



**THE NEW YORK
WOMEN'S BAR ASSOCIATION**

ANNUAL DINNER

May 24, 2006

6:00 p.m.

Grand Hyatt Hotel

42nd Street and Lexington Avenue

THE PRESIDENT'S SPECIAL AWARD

will be presented to

Honorable Fern Fisher

THE JOAN L. ELLENBOGEN AWARD

will be presented to

Michele Coleman Mayes

THE DORIS HOFFMAN AWARD

will be presented to

Katherine Posner

Please join us as we celebrate these extraordinary women for their remarkable achievements, and enjoy our First Annual Silent Auction as well as an evening of collegial camaraderie, fine conversation, and the musical accompaniment of the Hot Flashes.

*For more information, please contact
dinner@nywba.org*

For the latest news and information on programs and events, check NYWBA online at www.nywba.org.

It is spring as I write this, and the days grow longer, the sun sets later and, although each day only has 24 hours, it feels as if we have more time. Often, it feels as if we ought to be doing more. Instinctively I think to myself, "How much more can we do?"

I was privileged this year to attend the 20th Annual Meeting of the NYS Judicial Committee on Women in the Courts. The theme this year was the economic realities that women face today. One speaker was Heidi Hartmann, the President of the Institute of Women's Policy Research, which she described as a "think tank" on women's issues. She presented a summary of a 2004 report which she co-authored with Stephen Rose, formerly of Educational Testing Services, Inc. The report is available at: www.iwpr.org/pdf/C355.pdf. Their aim in undertaking the study was to analyze gender differences in earnings, hours of work, occupations, and family status.

She mentioned that the "standard" full-time work week for purposes of their research was 1,766 hours; that is 50 weeks of 35 hours each. I don't know about you, but the last time I worked 35 hours a week was a summer job in college. As a young associate on Wall Street 25 years ago, I was told that if I wanted to make partner, I ought to be billing -- not working, billing -- at least 2200 hours a year. During two memorable years, I billed 2400 and 2500 hours. And that was back in the 1980s. That kind of time commitment precludes one from doing much more than working.

The IWPR study disputes the common assumption -- based upon measures of a single year at a time -- that women are narrowing the earnings gap with men. Not surprisingly, the study's conclusion was horrifying. From a purely economic viewpoint, marriage and children are not a good deal for the average woman.

The IWPR study looked at 15 years of data, and concluded that the earnings gap is 62 cents per dollar, up from 59 cents per dollar forty years ago, because the average woman earned \$273,592 over that period, while the average man earned \$722,693. This discrepancy exists no matter the number of hours worked, or the number of years of earnings, or the level of education or experience, although education does make more of a difference than it once did.

And why such a discrepancy? Compared with men, women are more likely to work part time (and we know that "part time" in a law

Spring 2006



Christina Kallas

Photo: Daryl-Ann Saunders

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New Orleans Public Library Book Drop at New York Civil Court Building

The NYWBA, with the welcome support of the Civil Court of the City of New York, has set up a book drop to benefit the libraries of New Orleans whose collections were devastated by Hurricane Katrina. We are seeking book donors and volunteers to package and mail the books.

Located at the White Street entrance to the Civil Court Building, the drop-off site is for any and all books -- paperback and hardcover -- for people of all ages. The books will be assessed by the New Orleans public library staff and then either used to re-stock the library shelves, or given to schools. Please take a look at your personal libraries, and see if there are as few as a half-dozen books you can part with.

The U.S. Postal Service has offered a special rate for the shipping of these books, and we hope to be making many trips to the post office with the collections. We need some volunteers to help with packaging and mailing the books. If you are available to help out, please contact NYWBA Vice President Jo Ann Douglas at K9Kastle@aol.com.

New Orleans, our gracious host for the memorable 2004 WBASNY convention, can really use this resource now. Please donate, and volunteer to help. It will cost us so little to contribute so much.

