



# FAWL Journal

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### **FAWL's Mission Statement:**

To actively promote gender equality and the leadership roles of FAWL's members in the legal profession, judiciary and community at large. To achieve these goals, FAWL will uphold the highest

standard of integrity, honor and courtesy in the legal profession, promote reform in law and facilitate administration of justice.





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## Women in Leadership: How High Can You Fly?

by Tasha K. Dickinson, Esq.

We all value a good leader, regardless of where we are in our careers. In fact, the success we have in our careers depends in large part on good leadership, whether it be our own or someone else's. An organization, too, can fail or succeed on the strength of its leaders. Everyone likes to work for an effective leader, and the vast majority of us aspire to be effective leaders ourselves. As many of us know, research throughout the country consistently shows that a much smaller percentage of women occupy leadership positions than their male counterparts. Further, FAWL's strategic planning efforts over the years have steadily indicated that its members desire to have assistance and support in obtaining leadership positions. Thus, one of FAWL's key goals is to help women obtain leadership opportunities both at the local and statewide levels.

In *The Leadership Challenge*, author Jim Kouzes identifies four qualities people look for in an effective leader. First, people want a leader who has integrity and is both honest and trustworthy. It is also important that the leader sincerely cares about the mission of the organization and is not most interested in her personal pursuits. Second, people want

*"I challenge all members to seek out positions in their local FAWL chapters and at the state FAWL level..."*

Third, simply put, people want a leader who is competent. Competency equals effectiveness. Finally, people want a leader who is a motivator. Good leaders are dynamic and inspirational. Mere lip service does not exist for a great leader, and she always leads by example.

While there is clearly a need for more women lawyers to serve in prominent roles in both the private and public sectors, women have to begin to seek leadership positions somewhere. So, I challenge all members to seek out positions in their local FAWL chapters and at the state FAWL level, serve on a committee in your local bar association, apply to serve on a Florida Bar committee or volunteer for a community board. I can assure you I will put you to work to further FAWL's mission if you contact me! If you have already volunteered and want to take your efforts to the next level, step outside of your box and volunteer to lead a committee or a board. You will not regret it. The experience you gain in doing so and your leadership will undoubtedly translate into other leadership opportunities. No matter what avenue you choose for leadership, the important thing is to show everyone how high YOU can fly! ●

a leader who has a vision for the future and enlists and engages others in furthering that vision. Great leaders are innovative; they take risks and challenge processes.

Third, simply put, people



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# Miami-Dade FAWL's Challenge to Promote Women in the Legal Profession

by *Xinning Shirley Liu*

On May 29, 2009, the Miami-Dade Chapter of FAWL hosted a half-day conference to discuss the Miami-Dade FAWL Challenge to promote the advancement of women in the legal profession. The event drew 40 participants, including judges, lawyers and other business professionals. **Kristy M. Johnson**, president-elect of Miami-Dade FAWL and an attorney at Carlton Fields in Miami, organized and chaired the event.

National statistics show that while women graduate law school and join law firms at relatively the same rates as men, the percentage of women partners do not reflect similar progress. "Women have been entering the profession for the past 10 years at about 50 percent, yet the progress women have made going up into leadership roles in the firm, either in partnership or any other significant leadership positions, has been very incremental," Ms. Johnson says. "There's a serious concern that women are leaving law firms."

Miami-Dade FAWL's initiative is to invite local law firms and corporate legal departments in Miami-Dade County to join its Challenge in supporting the recruitment, retention and promotion of women lawyers. Some goals of the Challenge include increasing the percentage of women partners, increasing the representation of women on firm committees and increasing the number of women practice group leaders. Additionally, the Challenge also encourages law firms to review their flexible-hour policies in assuring that equitable and viable alternative schedules are available for women lawyers. The goal of the conference was to present a draft written Challenge and to obtain feedback from the attendees.

The keynote speaker of the conference was **Lauren Stiller Rikleen**, author of the acclaimed book *Ending the Gauntlet: Removing Barriers to Women's Success in Law*. As she presented statistics from her two-year study, which included interviews with hundreds of women lawyers and law firm managers from all over the United States, Ms. Rikleen discussed the struggles faced by women lawyers of this generation in a competitive workplace as they try to meet the demands of their families and clients.

**Wendi Christensen, CPA**, a tax partner at the Florida Lead Tax Service Group of Deloitte Tax LLP, was another presenter at the conference. As Deloitte's Women's Initiative leader of the Florida practice for the past three years, Ms. Christensen discussed many of the programs Deloitte has pursued since 1993 to support the advancement of women, such as the development of Deloitte's career customization pilot and the "Females as Buyers" program.

The Miami-Dade FAWL conference also included small group discussions led by local judges, including **Honorable Mercedes Bach** (retired), **Honorable Abby Cynamon**, **Honorable Leslie B. Rothenberg**, **Honorable Jacqueline Hogan Scola** and **Honorable Lisa S. Walsh**. Participants shared unique perspectives regarding some major obstacles and barriers faced by women lawyers today. The groups identified various underlying gender, social, cultural and even geographical biases

in the roles of men and women at law firms. The discussions revealed how these roles are frequently reaffirmed and perpetuated by the women themselves. For example, some participants in the program noted that women lawyers are sometimes afraid of being too assertive and are highly critical of their own performance.

Group discussions also recognized the need for women lawyers to market their own economic value and to demonstrate how they can help increase the bottom line of the firm. One female in-house counsel commented on how major corporations often request law firms to include in their billing invoices a

*Participants shared unique perspectives regarding some major obstacles and barriers faced by women lawyers today.*

detailed breakdown of women and minority attorneys who worked on their matters. Hence, another essential area of advocacy is to continuously educate law firms on the economic value of recruiting, retaining and promoting female attorneys.

