

ABA Commission on Women Publications

Balanced Lives: Changing the Culture of the Legal Practice \$25.00

This is a revised and updated edition to the 1990 publication, *Lawyers and Balanced Lives*. It includes an overview of the challenges posed in accommodating lawyers' personal and professional commitments, along with recommendations for change and sample policies on alternative work schedules and family leaves. 2001. PC: 4920030 (plus shipping and handling)

The Unfinished Agenda: Women in the Legal Profession \$25.00

The Unfinished Agenda provides the most comprehensive contemporary review of the status of women in the American legal profession and the justice system. It provides a timely reminder that there is still considerable progress to be made before we accomplish gender equity in the workplace. 2001. PC: 4927003 (plus shipping and handling)

New: Legal Progeny: A Guide to Providing Child Care Benefits for Legal Employers, Lawyers and Bar Associations \$20.00/\$15.00 for ABA Members

The need for child care benefits has grown more acute in the legal profession, where heavy workloads and long hours leave parents struggling to provide adequate care for their children while satisfying the needs of their clients. *Legal Progeny: A Guide to Providing Child Care Benefits for Legal Employers, Lawyers and Bar Associations* addresses these issues by outlining how child care can be a win-win proposition for employers and employees alike and by providing a step-by-step process for addressing child care needs. 2003. PC: 4920033 (plus shipping and handling)

New: Empowerment and Leadership: Tried and True Methods for Women Lawyers \$25.00/\$20.00 for ABA Members

This guide offers information about institutional and individual approaches that foster women lawyers' progress into positions of power and leadership at law firms and corporations. This guide will also include successful strategies from senior women lawyers, managing partners, general counsels, rainmakers and other resources that can assist women in moving beyond the second glass ceiling. 2004. PC: 4920034 (plus shipping and handling)

To order publications, please call **800-285-2221** or visit the ABA Publications website at **www.abanet.org/abapubs/order.html**

ABA Commission on Women Publications

The Burdens of Both, The Privileges of Neither \$10.00

Report of the Multicultural Women Attorneys Network on the status of multicultural women lawyers. Based on statistical data and anecdotal reports from women of color. 1994. PC: 4520003 (plus shipping and handling)

The Difference "Difference" Makes: Women and Leadership \$45.00 Hard cover \$17.95 Paperback

This publication highlights the findings of the 2001 Women's Leadership Summit and explores the difference gender makes in both access to leadership and in its exercise. With a focus on law, politics, and business, this report explores the difference gender makes in leadership opportunities, styles, effectiveness, and priorities. Strategies for change at both an institutional and individual level are also included. 2003. (plus shipping and handling)

Fair Measure: Toward Effective Attorney Evaluations \$49.95

Provides constructive guidance on how to develop and implement an evaluation process that emphasizes objective performance criteria, eliminates bias and recognizes the value of diversity. 1997. PC: 4920019 (plus shipping and handling)

Goal IX Update No Charge

Annual report measuring women's progress in attaining leadership positions in the ABA.

Sex-Based Harassment Workplace Policies for the Legal Profession \$25.00

This update to the Commission's previous publication *Lawyers and Balanced Lives: A Guide to Drafting and Implementing Sexual Harassment Policies for Lawyers*, provides a survey of the research and legal developments regarding sex based harassment and a discussion of the pervasiveness of sex based harassment in the legal profession. The manual seeks to assist legal employers by providing the most effective strategies that can be utilized to respond to this problem. 2002. PC: 4920032 (plus shipping and handling)

Program At-A-Glance

Friday, April 16

11:00 a.m.	Registration	Wyndham Hotel
12:00 a.m. to 1:30 p.m.	Luncheon	Wyndham Hotel
1:30 p.m. to 2:45 p.m.	Plenary Session	Wyndham Hotel
2:45 pm. to 3:00 p.m.	Break	Wyndham Hotel
3:00 p.m. to 4:30 p.m.	CLE Sessions	Wyndham Hotel
4:30 p.m. to 6:00 p.m.	Roundtables	Wyndham Hotel
6:00 p.m.	Reception	Wyndham Hotel

Saturday, April 17

8:00 a.m. to 9:00 a.m.	Networking Breakfast	Wyndham Hotel
9:00 a.m. to 10:30 a.m.	CLE Sessions	Wyndham Hotel
10:30 a.m. to 12:00 p.m.	Plenary Session	Wyndham Hotel
12:00 p.m. to 1:30 p.m.	Luncheon	Wyndham Hotel
1:30p.m. to 1:45p.m.	Closing Remarks	Wyndham Hotel

