



Breaking Barriers & Building Bridges



Best Practices From Across The Country

Morning Session



2014 NCWBA Summit
**Breaking Barriers
& Building Bridges**

Division for Bar Services of the ABA

americanbar.org/groups/bar_services.html



Programs/Practices to Break Barriers or Build Bridges

Division for Bar Services

- Building Bridges: The Standing Committee on Bar Activities and Services and the Division for Bar Services are here to help you during your time as a bar leader. DBS works to serve the needs of state and local bar associations, to identify trends and inform bar leaders of issues of importance to the legal profession. I encourage you to contact any member of the DBS staff with your questions

Field Service Representative:

Jennifer Lewin

(312) 988-5361

Jennifer.Lewin@americanbar.org



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Women's Bar Association of Massachusetts

www.womensbar.org



Notable Achievements of 2014

Safe Access Bill

- Supported passage of "Safe Access" Bill in response to Supreme Court's buffer zone ruling in *McCullen v. Coakley*

Comprehensive Domestic Violence Bill

- Supported passage of Comprehensive Domestic Violence Bill

Programs/Practices to Break Barriers or Build Bridges

Women's Leadership Initiative

- **Building Bridges:** In its third year, this Leadership Initiative brings together senior women attorney and up and coming rising stars in the legal profession for mentoring and leadership development

Women of Color Committee

- **Breaking Barriers:** Through its annual "Pioneering Women" event, this committee seeks to educate the legal community about the achievements of women of color attorneys in different aspects of the legal profession.

One Thing We Need Help with

- Recruiting senior women (15+ years in practice)
- If your organization can help, please contact WBA President Kara DelTufo at kara_deltufo@dfci.harvard.edu



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New Hampshire Women's Bar Association

www.nhwba.org



Notable Achievements of 2014

- We are so very proud to be receiving the 2014 Public Service Award for *Overcoming Cancer's Legal Challenges!*
- We are excited to have instituted a Table for Eight series focused on rainmaking skills, a critical part of practice development.

Programs/Practices to Break Barriers or Build Bridges

Annual Work Stress Relief Clinic (a/k/a Spa Weekend)

- Building Bridges: This year marked our 12th Annual Work Stress Relief Clinic, a relaxing weekend and remarkable networking opportunity our members look forward to year after year.

Women in the Judiciary - Path to the Bench CLE

- Breaking Barriers: Our successful *Path to the Bench CLE* gives women a better understanding of the professional satisfaction of being a judge and highlights the skills most useful in serving on the bench. This program also provides an overview of the judicial selection process and imparts practical advice and information for those considering a judicial appointment.

One Thing We Need Help with

- We want to establish a *long-term mentoring program with our local law school*. Anyone have advice as to how to do this???
- If your organization can help us, please contact our Executive Director Gretchen Pyles at Gretchen@nhwba.org.



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www.kswomenattorneys.com

Notable Achievements of 2014

Jennie Mitchell Kellogg Achievement Award

- This year we congratulate **Cathy Reeder**, one of our founding members, as the 2014 recipient.

NCWBA's Food from the Bar

- **5,000** pounds of food
- **\$6,541.25** cash



Programs/Practices to Break Barriers or Build Bridges

Building Bridges: 25th Annual KWAA Conference

- Donated \$25,000 to Washburn School of Law and \$25,000 to KU School of Law
- Keynote Speaker: Gail Collins
- Red Carpet Gala and Auction
- 38 CLE Credits Offered

25TH

ANNIVERSARY
Lindsborg Conference



Breaking Barriers: KWAA Video Project

- "Trailblazers"
 - "First Kansas Female Judges"
 - "Lindsborg Conferences"
- over 20 sponsors**





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Food From The Bar



NH WBA's Fourth Food
from the Bar Campaign



Women Lawyers Assoc. of Los
Angeles Food from the Bar

Programs/Practices to Break Barriers or Build Bridges

Food from the Bar is a grass-roots campaign started by lawyers ***to fight hunger among children in our communities.***

Three aspects:

- \$\$\$ donation
- Food donation
- Volunteer hours

Four weeks during the Spring





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Food From The Bar



- Apolitical nonsectarian
- Improves image of lawyers
- Rewarding
- Fun!!