Additionally, participants of the conference presented valuable suggestions to the Miami-Dade FAWL's board of directors on improving the Challenge. The groups also made some general recommendations to the legal community at large. Some recommendations include

- Encouraging law firms to develop more training and development programs for women and to

*continued on page 7*

# Women Lawyers and Obstacles to Leadership

*A Report of MIT Workplace Center Surveys on Comparative Career Decisions and Attrition Rates of Women and Men in Massachusetts Law Firms*

*by Mona Harrington, MIT Workplace Center  
and Helen His, Sloan School of Management*

## Preface: The Call for Surveys

United States District Court Judge **Nancy Gertner**, in an address to the Women's Bar Association of Massachusetts in 2003, linked the lack of women in leadership to the conflicting demands of law firm practice and women's child care responsibilities, and she challenged the WBA to create a commission "to work on what we need to do now to make the workplace safe for mothers and fathers."

The result, in 2004, was the creation of the Equality Commission, with representatives from the Boston Bar Association, the Massachusetts Bar

*On the whole, however, law firm policies open to the entry of women are not matched by policies open to women taking care of children.*

Association and the Women's Bar Foundation as well as the Women's Bar Association. The group invited participation by the MIT Workplace Center, with the request that the center conduct in-depth surveys to trace the movement of women and men along the path to leadership in Massachusetts law firms. Prior work by most members of the commission provided a substantial base for the surveys. In 1998, **Lauren Stiller Rikleen**, then president of the Boston Bar Association, organized a BBA Task Force on "Professional Challenges and Family Needs," which produced, in 1999, the substantial and nationally noticed report "Facing

the Grail: Confronting the Cost of Work-Family Imbalance." Based on specific calculations of law firm economics, it recommended that firms "offer the broadest possible variety of individualized work-family plans" and that they "not only support the concept of family-work alternatives [but] also support their successful implementation."

In 2000, the Women's Bar Association produced the report "More Than Part-Time: The Effect of Reduced-Hours Arrangements on the Retention, Recruitment, and Success of Women Attorneys in Law Firms" based on surveys of attorneys in Massachusetts firms who had worked reduced hours in these firms, and of women attorneys who had left one of these firms in the prior three years. The key

finding of the surveys was "lack of institutional support from law firms for reduced-hours arrangements," and it prompted WBA recommendations listing ways that firms could—and should—provide explicit support for attorneys working part-time. The BBA Task Force also launched a Managing Partners' Initiative seeking to gain attention and response to work-family issues from leaders in Massachusetts law firms. Building on these studies, the MIT Workplace Center designed and conducted the two surveys reported here: Rates of Attrition in Massachusetts Law Firms and Career Decisions in the Practice of Law.

## Executive Summary

The two MIT Workplace Center surveys in 2005-2006 sought to measure concretely and to find specific reasons for the persistently low numbers of women partners in Massachusetts law firms. Women and men have been graduating from law schools and entering the firms in virtually equal numbers for at least 15 years, but according to the MIT survey on rates of attrition, women make up only 17 percent of firm partners. That number increases to only 21 percent if the period before women entered firms in large numbers is excluded, according to the 2006 National Association of Women Lawyers survey.

MIT's survey on career decisions provides answers to this dilemma through an innovative method that traces the movement of individual attorneys in and out of firms over time—2001 to 2005. It gathers expressed reasons for moves, descriptions of firm practices that affect staying and leaving and also complex demographic information that provides a social context for individual career decisions.

It readily answers the seeming anomaly of men and women entering and leaving firms at the same rate, yet with men partners far outnumbering women partners. Firms record departures, but they do not necessarily record the destinations of those who leave. Tracking the "stayers" at a firm, the "switchers" to another firm and the "leavers" reveals that, over time, women leave the long partnership track before the point of election to partnership at a much higher rate than men. Some

women move to off-track positions, but nearly a third of associates and another third of non-equity partners leave firm practice entirely, compared with less than 20 percent of men at both levels.

Women leave the partnership track mainly due to the difficulty of combining law firm work and caring for children in a system with little or inconsistent support for flexible work arrangements. Likewise, they stay in a firm or switch firms mainly in response to the possibility of support for schedules allowing time for family care without penalties for promotion.

On the whole, however, law firm policies open to the entry of women are not matched by policies open to women taking care of children. While many women with children negotiate a part-time schedule for family care (about 40 percent in 2005), they are still less likely to be promoted to partner than women who stay in firms but do not use part-time options.

Men on the partnership track have, on average, more children than their female colleagues, and many adjust their daily work hours to support children's activities, but almost none use part-time for family reasons.

The difference in the impact of work and family pressures on women and men lies significantly in the neo-traditional division of family labor that typifies professional couples at present. Most of the male lawyers in law firms live with spouses or

partners who have a lesser commitment to their own careers, hold little or no financial responsibility for the household and are able to assume responsibility for family care. Most of the female lawyers live with spouses or partners who have an equal or greater commitment to their careers and contribute an equal or higher percentage of the household income so that both have severe time constraints. More women than men in law firms solve the time problem by reducing work time, which for many means leaving firm practice.

Somewhat like women path breakers of earlier generations, women who stay in firms to non-equity and equity partnerships limit their family commitments to a greater extent than their male colleagues. Overall, men are more likely than women to be married or living with partners, to have children and to have more than one child.

The career decisions survey also provides information for current discussions about professional women "opting out" of careers to assume full-time family care. Only 22 percent of the "leavers" list themselves as "not employed." Most do not even leave the legal profession. Over 50 percent move to work as lawyers in corporate law offices, government or nonprofit organizations, which, according to survey comments, provide better arrangements for combining work and time for families. ●

*Excerpted with permission from the MIT Workplace Center*

### **"Miami-Dade..." continued from page 5**

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schedule these programs at times that are convenient for women lawyers to attend;

- Encouraging law firms to develop formalized feedback and review processes of their female associates; and
- Encouraging firms, local bar associations and even law schools to train young women lawyers early in their careers on rainmaking and business development.

