



THE CATALYST

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

Attorney, interrupted: Are we addicted to distraction?

By Annemarie Kill, 2009-2010 Chair of the Women and the Law Committee

Few of us ever live in the present. We are forever anticipating what is to come or remembering what has gone.

—Louis L'Amour

At a recent seminar, I sat at a table with several other addicts. Yes, addicts. Addicts to distraction. One person was on a laptop completing a brief, three people were on their BlackBerrys, one was texting on her cell phone, and I was making numerous "to do" lists.

It is difficult, of course, to admit one is often in a state of complete distraction. We use a much more acceptable word—"multitasking." To us,



Annemarie Kill

multitasking means we are being more productive and efficient. I learned, unfortunately, that this not true. According to Dr. Louis Csoka, founder of Apex Performance and an expert in performance psychology and organizational development, "[c]

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Obama Administration outreach to Chicago legal community

By E. Lynn Grayson¹

On November 2nd, Chicago welcomed back its own Kareem A. Dale, Special Assistant to President Obama, to address issues of concern to the Chicago legal community. Mr. Dale met with several groups during his visit including a forum of bar leaders hosted by ISBA President, John O'Brien.

Paula Holderman, ISBA Board of Governors and Candidate for Third Vice-President, introduced her friend and former Winston & Strawn colleague, Kareem Dale. Mr. Dale explained that through his work with the White House Office of Public Engagements as well as the Domestic Policy Council, his visit was part of President Obama's continuing interest in outreach to the legal community and obtaining comments and feedback on the justice system. While Mr. Dale's responsibilities are varied, one key area of focus is Americans with disabili-

ties.

In his brief remarks about the priorities right now for the Obama Administration, he specifically discussed key concerns associated with health-care reform, civil rights, youth violence, the Patriot Act and issues related to Guantanamo Bay. He also noted that the White House is working on the 2011 budget with the Office of Management & Budget.

The bar leaders discussed a number of concerns with Mr. Dale related to legal services and the justice system overall. These discussions included the following topics:

- Need for increased funding for legal services;
- Recommendation to remove government-im-

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Save the Date

Women in the Criminal Justice System – Justice Delivered or Denied?

February 25, 2010

**ISBA Office in Chicago
8:45 a.m. – 4:45 p.m.**

See page 10 of this issue for details

Attorney, interrupted: Are we addicted to distraction?

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ontrary to popular belief, you cannot simultaneously attend to one thing and do another. You just can't overcome the way the brain is wired. Habitual multitasking may even result in a situation where you can't focus even if you wanted to. What people perceive as simultaneous multitasking is actually very efficient shifting of attention. . . .¹ In fact, "[w]hen people multitask, they are actually *reducing* the quality of their performance in all of the things they are doing." Further, women aged 35-44, who earn greater than \$75,000 per year, and have completed post-graduate education are those most likely to think they are good multitaskers." As women attorneys, we are the most guilty of fooling ourselves into thinking that we are good "multitaskers."

I posed the issue of this addiction distraction to a friend who happens to be a social worker. She kindly told me that perhaps we would be well-served, as attorneys, to "practice mindfulness." My first reaction was that most of us were already "mindful." If anything, maybe we were *too* mindful. We are mindful of the needs of our families, our friends, our clients, our responsibilities. Our minds often race, thinking about the next task even before finishing the first. But, no, she explained, this is the opposite of mindful. In trying to juggle all of our responsibilities, we lose sight of ourselves in the present moment. "Mindfulness" is ancient a Buddhist practice which may hold the key to breaking our addiction.

The practice of mindfulness has been described as two-prong:

The first component involves the self-regulation of attention so that it is maintained on immediate experience, thereby allowing for increased recognition of mental events in the present moment.

The second component involves adopting a particular orientation toward one's experiences in the present moment, an orientation that is characterized by curiosity, openness and acceptance.²

So, how does one practice mindfulness? The literature makes it sound simple. Dr. Jeff Brantley is the author of "Five Good Minutes" and director of the Duke University Center for Integrative Medicine. Dr. Brantley

explains that one should begin by focusing on breathing.³ This acts as the "anchor" for awareness in the present moment. Slowly begin to include all that is physically present. This means whatever you are hearing, seeing, tasting, smelling, touching, or thinking. Resist letting your mind drift elsewhere. Dr. Brantley cautions that one's mind will likely wander, and if that occurs simply return your focus to the sensation of the breath. All we need to do is to "establish attention in the present moment . . . pay attention without trying to change anything." This should result in becoming "more informed, more responsive, and less driven by the habits of reaction and inattention."

