

CAPITAL DISTRICT WOMEN'S BAR ASSOCIATION



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May 2007

Editors: Cynthia A. Platt

Kathryn Lamont Teal

CDWBA SLATE

The following individuals have been selected by CDWBA's Nominations Committee to hold the positions designated:

Officers

President - Linda Clark (2007 -2008)

President Elect - Michelle Haskin (2007-2008)

1st Vice President-Susan Taylor (2007-2008)

2nd Vice President-Joann Sternheimer (2007-2008)

Secretary - Susanne Dolin (2007-2008)

Treasurer - Jill Gruben (2007 -2008)

Directors

Cara Brousseau (2007-2009)

Susan Dautel (2007-2009)

Catherine Hedgeman (2007-2009)

Lydia Law (2007-2009)

Karen Simons (2007-2009)

Justine Spada (2007-2009)

WBASNY Delegates

Sue Adler (2007-2008)

Jessie Aitcheson (2007-2008)

Michelle Haskin (2007-2008)

Linda Clark (2006 -2007)

Margaret Surowka Rossi (2007-2008)

Camille Siano Enders (2007-2008)

WBASNY Alternates

Hon. Helena Heath-Roland (2007 -2008)

Hon. Rachel Kretser (2007 -2008)

Eileen Stack (2007-2008)

CDWBA's by-laws require that elections for Chapter Officers, Directors and Delegates be held at our annual membership meeting. In compliance with the by-laws, we will vote on the Nominations Committee's slate at our annual meeting scheduled for later this month.

SAVE THE DATE!

CDWBA's

ANNUAL INSTALLATION DINNER

and Awards Ceremony

at the Franklin Plaza, Troy, New York

June 7, 2007

5:30 p.m.

Watch for your invitation in the mail!

PRESIDENT'S MESSAGE



A Few Reflections

From time to time it is asked whether a women's bar association is still relevant today. I would like to share two experiences from my days in private practice in southern

New Hampshire.

I was a member of my firm's litigation department early in my practice. It was time for me to conduct my first deposition - we were representing the insurance company in a personal injury matter. One of the senior partners planned to sit in to observe in order to provide me with feedback and, I hoped, to jump in to save me, or perhaps more accurately, our client, if things were heading off in the wrong direction. After about 30 minutes the senior partner asked for a break and invited me outside to speak. It was a surprise to learn that he would be leaving me on my own. He explained that my style was very effective - it placed the witness at ease and elicited much more information than anticipated. Perhaps it was my prior training and experience in counseling or perhaps it was my manner and non confrontational approach (the result of being raised as a daughter?).

A year or two later, I joined the firm's corporate and commercial department. We represented a number of banks and many businesses. One day, one of the partners came into my office and gave me two basketball tickets for a Celtics game in Boston. He strongly encouraged me to ask one of our corporate or banking clients to attend with me and not just pass along the tickets to a client. I was a huge Celtics fan back then and would have loved

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Material appearing herein, including editorial comment, represents the views of the respective authors and does not necessarily carry the endorsement of the Capital District Women's Bar Association



The Legal Project

Pro Bono Corner May 2007

Lisa A. Frisch, Executive Director

FINALLY...SOME GOOD NEWS ABOUT THE NYS BUDGET AND CIVIL LEGAL SERVICES!

It's been a very long road and it's not over yet, but after much effort and time, we finally have funds in the Governor's Executive Budget that are targeted specifically for general civil legal services for the poor. For many years, the civil legal services community has been imploring the state of New York to make equal justice for the poor a priority by providing a stable stream of funding rather than having to depend on member items and other less secure funding streams to support our important programs.

Governor Spitzer listened and made this funding an important part of his first Executive Budget—doubling the funds that had been available in the past through Legislative initiatives to a total of \$8 million dollars. Certainly, this does not come close to the \$50 million that is needed to truly provide a stable base of funding, but this is a tremendous start and we are very grateful for his keen awareness of the issues and for his support for equal justice for all. I want to express our gratitude to the **Empire Justice Center** for their leadership in advocating for the upstate programs and for bringing the programs together as a strong team to work toward the goal of this funding and better stability.

As you know, The Legal Project's experience of losing significant federal grant funding that put our domestic violence program at great risk has been made an example of why state funding, in addition to individual and corporate support, is so critical to helping programs like ours maintain and grow our services to meet the needs of those who need assistance in our communities.

I also want to express my sincere thanks to members of the New York State Legislature who have continued their support of programs statewide, including The Legal Project, particularly as the specifics of how the Executive Budget funding will be distributed. If not for the Legislature, in our case, specifically for **Senator Breslin, Senator Bruno, Senator Farley, and Assemblymembers Canestrari, McEneny, Reilly and Tonko**, we would have had a very difficult time getting through our funding challenges of the past few years and we appreciate their support then and now, more than they can imagine. Further, the leadership of **Assemblywoman Helene Weinstein** has made all of the difference in making civil legal services funding a priority, this year and for many years prior—she never took her eyes off the ball and no matter what, ensured that our programs had a voice in the Legislature.