Real Estate Committee Hosts Successful Meeting

NYWBA Member Sylvia E. Di Pietro provided the following report about a recent Real Estate Committee meeting:

The April 4, 2006 program sponsored by the NYWBA Real Estate Committee and NYCLA's Real Estate Section was an all-around success, as more than three dozen members attended. Charles Brundage, Counsel to Judicial Title Insurance Agency LLC, gave an excellent PowerPoint presentation and lecture on the intricacies of title reports and relevant issues for attorneys who represent both purchasers and sellers of real property. Interested listeners peppered Mr. Brundage with questions throughout the presentation, and he gave insightful and helpful answers about the more common -- as well as unusual -- problems that can surface. All of the attendees received a practical book on real property transactions and a library of real estate forms on disk. We hope to co-sponsor another successful event in the near future.

We Congratulate
Martha E. Gifford,
recipient of the
Florence E. Allen Award,
named after the first woman to sit on
the highest court of a state (Ohio) and the
United States Court of Appeals.
September 21, 2006 at Proskauer Rose LLP

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firm means 35 billable hours a week), and are more likely to have time out of the labor force, for child and elder-care duties. In addition, we still have "women's jobs" in the labor market, notwithstanding that the want ads no longer specify jobs by gender as they used to. And those women's jobs -- secretaries and sales clerks -- are frequently jobs where there are no unions or civil service regulations, as compared to the men's jobs -- firefighter, police officer, factory worker. Finally, women who lose their husbands -- through divorce or death -- never catch up to where they would have been if they had stayed married or worked full time themselves; in retirement years, 20 percent of women live at the poverty level. What does your pension look like today?

Beyond the financial penalties, the report concludes that the gendered division of labor is self-reinforcing. In the US we have developed an ideology that proclaims this segregation of women into lower-paying jobs is the natural order. Along with this ideology comes another problem: compared with other "advanced" countries, institutions in the US require significantly longer labor hours, resulting in considerably less leisure for working people. We all know the strain that places on our marriages and other relationships.

In an attempt to address some of these strains, this year, besides substantive programs about the law, we ran CLE programs to help our members reduce the toll that working takes. One program, "Practical Tips for Dealing with Difficult Clients," focused on mental changes we can make within ourselves; another, "The Heart of the Matter - Balancing Your Life, Health, and Practice," focused on changes we can make in our daily routine, such as diet and exercise.

The report suggests several policy changes that could bring improvement to the situation. Not surprisingly, most of these are initiatives upon which we have expended considerable effort as an organization. We have sought to increase access to education and training in our profession through our Foundation, which sponsors internships. Most recently we have established the Ellerin Fund to create a new internship, which we will fund initially through our First Annual Silent Auction at our Annual Dinner. Come join us on May 24th to bid for some fabulous prizes, and to balance out your lives with some fun!

This year we are in the process of considering whether to encourage "no-fault" divorce legislation. While doing so, we ought to consider the study's findings. We could look anew at the Child Support Standards Act, to see whether it adequately takes into account the economic realities of families as the study shows them to be, or whether it adds to the impoverishment of families and children, for example, with its \$80,000 limit, or its failure to take into account the cost of child care, which falls so squarely on the custodial parent, usually the mother. We also need to take a serious look at how to enable women of modest means to receive the legal services they now lack. If we do not do so, we contribute to the problems of women who cannot afford adequate counsel when they seek to redress the imbalance caused by their lack of financial resources. Every day we receive telephone calls from

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NYWBA Foundation Fellow Interned at Human Rights First

As a second-year law student at Columbia Law School, Grace Cho had the opportunity to work at Human Rights First (HRF) as a summer intern through the New York Women's Bar Association Foundation Fellowship program. Below is an excerpt from her report to the Foundation regarding her work last summer:

Human Rights First works on a variety of issues (see www.humanrightsfirst.org). I worked in its Asylum Legal Representation Program. The asylum team at HRF runs the country's largest pro bono legal representation program, consisting of more than one thousand asylum cases each year. HRF also has a Washington, D.C. office, which does a great deal of advocacy work for refugee policy reform. While the asylum team in New York is not that large (a director, a staff attorney, two part-timers, two program associates, and four interns), the scope of the work is large. I was very impressed with the work of HRF and with its staff. They are hard-working and very knowledgeable.

