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FAWL "LOBBY DAYS"

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Front Cover: (L-R) Lt. Governor Toni Jennings, Award Receiptant Jack Levine, Dinita James and Florida House of Representatives member Athenia Joyner at the "Friend of FAWL" Award presentation in Tallahassee.



President's Message

By Dinita L. James

IS RETRO-SEXISM ON THE RISE? IS BALANCE AN IMPOSSIBLE DREAM?

The recent news on gender politics is somewhat discouraging to women in the legal profession.

Probably the least discouraging news was the October 2003 report from the United States Department of Labor's Bureau of Labor Statistics that women are increasingly gaining employment in higher paying jobs. Indeed, the top earning occupation for women was the professional specialty category, which includes lawyers.

When the Bureau first started reporting the data in 1979, the ratio of women's earnings to men's was 63 percent. In 2002, the ratio narrowed to 78 percent. Implicit in this news, however, is the truth that women in this country still earn only 78 cents for every dollar earned by a man.

When I started practicing law, senior lawyers of both sexes assured me that it was only a matter of time until women would reach numerical parity in partnership and leadership ranks in law firms and corporate and government legal departments. Their theory was that women just were not as far along in the pipeline to the top of the legal profession.

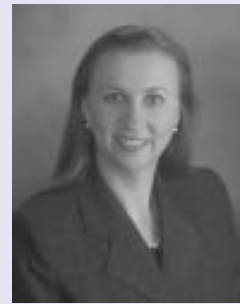
The most recent figures available from the National Association for Law Placement

show that women comprise only 16.8 percent of large-firm partners nationwide. The February 6, 2004 edition of the *ABA Journal e-Report* cited anecdotal evidence from several national law firms that women were severely underrepresented in their 2004 partnership classes. Many of this year's new partners graduated from law school in 1994, when women made up nearly 43 percent of the third-year class at ABA-accredited law schools.

Beyond the legal profession, **David Brooks** reported on the comeback in male chauvinism in a recent issue of the *Atlantic Monthly*. He described the current state of gender relations as: "Gather up the boys and girls, and let's all be sexist pigs together. Women are allowed to be as open about their sexuality as men; 'hooking up' is common; and we're all free to treat one another as sex objects. We men can leer at your breasts, and you women can leer at our buns. We can all be Bob Gucciones, and we'll call it gender equity."

Somehow, that's not what I had in mind when I was wearing my ERA bracelet as a high school feminist back in the 1970s.

The National Women's Law Center on April 8, 2004 identified a "pattern of backsliding" in government policies toward employment, economic security,



education and health for women and girls. The non-profit advocacy organization found that this "pervasive pattern of rolling

back" has had a negative impact on women that has drawn little public attention.

Now airing is *The Swan*, a new TV "reality" show in which women described as "ugly ducklings" submit to therapies including plastic surgery to transform themselves for a beauty contest. The wife of a Democratic candidate for president was blasted in the media for continuing with her medical practice rather than going out on the campaign trail for her husband.

Aides have told the *New York Times* that even first lady **Laura Bush** feels marginalized because the media has cast her as a traditional mother who has devoted her life to her husband's career and raising her daughters, dismissing the fact that she worked as a teacher and librarian for most of her adult life before moving into the White House.

At least Mrs. Bush defended **Dr. Judith Steinberg Dean's** decision: "I think it was great," said the first lady. "I mean, she made the decision that was right for her. I mean, it seems like people would admire that."

Indeed.

Stanford Law Professor **Deborah Rhode**, a former chair of the ABA Commission on Women in the Profession, told the *ABA Journal e-Report* that family matters explain women's law partnership numbers. She has found that in dual-career couples, women on average are responsible

for 70 percent of household work, including child care.

Holly English, author of the book *Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace*, quotes a New York recruiter's assessment of women lawyers trying to practice and raise a family: "Life stinks for all these lawyers, but it becomes nearly impossible to really function competitively once you've had a kid if you're a woman."

English reports a phenomenon that she calls "(Career) death by part time." On the one hand, colleagues working traditional schedules believe that the way alternative schedules operate is not fair and takes advantage of others. On the other hand, according to English, "[a]ttorneys who work reduced hours complain that as soon as they cut back on their hours they are instantly viewed as less visible, important and worthy than others. They complain that they get proportionately less pay; have their agreements on hours routinely violated; are automatically

given 'second best' assignments; and are less likely to make partner."

So what is FAWL, which has as its mission promoting gender equality in the legal profession, to do in 2004? Keep doing what it has been doing for 53 years.

Recognize the achievements of women. Encourage women to strive for important goals. Speak out against unfairness and promote diversity. Give women opportunities to network with each other, learn from each other and develop leadership skills. Work toward practice models that allow all attorneys to strike a better balance.

As Gail Evans, author of *She Wins, You Win: The Most Important Rule Every Businesswoman Needs to Know*, says: "It's easier to sell yourself when you have support and allies. And the natural support is going to be from other women who are struggling the same way you are."

Because of the *Journal* publication schedule, this is the last

issue that will be published during my tenure as FAWL President. I'll save most of my recognitions and thank-yous for the annual meeting June 24-25 in Boca Raton, but I must take this opportunity to tell every FAWL member what a treasure this Association has in Executive Director Pat Stephens.

Pat's good work keeps FAWL. Her kind spirit and genuine desire for FAWL to grow and flourish is amazing. She is also a true steward of membership dues, finding every possible way to stretch FAWL's resources to provide better service to members.

Tallahassee Women Lawyers knows this, as that Chapter has succeeded in getting Pat on board as its association manager, too. If you have occasion to speak to Pat or to exchange e-mails with her, remember to thank her for remarkable dedication to FAWL. She's worth far more than we are able to pay her for all that she does for FAWL members.

Pat, I'll miss working with you on a day-to-day basis. You're the best!

FAWL ANNUAL "RETREAT FROM THE HEAT" FRIDAY AND SATURDAY, JULY 30-31, 2004 THE BILTMORE HOTEL - CORAL GABLES



Save this weekend to enjoy an empowering CLE program and have a chance to relax with your friends at The Biltmore Hotel, a four-star, four-diamond National Historic Landmark.

The Biltmore is only 6 miles from Miami International Airport and is within 5 to 25 minutes from virtually every attraction in town.

In addition to its stunning pool, The Biltmore offers an incredible variety of spa and salon services, award-winning cuisine and wines, tennis, a Championship 18-hole golf course, and a 15,000 square foot state-of-the-art fitness center.