Thanks to all that have supported the funding in the Executive Budget. The **CDWBA** and **WBASNY** were the first of the Bar Associations statewide to pass a resolution supporting this funding, followed closely by many others. We are very grateful to the **New York State Bar Association** for the support for this funding as well, and the voice that they continue to give for both financial support and for pro bono.

Again, there's more work to be done to ensure the stability of funding for our programs, but we are heartened by the support and the fact that finally, in 2007, civil legal services are being recognized as a vital part of our community's response to our neighbors in need—helping address issues such as homelessness, domestic violence, employment, social security, immigration; hunger, education, veteran's needs and many others. Equal Justice is an intrinsic part of a just society and finally, New York State is on its way to providing this level of equality and justice for all, not just those who can afford it. Thank you to all who are making this a reality.

SAVE THE DATES:
AHAA Training: June 4th and 5th
Family Offense Basics: June 8th
For more info: contact spattenaude@legalproject.org

The Legal Project Starts Spring Appeal Fundraiser

We are more than halfway to our goal of \$50,000 to match the donations we received from **Martin, Harding and Mazotti** law firm, **Liza's Legacy Foundation**, the **Sidney and Beatrice Albert Foundation** and the **Sherry and Barry Gold Donor Advised Fund of the Community Foundation**.

Our Spring Appeal letters have probably found their way to you by now, and we would very much appreciate your support, of whatever size. Every dollar is matched, doubling the impact of your donation. You can also donate on our secure website at www.legalproject.org. Although we are relieved at the level of state support, that only funds a portion of our program, so individual, law firm and corporate fundraising are crucial to the strength of our services. Thank you in advance for your generosity! We will be listing the names of our donors for this match in a subsequent newsletter so you can all see the remarkable breadth of support that The Legal Project has from this wonderful community.

Thank you for volunteering in April!

AHAA:

Arthur Casey
Mark Juda
Kelly Malloy-Pogoda
Jamie Woodward

Domestic Violence Legal Connection

Michael Brosnan
Amy Knussman
Camille Siano-Enders
Margaret Tabak
Michael Weinstein

Legal Clinics:

Albany Public Library:

Coordinator – Katie Weinberg
Leyla Kiosse
Melissa Latino

YWCA:

Coordinator – Carol Phillips
Jennifer Corcoran
Barbara King

Unity House:

Coordinator – Abe Bolgatz
Thomas Kenney
Jill Nagy

Mechanicville:

Coordinator – Jessica Lennon
Anne Copps
Heena Shaikh

Saratoga:

Coordinator – Jessica Lennon
Laura Greco

Equinox:

Coordinator – Stephanie Hollner
David Levy
Heena Shaikh
Joann Sternheimer

Legally Speaking:

Pamela Robich-Wright

HIV/AIDS Wills Project

Anne Reynolds Copps
Law Firm of Lavelle & Finn

Third Judicial District Pro Bono Expo Was a Great Success!

Thank you to **Judges Ceresia** and **Cardona** for recognizing the importance of pro bono and for bringing together more than 90 local attorneys at the New York State Bar Center on April 18th to meet with representatives of the three major pro bono programs in the District—The Legal Project, **Legal Aid Society** of Northeastern New York and the **Albany County Bar Association**. There was a panel of distinguished judges and attorneys who spoke of what it means to have pro bono attorneys helping aid the justice process and how easy it really is to volunteer for one of our programs. Many signed up for more information and hopefully we will all get additional help from the private bar to help us meet the increasing needs of our neighbors. Thank you!

KATE STONEMAN AWARD AWARDED TO JUDGE LESLIE STEIN



Following are Judge Stein's remarks from Kate Stoneman Day held at Albany Law School on March 22, 2007.

I am truly honored to receive this award from my alma mater. I think of this award as the "pay it forward" award because it truly is about celebrating all of the men and women who have lead the way for me and who have given me the support and opportunity to serve the public and to help others achieve their dreams, as I have been able to achieve mine.

I was going to mention a few past recipients of this award who have been instrumental to me in pursuing my career. But when I went over the list of past recipients, I realized that there were probably too many in that category to mention. They know who they are and I am deeply grateful to them for all they have done and I am honored to be in their company in receiving this award. I am, of course, honored to be in the company of today's other award recipients, as well.

I also want to thank two very special people in my life, who made my nomination for this award possible - Frank Barno and Pat Beeler. In addition, I want to thank Albany Law School and the Kate Stoneman Committee, as well as all of those people who wrote letters in support of my nomination. And I would like to express my special appreciation to Mayor Jennings, who not only supported this nomination, but who also has had the confidence in me to give me my first opportunity to become a judge and then to achieve my current position.

Some of you may know that I come from a family of lawyers. Both of my parents and my grandfather were attorneys. In fact, my mother, Barbara Stein, who is here today with my Aunt Barbara, still serves as a law guardian in the

Westchester County Family Court. My mother was one of only a small handful of women in the Columbia Law School class of 1955. I did not realize until I was well into my legal career, what a pioneer she was. And most of you probably don't know that my grandfather, I. Russell Stein, graduated from Albany Law School in 1921 - a mere 23 years after Kate Stoneman. They have all been important teachers and role models in my life in many ways, not the least of which has been to demonstrate the importance of promoting justice and serving the community. They also imbued me with the belief that I could do and be anything I wanted to.