To Start A Campaign in Your Community

For a step-by-step guide on how to start a Food From The Bar Campaign in your community, visit the NCWBA's website at <http://ncwba.org/resources/public-service-projects/food-from-the-bar/>

For more information about setting up a Food from the Bar Campaign in your community contact Kathleen McDowell at kathleen.mcdowell@mto.com 213-683-9134



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**Georgia Association for
Women Lawyers**

www.gawl.org



Notable Achievements of 2014

INCREASED MEMBERSHIP

- Increased membership by over 25% through a membership renewal campaign and judicial outreach campaign

BOLSTERED MENTORING INITIATIVES

- Established new affinity groups and a lunch matching program in addition to neighborhood networking breakfasts and mentoring circles

Programs/Practices to Break Barriers or Build Bridges

EQUAL PAY PROGRAM

- Breaking Barriers: GAWL held a practical training event to help women lawyers negotiate for salaries by coaching members how to advocate for themselves in a variety of professional settings.

MEMBERS ON THE RUN E-BLASTS

- Breaking Barriers: Although GAWL does not endorse any candidates for elected positions, Members On The Run e-blasts provide a forum for members running for elected office, whether it be for political office or a position in another bar association, to send biographies about themselves to all members.

One Thing We Need Help with

- Retaining members with 15+ years of experience
- If your organization can help, please contact GAWL Executive Director Karyl Davis at gawl.director@gmail.com.



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INTERNATIONAL ACTION NETWORK
FOR GENDER EQUITY & LAW

Connecting for Justice Worldwide

Join Us

About IANGEL

IANGEL is a network of lawyers who believe in equity for and equality of all people. We believe that connecting volunteer lawyers to the cause of gender equity will build a stronger movement for justice worldwide.

IANGEL allows lawyers, law firms, and their associations to take direct action to fight gender bias and discrimination against women and girls.

Using our skills as lawyers, and our networks, we are directly involved in the struggle for gender equity. Please join our network and let's work together for a fairer world.

Do you have a skill you would like to donate?

Contact us at:

Phone: (415) 789-6636

Email: info@iangel.org



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Colorado Women's Bar Association

www.cwba.org



Notable Achievements of 2014

Pay Equity Programming

- Provided comprehensive programming on the topic of pay equity. The CWBA hosted Joan Williams, renowned author and speaker, to present with a panel of chief legal officers in Colorado

Rebranding

- The CWBA underwent extensive rebranding.

Programs/Practices to Break Barriers or Build Bridges

“Storming the Bench” Program

- Breaking Barriers: The CWBA is continuing to respond to the needs of members when it comes to applying for the bench. To continue breaking the barriers in statistics that largely favor men in these roles, this program will be more of a workshop for applicants at all stages to foster success in the application process and encourage more female applicants, generally.

Tracking Statistics

- Breaking Barriers: Colorado does not formally track the statistics of judicial applicants. Breaking gender barriers on the bench requires an understanding of applicant demographics. The CWBA is working toward the implementation of a statewide tracking system.

One Thing We Need Help with

- Growing and diversifying our membership. Specifically, we'd like to attract more students and bring back more experienced practitioners.
- If your organization can help us, please contact Alison E. Zinn, President, CWBA. azinn@wadeash.com



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Washington Women Lawyers

wwl.org



Notable Achievements of 2014

In May 2014, Seattle Preparatory School won the National High School Mock Trial Championship in Madison, Wisconsin. This group of hard working young women and men benefitted from Washington state's generous legal community in coaching and practice sessions.

WWL is a proud sponsor of the team which consisted of 45 students, nine of whom comprised the Nationals traveling team. Immediate Past President Jeanne Marie Clavere has been a coach and mentor for this team for over nine years.

Programs/Practices to Break Barriers or Build Bridges

Judicial Evaluation Committee

- Breaking Barriers: During the 2013-2014 board year, WWL's Judicial Evaluation Committee has conducted and issued ratings on approximately 70 judicial evaluations at both the state and county chapter levels, with over 700 hours donated to the effort by committee volunteers.

Plugging the Leaky Pipeline

- Building Bridges: Now completing its second full year, WWL's "Plugging the Leaky Pipeline" town hall discussion series gathers practitioners from throughout the state to present and discuss topics like "Leadership Styles for Women," "Networking and Mentoring," and "Having a Legal Career and a Family."