To secure the meeting rate of \$119, reservations should be made by July 9, 2004. To make reservations call 800.727.1926, or go to the Biltmore's online reservations at www.biltmorehotel.com and click "Groups," enter the group code "8887" followed by the passcode "15434." All FAWL members will be entitled to a 10% discount on spa services through the weekend. For updates on the Retreat visit us on the web at: www.fawl.org. Plan now to send several members of your Chapter. Meet other FAWL leaders as we plan for the coming year. Registration is through the state FAWL office. Call 850/894-0055 or email: fawl@fawl.org

FAWL EVENT HIGHLIGHTS

Judge Mattie Belle Davis Memorial Luncheon

FAWL members and friends paid tribute to Judge Mattie Belle Davis with a memorial luncheon hosted in cooperation with the Miami-Dade Chapter at the Midyear Meeting on January 15, 2004.

Davis was a charter member of the association and served as Historian until her death on July 3, 2003.



Honoring Judge Mattie Belle Davis were Sharon Langer, Judge Ellen Leesfield, Former Attorney General Janet Reno, Judge Pat Seitz and Former Florida Bar President Edith Osman.



University of Miami, Miami Law Women becomes a FAWL Chapter. Accepting the Chapter's Charter is Nory M. Acosta, Chapter Representative. Pictured L-R: Miami-Dade President Deborah Magid, Nory Acosta, Siobhan Shea and Dinita James.



FAWL's "Lobby Days" began with a Board of Directors' Meeting in the Chambers of the Leon County Commission.



Legislative Role Play: (L-R) Sarasota member Sherri Johnson and President Dinita James ad lib a lobbying effort during the FAWL Legislative CLE.

FAWL "Lobby Days" at the Florida Capitol

Longtime children's advocate **Jack Levine** was awarded the "Friend of FAWL" Award on March 29, 2004 at the FAWL Legislative Reception held in the Old Capitol Gallery. The reception was underwritten by **Ford & Harrison LLP** and **Richardson & Tynan, PLC**. Other events during the day included a Board of Directors meeting of the Association and a Legislative CLE, which including a briefing on the status of Article V Court Funding by Florida Supreme Court **Justice Bell**.



L-R: C. Sha'Ron James, Kasongo Butler, Lt. Governor Toni Jennings, Jack Levine, Dinita James, Nola Richardson and June McKinney Bartelle.

FAWL CHRONICLES

GENDER BIAS IN THE JUDICIAL SELECTION PROCESS THEN AND NOW



by
Wendy Loquasto
Historian

FAWL made a commitment more than four decades ago to put women on the bench. The organization's efforts are documented in *A History of Florida Association for Women Lawyers 1951-2002*, which was published by the late **Mattie Belle Davis** (President 1957-58) in 2002.

Judge Davis was, in fact, the first beneficiary of FAWL's call to action. Although FAWL had adopted a resolution to commend President **Mildred Akerman** (1958-59) on her election on November 4, 1958, as Judge of Small Claims of Broward County, and official congratulations were extended to **Josephine Howard Stafford** (President 1964-65) on her appointment to the Municipal Court of Tampa in 1958, FAWL actually participated in Judge Davis' appointment. **Michael Isenberg**, Chair of the Courts Committee of the Dade County Bar Association, invited FAWL to recommend three women attorneys to be appointed as the 13th judge of the newly expanded Metropolitan Court of Dade County. FAWL member **Rhea Grossman** of Miami Beach, who was first appointed to be a Judge of Industrial Claims, was appointed by Governor **Claude Kirk** in 1970 to the Circuit Court for the 11th Judicial Circuit, and then, as the result of temporary assignments, she became the first woman judge to sit on a District Court of Appeal in 1971 and on the Florida Supreme Court in 1972. Other women were elected or appointed to various judgeships. **Elizabeth Kovachevich** was elected in 1972 to a six-year term as a Circuit Court Judge in the 6th Judicial Circuit. (She was later appointed to the United States District Court for the Middle District of Florida in 1982.) **Evelyn Gobbie** was appointed as Municipal Judge of Longboat Key and

she was elected in 1972 to the Circuit Court for the 12th Judicial Circuit. **Lenore Carrero Nesbitt** was appointed to the Dade County Circuit Court by the Governor's Merit Selection Committee under Governor **Reubin Askew** in 1975. (In 1983, President **Ronald Reagan** appointed Judge Nesbitt to be the first woman on the United States District Court for the Southern District of Florida.) Judge **Susan Harrell Black** was appointed by President **Jimmy Carter** to the United States District Court for the Middle District of Florida in 1979. (Twenty-eight of the 32 women judges in federal courts in December 1979 had been appointed by President Carter.) **Maria Korvick** was elevated from County to Circuit Court by Governor **Bob Graham** in 1981, and she became the first Hispanic woman to serve as a Circuit Court Judge in Florida. Judge **Natalie Baskin** was appointed to the Third District Court of Appeal in 1982, and **Gisela Cardonne-Dienstag** was sworn in as a County Court Judge in Dade County the same year. Hillsborough County had its first woman judge, **Susan C. Bucklew**, appointed by Governor Graham in 1982. (She was elevated from the County Court to the Circuit Court in 1986 and then appointed to the federal bench in 1993.) **Helen Hansel** was invested to the 6th Judicial Circuit in St. Petersburg in 1983. Thirteen years after Judge Grossman had been temporarily appointed to the Florida Supreme Court, **Rosemary Barkett** was elevated from the Fourth District Court of Appeal by Governor Graham, and she became the first woman Florida Supreme Court Justice in 1985.

The successes of the late 1970s and 1980s are due in some part to FAWL creating a procedure to endorse qualified judicial candidates in its Bylaws. A Judicial Endorsement Committee was formed to interview candidates and recommend endorsements. FAWL had a letter-writing campaign in 1979 to the federal Judicial Nominating Commissions (JNCs) and Senators for those who obtained FAWL's endorsement.

While there were successes for women, there were also many disappointments and an increasing awareness of gender bias in the judicial selection process. The Volusia County FAWL Chapter wrote to Governor Graham in 1981 to report that the local JNC had never recommended a woman, although women had applied. Following a panel

discussion on sexual bias in the courtroom at its annual meeting on June 28, 1985, FAWL committed itself to further study and work to eliminate gender bias in Florida. FAWL President **Gill Freeman** (1984-85) and Dade County FAWL President **Sandy Karlan**, with the assistance of Judge Davis, who introduced them to the justices while at Justice Barkett's investiture, were ultimately successful in persuading Florida Supreme Court Chief Justice **Parker Lee McDonald** to form a Gender Bias Steering Committee, chaired by **Sandy Karlan**, which laid the groundwork for the formation of the Gender Bias Study Commission in June 1987, chaired by Justice **Gerald Kogan**, with **Gill Freeman** as Vice Chair.

