



NAWL NEWS

National Association of Women Lawyers®
The Voice of Women in the Law™

August, 2008

Welcome to NAWL News! This is a free newsletter, and we encourage you to pass it on to others who would be interested. To unsubscribe, please hit “reply” and put “unsubscribe” in the subject box.

In This Issue:

News – NAWL’s Annual Luncheon and 2008 Board
Focus On: NAWL’s Mentorship Program
Fenwick & West Leadership Initiative
Women in the News
Glass Ceiling News
In My Opinion – Svetlana Gans, Kilpatrick Stockton
Upcoming Events – Don’t Miss “The Conversation”!

NEWS: NAWL Annual Luncheon, July 16, 2008 Waldorf-Astoria Hotel, New York, New York

Over 1,000 attendees enjoyed the spectacular 2008 Annual Luncheon at the Waldorf-Astoria Hotel in New York, where we celebrated NAWL's achievements and honored NAWL award recipients! This gala luncheon took place in the grand ballroom at the historic Waldorf-Astoria in New York City on Wednesday, July 16, 2008. Holly English, NAWL’s 2007-2008 president, presented this year’s awards to honorees for supporting the advancement of women and diversity within the legal profession as follows:

- The Arabella Babb Mansfield Award, NAWL’s highest honor, was presented to Dean Elena Kagan of Harvard Law School, for her contributions to women in the law and in society.
- The NAWL President’s Award was awarded to the DuPont Legal Department for their efforts in attracting and retaining women, and accepted by Martha Rees, vice president and assistant general counsel.
- The Public Service Award was presented to Helaine M. Barnett, President of the Legal Services Corporation for her extraordinary commitment to ensuring that high quality legal services are available to all.
- The M. Ashley Dickerson award was presented to the Hon. Deborah A. Batts of the Southern District of New York; and Professor Suzanne B. Goldberg of Columbia Law School in recognition of lawyers who promote diversity.

NAWL also offered a number of dynamic programs in conjunction with the Annual Luncheon, including a CLE session on Ethical Issues in Inside/Outside Counsel Relationships; a roundtable on Flexing the Workplace: New Ways to Get Work Done, Build Careers & Maintain Productivity; and a philanthropic networking event to benefit The Bottomless Closet.

And welcome to NAWL’s 2008 Board:

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WELCOME!

To Vicky DiProva, NAWL's new executive director! Vicky has more than 13 years of experience as an executive director and consultant to organizations serving women and girls. Among her areas of specialization are organizational management, strategic planning, board development, resource development, and public policy. Additionally, Vicky has expertise in secondary trauma, and has served as a consultant to FEMA staff, assisting them as they worked with the aftermath of Hurricane Katrina. Prior to her work in this sector, she worked for 10 years in educational publishing and member services for a variety of clients, including several sections of the American Bar Association. She is delighted to be joining NAWL during this exciting phase of the organization's dynamic history, and we are equally as delighted to have her with us.

FOCUS ON: NAWL's Mentorship Program

Increasing studies show that mentoring is a key component to success in any career. Surveys of mid-level associates at law firms often cite mentoring – and the lack thereof – as a significant reason for associate dissatisfaction and attrition. NAWL hopes to do something about this – and hopes you will help!

NAWL formed the Mentorship Committee in 2007 in response to the need of mentoring within the legal profession. The Committee's first initiative paired law students with members. We could not have been happier with the response from NAWL's membership. Last year, 82 pairs of mentors and mentees were matched across the country, and we continue to hold bi-monthly sessions with the groups to further these budding mentoring relationships and provide a platform to discuss areas of interest.

But we've only just begun. The results from our first initiative have inspired us to expand our mentoring program this year. On July 16, 2008 the Mentorship Committee will officially launch its next initiative to pair junior members (attorneys who have practiced for 10 years or less) with more seasoned lawyers (10 years or more in practice). We need your help to ensure the success of this next initiative. This is a perfect opportunity for junior members to reach out and find support for their career development. For more seasoned lawyers who have been waiting for the right opportunity to meaningfully give back to the profession – this is it! And for all others, we welcome your help. Our Committee is actively seeking enthusiastic members who believe that personal relationships and mentoring are the keys to navigating a successful career.

For further information on how to sign-up as a mentee or mentor for our new initiative, please go to NAWL.org. If you are interested in learning more about the Committee's work and how you may be able to help, please contact the Mentorship Committee Chair, Sarretta McDonough at smcdonough@gibsondunn.com. Thank you for your time and consideration!

FOCUS ON: Fenwick & West's Leadership Initiative

On June 24th members of Fenwick & West's Women's Leadership Initiative gathered for dinner and an evening of networking. In addition to many partners and associates, the group included summer associates, a law student who summered with them last year and will join the firm in the fall, and several well-loved alumni.

At most WLI events there is a raffle; this event was no different. Lauren Whittemore, a litigation associate, and Jessica Melia, a summer associate, each won a Spa Day gift certificate for two (each may invite a Fenwick colleague to join her).

