



MARCH 2008

## **PRESIDENT'S MESSAGE** **CELEBRATING THE WOMEN IN** **OUR LIVES**



*Lisa A. Sokoloff*

Until thirty years ago women's history was part of the unseen fabric of American life. Women held families together, but their accomplishments were often overlooked. Indeed, even those women of great achievement were rarely recognized in the history taught in school or honored in the popular media.

The official celebration of women's history began in 1978 in Sonoma County, California, with the public celebration of Woman's History Week, which included March 8, International Women's Day. In 1981, Congress passed a resolution proclaiming Women's History Week, which in 1987 was expanded to a month.

Each March since then, we've celebrated women who have changed the world. Many of them showed great courage, breaking with cultural conventions, working to end human suffering and social injustice, taking on great challenges in the arts and sciences, and achieving glory in fields once reserved exclusively for men.

We know, or should know, of such notable women as Madeleine Albright (the first woman to hold the post of Secretary of State); Susan B. Anthony (one of the pioneers of the women's suffrage movement); Clara Barton (civil war nurse and founder of the American Red Cross); Charlotte Beers (renowned advertising executive); Mary Cassatt (an American painter who through her words and works exerted a lasting influence on America's appreciation of art); Shirley Chisholm (the first African American woman to be elected to the U.S. Congress and founder of the National Women's Political Caucus); Amelia Earheart (ground breaking aviatrix who was the first female to fly solo across the Atlantic); Mathilde Krim (the medical researcher and health educator known for her work fighting AIDS and HIV); Sandra Day O'Connor (the first female on the Supreme Court); Janet Reno (the first female Attorney General of the United States); Margaret Sanger (the founder of the Birth-Control movement in the United States); Sojourner Truth (an evangelist and reformer who changed the abolitionist and the women's rights movements); and Harriet Tubman (one of the most famous leaders of the underground railroad).

*Continued on page 2*

**Gender Fairness Committee**  
Criminal Court of the City of New York,  
New York County

*In conjunction with*

**New York Women's Bar Association**  
and  
**New York County Lawyers' Association**

*presents*

## **Human Trafficking** **and Modern Day Slavery Issues**

**Monday, March 31, 2008**  
**Manhattan Criminal Court**  
**100 Centre Street, Room 535**  
**5:30 P.M. – 7:00 P.M.**

*Presenters:*

**Gabriela Villareal**

Anti-Trafficking Program, Safe Horizon

**Sapna Patel, Esq.**

Sex Workers Project, Urban Justice Center

All are welcome to attend this update on the law and current issues surrounding human trafficking and modern day slavery.

The presentation is offered free of charge.

CLE credit will be provided  
Light Refreshments will be offered

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**For the latest news and information on programs and events, check NYWBA online at [www.nywba.org](http://www.nywba.org).**

# NOTICE TO MEMBERS

## ANNUAL MEMBERSHIP MEETINGS AND ELECTIONS

The **Annual Meeting of the Association** will be held on **April 10, 2008 at 6:00 p.m.** at the Offices of Fulbright & Jaworski LLP, 666 Fifth Avenue, New York, NY 10103. Pursuant to Article XIV, Section 1 of the By-Laws, members in good standing whose dues were received by January 31st will be entitled to vote. The following candidates have been nominated for the following positions & terms:

### NYWBA OFFICERS (2008-2009)

- President: Jo Ann Douglas
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- Elizabeth A. Bryson Marjorie Martin
- Dawn M. Cardi Amy Saltzman
- Sylvia Di Pietro Lisa A. Sokoloff

### NYWBA COMMITTEE ON NOMINATIONS (2008-2010)

- Laurie Berke-Weiss Phyllis S. Koffman
- Christina Kallas Lisa A. Sokoloff

### WBASNY OFFICERS (2008-2009)

Under WBASNY's By-laws, President-elect Gail M. Boggio will automatically be installed as President at the **WBASNY Annual Convention on Saturday, May 31, 2008**. The WBASNY Nominations Committee nominated the following additional candidates (listed by position, name & Chapter):

- President-elect: Cynthia L. Schrock (Adirondack)
- Vice Presidents: Jody Fay (Queens)  
Robin S. Abramowitz (Suffolk)  
Teresa Schiller (NYWBA)
- Treasurer: Karen Richardson (Western NY)
- Recording Secretary: Maureen E. Maney (Central NY)
- Corresponding Secretary: Deborah W. Estis (Orange-Sullivan)

**COME TO VOTE - STAY FOR CLE!**  
*Immediately after the Annual Meeting, the NYWBA will present an exciting CLE Program on appellate practice featuring a panel of Justices of the Appellate Division, First Department.*

## President's Message continued from page 1

While these names have become known throughout the world, the lives of most women are not nearly as celebrated. Perhaps this March, we should also honor our role models whose names are not known and whose deeds are not recorded. We all know women (mothers, teachers, mentors, neighbors, friends) whose integrity, ingenuity, and independence, often in the face of great obstacles, influenced our lives and made us who we are today.

