

The Catalyst

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

Chair's Column: Bridging History

BY CINDY G. BUYS

As I write this chair's column, we are in the final days of commemorating Black History Month and about to celebrate the start of Women's History Month. What better way to bridge the two than to reflect on the achievements of a few of the inspiring black women lawyer-leaders in the state of Illinois. Although the history of black female attorneys dates back to Ida Platt who became the first black female licensed to practice law in Illinois in 1894,

I am struck by how many of these "firsts" have come in my own lifetime, reminding me of the recency of many of these achievements.

Edith Sampson was admitted to the bar of Illinois in 1927. President Truman appointed her as the first black representative (male or female) to the United Nations from the United States in

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10 Simple Ways to Celebrate Women This Month

BY JENN LUCZKOWIAK

If you're anything like me, the month of March carries a sense of hope. The ground begins to thaw. The sounds of birds chirping fill the air. Determined hints of green begin to emerge on branches and throughout gardens.

It's also a month dedicated to women in the United States and around the globe. In the United States, the month of March is dedicated "to commemorating and encouraging the study, observance and celebration of the vital role of women in

American history." Around the globe, many countries observe International Women's Day on March 8th.

However, if you're like me (and many of the other women lawyers I know), you also are looking for simple, significant ways to recognize this important month. Therefore, I compiled ideas from the lady lawyers in my life to share with you below. I encourage you to commit to one (or more) of these simple actions throughout this next month.

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August 1950. In 1962, she was elected to the Municipal Court of Chicago, becoming the first black female to be elected judge in Illinois. In 1966, she became a judge on the Circuit Court for Cook County where she served until her retirement in 1979.

She paved the way for other leading women such as Ann Claire Williams and Staci Yandle, the first black female judges on the U.S. District Courts for Northern (1985) and Southern (2014) Illinois respectively. President Bill Clinton later appointed Ann Claire Williams as the first black female judge on the U.S. Court of Appeals for the Seventh Circuit in 1999.

Lisa Madigan became the first female to hold the office of Illinois Attorney General in 2003, serving until 2019, but we have not yet had a woman of color in that position. There also have been no women of color who have served on the Illinois Supreme Court as yet. Thus, more work remains to be done to ensure diversity in our legal system.

Upcoming Events

In celebration of Women's History Month, and to bring attention to issues that continue to plague female attorneys, the

Women and the Law Committee is hosting its annual **International Women's Day Tea**, which will include a conversation between "Women Judges & Attorneys and their Role in Combatting Racism and Sexism." The Tea will be held on **March 8** at 4 pm via Zoom. Tickets are \$5 with the proceeds going to the YWCA and are available through the ISBA.

Be sure to mark your calendars for an outstanding half-day virtual CLE program planned for **April 22** on "**Girls in Crisis**" which will focus on girls caught up in the immigration system and trauma-informed lawyering. Panelists will share best practices for working with clients who have experienced trauma and how to deal with the secondary trauma many lawyers experience as a result. We look forward to seeing you there.

Please remember that the Women and the Law Committee welcomes contributions from its members in the form of newsletter articles, participation in CLE events, and ideas for programs, legislation and more. You can reach out to any of the members of the WATL to learn more about how to get involved. ■

10 Simple Ways to Celebrate Women This Month

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1. Register for the ISBA's International Women's Day Event at <https://www.isba.org/committees/women/eventreg>. This year's virtual event will have a panel discussing "Women Judges & Attorneys and their Role in Combating Racism and Sexism."
2. Get involved in a women's bar association or other community organization dedicated to uplifting women.
3. Support a female lawyer's career. Think of the amazing women lawyers you know and take a small step toward lifting them up. Like their firms on social media, handwritten them a note, or send a business referral in their direction.
4. Read a biography. For those who find time outside of work to read, consider grabbing a book about a phenomenal female role model this month. Here are a few to get you started: *Woman Lawyer: The Trials of Clara Foltz* by Barbara Babcock; *Free Thinker: Sex, Suffrage, and the Extraordinary Life of Helen Hamilton Gardener* by Kimberly Hamlin; *The Moment of Lift: How Empowering Women Changes the World* by Melinda Gates; *The Truths We Hold* by Kamala Harris; The

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

Radium Girls: The Dark Story of America's Shining Women by Kate Moore.