Attorney Scott Rogers, author of "The Six-Minute Solution: A Mindfulness Primer for Lawyers" and founder and director of the Institute for Mindfulness Studies, assists attorneys practice mindfulness.⁴ Rogers presents empirical evidence supporting the benefits of mindfulness in our law practice. He offers the following:

While mindfulness is not necessary for ethical and professional conduct, neuroscience findings strongly suggest that it can sustain us in our endeavor to be honorable and to practice with integrity. More to the point, it can change the structure and function of our brain so that we might develop or enhance the skills that clearly contribute to the making of an outstanding attorney, jurist, mediator, negotiator, paralegal, law student—human being.

Rogers cites a study finding that even short-term mindfulness practice was associated with a "shift in brain activity from right to left hemisphere. This shift in activity is associated with movement from depressed, pessimistic and anxious states to a more engaged, happy, and energetic way of experiencing life."

I became convinced this was worth a try. Much to my surprise, I discovered two things. First, it was difficult. Trying to focus on the present moment without analyzing, planning, worrying, or structuring was difficult and took some practice. Second, I realized it was powerful. I was more relaxed, and felt peaceful rather than frantic. At the office, I tried to focus on one task at a time. I

also paused and focused on the moment for just one minute in between major tasks. At home, before I walked in the door, I took two minutes to focus on the present. Instead of walking in with my mental checklist of tasks which must be accomplished, I walked into the house open to what my kids and husband were saying. Mindfulness gave me the opportunity to clear my mind of thoughts about the workday, and instead be open to what was occurring in the present. My mind, at least for that moment, had actually defended itself from distraction rather than seeking it. And, in doing so, rewarded me with the best moment of my day.

Perhaps we could all benefit from applying the practice of mindfulness. For my part, I will do my best to resist distraction, and remember that life can only occur in the present moment. We might also heed the words of John Lennon. . . . *life is what happens while you're busy making other plans.* ■

1. Czoka, PhD., Louis (2007). *Multitasking is a Myth Yet 85% of People Do It*. HR.COM – The Human Resources Portal. www.hr.com.

2. Bishop, PhD., Scott R., et. al. (2004). Mindfulness: A Proposed Operational Definition. *Clinical Psychology: Science and Practice*, Vol. 11, Fall, 232.

3. Brantley, MD, Jeff (2009). Mindfulness and Meditation. University of California at San Diego Center for Mindfulness appearing at health.ucsd.edu/specialties/psych/mindfulness/what-is/.

4. Rogers, Scott (2009). Mindfulness, Neuroscience & the Lawyer's Brain. The Mindful Lawyer Newsletter appearing at www.negotiationinsight.com/wisdom/apr-2009.



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Obama Administration outreach to Chicago legal community

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- posed funding restrictions that are applied to private funds raised by legal organizations—privately generated funds should have greater flexibility in how the same are used;
- Reevaluate prohibition on public funding of legal services that prohibits attorneys from seeking cost recovery in cases where appropriate—the government also would benefit from such recoveries with a possible funding “true up”;
- Support for legislation to allow more opportunities for loan forgiveness for attorneys taking positions with not-for-profit organizations and/or certain government positions;
- Address judicial vacancies on the Northern District as part of improving access to justice;
- Examine disproportionate minority confinement situation in our prison system and how to reverse this reality—Mr. Dale commented that President Obama is committed to reforming the “war on drugs” which is a critical part of this problem; and,

- Immigration reform as a means of addressing a number of social and legal concerns.

In responding to the many comments raised about the critical importance of legal services, President O’Brien said that lawyers are generous with their time and talent but they cannot take charge of all of the critical social and legal services needs at issue. He asked that Mr. Dale take back a strong message to President Obama that more funding is needed for legal services to ensure equal access to justice for all.

