

# The Catalyst

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

## Chair column

BY MELISSA OLIVERO

**Happy New Year!** As 2018 opens, we continue to see calls for change, mostly in the entertainment industry. A story has recently come to light regarding the movie "All the Money in the World." The movie needed to be reshot after the lead male actor was fired after allegations of sexual misconduct and was replaced by another actor. The two other lead actors received grossly divergent wages for the reshoot. The male lead was paid \$1.5 million,

while the female lead was paid less than \$1,000. The female lead has been in the entertainment industry for over 20 years and has been nominated for an Academy Award in the past. Other actors have expressed outrage over this disparity.

Of course, the movie example is in an industry other than the legal industry. It will be interesting to see how the publicity

*Continued on next page*

## Spotlight on Jennifer Bunker

BY ALICE SACKETT

**Jennifer Bunker is a new member to the Women and the Law Committee.** She had an exciting year in 2017 as she was planning her wedding. Jennifer married Scott Skerston on October 7, 2017. Scott is a Superintendent at Riverstone Group rock quarry.

Jennifer was raised on a small farm in Oglesby, IL. Jennifer states that life experience taught her responsibility, accountability and hard work. The evidence of that is clear in Jennifer's academic record. She received her undergraduate degree graduating *With Highest Honors*, from DePaul University where she majored in American Studies and minored in Professional Writing. Jennifer then graduated *Cum Laude* from

Michigan State University College of Law with a concentration in Environmental and Natural Resources Law in May 2009 and was a Merit Scholarship recipient.

Jennifer was on the Dean's List throughout both undergraduate and law school.

After law school Jennifer worked for Justice Robert Carter at the Third District Appellate Court and practiced school law. Currently she practices at Reilly Law Office, LLC in Streator IL, a two-person law firm where she is engaged in the general practice of law including estate planning and administration, family law, business law, social security disability and criminal and civil litigation.

*Continued on page 3*

Chair column  
1

Spotlight on Jennifer Bunker  
1

Spotlight on Emily Rapp  
3

The times, they are a changin'  
4

New law intends to create transparency for women consumers  
5

Slow change at the top  
6

"Don't ever mistake my silence for ignorance, my calmness for acceptance or my kindness for weakness."  
7

Upcoming CLE programs  
8

## Chair column

CONTINUED FROM PAGE 1

regarding the pay disparity in this movie reshoot may translate into other fields.

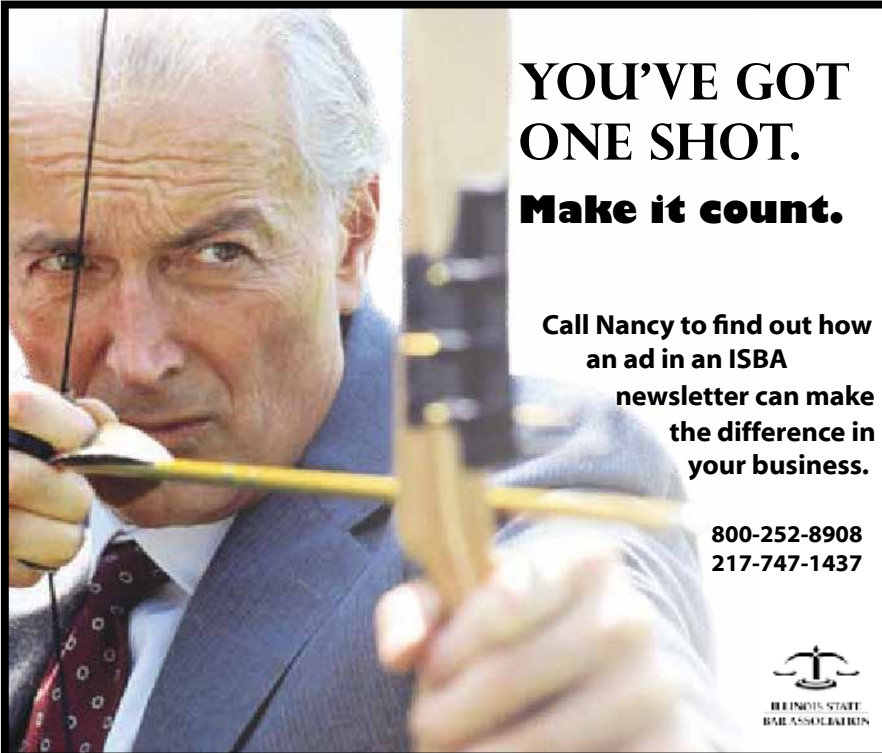
This year, the #MeToo movement has spawned an offshoot—Time's Up. The Time's Up website states, "The clock has run out on sexual assault, harassment and inequality in the workplace. It's time to do something about it." In a letter of support dated January 1, 2018, women in the entertainment industry pledge their support for women employed in the agricultural industry and to all victims and survivors of sexual harassment and sexual violence. Time's Up's Legal Defense Fund subsidizes legal support for individuals who have experienced sexual harassment or related retaliation in the workplace. The website also states, "No more silence. No more waiting. No more tolerance for discrimination, harassment or abuse. TIME'S UP." Please go to <https://www.timesupnow.com/> if you would like more information.