Based upon input from these group discussions, Miami-Dade FAWL is revising the details of the written Challenge. For more information, contact Kristy Johnson at [kjohnson@carltonfields.com](mailto:kjohnson@carltonfields.com). ●

*Xinning Shirley Liu was a summer associate at the Miami office of Carlton Fields (2009). A third-year student at the University of Florida Levin College of Law, she has served as president of the Asian Pacific American Law Student Association and vice president of the Law Association of Women.*

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# Milestones and Statistics: Women Leadership in The Florida Bar

This year, FAWL celebrates a key milestone. **Mayanne Downs**, former president of Central Florida Association for Women Lawyers and active member of FAWL, has been sworn in as president-elect of The Florida Bar. Next year, she will become the Bar's fourth woman president since the founding of the Bar in 1950. FAWL highlights her service here as well as the service of FAWL members who presently serve on The Florida Bar's

*Women on the BOG universally welcome your involvement in the Bar ...*

Board of Governors (BOG)—women who throughout the years have been and continue to be active members and leaders of FAWL.

While FAWL celebrates the participation of these women on the BOG, statistics remind us that as women lawyers, we still have work to do. The BOG is comprised of 52 members, who are elected for two-year terms from the 20 geographically based circuits throughout the state. Consequently, and statistically speaking, this year's female members of the BOG comprise less than half of the 33 percent of women members of the Bar. This is a remarkable and

troubling statistic in that it represents a perceptible trend in the decline of female representation on the BOG. In 1997, 19.6 percent of the members of the BOG were women attorneys. In 2005, the statistic had declined to approximately 17 percent.

FAWL spoke with its members who currently serve on the BOG about these statistics. While these women have their own perspectives and, of course, unique experiences and backgrounds, certain themes emerge. Notably, the women shared the view that despite the

demographics, the BOG itself is an extremely professional and collegial group of lawyers that welcomes increased involvement of women and minorities. Most note that election to the BOG requires significant past leadership experience, as reflected in the backgrounds of the current women members—many of whom have served as presidents of their local bar organizations.

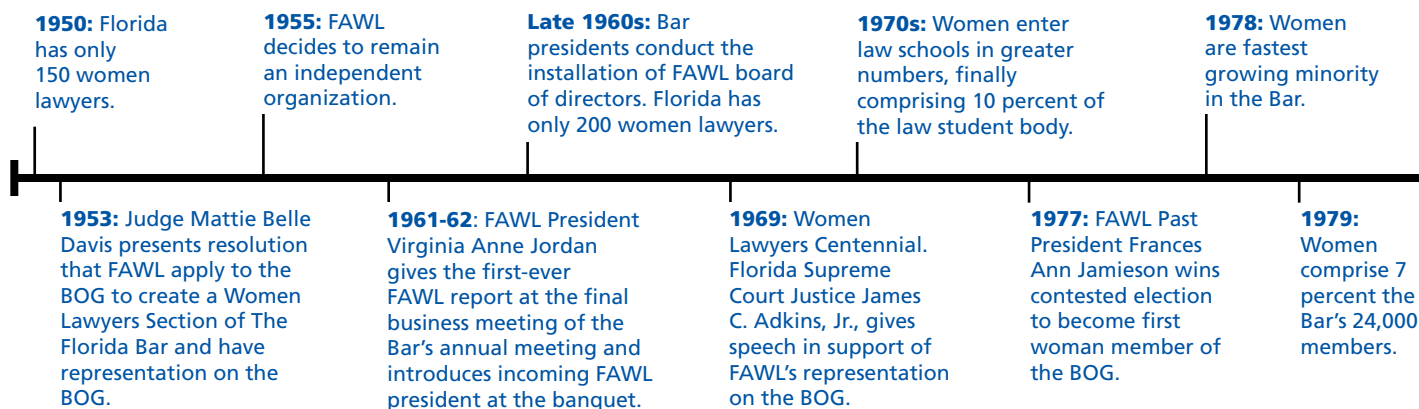
Ambition is certainly a key ingredient in the recipe for success. Yet a lack of ambition alone fails to explain the statistics. Achieving leadership requires year in and year out commitment to

service. Women, who disproportionately leave larger firms to practice at smaller firms, may find that the reality of practice at smaller firms impedes their ability to invest the number of non-billable hours needed to achieve results. Work-life balance issues continue to affect women lawyers disproportionately, leaving women with fewer hours in the day to dedicate to voluntary service activities than their male counterparts. And while many women have received the support and encouragement of powerful mentors—male and female—not all women have been so fortunate.

Women on the BOG universally welcome your involvement in the Bar and indeed encourage more women to apply for positions and to contact them for assistance. As for advice, the message is clear: “Volunteer!” “Seek out mentors!” “Mentor and motivate others!”

## Mayanne Downs President-elect

Ms. Downs is president-elect of The Florida Bar. She is chair of the Board Strategic Planning Committee and chair-elect of the Board Executive Committee. She serves in an ex officio capacity on the Bar's numerous committees. She practices at



the Orlando firm of King, Blackwell, Downs & Zehnder PA and serves as city attorney for the City of Orlando.

**Dori Foster-Morales**

**11th Circuit**

Ms. Foster-Morales is serving her first term on the BOG, and this year serves on the Board Communications and the Board Disciplinary Review committees. She practices marital and family law at the Miami law firm of Elser & Foster-Morales LLC.



