



ILLINOIS STATE BAR ASSOCIATION

DIVERSITY MATTERS

The newsletter of the Illinois State Bar Association's Task Force on Diversity

Diversity Leadership Council—Report from the Chair

By Alice M. Noble-Allgire

A year ago in this column, I reported that the ISBA's Diversity Task Force was winding up a two-year study with recommendations for a plan of action that would "chart the course for ISBA's diversity efforts into the future." This year, I'm pleased to report that the ISBA is going full-speed ahead on that plan of action.

The Task Force's final report was completed last August and approved by the Board of Governors in October. It appears in full on the ISBA's Web site at <<http://www.isba.org/diversity>> In this column, I will briefly highlight a few of the Task Force's recommendations and the progress made in implementing them in the last year.

Reorganization of the ISBA's diversity-related committees

The Task Force recommended that the ISBA create a Diversity Leadership Council—consisting of the current leaders of the ISBA's diversity-related committees and section councils—to better coordinate and implement the association's diversity agenda.

The Board of Governors approved the recommendation last spring, and the Council began meeting last June. Committees and section councils that comprise the Council include: The Standing Committee on Women and the Law; The Standing Committee on Racial and Ethnic Minorities; The Standing Committee on Sexual Orientation and Gender Identity; The Human Rights Section Council; The International and Immigration Law Section Council; The Standing Committee on Disability Law; and The Standing Committee on the Diversity Pipeline.

One of the Council's first tasks was to finish planning the "Lincoln's Legacy: Lawyers Protecting Life, Liberty and the Pursuit of Happiness" program presented during the ISBA's Midyear Meeting in December. I invite you to



Pictured: Alice M. Noble-Allgire (right) with Attorney General Lisa Madigan (left).

look for details of that inspiring program elsewhere in this newsletter.

Diversity Leadership Award

The Council also put the finishing touches on a proposal for an annual award to "recognize long-standing, continuing and exceptional commitment by an individual or an organization to the critical importance of diversity within the Illinois legal community, its judiciary and within the ISBA."

The Board of Governors approved this proposal in the fall, along with the Council's nomination of retired U.S. District Judge George N. Leighton as the first recipient of the award. ISBA President John O'Brien presented the award to Leighton during the "Lincoln's Legacy" program. (See story inside).

Diversity Leadership Institute

Early this year, the Council sent the Board of Governors a proposal for a fellowship program designed to increase diversity in the ISBA and its future leadership.

Under the proposal, the ISBA will select up to 10 Leadership Fellows each year and, over the course of a three-year term, have the Fellows serve on the section council/committee

of their choice with an experienced committee person as a mentor. The proposal also recommends that the ISBA offer the Fellows other leadership training and activities, with the hope that Fellows will continue to serve the ISBA in leadership roles in the future.

The Board of Governors approved the proposal in March and we have received more than 30 nominations for the inaugural class of Fellows to date. President-elect Hassakis is reviewing the nominations as this newsletter went to press.

Other Diversity-Related Activities

Other highlights among the Council's activities this year include: updating the ISBA's Diversity Web site with the assistance of Doug Knapp, the ISBA's Director of Electronic Com-

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Editor's comments

By E. Lynn Grayson

As indicated by Alice in the Chair's Column, certainly one of the highlights of the year for the Diversity Leadership Council was the Lincoln Legacy program held during the ISBA/IJA Midyear Meeting in Chicago in December 2009. In addition to Alice's more detailed article about the program that follows, we also have included Illinois Attorney General Lisa Madigan's keynote remarks as well as the introductory comments made about Judge Leighton upon his receipt of the first ISBA Diversity Leadership Award. We hope this information will provide you some further insight into this special ISBA event. ■

Diversity Leadership Council—Report from the Chair

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munications, and publishing this issue of *Diversity Matters* newsletter under the editorial guidance of Newsletter Editor Lynn Grayson.

And that's just what the Council achieved

collectively. I invite you to look inside for details of what each of the affiliated committees themselves have accomplished.

It has been my great pleasure to work with

an incredibly talented, motivated, and creative group of leaders on the Council. I look forward to seeing many of them continue the Council's work next year and into the future. ■

Keynote remarks of Illinois Attorney General Lisa Madigan at the ISBA's Midyear Meeting program "Lincoln's Legacy: Lawyers Protecting Life, Liberty and the Pursuit of Happiness"

Good afternoon.

Let me thank John O'Brien, President of the Illinois State Bar Association, [and Judge Spears, President of the Illinois Judges Association] for inviting me to join you today.

I'm honored to be here to celebrate Abraham Lincoln—one of our nation's greatest presidents, but also, one of our state's greatest lawyers—with other dedicated lawyers and judges.

As busy lawyers, too rarely do we have the opportunity to take time for reflect.

But today we have not just the opportunity, but the specific mission of reflecting on all that lawyers are doing—and can do—to answer the call to service and work for social justice.

Today's program and President Obama's Call to Service come at a critical time.

Our unemployment rate in Illinois is 11%—the highest rate since 1983;

More than two million families have already lost their homes to foreclosure since the start of this crisis.

Experts are projecting that over the next five years, foreclosures will range from 8 to 13 million.

Earlier this year, Congress voted to spend \$700 billion to bail out Wall Street.

And even people who are lucky enough to have their jobs and remain in their homes this winter, have seen their investments and retirement savings decimated and their home values diminished.

So, these are unquestionably tough times for our nation, our state, and its families.

Therefore, the need for lawyers to serve as advocates for those who are struggling to survive—is great.

And it's fitting that at this time, we look

back at how Abraham Lincoln used his extraordinary skills and spoke out on the social justice issue of his time.

As we are a group of judges and lawyers, and not presidents, I want to talk about Lincoln's advocacy before he became president.

In the mid 1850s, while Lincoln had served in the Illinois legislature and in Congress, he had spent the previous five years in private practice, not serving in elected office.

Then in the spring of 1854, Congress passed a law that reignited Lincoln's passion—prompting him to speak out and *ultimately* again pursue public office.

Let me refresh your recollection of the great national political debate that erupted in 1854 to give you some historical context.

In May of 1854, Congress passed the Kansas-Nebraska Act, establishing the territories of Kansas and Nebraska and specifically allowing the people of these territories to decide for themselves whether to permit slavery within their borders.

By doing so, Congress repealed the long-standing Missouri Compromise—the deal that had allowed slavery to continue in states that already had it, but prohibited slavery in new northern territories, including Kansas and Nebraska.

In the eyes of the anti-slavery forces, the decision to repeal the well-settled limits on the expansion of slavery was a decision to take our country one step closer to civil war.

In the summer and fall of 1854, Lincoln stumped around Illinois giving powerful speeches about his opposition to the extension of slavery.

In his speeches, Lincoln addressed the central issue confronting our nation:

Whether the nation should allow the spread of slavery.

Let me read some of his words:

...the spread of slavery, I cannot but hate.

I hate it because of the monstrous injustice of slavery itself.

I hate it because it deprives our republican example of its just influence in the world—enables the enemies of free institutions, with plausibility, to taunt us as hypocrites—causes the real friends of freedom to doubt our sincerity, and especially because it forces so many really good men amongst ourselves into an open war with the very fundamental principles of civil liberty—criticizing the Declaration of Independence, and insisting that there is no right principle of action but self-interest.

As you can hear, Lincoln spoke eloquently against the extension of slavery—and for the need to reverse a course that he rightly believed would lead our nation to greater division and strife.

Lincoln demonstrated his amazing skill as an orator—and as a lawyer.

In these speeches—that I should mention were significantly longer than the one he is most known for at Gettysburg—he refuted, point-by-point, the pro-slavery arguments.

And he spoke to his audience the same way that he spoke to juries.

Lincoln grounded his arguments in moral principles;

He appealed to people's "sense of justice."

He reminded his audience of the principle enshrined in our country's Declaration of Independence that "all men are created equal."

With his words, Lincoln gave notice that he would continue to speak for justice—even if it meant running for public office again.

And he gave us—especially those of us who serve as lawyers—an example of the need to hold fast to our convictions and speak out for what is right.

Today, 155 years later, while America isn't facing the identical challenges he fought, Lincoln still serves as a powerful reminder to us to stand for what's right.

Lincoln's legacy is a challenge to us to use our voices, and to use the law, to promote justice.

As we all know, the great moral battles in American history didn't end with the civil war and the abolition of slavery.

It took the next 50 years to establish the right of women to vote.

And almost another 50 years after that to ensure that African Americans could exercise their right to vote.

And that African American children could attend the same schools as white children.

All of us have been involved in our generations' civil rights movements, whether as witness, participant or beneficiary.

In my life, this manifested itself most dramatically when, after college, I volunteered to serve as a high school teacher in South Africa during Apartheid.

I taught black South African girls at a rural high school in part of the Zulu homeland.

Through my students and their families, I witnessed how the battle to secure Life, Liberty and the pursuit of happiness for black south Africans involved much death, detention, and devastation.

But I also saw and was inspired by the determination of these young South African women to get their education in order to change their world—for the better.

So, like many of you, I went to law school out of a desire to use the law to help people.

I believed that a law degree and the training of a lawyer could allow me to work more effectively to prevent injustice and improve peoples' lives.

And over 20 years later, I not only believe that, I know it.

Serving as your Attorney General, I am fortunate to have the chance to be an advocate for people who need one.

And I feel obligated—especially during this unrelenting economic crisis—to take action.

Across Illinois, over 140,000 families have been hit with a foreclosure filing this year alone.

Over the last five years, we have witnessed a staggering increase in the number of families struggling to keep their homes in the face of lending scams and mortgage fraud by unscrupulous lenders.

According to the latest report which came

out today, 16,422 new foreclosures were filed in Illinois last month.

That's a 443% increase over November 2005, when just 3,023 foreclosures were filed in the state.