5. Reach out to a younger attorney or law student to mentor. Check in on a female lawyer younger than you. Remind them that 2020 was unusual, that starting out is hard, and that gender discrimination is real. Order them lunch, give them a call, remind them we are in this together.
6. Nominate a woman lawyer for an award. It's not too late to nominate an amazing woman for an ISBA award, but the deadline is fast approaching! Visit <https://www.isba.org/awards> and make that nomination today. Or maybe you know an impressive young lawyer who deserves to be recognized as one of the Chicago Daily Law Bulletin's "40 Lawyers under 40". Nominate her at <https://www.chicagolawbulletin.com/40-attorneys-under-40/nominate>.
7. Watch a movie, documentary, or television series related to the advancement of women or women's

issues. "My Name is Pauli Murray" illuminates the life of a visionary feminist lawyer who coined the term "Jane Crow" and will premiere at this year's Sundance Festival. "RBG," "Balancing the Scales," and "On the Basis of Sex" share the extraordinary life of United States Supreme Court Justice Ruth Bader Ginsburg. "Mrs. America" portrays the movement to ratify the Equal Rights Amendment, and Phyllis Schlafly's quest to defeat it. Grab a bowl of popcorn, your favorite beverage, and enjoy!

8. Listen to a podcast. Find your earbuds and check out these podcasts about and by women. In 2019, Oprah Magazine identified "15 Podcasts Every Woman Should Listen To." (<https://www.oprahmag.com/entertainment/g29616399/best-podcasts-for-women/?slide=1>) Among them? Encyclopedia Womannica and Dare I Say. I'd like to add Leadership Is Female, Pantsuit Politics, and She Votes!
9. Surf the web. When you're sitting

in court waiting for your case to be called or need a break from what's going on around you, spend a few minutes checking out the websites for Women's History Month (<https://womenshistorymonth.gov/>) and International Women's Day (<https://www.internationalwomensday.com/>). They are chock-full of resources, tidbits of history, and amazing stories about what women have been doing in this world since the beginning of time--setting vision, creating life, and fighting for the ones they love.

10. Donate to your favorite women's organization or female candidate. Wondering how anyone has time for any of the items in the list above? That's okay. Illinois is full of nonprofit organizations that need your support and local, state, and federal female candidates running for office. With just a few simple clicks and dollars, you can impact a woman's life. ■

COVID-19 and Mental Health

BY DR. ALEXANDRA TSANG

As the cold air arrives and the long Chicago winter stretches out in front of us like an endless horizon, the idea of sheltering in place and staying at home may be as dismal as the gray winter sky. Although at the time of writing, we currently are in December and have the immediate distraction of the holidays, in a few weeks we will be faced with the post-holiday blues and the monotony of the indoor life that winter and COVID-19 will bring.

COVID-19 brought us an epidemiological and psychological crisis. This is the largest mental health impact in modern history. The increased isolation, changes to routine, changes to our jobs and the daily confrontation with our own mortality is an overwhelming stress that impacts all of

us. Frustration and boredom related to the isolation of quarantine, inadequate supplies and access to health care for some, and insufficient or contradictory information about the virus from public health officials all add to our stress levels. Suicide hotline calls have increased, individuals with substance abuse problems are relapsing more and declining mood and increasing anxiety are a reality. If your mental health was in relatively good shape prior to COVID-19, you now likely are doing less well. If you were already doing less well and had some pre-existing depression and anxiety prior to COVID-19, you now are likely struggling. And if you were already struggling prior to COVID-19, you are now likely in crisis. Basically, we all have experienced some level of mental health

decline this year.

Rates of depression and anxiety in Americans have significantly increased. Parents who now have to juggle working from home while tending to the academic needs of their children have a two-fold onus and thus double the stress. There is little reprieve when you work, attend school, have dinner and socialize with the household all within a few rooms of the house. There is no stress relief of going to concerts, eating out at restaurants, attending sport games or going on vacation.