In closing, Mr. Dale observed that the Obama Administration is interested in creative solutions to address the concerns identified at this forum. He would like to hear from attorneys that have thoughts, comments or insights on how concerns over legal services may be improved. He invited the bar leaders to communicate further with him at kdale@who.eop.gov. ■

1. E. Lynn Grayson is a Partner at Jenner & Block in Chicago and attended the November 2, 2009 bar leadership forum with Kareem Dale.



Pictured at left (From L to R): Mark Hassakis, ISBA President Elect; Marianne Perkins Phillips, Cook County Bar Association President; Kareem Dale; Patricia Ball Reed, WBAI President; and John O'Brien, ISBA President.



At left: Kareem Dale and Paula Holderman, ISBA Board of Governors and Candidate for Third Vice President.

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Reorganization will strengthen the ISBA's diversity efforts

By Alice Noble-Allgire

You may not have heard any hammers or saws, but the ISBA recently completed a major renovation of its diversity-related committees and sections councils—a renovation that is already seeing substantial dividends in terms of greater efficiency and collaborative creativity.

As a result of a reorganization plan approved by the Board of Governors in May, the ISBA now has five standing committees and two section councils to address the legal issues affecting specific constituencies, including: Women and the Law; Racial and Ethnic Minorities; Sexual Orientation and Gender Identity; Disability Law; Diversity Pipeline; Human Rights; and International and Immigration Law.

What is most exciting about the reorganization plan, however, is that the leaders of these committees and section councils will simultaneously serve on a new Diversity Leadership Council that is responsible for ISBA diversity initiatives that cut across all of these constituency groups. Thus, while each individual committee and section council focuses on issues unique to its constituency, the groups will bring their collective creativity and energy to the ISBA's broader diversity goals as part of the Council.

The groundwork for this reorganization was laid in 2007 when then-President Joseph Bisceglia appointed a Task Force on Diversity, chaired by Lynn Grayson, to evaluate how to best advance diversity goals within the ISBA and the legal profession statewide. Included in those goals was the development of a Diversity Pipeline initiative to carry out recommendations developed during a December 2006 Diversity Pipeline Roundtable sponsored by then-President Irene Bahr and enthusiastically supported by Bisceglia and the next two presidential successors, John O'Brien and Jack Carey.

In studying the ISBA's diversity agenda over the next two years, the Task Force noted that the structure of the ISBA's diversity-related committees was both under-inclusive and over-inclusive. On the one hand, the existing structure did not provide adequate representation for some diversity-related constituencies, such as persons with disabilities. On the other hand, there was overlap and inefficiency with respect to some of the

constituencies that were represented. The mission and activities of the Standing Committee on Minority and Women Participation, for example, substantially overlapped those of the Standing Committee on Women and the Law.

To remedy these deficiencies, the Task Force proposed that a new committee be created on Disability Law and that the mission of the Standing Committee on Minority and Women Participation be realigned slightly to focus solely on issues affecting racial and ethnic minorities. The Task Force also recommended that a committee be created to implement a number of proposals that the Task Force was developing to improve the Diversity Pipeline. (For more information on the Pipeline initiative, see <<http://www.isba.org/committees/diversitypipeline/index.html>>).

While the foregoing recommendations were designed to give greater attention to the unique issues of specific constituencies, however, the Task Force also saw the need for better communication and coordination among the various committees. Serendipitously, current ISBA President John O'Brien created a model for promoting this type of coordination when he began planning for his presidential year in 2008. Having identified diversity as one of the major themes of his term, President O'Brien invited the leaders of the diversity-related committees to help him develop a high-profile program for the 2009 Midyear Meeting. That working group began meeting in 2008.

The results of this collaboration were amazing – and indicative of the strength that comes from the participation of a diverse group of individuals. It was clear that there were shared values and goals as the group discussed issues and concepts that cut across all of the constituencies. But at the same time, the project was enriched by ideas emanating from committee members with a wide range of backgrounds and perspectives. It was impressive to watch as a good idea from one member of the group was embraced and developed into an even better idea by other members of the group.

