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## Spotlight on the NAWL International Committee

With the legal profession becoming more global, NAWL's International Committee is turning its attention to examining the status of women attorneys around the world and how women attorneys can learn from and support each other in advancing our individual careers and the legal profession as a whole. The International Committee is committed to serving as an educational resource for our membership, to gather and share best practices and innovative ideas from sources throughout the world.

One of the Committee's primary tasks will be to identify what information already exists. Where do women's bar associations and interest groups exist throughout the world? What research has been done on the status of women in other countries? How do local laws impact on workplace benefits and flexibility? What are some of the best practices that have been implemented in law firms outside of the US?

The Committee is considering issuing a limited survey targeted at top tier law firms who operate globally, to begin to gather information regarding the status of women in the legal profession globally. We are also looking at gathering information via social networks, such as LinkedIn and Facebook. Once we have obtained this information, we will share this information with NAWL members and work together to identify core issues and initiatives to pursue.

We need your help. You can help us gather information through your own networks. If you are aware of women's legal groups outside of the US, or any research being done or reports that have been issued, please let me know.

Wendy Schmidt, Chair, NAWL International Committee  
[weschmidt@deloitte.com](mailto:weschmidt@deloitte.com).

### Focus on: Jones Day - NAWL Premier Sponsor



By Jennifer C. Everett, Associate, Jones Day, Washington D.C. Office

Ready, set, go! I grab my cup of coffee, my not-so-happy-still-potty-training two-year old and my equally groggy husband and we're out the door. After creeping through Washington traffic, finally dropping off the sleepy husband at the metro, and the fussy daughter at daycare, I head into work. It's only when I get to my desk do I realize that my Blackberry is in the diaper bag and a purple plastic Playskool phone is in my purse. So begins the day...

This scene is, hopefully, one that any parent can appreciate, and certainly one that any working mom can understand. But as a new associate at a

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large law firm, the trials of raising a family and starting a new career can be especially daunting. However, I'm fortunate that as an associate at Jones Day, I can do both and excel.

After having summered in Jones Day's Columbus and Washington offices, I was, and continue to be, impressed by the number of women contributing to the leadership of the firm. Today, with 147 female partners worldwide, five of the firm's domestic offices are headed by women. Women also serve as the partner-in-charge of the firm's Pro Bono effort and of the New Lawyer Group. Women comprise half of the firm's Financial Committee and nearly one-third of the firm's Advisory Committee. In addition, many other women serve as the firm's hiring partners, administrative partners, and pro bono coordinators in various offices.

Many of these dynamic women, like me, are mothers. Some are members of minority groups, and others bring unique experiences to the field of law. More importantly, the women partners and the firm as a whole are committed to building an environment in which Jones Day's attorneys can reach their potential. For example, the firm has established a formal mentoring program between partners and associates. In the Washington office, mentoring begins when a student arrives as a summer associate and through their career at Jones Day. Women partners and associates have become an integral part of this program. The firm also offers a host of informal initiatives. The Washington office women partners, for example, host an annual lunch for female summer associates and recently initiated a quarterly dinner.

The firm also understands and is committed to supporting lawyers in their individual needs. Jones Day was one of the first large law firms to offer a part-time policy, and sponsor emergency day-care for its attorneys and staff. The Washington office will also soon offer a women's lounge for nursing mothers. As one female associate noted, Jones Day is "flexible, amenable and very approachable" to non-traditional work arrangements and the firm's attention to attorneys' individual needs is both "impressive and atypical of most law firms."

These initiatives and other developmental programs have made Jones Day a perfect fit for me. Since joining the firm as an associate, I have made an effort to support the firm's initiatives by becoming involved in the Diversity Task Force, taking part in pro bono activities, and establishing rewarding mentoring relationships with a host of partners and associates. Through the sheer presence of women in leadership and the firm's investment in attorneys' individual success, Jones Day is committed to ensuring that new lawyers, lawyers of color, and women lawyers, like me, reach their full potential at the firm.

I fully intend to take advantage of what Jones Day has to offer, seeking out mentors and becoming involved in firm events. The extent of my involvement will help shape my career at Jones Day. Then, at the end of the day, I will head home, pick up my daughter, and hope that my Blackberry did not get buried in the sandbox.

## In My Opinion:

This month, we interviewed [Mary C. Gill](#), Alston & Bird LLP, partner in Securities Litigation Group and Chair of the firm's Women's Initiative and [Ruth Kahn](#), who is a partner in the Litigation Department at Steptoe & Johnson.