The Gender Bias Study Commission, after gathering evidence and holding public hearings around the state, issued its report in

1990. In regard to gender bias in the legal profession, the commission found that "[b]ias against women lawyers—sometimes subtle, sometimes flagrant—is evident everywhere" and that women were not "represented proportionately in law firms, partnerships, judgeships or tenured faculty positions." Disproportionate numbers of "women work in government and legal services, [yet] even within these specialties, they are not found in policy-making positions." Gender Bias Study Comm'n, *Report of The Supreme Court of Florida*, p. 196 (1990) (footnote omitted). Only ten

percent of the state's judges were women, and 50 percent of those women were concentrated in Dade, Broward and Palm Beach Counties. Another 25 percent were in the Tampa Bay area. But even within those urban areas, women accounted for only 13 percent of the circuit court judiciary. Women were slightly better represented in county courts, but South Florida still accounted for 50 percent of the total. *Id.* at 211. Some areas of the state had virtually no female representation on the bench. Of the 16 northwestern counties, there were only four

area more likely to have been practiced by men than women. Bias in favor of attorneys in private law firms also contributed to the problem, as did the tacit disparagement of areas of specialization perceived as being more "female," such as family law. JNCs gave inadequate consideration to women candidates' successful management of job, children and a spouse. Rather, these accomplishments took on negative connotations for JNCs, which focused almost exclusively on bar activities. The JNCs were unduly

concerned with the women candidates' child care arrangements. The commission found no uniform policies or standardized criteria for evaluating judicial candidates, and it recommended that the Florida Supreme Court and The Florida Bar adopt standardized criteria, including a prohibition against candidates who are

members of or frequent clubs that practice invidious discrimination. *Id.* at 211-15, 235.

Even before the commission's report was final, FAWL began pressing for the appointment of women to the JNCs. The theme at the August 1987 FAWL Retreat was "Promoting Women to Positions of Prominence—Becoming Influential," with President-Elect **Andrea Hillyer** discussing the Governor's appointment process and Past President **Diane Van Ness** (1986-87), herself a member of a JNC, describing that process. In the early

Women in Florida's Judiciary

Statistics confirm that women remain underrepresented in Florida's judiciary. As of April 1, 2004, The Florida Bar reports that there are 19,991 active women members and 46,244 active male members, which yield the following percentages: 30.2 percent women and 68.8 percent men. Yet not one level in the court system reflects these percentages. As of April 8, 2004, the Office of State Courts Administrator reports that of the seven supreme court justices, two are women, which equates to 28.5 percent; of the 62 DCA judges, 13 are women, which equates to 20.9 percent; of the 525 circuit court judges, 114 or 21.7 percent are women; and of the 280 county court judges, 81 or 28.9 percent are women.

women judges. Only 14 women held trial judge positions in the entire state outside South Florida and Tampa Bay. *Id.*

Defects in the appointment process were attributed to the JNCs. The evidence collected showed that a different and higher standard was applied to women applicants. *Id.* at 211-12. Many believed the differing standards applied to male and female applicants arose because of the disproportionate representation of men on the JNCs. Moreover, some types of law practice were given greater weight in the selection process, such as commercial law, an

1990s, FAWL's lobbyist, **Sandy Allen**, would become a conduit to the Governor's office for judicial appointments. In 1994-95, FAWL's

efforts resulted in gradual appointments to the judiciary of more women.

Reports of biased questioning

by the JNCs in the mid-to-late 1990s reenergized FAWL's commitment to eliminate gender bias from the JNC process. FAWL supported legislation to create gender balance on the JNCs, and section 43.29, Florida Statutes, was amended to require that minorities constitute one-third of the JNC members. The statute, however, was successfully challenged on equal protection grounds, which led FAWL to support legislation that would amend section 43.29 to set an aspirational goal for minority representation on the JNCs.

In 1997, FAWL worked to fill a vacancy on the Florida Supreme Court with a woman. A committee was formed, an evaluation form prepared, and copies of all applications for the vacancy were obtained. After reviewing the applications, letters of support were written to the JNC and the Governor. FAWL



Former Attorney General Janet Reno with Judge Chastain

members monitored the interviews to ensure that gender bias was not an issue. FAWL's perseverance and dedication was rewarded when

Fourth DCA Judge **Barbara Pariente** was appointed by Governor **Lawton Chiles** to the Florida Supreme Court in December

1997.

Since 2000, FAWL has focused its efforts to eliminate gender bias in the judiciary by continued lobbying in regard to JNC legislation in an effort to keep the aspirational minority goal and to oppose the politicalization of the JNC process. In 2001-02, President **Susan Fox** directed FAWL's attention to gender bias in the judicial rotation system, because circuits were keeping women in the juvenile and family divisions and not rotating them to the civil division, where they would gain valuable experience that would further their judicial careers, and to the gender disparities in the District Courts of Appeal. **Governor Jeb Bush** responded favorably to FAWL's urging by publicly demanding diversity in the JNC nominations and appointing women to the bench. In March 2002, FAWL presented its first-ever President's Award to Governor Bush for his record of appointing women and minorities in over 40 percent of the judicial vacancies and his appointment of women to the District Courts of Appeal.

Some may question whether

gender bias still exists in the judicial appointment process. The American Bar Association Commission on Women in the Profession recently published its third report, *The Unfinished Agenda: Women and the Legal Profession (2001)*, which found that while great strides had been made for women in the judiciary, thanks in large part to President **Bill Clinton**'s appointment of 100 female judges, women still remain underrepresented in the judiciary. The report explains:

Part of the reason for such underrepresentation may have to do with biases in selection and confirmation processes, biases that most surveyed women, but not men, identify as problems. Another reason may be the tendency of such processes to penalize applicants who have public service and public interest backgrounds, because these backgrounds are assumed to predict "activism" on controversial issues.

Such assumptions work against women, particularly women of color, who disproportionately come from such backgrounds or who have been involved with such issues. The result is to deprive the judiciary of the diversity of experience necessary to ensure both the fact and appearance of justice. As Justice **Ruth Bader Ginsburg** noted in the ceremony marking her appointment to the U.S. Supreme Court, "women, like persons of different racial grounds and ethnic



Florida Supreme Court Justice Barbara Pariente

origins, contribute . . . [to the U.S. judiciary a] distinctive medley of views influenced by differences in biology, cultural impact, and life experience.” Diversity is critical to the legitimacy, credibility, and quality of the justice system.