**Nancy W. Gregoire**

**17th Circuit**

Ms. Gregoire is serving her fourth term on the BOG, and this year serves on the Board Legislation Committee and as vice chair of the Board Rules Committee. She practices appellate law at the Fort Lauderdale firm of Kirschbaum, Birnbaum, Lippman & Gregoire PLLC.



**Denise A. Lyn**

**Fifth Circuit**

Ms. Lyn has served on the BOG since 2005, and this year serves on the Board Disciplinary Procedure Committee and the Board Review Committee on Professional Ethics. She



is a sole practitioner at Denise A. Lyn PA in Inverness.

**Mary Ann Morgan**

**Ninth Circuit**

Ms. Morgan is serving her first term on the BOG, and this year serves on the Board Audit and the Board Disciplinary Review committees. She practices law at the Winter Park firm of Billings Morgan & Boatwright LLC.



**Juliet M. Roulhac**

**11th Circuit**

Ms. Roulhac was first elected to serve on the BOG in 2007. This year, she serves on the Board Executive Committee as well as on the Board Budget and the Board Strategic Planning committees. She is chair of the Board Communications Committee. Ms. Roulhac holds the position of senior attorney in the Legal Department of Florida Power & Light Company.



**Lisa S. Small**

**15th Circuit**

Ms. Small was elected to her first term on the BOG in 2005 and serves on the Board Disciplinary Procedure and the Board Rules committees. She practices in the area of business and real estate



**Board of Governors Meetings Schedule**

**2009**

**Dec. 9-12**  
Amelia Island, Florida  
Ritz-Carlton

**2010**

**Jan. 27-29**  
Tallahassee, Florida  
The Florida Bar

**Mar. 23-28**  
New York, New York  
Marriott New York Marquis

**May 25-29**  
Key West, Florida  
Westin Resort

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litigation and transactions at the Palm Beach firm of Small & Small PA.

**Gwynne Alice Young**

**13th Circuit**

Ms. Young has served on the BOG since 2003. She serves on the Board Executive Committee as well as on the Board Communications, the Board Legislation and the Board Strategic Planning committees. She is chair of the Board Program Evaluation Committee. She practices at the Tampa office of Carlton Fields in a wide array of litigation and dispute resolution matters. ●



**1981-84:** FAWL Past President Phyllis Shampanier and two other women are elected to the BOG.

**1987:** The BOG includes four women members.

**1990:** Patricia Seitz wins election to BOG president-elect.

**1993:** Seven of the 51 BOG members are women.

**2004-2005:** Kelly Overstreet Johnson becomes third woman president of The Florida Bar.

**1982-83:** FAWL is the first organization invited to attend the BOG's meetings in an ex officio capacity.

**1989:** FAWL President Edith Osman holds the FAWL fall retreat in conjunction with the BOG and its Young Lawyers Section retreat.

**1992-93:** Patricia Seitz becomes first woman Florida Bar president.

**1999-2000:** Edith Osman serves as president of The Florida Bar. She is the second woman to do so.

**2005:** Nine women serve on the 52-member BOG.

(Source: "FAWL's Role with The Florida Bar Board of Governors" by Wendy Loquasto, FAWL Journal, Autumn 2005.)

# Moving Beyond *Little Women*\*

## A 25-Year *HER*story of Sarasota-FAWL

by Evelyn L. Moya, Esq.

As members who have been practicing for more than three decades regaled the newly minted lawyers with vignettes of the *her*story at one of the annual retreats for the Sarasota Chapter of the Florida Association for Women Lawyers, Chapter President **Jennie Lascelle Famiglio**, a Harvard University and Georgetown School of Law alumna, very humbly responded, "... and I was born in 1977." In a lot of ways, the chapter is a sisterhood, now almost 100 members strong. However, one man stands beside the *her*story, **Hon. Paul Logan**, who saw its formation 25 years ago.

Established in 1984 to promote gender equity in the legal profession and the advancement of women lawyers, the

*Nowadays, 52 percent of law school students nationwide are women, and 48 percent are men.*

early membership roster included several women lawyers who are now judges, including **Hon. Becky Titus** and **Hon. Judith Goldman**. According to the chapter's first president, **Jill Breslau**, a lawyer now practicing in Maryland, the group met at each other's homes, usually around the kitchen table, divining ways and means of promoting each other's practices and serving as support for each other's career goals. The male-dominated legal community was not particularly supportive, and it was the perception that the chapter was a group of radical feminists lawyers—a branding that some members welcomed with aplomb.

In 2001, the chapter honored its "Originating Women," lawyers who started practicing law before the chapter

was formed or who had been in practice for more than 30 years. These included **Anne Stinnett**, the longest practicing woman lawyer in Sarasota County, who has been serving as chapter treasurer for almost a decade.

In June 2007, the chapter named **Sonia Pressman Fuentes**, a veteran feminist and cofounder of the National Organization for Women, as its first honorary member. Ms. Fuentes recalls that at the time she graduated summa cum laude (first in her class) from the University of Miami School of Law in 1957, only 3 percent of law graduates were women. Fuentes herself was one of only seven women in her class. Nowadays, 52 percent of law school students nationwide are women, and 48 percent are men. In spite of their excellent academic standings, Ms. Fuentes and her contemporaries (including the first two female justices on the U.S. Supreme Court) share similar

histories of being offered jobs at secretarial pools upon graduating from law school.

Whereas "counselor" is the fitting address for any lawyer, a female lawyer is occasionally called "young lady," whether or not she bears any resemblance to *Meg, Jo, Amy or Beth*. These days, more than half of the members of Sarasota-FAWL own or co-own their law firms as founding partners, practicing more than 28 recognized subspecialties in law. Circuit judges **Diana Moreland** and **Donna Padar Berlin** are members. Several of its past presidents serve or have served as high-ranking leaders on nonprofit boards, community and bar organizations (**Mary Alice Jackson**, National Academy of Elder Law Attorneys; **Susan Chapman**,

Sarasota County Civic League; **Sherry Johnson**, State-FAWL). More than 10 percent of its members are board certified in their specialties by The Florida Bar.