Quarantine stress impacts us all but in different ways. Children respond to anxiety differently than do adults. Young children may not have the vocabulary to express their frustration, boredom, or the feelings of loss

of not seeing their friends, playing at recess on the playground and engaging in social activities. Children will likely show you how they are feeling rather than tell you. This means that you may see more acting out behaviors in your young ones. Agitation, clingy behavior, anxiety and complaints of stomach aches and headaches can be common. It is important that as parents we limit their exposure to the news and translate the information in a way that they understand. Reassure your children that they can be safe, teach them everyday actions to reduce the spread of germs and keep up with their regular routines. Children respond to structure because structure is predictable and with predictability comes the feeling of safety. That will translate in a calmer behavior.

Adolescence, even in the best of times, is a developmental period that comes with angst, growing pains and when peer group development is very psychologically significant. This is when children start pulling away from their parents psychologically in order to become independently functioning adults. Hormones, focus on peers and social events such as graduations, proms and sport events become crucial. Teenagers have faced the loss of many of these activities. Creatively, a lot of these activities have taken on a new form such as drive-by birthday celebrations, but the feel is not the same. Encourage your teens to stay socially connected to their peers via phone, video chats and even video games which can utilize the chat function for cooperative play.

The emerging adult group, ages 18-24, have also faced the loss of in-person milestones such as visiting college campuses, going on their first job interview and securing an internship or work-study program. These are now virtual. It is common for teens and emerging adults to feel “robbed” of these events that they grew up hoping to have one day.

With all this being said, one key thing to remember is: “It’s OK to not be OK.” Yes, we all have been affected. We are all having a normal reaction to a historically not-normal era. However, there are attainable things we can do to lighten our moods and keep the positivity going.

One way to take care of your well-being is to let go of things you cannot control. You cannot control when other people refuse to wear masks or wear them half way slung down their faces dangling from their ear like a wispy feather boa. You cannot control when others do not social distance and contaminate your personal space bubble. You cannot predict what will happen in 2021 as it pertains to the coronavirus. You cannot predict toilet paper shortages. You cannot control how long this will last. But... You can control your media exposure and decide what levels of information you can tolerate. You can control your own mask-wearing, social distancing and hand washing behaviors. Remember there are perks to face mask wearing. You don’t have to smile if you don’t want to. You can even sneak in a bit of a grimace and no one will be the wiser. You can control keeping a positive attitude. You can find fun things to do at home.

Which brings me to home survival strategies. In regards to every day functioning, have some sort of routine. If you roll out of bed and shuffle with your bunny slippers to the next room with a pillow crease on your face, believe me, you will not be as productive at work as you can be. You have to transfer into work mode. That means, yes, take that shower before you log onto your computer and not during brunch or when the sun is setting and the geese are returning to their ponds. Comb your hair and put on makeup if it will make you feel more alert, even if only your dog Fido sees you and appreciates your effort. Designate only one work area for yourself. If you scatter your papers around the house like a windstorm, everywhere you look you will see reminders of work and you may have a hard time unwinding in the evening.

Find productive and fun ways to use your time at home. You can use the shelter in place time to exercise your brain. Take an academic course like something from Khan Academy or Skillshare. Do some brain training apps like Cognifit, Lumosity or Elevate. Listen to a TED Talk. Check out Goodreads for book recommendations and book reviews with other readers. Do a self-help workbook. There are a ton of resources out there for anxiety and depression. Write in a journal, keep a gratitude journal, or color in

an adult coloring book. Do some meditation through Headspace. Start that yoga routine you have always wanted. I personally recommend the You Tube channel Yoga with Adriene. She has yoga routines designed for specific body issues, such as lower back pain, and also for emotional issues such as anxiety. And she does not make me feel awkward and clumsy just because I can’t touch my toes without wincing. Keep an optimism calendar where you do one positive thing a day even when you are having one of those days when the only positive thing that happened that day seems to be “I didn’t burn dinner.”

