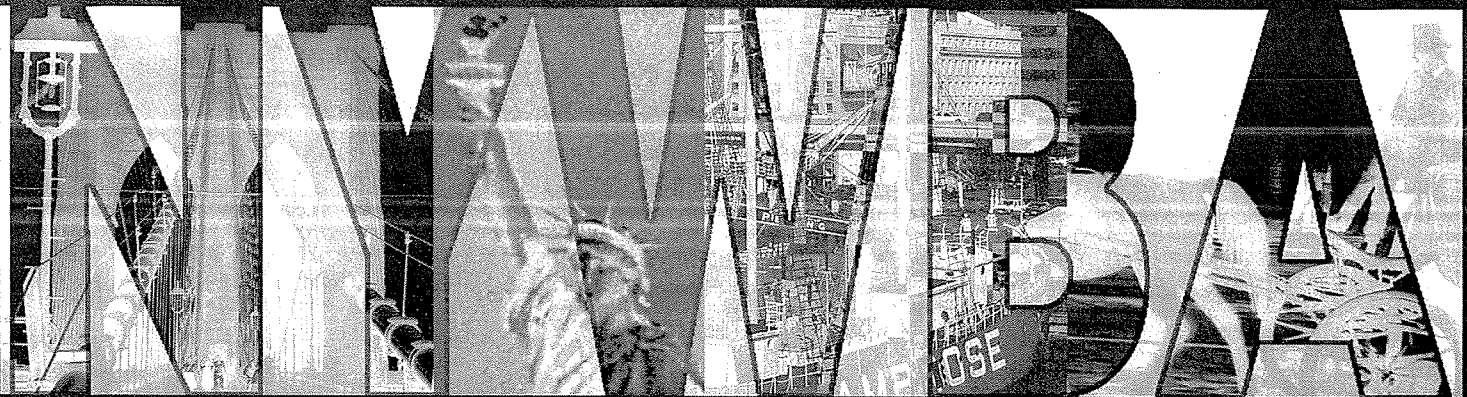


NEW YORK WOMEN'S BAR ASSOCIATION



An affiliate of the Women's Bar Association of the State of New York

NEW YORK WOMEN'S BAR ASSOCIATION

*Invites you to join us in honoring
our special guest,*

**HONORABLE JONATHAN LIPPMAN
PRESIDING JUSTICE
APPELLATE DIVISION,
FIRST DEPARTMENT**

and the newly elected, newly appointed
and re-elected

JUDGES OF NEW YORK COUNTY

at a Cocktail Reception
at

COMMERCE BANK
317 Madison Avenue at 42nd Street
New York, New York 10017

**Tuesday, January 15, 2008
6:00 to 8:00 PM**

Free for NYWBA members, members of
the judiciary and court attorneys

\$30.00 for non-members

RSVP REQUIRED BY JANUARY 8, 2008

to mlflaw@aol.com
(please include "Judge's Reception"
in the subject line) or call
Irving Gregory at 212-889-7184

*NYWBA warmly thanks Commerce Bank for
its generosity in sponsoring this event.*

PRESIDENT'S MESSAGE MAKE 2008 THE BEST YEAR EVER FOR THE NYWBA!

JANUARY 2008



As 2008 fast approaches, New Year's resolutions creep into our thoughts. Many of us contemplate resolutions to help us live longer and healthier lives, such as to quit smoking, lose weight or exercise regularly. Some of us resolve to enjoy those leisure activities we've always put off. A few of us, imbued with the spirit of generativity, consider donating our time and money to charitable, social and political causes.

As you look back on the past year and consider the future, I urge you to consider two of the most effective and satisfying ways to positively affect our community and profession: renew your commitment to the New York Women's Bar Association and donate a few hours to mentor others.

Membership in the NYWBA is one of the best ways we can help each other achieve our individual professional goals, enhance the stature of woman in our profession, and increase our political and cultural influence in the world of the law and in society at large. Every membership, especially yours, is important to us. The New York Women's Bar Association is one of 18 chapters that comprise the Women's Bar of the State of New York. Our voice and ability to effect the direction of WBASNY is tied to the number of delegates our chapter earns. The number of members reported in each chapter's January 31 certification report determines the number of delegates assigned. Although our County has the largest number of practicing female lawyers and number of female judges, our membership numbers have declined since the presidency of Laurie Berke-Weiss. The NYWBA was not even the largest chapter in WBASNY for the last two years, Westchester was.