Among the many spirited advocacy or outreach projects of Sarasota FAWL (Cyesis, SPARCC, Pace Center for Girls Inc.), none is more visible and enduring than the Child Witness Room at the Judge Lynn Silvertooth Judicial Center on Ringling Boulevard. Conceptualized by then president **Debra M. Salisbury**, whose sensitivity to children's causes springs from being a mother and a former psychiatric nurse, the Child Witness Room is a haven for children whose testimony is required or sought in the judicial process. Ms. Salisbury spearheaded the campaign for funding, mainly from the Junior League of Sarasota, consulted with child psychologists, equipped the room with state-of-the-art electronics and toed the line with county and court officials to secure a permanent place for children at the courthouse. It was not an easy feat. Sarasota-FAWL maintains a separate fund for the maintenance and upkeep of the Child Witness Room. The room was inaugurated with members of the judiciary and the Legislature, including **Rep. Lois Frankel**, in attendance. The project received a special recognition from The Florida Bar in 2002.

The Sarasota Chapter is determined to move forward. At a seminar on effective communication ("It's Not Your Mother's Playground Anymore" by actress and communications expert Linda Larson), former board member and bankruptcy attorney **Sherry Ellis** declared that the "rules of the game" played by men should not be applied or followed by women: "Why can't we establish our own rules and play the game according

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# News From FIU Women's Law Society

by *Daria Pustilnik,*  
2008-2009 FIU WLS President

Florida International University's Women's Law Society (FIU WLS) is a new student FAWL Chapter in a new school. FIU College of Law (FIU COL) admitted its first class in 2002. FIU COL has approximately 638 students and continues to grow in numbers and achievements. FIU COL graduates achieved the highest Florida Bar passage rate in the state on the February 2009 bar exam, and the FIU COL Negotiating Team placed third in the United States at the 2009 American Bar Association's National Negotiating Competition.

FIU WLS was established as a chapter of FAWL in 2002 by **Lasonya Lacy, Esq.**, Class of 2006. I was privileged to lead the group in 2008-2009 as its president. In 2008, FIU WLS's membership grew from 35 to 97 members. The increase in membership was achieved despite significant budget cuts, which at FIU COL translated into virtual elimination of funding for student organizations. In 2008-2009, FIU WLS received no funds from the school, and so in October 2008, we held a fund-raising sale at the school, increasing WLS's available funds by 100 percent and donating a portion of the proceeds to the Susan G. Komen for the Cure Breast Cancer Foundation.

FIU WLS members volunteered to help conduct several events during the year, such as the annual reception of the Miami-Dade Commission for Women and the annual Minority Picnic, where students volunteered at the FAWL booth. FIU WLS, along with other COL student organizations, participated in the "canned immunity" effort spearheaded by Phi Alpha Delta (PAD) legal fraternity, in which students and professors used canned

*FIU-WLS participates in the SAFEWALK-RUN 5K for Women in Distress of Broward County.*



food to buy immunity from being called on in class or from having to call on students. "Canned immunity" resulted in approximately 2,000 cans of food being donated to the Camillus House in Miami, Fla., for the holidays. The FIU WLS team also helped raise funds and participated in the SAFEWALK-RUN 5K for Women in Distress of Broward County.

FIU COL students are always interested in career planning and networking. Since the school is new, employers hold FIU COL students to a higher standard than students from schools that have a longer history. Also, many employers are not aware that FIU COL adheres to a more stringent grading standard, with only 30 to 40 percent of students earning Bs or higher in their first-year classes and 50 to 60 percent doing the same in their upper level classes. Thus, WLS focused on inviting lawyers to its meetings to help students map out their career goals and to continue introducing FIU COL to the legal community of South Florida.

**Kristy M. Johnson** of Carlton Fields, **Maria E. Enriquez** of Holland and Knight and **Professor Kerri L. Stone** of FIU COL were the panelists in the February 2008 FIU WLS meeting. Ms. Johnson and Ms. Enriquez shared their experiences as women lawyers in large firms, and Professor Stone highlighted the importance of clerking for a judge as a step in a legal career or as a career

*continued on page 12*

## FAWL Member Benefits

Visit [www.fawl.org](http://www.fawl.org) for Details!

### *Community Contacts and Referrals*

The local chapters and state FAWL provide a "target-rich" environment of referral opportunities, job contacts, continuing legal education, member benefits and community involvement. If you are a member, you may edit your profile in the Members Section of the website.

### *Four Hours of Free CLE, Including 2 Ethics Hours*

We are proud to be the first voluntary bar association in Florida to offer free online courses to members. Current courses include "Practice Tips From a Professional," "The Battle Against Bias - Cultural Awareness and the Practice of Law" and Supreme Court Justice Barbara Pariente speaking on a "Perspective From the Florida Supreme Court." For a full description of course programming, expiration dates and credit hours, log-in to the Members Section of the website.

Expired courses, but kept available, include programs featuring former ABA President Martha Barnett, Florida Bar Past President Kelly Overstreet Johnson, Linda Loomis Shelley and Cari Roth.

### *Member Discounts*

We are pleased to offer statewide member discounts from Affiniscap Law Firm Merchant Accounts, California Wine Club, Florida Law Weekly, For Counsel, Lorman Education Services, Shapes Total Fitness, The Billable Hour, Law Gallery and Women & Wine. Local chapters often offer local discounts with providers as well, such as printing services, clothing discounts and community activities. Visit the Members Section at [www.fawl.org](http://www.fawl.org) for details.