There are also semi-mindless tasks you can do. These are my personal favorites. Mindless tasks will burn off some of the anxious energy and will keep your brain engaged. Cleaning and decluttering is a great one. Learn how to fold your clothes Marie Kondo-like. Please see Netflix for the reference. Do some jigsaw puzzles or work on that scrapbook that you started in 1999. Organize your photos. Who cares that your kid just graduated college and you are on page two of his baby photo album. Pets are another source of comfort and stress relief even though they may steal all your hand towels and use them as chew toys. I’m just saying. (I’m looking at you, Mango). Learn to cook a great soup, how to play the guitar or how to knit.

Remember those things that are not cancelled are family movie nights, playing board games, baking cookies, and calling a friend. Remember that it’s OK to not be OK and that even though these times will be in history books we have the choice to remember this as a completely negative event or a time where we revived family walks, we learned how to cook something new, and we realized we were much more resilient than we thought because we chose to see the slivers of opportunity that came with this unique time period and we remembered that those gray winter days always lead to sunnier seasons. ■

Dr. Alexandra Tsang is the director of the Kane County Diagnostic Center.

Member Spotlight: Chloé Pedersen

BY ERIN M WILSON

I interviewed new member, Chloé Pedersen, so we can all get to know her better. I hope you enjoy learning about Chloé and welcoming her to our committee.

Tell us about yourself personally.

I met my husband in college our freshman year. We were married eight years later, and now have two kids Sebastian (5yo) and Amelia (3yo). I've lived in Illinois my entire life, but love to travel internationally, some of my favorite places are Copenhagen (we have family there), Paris, and Antigua. I love to dance; I danced competitively growing up and the passion has stuck with me.

Where do you work and what do you do at your firm?

I am a partner with the law firm Fletcher & Sippel. We are a full service firm for our clients who are in the transportation sector, primarily, railroads in North America, and my focus is on Labor and Employment Law.

What made you interested in joining Women and the Law? Did you have prior involvement in the ISBA?

Women's issues have always been a passion of mine. I was a longtime member and board member of the WBAI. As I've

gotten more involved with the ISBA, I'm on the Assembly (middle of second term), I wanted to take a more focused role in committees focused on issues I am passionate about. I heard about WATL from two of my close friends. When I had my son, I took a step back from bar association work, but am now getting back involved and looking for ways to help which align with my desire to do women-focused work.

What specific legal or non-legal issues that affect women are you interested in addressing?

Equal pay; Supporting working mothers; Access to justice.

Have you read any good books or watched any good shows recently?

I read I'll be Gone in the Dark by Michelle McNamara a few years ago - It is amazing and recently HBO released a docuseries about it. I'm totally obsessed! I'm currently reading and have fallen in love with *The Nightingale* by Kristin Hannah.

Who do you look up to?

The women who have done things first, or nearly first, and brought others along with them. This is only something I've recently begun to truly appreciate. Since having my

daughter, I've made it a mission to start collecting books and stories to share. We shouldn't have to search for these examples. (Side note from Erin: Good Night Stories for Rebel Girls is great.)

How do you believe it best to pay it forward?

This kind of goes along with my last answer, bringing others along once you've found a way.

How are you adjusting to pandemic life?

My husband and I both work full time. It's bittersweet because there will never be an opportunity to spend this much time with my kids at this age, so that is special. So, I try to think about how fortunate we are. Of course, though it's hard, to do and be everything. I used to be mommy in the morning, partner in the firm during the day, wife at some point; now it is all competing interests all at the same. ■

Erin M Wilson of The Law Office of Erin M. Wilson LLC, offering family law services in Cook County, in Litigation | Mediation | Parenting Coordination | Child Representative & Guardian ad Litem.

Good News

BY JESSICA C. MARSHALL

- Jennifer Luczkowiak of Prairie State Legal Services was one of 36 nonprofit leaders throughout the nation chosen for the Allstate Foundation Executive Leadership Program Class of 2021. This program is in partnership with the Northwestern University Kellogg School of Management's Center for Nonprofit Management and seeks to equip nonprofit leaders with 10-20 years of experience "to further transform their organizations, their

communities and the nonprofit sector as a whole." Well deserved, Jennifer!

- Cindy Buys was selected to receive the American Bar Association's Mayre Rasmusson Award for the Advancement of Women in International Law 2021. Congratulations, Cindy!