**NNews:** What is the biggest challenge facing women in the law today?

**MG:** *The most specific challenge women face is developing business, which also is the key to equity partnership in most law firms. Women have personal and professional networks that are deep and wide, but translating these into business opportunities remains a challenge. There are several ways that we can address this issue. Men are accustomed to leveraging their relationships -- this is an area that women need to work on to increase*

*their business development opportunities. Also, in many law firms, the credit for business is given to the lawyer who receives the call from the client with the business opportunity. The business community has become very active in supporting diversity in the legal profession and demanding a diverse legal team. We need to encourage the business leaders to place the call with these business opportunities to women, which will help to build the ranks of women equity partnership.*

**RK:** *Knowing what you want to do and sticking to it. Having a plan, and staying on track, not getting sidetracked and distracted by all the temptations that come along the way. You decide in the morning you have 5 things to get done and you want to leave by 6. Clients call, things come up, younger attorneys need help, and you realize that by noon you haven't gotten to anything on your list. So you have to set limits. But the more you do at work, the less you do in other areas of your life. So you need to set limits there, too, so you aren't all work and no play. Most men that I know don't appear to think twice about missing their child's school play, or missing dinner with a college classmate who's in town. Work comes first, and men may be more successful at having a plan and sticking to it because they're not even tempted leave at 11:00 to attend a school production or to be at home when the cat has kittens. Women tend to want to both go to the play and be there for the cat.*

**NNews:** Many women attorneys have stated that work/life balance is a serious issue. How do you feel this should be addressed?

**RK:** *It is a serious issue, and I think it's the primary reason that so many women are leaving the law or cutting back to part time status if their corporation or firm permits it. It's difficult, if not impossible, to be available the hours that are required, and be able to maintain or nurture outside interests - family, hobbies, etc. The role model and influence for balance has to come from the top. Firms need to make the commitment to keep talented women however they can. The model that everyone bills 2200 hours a year and up isn't the way to keep these women, because you can't do that and nurture family relationships and have outside hobbies. But the 2200 hours is important for the success of the firm. I think most women would be willing to take a salary cut for a reduced hours schedule. Last year, I billed over 2600 hours and it's hitting me now how much I've missed.*

**NNews:** Has something happened recently that is a triumph for women lawyers?

**MG:** *The sheer number of women who are achieving very high levels of prominence in the legal, corporate and political world is very significant. The more frequently that we see and interact with women in high profile roles, the less remarkable it will seem. This is important - in my view, we want to reach the point where the fact that a woman holds the highest position in an organization is no longer newsworthy.*

**NNews:** Did you run into any roadblocks during your career?

**RK:** *I've always had a very can-do attitude, and I've not been one to let other people or external events get in my way. For example - I grew up in Chicago where my father was a lawyer, and my plan was to go back and work in the Chicago area. Then, over Christmas vacation when I was a third year law student, I visited a friend in the San Francisco bay area and fell in love with it. I thought the people in Chicago didn't seem as positive or excited about what they were doing, so I decided to move to California. But the relocation wasn't easy - I had to pass the bar (which is very hard) and find a job as an out-of-towner with no connections. I was able to find a job in Sacramento, passed the bar, and eventually moved to Los Angeles. I then went through the process of working for a smaller firm, then the wrong firm, but then went on to a larger firm, stayed for 7 years, became a partner at another firm, and then left with several others to open the Los Angeles office of Steptoe. So the relocation was difficult, but it all worked out in the end.*

**MG:** *No roadblocks, but there were speed bumps and turns along the way. I have been practicing law at Alston & Bird for 26 years - my entire legal*

career - and navigated a path that allowed me to be successful. I have three children and was an equity partner when our twin girls were born. For me to be successful at both of my careers, I needed to adjust the focus of my time and energy and I returned to non-equity partner status for the next several years. After the girls were out of grade school, I realigned my focus and again became an equity partner. The challenge for professional women/mothers is in reconciling the desire and expectation that you have of yourself to give 110% to both of your careers. This is a journey that never ends!