## "Beyond Little Women..." continued from page 10

to those rules?" Her comment drew energetic applause. On the eve of the chapter's 25<sup>th</sup> year, President **Jennie Lascelle Famiglio**, announced the development of an Internet-based legal resource for women: **fawl-for-her.com**. Bolstered by her business acumen and deeply motivated by her philanthropic ideals, Ms. Lascelle Famiglio envisions the website as the "first stop, preferably the one-stop source for women confronting legal issues." A task force has been assigned to deal with the details. The website is expected to be running by year's end.

## "News From FIU..." continued from page 11

in itself. Students received invaluable advice from the panelists, who encouraged students to join FAWL and to develop their leadership skills.

**Jennifer Jimenez Perez** of Broad and Cassel, **Jacqueline Valdespino** of Valdespino & Associates, **Ivette Duarte** of FIU Career Services and **Hillarion Martinez**, diplomat in residence at FIU, were on the panel during the October 2008 FIU WLS and PAD workshop on resumé writing and interviewing skills. Each of the panelists made a presentation on the subject and allowed students to ask questions.

Several of our panelists have hired lawyers during their careers, and their advice proved to be extremely practical. For instance, we learned that many interviewees undercut their asking salary levels and accepted pay grades lower than employers were prepared to pay. In addition, the panelists introduced students to their areas of expertise, which include commercial litigation, health law, product liability, family law, international law and diplomacy, teaching, and clerking for a judge. Students got a glimpse of what to expect while working for large, medium and small firms, and while practicing litigation or doing transactional work.

Overall, FIU WLS had a year filled with charitable and career events and

President Michele Stephan is at the helm of the chapter as it turns silver. Installation ceremonies were held in August, and the new officers and directors of Sarasota-FAWL are **Michele Stephan** (president); **Janella Leibovitz** (vice president); **Pamela Fields** (secretary); **Anne Stinnett** (treasurer); and board directors **Lora Bedford**, **Teresa Bowman**, **Gwendolyn Powell Braswell**, **Aimee Buckman**, **Cynthia Fallon**, **Meryl Conte Clayton**, **Louise Platt Halvey**, **Sherri Johnson**, **Debra Salisbury** and **Anastasia Stefanou**. ●

\* by *Louisa May Alcott*

saw a large increase in membership. Professor Stone, WLS's academic advisor, was extremely helpful, and we owe some of our passion to her enthusiastic leadership. **Michelle Mason**, FIU associate dean, and **Zory Hernandez**, FIU coordinator of student services, also gave us their support. FIU WLS was lucky to have many talented and passionate students on the board and as members. Some of them are **Irina Rabinovich** (secretary), **Jessica Medina** (FAWL representative), **Kristin Drecktrah** (1L day representative), **Karina Rodriguez** (vice president), **Katie Edwards** (1L evening representative), **Stephanie Aycart** (social chair), **Christine Young** (chair), **Melissa Gilbert** (chair), **Virginia Perez**, **Chelsea Moore**, **Patricia Vidal**, **Laurie Rybak**, **Rhonda Goodman**, **Mila Karlina** and **Fritznie Jarbath**.

Lack of funds continues to be a challenge this year; however, FIU WLS plans to continue to raise funds for Susan G. Komen for the Cure, Women in Distress and other charitable organizations as well as for the use of FIU WLS. We look forward to an exciting year of school, panel discussions, networking events and socials in 2009-2010. FIU WLS will continue to be one of the most active student organizations at the FIU College of Law and will continue to promote FAWL's goals. ●

## Elisha Roy Is New Legislative Director

FAWL is pleased to introduce our new legislative director and chair of the Legislative Committee, **Elisha D. Roy**. She previously served as vice chair of the committee.



Ms. Roy graduated from Nova Southeastern University in 2001 and immediately began work in the area of marital and family law. Ms. Roy is a board certified marital and family law attorney working at the West Palm Beach firm of Sasser Cestero & Sasser PA. Ms. Roy is active in both the local and state bar associations. In addition to the Standing Committee on Professionalism and local Grievance Committee, she serves on the Executive Council of The Florida Bar's Family Law Section.

In her many leadership positions with the Family Law Section, Ms. Roy was integral in the drafting and passing of the 2008 modifications to Florida Statutes on parenting and timesharing. As a result, Ms. Roy has lectured numerous times on this topic and authored the November 2008 *Florida Bar Journal* article "The End of Custody in Florida: Finally Parents Are Just Parents." Ms. Roy is a frequent lecturer on these statutory changes as well as other legislative issues in family law.

Ms. Roy was recently appointed by Chief Justice **Peggy Quince** to the Supreme Court's Steering Committee on Families and Children in the Court. Ms. Roy is in her third consecutive term on the Board of Governors of the Young Lawyers Division of The Florida Bar. She also serves as co-chair of the Family Law Section's Legislation Committee. Locally, she serves on her local bar association as chair of the Palm Beach County Unified Family Court Practice Committee.

Ms. Roy has been awarded for her hard work both in and out of court. She has been honored with the Legal Aid Society's Child Advocacy Award and the 2007 Bar President's Pro Bono Service Award for the 15<sup>th</sup> Judicial Circuit presented before the Florida Supreme Court. Ms. Roy was also awarded with The Florida Bar's Family Law Section's Chair Merit Award in 2007 and the Chair's Award for Outstanding Service to the Section in 2008.

# Membership Update

by Sharon M. Hanlon, Membership Director

There is much to report this quarter. I have been contacting chapters and getting to know the new officers, seeing what specific needs each chapter may have and transitioning into working with our new executive director, **Susan Cabrera** with Association Management Resources (and her able assistant, **Katie Fitzgerald**). Ms. Cabrera and Ms. Fitzgerald can be reached at [susan@fawl.org](mailto:susan@fawl.org) and [katie@fawl.org](mailto:katie@fawl.org). At last count, we have 27 chapters (including two new chapters, Brevard Women Lawyers and Martin County Chapter of FAWL).