Most of my work involved researching and analyzing legal issues arising out of asylum cases from foreign countries such as Colombia, Burma, Burundi, and Uzbekistan. I wrote legal memoranda about the Real ID Act's impact on women seeking asylum, and also about voluntary departure and confidentiality of identity. Toward the latter half of the summer, I monitored news of the London bombings and researched the asylum law of countries such as Germany and the United Kingdom. As part of HRF's strategic planning process, I researched key international organizations that work on asylum law to see what their activities included. I also had client contact: I visited the detention center in Elizabeth, New Jersey, and sat in on a few intake interviews.

Overall, the assignments I worked on were interesting and satisfying. I was somewhat limited in what I could do -- particularly in terms of making client contact -- because I do not speak French or Spanish, but I learned a great deal about the law, about different countries, and about the practice area. I had great exposure to asylum law in the United States and also to some bigger policy issues. In fact, I had such a great summer that I am pursuing a post-graduation fellowship with Human Rights First.

Holocaust Remembrance Program and Candle-Lighting Ceremony

Sponsored by The Jewish Lawyers Guild

Hon. Jacqueline Silbermann,
 Hon. Martin Shulman, and
 Ela Weissberger to give remarks.

Tuesday, May 16, 2006, 5:30 p.m.
Rotunda, Supreme Court, NY County
60 Centre Street

NOTES ON MEMBERS

Has something noteworthy happened to you or another member? Send us your news at newsletter@nywba.org.

Congratulations to WBASNY President **Andrea Phoenix**, who will receive the Legal Redress Award at the NAACP's 25th Annual Freedom Fund Luncheon in Westbury, New York, on May 6, 2006.

Congratulations as well to NYWBA Board Member **Hon. Jacqueline Silbermann**, who will be honored on June 13, 2006, at the annual reception of the New York County Lawyers' Association's Matrimonial Law Section.

Good luck to NYWBA Membership Co-Chair **Bonnie Cohen-Gallet**, who has recently joined Prudential Douglas Elliman as an associate broker in the residential sales department, handling sales, purchases, and rentals. Please feel free to contact her at 212-303-5292.

Best wishes to NYWBA Board Member **Jane Bevans** and family on the birth of her grandson Bradford Bevans McClane on April 21, 2006.

Condolences to the family and friends of Queens Chapter Past President, Queens Board Member, and Former NYWBA Member **Barbara Reede**, who recently passed away.

Condolences as well to NYWBA Member **Naomi Werne**, whose mother, Dr. Irene Werne Garrow, recently passed away.

WELCOME NEW MEMBERS

Kim Barnett
Robert Finkelstein
Christine McNicholas

Jonathan Newman
Danielle Pedras

The National Conference of Women's Bar Associations recently presented its Public Service Award to the New York Women's Bar Association Foundation, Inc. for its Fellowship Program.

Pictured (l to r) are WBASNY President Andrea Phoenix, NYWBA Advisory Council Member Martha E. Gifford, NYWBA Foundation President Katherine Posner, NYWBA President Christina Kallas, and NCWBA Board Member Hon. Caryl P. Privett



PRO BONO INVOLVEMENT WITH ANTI-DEATH PENALTY ACTIVITY

NYWBA Member Clare Hogenauer provided the following report about her anti-death penalty activism:

Since November 2003, I have spent in excess of 2,500 hours on anti-death penalty activity. I have done so, subject to and despite daily fever, pain, exhaustion, and sleep disruption from an incurable bone marrow cancer.