The highlight of the evening was a lively and engaging presentation by Robin Wolaner, author of the book *Naked in the Boardroom: A CEO Bares Her Secrets so You Can Transform Your Career*. Robin, who began her career in the publishing industry at the tender age of 17 (she worked as a receptionist at *Penthouse Magazine*), went on to found *Parenting Magazine* a number of years later. This accomplishment became the subject of a case study that is still used today by MBAs at Harvard Business School. Robin has now launched a successful new venture in the social networking space (www.teebeedee.com). As Fenwick is very focused on technology clients, including many Silicon Valley startup companies, Robin's presentation was especially relevant to the work that many of the firm's women lawyers do every day. Robin shared her honest mistakes and the lessons she's learned along the tough road of starting and running companies. She talked about her efforts to raise money for TeeBeeDee, how she recovered from her biggest business mistakes, her battle with breast cancer several years ago, and her marriages and her children. She shared heartwarming, inspirational and humorous stories about her life as both entrepreneur and mother.

Robin offered some useful career advice for the group. Most importantly, she told them, "Be your own authentic self." Robin's message was that each of us must define what success means to her. Success is not about adopting another person's style or copying what has worked for him or her. It is all about knowing yourself, discovering your true passions and using your strengths to drive your own career.

After Robin's presentation she answered questions, and everyone left with a signed copy of her book.

Upcoming events include an Annual Poker Night at a San Francisco partner's home, and "Climbing the Walls" (an indoor rock-climbing adventure) followed by dinner at a local sushi restaurant.

In the News:

Women in the News –

Sara Lee Corp. announced that it has appointed Margaret (Peggy) M. Foran to executive vice president, general counsel and corporate secretary, effective June 30, 2008.

Foran will have responsibility for the company's worldwide legal activities. She will also lead Sara Lee's Global Business Practices, risk management, internal audit and insurance activities, as well as environmental, safety and sustainability efforts. She will report to Brenda C. Barnes, chairman and chief executive officer, Sara Lee Corp.

Pfizer Inc named Amy W. Schulman as senior vice president and general counsel, effective June 23. In her new role, Ms. Schulman will be responsible for leading Pfizer's legal division. She will serve on the company's Executive Leadership Team (ELT) and will report directly to Chairman and Chief Executive Officer Jeffrey B. Kindler.

Ms. Schulman joins Pfizer from DLA Piper, where she was a partner and co-leader of the firm's mass tort/class action practice. In that capacity, Ms. Schulman handled some of the most complicated legal, scientific and regulatory issues facing the world's most respected companies, including Pfizer. While at DLA Piper, Ms. Schulman served as lead national counsel in the multi-district litigation involving Bextra and Celebrex.

Wachovia announced that Jane Sherburne, currently general counsel for Citigroup's Global Consumer Group, has accepted the position of general counsel for Wachovia. She will assume the role later this summer when Mark Treanor retires. Treanor announced his intention to retire last year.

Before her current role at Citigroup, Sherburne served as a deputy general counsel overseeing that company's global litigation and providing corporate-level legal support. She has also served as special counsel to President Bill

Clinton and was a partner at the Washington, D.C., firm of Wilmer Cutler & Pickering. She has degrees from the University of Minnesota and earned her Juris Doctor degree from Georgetown University Law Center, where she was editor of the *Law Review*.

In addition to serving as general counsel, Sherburne will lead Wachovia's Legal Division, which includes lawyers, paralegals and support staff, as well as the Government Relations department.

Please send us your stars so that we can share and celebrate their achievements.

The Glass Ceiling:

Recommended reading: "**Through the Labyrinth: The Truth About How Women Become Leaders**" by Alice H. Eagly and Linda L. Carli; Harvard Business School Press, 273 pages (\$29.95) The authors assert that the mythical "glass ceiling" preventing women from obtaining leadership positions is gone, as more women are becoming CEOs and top government officials. The labyrinth — a maze with dead ends at every turn — is a more appropriate metaphor, they say, so they explore the twisted paths women must traverse to achieve power in the 21st century.

In My Opinion:

In this issue, we spoke with Svetlana Gans of Kilpatrick Stockton in Atlanta, GA, about her career in the law.

NNews: What would be your advice for young women entering the law?

SG: *To be committed to your own career, take initiative to make things happen for yourself, know that every goal is obtainable, and know that there are people out there who can help you. I would recommend trying to take advantage of any networking, coaching or mentoring programs available through a bar organization or your firm, whether formal or informal. Find an advocate wherever you work, and feel comfortable asking questions and taking the initiative to make things happen for yourself. Kilpatrick Stockton has an excellent coaching program, and I'd urge younger female attorneys to try to find a coach or a mentor in their practice area since it worked so well for me. Get involved in committees, write articles – it all pays off in the end.*

NNews: What was the biggest obstacle you overcame in your career?