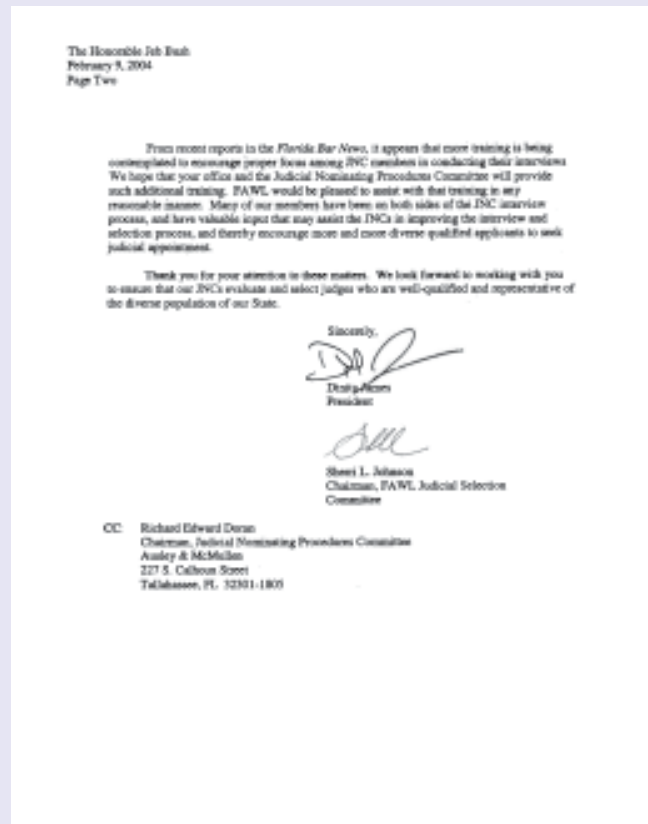
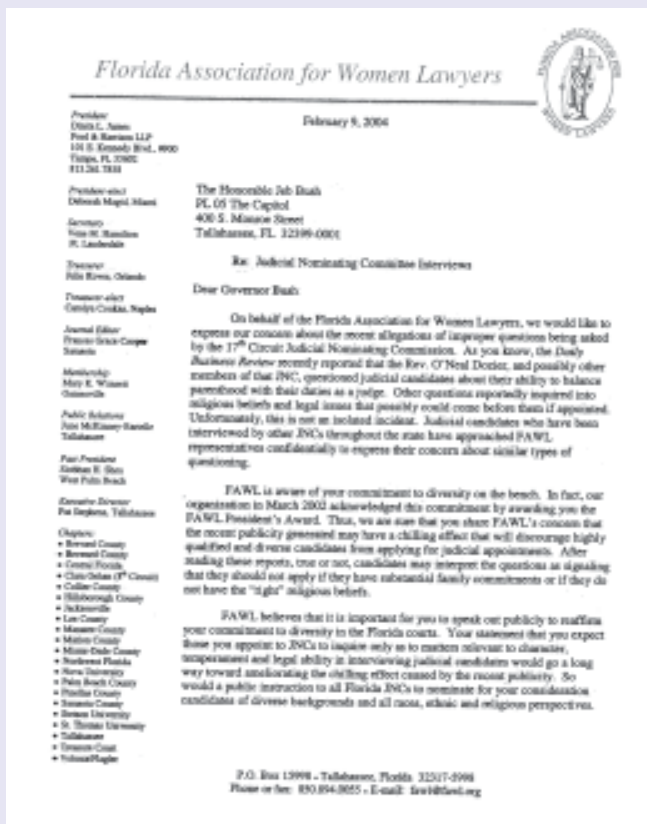
Id. at 26 (footnotes omitted).

FAWL continues its tireless crusade against gender and other forms of bias in the JNC process today. Following reports that the Broward JNC was regularly asking questions about candidates’ personal religious views (were they “God-fearing”), their ability to balance motherhood with judicial service (a woman candidate was asked how she would balance her duties as a

single mother of twins with being a judge), and their views on controversial issues (the Ten Commandments case from Alabama), President **Dinita James** and Judicial Selection Committee Chair **Sherri Johnson** (Sarasota FAWL) wrote to Governor Bush and The Florida Bar’s JNC Procedures Committee. Because judicial candidates may be reluctant to complain when asked inappropriate questions during a JNC interview for fear of jeopardizing their selection chances, FAWL acted to lodge a complaint.

FAWL is also continuing its work to monitor the JNCs and the nominations sent to the Governor through its Judicial Selection Committee. Committee member **Vicki Kaufholz** (Pinellas FAWL)

recently monitored JNC interviews for the 6th Circuit, which included 29 applicants, 24 men (2 African-American and 1 Asian) and 5 women. Although the questions asked did not appear facially biased, Ms. Kaufholz reported that some of the male commissioners indicated a preference for applicants with jury trial experience and experience handling paying clients. These are exactly the biased attitudes identified in the Gender Bias Study Commission’s report of 1990 and the ABA’s *Unfinished Agenda* report as a reason for women’s continued underrepresentation in the judiciary. And so, FAWL’s work to eliminate gender bias from the judicial selection process must and will continue.





CHAPTER NEWS

FAWL Local Chapter Happenings

The Broward County Women Lawyers Association's Holiday Judicial Reception included about 175



(L-R) Broward Past Presidents **Holly Krulik**, **Jamie Finizio-Bascombe**, President **Candice Tobin** and President-Elect **Jennifer Anzalone** pictured at the Holiday Party.

attendees. A collection of 120 toys were gathered during the event for *Kids N Distress* and sponsorships earned the Chapter almost \$3200 which was applied to the annual Rising Star Award.

A first-time event for the Chapter was a recognition luncheon for legal assistants held on April 21 at the Fort Lauderdale Tower Club. Nominations were solicited for the "BEST IN BROWARD" Award and recipients were eligible to receive one of the following awards: First place, a crystal trophy and full-day spa package; second place, an engraved award and one night at The Riverside Hotel on Las Olas; and third place, an engraved trophy and dinner for two at La Brasserie.

Premiering this year, the **Collier County Women's Lawyers Association** website, www.ccwba.org provides a full program schedule for 2004. The schedule includes: April 28 - "A View from the Inside," **Tracy Coghill**, General Counsel, First National Bank of Florida; May 26 - "A View from the Bench," Circuit Court Judge **Lauren Miller** and Past President of Miami-Dade FAWL; June 23 - "Update

on the American Bar Association and Opportunities for Involvement," **Mary Beth Clary**, Esq., Porter, Wright, Morris & Arthur LLP, Winner of American Bar Association, Business Law Section, Glasscutter's Award 2001; July 28 - "Florida Legislative Update," State Representative **Carole Green**, Candidate for U.S. House of Representatives; September 22 - Joint Reception and Meeting with the Lee County Women's Bar Association; October 27 - "An Update of The Florida Bar," **Kelly Overstreet Johnson**, Broad & Cassell, President-Elect of The Florida Bar. There is no meeting scheduled for November and the Chapter closes the year with a Holiday Reception in December.