You have heard the expression "born to lead." At the heart of this notion is the fact that sometimes leadership skills come naturally and in other instances, leadership needs a guiding and nurturing hand. The Commission on Women is pleased to launch the first-ever "Women in Law Leadership" Academy. The Academy's mission is to empower recently licensed women lawyers by providing a skill set that enables them to direct and manage their own careers more effectively by gaining knowledge, finding mentors and honing their networking capabilities -- thus providing the guidance to stay the course and keep one's career intact and moving forward. Attendees will get practical advice from successful lawyers who have overcome the obstacles facing women in the profession and gain the confidence they need to thrive, find the right balance, and develop the capacity to lead.

We invite women lawyers from all law firms, corporations, government agencies, academia, judiciary, and nonprofits to join us. Our target audience is women who have been in practice fewer than 10 years. However, we welcome those women who have been practicing more than ten years and indeed might find this Academy an important informational "tool" in their career development. We seek a diverse audience from all racial and ethnic backgrounds, and anticipate that participation in this Academy will be a superb opportunity for all participants to mix, mingle, and learn together. Knowing that law firms and other legal employers recognize the value in retaining their young lawyers, we trust that they will take advantage of this program by actively encouraging your recently hired women to attend.

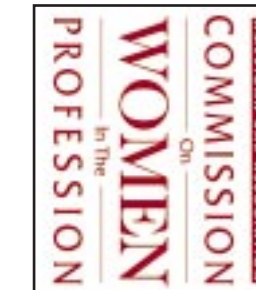
The conference will be held from 12:00pm on Friday, April 16, 2004 through 1:45pm on Saturday, April 17, 2004.

We are offering organizations a special group discount for multiple attendees: for 5-10 attendees, save \$50 per person; for 11 or more attendees, save \$100 per person.

Please join us in Chicago at the Wyndham Hotel - Friday and Saturday, April 16-17, 2004 for the Academy experience.

Diane C. Yu

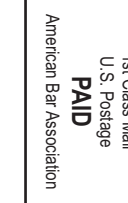
Chief of Staff and Deputy to the President, New York University
Chair, ABA Commission on Women



Women in Law Leadership Academy

A Career Building CLE Conference - break down the barriers to success and have the career you want.

CHICAGO, IL
APRIL 16-17, 2004



Schedule of Events

Friday, April 16

-12:00 p.m. to 1:30 p.m. **Keynote Leadership Luncheon**

WELCOME: **Diane C. Yu**, Chief of Staff and Deputy to the President, New York University, Chair, ABA Commission on Women



SPEAKER: **Christine Lagarde**, Chair, Baker & McKenzie, Chicago, IL

-1:30 p.m. to 2:45 p.m. **Plenary Panel Discussion**

Leading by Example: The Road to Leadership

This panel explores workplace cultural and environmental issues: learning the rules of the game, knowing your playing field, building professional networks and enhancing leadership opportunities.

MODERATOR: **Diane C. Yu**, Chief of Staff and Deputy to the President, New York University, Chair, ABA Commission on Women

PANELISTS:

Nancy Bertoglio, Partner and Chief Operating Officer, Bell Boyd & Lloyd, Chicago, IL,

I.S. Leevy Johnson, Partner, Johnson, Toal & Battiste, Columbia, SC,
Gloria Santona, Executive Vice President, General Counsel and Secretary, McDonald's Corporation, Chicago, IL,

Stephanie Scharf, President, National Association of Women Lawyers, Partner, Jenner & Block, Chicago, IL

-2:45 p.m. to 3:00 p.m. **Break**

-3:00 p.m. to 4:30 p.m. **(CLE sessions)**

Track I – A Plan for Success: Client Development Training

This panel focuses on effective strategies, skill-sets and tools to develop strong client relationships, retention, and to develop and expand existing clients to increase the lawyer's economic opportunities and viability.