I also think of my late husband, Dick, who taught me to go after my dreams and who stood by me and encouraged me, no matter what obstacles faced me.

And, of course, I can't speak of teachers and role models without mentioning my former law partner, friend and mentor, the late Stanley A. Rosen, ALS class of 1968. He taught me that it was possible to serve justice one client at a time with compassion and integrity. You know, one of the things that impressed me about him the most was that, after he had died - and still to this day - the countless people who have told me stories about how he had helped them, in small ways and big ways - and the fact that no one ever knew except him and the people he helped. Many of them told of advice he had given them as young lawyers. He never looked for recognition or anything else in return; he just did it because he could and because it was the right thing to do.

Last, but not least, I am grateful to my wonderful staff, who sometimes think that I am saying "yes" to too many things, but who understand why I do and who support me all the

way.

Those, my friends, are the gifts that I have been given by the people closest to me and the many others who I have had the good fortune of having gone before me and shared with me their wisdom and their encouragement. And so, it has never been a chore or obligation for me to pass them on to others. I know no other way.

Times have certainly changed for women in the law since Kate Stoneman, my grandfather and my parents entered the legal profession. In fact, they have changed significantly since I graduated from ALS almost 26 years ago. There are many more women in the practice and many more opportunities for women lawyers than there were back then. We now have women judges serving on the highest courts throughout our state and the majority of the judges on the Court of Appeals are women, lead by our phenomenal and recently re-appointed Chief Judge Judith S. Kaye. But, as you have heard from Sharon Stiller, there is still so much more to be accomplished.

You know, it was a mere 14 years ago that Justice Karen Peters was elected the first female Supreme Court Justice in the 3rd Judicial District. It took over 300 years for that to happen. And since that time, only 3 other women have been elected to that position - Hon. Victoria Graffeo (now on the Court of Appeals), Hon. Mary Donohue (former lieutenant governor and now Judge of the Court of Claims and Acting Supreme Court Justice); and myself. I sure have big shoes to fill!! We celebrate those successes, but we cannot ignore that, in our neighboring 4th judicial district, there has never been a woman elected to the Supreme Court. Nor has there ever been a minority elected to the Supreme Court in either the 3rd or the 4th JD.

When I graduated from this law school in 1981, approximately 40% of my class was female. But only a few years before that, the percentage was much lower. The excuse for the lack of progress of women and minorities in the profession to the highest positions was always that there weren't enough qualified and/or interested women and minorities in the pipeline. Well, if there was any truth to that then, I dare say that there no longer is. What concerns me is that the women and minorities graduating from law school today mistakenly take it for granted that there are equal opportunities for all, based on the numbers of other female and minority law students and lawyers. So,

it is important to pass on our recent history and help them to make sure that those opportunities actually do exist.

The reason for that is not just equality for the sake of equality. The reason is that there cannot be true justice without the perception of true justice. And that means diversity, among other things - not just gender diversity, but diversity of all kinds. Only then will those who come to the legal system for help truly believe that the result is just. So, how do we accomplish this? We start with every one of us who have had the good fortune of reaching positions of leadership continuing to reach back to those who are following us up the ladder, sharing with them our challenges and our successes, encouraging them to pursue their goals, and by believing in them, just as those who have gone before us, believed in us.

In closing, I would like to paraphrase the words of the late mother of a dear friend of mine. Her lesson was that as long as we are here, we all have something to teach and something to learn. I hope that I am able to do that each and every day.

Thank you.

CDWBA C.A.R.E.s For Area Students

The school year is nearing an end, but CDWBA's Class Room Project Committee is still at work! We have been busy presenting Credit Abuse Resistance Education ("CARE") programs to high schools throughout the area and will be conducting additional programs at Albany, Columbia and Shaker High Schools in the coming weeks. Lori Seivers is working her contacts in the Niskayuna school district to schedule our first program there. It's not too late! If you would like the Class Room Project to schedule a CARE program or career day at your neighborhood school, please contact one of our co-chairs, Joann Sternheimer or Karen Simons.

In addition, we are now providing financial education to young adults through the Albany County Probation department. Henry Collins, a member of the Capital Region Bankruptcy Bar Association, has conducted two seminars with more to be scheduled. Henry reports that the probationers are very motivated to learn how to manage their finances and make smart credit decisions. Thank you to all our hard-working volunteers.