Building on the success of President O'Brien's working group, the Task Force ultimately developed a proposal to restructure the ISBA's diversity-related committees un-

der the umbrella of a Diversity Leadership Council. Under the proposal, the Council consists of the chair, vice chair and past chair of each of the following diversity-related standing committees and section councils. The Council will meet several times each year in pursuit of three main goals: (1) avoiding duplication of effort among the committees; (2) presenting the opportunity for synergies to emerge from the collective sharing of ideas; and (3) overseeing diversity outreach efforts that cut across all constituencies, such as a proposed Diversity Leadership Program, an annual Diversity Leadership Award, regional Diversity receptions, Diversity CLE programming, the ISBA's Diversity Web site, and the *Diversity Matters* newsletter.

The ISBA is already realizing substantial benefits from the collaborative efforts of the Diversity Leadership Council. As the first chair of the Council, I have had the privilege of observing many exciting exchanges of ideas. We are also seeing some economic efficiency by combining efforts on networking and outreach events that will target a wider range of constituencies than the ISBA has reached in the past.

One of the Diversity Leadership Council's first projects was to finish planning the 2009 Midyear Meeting program. The program – "Lincoln's Legacy: Lawyers Protecting Life, Liberty and the Pursuit of Happiness" – was designed to showcase a variety of ways in which lawyers are "making a difference" in promoting social justice. The Council invited Illinois Attorney General Lisa Madigan to set the stage with a keynote address, followed by a panel discussion led by WTTW-TV newscaster Phil Ponce and featuring four prominent Illinois attorneys who are carrying out Lincoln's Legacy.

Some of the other projects that the Diversity Leadership Council has been working on include: selection of the first recipient of the ISBA's new Diversity Leadership Award; development of a proposal for a new Diversity Leadership Institute; planning for a networking and law student outreach program at Northern Illinois University next spring; generating ideas for webinar and CLE programming on diversity issues; and updating the ISBA's Diversity Web site.

The ISBA's diversity agenda is still a work

in progress. But I am pleased by the real progress that is being made and optimistic about the results we are already seeing from the recent reorganization. Most importantly, I am grateful for the vision and support from the ISBA's leadership in taking its diversity initiatives to the next level.

To find out more about the reorganization plan, I invite you to visit the ISBA's Diversity Web page at <<http://www.isba.org/diversity/>>, where you will find the Final Report of the Task Force on Diversity, as well as

links to the Diversity Leadership Council and the standing committees and section councils that constitute the Council. ■

Diversity Leadership Council Roster for 2009-2010

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Seek power: A woman lawyer's guide to self-promotion

By Emily N. Masalski¹

On October 20, 2009, Paula Hudson Holderman and Delilah B. Flaum, of Winston & Strawn coached more than 100 women lawyers on how to get over the "anti-networking" mindset and formulate a plan that will lead them to a more fulfilling career.

Paula and Delilah addressed common misconceptions about networking by taking cues from the participants. We learned that networking is not about glad handing or pushy selling. Rather, it is about identifying alliances and gathering resources to help you succeed. There are five core networking skills: (1) become an effective communicator; (2) develop rapport and leverage that into business and clients; (3) maintain and expand your areas of expertise and interest; (4) market those areas; and (5) expand your connections. I found Paula and Delilah's most valuable message to be "good networkers are women who are real and have a genuine interest."

During the program, we also learned the mechanics of developing a 30-second elevator speech. At first I was a bit skeptical of the value of having a pre-scripted speech already developed in which you explain your work and ask for business. I ride the elevator between four and six times a day just by going to work, court, and home. Most times I try to avoid "small talk" or I am preoccupied with other things. Yet each time that I am on an elevator, I am missing an opportunity to expand my connections or at least learn something new about those around me. It was quite impressive to listen to over 20 attorneys practice their individual pitch for

business referrals, for support in an upcoming election, for a governmental promotion, and for job leads. The group exercise definitely made me realize the importance of a powerful 30-second elevator speech and it is now on my "to-do" list.

After the program, I was inspired and ready to tackle my personal networking action plan. Unfortunately, over a month has passed and my bio is still outdated. Yet, I have been able to reconnect with one former college classmate for lunch, a sorority sister for dinner during an unexpected trip to Georgia, and two Pace Law School classmates over the telephone. Who knew that networking could be fun? The hard part—keeping up the routine every month.