SG: *My biggest obstacle was making it into the legal profession in the first place. My family immigrated to the United States from Russia in the early 1980's and started with nothing, not even with English language skills. Everything my family achieved was because of hard work and unwavering commitment to achieving the American dream.*

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

SG: *I would say the biggest challenge facing women is the prospect of having children and being able to balance this significant commitment with what other attorneys face – whether client demands or professional or client development. Firms are starting to recognize this challenge and more importantly, recognizing that female attorneys who are mothers are just as capable and committed to their legal careers as anyone else. Kilpatrick Stockton has been committed to this issue for a very long time.*

NNews: What is your most memorable or significant accomplishment as a lawyer?

SG: *I've had many successes on behalf of clients, but the most memorable one was in 2004 when I was able to help a pro bono client obtain joint legal and physical custody of his son. Early in his life, he spent several years in prison. After release, he was trying to get on his feet again – he had found a new job and worked hard to better his lifestyle. He fathered a child a few years later but due to his criminal history, he was automatically seen as the "bad guy" and undeserving of a relationship with his son, whom he absolutely loved. I took the case on a pro-bono basis and was able to help him get joint custody of his son, who adored his father. Pro bono work is very heartwarming and gives you such a feeling of pride. It feels good to know that you made such a difference in someone's life.*

NNews: Do you have any traits that you feel give you a professional edge?

SG: *I think having a sense of humor helps a lot. You have to put things in perspective when your job is stressful. When things come up that are beyond your control, you can't take yourself too seriously and you have to know that things will work out in the end.*

NNews: What is your definition of a good day?

SG: *A good day is when I've accomplished everything on my to-do list.*

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

SG: *I would like to lead a non-profit organization dealing with issues affecting children.*

NNews: Tell me something about yourself that may surprise other people.

SG: *I used to be in a band and played electric guitar.*

NNews: What is the number one book on your "to read" list?

SG: *A book I'd like to read is called Freakonomics: A Rogue Economist Explores the Hidden Side of Everything, by Steven Levitt.*

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

SG: *Sandra Day O'Connor.*

NNews: Favorite food?

SG: *Russian – that's the food I grew up with.*

UPCOMING EVENTS:

The Conversation: Women Leaders Moving the Agenda Forward – Friday, August 8, 2008, the Waldorf-Astoria, New York, NY. 3:00 p.m. to 5:00 p.m.

NAWL and the National Conference of Women's Bar Associations (NCWBA) are delighted to offer "The Conversation: Women Leaders Moving the Agenda Forward" on August 8. The event will take place during the 2008 American Bar Association Annual Meeting in New York City. Created by Karen Kahn and John Mitchell of KM Advisors, the event will once again bring together leaders from the largest law firms and women's bar associations for a dynamic discussion focused on successes, challenges, goals and, most important, actions that will promote advancement and success for women lawyers. This is an invitation only event. There is space for one woman per firm/organization. If you have received an invitation to this event, please go to www.nawl.org to RSVP (Register).

Equalitea Tea/Rally/Reception Thursday, August 7, 5:30 - 7:00 pm at the ABA Annual Meeting, Hilton New York, West Ballroom, 3rd Floor. Sponsored by the ABA Commission on Women in the Profession and co-sponsored by NAWL. There is no charge for this event.

The Equalitea is a tea/rally/reception that concludes the ABA Day of Equality by bringing together hundreds of people for celebration and inspiration. It will celebrate all the ABA Commission on Women in the Profession has accomplished in the past 20 years; highlight and thank the CLE program participants of the Day of Equality; and issue a call to action regarding the work that still needs to be done to achieve full equality for women in the profession. For more information on the ABA Day of Equality programs, please see the Commission's website at <http://www.abanet.org/women/dayofequality.html>

NAWL Fourth Annual General Counsel Institute Thursday and Friday, November 6 -7, 2008 --The Westin New York at Times Square -- New York, New York

ALL SENIOR WOMEN IN-HOUSE COUNSEL ARE INVITED TO ATTEND THIS EVENT Mark your calendars for the NAWL Fourth Annual General Counsel Institute. This popular event is targeted to experienced, motivated women in-house counsel who want to build top-tier professional and management skills. This year's

conference will focus on what it takes to support the business and provide leadership in the face of the tumultuous economic and political developments that will undoubtedly shape where companies -- and careers -- are headed.

GCI is a unique opportunity to network with a dynamic group of women in-house counsel from across the country. You will attend plenary and interactive workshop sessions on key issues of significance to in-house counsel and chief legal officers, and develop skills that foster personal and departmental success. GCs and other professionals discuss, in a collegial environment, the knowledge and skills you need to grow professionally. Previous attendees have represented Fortune 500 corporations, governmental entities, not-for-profits and small private companies. There will also be a limited number of scholarships available for this event. Please visit www.nawl.org for more information.

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