As women and as lawyers, we are in a unique position to influence how women may be perceived in the future. We can do so by honoring those women of renown who have made great contributions to society and world history and are still making them. We can do so, too, by honoring the individuals in our own lives, who by their generosity of spirit and shining example have helped make the world better for all us. These women are heroes, too, and should be recognized as such. Mom, this column is for you!

## SURROGATE'S COURT TOUR

On January 23, 2008, the Trusts and Estates Committee (Leona Beane and Loretta Ippolito, co-chairs) held a Surrogate's Court Tour Program. The attendees ranged from Trust and Estates neophytes to experienced practitioner. All attendees were provided with an invaluable sample forms book. After the presentation, attendees also took a guided tour of the court.

Speakers included the Surrogate Glenn, Chief Clerk of the Court, Chief of the Law Department and three Law Department court attorneys. The speakers were excellent and provided insights and practical tips for preparing papers including what the court clerks look for when reviewing documents. They also provided advice on how to prepare conferences with a Law Department Referee.

The Committee would like to thank Surrogate Kristin Booth Glen for the use of her courtroom for the program. Please also watch for our next event, a training program for guardians ad litem which is being planned for a later date.

**Save The Date**  
**June 5, 2008**  
**NYWBA's Annual Dinner**  
*Honoring*  
**Chief Administrative Judge Ann Pfau**  
**and Mariska Hargitay of SVU Fame**  
**at Capitale**

## New York Women's Bar Association Foundation Awards \$2,000 Grant To Children's Press Line

By Annie M. Ugurlayan

The NYWBA Foundation recently awarded a \$2,000 grant to Children's Press Line (CPL), a non-profit organization whose mission is to ensure that children grow up as active participants in civic society and are given a platform to voice their experiences on public policy concerns through journalism. Children and teenagers from New York City schools are trained by CPL to conduct interviews with peers and adult policy makers and write articles about issues that directly affect young people. The stories are published in local, national, and international newspapers and websites, thereby expanding the youth voice on important issues through the mainstream media, ultimately helping to ensure that they and their peers can become better citizens and a more informed electorate.

The specific program funded by the NYWBA Foundation is a pilot program (January-May 2008) in partnership with Passages Academy, which runs a series of schools inside juvenile detention facilities throughout New York City. Its participants are 50-80 female students, aged 13 to 18 years old, from the Academy's administrative site in the South Bronx, whose needs for community involvement are unmet in juvenile detention (particularly in a traditionally disenfranchised community). The purpose of the program is to engage the girls through journalism, using its formal process to teach them how to question the community and government policies in a structured format. The students will conduct interviews for CPL's column in the NY Daily News Online, "BackTalk: Kids speak, Officials respond," a question and answer-style column where quality of life concerns are raised by a young person in the community and the answers come from a policy official directly responsible for that issue. CPL's BackTalk was recognized for editorial excellence by the World Association of Newspapers and receives wide circulation to Daily News Online's 40 million viewers. CPL will obtain permission for the WBASNY and NYWBA Newsletters to reprint the column.

In approving the CPL grant, the NYWBA Foundation was impressed with the unique mission of CPL which combines civic engagement, community responsibility and youth journalism. The pilot program provides girls at risk with a large platform to voice their concerns with public officials who can address them and learn about community issues that impact their lives. The grant award was based on the Foundation's determination that CPL and the pilot program meet its objectives because both CPL and the pilot program educate children with skills that promote their well-being by contributing to their personal and professional development.

Kathy Posner, President of the NYWBA Foundation, commented, "We are so pleased that the Foundation is able to again provide support to Children's Press Line. Our 2004 grant to Children's Press Line enabled teenagers to interview juvenile offenders on death row and help focus attention on the significant constitutional issue surrounding the execution of juvenile offenders at the time the Supreme Court was considering the issue in *Roper v. Simmons*."

The New York Women's Bar Association Foundation, Inc. (NYWBAF) is a 501(c)(3) not-for-profit charitable organization that funds charitable and philanthropic programs to aid women and children throughout Manhattan and beyond. Its mission is (1) to eliminate gender bias and other forms of discrimination from the legal system and legal profession, (2) to promote the social and economic equality, safety and well being of women and children, and (3) to address the unmet legal needs of women and children. For more information, please visit its website at <http://www.nywba.org/foundation>.