One Thing We Need Help with

- Continuing to develop best practices for judicial evaluations
- If your organization can help us, please contact Becca Glasgow at becca_glasgow@hotmail.com

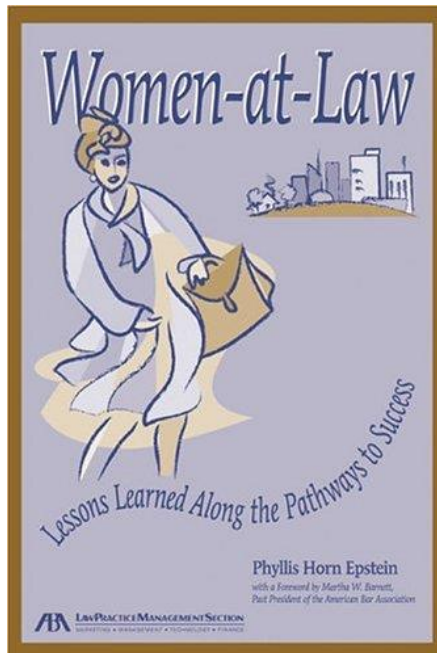
Afternoon Session



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Second Edition of
Women-at-Law
by Phyllis Epstein



Programs/Practices to Break Barriers or Build Bridges

Breaking Barriers: “Women at Law: Lessons Learned Along the Pathways to Success, Second Edition”

What’s this book about? How do women lawyers define success in today's world? For the Second Edition of this guide, author Phyllis Horn Epstein interviewed over 500 women lawyers of all ages, backgrounds, and lifestyle s across the US.

Who is Phyllis Epstein? A partner in the Philadelphia firm Epstein, Shapiro & Epstein, past co-chair of PA Bar Association's Commission on Women, recent past Treasurer of the PA Bar Association, and current vice chair of the ABA Tax Section Committee of Individual and Family Tax

Publisher: American Bar Association. .The Second Edition will available in 2015 and can be ordered from the ABA Law Practice Division and Amazon.

“Any woman who has ever questioned what kind of life she might have as a lawyer will find the answer in Women-at-Law: Lessons Learned Along the Pathways to Success.” Natalie Trachtenberg, Pittsburgh, PA, reviewing First Edition



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Military Spouse JD Network

www.msjdn.org



- An international network of legal professionals improving the lives of military families.
- Advocating for licensing accommodations for military spouses, including bar membership without additional exams.

Programs/Practices to Break Barriers or Build Bridges

The Military Spouse JD Network = Breaking Barriers

The Barriers

- **Geographic insecurity** -- Military Families are geographically insecure, moving every two to three years, often with tours overseas. These moves are based on the needs of the U.S. government, and are mandatory for the service-member. Although the spouse and children may technically refuse to move, this causes obvious hardships on families already often separated by deployments.
- **Legal Profession** -- Attorneys are required to be licensed in each state where they practice. Licensing can take up to a year for the application, character and fitness review, bar examination, and processing. Licensing can cost \$4,000 to \$5,000 each time for preparation materials and fees. All gaps in employment must be justified on bar applications and can cause delays in admission.

To Join Visit Us At www.msjdn.org or contact Rachel Winkler at [6026281389](tel:6026281389), Rachel.Winkler@msjdn.org.

To Support Our Efforts

- Consider making a tax deductible donation to our foundation at www.msjdn.org



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**Association for Women
Lawyers of Greater
Kansas City**

<http://www.awl-kc.org/>



Programs/Practices to Break Barriers or Build Bridges

- **Building Bridges- AWL/AWLF “Connections to Success”**
 - Innovative Mentoring Program -- 5 year commitment; mentors pay \$250/yr to participate; have group and individuals meetings.
 - Currently, have 5 years of mentors/mentees with a total of 50 women in the program. After 5 years, mentees become mentors.
- **Breaking Barriers- AWL’s Step Up Program**
 - Yearly program with the city prosecutor’s office to help women in shelters clear minor traffic violations that have become warrants, in exchange for community service. Over 50 women helped this year.

One Thing We Need Help with: Our Annual AWL Conference

- Run concurrent sessions in parallel or single sessions?
- What’s a reasonable registration fee for 1 day conference?
- How to obtain a high quality, but free or low-cost , keynote speaker?
- Does social media activity really help with attendance?
- If your organization can help us, please contact Athena Dickson at 816-471-4881 or adickson@sirosmithdickson.com



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Women's Bar Association of the District of Columbia

www.wbadc.org



Our bar's theme for 2014 is "Standing Together." We believe that women lawyers are more successful, effective and happy when we work together to share experiences and solve problems.

