbing finding was that 37% of the women lawyers who responded to the survey said they were childless, as compared with the national average for all women of 20.4% and of 27.4% among women with a graduate or professional degree.
- Another is that 25% of those surveyed said that they were dissatisfied with their career path.

To my earlier point that today's discrimination is much more subtle, the consultants found the following:

- More than 74% of the men said they have not observed gender discrimination in the workplace, while 55.9% of the women said they had experienced such discrimination.
- Women, by a 3-to-1 margin say they believe it is easier for men to practice law than it is for women.
- When asked whether gender fairness is less an issue in society today than it was 20 years ago, 78.8% of the men agreed, while only 47.9% of the women did.
- In response to the proposition that if you are a competent attorney, gender differences are less of an issue, 72.9% of men agreed, but only 44.2% of women.
- When asked whether women have the same opportunity for promotion and advancement as men, 50% of the men agreed, but only 11.1% of the women.
- Finally, 49.9% of men agreed that in most law firms, women can expect to be treated the same as men when it comes to pay and compensation. Not surprisingly, only 14.2% of the women agreed with that statement.

Our consultants also conducted several focus groups in 3 of the law schools. What they learned there is frankly more discouraging than the statistics I've just recited. For example:

- Almost every woman law student expected to encounter gender inequity when they graduate.
- They know that having children is a deterrent from making equity partner.
- One student recounted that when being interviewed by a male attorney who saw her engagement ring, he asked her how many children she planned to have and whether she would be taking leave. Since she wanted the job, she knew she couldn't do anything about his questions.
- A law school professor observed that "Men don't see discrimination in the workplace, because they are still hiring women and they see women in the workplace every day. It's hidden, like race discrimination."

Indeed, minority women lawyers really do continue to face discrimination on both fronts. All of the statistics from the Ohio State Bar surveys found much less advancement for minority women within the ranks of our profession. One of its many findings in this area was that 49.7% of the men who responded agreed that for minority women,

the legal profession is one place where diversity is practiced and the obstacles of race and gender are reduced. Yet, only 14.7% of the women agreed with that statement.

So, is all doom and gloom? Do we have any hope of achieving equality within our profession? Are we in this alone or do we have allies?

Call me the eternal optimist. I think it's fair to say that while women have not realized the progress in numbers and equality within the profession as we had hoped would happen over the last 10-20 years, we have nonetheless made modest advances. We are continuing to increase our numbers in the ranks of judges and managing partners of law firms. We are slowly but surely closing the gap in income differentials. Many of us are doing that by opening our own practices where we can control how compensation is determined. Additionally, clients are realizing the benefits of hiring law firms whose attorneys more closely reflect the population of our communities.

I think it's also fair to say that we have succeeded in beginning to change the mindset of our male colleagues, who are coming to appreciate and respect our role in the legal profession, and to support our ability to do so on par with them. Consider the following findings from the OSBA survey:

- 49.7% of men (compared to 60.5% of women) agree that law firms should make accommodations for women who want to take time away from their career to start a family.
- 36.1% of men (compared to 48.1% of women) agree that diversity means we should strive to make the composition of the legal profession look more like the population we serve [NOTE: I think this shows we still have much work to do in this area among our sisters!!]
- 40.3% of men (compared to 41.9% of women) agree that law schools play a critical role in determining whether the legal profession is successful or unsuccessful in achieving its gender and diversity objectives.
- 30.5% of men (compared to 37.1% of women) agree that one of the best ways for women to advance their interests in the legal system is at the ballot box; that electing more women as judges and prosecutors will bring greater positive focus on women in the practice of law.
- 84.8% of men (compared to 75% of wom-

en) believe that in private firms, the partner track for men and women should be the same.

So, yes, I do think we have cause to be optimistic. If I were to summarize where we are, I would say that we have made good strides in getting men to talk the talk. The problem is that they think they are walking the walk, when really, they're still crawling. What more can we do to eliminate gender discrimination in the law?

Don't sweep instances of discrimination under the rug. If you feel that you can't do something personally because it might jeopardize your job or position, find another person who can deal with it, whether it be another lawyer in your firm, a colleague or someone in your bar association.

Encourage and celebrate good practices. Today's event is a fabulous example. The more publicity we give to the accomplishments of our sisters at the bar, the more likely we are to be noticed, not just by the men, but by the public we serve.

Continue to work harder than your male counterparts. This has been our hallmark since we entered the profession, and now is no time to stop.

Always practice with professionalism and fairness. It is incumbent on us to treat others the way we want to be treated.

Watch each other's backs. Even (or maybe especially) if the woman who is receiving poor treatment is your opposing counsel, take the initiative to come to her rescue when a judge or your co-counsel is making discriminatory remarks or treating her adversely because she is a woman.

If you aren't active in a bar association, become so. If you are active, stay active. Bar associations have played a major role in eliminating discrimination in the practice of law and in supporting women's efforts. This is true, not only of women's bar associations, but most all associations. It is bar associations, from local to state to national, that have highlighted women's issues, have promoted women in the law, who have allowed women to be leaders, and who have been at the forefront of changing the culture of the practice.

Women have an advantage in that we have always seen the value in working together in a group, rather than as individuals. We gain strength, power and visibility when we use our networking and consensus-building skills to advance our cause. Women

have made ours a better, more enlightened, and more caring profession. It is most fitting that we take the time to celebrate our accomplishments. Thank you so much for inviting me to celebrate with you. ■

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May

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Tuesday, 5/4/10- Chicago, ISBA Regional Office—Boot Camp- Basic Estate Planning. Presented by the ISBA Trust and Estates Section. 9-4.