### Trusts and Estates Committee

The Trusts and Estates Committee had a great meeting on Thursday, November 29, 2007. The Speaker was John Reddy, one of the attorneys representing the Public Administrator in New York County. Mr. Reddy explained to the group the many diverse types of proceedings that involve the Public Administrator's Office. Most situations relate to individuals who died, but did not leave a Last Will and Testament, and there were no close relatives available to serve as Administrator. Although most of the estate assets have been relatively small, there have been a few recent estates involving as much as \$20 million or more where the decedent did not leave a Will. The information obtained relating to the different types of proceedings and procedures in the Surrogate's Court was extremely interesting and valuable to estate practitioners.

The Meeting was hosted at Willkie Farr & Gallagher; refreshments were provided.

The Co-Chairs of the Committee (Leona Beane and Loretta Ippolito) encourage members to join the Committee – the Committee meets approximately every other month; we generally have a speaker on topics relating to Trusts and Estates.

*Don't Miss Out on a Great Time!*

**2008 WBASNY CONVENTION**

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*For Information Visit  
[www.WBASNY.org](http://www.WBASNY.org)*

## Is Your Wardrobe a Tool for Success? Dara Lamb Says Yes

The NYWBA and Dara Lamb, a maker of custom and ready-to-wear clothing for professional women, co-sponsored a cocktail reception at Dara's Park Avenue store on February 21. About twenty women visited the store for "A Delicious Evening of Haute Couture: Dressing for Courts and Clients, The Perfect Suits for Lawsuits." Attendees networked with each other and the store's staff while enjoying wine and hors d'oeuvres, courtesy of Dara.

NYWBA Immediate Past President Teresa Schiller introduced Dara, who made a presentation to the group about her business and about the importance of professional dressing for women lawyers.

The following is a synopsis of Dara's comments:

*I'm honored to be in the presence of such accomplished women. I understand that your time is very valuable.*

*The mission of my business is to help women to succeed and enjoy their success. I started this business twenty-five years ago as a young businesswoman who, essentially, could not find good clothing and who had trouble getting served in regular ready-to-wear stores. For the last eighteen years, I have done my own manufacturing and design. I have a high-end hand-made collection (a good value) and a manufactured collection that costs one-third of the price of the hand-made collection. Both are available ready-to-wear, made-to-order, and custom-made. Currently, about seventy percent of my business is custom-made clothing. My collection includes professional wear, evening wear, and sportswear.*

*Women are being judged daily - whether in the office, with clients, or in court. We all know that a strong first impression can be made within the first thirty seconds of meeting someone. Clothing can be your tool for success. A polished appearance allows your intellectual capital to shine.*

*A selective wardrobe helps you develop a personal brand, and allows you to stand out in a positive way. To effectively use your wardrobe to create positive awareness, it is most important to convey a consistent image. Bosses need to feel that you are consistent; so they trust you will speak and act appropriately in any situation. People in high-stakes meetings want to know that you are not going to embarrass them.*

*At Dara Lamb, we help women regain control of their wardrobe and develop a style of their own. Since we do so much custom business, a woman no longer is at the mercy of a designer's idea of fit, but is her own perfect size. She is also no longer held hostage to the calendar of store merchants. In our store, a woman can buy spring, summer, or fall clothing on her own schedule - whatever the season.*

*Young people ask me, "How do I invest in a wardrobe?" (The answer to this particularly is relevant to third,*

*fourth, and fifth-year associates who have bought business clothing that has fallen apart.) It is important to invest in high-quality clothing that stands the test of time, both in terms of style and durability. Unlike the "old days" when women's choices were more limited, you do not need to buy a "cookie-cutter" boxy suit to dress professionally. Suits are available in many different fabrics and styles at Dara Lamb and at other stores so that you can look feminine and professional.*

*The Wall Street Journal published an article on February 1 about the importance of maintaining a professional look in law firms with "casual" dress codes. According to the article, "casual" has gone too far. Investing in a less-casual wardrobe will pay incredible dividends.*

*The fashion industry tries to tell us how to dress from season to season, but the fashion industry does not pay our salaries. Being fashionable is important; it shows you are "current" and "in touch." But branding for consistency is important as well.*

Following her remarks, Dara invited the attendees to share their views about women's professional dress, and a lively discussion ensued.

If you would like to share your views about women's professional dress and whether your wardrobe is a tool for success, please write a letter to NYWBA Newsletter Editor Cassandra Porter and e-mail it to [newsletter@nywba.org](mailto:newsletter@nywba.org).