This financial fraud has not only devastated families and neighborhoods across our state, but it is also at the heart of our nation's economic crisis.

To protect homeowners, we have investigated some of the largest mortgage lenders and uncovered evidence of wide-scale predatory lending, that resulted in borrowers being put into loans they didn't understand and couldn't afford.

So far, we have settled with Household Finance, Ameriquest, CountryWide ...

... With the Countrywide settlement resulting in the creation of the nation's first mandatory loan modification program for homeowners.

And we have a lawsuit pending against Wells Fargo for not just engaging in unfair and deceptive lending practices but also discriminatory lending.

Our Wells Fargo investigation was spurred on by a Chicago Reporter analysis revealing that an African American with an income over \$100,000 was more likely to be put into a high cost loan than a white or Asian person earning less than \$35,000.

Our investigation confirmed that Wells Fargo steered and targeted AAs and Latinos into subprime loans even when they had similar credit ratings as white borrowers.

So, our work on this case and a number of other critical cases and investigations continues.

Based on the economic havoc these treacherous loans have wrecked on the stability of families, their communities, our tax base, and the entire economy, President Obama announced sweeping reforms to our system of financial regulation this summer.

And as we speak, the U.S. House is voting on whether to implement a new consumer financial protection agency with the sole mission of protecting consumers.

Unbelievably, or maybe not, depending on your level of cynicism, the same companies that we as American taxpayers had to bail out because of their reckless practices, are now organized against the very creation of such an agency.

And if they can't block its creation, they are determined to thwart state attorneys general from taking enforcement actions against national banks and to preempt state consumer fraud laws that go beyond federal legislation.

The result of this Congressional debate will have a direct impact on Illinois families.

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How we respond to the financial crisis—and protect those who risk losing their homes and their financial future—is one of the civil rights challenges of our day.

Mortgage fraud is my highest consumer protection priority because I believe we have an obligation—to stand up to protect people who have been victimized and have nowhere else to turn.

And I know that I am not alone in this belief.

I want to thank Illinois legal aid organizations—and their pro bono volunteers—who are working tirelessly to make sure that families facing foreclosure have legal counsel.

This is just one of the ways lawyers are working at the forefront of our generation's civil rights and social justice struggles.

Here today, we have many impressive ex-

amples of lawyers who are dedicated to improving the lives of those around them.

In a few minutes, you will hear from a panel of passionate lawyers doing extraordinary work on some of the other civil and human rights issue of our time.

Jody Raphael is working to free young women from the violent realities of prostitution by exposing the global human trafficking industry.

Camilla Taylor's vigorous advocacy has made it possible for same-sex couples in the heartland to marry and have their families recognized by the law.

Terrence Hegarty has tirelessly advocated for the abolition of the death penalty.

And the Honorable George Leighton, the first recipient of ISBA Diversity Leadership

Award, is the embodiment of Lincoln's spirit.

Judge Leighton has dedicated his career—both in individual representation as well as his leadership from the bench—to guaranteeing all men and women are created equal, regardless of the color of their skin or the amount of money in their pocket.

Judge Leighton's career affirms what President Obama said today in accepting the Nobel Peace Prize:

"Our actions matter, and can bend history in the direction of justice."

I hope that spending the afternoon reflecting on Lincoln inspires all of us to stand up for our convictions and for what is right.

I know it inspires me.

Thank you very much. ■

E. Lynn Grayson's Introduction of Judge George Leighton receiving the ISBA Diversity Leadership Award

Good afternoon. I'd like to extend my appreciation to ISBA President John O'Brien for having the vision to sponsor our program today and to Alice Noble-Allgire for making it happen.

ISBA Diversity Leadership Award

Alice asked me to say a few words about the ISBA Diversity Leadership Award. The award, approved earlier this year by the Board of Governors, was one of the recommendations made by the ISBA Task Force on Diversity in 2008. This award recognizes long-standing, continuing and exceptional commitment by an individual to the critical importance of diversity within the Illinois legal community, its judiciary and/or within the ISBA. The Diversity Leadership Council unanimously agreed upon its first recipient. I can think of no more deserving individual to receive our first award than today's honoree, the Honorable George N. Leighton.

Judge Leighton's Background/ Career Highlights

I met Judge Leighton in 1999 when he visited Jenner & Block to speak to our summer law clerks. After hearing him speak, I recall thinking to myself that his life story, as well as his legal career accomplishments to date, were simply put—remarkable. I trust Judge Leighton will share some of his favorite stories with us but I wanted to provide each of you with some insight into his background and legal career (A special thanks to my partner

Jerry Solovy and the IL Supreme Court Historic Preservation Commission for helping me with these comments.):

- Born on October 22, 1912 to parents that immigrated from Cape Verde to New Bedford, MA;
- His parents were farm workers in the cranberry and strawberry bogs in MA and from an early age, Judge Leighton assisted his parents with this work.
- By age 17, he had only reached the 7th grade since he could only attend school a few months a year. At this point, he took a position as a cook's assistant on a steamer and traveled around the world.
- In 1936, he entered an essay contest and won a \$200 scholarship to attend college. Even though he had not completed grade school, he talked his way into Howard University as a provisional student graduating in 1940 magna cum laude and Phi Beta Kappa.
- In 1940, he entered Harvard Law School graduating in 1946 following service in WWII as a 2nd Lieutenant in the Army where he fought in the South Pacific with the 92nd Division—an all African American Unit and was discharged as a Captain in 1945.
- Judge Leighton began his practice in Illinois. In 1951, he advised an African American couple that they could live in Cicero by virtue of the lease they signed. This resulted in a riot with the apartment building being burned down. Judge Leighton

was indicted for inciting a riot. When asked by the Grand Jury why he had the temerity to advise an African American couple that they could live in Cicero, his response was simple—the Constitution said so. Defended by his colleague, Thurgood Marshall and others from the Chicago legal community, these charges were eventually dropped.

- Judge Leighton has served on the Circuit Court of Cook County, the Illinois Appellate Court and in 1975 was appointed by President Ford to the Federal District Court in Chicago, where he retired in 1987, and then joined the law practice at Earl & Leroy where he continues today.

Judge Leighton has received numerous awards and other much-deserved recognition for his many achievements including:

1. Having the New Bedford, MA post office named after him; and,
2. Earlier this year, receiving the first ever award from the IL Supreme Court Historic Preservation Commission for a career full of significant achievements—appropriately named for all time now "The Honorable George Leighton Justice Award."

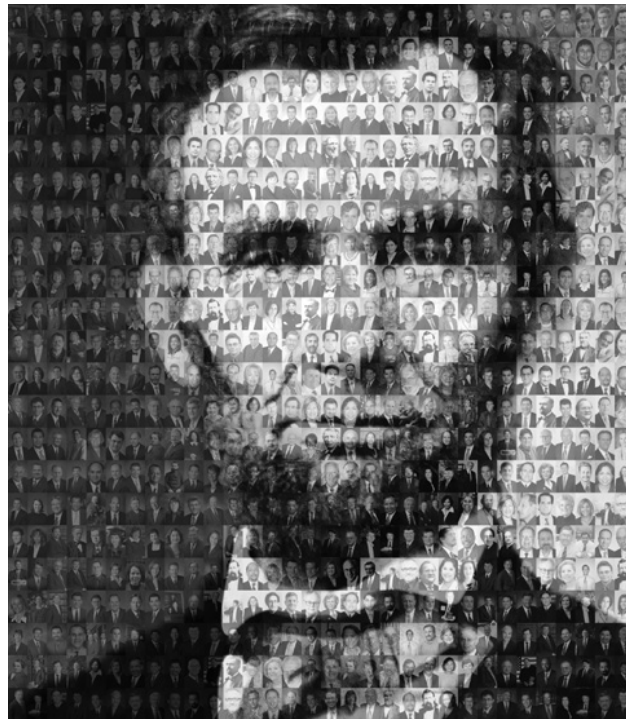
I have the utmost respect and admiration for Judge Leighton as an individual, a lawyer, a judge and a civil rights leader. Our profession is better because he is one of us. It is my pleasure to introduce ISBA President John O'Brien to present Judge Leighton with the first ISBA Diversity Leadership Award. ■

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Carrying on Lincoln's legacy: Lawyers who are making a difference today

By Alice M. Noble-Allgire

Jody Raphael was in law school in 1968 when Martin Luther King and Robert F. Kennedy were assassinated within months of one another.

"I wanted to be a criminal defense attorney, but 1968 seared into my soul," Raphael recalls. "By the end of the summer of 1968, I really had, without quite knowing it, made a decision that I was going to try to use what skills I had to make a difference and to do what I can about the issue of violence in America."

Indeed she has. Raphael, a senior research fellow at the Schiller, DuCanto & Fleck Family Law Center at DePaul University College of Law, has become an international expert in violence against women and girls and is one of the leading advocates for the victims of domestic sex trafficking.

Raphael was one of four distinguished Illinois attorneys who shared their stories as part of the ISBA's Midyear Meeting program, "Lincoln's Legacy: Lawyers Protecting Life, Liberty and the Pursuit of Happiness." She was joined on the panel by retired U.S. District Judge George Leighton, one of the state's leading civil rights attorneys before he took the bench; Terrence Hegarty, a former president of the ISBA and a vocal opponent of the death penalty; and Camilla Taylor, a dedicated advocate for the lesbian, gay, bisexual, and transgendered community.

ISBA President John O'Brien told the audience that the program, which was the closing event in the ISBA's Lincoln Bicentennial celebration, was designed to show how today's lawyers are following in Lincoln's footsteps on the front lines of social justice. In addition to the panel discussion, the program featured a keynote address by Illinois Attorney General Lisa Madigan and the presentation of the ISBA's Diversity Leadership Award to Leighton.

