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ILLINOIS STATE BAR ASSOCIATION

THE CATALYST

The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law

Save the Date—"Because You're Worth It! Achieving Advancement and Fair Compensation in the Legal Profession"

t the charge of Immediate Past President, Paula H. Holderman, the ISBA Standing Committee on Women & the Law took on the task of adapting the *Toolkit for Gender Equity in Partner Compensation*, created in 2012 by the ABA Gender Equity Task Force, to promote the advancement of women attorneys in Illinois. After nearly two years of research and planning we will be presenting a half-day program called, *"Because You're Worth It!: Achieving Advancement and Fair Compensation in the Legal Profession"* on May 7, 2015, at 1:00 p.m. at the ISBA Chicago Regional Office.

The program will be a compilation of storytelling, research analysis, legal update and a panel discussion, designed to provide practical meth-

ods for up and coming attorneys to make their careers what they want them to be. The goal is to bring together practicing lawyers interested in advancing their careers with managing partners and firm leaders who want to make their firms more hospitable to quality attorneys, both men and women. Check out our fantastic program!

3 Hours of MPCLE credit is offered for program participants at the discounted price for ISBA members of only \$25!

Part I: The Issues We Face Today

Stories from the Data

This comprehensive review offers an in-depth

Continued on page 2

The ACLU's Illinois Judicial Bypass Coordination Project

By Mary F. Petruchius

hen a young woman under the age of 18 in Illinois finds herself pregnant, she can turn to the American Civil Liberties Union (ACLU) for help. The ACLU's Judicial Bypass Coordination Project provides minors with information about the state's parental notice law for those seeking abortions and assistance in obtaining what is called a "judicial bypass."

The ACLU Web site describes in detail what a pregnant female under the age of 18 needs to know about abortion in Illinois. It gives an overview of the Illinois Parental Notice of Abortion Law, explaining that one who is under 18 must

notify an adult family member before she can have an abortion. Notification simply means informing the adult family member and it may be made in person, by telephone, or by certified mail. An adult family member is a person over the age of 21 who is the minor's parent, grandparent, step-parent who lives with the minor, or the minor's legal quardian.

It clarifies that notification is not consent, pointing out that the minor's physician must notify the adult family member of the minor's

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Save the Date—"Because You're Worth It! Achieving Advancement and Fair Compensation in the Legal Profession"

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look at the findings from the tabulated raw data compiled from the 2014 ISBA survey as it pertains to the advancement and compensation of women attorneys and other diversity-based variables.

Prof. Rachel Whaley, Associate Professor, Southern Illinois University, Carbondale

Tales from the Front

This presentation offers two compelling stories of how to define one's own success and accomplishments, while maintaining professionalism in the face of adversity.

Valerie D. Bell, Attorney, Civil Activist, and Policy Consultant, Clayton, MO

Reena R. Bajowala, Jenner and Block, LLP Chicago

Part II: Current Trends in Illinois & Federal Law Affecting Women Lawyers

Statutory and Case Law Update

Get the updates you need on statutory and case law developments in Illinois.

Francine Bailey, The Bellows Law Group, P.C., Chicago

Part III: Rising Above the Stats: Defining and Encouraging Success for Women Attorneys and Methods for Achieving It

Interactive Panel Discussion

Moderator: *Emily Masalski*, Rooney, Rippie & Ratnaswamy, LLP, Chicago

The evolution of the mid-size firm environment and practice management as women attorneys have increased their presence in the field, as well as the firm's efforts to create a welcoming environment for female attorneys and the success the firm has experienced as a result of management level efforts.

Christopher J. Bannon, Aronberg Goldgehn, Chicago

 The implementation of firm policies to promote the inclusion and advancement of women attorneys from maternity leave to flextime and more.

Reena R. Bajowala, Jenner and Block, LLP Chicago

 Tips on how to successfully negotiate a compensation structure that works for you and your firm, while maintaining both a successful career and family life. **Kristin E. Prinz**, The Prinz Law Firm, P.C., Chicago

 The power of creating a brand name for oneself, improving networking skills, and creating a diversified legal presence.

Sarah E. Toney, The Toney Law Firm, LLC, Chicago

 The importance of consciously defining success individually and creating a plan of action to accomplish and achieve it.

Valerie D. Bell, Attorney, Civil Activist and Policy Consultant, Clayton, MO

Attendees will benefit not only from the knowledge of our diverse presenters but will also have an opportunity for networking at a cocktail reception immediately following the program.