30th Annual Judicial Reception A Success

Over 115 people attended CDWBA's 30th Annual Judicial Reception on March 29, 2007 at The State Room located in the former DeWitt Clinton Hotel Ballroom at 142 State Street in downtown Albany. Those in attendance enjoyed a pleasant evening honoring our local judges and socializing with old friends and meeting new ones, in addition to sampling some scrumptious food. After holding this event for several years at the Governor's Mansion, the organizing committee felt it was time for a change, and the new venue met with rave reviews. The State Room provided an elegant setting for our guests which included judges from the Court of Appeals, the U.S District Court for the Northern District of New York, the United States Bankruptcy Court for the Northern District of New York, and the New York State Court of Claims, Supreme Court, County Court, Family Court, as well as several City and Town Courts. Many liked the fact that they could walk to The State Room from their chambers or offices, especially on such an agreeable night. Several of the judges expressed their gratitude for CDWBA's efforts and indicated how much they look forward to this reception. Many thanks to the committee chairs, **Lois Goland**, **Lydia Law**, and **Rachel Sutel Sherman**.



Lydia Law and Rachel Sherman, co-chairs of the Annual Judicial Reception.

Enjoying the 30th Annual Judicial Reception



Kate Teal, Kim Troisi-Paton and Cynthia Platt



Elena Viada, Hon. George B. Ceresia Jr. and Hon. Rachel Kretser

MEMBERSHIP HAS ITS PRIVILEGES

One of the benefits of CDWBA membership includes the opportunity to share information concerning the occurrence of significant professional and personal events with other members. Any member may submit relevant information and photographs concerning such events, including but not limited to professional and academic achievements, changes in employment status, candidacy for elective office, marriages and births. Please submit such information to acharne@nycap.rr.com

NEW MEMBERS

We are pleased to welcome the following **NEW MEMBERS**:

Anat Beck, Esq.

Phillips Lytle LLP

30 South Peal Street, Albany, NY 12207
518 472 1224

Corporate/commercial, international, not-for-profit corporations, securities, technology

Mary T. Colwell, Esq.

Law Offices of Alice K. Berke, P.C.

930 Madison Avenue, Albany, NY 12208
518 489 1117

Criminal, family, landlord/tenant, matrimonial, real estate

Kimberly G. Finnigan, Esq.

Whiteman, Osterman & Hanna, LLP

One Commerce Plaza, Suite 1900
Albany, NY 12260-2822
518 487 7775

Pamela D. Wickes, Esq.

Bollam, Sheedy & Torani

26 Computer Drive West, Albany, NY 12205
518 459 6700

Other CDWBA Member News

- **Marilyn Bleser** has relocated her office. Her new address is Law Office of Marilyn J. Bleser, Esq., 3434 Carman Road, Suite 108, Schenectady, New York 12303. #356-6515, Fax: #356-6517, Email: MBLESER@nycap.rr.com
- **Andrea Celli** and **Cynthia Platt** spoke at the Capital Region Bankruptcy Bar Association's conference held at the Equinox in Manchester, Vermont on March 30, 2007. Cynthia addressed recent Supreme Court decisions, and Andrea spoke on exemptions and means testing issues under the Bankruptcy Abuse Prevention and Consumer Protection Act.
- On April 20, 2007, **Peter Coffey**, **Anne Reynolds Capps** and **Catherine Hill** participated in the Adirondack Women's Bar Association's CLE entitled *Conflicts of Interest and Attorney Escrow Accounts*. The CLE was held at the Courtyard Marriot in Saratoga.
- **Jill Gruben** spoke at a New York State Bar Association CLE program on Employment Law for the General Practitioner and Corporate Counselor on May 4, 2007. Jill is the Treasurer of CDWBA and an associate at the Troy firm of Martin, Shudt, Wallace, et. al.

- **Lisa Joslin** is now with the Albany law firm of Gleason, Dunn, Walsh & O'Shea, 40 Beaver Street, Albany, New York 12207. Tel.: #432-7511, Fax: #432-5221, Email: joslin@gdwo.net
- **Jessica Meigher** is now an Associate at Maynard, O'Connor, Smith & Catalinotto, 6 Tower Place, Albany, NY 12203. Her practice focuses on matrimonial and family law. Prior to relocating to the Capital District, Jessica practiced law in Connecticut.
- **Christina Roberts** has taken a position in the Litigation Bureau of the New York State Attorney General's Office. Tel.: 486-9717, Email: Christina.Roberts@oag.state.ny.us
- **Heena Shaikh** was recently appointed a Trustee to the Board of the New York State Lawyer Assistance Trust by Chief Judge Judith S. Kaye. Heena is an associate in the Law Office of Anne Reynolds Capps.
- Congratulations to **Kate Teal** and her husband on the birth of their son, Graeme Husted Teal, born on April 21, 2007.
- On April 13, 2007, **Eileen Stack** spoke on NYS child support laws and policies affecting low income fathers at Cornell University's Workshop on Fatherhood and Incarceration.

2007-2008

COMMITTEE CHAIRS NEEDED

Incoming President, Linda Clark, is looking for members to chair CDWBA's committees for 2007-2008. A list of the committees and descriptions is included in this newsletter. Anyone interested in becoming a chair, co-chair, or junior chair of any of CDWBA's committees should contact Linda Clark at #434-2163, or lclark@hiscockbarclay.com. If you are currently chairing or co-chairing a committee and would like to continue in that position, please express that interest as well.