Paula and Delilah's strategies for getting started in the world of networking

- Update your bio—consider including a photo.
- Identify your network. (Resource: *A Lawyer's Guide to Networking*, ABA YLD and ABA-CLE Resource Center, Susan R. Sneider, 2006).
- Select four people to reconnect with within a month.
- Keep up the routine every month.
- Identify one topic of interest or publication to write an article.
- Identify one speaking opportunity.
- Join or become truly involved in one organization.

Adapted from strategies recommended by Paula Hudson Holderman and Delilah Flaum.

Additional Resources

- *The Law Firm Associate's Guide to Connecting with Your Colleagues*, ABA Law Practice Management, 2009
- *A Lawyer's Guide to Networking*, ABA YLD and ABA-CLE Resource Center, Susan R. Sneider, 2006
- *Rainmaking: A Professional's Guide to Attracting New Clients*, Ford Harding, 1994
- *The Opportunity Maker: Strategies for Inspiring Your Legal Career Through Creative Networking and Business Development*, Ari Kaplan, 2008
- *The Busy Lawyer's Guide to Success, Essential Tips to Power Your Practice*, Reid F. Trautz and Dan Pinnington, ABA Law Practice Management, 2009
- *Personal Marketing and Selling Skills*, ABA Law Practice Management, Carrie Alman MacDonagh and Beth Marie Cuzzone, 2007
- *Little Black Book of Connections – for Networking Your Way to RICH Relationships*, Jeffrey Gitomer, Bard Press, 2006
- *Raindance: Rainmaking Skills for Women Lawyers*, ABA DVD package, 2003
- *Social Networking: Not Just for Youngsters Anymore*, ABA, Clifton Barnes, 2009
- *A Skeptic's Guide to Networking: Some Assembly Required*, ABA, Dan R. Wise, 2009
- *Networking Effectively and Ethically*, ABA, Audio CD, 2009 ■

1. Emily N. Masalski is a member of the Standing Committee on Women & the Law and the 2009-2010 Coordinator of the ABA YLD Touch 10,000 Pilot Program which connects YLD leaders with new bar admittees. She is an environmental litigation associate at Deutsch, Levy & Engel, Chtd. and may be reached at masalski@dlec.com.

“The knowledge of the law is like a deep well, out of which each man draweth according to the strength of his understanding.”

—SIR EDWARD COKE, LORD CHIEF JUSTICE OF ENGLAND (1552-1634)



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Chambers and partners: Importance of third-party recognition

By E. Lynn Grayson¹

Within the last decade, third-party recognition has emerged as a critical element impacting a lawyer's perceived success including his or her professional reputation, career advancement and perhaps more important, business development opportunities. While third-party recognition comes in many forms, the collective result of such accolades is confirmation of a lawyer's legal talent as well as an overall enhanced professional standing within his or her area of expertise. Whether recognition arises from The Best Lawyers in America, Legal 500, Super Lawyers, Law Dragon, Chambers and Partners or another source, the message communicated through this achievement to the legal community, clients and the public at large is clear—this lawyer is a well regarded, highly qualified attorney with a proven track record of success.

While opinions differ as to the deference to be accorded recognition from varying sources, one of the most highly sought after and prized third-party endorsements is recognition by Chambers and Partners. The legal guide, Chambers USA, is published yearly by Chambers and Partners and is considered a premier guide to the legal profession. Each year Chambers conducts in-depth research and interviews with clients and attorneys throughout the United States to identify top lawyers in various practice areas. Inclusion in Chambers' guide is based on the results of this research process and findings and cannot be initiated or purchased by a firm or lawyer.

A critical examination of the statistical data related to Chambers' recognition raises the question—are *all* of the best lawyers receiving the recognition they deserve? Based upon our evaluation of 2008 Chambers' data related to women lawyers, we believe the answer likely is no. For example, of the top Am Law 25 law firms, the overall average of partners listed in Chambers is 26 percent, with a range from 5 percent to 48 percent depending upon the firm. Of those numbers, the overall average percentage of partners listed in Chambers who are female is 14 percent. As to the litigation categories, the average of women lawyers listed is 1 percent with a number of firms having **no** women partners so recognized. The recently released 2009

data is similar.