As a former domestic violence prosecutor, I regularly attend vigils

and gatherings supporting survivors of domestic violence and sexual violence. Every year, I wonder when we will no longer need a month or a march or a vigil to raise awareness of these issues. These issues have long existed in our society, albeit for a long time in the shadows. To borrow a phrase, time's up. If you are able, please see how you can volunteer to assist survivors and raise awareness in your area.

The work of our committee to recognize the achievements of women in our profession continues. We also continue to raise awareness about equal pay, the ERA, and other issues affecting women in general and in our profession.

Guests are always welcome at our meetings and events. We hope that you can join us at one! It is always a pleasure to meet other attorneys working on issues affecting women. Please enjoy this wonderful issue of "The Catalyst." I hope that 2018 brings you and your family joy, peace, and happiness! ■




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

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## Spotlight on Jennifer Bunker

CONTINUED FROM PAGE 1

Jennifer states her parents have continued to be the biggest influences in her life because of the values they instilled in her and because of their strong support for her education from preschool through law school.

I asked Jennifer when she decided to become an attorney and what made her decide that was the right career choice for her. Jennifer related that after high school she worked for a local law firm while attending community college. Jennifer said she admired the attorneys that she worked for due to the importance of the work that they did and the results they were able to obtain for their clients. Jennifer states she likes being an attorney because she is excited by the challenging nature of the legal profession and that no two days are the same, which requires her to continually be learning and growing.

Jennifer first became involved with the ISBA when she was appointed to the Trusts and Estates section council in 2013,

a position she continues to hold. Jennifer likes the services offered by the ISBA including the listserves, eClips and free CLE. She feels these services are very useful in keeping current on new laws and that they help her enhance her practice.

I asked Jennifer what she felt was the biggest obstacle for women in the legal profession? Jennifer responded that she believed an appropriate work-life balance for both women and men is difficult to achieve in any profession, but specifically the legal profession.

When asked about networking strategies, Jennifer relates that she has found that networking can easily be achieved by service in her community saying that enables her to meet new people and help others at the same time.

In her leisure time Jennifer enjoys traveling and photography. She has traveled throughout the United States and have visited Europe multiple times as well as Central America, Asia, and Australia. ■



Jennifer Bunker on her wedding day.

Alice Sackett is a principal at Turner & Sackett, LLC practicing personal injury, workers' compensation and wrongful death cases with offices in Sycamore and Geneva, IL. This is Alice's sixth year on the Women and the Law.

## Spotlight on Emily Rapp

BY MARGIE KOMES

**Emily Rapp is a new appointee to the ISBA's Women and the Law Committee.** Her main areas of practice are Family Law and serving as a Guardian ad Litem in Kane, Kendall and DuPage Counties.