My involvement with the death penalty began in 1953. I was about to celebrate my seventh birthday on June 15. Another six-year old was about to have an extraordinarily memorable day: Robert was about to experience the slaughter of his parents, the Rosenbergs, at Sing-Sing, a short distance up the river from my Bronx home, on June 19. In 1962, at fifteen, I spoke against the death penalty in my Bronx high school history class, in anticipation of the last execution to occur in the northeast (until Michael Ross' execution in May 2005). After graduation from law school in 1973, I co-counseled on homicide cases in the 1970s and 1980s, but there was no death penalty in New York then under state law.

My recent death penalty activity was prompted by attendance at the play, *The Exonerated*. The real exonerees were on stage; it was the most powerful play I had ever attended, as it was real. I began writing a letter to friends and family saying that I was on "death row" with an incurable cancer. The compassionate connection with people on death row became clearer to me as time passed.

Since November 2003, I have had the following involvement with the death penalty. I participated in all of these activities so as to become a more passionate speaker on the topic.

- I attended the sentence verdict of the federal Emile Dixon case in Brooklyn; the verdict was nine to three for execution, so he was not executed. This was the most emotional moment in a courtroom in my life, and I was just an observer.
- I attended the formation of Murder Victims Families for Human Rights at the United Nations. It was a documentary film production in a small room, with only three minutes for each person. Each story could have captured your attention for hours: Robert, the Rosenberg son; the father of an Oklahoma City bombing victim; the mother of a 9/11 victim; a man who turned his brother in for murder, who was then executed; David Kaczynski, the brother of Ted, the Unabomber; etc. It was the most emotionally intense hour of my life.
- I attended the Stephen LaValle case at the Court of Appeals in Albany. He was resentenced from death to life without parole. I attended his resentencing in Riverhead, New York.
- I attended a press conference in Albany about the legislative reaction to the finding of the unconstitutionality of the death penalty.
- I personally delivered two hundred handwritten letters against the death penalty to each legislative office in Albany in July 2004.
- I spoke at City Hall in New York City at a press conference against the reinstatement of the death penalty.

- I attended a Mafia trial in Brooklyn in a federal case, where the defendant was facing the death penalty; he ultimately avoided the death sentence.
- I testified at and attended five days of public hearings against the death penalty.
- I testified at and attended a public hearing in Hartford, Connecticut.
- I was heavily involved in the Michael Ross execution in Connecticut for six months, including phone calls with his lawyer, correspondence with him, meeting with the staff of the governor and corresponding with her, attending days of vigils at the governor's office, attending eight days of court in New London and Hartford, attending events against the death penalty in Connecticut at churches and centers, presence in Hartford for four days for his near-execution in January 2005, and presence at the vigil and his execution in May 2005.
- I have spoken to thousands of middle and high school students in Manhattan, Bronx, Brooklyn, Queens, Albany, Poughkeepsie, Philadelphia, Houston, and Austin.
- I attended and testified at death penalty hearings in Boston, Massachusetts, hugging Robert Meeropol (Rosenberg) after I spoke, in tears.
- I attended an execution in Huntsville, Texas, in November 2005.
- I attended the execution of Clarence Ray Allen (a seventy-six-year-old man in a wheelchair) in San Quentin, California, in January 2006.
- I attended an Assembly session held in December 2005 in Albany to reinstate the death penalty; I delivered two hundred personal notes to each legislative office.
- I met with New York legislators and with Sister Helen Prejean and David Kaczynski to encourage legislative voting against the death penalty.
- I heard Sister Helen speak at Fordham, Saint Joseph's, and Cooper-Union.
- I attended two performances of *Dead Man Walking*, the play, and the opera.
- I joined a two-week Journey of Hope in Texas to speak against the death penalty in schools and community centers.
- I made telephone calls to the death row prisons in Texas, California, and Connecticut to encourage prisoners to keep journals of the impact on correctional staff of the executions; the Sing-Sing warden had testified that correctional staff had committed suicide over the years because of their involvement with the executions.
- I reviewed tapes of seven days of death penalty hearings in Connecticut, Massachusetts, and New York to isolate the most powerful testimony.
- I distributed videos that I have made of Sister Helen; David Kaczynski; murder victims' families; exonerees; the execution vigil in Connecticut, Texas, and California; and a related award ceremony in Texas.