On behalf of the entire committee, congratulations! ■

Bringing the Dark Into the Light: Eradicating Sexual Misconduct in the Courthouse to Foster a Legal Community That Promotes Respect, Safety, and Equality

BY LINDSAY B. COLEMAN, JUDGE DEBRA B. WALKER, & KELLY T. BENNETT

The profound Martin Luther King, Jr. said, “Darkness cannot drive out darkness: only light can do that.” Many legal professionals are alarmingly unaware that sexual harassment¹ continues to cause serious issues in courtrooms and courthouses. In fact, sexual harassment still affects attorneys at all levels, including judges and named partners. In 2020, many of us became aware of two prominent Illinois legal professionals, an attorney and judge, who were charged with sexual misconduct allegations. As we move into 2021, sexual misconduct needs to be brought into the light so it can be eradicated to foster a legal community that promotes respect, safety, and equality. This past summer, a study was released by the Women Lawyers on Guard, a national nonprofit organization focusing on equality and justice.² This study analyzed the results from its survey of attorneys. The survey respondents were asked to list the time frame in which such harassment occurred going back 30 years. The survey found that sexual harassment by partners and supervising partners does not appear to have lessened in the last 30 years but simply shifted. It alarmingly showed that although the percentage of “sexual assaults, threats, and bribes for sex decreased, the percentage of sexually offensive jokes, ogling or leering, rating of attractiveness and sexualized name-calling” increased. Also, the study revealed that such “inappropriate comments” said to attorneys in their 20s from male law firm partners are simply perceived as “normal” explaining that the young,

victimized attorneys remain scared and never report the offenders. This perpetuates the prevalence of sexual harassment and sexual discrimination. As such, we may considerably eradicate sexual misconduct by reporting the offender. However, this is easier said than done.

Most legal professionals do not report sexual misconduct for fear of job loss, negative career repercussions such as being blacklisted in the legal community, and doubts about whether they will be believed. Half of the respondents to The Women Lawyers on Guard study said that even when they reported harassment, the offender did not suffer any consequences, and horrifically in 4% of the cases, the harassment worsened after reporting.³ The results of this survey lead to the “inescapable conclusion that the system for addressing sexual harassment in the legal profession is still broken.” The results of this survey challenge us to unite and solve the problem together.

An inspiring group of women attorneys who primarily practice in domestic relations, affectionately called Lady Lawyers Who Lunch (“LLL”), are diligently raising awareness of sexual misconduct in our profession and proposing solutions. LLL invited Judge Debra B. Walker, a Cook County Domestic Relations Judge, past Chair of the Illinois Supreme Court Commission on Professionalism, to speak due to her writings and teachings on this subject. On December 16, 2020, over Zoom, Judge Walker engaged in a dialogue with LLL. Judge Walker describes victims as survivors.

Sexual misconduct is not about sex but about power. Reporting sexual misconduct is a potent way to take back the power and to bring sexual misconduct into the light. Exposing offenders and bringing their misconduct to light discourages further misconduct by the offenders and motivates other professionals to not be shamed in their careers. This is how change happens over time. For those who are not ready to report, the need for allies is critical, especially in a courthouse where judges may immediately address such uncivil conduct.

Judge Walker’s suggested methods for attorneys to eradicate sexual misconduct include:

- If the misconduct occurs in court, inform the judge, and ask the judge to admonish the offender;
- If you witness misconduct in the courthouse, report it. **If you see something, say something;**
- Write to the judge (*caveat* ensure there is not any ex parte communication about the case);
- Report misconduct to a supervisor, human resources, or someone of equal or higher rank to the offending attorney, if there are no such human resource-like departments;
- Write articles for bar journals and other legal and/or professional organizations;
- Volunteer to be a mentor to younger attorneys; and
- Report the offender to the ARDC or JIB even if it may not result

in discipline by these entities. They maintain records of prior complaints.