Emily was a teenager when bitten by the legal bug. She read *Silent Spring*, a book by Rachel Carson that discussed the effects of herbicides and pesticides on the environment and decided right then that she wanted to be an environmental lawyer. Then she took environmental law. She is a family law practitioner.

Emily is a 2011 graduate from Loyola University School of Law. During her law school years, she was a 711-licensed clerk

at the Cook County State's Attorney's Office and clerked for the CTA. In law school, after determining environmental law was not her forte, she had dreams of becoming a Cook County prosecutor. Cook County did not share Emily's dream. Resourceful Emily had a back-up plan, family law. She used her connections to find her first job out of law school at Peskind Law Firm in St. Charles. She credits that firm and Steve Peskind with teaching her a lot about family law and dealing with clients. From there she went to work for Weiler & Lengle. Rory Weiler continues to mentor her to this day. In April of this year, she opened her own practice, MagnusonRapp Law, in

downtown Geneva.

One of the benefits of law school is that Emily fell in love in contracts class with her now husband. They formed what she affectionately refers to as a "binding relationship." She is a mother of young children and member of DuPage Doubles Family of Multiples Club. Yes, she has multiples. She is also involved in her church community.

Just in case her life is not busy enough, there are more interesting facts about Emily. She serves on the Kane County Bar Association Board of Managers and does the choreography for the Kane County Bar Show. She was a ballet dancer in her youth.

She was also a Mighty Mite Downhill ski racer in junior high and high school. Emily is also an artist. Her favorite medium is oils. Emily has travelled extensively from Costa Rica to Nicaragua to Ireland and London and many more countries too numerous to list. One more interesting fact about Emily is that when she was 10 years old, she was baptized on a Native American Indian reservation mission that was located in northern Idaho.

To those who know Emily, it comes as no surprise that she has opened her

own law firm. Not bad for a girl who was born and raised in northern Idaho and eastern Washington. She received her undergraduate degree from the University of Portland where she majored in theatre and environmental policy and ethics.

The entrepreneurial spirit runs in her family. Her brother runs his own business as do her mother and father. Emily's mother is her role model. Her mother started her own business as a sign painter to support Emily and her siblings in Idaho and now is the CEO of a successful

company and living in London. Emily credits her mother for teaching her that she could do anything and everything if she put in the time and effort.

When asked about the best tip she can give to other lawyers, her response is to stay involved and network. One never knows where their next referral or friend will come from. Keep in touch with people and send thank you notes. Have lunch. Most important, be courteous. You never know when and where you will run into the people you meet. ■

## The times, they are a changin'

BY EMILY A. HANSEN

**In the wake of the recent sexual misconduct allegations** coming forth against celebrities and politicians, the conversation of sexual assault and harassment has gained attention and momentum. The viral #metoo movement has opened up this topic to anyone on the internet to facilitate women to come forward and publicize their experiences with sexual assault and harassment. The #metoo movement demonstrates that this type of misogynistic behavior is prevalent across our country.

Attorneys are not exempt from sexual misconduct conversation. On August 8, 2016, the American Bar Association's Standing Committee on Ethics and Professional Responsibility's Resolution 109 regarding a new Rule 8.4(g) Misconduct was adopted by the American Bar Association House of Delegates. The Rule, as adopted, states as follow:

It is professional misconduct for a lawyer to:

(g) engage in conduct that the lawyer knows or reasonably should know is harassment or discrimination on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation,

gender identity, marital status or socioeconomic status in conduct related to the practice of law. This paragraph does not limit the ability of a lawyer to accept, decline or withdraw from a representation in accordance with Rule 1.16. This paragraph does not preclude legitimate advice or advocacy consistent with these Rules.