Challenges faced by accomplished women lawyers in obtaining such recognition, coupled with the above statistics, prompted a coalition of women's bar associations to come together to assess how best we might promote more women lawyers listed in the legal guide, Chambers USA. This initiative was led by the: National Conference of Women's Bar Associations; ABA Commission on Women; National Association of Women Lawyers; Women's Bar Association of the District of Columbia; Chicago Bar Association Alliance for Women; and, the Chicago Coalition of Women's Initiatives in Law Firms. This working group communicated with Chambers' leadership to: identify our concerns over the relatively small number of women lawyers so recognized; better understand the research process and the overall protocol followed for identification of a lawyer in Chambers USA; and, establish a dialogue with Chambers for continuing communication on this important initiative. Chambers' leadership has been open and responsive in addressing issues identified by this working group.

Through our communications with Chambers, we gained the following insights regarding the research process:

- **Role of Law Firms.** Law firms play an important role in the information developed and submitted to Chambers. Moreover, law firms manage these submissions in various ways with some practices more helpful in advancing women and other diverse attorneys than others.
- **Practice Group Focus.** Chambers' research appears directed to practice groups versus individual attorneys. This provides an opportunity for law firms to make sure Chambers' submissions highlight the work led by diverse attorneys.
- **Client Feedback.** If you recommend a client as a possible reference, you need to communicate with clients and advise them of the critical importance of communicating with Chambers (including the return of phone calls to Chambers' research assistants) and providing positive client feedback.

- **Individual Applications.** We need to continue to emphasize the importance of women attorneys completing individual applications and taking the initiative to ensure the same are incorporated into a law firm's submission.
- **Diversity Considerations.** Chambers confirms that its research of attorneys is gender and color blind and that individual attorney recognition results from a combination of client recommendations, peer comments and feedback, overall sophistication of the practice area coupled with the summary materials submitted by law firms. It is essential that law firm submissions reflect the achievements of *all* attorneys.

The working group developed a two prong approach moving forward: raise awareness among women attorneys of the importance of submitting materials to Chambers and working with their law firms to do so; and, continue to monitor the progress of women recognized by Chambers. Among other efforts, the working group prepared and distributed to its memberships two new guidance documents: 1) Chambers and Partners' Recommendations and Best Practices for Chambers USA 2010 Application—information provided by Chambers' leadership; and, 2) Additional Guidance and Insights for Women Attorneys Applying for Chambers USA 2010—insights gained from 2009 communications with Chambers. These documents are available on the Web sites of many women's bar associations or may be obtained upon request by contacting Lynn Grayson at lgrayson@jenner.com.

The collective objective of this working group is to see material improvement in the number of successful women attorneys receiving the recognition they deserve in Chambers USA 2010. We will continue to monitor the progress of women lawyers recognized by Chambers and we hope these joint efforts will result in a more positive outcome. ■

1. E. Lynn Grayson is a Partner at Jenner & Block in Chicago. She is the past Chair of the ISBA Women and the Law Committee and is participating in the working group discussed above. She may be reached at lgrayson@jenner.com.

Note from the Editor: A ready-made opportunity for you to network!

By Sandra Crawford, J.D.

One networking strategy identified in the "Seek Power: A Women Lawyer's Guide to Self-Promotion" article above by Committee member Emily Masalski, is—write and publish an article. At the risk of stating the very obvious—this strategy can easily be accomplished by all our members and readers by submission of an article or item of interest to this very newsletter or any other ISBA newsletters (there are approx-

imately 25). For many years now the Women and the Lawyer Committee has continued to meet its goal of publishing four editions of *The Catalyst* Newsletter each Bar year—typically our newsletter comes out in September, December, March and June. The remaining deadlines for submission of articles for consideration by this Committee for the 2009/2010 Bar year are **February 15, 2010**, and **May 15, 2010**. Our newsletter focuses

on issues impacting women lawyers and women and families generally. This allows for writing on a vast range of subject matter and topics. Anyone interested in learning more about getting published in *The Catalyst* newsletter should contact the editor of this edition, Vice-Chair of the Women in the Law Committee, Sandra Crawford, at (312) 726-8766 or lawcrawford@att.net. ■

Upcoming CLE programs

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

January

Wednesday, 1/06/10 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1. <<https://isba.fastcle.com/store/seminar/seminar.php?seminar=2963>>.