This program is co-sponsored by the ISBA Standing Committee on Racial and Ethnic Minorities and the Law, the ISBA Standing Committee on Law Office Management and Economics, and the ISBA Young Lawyers Division

This program has been financially sponsored by: Aronberg Goldgehn Davis & Garmisa, Winston and Strawn, The Prinz Law Firm, Turner Law Offices, Law Crawford, P.C., the Law Office of Mary F. Petruchius and the Hon. Patrice Ball-Reed, Judge of the Circuit Court of Cook County, Illinois.

ILLINOIS STATE BAR ASSOCIATION

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Articles are prepared as an educational service to members of ISBA. They should not be relied upon as a substitute for individual legal research.

The articles in this newsletter are not intended to be used and may not be relied on for penalty avoidance.

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BECAUSE YOU'RE WORTH IT!

Achieving Advancement & Fair Compensation in the Legal Profession

Presented by the ISBA Standing Committee on Women and the Law
Co-sponsored by the ISBA Standing Committee on Racial and Ethnic Minorities and the Law,
the ISBA Standing Committee on Law Office Management and Economics, and the ISBA Young Lawyers Division

THURSDAY, MAY 7, 2015 Program: 1:00 – 4:30 p.m. Reception: 4:30 – 6:00 p.m.

ISBA Regional Office 20 S. Clark Street, Suite 900 Chicago, IL 60603

\$25 FOR ISBA MEMBERS \$50 FOR NON-ISBA MEMBERS 3.0 hours MCLE credit, including 3.0* hours PMCLE credit

PART I

The Issues We Face Today: The story of today's female attorney told through statistical data and stories from the field.

PART II

Current Trends in Illinois and Federal Law Affecting Women Lawyers

PART III

Panel Discussion: Practical tools to define and achieve the advancement, compensation, and success you deserve.

FOR MORE INFORMATION AND TO REGISTER, PLEASE VISIT:

www.isba.org/cle/2015/05/07/faircompensation

The ACLU's Illinois Judicial Bypass Coordination Project

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choice, not seek the adult's permission. The adult family member does not have the right to tell the minor that she cannot have the abortion. The exceptions to the notification requirement are: medical emergency; the adult family member's written waiver of notification; the minor is a victim of abuse; she is married, divorced, or emancipated; or by order of the Court after a successful judicial bypass hearing.

A judicial bypass occurs when a judge enters an order allowing the minor to obtain an abortion without notification to an adult family member. The minor must meet certain criteria in order to have an abortion, absent adult family member notification. The minor must prove to the judge that she is **either** sufficiently mature and well enough informed to make an intelligent decision to abort **or** that notification would not be in the minor's best interest. The judicial bypass hearing is confidential and the minor has the right to free legal counsel. Examples are

given of what makes a minor mature and informed and of situations in which notice would not be in the minor's best interest.

The Illinois Parental Notice of Abortion Law states that the minor is to be appointed a *guardian ad litem* for the procedure. If the minor is satisfied with her attorney, she may ask the Court to appoint her attorney as *quardian ad litem*.

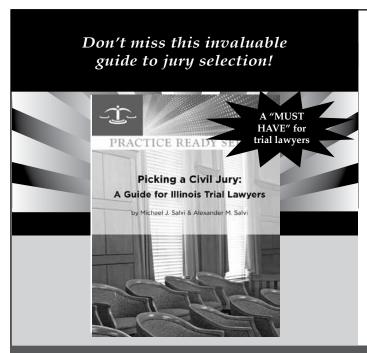
In preparation for the judicial bypass, the website recommends that the minor become informed regarding possible alternatives to abortion (parenting and adoption) and presents a thoughtful approach to those options, citing in particular a warning against certain crisis pregnancy centers that falsely purport themselves to be "all options" clinics. It advises the minor to complete the 55-question "Lawyer Meeting Questionnaire" prior to meeting with her attorney, and also discusses abortion costs and payment options.

The judicial bypass hearing process is swift and a decision speedy. Once a petition

is filed, a judge must render a decision within 48 hours. Under certain circumstances, the judge may make the decision immediately following hearing. Should a decision take longer than 48 hours from the time of filing, the judicial bypass is considered automatically granted.

This program is so very important and provides valuable services and great support to those young women in need. If you would like to be a volunteer attorney for the ACLU's Illinois Judicial Bypass Coordination Project, please call **877.44.BYPASS** or **312.560.6607**.