ADVISORY BOARD MEMBER WANTED

The Albany Community Action Partnership, the service provider of the Albany County Family Court's Children's Center, is looking to recruit Advisory Board members to assist in launching its new Dress for Success program. The goals of the program are to help promote economic independence for disadvantaged women by providing professional attire, a network of support and career development tools. If you are interested in volunteering, contact Kathy Cloutier, Executive Director, at #463-3175 (ext. 115) or kathy.cloutier@acoi.com

2007 ANNUAL DIVERSITY PROGRAM

by: Kate McGuirl and Ricja Rice,
CDWBA Diversity & Gender Fairness Committee

On March 27, 2007, the CDWBA, along with Albany Law School Diversity Committee, Albany Law School Alumni Association, Albany County Bar Association, Capital District Black & Hispanic Bar Association, and the Women's Bar Association of the State of New York sponsored the annual Diversity Program at Albany Law School. This annual event, which began in 1997, was commenced to address issues surrounding the need for greater gender and racial diversity within the legal profession in the Capital District. The topic this year, "Reaping the Benefits of and Succeeding in a Diverse Workforce," filled the Matthew Bender Classroom with Court of Appeals judges, local judges, law firm partners and attorneys, and Albany Law students, professors, and administrators. The panelists included Michael J. Murphy, a partner at Carter Conboy, William Little, an associate at Carter Conboy, **Joann Sternheimer**, a partner at Deily, Mooney & Glastetter, Andrea F. Composto, a partner at Composto & Composto of NYC, Gregory Champion, Partner at Bond, Schoeneck & King, and Rachel Perez Ryan, an associate at Iseman, Cunningham, Riester & Hyde, LLP.

One of the topics discussed by this year's panel was the affect and local impact of the "Call to Action" initiative on increasing diversity in our country's legal profession. "Call to Action" is an initiative of the Minority Corporate Counsel Association where numerous signature corporate legal departments made a commitment to diversity in the legal profession and took action to ensure that corporate legal departments and law firms increase the numbers of women and minority attorneys hired and retained. Joann Sternheimer noted that her firm makes bids to large finance companies, and those companies demand that applicants demonstrate the existence of diversity within their firm. If the small local firms want to compete with the larger firms, or even if they want to expand their client base, it seems as though coming on board with the "Call to Action" is a must.

Also discussed was the Albany Law School Diversity Internship Program that is coordinated each semester by the law school and the Albany County Bar Association. This internship program

matches students of color with local firms in order to provide a private firm experience to those who may not otherwise experience private practice. William Little, a former diversity intern who obtained employment with Carter Conboy through his participation in the internship program at that firm, discussed the keys to success once students are placed in local private firms. William and the partner he worked with as an intern, Michael Murphy, discussed the importance of commitment on both sides of the aisle in order to create a successful internship experience. "My firm took me in, took me out and integrated me into the firm culture.... You must take steps to involve yourself in your firm. You may be the only one, but you won't be treated as the only one. Meet everyone and ask for work...."

Other noteworthy comments from the evening included:

"The business case has been made, but as attorneys we are responsible for justice. It is the duty of our profession to move women forward and to find places for minority attorneys in our profession. The culture of the firm is set by the partner...."

Linda Clark, CDWBA President-Elect
"We all need enrichment. As lawyers, we are the last link between the common person and government. It is indicative of how we treat our fellow human beings."

Tom Gleason, Gleason & Dunn

This annual program applauds the great strides that have been made in the Capital District area to increase diversity and provides input on the keys to success. In order to continue in this positive direction, we must be ready, willing, and able to participate in "Call to Action," the Diversity Internship Program, and other similar initiatives that foster diversity. Take Action!

ALBANY COUNTY BAR CLE:

Update on Evidence (Non transitional and not acceptable for newly admitted attorneys). May 23. Speaker: Michael Hutter, Powers & Santola, 12:30-2:30 p.m. 2 CLE credits.

For more information, call 445-7510.

In Honor of Women's History Month

On March 8, 2007, approximately 50 attorneys gathered at Albany Law School to view the documentary "Raising the Bar: Pioneering Women Lawyers in the New York State Attorney General's Office." Pioneers all of them, the women honored in this film were not only courageous in their determination to work in the field of law, but smart, hardworking and welcoming of those talented minds around them. They were mentors to some of those gathered, and serve as role models for us all. Thank you to Pat Martinelli for writing and directing this invaluable documentary and for sharing it so willingly, and to Governor Spitzer, who, while he was NYS Attorney General, had the foresight to dedicate staff to collect and preserve this important history.

After the viewing, our guest of honor, Shirley Adelson Siegel, former New York State Solicitor General and former General Counsel to the New York City Housing and Development Administration, who was featured in the documentary, shared inspiring comments about her life and the status of women in the legal field today. Her wisdom, grace and wit was enjoyed by all.

Some members of the Women in Government Task Force, the Women's Law Caucus of Albany Law School, and the CDWBA joined Ms. Siegel for an inter-generational dinner after the reception, at which many stories were shared.