"President Lincoln was a famous Illinois lawyer who made a difference," O'Brien said. "At a crucial moment in our nation's history, he stood up for the rights of black Americans to be free. . . . Today, we have another famous Illinois lawyer, Barack Obama, who has already made a difference in so many

peoples' lives as an organizer on the south side of Chicago and as a civil rights attorney. And he has made a 'Call to Service' a cornerstone of his presidency."

The panel discussion, moderated by Phil Ponce, host of WTTW-TV's Chicago Tonight news program, highlighted the civil rights issues that Raphael, Leighton, Hegarty, and Taylor were called to serve and what inspired them to pursue those callings.

Raphael said her research has demonstrated how young girls are recruited into the sex trade because of poverty and held there by violence and coercion. She personalized the lives of the victims by telling their stories in their own words—or in the words of their oppressors. She quoted one ex-pimp as saying: "I helped girls no one else would. I always picked up throwaways and runaways, dressed them up and taught them how to survive. I looked for girls who needed things, who would do whatever they needed to do to escape from their messed-up homes and their messed-up parents."

Similar to Raphael, Taylor said she found her calling in law school. "I was inspired by reading cases that revealed the transformative effect that courts can have, that individuals can have by going to court and by demanding what's right," she said. "For me, it was a search for the most fulfilling way to use my legal education."

Taylor's search led her to Lambda Legal, the oldest and largest national organization advocating for the civil rights of the LGBT community. As senior staff attorney for the organization, she has litigated a number of high-profile cases, including a landmark case in which the Iowa Supreme Court recognized the rights of same-sex couples to marry.

Taylor said Iowa was identified as a favorable location for the marriage equality lawsuit because of its humanity, common sense, and dignity, as well as a "remarkable history of doing the right thing—often very early and long before other states."

"We stand on the shoulders of giants," she said. "The precedents we relied upon that are so meaningful to us are precedents that were developed by civil rights lawyers who

advocated for racial equality, for equality for women, advocated on behalf of children who were born to unwed parents . . . [and] advocated on behalf of immigrants. So we have a legacy that has been so crucial to our success and we are deeply indebted to the civil rights leaders who came before us."

Hegarty was motivated to become a lawyer by a strong sense of social justice at an early age. As a teenager, Hegarty could not understand why police officers would harass him for merely standing on a street corner. After he became an attorney, a substantial portion of his practice focused on lawsuits against the police for violence. More recently, he was recruited to advocate against the death penalty.

"I've never understood why we continue with the execution of people," said Hegarty, of the Hegarty and Hegarty law firm. "When the Innocence Project came and journalists proved that innocent men were executed or about to be executed, and then the Illinois Coalition against the Death Penalty asked me to be involved, it occurred to me that [abolition of the death penalty] could happen. I joined just because I couldn't see how you couldn't join."

Hegarty called the death penalty a "brutal, senseless act of state violence" and "an anachronism we must end." In addition to its record of executing innocent men, he said, the death penalty is racist. "When the victim is white and the defendant is black, we almost always have the death penalty; the reverse is not true," he said. "It is arbitrary, it is unfair, and it is extremely expensive. There has been talk of one case outside of Illinois costing \$10 million. In our case, \$3 million has occurred."

Hegarty told lawyers in the audience that it is their turn to make a difference. "This thing is all but dead," he said. "But it cannot end without attorneys' support. It is our call to end it."

Judge Leighton, who celebrated his 97th birthday in October 2009, confessed that his aspirations for becoming a lawyer emanated from much more humble roots—the ones that wrapped around his legs in a cranberry bog.

"I was about 12 years old," he said. "It dawned on me I wanted to be a lawyer. I had never spoken to an attorney. I hadn't known one. What could have done this? . . . It must have occurred to me as I was sitting there with my knees getting eaten up and the sun beating down that there just had to be a better way of earning a living."

As an Illinois trial attorney during the 1950s and 1960s, Judge Leighton handled a number of high-profile constitutional rights cases, including a few that reached the U.S. Supreme Court. He said that one of the cases that best exemplified "life, liberty and the pursuit of happiness" was one in which he successfully challenged Alabama's Boswell Amendment. A three-judge court found that the amendment, which required citizens to be able to explain a provision of the U.S. Constitution to be certified as an elector, had been enacted for the specific purpose of disenfranchising blacks.

Judge Leighton, who now serves of-counsel to the Neal and Leroy law firm in Chicago, said he had seen great strides in civil rights since he started his practice in Chicago at a time when "a black man couldn't drive a cab in the Loop." He prefaced his remarks with a tribute to President Lincoln for bringing an end to slavery.

"I wouldn't want it left unsaid that the man who brought us here this afternoon was a profound and great human being," he said. "If you spent hours reading all of the biographies of all of the presidents of the United States, you won't find a single one who by signing one document gave liberty to millions, as Lincoln did when he signed the Emancipation Proclamation."

Ponce concluded the discussion by asking the panelists about the obstacles they faced in their work.

Raphael pointed to the "media obsession" with international trafficking of women. "Although there has been a lot of media concern about girls and women who are trafficked internationally into Chicago, the bulk of the girls and women involved in the Chicago sex trade industry are Chicago women," she said.

Hegarty and Taylor said their biggest obstacles have been people who believe it's "too soon" to push for reform. Taylor said such doubts have been expressed by their own supporters—people "who believe in their hearts that it is inevitable that we will



From left to right: ISBA President John G. O'Brien and Judge George N. Leighton



Judge George N. Leighton

win, but who believe that it is too early or we may be sacrificing other causes that are dear to us by asking for too much too soon and that maybe we should wait for a better time when it is more convenient."

So, her biggest challenge is "having to persuade people that it's always the right time to demand equality, that it's never appropriate to postpone such demands." ■

The Alliance of Illinois Judges

By Hon. Colleen Sheehan

Cook County has one of the highest concentrations of openly gay or lesbian judges in the country. This number seems to grow every election cycle. In 2009, 15 Cook County judges who openly identify themselves as gay or lesbian established the Alliance of Illinois Judges. The association is open to all sitting and retired judges but has a primary focus on LGBT issues that affect the judiciary. Despite greater societal acceptance than ever before, the need for creating such a judges association remains important. The mere existence of the Alliance of Illinois Judges ("AIJ") shows that LGBT people are gaining acceptance in the law. It also informs members of the bench, the bar and the public that diversity matters and is paramount to every kind of justice.

In 1994, the General Assembly passed a bill dividing Cook County into 15 subcircuits to help minority candidates have a better chance at being elected judge.

That year, Judge Tom Chiola was elected from the 8th subcircuit which has a large gay and lesbian population to become the first openly gay judge in the State of Illinois. Two years later he was joined by now Appellate Court Justice Sebastian Patti. A short time later Judge Nancy Katz became the first openly lesbian judge in Illinois. However, it was not until 2001, at the behest of the gay and lesbian judges that the Illinois Supreme Court amended Rule 63 to include "sexual orientation" as a class of persons to be protected from bias or prejudice from judges, court staff and officials, and others subjected to the judge's direction and control.

Still the number of gay and lesbian judges remained small and did not receive much attention. In 2004, a front page article in *Crain's Chicago* reported that, remarkably with little notice, six openly gay or lesbian attorneys had become Circuit Court judges in recent years. While the trend was not limited to Chicago, Chicago figures of gay judges were poised to grow.

Gay and lesbian judges were encouraged that their numbers were growing and that it no longer needed to be front page news that another gay judge was joining the ranks. Discouraged by the disparity of benefits between gay and straight judges, the need to organize seemed apparent. Gay and lesbian

judges have diminished benefits and rights as compared to their straight counterparts. Currently, survivor benefits do not exist for gay and lesbian judges. While medical benefits do exist, gay and lesbian judges are taxed on the "imputed value" for those benefits while straight judges are not.

The formation of the AIJ began with informal dinners and discussions regarding issues facing gay and lesbian judges and the LGBT community generally. In June of 2009, the AIJ was formed and held its inaugural reception at the Chicago Bar Association. Over 200 people, mostly members of the judiciary, including Illinois Supreme Court Justices Charles E. Freeman and Anne M. Burke were in attendance. Chief Judge Timothy C. Evans swore in the officers and directors: The Hon. Thomas Chiola, President; Hon. Colleen F. Sheehan, Vice President; Hon. Jim Snyder, Treasurer; Hon. Mary Colleen Roberts, Secretary; Hon. Sebastian Patti and Hon. Sheryl Pethers, Directors. On June 23, Judge Jim Snyder will take the helm as President and will be installed along with the new officers at a reception at the Chicago Bar Association.

The mission of the AIJ seeks to promote the administration of justice and to improve the legal profession. (For a complete mission statement see www.theaij.com). A primary mission of the AIJ is to promote and encourage respect and unbiased treatment for Lesbian, Gay, Bisexual, and Transgender individuals as they relate to the judiciary, legal profession and the administration of justice. The mission also seeks to encourage, promote and provide continuing legal education to members of the bench, bar and public. Last October, an outreach session was held at Northwestern Law School for LGBT students from all of the Chicago law schools. Interestingly, these students did not have many of the same "coming out" concerns that many of the judges had when they were in law school. It was an intriguing exchange of dialogue with those who lived through days where membership in a gay and lesbian legal organization was not possible and those who primarily wanted career advice irrespective of their sexual orientation. In the coming year, the AIJ will focus on education and service to the legal community. We hope to sponsor education

seminars for attorneys and develop a mentoring program for law students.

Discrimination and prejudice still exists in many forms for LGBT people including judges. Creating diversity in the legal profession should be a practice that means more than token representation of minorities. People with differing world views must be allowed to have positions of influence and power. Not for the purpose to promote any specific agenda but rather to bring different perspectives and talents to enrich the legal profession and to make it more representative of the people it serves.