Mary F. Petruchius is a solo general practitioner in Sycamore, IL. She is the immediate past Chair of the ISBA Standing Committee on Women & the Law. Mary is also a member of the ISBA Diversity Leadership Council and Child Law Section Council, and is a board member of the Illinois Bar Foundation. Mary may be reached at marypet@petruchiuslaw.com and her website is www.petruchiuslaw.com.



PICKING A CIVIL JURY: A GUIDE FOR ILLINOIS TRIAL LAWYERS

Bundled with a free Fastbook PDF download!

As part of the ISBA's Practice Ready Series, this book is specifically designed to be a must-have resource for new attorneys and others wishing to brush up on their jury selection skills. It concisely walks you through each stage of picking a jury, from making the initial jury demand to challenging jurors during trial. The guide not only covers the procedural mechanics of jury selection, but also includes chapters on voir dire strategies, the psychology of picking a jury, and using the Internet in jury selection. Statutory and case law citations are provided throughout and most chapters include a list of helpful practice tips. The book is written by respected trial lawyer Michael J. Salvi and his son, Alexander. Order your copy today!

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PICKING A CIVIL JURY: A GUIDE FOR ILLINOIS TRIAL LAWYERS

\$25 Members / \$40 Non-Members (includes tax and shipping)



The Invention of Wings by Sue Monk Kidd

A book review by Cindy Galway Buys

If you must err, do so on the side of audacity." This is one of the first lines spoken by Sarah Grimké, one of the two main characters, in Sue Monk Kidd's powerful novel about abolition of slavery. While Sarah does not always follow her own advice, she does become one of the most infamous anti-slavery spokespersons of her day.

Sarah is the daughter of wealthy Charleston, South Carolina family who was born in 1793 into privilege, including the ownership of slaves. But Sarah was a curious child and a voracious reader and from the time she was quite young, she questioned the morality of slavery. When her mother presented Sarah with her own slave, Handful, to be her handmaiden, on the occasion of Sarah's 11th birthday, Sarah tried to emancipate Handful by signing a certificate of manumission freeing Handful (which Sarah's parents promptly destroyed).

Handful is the other protagonist in the story, growing up alongside Sarah. The au-

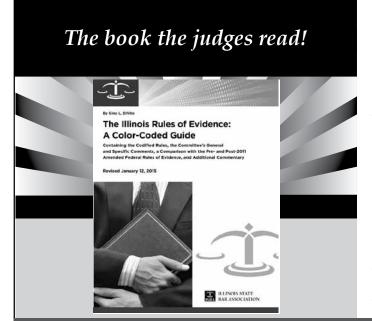
thor juxtaposes the two girl's lives to demonstrate both their differences and their similarities. Both want to be loved and accepted, but also long to be free—Handful yearns for physical freedom from slavery while Sarah yearns for freedom from the constraints of society which prevent her from pursuing a vocation and demand her obedience to a traditional female role subservient to men. As Handful put it to Sarah, "My body might be a slave, but not my mind. For you it's the other way round." Handful takes many risks to taste freedom, including sneaking out to assist Derek Vesey, a free black man and preacher who attempts to lead a slave rebellion in Charleston. The treatment of the slaves is brutal, but the slaves' response is a testament to their strength, courage, and dignity.

The novel is filled with other rich characters, including Handful's mother, Charlotte, who refuses to give up on the dream of being free and asserts her independence in every way she can, and Angelina, Sarah's beautiful and rebellious younger sister, who takes

up the cause of abolition alongside her sister.

The novel tells the true story of Sarah and Angelina Grimké, who surmount many social barriers by traveling around the country preaching abolition to women and later to men. They are threatened, ostracized and outlawed for their efforts. And the more they ponder the plight of the slaves, the more they feel their own constraints as women—unable to vote, unable to own property, and unable to be pursue a university education and profession. Thus, the fight for freedom from slavery also becomes a fight for women's equality.

Prior to reading this novel, I was not familiar with the Grimké sisters' trailblazing work in the early 1800s on behalf of freedom and equality for all. Although the novel is classified as historical fiction, the author hews closely to historical truth. If you enjoyed Sue Monk Kidd's earlier bestselling book, *The Secret Life of Bees*, you are sure to like this one as well.