**NNews:** Who is one of the most admirable women in business today?

**MG:** *If we can expand the question to include the non-profit world, Kay Scott, who is the CEO of Planned Parenthood of Georgia, is a woman whom I greatly admire. She has led this organization for almost 30 years - which is a very tough job in one of the "red" states - and has done so fearlessly, tirelessly and passionately. I have served on the board of PPG and watched her up close for many years. Her strength, resilience and leadership have been an inspiration to me and many others.*

**RK:** *Oprah Winfrey. I think she has done so much to promote literacy and reading with her book club. She single-handedly has catapulted authors to the top through the club, she's done a lot philanthropically, and has helped a lot of people with style, health, relationships, with her magazine, TV show and radio program. And she's become enormously financially successful herself.*

**NNews:** If you weren't a lawyer, what would you be?

**RK:** *I would probably go into investigative journalism, because I like getting the facts and information. I like variety - I'm a litigator, so it's a similar, fast-paced profession where no five days in the week are the same.*

**MG:** *If I didn't have a black thumb, I would love to be a landscape architect.*

**NNews:** What is a good book that you would recommend?

**MG:** *Several come to mind - *Infidel*, by Ayaan Hirsi Ali; *Time Traveler's Wife*, by Audrey Niffenegger; and *One Thousand White Women: The Journals of May Dodd*, by Jim Fergues and J. Will Dodd.*

**RK:** *That's easy - Malcolm Gladwell's book, *Outliers: The Story of Success*. He also wrote *Blink and the Tipping Point*. He looks at the lives of highly successful people in various walks of life, ranging from the Beatles to Bill Gates, and explains what sets them apart from ordinary folk.*

**NNews:** What person in history - ancient or recent - would you be most interested in having dinner with?

**RK:** *Eleanor Roosevelt for past history, Hillary Clinton for recent. I wonder sometimes, based on what I've read about both of them, whether they would have been friends if they'd been peers.*

**MG:** *Perhaps Bobby Kennedy. I grew up in the era when the Kennedy mystique was very strong. Bobby had such great potential and inspired so many, especially the young people - which I was at the time! The hope that he offered for my generation was tragically cut short, and I have often wondered how history would have been different, if he had lived.*

## Upcoming NAWL Events

### [SAVE THE DATE - NAWL ANNUAL LUNCHEON](#)

July 23, 2009 Waldorf-Astoria Hotel, New York, New York  
More information will be available shortly, but save this date!

## From Backpack to Briefcase®: A Transitional Program for Law Students, Recent Graduates and Junior Associates

Hosted by: New York City Bar - House of the Association, 42 West 44th Street, New York

Thursday, April 30th, 2009; 8:30 a.m. to 11:30 a.m.

New York City Bar and The National Association of Women Lawyers® (NAWL®), along with Co-sponsors the North American South Asian Bar Association (NASABA) and Ms. JD, are pleased to present: "From Backpack to Briefcase®: A Transitional Program for Law Students, Recent Graduates and Junior Associates." This event is a transition program for law students, new graduates and junior associates who have recently moved or will be moving from the classroom to the workplace. The program is especially important in these turbulent economic times and will focus on real life experiences and practical suggestions on how to manage your career, deal with senior colleagues and clients and survive real work situations. Panelists will be practicing women attorneys from diverse backgrounds and levels of authority. NAWL members should choose the NYC Bar Member link and submit the code "NAWL" to receive discounted pricing.

Registration:

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## The NAWL Survey - Facts and Figures

Last November, NAWL® released the results of the third annual NAWL Survey on Retention and Promotion of Women in Law Firms. While the results are available on NAWL's website, keep the following three interesting facts in mind as you move through the year working to build your career:

- There is evidence that more recent women graduates are being promoted to equity partner at a somewhat greater rate. These numbers show, however, that even in the best of circumstances, women are promoted to equity partner at only about half the rate as men.
- At every stage of practice, men out-earn women lawyers, a finding that is consistent with NAWL's previous surveys and data from other sources. Male equity partners earn on average over \$87,000 a year more than female equity partners.
- The percentage of women lawyers of color is greatest in the associate category (11%) as compared to women of color who are non-equity partners (3%) or equity partners (1.4%). These numbers point to the greater difficulty that women of color face in moving up the law firm ranks, compared to white lawyers or male lawyers of color.

NAWL is committed to conducting the survey every year in an effort to bring these and other facts to the attention of law firm management, and the women lawyers working for them. For full details of the survey, [click here](#).

## [Register for the Directory!](#)

The National Association of Women Lawyers® offers a unique opportunity for you to become a part of the 10th Edition, National Directory of Women-Owned Law Firms and Women Lawyers! This powerful legal resource is published annually and distributed nationally to bar associations, professional associations and in-house corporate counsel. The Directory lists women lawyers and their firms alphabetically and geographically by their practice areas, making it easy for you and your firm to be recognized.

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