Despite the advancements of the LGBT community, the painful reality of oppression and prejudice still exists both directly and covertly. All the members of the AIJ have enjoyed a measure of success in both their personal and professional life. Yet each of us has had to navigate through an uneven playing field with varying degrees of fear that opportunities might not be possible merely because of sexual orientation. Even with the visibility of organizations like the AIJ, and the sincere acceptance of straight members of the bench and the bar, there are some highly regarded judges and lawyers who will not come to terms with their being gay or lesbian because of professional or personal rebuke.

Is it then the responsibility of the AIJ to address the second class citizenry of LGBT people? After all, a judge's first responsibility is to make rulings based on the law and facts of each case. Judges must be fair and unbiased and refrain from making rulings based on personal feelings or politics. Yet change does not happen by operation of law alone. True enough change occurs in capitals and court rooms. It also occurs on television and in the movies. It happens when someone is told his brother is gay. It happens when someone realizes a co-worker is a lesbian. Change happens when there is a "first." The first gay judge. The first woman governor. The first African American president. It happens when gay and lesbian attorneys are elected based on their qualifications and not excluded because of their sexual orientation. It happens when these judges form an alliance and are genuinely accepted and supported by their colleagues. ■

The Unity Dinner and Annual Bar President's Swearing-In Ceremony unites the legal community in a celebration of diversity

By Michele M. Jochner

"Diversity is the one true thing we all have in common. Celebrate it every day."

—Anonymous

"Embracing Diversity - Leading by Example" was the theme of the 2009 Unity Award Dinner and Seventh Annual Bar Presidents Swearing-In Ceremony. More than 50 area bar associations united in the celebration of diversity by applauding our wonderful differences, and uniting in the quest to eliminate bias based upon gender, race, ethnicity and sexual orientation, thereby ensuring justice for all.

This unique event had its genesis in 2003, when Jessica Arong-O'Brien, then-president of the Filipino American Bar Association, gained the support of The John Marshall Law School to conduct the first all-bar swearing-in ceremony at the law school. Through Jessica's incredible vision and perseverance, this event has gained momentum each year, being nurtured by her and the two originating sponsors. It has been my pleasure to have co-chaired this event since 2007, and I have been inspired by the legal community's commitment to advancing diversity through its support of this event as well as of the newly-

created Diversity Scholarship Foundation, which is the beneficiary of the dinner's proceeds.

Indeed, it is up to us—as individuals, as bar leaders, and as organizations—to champion a more diverse profession and to be catalysts for positive change. In order to engender that change, however, we must be the best examples of that change for others to follow. As leaders, rather than waiting for solutions, we have the ability to create them. As lawyers, we have the duty and obligation to work to improve the justice system, to prevent injustice, and to strive to achieve the common good. We must always remember that our profession is grounded in public service, playing a significant role in people's everyday lives. As leaders, and as lawyers, we can work together to raise awareness of these issues, to envision a better tomorrow, and to take collective action to make that vision a reality.

The 2009 award recipients truly exemplify the "Embracing Diversity - Leading by Example" theme. Mr. Jerold S. Solovy, Chairman Emeritus of Jenner & Block, was the 2009 Unity Award Honoree. Mr. Solovy is a true leader in every sense of the word, and has tirelessly

worked to advance justice, promote diversity and make positive and measurable differences in law and society. In addition, the two recipients of the 2009 Advocate for Diversity Award—Illinois Appellate Court Justice Hon. Shelvin Louise Marie Hall and Mr. William A. Von Hoene, Jr., Executive Vice President, Finance and Legal, Exelon Corp.—have recognized, promoted, and sponsored diversity throughout their careers. Each of the award recipients has made tremendous contributions to the profession and community, and they are very deserving of the recognition.

In a statement elegant in its simplicity—and also resounding in its accuracy—Nobel Peace Prize winner Albert Schweitzer observed that *"Leadership by example is not the main thing in influencing others ..., it is the only thing."* Renowned humanitarian Mahatma Gandhi was also aware of the power of leading by example, and encouraged leaders to remember that *"You must be the change which you want to see in the world."* Let us always remember these words, and do our part to promote positive change.

We look forward to seeing you at the 2010 Unity Dinner and Eighth Annual Bar President's Swearing-In Ceremony this Fall! ■

Continuing a proud tradition

By J.H. Jennifer Lee

On September 24, 2009, the Korean American Bar Association of Chicago ("KABA") hosted its Annual Banquet at the James Hotel, featuring keynote speaker Honorable Howard Lee Halm of the Los Angeles Superior Court, with Jonathan Choe from the Chicago Tribune's CLTV Network as Master of Ceremonies. "It was a milestone event for the Korean American community and the legal community at large," said KABA President, Hellin Jang. "We anticipate another exciting year of service promoting KABA's values of civic-mindedness, professional development and community activism."

KABA has undergone tremendous growth and change since it first began in

1993, comprised of a visionary group of attorneys who held the association's inaugural meeting at a north-side Korean restaurant. Initially founded to enable its members to pursue cultural solidarity and to collaborate on common goals for the Korean-American community, in the last 17 years KABA has expanded its mission to include service to the greater Chicago community, bridging the gap with other diverse communities, provision of legal recruitment tips and training for law students, and offering continuing legal education events for attorneys.

KABA's membership is comprised of partners in large firms, prominent in-house counsel, government attorneys and young

lawyers. Accordingly, its members can access abundant resources for professional and personal development. As the majority of KABA's membership include second-generation or "1.5"-generation Korean Americans, many of the members also share common cultural experiences. "We are close enough to our parents' generation to understand our culture and values; at the same time we are integrated into contemporary American society and feel comfortable speaking in any environment," according to Michael H. Cho, the Global Head of Anti-Money Laundering Compliance at Northern Trust Company and a KABA Advisory Board member.

Indeed, a description of KABA would be

incomplete without a short explanation of the Korean American culture which Mr. Cho mentions. With Korean culture rooted in Confucianism, common values within Korean American culture include self-creation, filial piety, relationships, moral virtue and benevolence. This cultural ethos acts as both a catalyst for and beneficiary of the creativity and broad-based civic involvement which KABA seeks to foster. "The days of networking exclusively within one industry are over. There are many mutually beneficial partnerships that can be built across diverse professions: medicine, law, politics, community service, real estate, financial services -- all are fields that at some level can share common interests," according to Mr. Cho.

In just the past year, KABA has reached across industry boundaries to facilitate service to the bar and the community within and outside Chicago. For example, KABA provides a pro bono legal clinic in conjunction with Korean American Community Services, and works alongside other organizations including Korean American Women in Need, the Asian American Bar Association, and the Chicago Committee on Minorities in Large Law Firms. In addition, members of KABA have addressed patent, bankruptcy and commercial law topics at the Korean Scientists and Engineers Conference in February 2009 in Oakbrook Terrace and also at the Association of Korean-American Professionals in the Automotive Industry's 30th Anniversary Business and Technology Conference during the 2009 North American Auto Show in Detroit. KABA also hosts a multitude of social networking activities for its own members throughout the year. These opportunities allow KABA members to develop, refine and achieve their professional and personal goals as attorneys.

Important principles which underlie these goals were emphasized during the Annual Banquet. Honorable Judge Halm delivered a keynote address focusing on the five "Cs" that comprise the motto of the Los Angeles Superior Court: civility, candor, compassion, competence and courage, and their application to the practice of law. These points resonated with KABA and honored guests, including Kihong Jung, Consul of the Republic of Korea in Chicago, and the Honorable Young B. Kim, United States Magistrate Judge for the Northern District of Illinois, who is the first Asian American federal judge in Illinois and a KABA Advisory Board member. During the



From left to right: Jenny Lee; Sang-yul Lee; Margaret (Peggy) Rhiew; Hon. Howard L. Halm; Helliin Jang; Kristine Chung; and William Yu.



From left to right: Paula Kim; Jean Soh; Yukyong Choi; Helliin Jang; Margaret (Peggy) Rhiew; Madeline Choe; and, Wendy Park

evening, KABA presented scholarship awards sponsored by Mayer Brown LLP to Laurie Monahan, of Loyola University Chicago School of Law, and Grace Pyun, of the DePaul University College of Law. The Banquet also featured a silent auction and raffle prizes. Following a spectacular dinner catered by the chefs of the David Burke's Primehouse, the evening drew to a close. Overall, the KABA Annual Banquet was a perfect occasion to celebrate KABA's achievements in 2009 and to re-focus KABA's pursuit of shared goals of diverse bar associations throughout the state of Illinois.

In 2010, KABA is well-positioned to act upon the five C's of success on an international scale. Chicago was recently entrusted with the honor of hosting the 2010 International

Association of Korean Lawyers ("IAKL") conference, which is held every other year outside of Korea. Chicago Host Committee Co-chairs Sang-yul Lee, Shareholder at Polsinelli Shughart PC, and Bill Yu, Partner at Hinshaw & Culbertson LLP, led a group of partners from Baker & McKenzie LLP, Mayer Brown LLP, Winston & Strawn LLP, Neal Gerber & Eisenberg LLP, Drinker Biddle & Reath LLP, and Johnson Westra Broecker Whittaker & Newitt PC to Seoul last fall to successfully compete for the 2010 conference bid. Accordingly, KABA members are now collaborating with IAKL leadership to facilitate this tremendous logistical and professional endeavor. This September 2010, KABA will host over 300 lawyers of Korean heritage from six continents for the IAKL conference in Chicago. ■

Justice Albie Sachs' book: *The Strange Alchemy of Life and Law*

Editor's Note: On February 2, 2010, Justice Albie Sachs spoke at Jenner & Block in Chicago about his lifetime of opposition to Apartheid and his new book, The Strange Alchemy of Life and Law. The following summary is taken from the introduction of Justice Sachs by Jenner & Block Partner Jeff Colman.