A special thank you goes to our sponsors, **Constructive Copy** and **Hinman, Straub, PC**, without whom this event would not have been possible.



Shirley Adelson Siegel with members of the Albany Law School Women's Law Caucus



Camille Jobin-Davis, Assistant Director of the Committee on Open Government and co-chair of the WGTF, presenting flowers to Pat Martinelli, General Counsel to OMRDD

LOBBY DAY 2007

by: Sandra Rivera, Esq.
WBASNY Legislative Consultant

On April 17, 2007 several members of WBASNY came to Albany to meet with members and staff of the New York State Legislature to discuss issues of interest to the Association. In attendance at the meetings were WBASNY President Elaine Avery, WBASNY President Elect Maria Cortese, WBASNY Past President **Jo Katz**, WBASNY Legislative Committee Co-Chair Lisa Schreibersdorf, and Legislative Committee representative from the New York Chapter, Jane Bevans.

WBASNY members continued to push for no-fault divorce legislation in New York State. In addition, members discussed other legislation of interest to practitioners in the area of domestic relations law. For example, WBASNY members expressed support for A.3128 (Weinstein) which would restrain parties from transferring, concealing, encumbering or otherwise interfering with the rights of the parties. Another piece of legislation supported by WBASNY is A.6060 (Weinstein) which would expand the definition of members of the same "family or household" for purposes of the issuance of orders of protection to former spouses whether or not living together and unrelated persons who continually or at regular intervals reside in the same household or have done so in the past.

Members also raised the issue of human trafficking at the meetings and expressed their support for legislation to establish crimes and

penalties relating to trafficking in humans. In addition, members offered recommendations to ensure perpetrators would be prosecuted while also helping the victims of trafficking.

Other legislation on the agenda included two bills that the board recently voted to support at the last board meeting. One bill is A.2856 (Gottfried) / S.1342 (Winner) (also known as the "Healthy Teens Act") which would establish an age-appropriate sex education grant program. The other bill, A.1060 (Destito), relates to the right of an employee to express breast milk at work.

ATTORNEY WANTED

Associate. Albany firm in need of an associate with two years experience in civil litigation due to our growing caseload. Submit resume and writing sample to Jean Churchill, Office Manager, Ryan & Smallacombe, PLLC, 100 State Street, Suite 800, Albany, NY 12207 or email to jchurchill@ryansmallacombe.com.

Attention Law Firms: If you have a lawyer or para-legal position you would like advertised, you can have it published in the CDWBA Newsletter for **FREE!** Send your information by the 15th of the month to acharne@nycap.rr.com.

COME LISTEN TO CDWBA'S OWN JAZZ ARTIST!

CDWBA member, **Maria Curley**, will be performing on Wednesday, May 16, 2007 from 7:30 - 10:30 p.m. at the Circus Café on Broadway in Saratoga Springs (across from Borders). There is no cover charge, so the entertainment is free! Contact Cara Brousseau at carajbrousseau@hotmail.com for more information, or if you would like to attend. We will reserve a table(s) for CDWBA members and friends.

Installation Dinner Planning Begins!

The Installation Dinner Planning Committee provides a great opportunity to get involved with the CDWBA. The annual dinner to install CDWBA's 2007-2008 officers and directors and to present our annual awards will take place June 7, 2007. We are seeking volunteers to help with the planning and solicitation of program sponsors. If you would like to get involved please contact Linda Clark at #434-2163, or lclark@hiscockbarclay.com. We look forward to seeing you there!

JOIN CDWBA for a NIGHT at DINNER-ME-QUICKLY

Tired of serving breakfast food for dinner? CDWBA is organizing a night out at Dinner- Me-Quickly located in Wolf Road Park II, 5 Metro Park Plaza Drive in Colonie (adjacent to the Talbot's Outlet) on **Tuesday, May 22 at 7:30 p.m.** (NOTE **NEW DATE**). In addition to socializing with other members, you will prepare and go home with home cooked meals ready for your freezer. For more information, visit Dinner-Me-Quickly's website at www.dinnermequickly.com. You can register online or by contacting Mike at #438-3228.

SAVE THE DATE FOR A FUN DAY AT THE RACES!

Where: Saratoga Race Course
When: Thursday, July 26, 2007
from 11:30 am until last race
Hosted by: The CDWBA, The Legal Project, and The Adirondack Women's Bar Association

Plan to spend a wonderful afternoon in the company of friends testing your wagering skills and celebrating the start of the racing season at the Saratoga Race Course. There will be a delicious buffet and a race named in honor of The Legal Project. Please email Lisa Frisch at lfrisch@legalproject.org if you have any questions. Information on purchasing tickets will follow soon in this newsletter and on the CDWBA Weekly Update.