In the words of immediate past ABA President Paulette Brown, "The current Model Rules of Professional Conduct (the "Model Rules"), however, do not yet reflect the monumental achievements that have been accomplished to protect clients and the public against harassment and intimidation. The association should now correct this omission. It is in the public's interest. It is in the profession's interest. It makes it clear that discrimination, harassment, bias and prejudice do not belong in conduct related to the practice of law."

At the Illinois State Bar Association's December Mid-Year meeting, the Illinois State Bar Association Assembly heard arguments in favor and in opposition on whether it should recommend

that Illinois adopt the American Bar Association's Model Rule 8.4(g). The Illinois State Assembly believed that the rule as drafted did not properly define "discrimination" and "harassment" to allow the means to justify the ends. There was further discussion that the Illinois Rules of Professional Conduct 4.4 and 8.4(d) and (j) already provide the avenue for disciplinary action in the event of an attorney's commission of discrimination and harassment in the course of the practice of law. Despite the Illinois State Bar Association Assembly's opposition of Illinois adopting ABA Rule 804(g), the decision to adopt the Rule will be left to the Illinois State Supreme Court.

The Judiciary is also not immune from the sexual misconduct conversation. U.S. Supreme Court Chief Justice John Roberts reviewed the judiciary's sexual harassment issues as part of his 2017 Year-End Report on the Federal Judiciary. This report allows the federal judiciary to review and analyze the standard of conduct and procedures available to investigating and correcting sexual assault and harassment. "These concerns warrant serious attention from all quarters of the judicial branch," Roberts wrote in his report. "I have great confidence in the men and women who comprise our

judiciary. I am sure that the overwhelming number have no tolerance for harassment and share the view that victims must have clear and immediate recourse to effective remedies.” This report was released on December 31, 2017 on the heels of the retirement of the former Chief Judge of the Ninth U.S. Circuit Court of Appeals, Alex Kozinski, following allegations of sexual misconduct.

On December 19, 2017, Judge Alex Kozinski announced his retirement effectively immediately following allegations from fifteen (15) women that Kozinski groped them, made lewd comments or showed them pornography. The Ninth Circuit opened a misconduct inquiry against Judge Kozinski that eventually led to his retirement. The Ninth Circuit is the largest federal appeals court, hearing cases from nine Western states.

Taking initiative, Chief Judge Diane Wood of the Seventh Circuit Court of Appeals announced on December 29, 2017, the establishment of a special committee tasked with examining the process for how employees of the Seventh Circuit can raise claims of harassment and how those claims are then handled. Judge Wood designated Judge David Hamilton of the Seventh Circuit Court of Appeals to chair the committee, with six other judges: Circuit Judge Diane Sykes, Judge Tanya Walton Pratt, Judge Gary Feinerman, Judge Nancy Rosenstengel, Judge Jacqueline Cox, and Circuit Executive Collins Fitzpatrick. The special committee will also review the current Equal Employment Opportunity Plan and Employment Dispute Resolution Plan of the United States Court of Appeals.

The national conversation regarding sexual misconduct has led to action and

will lead to reform. What can you do? Raise your voice and encourage other women to speak up to stop sexual harassment. Help review and improve workplace policies on sexual harassment. Show your support by joining the January 20, 2018 March to the Polls, the Second Annual Women’s March in Chicago and around the country. January 21, 2017 marked the First Annual Women’s March with 250,000 women and allies marching to raise awareness for issues affecting women. One of the focal points for this year’s march is the issue of sexual harassment. Make the conversation on sexual misconduct turn into reform, and march with fellow men and women on January 20, 2018. ■

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Emily A. Hansen is an Associate Attorney at Botti Marinaccio, Ltd., and practices Family Law in Cook, DuPage, Kane and Will Counties.

# New law intends to create transparency for women consumers

BY MAXINE WEISS KUNZ

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**As of January 1, 2018, the Consumer Fraud and Deceptive Business Practices Act (the Act) has been amended again,** this time with the intent to protect women from being charged more for certain services than men.