THE ILLINOIS RULES OF EVIDENCE: A COLOR-CODED GUIDE 2015 Edition

Still learning the intricacies of the Illinois Rules of Evidence? Don't be without this handy hardcopy version of Gino L. DiVito's authoritative color-coded reference guide, which is now updated through January 12, 2015. It not only provides the complete Rules with insightful commentary, including the latest supreme and appellate court opinons, but also features a side-by-side comparison of the full text of the Federal Rules of Evidence (both pre-2011 amendments and as amended effective Dec. 1, 2014) and the Illinois Rules of Evidence as amended effective January 6, 2015. DiVito, a former appellate justice, serves on the Special Supreme Court Committee on Illinois Rules of Evidence, the body that formulated the Rules approved by the Illinois Supreme Court. Order your copy of this ISBA bestseller today!

Order at **www.isba.org/store/books/rulesofevidencecolorcoded** or by calling Janet at 800-252-8908 or by emailing Janet at jlyman@isba.org

THE ILLINOIS RULES OF EVIDENCE: A COLOR-CODED GUIDE – 2015 Edition

\$35 Members / \$50 Non-Members (includes tax and shipping)



Upcoming CLE programs

To register, go to www.isba.org/cle or call the ISBA registrar at 800-252-8908 or 217-525-1760.

May

Friday, 5/1/15- Teleseminar (live replay)—Ethics in Employment Law Practice. Presented by the ISBA. 12-1.

Friday, 5/1/15- Collinsville, Double Tree Hotel—Criminal Law: Back to Basics. Presented by the ISBA Criminal Justice Section. 9:00-4:30.

Friday, 5/1/15- Chicago, ISBA Regional Office—Introduction to Public Private Partnerships (P3s). Presented by the ISBA Construction Law Section; co-sponsored by the Illinois chapter of the National Society of Professional Engineers and the Illinois Land Surveyors. 8:30-4:30.

Monday, 5/4/15- Teleseminar—2015 Fiduciary Litigation Update. Presented by the ISBA. 12-1.

Tuesday, 5/5/15- Teleseminar—Drafting Effective Employee Handbooks. Presented by the ISBA. 12-1.

Wednesday, 5/6/15- Chicago, ISBA Regional Office—Settlement in the Federal Courts. Sponsored by the ISBA Federal Civil Practice Section; co-sponsored by the Seventh Circuit Bar Association. 11:55am-4:15pm.

Thursday, 5/7/15 – Lombard, Lindner Conference Center—"Residential Real Estate Transactions: From Listing to Closing."
Presented by the ISBA Real Estate Section.
8:50 am – 4:30 pm.

Thursday, 5/7/15 – St. Louis, Washington University School of Law—What Every Lawyer Needs to Know About Current Antitrust Enforcement Trends. Presented by the ISBA Anti-Trust Section, Co-sponsored by Washington University School of Law and the Bar Association of Metropolitan St. Louis. 9:30 am – 1:45 pm.

Thursday, 5/7/15- Teleseminar. Business Valuation in Transactional Documents: Formulas, Comps, & the Market. Presented by the ISBA. 12-1.

Thursday, 5/7/15- Chicago, ISBA Regional Office—"Because You're Worth It!": Achieving Advancement and Fair Compensation in the Legal Profession. Presented by the ISBA Committee on Women & the Law; co-sponsored by the ISBA Committee on Racial and Ethnic Minorities and Young Lawyers Division. 1-4 with reception from 4:15-6pm.

Friday, 5/8/15- Chicago, ISBA Regional Office—Civil Procedure Update and Review.
Presented by the ISBA Civil Practice and Procedure Section. 8:50-4:15.

Tuesday, 5/12/15- Teleseminar—Letters of Intent in Transactions- Framing a Deal and Avoiding Liability. Presented by the ISBA. 12-1

Wednesday, 5/13/15- Chicago, ISBA Regional Office—The Best CLE Program for Divorce Lawyers. Master Series presented by the ISBA.

Wednesday, 5/13/15- Live Webcast— The Best CLE Program for Divorce Lawyers. Master Series presented by the ISBA. Full Day.

Wednesday, 5/13/15- Teleseminar—2015 FMLA Update. Presented by the ISBA. 12-1.

Thursday, 5/14/15- Chicago, ISBA Regional Office—ISBA Solo & Small Firm Practice Institute Series- Protecting Your Practice: Finances and Technology. Presented by the Illinois State Bar Association and the ISBA ISBA Young Lawyers Division. 8:30-5:30.