Thursday, 1/07/10 – Webinar—Conducting Legal Research on Fastcase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <https://www1.gotomeeting.com/register/478190937>. 12-1

Thursday, 1/14/10 – Webcast—Mentor Training. Presented by the Illinois State Bar Association. 12-1.

Friday, 1/15/10 – Rockford, Radisson Hotel & Conference Center—Inside Divorce Mediation. Presented by the ISBA Alternative Dispute Resolution Section, Co-sponsored by the ISBA Family Law Section. Cap 50. 12:30-4:45.

Wednesday, 1/20/10 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1. <<https://isba.fastcle.com/store/seminar/seminar.php?seminar=2964>>.

Friday, 1/22/10– Chicago, ISBA Regional Office—Meet the Agencies 2009. Presented by the ISBA Labor and Employment Section. 9-12:30.

Friday, 1/29/10 – Fairview Heights, Four Points Sheraton—Illinois New Rules

of Professional Conduct. Presented by the Illinois State Bar Association. 12:30-4:45.

Friday, 1/29/10 – Chicago, ISBA Regional Office—Back to Basics: Tort Law. Presented by the ISBA Tort Law Section. 9-5.

February

Thursday, 2/04/10 – Webinar—Advanced Research on FastCase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <https://www1.gotomeeting.com/register/825343825>. 12-1.

Friday, 2/05/10 – Chicago, ISBA Regional Office—2010 Federal Tax Conference. Presented by the ISBA Federal Taxation Section. 8:30-4:45.

Friday, 2/05/10 – O'Fallon, IL, Regency Conference Center, Hilton Garden Inn—Documenting the Commercial Deal: Loans, Leases and Mortgages. Presented by the ISBA Commercial Banking and Bankruptcy Section. **Cap 75. 9-4:30.**

Friday, 2/05/10 – Normal, Bloomington – Normal Marriott—Hot Topics in Agricultural Law. Presented by the ISBA Agricultural Law Section and Co – Sponsored by the ISBA General Practice Solo & Small Firm Section. **Cap 150.** Time TBD.

Thursday, 2/11/10 – Chicago, ISBA Regional Office—Charitable Planning: Techniques to Help Your Client. Presented by the ISBA Trust and Estates Section. 9-3:45.

Friday, 2/12/10 – Fairview Heights, Four Points Sheraton—Worker's Compensation: Intake and Trail Issues for the Experienced Practitioner. Presented by the ISBA Workers' Compensation Section. Cap 75. Time TBD.

Monday, 2/15/10- Chicago, Conference Center at UBS Tower—Worker's Compensation: Intake and Trail Issues for the Experienced Practitioner. Presented by the ISBA Workers' Compensation Section. Cap 90. Time TBD.

Monday, 2/15/10 – Chicago, ISBA Regional Office—Documenting the Commercial Deal: Loans, Leases and Mortgages. Presented by the ISBA Commercial Banking and Bankruptcy Section. Time TBD.

Friday, 2/19/10- Springfield, IASA Office- 2648 Beechler Ct, 62703—Legislative Changes in Education for the Advanced Practitioner- 2010. Presented by the ISBA Education Law Section. Cap 45. Time TBD.

Friday, 2/19/10 – Chicago, ISBA Regional Office—Second Amendment and Department of Corrections Issues for Criminal Practitioners. Presented by the ISBA Criminal Justice Section. 9-3:45.

Thursday, 2/25/10 – Chicago, ISBA Regional Office—Women in the Criminal Justice System – Justice Delivered or Denied? Presented by the ISBA Standing Committee on Women and the Law. 8:45-4:45.

Friday, 2/26/10 – Chicago, ISBA Regional Office—Countering Litigation Gamesmanship. Presented by the ISBA General Practice Solo & Small Firm Section, Co – Sponsored by the Federal Civil Practice Section. 9-5.

Friday, 2/26/10 – Bloomington, Holiday Inn & Suites—2nd Amendment and D.O.C. Issues for Criminal. Presented by the ISBA Criminal Justice Section. Cap 70. 9-3:45.

March

Thursday, 3/04/10- Chicago, ISBA Regional Office—Family Law Skills—Practice Makes Perfect. Presented by the ISBA Family Law Section. 8:30-5.