Specifically, Illinois Senate Bill 298 now requires all tailors, barbershops (hair salons), and dry cleaners to provide a standard services price list. The law was created after complaints from the female population that men are being charged less than women for the same services. For example, a woman with short hair may have historically been charged more for her haircut than a man with the same length, or similar style, of hair. Or, a woman may be charged more to dry clean her blouse than a man is charged for the same size, and fabric, dress shirt. This new “standard

services” law intends to put a stop to such biases.

A few loopholes: the price list only must be provided “upon request;” and, the price list is limited to “standard services.” Standard services is defined by this section of the Act as the ten most frequently requested services provided by the seller. Also, the price list may be “provided in any format.”

Prices on the list are to be based on customary industry pricing practices. If a seller is found to be in violation of this new law, they have thirty days to remedy the violation. If the seller is found to have violated the law a second time within two years of their initial violation, then they may be sanctioned.

The point to the law is *transparency* according to those that supported its

passage. However, if the list only has to be presented upon request, this writer may argue that the transparency goal is lacking in coming to fruition. Further, the penalty seems to be a “do over” followed by a “maybe” slap on the wrist, rather than an actual sanction.

Frankly, this new law falls short in the eyes of this writer. It is also infuriating that, of all the important female centered issues out there, this law passes muster. I am interested in how you, the reader, feels. Feel free to email me with your thoughts directly at [mwkunz@wkofamilylaw.com](mailto:mwkunz@wkofamilylaw.com) ■

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Maxine Weiss Kunz is the founding Principal of the law firm Weiss-Kunz & Oliver, LLC. Her firm opened its doors in 2014 and concentrates its services in divorce, parentage issues, premarital agreements, and same-sex adoptions. Maxine has been licensed to practice law in Illinois since 2005.

# Slow change at the top

BY CINDY G. BUYS

**For the past eight years, I have directed a Women in Leadership workshop** at the Southern Illinois University (SIU) School of Law. My co-founder, Alice Noble-Allgire, and I were inspired to create the workshop after the 2008 presidential election which included prominent women on both sides of the aisle – Hillary Clinton in the Democratic primary and Sarah Palin on the Republican ticket. We were appalled by some of the media coverage of these professional women, such as the focus on their clothing and hairstyles, media comments on Sarah Palin's fertility and on whether Hillary Clinton's tears were genuine, as opposed to the substance of their messages.

Professor Noble-Allgire and I also were dismayed by the continued lack of progress by women in reaching leadership positions in the legal profession. These low numbers of women in leadership positions continue despite the fact that women have been applying to law schools in approximately equal numbers to men for two decades. We thought that by creating a workshop that would get law students thinking about what it takes to become a leader and beginning work on developing the skills to be an effective leader, we might help change that dynamic just a bit.

We created a two-day workshop during the January intersession that asks students to reflect on leadership, sensitizes them to some of the gendered differences in our profession and society, and teaches students some basic lessons in negotiation, networking, supervising staff, and responding to sexual harassment, among others.

Despite its name, the Women in Leadership Workshop is open to both male and female law students and we have always had male participants (although in much smaller numbers than the women). I know that some of my greatest mentors and supporters have been men. We believe it is important to educate men to raise

awareness about gendered behavior, so they can recognize it and help end it when it results in unfairly hurting women.

In preparation for the workshop each year, I prepare statistics on the number of female leaders in the legal profession, including law firm partners, law deans, state and federal judges, in-house counsel, and women in the U.S. Congress. Unfortunately, these statistics show that little progress has been made in many areas in the last decade.

I began preparing these statistics in 2010, the year we first offered the workshop, based on 2009 numbers obtained from the American Bar Association's Commission on Women in the Profession. At that time, women comprised 31% of the legal profession. They were 19% of the partners in private law firms and 15% of Fortune 500 General Counsel. 20% of law school deans were female in 2009. Women in the state and federal judiciary range from a low of 22% (U.S. Supreme Court) to a high of 32% (state courts of highest resort). Just under 18% of Congress was female.