Wednesday, 5/5/10- Chicago, The Standard Club—Tips of the Trade: A Federal Civil Practice Seminar. Presented by the ISBA Federal Civil Practice Section. 9-4:30.

Thursday, 5/6/10- Chicago, ISBA Regional Office—Overview and Implications of Illinois Supreme Court's Provena Opinion. Presented by the ISBA State and Local Tax Section; co-sponsored by the ISBA Health Care Law Section. 2-4.

Thursday, 5/6/10 – Chicago, ISBA Regional Office—Ethical Strategies for Client Development and Service. Master Series Presented by the Illinois State Bar Association. 8:30-12:45.

Thursday, 5/6/10 – Live Webcast—Ethical Strategies for Client Development and Service. Master Series Presented by the Illinois State Bar Association. 8:30-12:45.

Friday, 5/7/10 – Bloomington, Bloomington-Normal Marriott—Ethical Strategies for Client Development and Service. Master Series Presented by the Illinois State Bar Association. 8:30- 12:45. Cap 130.

Friday, 5/7/10- Bloomington, Bloomington-Normal Marriott—DUI, Traffic and Secretary of State Related Issues-2010. Presented by the ISBA Traffic Laws/ Courts Section. Time TBD. Cap 125.

Wednesday, 5/12/10- Chicago, ISBA Regional Office—Mental Health Treatment in Illinois: Time for a Change. Presented by the ISBA Committee on Mental Health Law. Time TBD.

Thursday, 5/13/10- Friday, 5/14/10- Chicago, ISBA Regional Office—2010

Annual Environmental Law Conference. Presented by the ISBA Environmental Law Section. 8:30-5; 8:30-12:15.

Friday, 5/14/10- Chicago, Webinar—Advanced Legal Research on Fastcase for the ISBA. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at <<https://www1.gotomeeting.com/register/827076496>>. 12-1.

Friday, 5/14/10- Chicago, ISBA Regional Office—Legal Ethics in Corporate Law - 2010. Presented by the ISBA Corporate Law Department Section. 1-5:15.

Wednesday, 5/19/10- Chicago, ISBA Regional Office—Professional Strategies for Difficult Times. Master Series Presented by the Illinois State Bar Association. Cap 30. 1:00-4:15.

Wednesday, 5/19/10 - Thursday, 5/20/10 - Chicago, Kent Law School—Electronic Discovery & Digital Evidence Practitioners' Workshop- 2010. Sponsored by the ABA Section of Science & Technology Law; co-sponsored by the ISBA Committee on Legal Technology.

Thursday, 5/20/10- Bloomington, Hawthorn Suites—Resolving Financial Issues in Family Law Cases. Presented by the ISBA Family Law Section. 8:30-4:30.

Friday, 5/21/10- Chicago, ISBA Regional Office—2010 Labor and Employment Litigation Update. Presented by the ISBA Labor and Employment Section. 9-12:30.

Friday, 5/21/10- Chicago, ISBA Regional Office—Roth Conversions in 2010- A Window of Opportunity. Presented by the ISBA Employee Benefits Committee. 2-4 p.m.

Friday, 5/21/10- Moline, Stoney Creek Inn—Civil Practice Update- 2010. Presented by the ISBA Civil Practice Section. 9-4. Cap 100.

June

Wednesday, 6/2/10- Friday, 6/4/10- Chicago, ISBA Regional Office—CLE Fest Classic Chicago- 2010. Presented by the Illinois State Bar Association. 1:00 - 5:40; 8:00-5:40; 8:00-12:40.

Monday, 6/7/10- Webinar—Conducting Legal Research on FastCase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at <<https://www1.gotomeeting.com/register/773109137>>. 12-1

Thursday, 6/10/10- Chicago, ISBA Regional Office—Legal Writing: Improving What You Do Everyday. Presented by the Illinois State Bar Association. 8:30 - 12:45.

Wednesday, 6/16- Thursday, 6/17/10- Chicago, Wyndham Hotel—Great Lakes Benefit Conference 2010. Co-Sponsored by the Illinois State Bar Association.

Friday, 6/18/10- Chicago, ISBA Regional Office—ISBA's Reel MCLE Series: Michael Clayton—How Many Ethical Breaches Can You Spot? Master Series Presented by the Illinois State Bar Association. 2-5:15.

Friday, 6/18/10- Quincy, Stoney Creek Inn—Legal Writing: Improving What You Do Everyday. Presented by the Illinois State Bar Association. 8:30-12:45.

Monday, 6/21/10- Webinar—Advanced Legal Research on Fastcase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at <<https://www1.gotomeeting.com/register/863461769>>. 12-1

Thursday, 6/24/10- Friday 6/25/10- St. Louis, Hyatt Regency St. Louis at the Arch—CLE Fest Classic St. Louis- 2010. Presented by the Illinois State Bar Association. 11:00-4:40; 8:30-4:10.

Tuesday, 6/29/10- Springfield, INB Conference Center, 431 S. 4th St—Legal Writing: Improving What You Do Every Day. Presented by the Illinois State Bar Association. 8:30-12:45.

July

Thursday, 7/8/10- Webinar—Conducting Legal Research on FastCase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at <<https://www1.gotomeeting.com/register/906864752>> 12-1. ■

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