Justice Albie Sachs is one of the most heroic lawyers and judges of the 20th and 21st centuries. Sixty years ago, Albie Sachs had already embarked upon a lifetime of opposition to Apartheid and devotion to the struggle for equality in his nation. At age 6, Albie's father gave him a card expressing the wish that Albie grow up to be a soldier in the fight for liberation. By age 17, he was actively opposing the repressive laws of South Africa. As a 21-year-old lawyer, he represented the opponents of Apartheid and became himself a victim of the brutal regime in South Africa: imprisoned on two occasions; put in solitary confinement—once for 168 days and once for 90 days; tortured through sleep deprivation and other brutalities; exiled for almost 24 years (1966-1990) in England and Mozambique—living, as he describes it, as “a lawyer and an outlaw,” and, in 1988, South African secret police bombed his car, causing him extraordinary injuries including the loss of an arm and the sight in one eye. For all those years, he was speaking out against Apartheid and representing the opponents of that regime.

As Apartheid was finally coming to its end, Albie Sachs returned to South Africa and was asked to help draft the Constitution of the new Republic of South Africa and to help create a democratic government in a land where no democratic principles existed. In 1994, Nelson Mandela appointed him to the Constitutional Court of South Africa where he served with great distinction for 15 years, retiring just a few months ago. On the Constitutional Court, Justice Sachs participated in some of the most momentous decisions of any court in the world: declaring the death penalty unconstitutional; declaring unconstitutional the definition of marriage as being exclusively between a man and a woman; speaking to the constitutional duty to provide effective remedies against domestic violence; addressing discrimination against HIV-positive persons and discrimination in a wide variety of other areas; and, declaring constitutional rights in the areas of



Jenner & Block partners David Bradford and Jeff Colman with Justice Sachs.

housing, healthcare, and the ability to obtain basic public services.

Newsweek's Dahlia Lithwick recently published an opinion piece entitled “The View from the Bench” that provides some insight into Justice Sachs' book. She writes very eloquently about what she calls two legal “swan songs”: Justice Stevens' dissent in the recent campaign finance decision—*Citizens United v. FEC*; and Justice Sachs' new book, *The Strange Alchemy of Life and Law*. In his introductory comments, Mr. Colman stated it was his assumption that Justice Stevens and Justice Sachs would both state unequivocally that Ms. Lithwick is wrong about one thing—these are not “swan songs.” Justice Stevens has many more songs to sing this judicial term and thereafter. In operative terms, Justice Sachs' book may be a great aria but clearly no “swan song.” Mr. Colman further observed that Justice Stevens and Justice Sachs have many more things in common: lifetime of devotion to the rule of law, to integrity, to decency and professionalism; unparalleled devotion to the principles of equal protection of the law—to protecting the rights of the most oppressed and disenfranchised among us; and, they also now have Jenner & Block in common—we're graced by Justice Sachs' appearance here, as we were by John Paul Stevens' presence as an associate at this law firm 60 years ago.

Justice Sachs' book is about his personal life and the impact it has had on his decision-making as a judge. As he writes, “If law is a machine, we are the ghosts that inhabit it and give it life.” Ms. Lithwick further de-



Judge Leighton with Justice Sachs and Jenner & Block partner Jerry Solovy in the center near the back.

scribed Albie Sachs' book in *Newsweek* in the following words:

It is impossible to imagine a justice of the United States Supreme Court sitting down to pen a memoir like Sachs'. It would mean acknowledging that judges are not made of microchips, and that doing justice means more than just calling balls and strikes (in the favored formulation of our day). If an American judge described, as Sachs does, a party to an appeal “lying on the bare field at night staring up at the stars as the rain clouds gathered and asking: why are we born to live like this, why must my children grow up without a home?” we would urge swift impeachment, accompanied by pharmacological intervention. ■

The commitment to diversity should be a badge worn every day

By Sonni Choi Williams

As the Peoria County Bar Association celebrated its 6th Annual Diversity Luncheon, I looked at the crowded room filled with more than 300 attendees including judges, ISBA representatives, school board members, students, and lawyers and felt proud that so many came out to support the commitment to diversity. But my celebratory mood dampened when I was also reminded of how easily the call and commitment to diversity can be overshadowed by a five-star event and the all-so-convenient excuse of the current economic downturn.

The challenges of promoting diversity in the legal profession can be easily be lost in the excitement of an annual event featuring Anita Alvarez. She is a shining example of a strong woman who disproved all the naysayers who said, "an Alvarez can't be a Cook County State's Attorney." She overcame the challenges and became the first female minority attorney elected as the Cook County State's Attorney. We can applaud the success of Anita Alvarez. Once the Luncheon ended and the patting of backs died down, I had a sinking feeling that the importance of diversifying our legal profession will be forgotten until next year when the commitment to diversity will be dusted off and celebrated again at the 7th Annual Diversity Luncheon.

Please don't get me wrong, the Diversity Luncheon event has been one of the most well-attended and successful events for the Peoria County Bar Association. Indeed, many other bar associations such as the DuPage County Bar Association and the Champaign County Bar Association have either replicated or are attempting to replicate the Luncheon. The success of the Annual Diversity Luncheon, however, may lead to complacency and a false feeling of accomplishment. If statistics are any indicators, we still have a long way to go.

Although the percentage of female students enrolled in law school has only slightly decreased, 0.1% (not statistically significant), the number of female students leaving law school before obtaining a J.D. has increased nearly 1.0% from the 2006-2007 academic year to the 2007-2008 academic year.¹ More shockingly, although the number of minorities enrolled in law schools has increased, the number of minorities awarded J.D.s has decreased from 9,820 in the in the 2006-2007



Cook County State's Attorney Anita Alvarez, Sonni Williams and ISBA Board of Governors' Paula Holderman.

academic year, to 9,631 in the 2007-2008 academic year.²

Once the J.D.s are obtained, women and minorities face even more daunting challenges in the workplace. In the average law firm, women of color account for about 11% of associates, but only 3% of non-equity partners and only about 1.4% of equity partners.³ Even when a woman achieves the level of a partner in a firm, she faces a startling pay gap. A recent survey conducted by the National Association of Women Lawyers (NAWL) and the NAWL Foundation on retention and promotion of women show the disparity in pay for a female equity partner is \$87,000 a year less than a male equity partner.⁴

Despite these statistics, the commitment to diversity falls victim to the all-so-convenient excuse of the economic downturn. For example, the Peoria County Bar Association's Diversity Committee and the ISBA, along with the assistance of the Supreme Court Commission on Professionalism, recently presented a seminar: "Professionalism in your Diverse Office: Fostering the Good Start."⁵ The seminar was designed to facilitate discussion on case simulation through role-playing dialogues and follow-up questions. We invited law firms that signed the Diversity and Equal Opportunity Pledge. The law firms pledged to increase recruiting and retaining minority lawyers.⁶ Naturally, we believed they would be interested in learning how to

foster a good start. The Diversity Committee members called the managing partners of the signatory law firms to invite them to the seminar. Many law firm partners cleared their throats and responded with the canned response, something to do with "economic hard times." Of the 28 law firms that signed the Diversity Pledge, only 10 representatives from the firms attended the seminar.

I thank the firms who not only signed the Pledge, but who actually spent the time to attend the seminar and made a step in the right direction to support diversity: Williams W.P. Atkins (Peoria County State's Attorney's office), Paul Burmeister (Husch Blackwell Sanders), Jami Webster Hall (DCFS), John Rhee (Hinshaw & Culbertsen), Art Kingery (Kingery, Durree, Wakeman & Ryan), Karl Kuppler (Hasselburg, Rock & Kuppler), Sonya Pasquini (Chicago Title Insurance Company), Randy Ray (City), Daniel Johns (Westervelt, Johnson, Nicoll & Keller), Deb Stegall (Heyl Royster Voelker & Allen), Maria Vertuno (Bradley University Pre-Law Program Director), Jerrod Williams (law clerk for Justice Mary McDade), Lisa Wilson (Prairie State Legal Services), and Jennifer Wolfe (Cassidy & Mueller). These participants were not there for a photo-op, they were there because of their everyday commitment to diversity.

To these participants, the Peoria County Bar Association Diversity Committee,⁷ the ISBA Standing Committee on Racial and Eth-

nic Minorities and the Law, ISBA Standing Committee on Women and the Law, ISBA Standing Committee on Sexual Orientation and Gender Identity, ISBA Committee on Disability, ISBA Human Rights Section, and the ISBA Diversity Leadership Council, thank you. We still have a long way to go, but for those who have the courage to wear the badge of commitment to diversity every day, that journey becomes a little bit shorter. ■

1. See, <<http://www.abanet.org/legaled/statistics/charts/stats%20-%2019.pdf>>.

2. See, <<http://www.abanet.org/legaled/statistics/charts/stats%20-%2010.pdf>> and <<http://www.abanet.org/legaled/statistics/charts/stats%20-%2009.pdf>>.

3. See, *Report of the Third Annual national survey on retention and promotion of women in law firms (November 2008)*, <<http://www.nawl.org/Assets/Documents/2008+Survey.pdf>>.

4. *Id.*

5. Aptly titled by Tom O'Neal, a member of the PCBA's Diversity Committee.

6. To view the Pledge and list of law firms that have signed the Equal Opportunity Pledge, see <<http://www.peoriabar.org/>>.

7. The 2009-2010 PCBA Diversity Committee is chaired by John K. Kim and vice-chaired by Adrian Barr, members include: Syed E. Ahmad; Ketura Baptiste; Timothy L. Bertchy (2004-05 chair); Thomas P. Higgins; Donald R. Jackson; Robert H. Jenetten (formed the Diversity Committee); Thomas McConnaughay; Justice Mary W. McDade; Michele A. Miller; Clifton Mitchell (2007-08 chair); Thomas W. O'Neal; John S. Rhee; Fadi B. Rustom; Sadiq Shariff; Debra L. Stegall; Maria Vertuno; Sonni Choi Williams (2005-06 and 2006-07 chair); Lisa Y. Wilson.