Programs/Practices to Break Barriers or Build Bridges

Partners' Dinner

- **Breaking Barriers:** At this dinner, women partners meet for an evening of stimulating conversation and debate. This year, we are addressing the topic of "Negotiating for Professional and Personal Development." Many of us are more zealous negotiators for our clients than we are for ourselves and for our positions within law firms. During the dinner, we will be identifying tools women partners can use to be more effective negotiators for themselves as well as for their clients.

Community Projects Committee

- **Building Bridges:** The Community Projects Committee provides a vehicle for attorneys to assist local community organizations through fundraising and volunteer service efforts, with a focus on organizations that assist women and girls in the DC metropolitan area. This year, we are focusing on ways in which we can better assist our Foundation's grantee organizations.



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Oregon Women Lawyers

www.oregonwomenlawyers.org



Notable Achievement of 2014:

- Celebrating 25 Years of breaking barriers in Oregon (1989-2014)

Programs/Practices to Break Barriers or Build Bridges

Talking About My Generation: Bridging the Age Gap at Work

- Building Bridges: Five generations currently coexist in the workplace. Guided by experts on cross-generation communication, participants will learn new frames for thinking about intergenerational conflict and how to improve collaboration in the workplace.

The Civil Rights Act of 1964: A 50-Year Anniversary Reflection

- Breaking Barriers: A program commemorating the 50th anniversary of the Civil Rights Act through first-hand accounts of people involved in different aspects of the Civil Rights Movement.

One Thing We Need Help with

- Insight into the best practices for converting and employing an electronic newsletter.
- If your organization can help us, please contact Linda Tomassi, Linda@Oregonwomenlawyers.org.



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Georgia Association of
Black Women Attorneys
www.gabwa.org



Notable Achievements of 2014

- *2014 State Bar of Georgia President's Cup*
- *2014 State Bar of Georgia Award of Merit*
- *2014 National Bar Association Affiliate Chapter of the Year*

Programs/Practices to Break Barriers or Build Bridges

Professional Development Academy (PDA)

- Building Bridges: The purpose of PDA is to provide serious and intense professional and personal development to both women and men beginning their careers in the legal profession. Since 2008, we have graduated more than 100 young attorneys and law students from the Academy who have entered the profession armed with the tools for success. Some of the classes offered include: building relationships; becoming an effective leader; social etiquette; and hanging your own shingle.

Judicial and Public Office Academy (JPOA)

- Breaking Barriers: In a continued effort to fulfill GABWA's founding vision to increase Black female representation in the judiciary and other elected offices, in 2011, GABWA launched JPOA, which is a non-partisan effort. The purpose of the JPOA is to provide participants with an understanding of the pre-planning that should occur now to position themselves as viable candidates in the future.

One Thing We Need Help with

- Recommendations for insurance carriers and web developers that work with bar associations.
- If your organization can help, please contact GABWA 2015 President-Elect Adwoa Seymour at seymourgabwa@gmail.com



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Arizona Women Lawyers Association

www.awla-state.org



Notable Achievements of 2014

- Conducted targeted welcome and informational receptions to introduce specific target populations (e.g., large firm lawyers, small firm lawyers, public lawyers, etc.) to our organization
- Restructured our committees to achieve more focus and efficiency

Programs/Practices to Break Barriers or Build Bridges

Amiga Program

- **Building Bridges:** AWLA has created the Amiga program. The goal of this program is to make a connection between an existing member and a new member. Amiga means friend in Spanish and that is exactly the relationship we hope will flourish between the new member and the existing member. The existing member reaches out to the new member and welcomes them to the organization. When a new member walks into an event the Amiga is a friendly face in the room. Our goal is to get new members involved and invested in AWLA, so that they enjoy being a part of the organization.

Sarah Herring Sorin Award

- **Breaking Barriers:** This annual award is named after Arizona's first woman lawyer. It is awarded to a member of our organization that has demonstrated support and encouragement for the advancement of women in the legal profession.

One Thing We Need Help with

- Getting our members more involved and invested in our organization.
- If your organization can help us, please contact AWLA Vice President Laura Zeman-Mullen at lzemanmullen@zmfiplaw.com