MODERATOR: **Amelia Maguire**, Partner, Steel Hector & Davis, LLP, Miami, FL

PANELISTS:

Kim Askew, Partner, Hughes & Luce, LLP, Dallas, TX

Hilarie Bass, Partner, Greenberg Traurig, PA, Miami, FL

Michael Greco, Partner, Kirkpatrick & Lockhart, LLP, Boston, MA

Elizabeth Anne "Bettyann" Tursi, Private Advisory Services exclusively to Law Firms and Editor-in-Chief, American Lawyer Media Law Journal Newsletters, *Marketing The Law Firm*, New York, NY

Track II – Evaluating Your Career: Expectations and Reality

This panel emphasizes that the attorney evaluation process cannot be separated from the daily interactions that are a part of every lawyer's experience.

MODERATOR: **Ann Courtney**, Assistant Vice-President and Litigation Counsel, UnumProvident Corporation, Portland, ME

PANELISTS:

Julie Bauer, Hiring Chair, Winston & Strawn, LLP, Chicago, IL

Rachelle J. Canter, Ph.D., President, RJC Associates, San Francisco, CA

Pat Peard, Partner, Bernstein, Shur, Sawyer & Nelson, Portland, ME

Eve Wright, Assistant Counsel, Ladies Professional Golf Association (LPGA), Daytona Beach, FL

Track III – Transforming Your Career: Practicing Law as a Segue to Leadership

This panel will discuss transferring skills between practice areas and practice settings to attain leadership positions.

MODERATOR: **Ida Abbott**, Principal, Ida Abbott Consulting, Oakland, CA

PANELISTS:

Cunyon Gordon, of Counsel, Eimer Stahl Klevorn & Solberg, LLP, Chicago, IL,
Patricia Mendoza Assistant Attorney General, Bureau Chief, Civil Rights Division, Office of the Illinois Attorney General, Chicago, IL,

Sheila Nielsen, Principal, Nielsen Consulting Service, Chicago, IL,

Angela Oh, Principal, Oh & Barrera, LLP, Los Angeles, CA

Friday, April 16

- 4:30 p.m. to 6:00 p.m. **Discussion Roundtables: Outstanding Women Lawyers and the Keys to their Success**

Law Firm Discussion Leaders:

Virginia L. Aronson, Partner, Sidley Austin Brown & Wood, LLP, Chicago, IL

Hilarie Bass, Partner, Greenberg Traurig, PA, Miami, FL

Roberta D. Liebenberg, Member, Fine Kaplan & Black, RPC, Philadelphia, PA

Amelia Maguire, Partner, Steel Hector & Davis, LLP, Miami, FL

Patricia Lee Refo, Partner, Snell & Wilmer, LLP, Phoenix, AZ

Corporate Discussion Leaders:

Janet Burak, General Counsel, Household Finance, Chicago, IL (invited)

Elizabeth Keefer, General Counsel, Columbia University, New York, NY

Laura Stein, Senior Vice President and General Counsel, H. J. Heinz, Company, Pittsburgh, PA

Andrea Zopp, General Counsel, Sears, Roebuck and Company, Chicago, IL

Government/Non-Profit Discussion Leaders:

Amelia Boss, Charles Klein Professor of Law, Temple University Law School, Philadelphia, PA

Lisa Madigan, Illinois Attorney General, Chicago, IL

Delissa Ridgway, Judge, United States Court of International Trade, New York, NY

Zaldwaynaka Scott, Inspector General for the Office of the Illinois Governor, and President, Black Woman Lawyers Association of Greater Chicago

- 6:00p.m.

Networking Reception

Saturday, April 17

- 8:00 a.m. to 9:00 a.m.

Networking Breakfast

- 9:00 a.m. to 10:30 a.m.

(CLE Sessions)

Track I – A Plan for Success: Client Development Training

Track II – Evaluating Your Career: Expectations and Reality

Track III – Transforming Your Career: Practicing Law as a Segue to Leadership

- 10:30 a.m. to 12:00 p.m.

Plenary Session

Empowerment and Leadership: Taking Control of Your Career

MODERATOR: **David Freeman**, J.D., Founder and CEO, Whetstone Consulting, LLC, Boulder, CO

PANELISTS:

Bettina Lawton, Law Office of Bettina Lawton, PLLC, Vienna, VA

Patricia Mell, Dean, John Marshall Law School, Chicago, IL

Ellen Ostrow, Ph.D., Principal, LawyersLifeCoach.com, Silver Spring, MD

Pauline Schneider, Partner, Hunton & Williams, Washington, DC

- 12:00 p.m. to 1:30 p.m.