One of the larger chapters, the **Hillsborough Association for Women Lawyers (HAWL)** sponsors ongoing monthly membership luncheons with keynote speakers, a website, scholarships, special events and a great membership publication. Of particular interest, and included for reference, is an article titled, "Parental Leave Policies: A Survey of Local Firms and Agencies," www.hawl.org/newsletter_fall2003.pdf

Research for the article includes a survey of four questions to 19 law firms and governmental agencies in Hillsborough County. The data includes: 1) Maximum amount of parental leave offered, 2) amount of paid leave; 3) whether the same leave policy applies to male and female employees and 4) are any accommodations available to those returning to work?

A panel of 10 judges spoke to members of the **Jacksonville Women Lawyers Association** on "How to Get Awarded Attorneys Fees" on April 7 at the River City Brewing Company. The luncheon program is one of an ongoing series of monthly luncheons held by the association and posted on the Chapter's website at <http://www.jwla.org>.

JWLA also will host the Annual Judicial Reception on June 10 at the Jacksonville Museum of Modern Art from 5:30 - 7:30 p.m.

The **Lee County Association for Women Lawyers** presented Ten (10) Honey Baked Ham Gift Certificates to the Guardian Ad litem program, through its Voices For Kids/Guardian Ad Litem Project. The certificates were sent directly to foster families for Christmas. The additional group photo is taken of members at a December event.

The Chapter also sponsors lunch meetings on a regular basis which have included: "Learning the Electronic Case Management Filing System: 'CM/ECF'" with Federal Magistrate **Sheri Polster Chappell** held on February 18; "Success at Home and in the Workplace" on June 16th with



HAWL 2003-2004 Officers and Board of Directors: Top row, left to right: **Susan Fox**, **Claire Bailey Carraway**, **Amy Singer**, **Monica Williams**, **Kelly Chanfrau**, **Patricia Huie**, **Grace Yang**, and **Helene Daniel**. Bottom row, left to right: **Deborah Larned Werner**, **Rebecca Harrison Steele**, **Monica Poole**, and **Gayle Carlson**.

Professional Life Coach, **Dr. Merci Lopez**; and "Financial Planning Tips for Women" on August 18th with

American Express' **Elizabeth Thompson**.

All members of FAWL were invited to participate in **Miami-Dade FAWL's** delegation that joined the *March for Women's Lives* in Washington, DC on April 25, 2004. The purpose of the march was to come together – women, men and families – at a historic moment to influence and ensure that representatives of our government protect women's right to privacy, right to choose, right to sex education, rights to abortion, family planning, and pre-natal care, and the right to access the full range of reproductive health services. Chapters interested in organizing a delegation for the historic event were encouraged to contact Miami-Dade FAWL so that delegations could work together.

State FAWL is also most grateful to **Miami-Dade FAWL** for co-sponsoring the memorial luncheon honoring **Judge Mattie Belle Davis** at The Florida Bar's Midyear Meeting in January. The Chapter hosted its 2nd Annual Women's History Month Celebration Luncheon on March 31st at the Hyatt Regency, Miami as well.

Elise Winters opens her home every year to members of **Pinellas County Chapter** for a Shrimp Boil – held on April 23 in 2004. The event is the Chapter's largest social event of the year and offers everyone the opportunity to sit back, relax and enjoy good food and company. Members have also received ongoing updates from President **Susan Hartman**, the *PC-FAWL News Flash*, which reminds members of upcoming events and programming usually held at Tucson's on Ulmerton Road in Clearwater.



Members of the Lee County Association for Women Lawyers at the Association's Annual Holiday Event.

Members of **the Sarasota Chapter** were treated to a Cinco de Mayo party at the home of **Frances Grace Cooper** on May 5 with nothing on the agenda except a chance to unwind. However, on May 27 the Chapter will formalize the event schedule to host the Chapter's Annual Judicial Reception at

Marina Jack's. The Installation Dinner is scheduled for June 17.

In addition to monthly CLE membership dinner meetings at the Olive Garden Restaurant, **Tallahassee Women Lawyers' Membership Chair Diane Barnes** has secured a number of 10% to 15% discounts at local businesses for TWL members. These include discounts at a prominent florist; a wellness center, two framing galleries, copying services, massages and two car detailers.

TWL President **Ruth Stone** congratulated Art Auction Chair **Suzanne Schmith** and her committee for a most successful Art Auction.

“My Funky Valentine,” was a huge success and lots of fun. More than a hundred people turned out on a

Friday the 13th, braving torrential rain. There was an enormous amount of fantastic food, and a wine tasting so popular that the line stretched through two rooms,” said Stone. “Chanteuse Laura Rigo and Sir Charles Atkins wailed a couple of hours’ worth of funky blues music. There was an eclectic selection of seventy items of art and other goodies up for bid.” The event was held in a historic property, the Brokaw-McDougall House.

The Chapter also sponsored the second Legacy of Excellence Law Day Program on April 30, 2004. Nineteen girls participated in the Annual Law Day



Justice Peggy Quince with TWL Legacy of Excellence Law Day participants at the Florida Supreme Court.

program with lunch provided at the Florida Supreme Court, trolley transportation to sponsoring law firms and a closing reception.



Correction: In the Autumn 2003 issue of the FAWL *Journal*, the caption for the photo at left, incorrectly identified one of **Kelly Overstreet Johnson's** daughters. The caption should read: Kelly with her husband, **Hal Johnson**, and twin daughters, **Haley** and **Alex**. We apologize to Kelly and her family for the misidentification.

Congratulations to FAWL Members

The Orlando law firm of Lowndes, Drosdick, Doster Kantor & Reed is pleased to announce that **Lauren Heatwole, Donna Kirk** and **Stephanie Begy** have recently joined the firm as associates. All are members of the Central Florida Association for Women Lawyers.

▶ **Lauren Heatwole's** primary areas of practice include commercial litigation, family and marital law and labor and employment law. She earned her law degree from the University of Florida Levin College of Law, with honors. She earned her undergraduate degree from the University of Florida with high honors. She was admitted to The Florida Bar in 2003 and is involved in professional activities.



▶ **Donna Kirk's** primary areas of practice include real estate transactions, development and finance. Kirk earned her law degree from the University of North Carolina School of Law. She earned her undergraduate degree from Texas Lutheran College, magna cum laude. She was admitted to The Florida Bar in 2003. Kirk is involved in professional activities including the American Association of Attorneys - Certified Public Accountants.