Almost a decade has now passed. As of 2017, the legal profession is 64% male and 36% female, meaning that there are 5% more women practicing law today than in 2009. Women make up approximately 22% of the partners in private law firms, but only 18% of equity partners. Women also account for approximately one-third of the judiciary, ranging from 33-35% of federal judges and 29-35% of state court judges. These numbers show some improvement in some categories, but the upward movement is small. The number of seats occupied by women in Congress has ticked up ever so slightly from 18% to 19%. There are two areas where the gains by women are more significant: in-house counsel and female law deans. Women now comprise approximately 25% of Fortune 500 General Counsel (rather than 15%) and 31% of law school deans (as opposed to 20%). Perhaps

a future study will investigate why more gains have been made in those areas than in others.

Women cannot reach these leadership positions, of course, unless they have a law degree. There is some bright news on that front. Although women still only receive 47% of all J.D. degrees, they slightly outnumbered men in the entering class of 2016 for the first time in history.

This slow progress can be discouraging. Patience is a virtue, however. We have much more work to do to reach anything near gender parity. We can only hope that our efforts with law students will help pave the way for more and better future leaders for our profession. ■

Cindy G. Buys is the Acting Associate Dean and a Professor at the SIU School of Law. She is a member of the Women and the Law Committee of the ISBA, as well as the International and Immigration Law Section Council.

## 2018 ISBA Election

### Positions Available are:

- 3rd VP
- 6 seats on the Board of Governors (1 each in Cook and Board Areas 1, 3, 4, 6, and 8) and
- 22 seats on the Assembly in Cook County.

**Nominating petitions are now being accepted and must be filed by 4:30 p.m. on Wednesday, January 31, 2018. Petitions must be physically submitted with original signatures. Candidates' biography and photo should be submitted at [www.isba.org/election/bioform](http://www.isba.org/election/bioform).**

Find out more at [www.isba.org/elections](http://www.isba.org/elections).

# “Don’t ever mistake my silence for ignorance, my calmness for acceptance or my kindness for weakness.”

BY BETH MCCORMACK

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**In the fast-paced, all-encompassing legal profession,** lawyers encounter a multitude of personalities on a daily basis. They might experience this in the courtroom, over the phone, written in an email, or even sitting a few desks over in the office, as the legal profession is typically adversarial in nature and our differences as human beings are often accentuated in this type of environment. Along with that and lawyer’s busy schedule, it is easy to make assumptions about other people’s personalities and attitudes.

Lawyers become adept at noting patterns of behavior and tend to believe there is nothing they have not seen before. However, as a practicing lawyer, be careful not to mistake a person’s behavior for something it is not. Remember, the first thing you are taught in law school is that you need facts and evidence to support and win in your case. Assumptions are not facts, but beliefs formed without proof.

## Don’t Ever Mistake My Silence for Ignorance

Most people tend to believe that a successful attorney needs to be a social, gregarious extrovert. When it comes to practicing law, both extroverts and introverts can thrive. In fact, the balance of having both personality types is essential to the success of the legal profession.

Do not make the mistake of underestimating the introvert that is quiet in nature or assuming their silence is ignorance. Instead, attempt to understand and embrace the silence for what it means.

Quiet people are the ones you might listen to the most. Silence often reflects the time needed to carefully construct the purposeful message a quiet person wants to convey. While they are not talking, they are

listening, gaining knowledge of a situation, and thinking about their next move.

Quiet people take the time to process and meaningfully reflect on what they want to say rather than rattling off the first thing that comes to their minds. What they choose to share, and how they chose to share it, is not ignorance.

Having good communication skills is key to a good lawyer’s success, and effective communication is more about listening than talking. Rather than assume a person’s silence is ignorance, listen to them.

## Don’t Ever Mistake My Calmness for Acceptance

Calmness should never be mistaken for acceptance, defeat, or tolerance. Choosing not to engage in aggressive, meaningless behavior is often the only thing a calm person is accepting or tolerating.