Judges have a duty to make their courtrooms safe for everyone.⁴ Judges must set consistent expectations for all attorneys in all courtrooms.⁵ For any uncivil behavior, including sexual misconduct, all judges must take immediate action to nip it in the bud at inception, leading by example, to set the tone for civil conduct. This is a non-exhaustive list of tools that Judge Walker suggests all judges have at their disposal to immediately put a stop to sexual misconduct in the courtroom:

- Strongly admonish the offender in open court;
- Put attorneys in a “timeout” by sending them into the hallway (or Zoom waiting room) until they can demonstrate respect for the presiding judge, the litigants, and the lawyers;
- Bring the offenders immediately into chambers (or a breakout room for Zoom) to speak with attorneys about their misconduct and how to eliminate such behavior (*caveat*: ensure there is not any ex parte communication about the case);
- If such misconduct occurs while a witness is being questioned, then an attorney should make an objection on the court’s record;
- If such misconduct occurs during a deposition, call the presiding judge, put him/her on speakerphone, and inform the judge of the misconduct. Alternatively, attorneys may request for a deposition to be taken in the judge’s conference room, providing the judge with the ability to rule instantly and address immediately any attorney’s behavior;
- Judges should have Civility Rules on display in their courtrooms;
- Attorneys may speak with the presiding judge of the division or with a chief judge if a judge engages in such misconduct or allows such misconduct to occur in their courtroom; and
- Attorneys may also prepare a motion regarding misconduct in

a case at bar and notice it for the court to address.

Judge Walker unequivocally states that third parties, including judges and other attorneys, must also come forward to report sexual misconduct. On June 6, 2019, the Illinois Judicial Inquiry Board filed a Complaint with the Illinois Courts Commission (“Commission”) against former Cook County Circuit Judge Mauricio Araujo (“Araujo”), which alleges he engaged in unwanted sexual advances, inappropriate and harassing advances, and inappropriate and sexually suggestive comments and conduct toward women.⁶ Also, “[t]he complaint further alleges that through the described pattern of inappropriate conduct toward women respondent encountered in a professional setting and through each incident, respondent violated Rules 61, Canon 1, Rule 62, Canon 2(A), and Rule 63, Canons 3(A) (3) and (A)(9).”⁷ Multiple women came forward to report him, demonstrating, in part, the importance of reporting offenders. Araujo resigned in late September 2020 after the Commission found Araujo’s conduct as proved by clear and convincing evidence, was “prejudicial to the administration of justice and brought the judicial office into disrepute toward women.”⁸ Since Araujo resigned, The Commission need not have written such a thorough Opinion. Illinois Supreme Court Justice Theis, Chair of the Courts Commission, issued one anyway. This powerful Opinion, in part, should serve as a warning to judges that this is a new era, and that sexual harassment will not be tolerated.

It is 2021 and while everyone should “know better,” sexual misconduct continues to be a pervasive issue that requires more effective measures to eradicate. Attorneys and judges must genuinely commit to stand united, strategize, cultivate allies, mentor the younger generations, and continue to collaborate, so together, our legal community will truly achieve fundamental and long-lasting change. We need to pave the way for seamlessly reporting sexual misconduct in our legal profession, regardless of whether it occurs in courtrooms, law firms, or bar associations. We need to adopt a zero-tolerance standard.

Collectively, we must bring the dark behavior of sexual misconduct into the light and make sexual misconduct a shameful behavior that has real consequences, so that attorneys and judges together may create a profession that promotes respect, safety, and equality. The future of our profession depends on it! ■

1. NOTE: sexual harassment, sexual discrimination, sexual assault/violence, and sexism in all forms are referred to herein as “sexual misconduct”.

2. See an executive summary of the study, *Still Broken: Sexual Harassment and Misconduct in the Legal Profession*. The study is based on an August 2019 survey, disseminated through bar associations, online groups, and individuals’ networks. More than 2,100 people responded to the survey; 92% of them identified as female.

3. The survey found that sexual harassment has long-term negative effects. 61% percent of the respondents reported anxiety about their careers or workplaces; 40% feared retaliation; 37% experienced a loss in productivity; and 28% reported a negative impact on their careers. Only 18% reported no impact.

4. “A judge having knowledge of a violation of these canons on the part of a judge or a violation of Rule 8.4 of the Rules of Professional Conduct on the part of a lawyer shall take or initiate appropriate disciplinary measures.” See CANON 3” *Rule 63 - Canon 3 of the Code of Judicial Conduct*, Ill. Sup. Ct. R. 63. This Canon requires a judge to take or initiate appropriate disciplinary measures where he or she has knowledge of a violation of Rule 8.4.