Thursday, 5/14/15- Live Webcast—ISBA Solo & Small Firm Practice Institute. Presented by the Illinois State Bar Association and the ISBA Young Lawyers Division. 8:30-5:30.

Friday, 5/15/15- Teleseminar—Ethics for Estate Planners. Presented by the ISBA. 12-1.

Friday, 5/15/15- Live Webcast (DNP-free to New Member Campaign Only)—15 Tips for an Ethical Law Practice. Presented by the ISBA Standing Committee on Law Office Management and Economics. 2:00-3:00 pm.

Monday, 5/18/15- Teleseminar (live replay)—Ethics of Maintaining Client Confidences in a Digital World. Presented by the ISBA. 12-1.

Tuesday, 5/19/15- Teleseminar—Drafting Confidentiality & Nondisclosure Agreements. Presented by the ISBA. 12-1.

Wednesday, 5/20/15- Teleseminar—Fiduciary Duties and Liability of Nonprofit/Exempt Organizations. Presented by the ISBA. 12-1.

Wednesday, 5/20/15 – Live Webcast—Succession Planning for the Family Business. Presented by the ISBA Business Advice and Financial Planning Section. 9:00 – 11:00 am.

Wednesday, 5/20/15 –Live WebcastJury Instructions – A Refresher Course. Presented by the ISBA Federal Civil Practice Section. Noon – 2:00 pm.

Thursday, 5/21/15- Teleseminar—Attorney Ethics in Transactional and Litigation Negotiations. Presented by the ISBA. 12-1.

Thursday, 5/21/15- Chicago, ISBA Regional Office—10 Things Every Lawyer Should Know. Presented by the ISBA Tort Law Section. 9-3:30.

Friday, 5/22/15- Chicago, ISBA Regional Office (D and E only)—SIU/SIH Health Policy Institute live webcast viewing. Presented by SIU and SIH; co-sponsored by the ISBA Health Care Section. Time TBD.

Wednesday, 5/27/15- Teleseminar (live replay)—"Earnouts" in Business Transactions. Presented by the ISBA. 12-1.

Thursday, 5/28/15- Chicago, ISBA Regional Office—Minding Data and Privacy: A Primer. Presented by the ISBA Intellectual Property Section. 8:30-12:30.

Thursday, 5/28/15- Live webcast—Minding Data and Privacy: A Primer. Presented by the ISBA Intellectual Property Section. 8:30-12:30. ■

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ILLINOIS STATE BAR ASSOCIATION

ISBA Books



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As part of the ISBA's Practice Ready Series, this book is specifically designed to be a must-have resource for new attorneys and others wishing to brush up on their jury selection skills. It concisely walks you through each stage of picking a jury, from making the initial jury demand to challenging jurors during trial. The guide not only covers the procedural mechanics of jury selection, but also includes chapters on voir dire strategies, the psychology of picking a jury, and using the Internet in jury selection. Statutory and case law citations are provided throughout and most chapters include a list of helpful practice tips. The book is written by respected trial lawyer Michael J. Salvi and his son, Alexander. Order your copy today!

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RECENT RELEASES

The Illinois Rules of Evidence Combo - Buy both and save! \$45.50 mbr./\$66.00 nonmbr.

The Illinois Rules of Evidence: A Color-Coded Guide – 2015 Edition. This brand-new edition of Gino L. DiVito's color-coded analysis of the Illinois Rules of Evidence is updated through January 12, 2015. Its three-column format allows easy comparison of the Illinois rules with the Federal Rules of Evidence (both pre-2011 amendments and as amended effective December 1, 2014). DiVito, a former appellate justice, is a member of the Special Supreme Court Committee on Illinois Rules of Evidence, the body that formulated the rules and presented them to the Illinois Supreme Court. The book the judges read! Also sold individually.

Illinois Rules of Evidence - ISBA's 2015 pocket-size edition. This update of ISBA's pocket-size edition reflects all rule changes through January 10, 2015. The amazingly affordable booklet, which contains the complete rules plus commentary, is perfect for depositions, court appearances – anywhere you need a quick reference. Buy one now for everyone in your office! Also sold individually.

Rules Governing the Legal Profession and Judiciary in Illinois: January 2015

This handy reference guide conveniently brings together all of the rules governing the legal profession and judiciary in Illinois. It includes the Illinois Code of Judicial Conduct, the Illinois Supreme Court Rules on Admission and Discipline of Attorneys, the Illinois Rules of Professional Conduct, the Rules of the ARDC, and the Rules of the Board of Admission and Committee on Character and Fitness. \$15.00 mbr./\$25.00 nonmbr.