The NYWBA is grateful to Dara and her staff, including Maxine Quist and Kim Keddie, for co-sponsoring the event. To learn more about Dara and her store, please go to [www.daralamb.com](http://www.daralamb.com).



*Judge Betty Weinberg Ellerin and Norma Paige*



*Bonnie Gallet and Sara Tapinekis*



*Martha Gifford, Ann McNulty, and Sylvia Di Pietro*



*Dara Lamb and Myrna Felder*



*Joelle Reboh and Lisa Sokoloff*

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and  
Justices Eugene L. Nardelli  
and Karla Moskowitz  
**Thursday, April 10, 2008  
6:30 - 8:00 p.m.**  
Immediately following  
the NYWBA Annual Meeting  
at Fulbright & Jaworski  
666 Fifth Avenue  
For information:  
contact [NYWBApres@aol.com](mailto:NYWBApres@aol.com)

## Highlights from WBASNY Board of Directors Meeting

On January 26, 2008, the WBASNY Board of Directors met at New York Life Insurance Company in New York, New York and addressed many pressing issues and topics.

President Cortese reported that she had sent letters to (then) Governor Eliot Spitzer concerning the importance of appointing women to recent Appellate Division vacancies and advocating for judicial pay raises in New York State, a position supported by Chief Administrative Judge Ann Pfau in her report on the state of the judiciary in which she focused on the need for judicial pay raises. President Cortese also noted that she and other WBASNY leaders had participated in a number of successful events including the following: (1) the New York Chapter's annual reception for newly elected and newly appointed judges; (2) a meeting of the New York State Judicial Committee on Women in the Courts; (3) a Rochester program on women's health and reproductive rights on the anniversary of the decision in Roe v. Wade; and (4) meetings with a delegation of South African women attorneys. Ms. Cortese also stated that WBASNY and its chapters had offered 56 programs for CLE credit over the past year and an online directory for WBASNY members should become available sometime in 2008.

Western New York Chapter President Kelly Philips suggested that board members participate in a "purple postcard" project to encourage (then) Governor Spitzer to reinstate funding for New York State's displaced homemaker programs, which were designed to provide women with the professional skills needed to enter and re-enter the work force.

As for the 2008 Convention, convention committee co-chair Jody Fay reported that it would take place at the Hyatt Chesapeake Bay in Cambridge, Maryland, from May 29 to June 1. Co-chair Robin Abramowitz reported that the committee had selected eight CLE programs on the following topics: (1) corporate law; (2) elder law; (3) collaborative divorce; (4) child welfare; (5) problem-solving; (6) ethics; (7) reproductive rights; and (8) criminal law.

Awards Committee Co-Chair Jessie Aitcheson announced the winners of the following WBASNY awards: (1) Joan L. Ellenbogen Founder's Award - Judge Evelyn Frazee (Rochester); (2) Marilyn R. Menge Award - Linda Morrone (Suffolk); (3) Hanna S. Cohn Pro Bono Award - Eileen Buholtz (Rochester); (4) Doris S. Hoffman Outstanding New Lawyer Award - Kathleen Wright (Nassau); and (5) Stephanie Kupferman Juvenile Justice Award - Carol Sherman (Brooklyn).

Employment and Labor Law Committee Co-Chair Pamela Elisofon and the Legislation Committee proposed, and the board voted, to support the Fair Pay Restoration Act (FPRA), which was passed in the U.S. House of Representatives and is pending in the U.S. Senate. The FPRA was intended to amend Title VII and the Age Discrimination in Employment Act, and it clarifies that an unlawful discriminatory practice occurs each time compensation is paid pursuant to a discriminatory compensation decision or other practice.

Children's Rights Committee Co-Chair Susan Kaufman reported that her committee, along with the Health Issues Committee, is planning a meeting to be held on April 10, 2008 at Fordham Law School on the topic of how the legal system addresses mental health issues affecting children. International Women's Rights Committee Co-Chair Christina Kallas announced that the committee will be co-sponsoring a multi-disciplinary conference (possibly for CLE credit) on April 17, 2008 at the United Nations on United Nations Security Council Resolution 1325, which was adopted in 2000 and urges UN member states to ensure an increased representation of women in the decision making process relating to the resolution of conflicts during post-war reconstruction.

Capital District President Linda Clark announced that her chapter and the Capital Region Bankruptcy Bar Association have been named to receive a 2008 Award of Merit in the Smaller Associations category from the New York State Conference of Bar Leaders for their Credit Abuse Resistance Education Program, in which students were educated about the responsible use of credit.