IT'S ALMOST TIME FOR WBASNY CONVENTION 2007!

at the

*Westin Rio Mar Beach Golf Resort and Spa
Puerto Rico
May 31 - June 4, 2007*

Eight CLE Programs
Excursions to Historic Old San Juan, El Yunque
Caribbean Rain Forest
Golf, Tennis, Fishing and Beaches
To Register or for more information go to
www.wbasny.org

ELECTION 2007 WILL BE HERE BEFORE WE KNOW IT

Election Day seems to come earlier each year. For that reason, it is never too early to start thinking about and organizing CDWBA's Judicial Screening Committee. Screening of judicial candidates will occur in September and early October so that a recommendation can be made to CDWBA's board by mid-October. Organization of the committee and coordinating of schedules, however, will need to take place well before that time. If you are interested in becoming more involved in CDWBA and being part of this worthwhile committee, please contact Linda Clark at #434-2163, or lclark@hiscockbarclay.com

Members who wish to serve on the Judicial Screening Committee must meet the following criteria:

- Do not now hold, nor have in the past year held, any office in any political party, either by election or by appointment, on the local, county, or state level;
- Are not now, nor have during the past year been, a delegate to a Judicial Conference or Convention of any political party;
- Have been admitted to the practice of law and have been actively engaged in the practice of law for at least two (2) years prior to serving as a member of the Judicial Screening Committee;
- Have been a member of the Capital District Women's Bar Association for at least one (1) year prior to serving as a member of the Judicial Screening Committee;
- Agree to refrain from active participation in any campaign of any Judicial Candidate during the current election, including, but not limited to, participation in fund raising activities, financial contributions, attending fund raisers, or as a member or volunteer of any campaign committees; and
- Agree not to disclose to anyone the deliberation and proceedings of the Committee, or its vote, at any time.

CDWBA CALENDAR

May 1	Legal Clinic , Albany Public Library
May 2	Legal Clinic , YWCA of Schenectady
May 8	CDWBA Board Meeting Legal Project, 5:45 p.m.
May 9	Legal Clinics Mechanicville Area Community Center Unity House Ministry (Troy)
May 10	Legal Clinic , South End
May 17	Investiture and Reception of Margaret Cangilos-Ruiz James T. Foley United States Courthouse
May 22	Dinner Me Quickly , 7:30 p.m.
May 23	Legal Clinic , Saratoga
May 24	Legal Clinic , Equinox
May 24	36 Hour Day , McNamee Law Firm (See attached)
June 4	Real Estate Basics (see attached)
June 5	Affordable Housing Essentials (See attached)
June 5	Legal Clinic , Albany Public Library
June 7	Legal Clinic , YWCA of Schenectady
June 7	Annual Installation Dinner Franklin Plaza, 5:30 p.m.
June 8	Legal Clinic , South End
June 8	Family Offense Basics (see attached)
June 13	Legal Clinics Mechanicville Area Community Center Unity House Ministry (Troy)
June 27	Legal Clinic , Saratoga
June 28	Legal Clinic , Equinox

Please make sure to submit notices of events by the 15th of the month to acharne@nycap.rr.com for publication in the newsletter.

President's Message (continued from page 1)

to have gone to the game. Nevertheless, I advised him that I would be opting to pass the tickets along. This was approximately fifteen years ago and most of the bank or business employees with whom we dealt were men. Our clients' far fewer women employees in decision making positions would not necessarily be enthusiastic about spending the evening traveling an hour to Boston for the game. While my male colleagues could easily call a bank vice president and extend an invitation to attend a sporting event or play golf, as a women - single women at the time - it was not a comfortable option.

I have reflected on these and other experiences, particularly as I have come to think more about the impact of women lawyers on the profession and
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*Ending the Gauntlet:
Removing Barrier's
to Women's Success in the Law*
by: Lauren Stiller Rikleem

A book review by Carley McWhirk

This book review, republished by permission of its author, Carley McWhirk, Esquire, continues our work-life balance series featuring information, ideas and resources on issues facing women lawyers both inside and outside of the workplace.

Lauren Stiller Rikleem's *Ending the Gauntlet: Removing Barriers to Women's Success in the Law* is a valuable contribution for understanding the challenges women face in the legal profession. Currently, the number of females entering law school classes has exceeded, ever so slightly, the number of male students enrolling. Despite their increased presence, female attorneys, statistically, are more likely to leave the legal profession than their male counterparts and are less likely to make partner.

The disparity between the numbers of women entering the legal profession and the measure of women's success as a whole in the profession is problematic, to say the least. Rikleem studies why this trend has persisted and suggests what can be done to remedy it.

Rikleem is a partner at the Boston law firm of Bowditch & Dewey and a member of the Boston Bar Association (BBA), where she served as President during the period when the BBA task force on Professional Challenges and Family Needs published a report titled, *Facing the Grail: Confronting the Costs of Work-Family Imbalance* (1999). In addition, Rikleem was appointed to the ABA Commission on Women in the Profession.

This book is not only a view of the challenges women face as attorneys, but is also an analysis of the detrimental impact of large firm culture on the legal profession that spills over into -and harms- the larger community.