Rather than accepting an opponent’s proposition, a calm person may be so confident in their position or argument, they are able to effortlessly maintain composure. Reasons for getting worked up are absent in a calm person because they are overcome with self-assurance.

A lawyer’s stress can be overwhelming. Calmness is something lawyers should actually strive for. Losing emotional control in a situation often makes things worse for everyone, including the client.

It is easy to lose the ability to think straight and focus on the important issues at hand when roused or agitated. Calmness increases concentration by eliminating stress and anxiety. Judges often prefer the calm, collected lawyer to their aggressive opponent on the other side, which may be to the calm lawyer’s advantage as well.

## Don’t Ever Mistake My Kindness for Weakness

Never assume a kind attorney may be easily manipulated and never assume they are vulnerable or gullible. Kindness is not a sign of weakness, it is a sign of strength. As with silence and calmness, attorneys have the ability to be kind in certain situations because of their confidence in the matter at hand.

A lot of people underestimate a person and overlook what they are capable of doing. Being kind without any thought or effort takes a lot less energy than being rude or aggressive. A lawyer may display kindness and put negative energy to good use elsewhere, such as winning their case.

Depending on the type of law you practice, kindness can actually be advantageous and aggressive lawyering can be counter-productive. Family law for example, is a very personal, intimate field requiring a lot of trust between the clients and their attorneys. Kindness and compassion can help elicit trust and openness in a person knowing they have honest intentions behind their actions.

Also, as a lot of practice areas have their niches, the chance of running into opposing counsel on a case down the line is more probable than not. Mutual respect for the other attorney may help clients reach an amicable resolution faster. Poor behavior in court may lead to adverse inferences by the judge or jury as well. Clients often spend an enormous amount of money and energy on attorney’s egos.

This is not to say that kindness should be used as a tactical advantage. You should always be kind and encourage others to be too. This shows lawyers have compassion for all parties involved and truly want what

is best for their clients.

Lawyers are advocates and counselors in one of the most politically-active professions. As a result, lawyers have the ability to promote kindness well beyond the courthouse in powerful ways. Lawyers should embrace and utilize this opportunity to make positive change in their communities.

## Be Silent. Be Calm. Be Kind. Be You

The different facets of the legal profession, along with the number of people and myriad of issues lawyers experience on a daily basis, may leave some quick to make assumptions about other people. Mistaking somebody's behavior or personality for something that it is not may afford the other person more advantages than what they started with.

As lawyers, be confident in your

abilities, know yourself, know what you are willing to do, and know what other people are capable of doing as well. Find the area of the legal profession that fits you and your personality best, and never make assumptions or underestimate a person.

As Carson Kolhoff said, "Don't ever mistake my silence for ignorance, my calmness for acceptance or my kindness for weakness. **Compassion and tolerance are not a sign of weakness, but a sign of strength.**" ■

# Upcoming CLE programs

TO REGISTER, GO TO [WWW.ISBA.ORG/CLE](http://WWW.ISBA.ORG/CLE) OR CALL THE ISBA REGISTRAR AT 800-252-8908 OR 217-525-1760.

## February

### Thursday, 02-01-18 – LIVE

**Webcast**—Storm Water Regulation Under the National Pollutant Discharge Elimination System (NPDES). Presented by Environmental Law. 11AM – 12PM.

### Thursday, 02-01-18 – LIVE Webcast—

The Clean Water Act and the National Pollutant Discharge Elimination System (NPDES) Permit Program. Presented by Business Advice and Financial Planning. 1:30PM – 2:30PM.