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# Networking: Keeping Your Circles Alive

by *Paramjit Mahli*

Referrals from your network don't just happen. It takes time, energy and resourcefulness. Learn what you can do to make your circle come alive.

"Seek first to understand and then be understood," states Steven Covey author of *Seven Habits of Highly Effective people*. In essence that is precisely what good networkers do: they make themselves indispensable by becoming resources that you can't do without. Think of concierges at hotels, they know everything that guests might want to need during their stay at hotels. Good networkers are lobbyists, yes, those damned pesky public relations professionals, fundraisers and restaurateurs. Bottom-line, they know people.

When distilled to essentials networking is all about building relationships with your target markets. Think how long it took you to make friends, court and get married. Networking is similar. Once there is trust and confidence, networking can reap dividends.

For lawyers, solo practitioners, associates and managing partners this is an indispensable part of their business, even though they think it ranks at the bottom of their priority list. Building your book of business requires grass roots networking, regardless of whether you think marketing is overrated hype and fluff. Regardless of gender, geography and ethnicity, people do business with people who they know and trust. Yet, with all the demands on our time not only is it tempting to designate networking at the bottom of the priority list but it is also so easy to ignore. Like personal relationships networking takes time, effort and solid commitment from you.

Where do you start? Have a clear focus, think strategically and long term. Make a good first impression by becoming a good listener, Become a trusted resource. David Maister's book "Trusted Advisor" is indispensable to anyone in the professional services.

Bar associations, committees, other attorneys, alumni of law firms, college alumina and target industry groups are good places to start.

Expert and author of "Million Dollar Networking" Andrea Nirenberg says, "We should be connecting with people whether its email or in person everyday, networking should part of daily activities."

Most of us overlook attending professional development events/conferences, meeting people for coffee/tea, all as part of networking and often view networking events as only where business cards are exchanged added Nirenberg.

When done effectively, networking accomplishes several tasks including but not limited to finding a job, finding new clients, turning prospects into clients, professional development, forming strategic alliances and finding good referral sources for your business to list a few.

To maintain your network you need to keep lines of communications open with those individuals in your circles.

This is where most people drop the ball. They meet, have some sort of connect and then lack in follow up.

Two immediate strategies to apply include:

Immediately after event, preferably the next day, send a handwritten note or card, reiterating something of interest to both of you from the conversation and express your interest in keeping in touch. Include your business card. Handwritten notes are lot more effective than an e-mail thank you. Don't wait longer than 48 hours.

After a fortnight has passed contact that person and arrange to meet for tea or coffee.

Key to maintaining your network is by becoming an invaluable resource. Initially when building relationships you can do that by using some of the following tactics:

Find something to add value to the relationship quickly, such as sending them a link to an article or it could be changes in the law that impacts them.

Introduce them to a referral source that may be of value to them. This could be an executive of professional group or a reporter.

Invite them to a company event, or another networking event. Or if you come across an event that is not of interest to you, forward it to someone in your networking circle. A simple task as this requires nothing more than FYI and hitting the forward button.

Send them extra tickets that you may have to sporting/spa/concerts, don't let your company tickets go to waste. It's a very good way of "keep in touch marketing."

Don't forget birthday cards, anniversary cards and thank you notes. People remember them and they go a long way.

Send a note congratulating them on a promotion.

All this involves time, commitment and being consistent in all your efforts. You want to stay in touch rather than getting in touch with them when you are desperate. As your relationships strengthen you will find other ways of becoming a resource. In turn other people will introduce you to their networks. Finally, keeping score will not result in building good networks.

### *About the Author*

Paramjit Mahli of Sun Communications Group is a former journalist who has worked with international news organizations including CNN Business News, and now helps small to mid-sized law firms get in front of their target markets effectively, efficiently, and expeditiously. Her job is to let the lawyers do what they do best – practice law – while she takes care of their communications and marketing programs.

## Newsletter Deadline and Contact Information

Submissions must be sent to the Newsletter Committee by the **10th** of the month for publication in the following month's newsletter. Please email articles, notes on members, committee calendars, and any other announcements to **Cassandra Porter, Esq.**, tel. no. 845-452-4200 ext. 4503, email [newsletter@nywba.org](mailto:newsletter@nywba.org).

## NYWBA List Server

The NYWBA List Server provides up-to-the-moment information concerning events, programs, and job announcements through email. Please email us at [info@nywba.org](mailto:info@nywba.org) if you have an announcement you would like to post on the list server or if you would like to be added to the list server.

Have you changed your address, firm, phone number, or other information? Please call 212-490-8202 or send an email to "info@nywba.org" with the updated information. This will help us keep you informed and our records up-to-date.

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