Thursday, 3/04/10 – Webinar—Conducting Legal Research on Fastcase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <<https://www1.go-toomailing.com/register/812110961>>. 12-1

Friday, 3/05/10 – Chicago, ISBA Regional Office—Administrative Adjudication in the City of Chicago and other Municipalities. Presented by the ISBA Administrative Law

Section. Time TBD.

Friday, 3/12/10- Springfield, Illinois National Guard—Legal Issues for the Military Law Attorney. Presented by the ISBA Military Law Section. 8-12:30.

Friday, 3/19/10 – Chicago, ISBA Regional Office—Preparing for Trial. Presented by the ISBA Bench and Bar Section. 8:30 – 12:00.

Friday, 3/19/10- Chicago, ISBA Regional Office—Preparing for Appeal. Presented by the ISBA Bench and Bar Section. 1:00-5:30.

Friday, 3/26/10 – Chicago, ISBA Regional Office—Divorce, Deportation and Disciplinary Complaints: Avoiding Immigration Pitfalls in Family Law. Presented by the ISBA International and Immigration Law Section. 9-1.

April

Thursday, 4/02/10 – Webinar—Advanced Research on FastCase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <<https://www1.go-toomailing.com/register/458393744>>. 12-1.

Saturday, 4/17/10 – Lombard, Lindner Learning Center—DUI, Traffic, and Secretary of State Related Issues. Presented by the ISBA Traffic Law Section. 9-4.

May

Thursday, 5/6/10 – Chicago, ISBA Regional Office—Law Practice Strategies to Weather a Stormy Economy. Master Series Presented by the Illinois State Bar Association. 8:30-12:45.

Friday, 5/7/10 – Bloomington, Bloomington-Normal Marriott—Law Practice Strategies to Weather a Stormy Economy. Master Series Presented by the Illinois State Bar Association. 8:30- 12:45.

June

Thursday, 6/3/10- Saturday, 6/5/10- Chicago, ISBA Regional Office—CLE Fest Classic Chicago. Presented by the Illinois State Bar Association. Time TBD.

Date TBD – Chicago, ISBA Regional Office—Legal Writing: Improving What You Do Everyday. Presented by the Illinois State Bar Association. Time TBD. ■

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Save the Date!

Women in the Criminal Justice System – Justice Delivered or Denied?

Presented by the ISBA Standing Committee on Women and the Law

*Co-sponsored by the ISBA Criminal Justice Section and the
ISBA Committee on Delivery of Legal Services*

Chicago
Thursday, February 25, 2010
ISBA Regional Office
20 S. Clark Street (map and directions)
Suite 900
8:45 a.m. – 4:45 p.m.

*6.50 hours MCLE credit, including 0.50 hour PMCLE credit**

The grounds for placing female offenders into the criminal justice system oftentimes differ from the grounds for placing male offenders into the same criminal justice system. The goal of this program is to highlight the distinct reasons for bringing women into the system, the treatment they receive while there, and the problems they may encounter afterward. Topics include: characteristics of women classified as offenders; risk factors; types of crimes committed by women and how those crimes differ from male offenders; social, familial and economic influences; gender responsive practices; the effectiveness of probation, incarceration, treatment programs, and parenting skills training; prostitutes in prison; post-prison programs and reentry into the family/community; improving the system; and reducing the female crime rate. Ethical considerations are also discussed.

Program Coordinator/Moderator:

E. Nicole Carrion, Law Office of Thomas, Mottaz, and Eastman, Alton

Program Speaker:

Jessica Ashley, IL Criminal Justice Information Authority, Chicago

Margaret Byrne, Attorney at Law, Chicago

E. Nicole Carrion, Law Office of Thomas, Mottaz, and Eastman, Alton

Debbie Denning, Women and Family Services Coordinator, IL DOC, Decatur

Lori G. Levin, Attorney at Law, Chicago

Mary F. Petruchius, The Law Office of Mary F. Petruchius, Sycamore

Gail T. Smith, Chicago Legal Advocacy for Incarcerated Mothers, Chicago

Joni Stahlman, Female Reentry and Placement Resources, IL DOC, Springfield

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