The Chicago Committee Mentorship Academy: A Model for Mentoring Diverse Associates

By Venu Gupta, Executive Director, Chicago Committee on Minorities in Large Law Firms

The shift from thinking about the law as an intellectual discipline to working in the law as a profession challenges many new associates. Mentoring can support associates through this transition by helping them develop the hard and soft skills required for successful legal practice and becoming familiar with the culture of the profession and of the firm. Unfortunately, diverse associates systematically receive less mentoring through informal or "organic" channels. This lack of mentoring is often cited as a primary reason hindering large law firms' retention and advancement of associates of color.

Thus, diversity best practices commonly include formal mentoring programs that address the needs of diverse associates. Abundant resources—money, time, and expertise—have been invested in programs that connect diverse associates with more senior attorneys from both diverse and majority-culture backgrounds. These initiatives aim to provide these young lawyers with vital information about what it takes to be a successful lawyer, and to succeed in that firm. But despite these efforts, neither the quality of the experience of diverse associates, nor their retention rates, have improved substantially. Why isn't the traditional mentoring model working?

We believe that mentoring has the capacity to create relationships, develop skills, and transfer information that can help diverse associates thrive within law firms. However, the

traditional mentoring model rests on several assumptions:

- (1) Senior lawyers are naturally **invested** in developing future leaders in the organization;
- (2) Senior lawyers are **talented** at grooming future leaders in the organization; and
- (3) Senior lawyers have (or will make) **the time or right incentive structure** to mentor young attorneys.

The limited impact of traditional mentoring programs calls these assumptions into question. We embarked on a mentoring experiment to see if we could generate positive, productive mentoring relationships by developing a program that rested on a more realistic foundation.

Under the direction of Lane Vanderslice, former Partner of Professional Development at Mayer Brown LLP, we designed a new model for mentoring that we hoped would address some of the shortcomings of traditional programs. The Chicago Committee Mentorship Academy launched in 2008, and is currently in its second year. The basic building block of the Mentorship Academy is a "mentoring triad": a senior partner, a junior partner or senior associate, and a young associate, each from a different law firm. We chose triads (instead of pairs) to maximize learning as well as eliminate some of the awkwardness and pressure that can occur between mentoring pairs. Additionally, by matching people from different firms, we

automatically create a layer of anonymity between triad members which we hope facilitates openness and trust. The Academy follows a 10-month curriculum. The large group, of 10 to 15 triads, meets monthly, and individual triads are required to meet between each large-group meeting, with specific instructions for each meeting.

As befits an experiment, the Academy has not always worked as expected, but has yielded a great deal of insight into what makes mentoring work for diverse attorneys, and has shown early signs of success. While the structure of the Mentorship Academy may not be possible to replicate in every locality, context, or institution, there are four lessons from our experience which we feel can enhance any mentoring effort.

- (1) **Substance before chemistry.** Mentors and mentees need sustained structure and guidance to develop an open, honest, and productive relationship, especially in circumstances where mentors and mentees have not had prior substantive interactions or may not have obvious commonalities, (as when trying to create positive mentoring relationships across cultural boundaries).
- (2) **Confidentiality.** A safe space is crucial to a mentoring relationship. By connecting attorneys across different firms, the Academy is available to achieve a kind of privacy that may not be possible within a single

organization. However, law firms can develop norms of confidence and activities that help establish trust at the outset of a mentoring relationship.

- (3) **Everyone can learn from each other.** Transfer of knowledge and experience must occur in both directions—from mentor to mentee, but also from mentee to mentor. This is particularly important in the case of majority mentors and diverse mentees. Mentees must be able to share their experiences as a person of color, woman, or member of another

non-majority group, and know that the mentor is open to learning from these experiences.

- (4) **A productive mentoring relationship doesn't happen overnight.** Mentors who are truly invested in a protégé's personal and professional development are a long time in the making. It is unrealistic that any "program" could ignite this interest and dedication. Such expectations place heavy burdens on the potential mentors and mentees, often stifling the natural progression of a professional relationship.

Initiatives and programs, however, can implement practices that produce benefits, even if a true mentoring relationship does not develop.

Our hope is that successes and challenges of the Mentorship Academy will open up the conversation about mentoring practices. Ultimately, we all benefit from discovering and replicating mentoring practices that are effective at improving the associate experience. Hopefully, we can learn from one another to make sure our mentoring programs are achieving their goals. ■

Celebrating Women in the Legal Profession: Remembering the Past and Reaching Out to the Future

By Naila Robinson; Class of 2010, Southern Illinois University School of Law

Ohio State Bar Association President Barbara Howard says there is much to celebrate with respect to the advances that women have made in the legal profession during the past several decades but there is still work to be done.

"Just the difference in the number of women in our profession is a cause for celebration," President Howard said in a keynote address at the Illinois State Bar Association's "Celebrating Women in the Profession" luncheon on March 9, 2010. "Had an event such as this been held 30 years ago, even if all the women lawyers in the Chicago area had attended, there would be only a fraction of the number here today."

More than 270 guests attended the luncheon at the Standard Club in Chicago to hear President Howard's keynote address and to honor two of Illinois' most influential women judges: Justice Susan F. Hutchinson of the Illinois Appellate Court, Second District, and Judge Jane L. Stuart of the Cook County Circuit Court.

The theme of the luncheon was to "Reach Out and Build Our Future" and many participants heeded the invitation to bring a younger attorney, law student, or other young woman to the event to "share the greatness of our profession, honor women who have advanced our profession, expand your network, and celebrate what women do best—helping others."

ISBA President John O'Brien welcomed guests to the luncheon with a quotation

from retired U.S. Supreme Court Justice Sandra Day O'Connor: "We don't accomplish anything alone."

"Her wise words were spoken to underscore the point that women—and men—should join together and continue on the path to create more opportunities for women and all citizens," President O'Brien said. "That is what today is about."

President O'Brien presented Justice Hutchinson and Judge Stuart with Presidential Commendations from the ISBA. "These women are role models," he said. "Together, they have more than 40 years of judicial experience and they have led the way for many other women who now preside over courtrooms in Illinois."

Justice Hutchinson served as an Assistant State's Attorney in McHenry County from 1977-1981 and a judge in the Nineteenth Judicial Circuit from 1981 until she was elected to the appellate court in 1994. Active in several bar associations and the Youth Service Bureau in McHenry County, Justice Hutchinson gave brief remarks emphasizing the importance of community service.

Judge Stuart started her legal career as an attorney examiner at Chicago Title Insurance Company from 1985 to 1987 before working at the Cook County State's Attorney's Office from 1987 until 1996, when she was elected as a circuit judge.

A member of several legal organizations, including the Illinois Judicial Council Foundation, Black Women Lawyer's Association

of Greater Chicago and the Chicago Bar Association, Judge Stuart applauded the efforts of the bar associations to diversify the legal profession. President Howard, who holds leadership positions within the American Bar Association as well as her state bar, expressed similar sentiments.

"Bar associations have played a major role in eliminating discrimination in the practice of law and in supporting women's efforts," President Howard said. "We can accomplish so much more together than the sum of our individual efforts." She acknowledged the event co-sponsors, Black Women Lawyers' Association of Greater Chicago, Chicago Bar Association Alliance for Women, DuPage County Association for Women Lawyers, East Central Illinois Women Attorneys Association, Will County Women's Bar Association, Women's Bar Association of Illinois and the Women's Bar Association of the Sixteenth Judicial District.

President Howard, who is the principal of the Barbara J. Howard Co., LPA, and has practiced family law for 25 years, advised attorneys to "use a support system to help with discrimination issues . . . Don't sweep discrimination under the rug."

Newer attorneys benefited from President Howard's advice. "I like the fact that she said it was OK to tell someone that they are discriminatory," said Danielle Johnson, a first-year associate.

President Howard urged the audience to "recognize, respect and appreciate our past."

She also said that one of the lessons she has learned is to recognize that some of our male colleagues “get it.”

To underscore both points, she told a story about her experience with gender discrimination early in her practice: “An opposing counsel said to my partner something to the effect that I really had no business practicing law, that I was taking the place of a man who needed a job, and that I should be at home raising my children,” she said. Her partner told opposing counsel that “I had every bit as much right to practice law as the next guy, and that he wholeheartedly supported having women in the profession.”

President Howard noted that blatant discrimination is less frequent than was 30 years ago, but now it has taken on a much more subtle and sophisticated face. President Howard gave the results of the Ohio State Bar Association’s 2008 Gender Fairness Task Force and compared them with the results of the task force conducted in the mid-90s.

In 2008, men comprise 63% and women 37% of Ohio’s law schools’ faculty—comparable to the national average.

In 1999, women comprised 15.04% of all law firm partners nationally; in 2009, women represent 19.21% of law firm partners.

The National Association of Women Lawyers survey found that in 2008, women equity partners made \$87,000 less than male equity partners. In 2009, that differential was \$66,000.

Annemarie Kill, Chair of the ISBA’s Women and the Law Committee and chair of the planning committee for the luncheon, said that some of the young women she invited to the luncheon were taken aback by those statistics.

“Many have just not experienced being a woman as hampering any career opportunities,” said Ms. Kill, a partner in Avery, Camerlingo & Kill, L.L.C. “To that I say: How great that in the course of one lifetime we can go from experiences like Barbara’s, which I am sure are shared by many more-experienced women attorneys, to many younger women attorneys now seeing equality as a given.”

While it is encouraging to see how far women attorneys have come, Ms. Kill said it is “equally important to recognize that others have had to endure sometimes unequal treatment to create more equality now. I hope the younger attorneys developed a deeper appreciation for the path laid by those more experienced.” ■

March 9, 2010 Celebrating Women in the Profession Luncheon



Illinois' legal community unites to raise over \$100,000 for Haiti rebuilding efforts

By Michele Jochner

On March 31, approximately 400 lawyers from the Illinois legal community joined together at the Chicago Hyatt Regency for *Lawyers United to Help Haiti Rebuild: A Call to Action*. Spearheaded by the Haitian American Lawyers Association, the Chicago Alumni Chapter of Phi Alpha Delta Law Fraternity, International, and the Haitian Congress to Fortify Haiti, this event united nearly 40 bar associations, numerous law firms and several law schools for an evening in support of charities working in Haiti to rebuild a country shattered by the loss of over 200,000 people as a result of the recent earthquake.