Organized into three parts, the book overflows with the voices and opinions of lawyers speaking on the roles and challenges of being a woman in the profession and of the profession itself. Rikleem interviews male and female attorneys from varied backgrounds and experiences, from seasoned partners to new associates. Part one focuses on the challenges and bars women face as they try to succeed in the legal profession, with a focus on large firms. Part two looks at the unique issues

women face and offers a range of managing partners' perspectives on these issues. Part three sets forth a strategy for change.

Although overt discrimination towards women has almost disappeared in the last few decades, Rikleem identifies inadvertent discrimination as the force that derails women along their course to success. One example of such discrimination is the underlying attitude towards part-time work/family needs. Rikleem examines the stigma attached to part-time status; she says women who elect part-time status often continue to work full-time hours, albeit untraditional hours, without receiving recognition for their work.

"Rainmaking" is another example of an area where discrimination affects women's ability to participate effectively. Often, rainmaking events occur in traditionally masculine settings, such as on the golf course or at sporting events where women may not participate as readily. Rikleem suggests that managing partners and mentors become more aware of how the venues for particular events might exclude some people, even unintentionally.

Furthermore, Rikleem's book offers a critique of the profession in its entirety, particularly the organizational structure of large firms. The fact that managing partners oversee the operation of firms can be a problem. Given the amount of hours managing partners typically bill, the time available to devote to managerial issues is practically non-existent. No other business producing the amount of work that law firms produce relegates its management to workers consumed by separate work product.

When success is attributed to the greatest amount of time billed, managing partners are encouraged to deal with managerial issues as efficiently as possible. The effect of this "efficiency" is that the traditional system persists, although it is not the most effective - as evidenced by the large attrition rate of female attorneys.

Ultimately, the policy decisions firms make, such as the compensation model for part-time attorneys, is an ethical issue that firms are failing to acknowledge and address.

These are not issues for a by-gone era. As women's presence in the law has grown so has the importance these issues, yet they continue to percolate below the surface without being properly addressed.

For anyone who wants to step away from the day to day grind of being a lawyer and thoughtfully explore what it means to be a professional in the legal field and the issues women face, this book will strip away any naivete one may have, causing discomfort and at times dismay.

Not only is this book a compelling analytical study, but Rikleen has compiled an excellent bibliography for an in-depth look at other compelling topics such as: ethics, mentoring, and work-life balance.

Developing the suggestions in this book would benefit the legal profession, its practicing attorneys and the community. Reading this book is one step in that direction.

Carley McWhirk is an attorney with the firm of Hebert & Uchida in Concord, New Hampshire. Admitted to the NH Bar in 2005, she is a member of the Gender Equality Committee.

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the law, and conversely, on the hurdles faced by women hoping to achieve success and advancement within the profession. While these experiences happened over 15 years ago, it is very telling that they still resonate today.

Women do bring different styles and perspectives which can and will enrich and strengthen the resources, management and delivery of legal services in law firms as well as the fair administration of justice by our courts. However, these styles and perspectives won't be fully embraced or assimilated into the law firm culture or on the bench until there are more women at the highest levels. Successful business development is a key to achieving success in private practice but women will continue to be at a disadvantage unless the traditional vehicles for marketing and client development are expanded so that women are on equal footing. I believe these are just some of the reasons that a women's bar association indeed remains relevant today.

There has been a great deal of focus over the last 15 years or so on many of the issues facing women

lawyers. Despite the fact there has been a great deal of conversation, many reports have been written, and certainly concrete steps to address these issues have been taken by many law firms and legal settings, the numbers still show that progress is simply not happening quickly enough. The Capital District Women's Bar Association provides opportunities for women to obtain support from other women, to network, to find mentors and role models, leadership opportunities, and perhaps most importantly, a voice to ensure that we continue to affect change to open doors for women in the profession and to ensure the fair administration of justice.

As you might expect, I am a huge fan of the CDWBA. But it was when I became more involved that I found I really began to reap the benefits of a women's bar association. New friends and colleagues have provided me with immeasurable advice and support, opened doors to me, and have challenged me to grow professionally. I know several members who have found new jobs or been supported in professional endeavors as a result of relationships developed through the CDWBA. In order to reap the full benefits of a women's bar association, I urge you to consider becoming more involved with the CDWBA, let us know how we are doing and tell us what you think we can do better!

If I had a wish for the CDWBA, it would be that we would be able to affect change even more quickly. I would also like to see the CDWBA provide more support to assist women lawyers with business development opportunities. And of course, with our final membership certification for this year reaching 295 for the first time, I know we can finally reach the 300 member mark!

As I prepare to pass the torch to our incoming president, **Linda Clark**, I would like to take this opportunity to thank all of you for providing me with the opportunity to be your president. It has been an honor of a lifetime and I could not have done it without the support, hard work and friendship of our Executive Director, **Ava Charne**, who does so much for the organization every day, an incredible executive committee who spent countless hours on CDWBA business, **Linda Clark, Michelle Haskin, Susan Taylor, Jill Gruben, Joann Sternheimer** and **Margaret Surowka Rossi**, as well as a **board of directors** with whom I had the privilege to work. I would also like to thank our **committee chairs, committee members** and **volunteers** who are truly the lifeblood of the organization.

Eileen Stack