▶ **Stephanie Begy's** practice areas include real estate transactions, development and finance. Begy earned her law degree from the University of North Carolina School of Law with honors. She earned her undergraduate degree from Northwestern University, magna cum laude. She was admitted to The Florida Bar in 2003. Begy is involved in professional and community activities including Business Buddies.



▶ The Law Firm of Becker & Poliakoff, P.A. is pleased to announce **Allison K. Hift** has become a shareholder with the Firm. Ms. Hift, who practices in the Firm's Miami and Ft. Lauderdale offices, is a member of the Technology Law Group and directs the firm's Telecommunications practice. She represents developers, wireless and other telecommunications providers, local governments and a variety of corporate clients on their telecommunications strategies.



▶ **Merriann Metz** has been elected to the 2004 board of directors for Easter Seals of Central Florida.

▶ Judge **Lauren L. Miller** was appointed to the Mediator Qualifications Board (MQB) on November 12, 2003 by Florida Supreme Court Chief Justice Harry Lee Anstead. The Mediator Qualifications Board was created in 1992 as a disciplinary body for the Rules for Certified and Court-Appointed Mediators.



The board hears grievances which have been filed against certified and court-appointed mediators. The board is comprised of three divisions: Northern, Central and Southern. Each division has between sixteen and eighteen members which includes judges, mediators and lawyers. Judge Miller was appointed to fill the judicial member vacancy for the Southern Division on this Board due to her expertise as a judge and a mediator.

▶ Litigation attorney **Donna M. Greenspan**, a senior associate with the national law firm of Edwards & Angell, LLP, has been designated a Board Certified Appellate Lawyer by the Florida Bar Association. As an appellate attorney and commercial litigator, Greenspan represents clients in both state and

federal court. She focuses on business disputes, copyright and trademark litigation (including domain names), and probate litigation. Greenspan is based in the firm's West Palm Beach office.

A resident of Lake Worth, Greenspan is a past president of the Palm Beach County Chapter. Greenspan received special recognition for her work in FAWL's Battered Women Amicus Project. She also received the Legal Aid Society "And Justice For All" Pro Bono Award in 2000, and the AVDA and YWCA "National Domestic Violence Awareness Award" in 2001. Greenspan is active in the Women's Chamber of Commerce of Palm Beach County, the American Inns of Court, The Florida Bar, and the Palm Beach County Bar Association. Greenspan received her juris doctorate degree, summa cum laude, at Nova Southeastern University, where she was associate editor for the Nova Law Review and graduated at the top of her class. She received a master's in business administration in finance, with distinction, at the Lubin Graduate School of Business at Pace University, and received her bachelor's of science in accounting, magna cum laude, at State University of New York at Binghamton.

▶ **Angela D. Vickers** will be the 2004 national recipient of the prestigious Clifford Beers National Mental Health Association's highest consumer advocate award, at their annual conference, to be held in June in Washington, DC. The award is presented annually to a consumer of mental health and/or substance abuse services who best fits the image of Beers (founder of the organization) in efforts to improve conditions for and attitudes toward people with mental illnesses.

▶ **Karen Williams**, of counsel with Lowndes, Drosdick, Doster, Kantor & Reed, has been appointed as a member of the United Way Heart of Florida Volunteer Fund Distribution Committee.

Tell FAWL about your latest accomplishments

E-MAIL NEWS TO: fawl@fawl.org

NOMINATIONS FOR 2004-05 BOARD OF DIRECTORS

by Shiobhan Helen Shea
Nominating Committee Chair

The State FAWL Nominating Committee convened subsequent to the January 2004 meeting. Members present were: **Siobhan Shea**, Chair, **Susan Fox**, **Julie Koves**, **Robin Rosenberg**, **C. Sha’Ron James** and President-Elect **Deborah Magid**. The positions of President and Immediate Past President were filled by operation of the By-Laws. In composing the foregoing slate, the Nominating Committee had to select from an impressive array of fourteen final candidates with extensive and varied experience. The final selection of candidates for election to the State FAWL Executive Board for the year 2004 to 2005 is hereby submitted by the Nominating Committee and recommended for election at the June Annual Meeting in Boca Raton.

PRESIDENT: Deborah Magid of the Miami-Dade Chapter will become FAWL President on July 1. Deborah is in private practice in Miami having previously been an assistant state attorney. She also teaches legal writing at St. Thomas University School of Law. She is currently the President of the Miami-Dade Chapter and serves on the FAWL Board as President-elect, having served as Treasurer and Secretary. She was the 2002 recipient of the Miami-Dade President’s Award.

PRESIDENT-ELECT performs the duties of the President in the President’s absence and succeeds to the office of President upon the expiration of the President’s term.

Nominee: **June McKinney Bartelle** of Tallahassee Women Lawyers is a past President of the Chapter for two years. She is a Supreme Court Certified Mediator and is Martindale-Hubbell AV rated. In 2002, McKinney Bartelle won the Florida Association of Black Public Administrators Legal Community Service Award. She is a graduate of Leadership Tallahassee, serves on The Florida Bar Standing Committee on Professionalism and is a Mediation Qualifications Board Member. She is also a member of the Tallahassee Barristers

Association, the Florida Government Bar Association, the Tallahassee Bar Association and Virgil Hawkins Chapter of the National Bar Association.

She has previously served on the Qualifications Complaint Committee and chaired the Capitol Bar Presidents’ Council. McKinney Bartelle is a Neighborhood Justice Center Founding Mediator, a former Leon County Human Services Grant Committee Chair, and in 1997, was recognized as an Outstanding Young Woman of America. She is currently an Assistant Attorney General in Tallahassee and provides General Counsel services to professional regulatory boards for Department of Education, Department of Health, and Department of Business and Professional Regulation for the State of Florida. She previously worked for the Office of the General Counsel, Division of Alcoholic Beverages and Tobacco, where she was Chief Attorney from 1999 to 2001. McKinney Bartelle has also served the Florida Public Service Commission Office of the General Counsel, Bureau of Telecommunications, the Public Defenders Office as Misdemeanor Division Chief from 1996 to 1998 and she worked for the Department of Labor and Employment Security Division of Unemployment Compensation, Bureau of Appeals, as an Appeals Referee/ Hearing Officer. McKinney Bartelle’s nonlegal experience includes editorial and writing experience for several publications in Washington, D.C. She earned her J.D. at the University of Florida College of Law, where she was President of the Black Law Students Association as well as a Virgil Hawkins Scholar and an Earl Warren Legal Training Scholar, and worked as an Associate Editor for Development, Journal of Law and Public Policy. McKinney Bartelle is an active alumna of Howard University. McKinney Bartelle has served State FAWL on numerous committees.