Attendees heard remarks from the three Honorary Co-Chairs of the event—Hon. George N. Leighton (Ret.), Mr. Jerold S. Solovy and Mr. Timothy C. Bertschy—who underscored the significance of all elements of our diverse legal community joining together to support this humanitarian endeavor. In addition, representatives of the designated charities—World Vision, Partners in Health, Concerned Haitian Americans of Illinois, and the Haitian Congress to Fortify Haiti—spoke about the relief and rebuilding efforts.

Both the ISBA and the Illinois Bar Foundation were instrumental in the success of the event: the ISBA underwrote a substantial portion of the cost of printing the event invitations and program brochure, and the IBF served as the event's fiscal agent. Both ISBA President John G. O'Brien as well as IBF President Vincent Cornelius were in attendance, along with the leaders of many of the other participating bar associations. ■



Top photo: Michele Jochner and ISBA President John O'Brien.

Center photo: Honorary Co-Chair Hon. George Leighton; Michele Jochner; Honorary Co-Chair Jerold S. Solovy, Jenner & Block; Planning Committee Co-Chair Yolaine Dauphin; Honorary Co-Chair Timothy C. Bertschy; and Lionel Jean-Baptiste, President of the Haitian American Lawyers Association and Chairman, Haitian Congress to Fortify Haiti.

Bottom photo: U.S. Congresswoman Jan Schakowsky speaking of her own recent travels to Haiti after the disaster.

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 disabilities.

In his brief remarks about the priorities right now for the Obama Administration, he specifically discussed key concerns associated with healthcare 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 OMB.

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-imposed 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 North-

Kareem A. Dale, Special Assistant to President Obama, with ISBA leadership



ern 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.

Update from the Chair of the Standing Committee on Racial and Ethnic Minorities and the Law

By Sonni Choi Williams

It has been a very busy year for the Standing Committee on Racial and Ethnic Minorities and the Law.

First of all, our committee has been renamed from the ISBA standing committee on Minority and Women Participation to its current name of Racial and Ethnic Minorities and the Law and our mission has been focused on educating and creating awareness of issues impacting racial and ethnic minorities.

We co-sponsored or collaborated with other ISBA committees on several events and programs in the 2009-2010 year, including the following:

- ISBA cable program: *Choosing a Good Lawyer* was taped on August 17, 2009. Amina Saeed, who is the current vice-chair of our Committee, came up with the idea, submitted the proposal to the ISBA cable program committee, and obtained diverse speakers including Jesus Perez; Bonita Choi; and Yaser Tabbara, who spoke on the panel on educating the minority population on how to choose a good lawyer. We plan to encourage our members to show this program to their constituents in order to educate those in the community who are unfamiliar with the process of obtaining legal representation.
- *Celebrating Women in the Profession Luncheon* was held in Chicago on March 9, 2010, with keynote speaker Barbara J. Howard, President of the Ohio State Bar Association, who spoke to a room full of women and men that although gender bias has lessened from when she started her career, we still has a long way to go to achieve diversity and equal pay in the legal profession. In addition, two trailblazers who have paved the road to a more diverse bench, Honorable Susan F. Hutchinson, 2nd District Appellate Court, and Honorable Jane L. Stuart, Cook County Circuit Judge, were honored with the ISBA's Presidential Commendation Awards.
- *Seek the Power!: A Law Student's Guide to Authentic Self Promotion* program was held at Northern Illinois University Col-

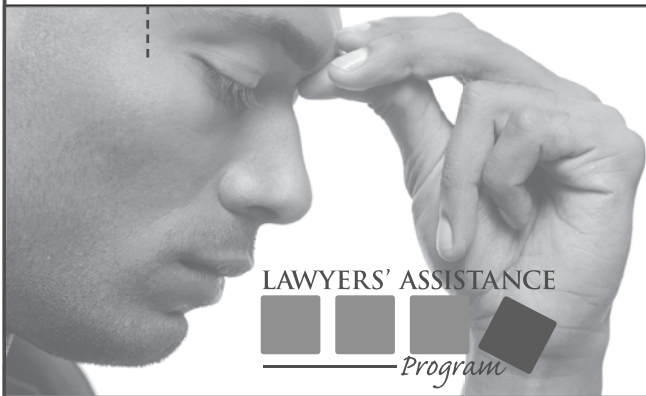
lege of Law on April 9, 2010, in which Paula Holderman presented benefits and tips on networking to law students and Honorable Susan F. Hutchinson and NIUCOL Dean Jennifer Rosato offered words of wisdom to the future lawyers that achieving a good reputation through civility and networking is priceless to a successful legal career.

- NIUCOL reception, which followed the *Seek the Power!* program. Law students were given the opportunity to network with local attorneys as well as leaders from the ISBA, including President John O'Brien; President-Elect Mark D. Hassakis; 2nd Vice-President John Thies; and 3rd Vice-President John Locallo. Mem-

bers from both our Committee as well as the Committee on Women and the Law stepped up to the plate and came together to contribute to the cost of this reception and the raffle prizes that were given away to the attendees.

What is in our future for the 2010-2011 year? Our members have been active in obtaining a speakers' bureau that lists minority and/or female attorneys who can and should be utilized in substantive CLE courses; a CLE proposal with a panel of minority and/or female judges who can offer their insights on the road to the bench; and a cable program on demystifying the process of getting into and succeeding in law schools for minority students. ■

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Update from the Chair of the Women and the Law Committee

2009-2010

By Annemarie Kill

- On October 20, 2009, the Committee presented a program entitled “*Seek Power: A Woman Lawyer’s Guide to Authentic Self-Promotion.*” The program was a quick sell-out, and included a compelling presentation by Paula Hudson Holderman and Delilah Flaum of Winston and Strawn. Each attendee left armed with practical advice on how to promote herself in a way that is effective, comfortable and genuine.
- On August 1, 2009, the Committee was a co-sponsor of the ABA Women’s Business Law Network program entitled “The Women in the Law: Past, Present and Future.” The Committee was also a **co-sponsor of Ms. JD’s “Third Annual Conference on Women in the Law: Avenues to Advancement”** held on November 20-21, 2009 in Chicago.
- On December 10, 2009, as part of the Diversity Leadership Council’s Mid-Year meeting program “*Lincoln’s Legacy: Lawyers Who Protect Life Liberty and the Pursuit of Happiness,*” the Committee highlighted the groundbreaking work of attorney Jody Raphael who has extensively studied sex-trafficking of women and girls in Chicago.
- On February 25, 2010 the Committee presented the program “*Women and the Criminal Justice System—Justice Delivered or Denied?*” co-sponsored by the ISBA Criminal Justice Section Council and the ISBA Standing Committee on Delivery of Legal Services. The program highlighted the distinct reasons women are brought into the criminal justice system, the treatment they received while there, and the problems they may encounter afterward. Many notable speakers discussed topics including the characteristics of women offenders, the social, familial, and economic influences affecting these women, the types of crimes committed by women, and how their crimes may differ from male offenders. Speakers also discussed gender responsive practices and ethical considerations for law enforcement and the legal community, the effectiveness of probation, incarceration, treatment programs, post-prison programs and re-entry in the family and community. The final segment of the program focused on how we, as attorneys, can improve the system and effectively reduce the crime rate in this distinct population. The program concluded with a presentation by a woman, previously classified as an offender, who successfully re-entered the community.
- On March 9, 2010, the Committee coordinated ISBA President John O’Brien’s luncheon entitled “Celebrating Women in the Profession: Reach Out and Build Our Future.” Hundreds of attorneys joined together at the Standard Club in Chicago to honor women who have advanced our profession. The Honorable Jane L. Stuart and the Honorable Susan F. Hutchinson were both presented with Presidential Commendations for their contributions to the legal profession. Barbara J. Howard, President of the Ohio State Bar Association gave the Keynote Address.
- On April 9, 2010, in conjunction with the Committee on Racial and Ethnic Minorities, the Committee traveled to the Northern Illinois University College of Law in DeKalb. The Committees held a program for law students on authentic self-promotion. They then hosted a networking reception for law students, attorneys and judges in the area.
- The Committee also continued to focus on promoting women attorneys. Women and the Law identified and nominated several deserving women attorneys for numerous awards given by the ISBA and other organizations. ISBA member are encouraged to bring such candidates to the Committee’s attention so they may continue to nominate these outstanding women attorneys. ■

Chicago Foundation for Women

Editor’s Note: On September 24, 2009, the Chicago Foundation for Women held its 24th Annual Luncheon. The summary below was taken from opening comments provided by its Executive Director, Kelly White.

More than 24 years ago, the Foundation was created by four visionary women—our inimitable Founders: Marjorie Craig Benton, Lucia Woods Lindley, Iris Krieg and Sunny Fischer. They were frustrated with the low level of philanthropic dol-

lars going to support programs specifically addressing the needs of women and girls. At that time only about 3% of philanthropic dollars went to programs addressing issues such as domestic violence, reproductive health, women’s economic security, sexual assault, and other issues critical to the well-being of thousands of females in Chicago, and by extension thousands of families. Women were getting short shrift.