The NYWBA and Brooklyn Women's Bar Honored the Women of the Appellate Division at a Women's History Month Reception!



Jo Ann Douglas, Hon. Betty Weinberg Ellerin



*Theresa M. Ciccotto,
Christina Kallas,
Hon. Judith S. Kaye*



*Christina Kallas,
Carol Shrager*



*Linda Morrone,
Sherri Narodsk,
Joan McNichol*



*Hon. Judith S. Kaye, Hon.
Jacqueline Silbermann*



*Andrea Composto, Matthew Pisculli,
Elaine Avery, Sue Novack Wasko*



*Hon. Gloria Goldstein, Hon. Fred T. Santucci,
Hon. Patricia LaFreniere*



Rita Mella, William Hair, Hon. Margarita Lopez Torres

The New York Women's Bar Association

cordially invites you to attend its Annual Dinner on **May 24, 2006.**

Hon. FERN FISHER, *Administrative Judge of the Civil Court of the City of New York*,
will receive the President's Special Award

MICHELE COLEMAN MAYES, Esq., *General Counsel, Pitney Bowes
and Co-Chair of Legal Momentum*, will receive the Joan L. Ellenbogen Award

KATHERINE B. POSNER, Esq., of *Condon & Forsyth, LLP*
and President of our own *NYWBA Foundation*, will receive the Doris S. Hoffman Service Award

We will formally install

Teresa Schiller

as NYWBA President for 2006 - 2007

as well as the other Officers and Directors of the Association

Join us for cocktails, dinner, music, and our 1st Annual Silent Auction
benefiting the Betty Weinberg Ellerin Fellowship

Grand Hyatt Hotel

Park Avenue at Grand Central

Cocktails and Silent Auction 6:00 pm * Dinner 7:15 pm

Dinner Attendance

I would like ___ seats at the dinner @ \$185 each (\$200 if received after May 20th). Tables seat 10-12.
Please seat me with the following people: _____

Special Request Meals (# at table)

Kosher _____ Vegetarian _____ Vegan _____

Please accept my contribution, also covered by my signature below, for:

\$ _____ for the Betty Weinberg Ellerin Fellowship.

\$ _____ for a dinner guest otherwise unable to attend.

Contributions tax deductible to the extent provided by law.

Payment: Check enclosed: \$ _____ Payable to NYWBA
or please charge: \$ _____ Card type: ___ Visa ___ Mastercard

Card Number: _____ Name on Card: _____

Exp. Date: _____ Three-digit code: _____ Signature: _____

Phone Number: _____ E-Mail: _____

Please fax this sheet to 212-673-0945. Checks, with a copy of this page, should be mailed to NYWBA, c/o
Jo Ann Douglas, 170 2nd Avenue, NYC 10003.

The New York Parent Education and Awareness Program

You do not have to know someone who is undergoing a separation, divorce, or other child-centered litigation, you do not have to experience it yourself, nor do you have to view the recent film entitled *The Squid and the Whale*, to recognize that putting children in the middle of the adult conflict can be detrimental to their health and well-being.

New York State's Chief Judge, Judith S. Kaye, announced in her 2001 State of the Judiciary Address an initiative to institutionalize parent education for separating and divorcing parents. A nineteen-member advisory board was created to oversee this process. The Advisory Board is comprised of individuals from across New York State and includes representatives in the fields of pediatrics, child psychiatry and psychology, social work, and family life science, as well as matrimonial attorneys and law guardians, and Family Court, Supreme Court and Appellate Division judges.

What is the New York State Parent Education and Awareness Program? It is a program designed to educate divorcing or separating parents about the impact of their breakup on their children. The primary goal is to teach parents ways they can reduce the stress of family changes and protect their children from the negative effects of ongoing parental conflict in order to foster and promote their children's healthy adjustment and development.