SECRETARY ensures that a record is kept of all FAWL meetings and that notices are sent at the Board’s request, and attends to such correspondence as necessary. The Secretary also supervises the FAWL website.

Nominee: **Vene Hamilton** nominated for a second term as Secretary, has served on State FAWL’s Executive Board for the

2004-2005 BALLOT FAWL OFFICERS

The slate of officers proposed by the Nominating Committee appears in the article on this page.

I approve the slate of officers proposed by the Nominating Committee.

I do not approve the proposed slate and instead cast my vote for the following write-in candidates:

SIGNATURE: _____

Any additional nominations for election shall be made by written petition signed by not fewer than three members and served on Executive Director Pat Stephens.

FAX this ballot to 850/894-0055 by June 16, 2004 to be counted.

past two years, as Journal Editor and Secretary. She is also a former President of Florida Association for Women Lawyers Broward County Chapter and served as Broward FAWL’s Newsletter Editor. She is also a former President of the T. J. Reddick Bar Association, where she served as President-Elect and Secretary. Hamilton has served as Vice Chair and Chair of the The Florida Bar Voluntary Bar Liaison Committee. She was the Treasurer and the Secretary of the Florida Council of Bar Association Presidents. Hamilton has served on the Broward County Commission Committee on the Status of Women, as a Guardian Ad Litem for the 17th Judicial Circuit, and as a member of the Broward County Bar Association. She has served as a mentor for Broward County School Board’s Take Stock in Children, and a board member of Broward’s Community College Foundation and Broward County’s Fair Campaign Practices Committee. Hamilton earned her J.D. from University of Florida College of Law, where she was Executive Research Editor of the International Law Journal. She received her M.S. and B.S. degrees in Health Care Management from Florida

International University. She is a Florida Supreme Court Certified Family and County Court Mediator, and a Florida Supreme Court Certified Arbitrator. She is in private civil practice in her own firm in Fort Lauderdale.

TREASURER is responsible for the collection and disbursement of all FAWL funds, as directed by the Board of Directors, and ensures that accurate books of account and membership records are maintained.

Nominee: **Paola Parra**, is the current President of JWLA in Jacksonville, where she has also served as Vice President of Membership and Events and President-Elect. She is an associate at Harris, Guidi, Rosner, Dunlap, Rudolph, Catlin & Bethea, PA. in Jacksonville.

TREASURER-ELECT maintains contact with the Treasurer of each Chapter and ensures that quarterly dues are paid. Additionally, the Treasurer-Elect maintains advertisers and sponsors and recruits new advertisers and sponsors for the FAWL *Journal* and FAWL events.

Nominee: **Amy Furness**, nominated for Treasurer-elect, is an AV rated attorney shareholder in the Miami office of Carlton Fields Attorneys at Law, where she practices commercial litigation and product liability. Her leadership experience includes prior service on the Florida Bar Young Lawyers Division Board of Governors, as an Officer, Newsletter Editor, and former Member of the Board of Directors of the Miami Dade Chapter of FAWL. Furness has also served as a Director for the Welfare to Work Partnership, a volunteer judge for Miami-Dade Teen Court, a pro bono faculty member of the Florida Paralegals' Seminar, a former Steering Committee Member for Vizcaya Museum, and research committee member for the First 150 Women Lawyers Celebration. Furness spoke at the National Summit for Women in Law on Attaining Goals for Women Attorneys, and has published Gender Equality in the Legal Profession for the Florida Bar Practicing with Professionalism Handbook. She received the Guardian Ad Litem Domestic Violence Pro Bono Award in 1998 and was recognized by President Bush for her contribution to Welfare-to-Work Project 2002. Furness earned her J.D. from Widener University School of Law, her B.S. from Drexel University, and studied

International Comparative Law in Rome, Italy.

PUBLIC RELATIONS Officer is responsible for press releases and other public relations activities and maintains a permanent record of FAWL's activities.

Nominee: **Wendy Loquasto**, has served as Historian for State FAWL. She compiled the History of FAWL, assisting Judge Mattie Belle Davis, and assuring it's publication and promotion during Judge Davis' lifetime. Loquasto is a recipient of FAWL's Golden Star Award. She served as State FAWL Secretary in 1995 and has been active as a volunteer working for State FAWL ever since, establishing FAWL's first website, and serving as a Chair for several years of the State FAWL Nominating Committee. Since joining Tallahassee Women Lawyers in 1989, Loquasto served as the President of TWL, Past President, Director, Newsletter Editor, Chapter Representative, and as TWL's Historian. Loquasto prepared a written history about Florida's First Woman Lawyer, Louise Rebecca Pinnell to commemorate the 100th anniversary of her admission to the practice of law and was a key speaker at the June 1998, FAWL Installation Luncheon in Orlando. Under the leadership of Edith Osman, Loquasto worked for two years as Research Chair of the FAWL/Florida Bar First 150 Women Lawyers' Project. Loquasto also wrote the 50th Anniversary Celebration of the Florida Association for Women Lawyers (1951-2001), a book celebrating FAWL's history. She is currently a partner at Fox and Loquasto, P.A. in Tallahassee and is a former staff attorney to the First District Court of Appeal.

JOURNAL EDITOR is responsible for FAWL's *Journal*.

Nominee: **Susan Haag**, is a member of the Florida Bar Young Lawyers' Board of Governors and is active in the Jacksonville Bar Association. Haag has served the Florida Association of Women Lawyers Jacksonville Women Lawyers Association as Vice President of Professional Development, on the Mentor Project, on the Joint Committee with CLS on Gender Discrimination. Haag is active in the Association of Trial Lawyers of America, the Jacksonville Trial Lawyers, Academy of Florida Trial Lawyers, Young Lawyers Section Board of Directors, and the Chester Bedell Inn of Court. She has

volunteered as a lecturer in community schools as a Driving under the Influence Lecturer. She has volunteered as a Florida Bar Bridge the Gap Program Lecturer. Haag as served the Institute of Police Technology and Management Mayor's Task Force on Domestic Violence JCCI and the Study on Prostitution Domestic Mortality Review Committee. Haag is a civil attorney with the firm Pohrer, Wilner, Maxwell & Matthews in Jacksonville. Before that she worked at the Jacksonville State Attorney's Office, where she worked in supervisory and felony trial positions. Haag is an honors graduate of Smith College and earned her J.D. with honors from the University of Florida, College of Law. While at UF, she volunteered pro bono at Virgil Hawkins Civil Clinic, won Trial Team Honors, served on the Journal of Law & Public Policy, received the Huber Hurst Award, was President of the John Marshall Bar Association, and was Law College Council President and a Vice President of the Law Association for Women. Haag is also a six time Ironman Triathlete Member of USAT Team USA.