5. “It is unprofessional for a lawyer to: “...engage in conduct that the lawyer knows or reasonably should know is harassment or discrimination on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status or socioeconomic status in conduct related to the practice of law.” See Model Rules of Prof’l Conduct R. 8.4(g).

6. See *In re Araujo*, Case No. 19 CC 1 (Nov. 6, 2020)

7. See *Id.*

8. *Id.*

'Women Under Attack'

BY JUDGE ANN BREEN-GRECO

ISBA Women and the Law Committee members spoke at the September program/meeting of the National Association of Women Judges District 8 about "Women Under Attack," which is an initiative of WATL. NAWJ District 8 will be working with WATL on this vital matter. This initiative is based on three issues: a complaint against a local attorney regarding seeking sexual favors from clients on child custody matters and allegations of sexual assault of female attorneys in his office; the targeting of a federal judge, Judge Salas, which resulted in the killing of her son; and the verbal attack on Congresswoman Alexandria Ocasio Cortez by another congressperson, using profanity and a gender slur.

Our speakers were Judge Michelle Childs, chair, ABA Judicial Division, who discussed potential security measures for federal judges, following the tragic killing of Judge Salas' son, by an attorney who was targeting the judge.

Cindy Buys, WATL Committee chair, introduced Erin Wilson and Dina Ninfo (WATL members). They addressed the mission statement and action platform for the "Women Under Attack" initiative, (Force of Lawyers Against Sexual Harassment (FLASH)), particularly with respect to anti-harassment actions for female legal professionals, to include court reporters and court clerks.

FLASH is a task force of Illinois legal professionals united to combat the prevalence of sexism, sex-based discrimination, sexual harassment and sexual assault in the Illinois legal community through direct advocacy, policy implementation, education and peer support. Goals and Objectives are to create and foster a safe, respectful and intersectional professional environment for all Illinois legal professionals that adopts a zero-tolerance approach to sexism, sex-based discrimination, sexual harassment and sexual assault.

FLASH's Work Plan is to:

1. Collect, analyze and maintain data

from legal professionals to establish the nature and extent of sexism, sex-based discrimination, sexual harassment and sexual assault in the Illinois legal community and issue a white paper.

2. Collect and analyze firm policies on sexism, sex-based discrimination, sexual harassment and sexual assault within firms; issue a comprehensive and cohesive policy on sexism, sex-based discrimination, sexual harassment, and sexual assault within firms. Issue FLASH's analysis and recommendations in a white paper.

3. Provide a multi-variety of resources to all legal professionals who are experiencing or have experienced sexism, sexual harassment, and/or sexual assault including, but not limited to:

- Practice area specific peer support to provide information and resources for professional transitions;
- Peer support for navigating the ARDC process and the professional and personal aftermath;
- General mentoring and peer support; and
- General education to law schools, bar associations, and the legal community as a whole.

4. Provide recommendations on how to prevent sexism, sex-based discrimination, sexual harassment and sexual assault. Demand accountability from all Illinois legal professionals by requiring mandatory new lawyer and continuing legal education focused on the elimination of sexism, sex-based discrimination, sexual harassment and sexual assault in the Illinois legal community and through the implementation of a consistent code of conduct among Illinois bar associations and professional organizations touching the Illinois legal community.

5. Provide direct advocacy and support to the enactment of legislation and policy aimed at addressing sexism, sex-based discrimination, sexual harassment and sexual assault throughout the State of Illinois. ■