How can you learn more about the Parent Education and Awareness Program? Following the guidelines developed by the Advisory Board, the Office of Court Administration certifies and monitors local providers of such services who wish to accept court-referred participants. The New York State Parent Education and Awareness Program has a website at www.nycourts.gov/ip/parent-ed. It contains all of the guidelines and procedures for certification, and all of the forms that the providers of the program must use. There are currently forty-eight certified parent education providers in thirty-eight counties offering classes in fifty-eight locations.

We are working to make parent education available in the remaining twenty-four counties in New York State. If your county or area does not have a parent education program and you have some suggestions as to potential providers, you can contact the Program by e-mail at nyparent-ed@courts.state.ny.us, at the toll-free number at 888-809-2798, or by mail at the Parent Education Board, 140 Grand Street, Suite 701, White Plains, New York 10601. Also, you can locate information about parent education at the parent education website at www.nycourts.gov/ip/parent-ed. Finally, please tell parents about this important program -- it can make all the difference in the lives of children and parents in this state.

The NYWBA Foundation's Breakfast Speaker Series

will feature

Joan Biskupic

Legal Affairs Correspondent of *USA Today* and
 Author of *Sandra Day O'Connor: How the First Woman
 On the Court Became Its Most Influential Justice*

Friday, June 9, 2006
 The Cornell Club

COMMITTEE CALENDAR

The **ADR Committee** will meet on **Wednesday, May 17, at 6:15 p.m.** at AXA Equitable, Conference Room 1, 12th Floor, 1290 Avenue of the Americas at Rockefeller Center (corner of 51st and 6th and two blocks from the N, R, and W trains). The speakers will be Michele Kirschbaum, Director of the Special Ed Mediation Program at Safe Horizon, and Lourdes Rivera-Putz. Please RSVP for security purposes to Pam Revesz at Pamela.Revesz@axa-equitable.com, cc: info@nywba.org.

The **Trusts & Estates Committee** will meet on **Wednesday, May 31, 2006, at 6:00 p.m.** at Willkie Farr & Gallagher, LLP, 787 Seventh Avenue (between 51st and 52nd Streets). The speaker will be Arlene Harris, who will discuss estate planning relating to pre-nuptial, post-nuptial, and domestic partner agreements. Please RSVP for security purposes to Annette Piazza at apiazza@willkie.com or 212-728-8334.

JOB ANNOUNCEMENTS

The **New School** is seeking a vice president and general counsel. Please submit a confidential application to Gail L. Freeman, President of Freeman Philanthropic Services, LLC at NewSchoolGeneralCounsel@glfreeman.com.

Legal Services for New York City-Bronx is seeking a staff attorney for its Family Law Unit. Please send your resumé and a recent writing sample to Steven B. Telzak, Esq., Interim Project Director, LSNY-Bronx, 579 Courtlandt Avenue, Bronx, NY 10451.

Bedford Stuyvesant Community Legal Services Corporation is seeking a staff attorney. Please send your resumé and a writing sample to Camille L. Cooke, Executive Director, Bedford-Stuyvesant Community Legal Services Corporation, 1360 Fulton Street, Suite 301, Brooklyn, NY 11216.

The **Virginia Office of the Attorney General** is seeking an associate university counsel and assistant attorney general, to be based on the Fairfax campus of George Mason University. Please apply to Office of the Attorney General, 900 East Main Street, Richmond, VA 23219, Attention: Human Resources Section.

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women asking for a referral to a woman lawyer; it is time we took these calls seriously, and started a referral service.

We all work long hours, in demanding jobs. It's difficult for us to find time for all the things we need to balance in our lives. But this organization has invested enormous amounts of time and effort to improve the lives of women and, particularly, women lawyers. We have come so far; let's keep going, remembering that sisterhood is indeed powerful.

Peace,



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 **Teresa Schiller, Esq.**, tel. no. 212-878-3003, email newsletter@nywba.org.

NYWBA List Serve

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

Have you changed your address, firm, phone number or other information? Please call 917-748-5039 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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