MEMBERSHIP DIRECTOR maintains and updates all membership records, develops and promotes membership benefits; helps local Chapters to recruit new members, serves as a liaison for law school membership, and recruits and develops new Chapters as directed by the Board.

Nominee: **Sherri Johnson**, is former President of the Sarasota Chapter of FAWL. She has also served as State FAWL's Judicial Selection Committee Chair, Awards Committee Chair, and Chapter Representative. Johnson is a member of The Florida Bar Appellate Practice Section, and serves on the Sarasota County Bar Association Board of Directors. She is also a member of the Judge John M. Scheb American Inn of Court. Johnson earned her J.D. with honors from University of Florida College of Law, and also earned her B.A. from the University of Florida, where she was a Florida Blue Key, a member of the Golden Key National Honor Society and member of the Order of Omega Greek Leadership Honorary. Johnson is an associate at Dent & Associates, P.A. of Sarasota.

Florida Association for Women Lawyers

2004-2005 MEMBER APPLICATION

Application also available at website: <http://www.fawl.org/>



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CHECK HERE IF YOU ARE NOT A MEMBER OF THE FLORIDA BAR

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PRIMARY AREAS OF PRACTICE

TYPE OF MEMBERSHIP: NEW MEMBER RENEWAL STUDENT

AMOUNTS BELOW INCLUDE LOCAL AND STATE DUES. LOCAL CHAPTERS MAY VARY DUES
FOR 2004-2005 TO ACCOMMODATE AN INCREASE IN STATE DUES. CHECK THE APPROPRIATE CHAPTER AND REMIT
CORRESPONDING PAYMENT TO THE CHAPTER ADDRESS OR FLORIDA ASSOCIATION FOR WOMEN LAWYERS • P.O. BOX 15998 •
TALLAHASSEE, FL 32317-5998

- Brevard Cnty. Assn. for Women Lawyers, c/o Kathleen Smith, P.O. Box 6699, Titusville 32782-6699: \$50
- Broward Cnty. Women Lawyers Assn, 4875 N. Federal Hwy, 10th Floor, Fort Lauderdale 33308 \$60, \$35 Student
- Central FL Assn. for Women Lawyers, c/o Linda Dolan, P.O. Box 3791, Orlando 32802 \$75, \$35 Student
- Clara Gehan Association for Women Lawyers, c/o Ruth Gorme, P.O. Box 3188, Ocala 34478-3188 \$45
- Collier County Women's Bar Assn, 5811 Pelican Bay Blvd., #201, Naples 34108: \$60, \$40 Gov/Student
- FAWL at Stetson, 1401 61st Street South, St. Petersburg 33707 \$17 Student
- Florida Interational University, FIU Women in Law, University Park, GL 400, Miami 33199 TBA Student
- Hillsborough Association for Women Lawyers, P.O. Box 173565, Tampa 33602 \$70
- Jacksonville Women Lawyers Assn., P.O. Box 1923, Jacksonville 32201 \$80
- Lee County Association for Women Lawyers, P.O. Box 280, Fort Myers 33902-0280: \$60
- Manatee County FAWL, P.O. Box 1591, Bradenton 34206-1591 \$50
- Marion County Chapter, ATTN: Janet Fuller, 1130 S.E. 17th St., Ocala 34471 \$40
- Miami-Dade FAWL, c/o State FAWL, P.O. Box 15998, Tallahassee 32317 Regular/Affiliate \$80, Gov./Legal Aid \$60; \$30 Student
- Northwest FL Chapter of FAWL, c/o Maureen Duignan, 226 S. Palafox Place, 9th FL, Pensacola 32501 \$60
- Miami Law Women, University of Miami School of Law, P.O. Box 248087, Coral Gables 33124 \$10 Student
- Nova Law Center Chapter, Shepard Broad Law Center, 3305 College Ave., Davie 33314 \$15 Student
- Palm Beach Cnty Assn. for Women Lawyers, P.O. Box 7488, West Palm Beach 33405 \$60
- Pinellas County Association for Women Lawyers, 133 N. Fort Harrison Dr., Clearwater 33755: \$65
- St. Thomas University Law School Chapter: \$35
- Sarasota FL Assn. for Women Lawyers, P.O. Box 50512, Sarasota 34232 \$65
- South Palm Beach Cnty. Chapter, c/o Amy Fanzlaw; P.O. Drawer 40; Boca Raton 33429 \$60, \$30 Student
- Tallahassee Women Lawyers; P.O. Box 10567, Tallahassee, 32302: \$75, \$40 Student
- Treasure Coast Assn. for Women Lawyers, P.O. Box 2904, Stuart, 34995: \$65, \$35 Gov/Student
- Volusia/Flagler Assn. for Women Lawyers, P.O. Box 15211, Daytona Bch 32114... 60, \$10 Student
- Not affiliated with a Local Chapter \$40 Regular; \$10 Student

FAWL CALENDAR

ANNUAL MEETING JUNE 24-25, 2004

BOCA RATON RESORT AND CLUB IN CONJUNCTION WITH THE FLORIDA BAR

THURSDAY, JUNE 24, 6:00-9:00 P.M. - FAWL BOARD MEETING

Election of officers as nominated on page 13

FRIDAY, JUNE 25, 2004, 8:00-10:00 A.M. - BREAKFAST RECEPTION

Honoring Wendy Loquasto, 2004 Outstanding Past Voluntary Bar President, Ambassador Suite

FRIDAY, JUNE 25, 2004, 12:30 TO 2:00 P.M.



Keynote Speaker: Florida
Supreme Court Justice
Peggy Quince

Joint Awards Luncheon

Florida Association for Women Lawyers
The Equal Opportunities Law Section of The Florida Bar
Virgil Hawkins Florida Chapter National Bar Association

**“Commemorating the 50th Anniversary of the
Decision of the Supreme Court of the United
States in *Brown vs. Board of Education*”**

Registration to attend the luncheon is through The Florida Bar. Tickets are \$35 and should be ordered through The Florida Bar’s 2004 Annual Meeting brochure in the May Bar Journal or visit www.flabar.org to order tickets online. Tickets will not be sold at the door.

FAWL ANNUAL “RETREAT FROM THE HEAT”

FRIDAY AND SATURDAY, JULY 30-31, 2004

THE BILTMORE HOTEL - CORAL GABLES

See page 4 for additional information

Florida Association for Women Lawyers

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