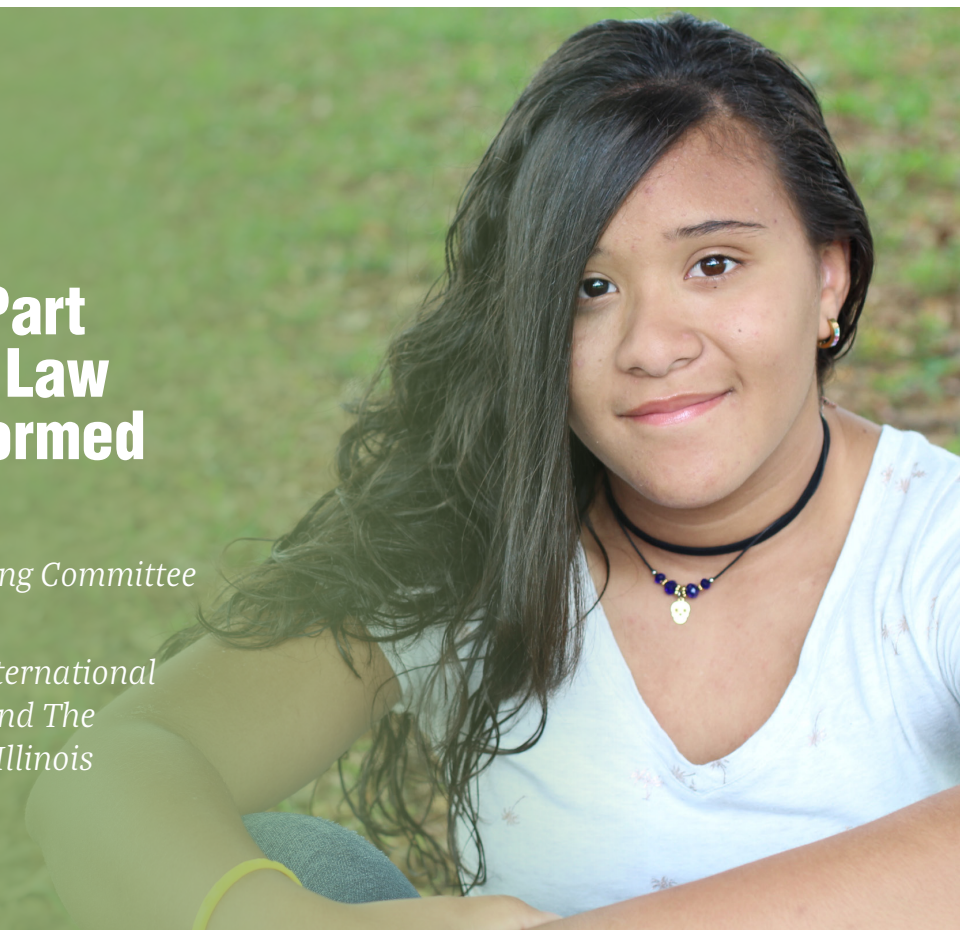
Judge Ann Breen-Greco (WATL member and Director of NAWJ District 8) addressed the third part of the initiative. She discussed the need to be vigilant in speaking out against the use of gender slurs against women and emphasized women should only speak up if they are in a safe space. It should not be left to women solely to address these slurs, but male family members, colleagues, and friends must also take the initiative. Articles on this topic should also be done not only for the legal profession's newsletters but for publication as broadly as possible.



Girls in Crisis, Part III: Immigration Law and Trauma-Informed Lawyering

Presented by the ISBA Standing Committee on Women & the Law

Co-Sponsored by the ISBA International & Immigration Law Section and The Women's Bar Association of Illinois Immigration Committee



Live Webcast | Thursday, April 22, 2021 | 12:55 – 4:15 p.m.

3.0 hours MCLE credit, including 2.0* hour Professional Responsibility MCLE credit in the following categories:
1.0 hour Mental Health and Substance Abuse credit | 1.0 hour Professionalism, Civility, or Legal Ethics credit

Join us for an in-depth look at how immigration laws and practices are impacting young women and girls, and how emotional, physical, and mental trauma can affect the developing brain and manifest itself in juveniles. Attorneys with a basic level of practice experience in criminal law, child law, family law, or immigration law who have an interest in learning about and assisting girls in crisis and who attend this seminar will better understand:

- How being held in detention can affect minors;
- The types of treatment experienced by unaccompanied minors in immigration detention centers;
- What to look for in your traumatized minor client and how best to respond to it;
- What is being required of minors when attending court hearings and testifying at those hearings alone;
- How to recognize the effects of trauma-based lawyering and deal with those affects in a healthy manner; and
- Much more.

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