The focus this quarter has been on several items, including:

1. Streamlining the dues process. In the past, each chapter was responsible for collecting dues and sending rebates to FAWL. Now each chapter has the option of having FAWL send out dues notices, with FAWL then rebating to the chapter the monies owed for each renewal. If FAWL is sending the renewal dues notice, the chapter will get a printout of members who have paid their dues, along with a rebate check, on a biweekly basis. If this method is not working for a chapter, please notify me at [sharon@zelmanandhanlon.com](mailto:sharon@zelmanandhanlon.com) and copy your email to [katie@fawl.org](mailto:katie@fawl.org). Chapters can also continue to send dues renewal notices, rebating checks to FAWL. We ask that this be done on a biweekly or at least a monthly basis. FAWL is dependent upon the revenue from her chapters.
2. Another issue we hope to streamline in the future is placing the chapters on the same renewal time line. Many chapters have a July 1 renewal date, and others have various renewal times in the fall. It would be easier for FAWL (and our treasurer, **Susan Healy**) to have a uniform renewal process with no more than two renewal dates.
3. Chapters have been exploring mentoring relationships within their memberships and with local law schools. Several chapters have agreed to meet with local schools to determine what is best for their members. HAWL, Miami-Dade, Broward, Jacksonville, CFAWL and Tallahassee are just a few of the chapters working to establish ongoing partnerships with the young women in Florida's law schools. If your chapter would like to partner with a law school, please let me know.
4. Ms. Fitzgerald and Ms. Cabrera have been busy upgrading FAWL's website and will work with a chapter to assure it links into FAWL's website. This is a great way for members to keep in touch. Check it out: [www.fawl.org](http://www.fawl.org).
5. Some chapters have expressed an interest in working with other chapters to share ideas about programs and events. I have partnered with a few chapters on a "big sister/little sister" basis and would welcome additional pairings of chapters.
6. Endorsements by FAWL and/or chapters for members seeking office or appointments is another issue that seems to generate a buzz when I'm calling chapters. **Sherri Johnson** and her Endorsement Committee have been exploring this opportunity, and from my conversation with chapter leaders, it is definitely a topic that will return to the forefront in the coming year. I'm sure FAWL will welcome comments from chapters on this subject.
7. A question many chapters have posed to me is, "What is FAWL doing for me?" The interest is there for women to have more interaction with the leaders of FAWL, to have better communication among the chapters and with FAWL's support, to have greater involvement in legal/social/political/judicial issues within our state.

I will be continuing to keep in touch with the chapters. If I have not been able to speak with you yet, please contact me. I will be highlighting different chapters in our *Journal* and/or in email blasts, so if your chapter has news you would like everyone in FAWL to know, send me your information and we'll disseminate it. Chapters in South Florida want to know what our sister chapters in North and Central Florida are doing. We are connected via FAWL, so let's get to know each other better. ●

*Respectfully submitted,*  
Sharon M. Hanlon, Esq.  
FAWL Membership Director  
[sharon@zelmanandhanlon.com](mailto:sharon@zelmanandhanlon.com)

## THINGS TO KNOW

***The Journal Is Going Electronic***  
FAWL is switching the *Journal* from print to electronic, but the spring 2010 edition will be available in paper format (the last edition so available)—if you contact the FAWL office to request it. Call 850/894-0055 or email [katie@fawl.org](mailto:katie@fawl.org).

***It's Always a Good Time to Join FAWL!***

Not a member? You can join RIGHT NOW by going to [www.fawl.org](http://www.fawl.org). Click on "Membership Information" and then "Join FAWL."

## News From Tallahassee Women Lawyers

On Oct. 20, 2009, Tallahassee Women Lawyers held its 27<sup>th</sup> Annual Judicial Reception at Florida's Historic Capitol. This is TWL's premier event for the local legal community and was once again a great success. The judicial reception is always a great opportunity to show support and appreciation for the judiciary, and it offers a rare chance for attorneys and judges from the area to come together in an informal atmosphere. Honored guests included members of the judiciary from the Florida Supreme Court, the First District Court of Appeal, the Second Judicial Circuit, the Division of Administrative Hearings and the U.S. District Court for the Northern District of Florida.

On Oct. 25, 2009, Team TWL did its part to help in the fight against breast cancer by participating in the Making Strides Against Breast Cancer 5K Walk held in Tallahassee.

TWL has partnered with three local organizations this year to enhance awareness of the worthwhile causes of these organizations and to help them obtain much needed financial and in-kind support. TWL members have been donating new

sheets and towels throughout the year for the Bed, Bath & Hope project of the Zonta Club of Tallahassee. This project benefits local women and children who escape domestic abuse and seek shelter at The Refuge House. TWL has also partnered with the Florida Council Against Sexual Violence to support its Legal Assistance to Victims program. This program provides civil legal aid to victims of sexual violence as well as advice on how to protect their rights during the criminal process. In addition, TWL is assisting the TMH Foundation, on behalf of the Tallahassee Memorial Pediatric Unit, to collect new toys for the critically ill children who require constant and intensive care at the pediatric unit. TWL is fortunate to have these opportunities, and it is extremely grateful to its members who have given of their time and resources to support these important community programs.