Leadership Luncheon

INTRODUCTION: **Patricia Mendoza**, Assistant Attorney General, Bureau Chief, Civil Rights Division, Office of the Illinois Attorney General, Chicago, IL

SPEAKER: **Debora deHoyos**, Managing Partner, Mayer, Brown, Rowe & Maw, LLP, Chicago, IL



Debora deHoyos

- 1:30 p.m. to 1:45 p.m.

Closing Remarks

Diane Yu, Chief of Staff and Deputy to the President,

New York University

Chair, ABA Commission on Women

Registration & General Information

Advance Registration

Register by March 15, 2004, and as a member of the ABA, your fee is just \$250.00. Please register early due to limited attendance. Please complete and return the attached registration form. For additional information, please call 312-988-5715 or visit our website at www.abanet.org/women.

Registration Fee

Your registration fee includes all written course materials and meals.

Cancellations

Please forward written refund and cancellation requests on or before April 2, 2004. Fax your request to Alissa Brugger at 312-988-5688. Refunds will reflect a \$25 administrative fee for processing. Unfortunately, we will be unable to honor refund requests after April 2, 2004.

ABA Online Travel

To access ABA Online Travel, click **ABA Online Travel Site** on the ABA home page www.abanet.org or direct your Web browser to <http://wcp.getthere.net/abaonlinetravel>.

Airline Reservations

To make airline reservations, contact airlines directly using the ABA reference numbers or call the ABA travel agency, Tower Travel Management at 800-921-9190.

American Airlines	Discount Code 16666	800-433-1790
Delta Airlines	Discount Code 189419A	800-241-6760
US Airways	Discount Code 36632473	877-874-7687

Car Rental

ABA members are eligible for member discounts on vehicles rented from Hertz. For more information or to make a reservation, call 1-800-654-2230 and mention Discount Code 13000.

Hotel Information

The Institute will be held at the Wyndham Hotel in downtown Chicago. Located just one block off the Magnificent Mile, the Wyndham Chicago is close to every attraction downtown has to offer. Nearly everything is within walking distance: the symphony, museums, galleries, world-class restaurants, shopping, and Lake Michigan. The hotel is just 20 miles from O'Hare International Airport, and 12 miles from Midway Airport.

A room block is reserved for attendees at a rate of \$179 single/double room per night. Rooms are available for check-in no later than 3:00pm, with a check-out time of noon. Contact the hotel directly at 312-573-0300 or toll-free at 1-800-996-3426 to make reservations. Please inform the hotel that you are attending the ABA Commission on Women's Institute for Leadership in Law. After April 2, 2004, or at room block capacity, the ABA rate is not guaranteed and may not be available.

Wyndham Hotel
633 N. St. Clair Street
Chicago, IL 60611
Phone: 312-573-0300
Fax: 312-346-0974

Americans with Disabilities Act

Please contact Alissa Brugger at 312-988-5715 or bruggera@staff.abanet.org.

MCLE Credit

Continuing Education accreditation has been requested from all states requiring continuing legal education. Call 312-988-6217 about MCLE applications and approval two weeks before the program.

Questions?

Contact the Commission on Women at 312-988-5715.

Women in Law Leadership Academy Registration Form

Early Registration on or before 3/15/04	Regular Registration 4/02/04
\$250	\$300 ABA Member
\$200	\$250 Academic/Judge/Govt/Non-profit
\$300	\$350 Non-ABA Member

_____ Group Discount 5-10 attendees, save \$50.00 per person

_____ Group Discount 11-24 attendees, save \$100.00 per person

Total :\$ _____

Circle your Friday Track Selection: I II III Second Choice: I II III

Circle your Saturday Track Selection: I II III Second Choice: I II III

Name _____

ABA Member ID _____

Firm/Employer _____

Address _____

City _____ State _____ Zip Code _____

Business Phone _____ Business Fax _____

E-mail Address _____

Number of Years in Practice: _____

Method of Payment:

_____ Please make all checks payable to the American Bar Association

Credit Card:

_____AMEX _____Master Card _____Visa

Card Number _____

Expiration Date (Month/Year) _____

Signature _____

Return this form to:
ABA Commission on Women
750 N. Lake Shore Drive
Chicago, IL 60611
Fax: 312-988-5688

The advance registration deadline is March 15, 2004. Registrations will be processed upon receipt of payment.

For online registration, visit www.abanet.org/women.

_____ I require dietary considerations. (explanation attached)