Women have made great strides over the past 24 years, as has the Chicago Foundation

for Women. Many times, the Foundation has provided the first critical seed money—taking a chance on innovative and creative programs designed to address under-served populations and communities—programs like Apna Ghar, which means “Our Home” in Hindi and Urdu. When it opened 20 years ago, Apna Ghar was one of the country’s first transitional shelter and social agencies serving Asian survivors of domestic violence. Today, Apna Ghar not only offers multilingual, culturally appropriate services to any woman

who walks in their door, they also provide a safe space for supervised child visitation and offer the women they serve opportunities to achieve economic security and independence. They are a model program that offers training to other service providers statewide. Chicago Foundation for Women is proud to say that we were some of the “first dollars in,” enabling Apna Ghar to take root and to grow.

The Foundation has distributed more than \$17 million in grants to hundreds of organizations all across the Chicago Metropolitan area. Our impact has been powerful.

However – we still have a long way to go. In 2003, only .6% of aid dollars had gender equality as a principal objective. A 2006 report by the Association of Women in Development reported that only 7.3% of U.S. foundation-giving in 2003 went to “women and girls” programs or initiatives.

Yes – you read that right – only 7.3% of American Foundation dollars in 2003 went to “women and girls” programs or initiatives. That is a 100% increase from when our Founders first started, but still less than 10% of foundation-giving in the U.S. This is the state of philanthropic activities directed to women and girls, despite the facts that:

- Women are still making less money than men. In Illinois, women are only paid 73 cents for every dollar paid to men—lower than the national average. Over a lifetime, the pay gap shorts women \$700,000 if they have high school degrees, and even more for those with college or professional degrees—\$1.2 million and \$2 million respectively. That’s real money! And for women of color, the gap is even wider.
- Domestic violence providers in Illinois are understaffed and underfunded. A recent one-day survey found that Illinois’ programs served nearly 3,000 victims of violence, but 1,000 other requests for help that day went unanswered for no other reason than limited capacity due to lack of dollars.
- 80% of cases of child sexual abuse investigated last year in Illinois were perpetrated against girls. And on the other end of the spectrum, 70% of elder abuse victims in 2008 were women.

And this is the situation despite the fact that the complexity and intersection of the issues and problems associated with women and girls are interrelated.

To give women and girls a chance, we

must provide consistent financial support and effect systemic change in our health care, educational, criminal and civil legal systems. And perhaps more difficult, we **must** change the attitudes and beliefs that women and girls are inferior and weak.

WE ARE STRONG AND WE ARE CAPABLE AND WE JUST NEED THE CHANCE!

We know the only way to achieve our vision of a safe, just and health community for all women and girls is through a multi-layered and systemic approach.

We are also advocates for women’s philanthropy, for the strength of women helping one another, for the “power of the purse.” More women now control more wealth in the U.S. than ever before and, more and more, they are beginning to give that wealth to support other women.

The Women’s Funding Network, of which Chicago Foundation for Women is a member, launched the “Women Moving Millions” campaign in November 2007. They launched with a goal of raising \$150 million, by asking individual women to donate \$1 million or more. They *shattered* that goal this last spring when they announced they had surpassed their goal by \$30 million—raising \$180 million—and they are still going strong!

In the next three years, the Chicago Foundation for Women plans to raise more money, give out more grants and larger grants, help our grantees grow, foster diverse women’s leadership and philanthropy, use our voice to pinpoint major women’s issues, spotlight the solutions—and do it all with integrity and accountability.

We believe that lifting up women is core to the health of our community. We know that if women have a roof over their heads, a home free from violence, and affordable quality health care then so do our children. Chicago Foundation for Women isn’t just in the business of building up women and girls – we are in the business of building up our community. ■

ABOUT CHICAGO FOUNDATION FOR WOMEN: Chicago Foundation for Women envisions a community and world in which all women and girls have the opportunity to achieve their potential and live in safe, just and healthy communities.

Since 1986, we have awarded more than 2,700 grants, totaling nearly \$17 million, to hundreds of organizations that make life better for women and girls in the Chicago metropolitan area.

The Foundation’s core values include equality, empowerment, diversity, collaboration and integrity. Our work is rooted in three principles of women’s human rights: economic security, freedom from violence, and access to health services and information.



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July

Tuesday, 7/6/10- Teleseminar. Like-Kind Exchange of Business and Business Internals. 12-1.

Thursday, 7/8/10- 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/906864752>>. 12-1.

Friday, 7/9/10- Teleseminar—LIVE REPLAY: Ethics in Negotiations. 12-1.

Tuesday, 7/13/10- Teleseminar—Business Torts, Part 1. 12-1.

Wednesday, 7/14/10- Teleseminar—Business Torts, Part 2. 12-1.

Thursday, 7/15/10- Teleseminar—LIVE REPLAY: Reading Financial Statements for Lawyers, Part 1. 12-1.

Friday, 7/16/10- Teleseminar—LIVE REPLAY: Reading Financial Statements for Lawyers, Part 2. 12-1.

Tuesday, 7/20/10- Webcast—Key Issues in Local Government Law: Conflicts in Your Practice. Presented by the ISBA Local Government Law Section. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5251>>. 12-1.

Thursday, 7/22/10- Webinar—Advanced 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/403171688>>. 12-1.

Thursday, 7/22/10- Teleseminar—Construction Contracts. 12-1.

Friday, 7/23/10- Teleseminar—LIVE REPLAY: Ethics in Digital Communications. 12-1.

Tuesday, 7/27/10- Teleseminar—Goodwill in Business Transactions. 12-1.

Thursday, 7/29/10- Webcast—Resolving Financial Issues in Family Law Cases. Presented by the ISBA Family Law Section. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5253>>. 12-1.

Friday, 7/30/10- Teleseminar—LIVE REPLAY: Transfer Taxes in M&A/ Business Transactions. 12-1.

August

Tuesday, 8/3/10- Teleseminar—Buy/Sell Arrangements in LLCs. 12-1.

Thursday, 8/5/10- Webcast—Administrative Adjudication: Administrative Hearings- Presenting Effectively. Presented by the ISBA Administrative Law Section. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5254>>. 12-1.

Friday, 8/6/10- Teleseminar—LIVE REPLAY: Choice of Entity for Service Businesses, Including Law Firms. 12-1.

Tuesday, 8/10/10- Teleseminar—Estate Planning for Non-Traditional Families, Part 1. 12-1.

Wednesday, 8/11/10- Teleseminar—Estate Planning for Non-Traditional Families, Part 2. 12-1.

Thursday, 8/12/10- Webinar—Advanced Legal Research on Fastcase. Presented by the Illinois State Bar Association. 12-1.

Friday, 8/13/10- Teleseminar—LIVE REPLAY: Compensation & Other Technique for Getting Money Out of a Business. 12-1.

Tuesday, 8/17/10- Webinar—Continuing Legal Research on Fastcase. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 8/17/10- Teleseminar—Property Tax Issues in Real Estate. 12-1.

Thursday, 8/19/10- Teleseminar—LIVE REPLAY_ Buying Distressed Businesses: "Loan to Own" & Other Strategies Part 1. 12-1

Friday, 8/20/10- Teleseminar—LIVE REPLAY: Buying Distressed Businesses: "Loan to Own" & Other Strategies Part 1. 12-1

Tuesday, 8/24/10- Teleseminar—Employees v. Independent Contractors: Employment & Tax Implications. 12-1.

Thursday, 8/26/10- Teleseminar—LIVE REPLAY: Estate Planning for Educational Expenses. 12-1.

Tuesday, 8/31/10- Teleseminar—Tax Pitfalls and Opportunities in Real Estate Workouts. 12-1.

September

Wednesday, 9/1/10- Teleseminar—Selection and Use of Expert Witnesses. 12-1.

Wednesday, 9/8/10- Teleseminar—Health Care & Estate Planning: Vital Issues at Each State of Planning Process. 12-1.

Thursday, 9/9/10- Teleseminar—LIVE REPLAY: Art of the Equity Deal for Startup and Growth Companies. 12-1.

Friday, 9/10/10- Teleseminar—LIVE REPLAY: Art of the Equity Deal for Middle Market Companies. 12-1.

Friday, 9/10/10- Webinar—Advanced Legal Research on Fastcase. Presented by the Illinois State Bar Association. 12-1.

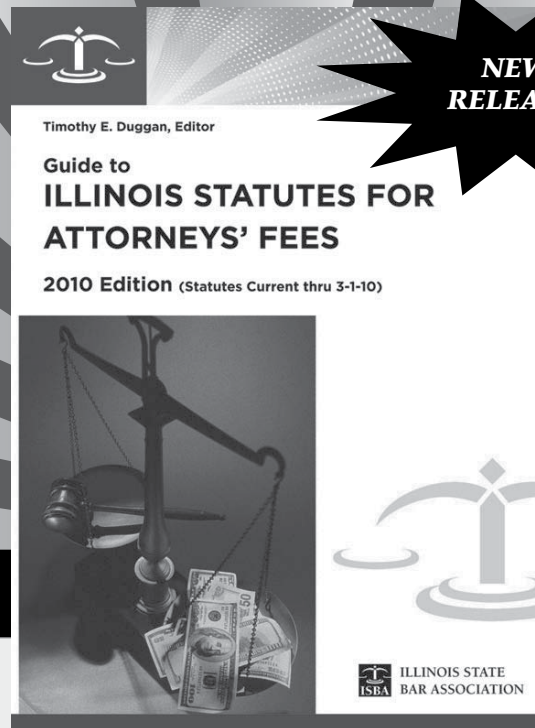
Tuesday, 9/14/10- Teleseminar—Choice of Entity/Form for Nonprofits. 12-1.

Tuesday, 9/14/10- Webinar—Continuing Legal Research on Fastcase—Presented by the Illinois State Bar Association. 12-1.

Thursday, 9/16/10- Chicago, Chicago History Museum—GAIN THE EDGE!® Negotiation Strategies for Lawyers. Master Series Presented by the Illinois State Bar Association. 8:30-4:00.

Thursday, 9/16/10- Live Webcast—GAIN THE EDGE!® Negotiation Strategies for Lawyers. Master Series Presented by the Illinois State Bar Association. 8:30-4:00. ■

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