## Collier County Women's Bar Association Provides Legal Aid Clinic

Through a grant provided by The Florida Bar Foundation, the Collier County Women's Bar Association, in partnership with Legal Aid Service of Collier County and the Neighborhood Health Clinic, provided a legal aid clinic and dinner for low-income individuals on Oct. 27 at the offices of Legal Aid Service of Collier County. Volunteer attorneys counseled attendees regarding the living will and health care surrogate and helped individuals complete these documents at the clinic. In addition, Baby Basics, a volunteer program that distributes diapers to the working poor in Collier County, provided information about its services. ●

## Tallahassee Women Lawyers' Members on the Bench

In the last several years, nine Tallahassee Women Lawyers members have been appointed or elected to the bench. A complete list of these TWL members is provided below:

### *First District Court of Appeal*

Judge Nikki Ann Clark

### *Second Judicial Circuit*

Judge Dawn Caloca-Johnson

Judge Angela C. Dempsey  
Judge Charles W. Dodson  
Judge Jackie L. Fulford

### *Leon County Court*

Judge Ronald W. Flury  
Judge Nina Ashenafi  
Richardson

### *Division of Administrative Hearings*

Judge June C. McKinney  
Judge John D. Campbell  
Newton II

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## FAWL CALENDAR OF EVENTS

### FAWL WEBINAR SERIES

Wednesday, November 18, 2009  
12 noon-1 p.m.

**"Money Is Good"** - Session 2 of  
**"That Sweet Taste of Success:  
Wealth Coaching and Consulting  
for WOMEN Attorneys"** series

Wednesday, December 16, 2009  
12 noon-1 p.m.

**"What Do We Do to Really Make  
This Happen?"** – Session 3 of **"That  
Sweet Taste of Success: Wealth  
Coaching and Consulting for  
WOMEN Attorneys"** series

## FAWL Midyear Luncheon

**January 22, 2010**  
**12 noon-1:30 p.m.**

Hilton Hotel, Orange County  
Convention Center, Orlando, Florida

### FAWL's Women & Marketing Series

**INVESTING IN YOURSELF:  
A GUIDE FOR WOMEN**

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Guests to include Paula Black,  
author of *The Little Black Book*  
series on legal marketing

## FAWL Chapters Calendar

### BROWARD COUNTY WOMEN LAWYERS

**Annual Holiday Judicial Reception**

Dec. 3, 2009 • 5:30-7:30 p.m.  
AutoNation Building, 110 S.E. 6th Street,  
Fort Lauderdale  
rsvp@bcwla.com

### CENTRAL FLORIDA ASSOCIATION FOR WOMEN LAWYERS

**Monthly Luncheons**

**Fridays, 11:45 a.m.-1 p.m.**

Dec. 4, 2009, Jan. 8, 2010, Feb. 5, 2010,  
Mar. 5, 2010, Apr. 9, 2010, May 7, 2010,  
June 4, 2010, July 9, 2010  
Citrus Club, 255 S. Orange Avenue, Orlando  
Courtney Milam, rsvp@cfawl.org

**Annual Holiday Party**, Dec. 10, 2009

**Amazing Glaze**, Jan. 19, 2010

**Professional Women's Exchange**  
Feb. 10, 2010

**Judicial Reception**, Mar. 11, 2010  
Courtyard at Lake Lucerne

**Board Meetings**, Jan. 4, 2010, Feb. 1, 2010,  
Mar. 1, 2010, Apr. 5, 2010, May 3, 2010,  
June 1, 2010, July 5, 2010

### MIAMI-DADE FAWL

**Judicial and Scholarship Luncheon**

Dec. 11, 2009  
Julie Braman Kane, julie@colson.com

### MARTIN COUNTY FAWL

**Membership Meeting**, Dec. 3, 2009

5-7 p.m., Wine Styles, Palm City  
Leslie Kroeger, 561/515-1400 or  
lkroeger@leopoldkuvin.com

### PALM BEACH COUNTY ASSOCIATION FOR WOMEN LAWYERS

**Joint FAWL/Legal Aid Bookfest Benefit**

Dec. 4, 2009 • 11 a.m.-2 p.m.  
CityPlace Barnes & Noble

**Holiday Luncheon for PACE School for Girls**

Dec. 16, 2009 • 11:45 a.m.  
Location TBA

**Annual Judicial Reception**

Jan. 27, 2010 • 5:30 p.m.  
Norton Gallery of Art, WPB

### SOUTH PALM BEACH COUNTY FAWL

Leorah Greenman, 561/395-3350 or  
lgreenman@fwblaw.net

**Monthly Luncheons** • Thursdays, 12 noon-1 p.m.

Jan. 14, 2010, Feb. 11, 2010, Mar. 11, 2010, Apr.  
8, 2010, May 13, 2010, June 10, 2010  
Cinemark Movie Theater, 3200 Airport Road,  
Boca Raton

**Holiday Party**

Dec. 10, 2009 • 5:30-7 p.m.  
BNY Mellon, 1801 N. Military Trail, Boca Raton

**Judicial Reception**

Feb. 25, 2010 • 5:30-7:30 p.m.  
Old Calypso Restaurant, 900 E. Atlantic Avenue,  
Delray Beach

### TALLAHASSEE WOMEN LAWYERS

**Joint Holiday Party With Tallahassee Bar  
Association**, Dec. 1, 2009

**2010 Women's Empowerment Series, Part I**

Jan. 13, 2010 • 6-8 p.m.  
Hotel Duval, Tallahassee

**2010 Women's Empowerment Series, Part II**

Feb. 10, 2010 • 6-8 p.m.  
Hotel Duval, Tallahassee

**2010 Women's Empowerment Series, Part III**

Mar. 10, 2010 • 6-8 p.m.  
Hotel Duval, Tallahassee

**Lunch Meeting**

Apr. 14, 2010 • 11:45 a.m.-1:15 p.m.  
Bella Bella, Tallahassee

**30th Anniversary Celebration**

June 9, 2010 • 6-8 p.m.  
Hotel Duval, Tallahassee