**Friday, 02-02-18 – Bloomington, IL**—Hot Topics in Agriculture Law – 2018. Presented by Agriculture Law. All-day.

**Friday, 02-02-18 – ISBA Chicago Regional Office**—2018 Federal Tax Conference. Presented by Federal tax. All Day.

**Friday, 02-02-18 – LIVE Webcast**—2018 Federal Tax Conference. Presented by Federal tax. All Day.

**Feb 6 - June 26**—Fred Lane's ISBA Trial Technique Institute.

**Wednesday, 02-07-18 – Webinar**—TITLE INSURANCE 101: HOW

TO HANDLE COMMON TITLE INSURANCE AND COVERAGE ISSUES IN RESIDENTIAL REAL ESTATE TRANSACTIONS—A Primer for New Attorneys and Those 'New' to Real Estate Law Practice. Presented by Real Estate. Time: 2-3 PM.

**Friday, 02-09-18 – SIU Carbondale**—Central and Southern Illinois Animal Law Conference. Presented by Animal Law. 8:00AM to 5:30PM.

**Tuesday, 02-13-18 Webinar**—Cloud Services for Lawyers. Practice Toolbox Series. 12:00-1:00 PM.

**Wednesday, 02-14-18 – LIVE Webcast**—What's New: Updates to the AIA Contract Documents. Presented by Construction Law. 12:00-2:00 PM.

**Monday, 02-19-18 – Chicago, ISBA Regional Office**—Workers' Compensation Update – Spring 2018. Presented by Workers' Compensation. Time: 9:00 am – 4:00 pm.

**Monday, 02-19-18 – O'Fallon**—Workers' Compensation Update – Spring 2018. Presented by Workers' Compensation. Time: 9:00 am – 4:00 pm.

**Monday, 02-26-18 Webcast**—Annual 2018 Immigration Law Update – Reviewing the First Year of the Trump Administration. Presented by International and Immigration. Time: 12:00-1:00 PM.

**Tuesday, 02-27-18 Webinar**—Security is Only as Good as the Weakest Link: Security Measures Every Lawyer Should Take. Practice Toolbox Series. 12:00-1:00 PM.

**Wednesday, 02-28-18 – ISBA Chicago Regional Office**—Copyright and Student Records Issues in Education. Presented by Education Law. 9:00 AM- 12:30 PM.

**Wednesday, 02-28-18 – LIVE Webcast**—Copyright and Student Records Issues in Education. Presented by Education Law. 9:00 AM- 12:30 PM.

## March

**Friday, 03-02-18 – ISBA Chicago Regional Office**—9th Annual Animal Law Conference. Presented by Animal Law. 9:00AM to 4:30PM.

**Monday, 03-05-18 – LIVE Webcast**—Nuts & Bolts of a DUI Blood Draw Case. Presented by Traffic Law. 12:00-1:00 PM. ■

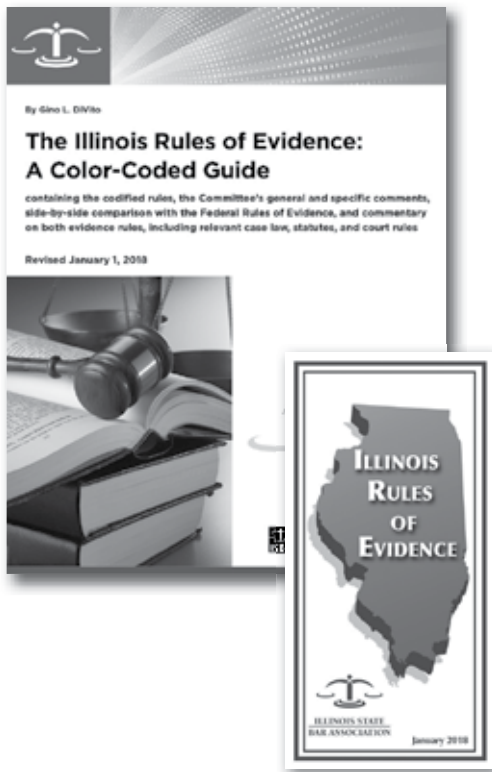


ILLINOIS STATE BAR ASSOCIATION

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