Guide to Illinois Statutes of Limitations and Repose – 2014 Edition

The new Guide to Illinois Statutes of Limitations contains all Illinois civil statutes of limitations enacted and amended through September 15, 2014, with annotations. This quick reference guide brings together provisions otherwise scattered throughout the Code of Civil Procedure and various chapters of the Illinois Compiled Statutes, and also provides deadlines, court interpretations, and a handy index listing statutes by Act, Code or Subject. \$35.00 mbr/\$50.00 nonmbr.

Basic Residential Real Estate: From Contract to Closing

Featuring the new Multi-Board Residential Real Estate Contract 6.0!

As the first title in the ISBA's new Practice Ready Series, this book was specifically written to be a must-have resource for new attorneys and any others new to residential real estate transactions. It walks you through each stage of a common transaction, from the moment a client contacts your office to the essential steps you must take after the transaction closes. The book centers on and provides in-depth discussion of the use of the new Multi-Board Residential Real Estate Contract 6.0, one of the most widely used contracts of its kind in Illinois It includes a 130-page appendix with sample copies of the common documents you will encounter in a residential real estate transaction - client letters, the Multi-Board Residential Real Estate Contract 6.0, contingency letters, financing documents, title company documents, closing documents, and many others. Order your copy today and don't risk seeing these documents for the first time at your first closing! \$35.00 mbr./\$50.00

GENERAL TOPICS

A Practical Guide to the Illinois Domestic Violence Act

If you take family law cases, you'll find this book an essential aide. Although intended primarily for attorneys who practice in civil court, this book is also valuable for assistant state's attorneys and domestic violence advocates. It provides a clear and comprehensive understanding of the Act, and can be used as a quick reference for researching specific problems. Prepared by attorney Jan Russell from the Chicago Police Department, a highly-rated trainer on domestic violence and child abduction issues who has trained more than 15,000 police officers, lawyers, and social service providers from Florida to Hawaii. \$40 mbr./\$50 nonmbr.

Illinois Decisions on Search and Seizure: 2014 Edition

This comprehensive compendium of case summaries is fully updated with decisions issued prior to December 18, 2013. It includes all relevant Illinois and federal decisions, and is a great starting point for any questions related to search and seizure. A must have for all criminal defense attorneys and prosecutors! \$45.00 mbr./\$60.00 nonmbr.

Guide to Sentencing and Bond Hearings in Illinois: 2014 Edition

This essential guide for criminal defense attorneys and prosecutors condenses everything you need to know before appearing at a sentencing or bond hearing. It includes a comprehensive sentencing guide, bond hearing guide, and a detailed listing of the most common felony offenses, which provides statutory citations, offense classes, and relevant notes. \$35 mbr (\$49 nonmbr

Guide to Illinois Statutes for Attorneys' Fees – 2014 Edition

The 2014 edition of this essential guide lists all provisions in the Illinois Compiled Statutes that authorize the court to order one party to pay the attorney fees of another. No matter what your practice area, this book will save you time – and could save you and your clients money! \$37.50 mbr/\$52.50 nonmbr.

ISBA Family Law Handbook - 2011

This comprehensive, must-have practice handbook covers nearly everything for general practitioners who handle family law matters. Written by 36 authors who concentrate in the field and edited by John Marshall Professor Cynthia D. Bond the handbook is a complete update of an ISBA bestseller from the mid-90s. Topics include jurisdiction, pre-marital agreements, settlement agreements, modification of judgments, mediation, custody and visitation, assisted reproductive technology, grandparent visitation, guardians ad litem, property, support and finances, maintenance, child support, civil unions, immigration law, discovery, appeals, insurance matters, property valuation, adoption, paternity, and much more. Add it to your collection today! \$60.00 mbr /\$90 00 nonmbr

Post-Conviction Practice: A Manual for Illinois Attorneys

Representing a client in a post-conviction case? This manual will guide you through the many complexities of Illinois post-conviction law. Remember, your client already lost, twice – once at trial and again on appeal. He or she needs a new case, which means going outside the record, investigating the facts, mastering the law, and presenting a compelling petition. Andrea D. Lyon, director of the DePaul College of Law's Center for Justice in Capital Cases, and her team of coauthors help you do just that. \$30.00 mbr/\$40.00 nonmbr