Despite the sheer number of female attorneys practicing in New York County and our success in helping female judges get elected, the work of the NYWBA is not done. The NYWBA plays a unique and vital role in ensuring that we live up to the highest ideals of our profession. It provides a forum in which to discuss and resolve both practical and philosophical issues of concern to women in our community. Ours is not always an easy profession. As you may know from your personal experience, success in our profession can be particularly difficult for women to achieve. As the results of our recent survey indicate, only a

Continued on page 2

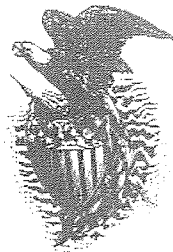
**For the latest news and information on programs and
events, check NYWBA online at www.nywba.org.**

President's Message continued from page 1

fraction of female attorneys are able to make partner, especially in medium and large size firms. To continue assisting female lawyers to achieve their career goals, we need your membership. We ask that you not only renew your membership now, but that you solicit others to join as well.

You don't need to become active (although we certainly encourage you to do so) or even donate a lot of your time to make a difference in the lives of other female lawyers. A small act or several small acts over the course of the year can make a huge difference. Talk to a new associate, take them out to lunch, or help them think through a problem. Everyone has 2 to 3 hours a year of wasted time that could be turned into beneficial use. Do not wait to be asked, offer your help. You will not regret making the first move.

On behalf of the New York Women's Bar Association, I want to wish everyone a happy and healthy New Year. Our chapter has many exciting events planned for the New Year including our Annual Judges Reception in January, a women's history month event, our Annual Dinner in May and many interesting, low-cost continuing legal education seminars. We hope that you will join us for at least some of them.





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Update on the NYWBA Matrimonial & Family Law Committee

The Matrimonial and Family Law Committee held its first meeting for the year 2007-2008 on October 30th at the offices of Blank Rome, LLP. The committee was honored to welcome the Court Attorneys from all New York County Matrimonial Parts, who spoke about the particular rules and preferences of their respective Matrimonial Parts. Jane Bevans presented State Assemblyman Bradley's "no -fault divorce" bill (9398-A) for consideration to the committee. The committee voted by an overwhelming majority to support the language of the bill.

The next meeting was held on November 27, 2007 also at the offices of Blank Rome, LLP. The Honorable Diane Kiesel, presiding Justice of the Bronx IDV Part, was the guest speaker.

The first meeting of the committee in 2008 will be on January 22nd at the offices of Blank Rome. At that time, proposed Interim Maintenance and Post Marital Compensation Legislation will be discussed. To join the committee or learn more about upcoming meetings, contact committee secretary, Jennifer P. Brown, Esq., of the Patricia Ann Fersch Family Law Center at Jbfamilylawctr@aol.com.

To learn more about other NYWBA committees and upcoming meetings, check the Association website calendar: www.nywba.org.

JUDGES AND LAWYERS BREAST CANCER ALERT (JALBCA) www.jalbca.org

Presents:

**"The Secrets of the Secret History
of the War on Cancer"**

Speaker:

Devra L. Davis, PhD, MPH
Director, Center for Environmental Oncology,
University of Pittsburgh Cancer Institute

**Wednesday, January 23, 2008
6:30-7:30 pm**

at

Skadden Arps Slate Meagher and Flom
4 Times Square (between 6th & Broadway)

To reserve a space please call 212-289-9720

*Non Members are welcome --- Admission is Free
Refreshments will be served*

NYU Alumni Meritorious Award Presented to Norma Z. Paige (NYWBA President 1958-59)

By Donna M. Praiss

On November 8, 2007, former NYWBA President Norma Z. Paige was recognized by her undergraduate and law school alma mater, New York University (WSC '44; LAW '46), for embodying the University's motto "Persevere and Excel" in addition to her extraordinary service and continuing devotion to the school. From the program material, her accomplishments and contributions spoke volumes about her level of commitment to and pride in her company, her family, her alma mater, and her community. Those in attendance who heard her speech quickly appreciated her remarkable capacity to persevere and excel.

Ms. Paige is Chairman Emeritus of Astronautics Corporation of America and currently works as its consultant and member of its board of directors. Founded in 1959, the company designs, develops, manufactures, installs, and maintains electronic and navigation displays and systems used in land, sea, air and aerospace vehicles. If you have not heard of her company before, it won first prize for avionics and electronics at the Paris Air Show in 2003, in competition with the world's largest corporations. Its inertial reference systems have reliably and unfailingly directed the navigation of the space shuttles and satellites like the Voyager, which is still operational outside our solar system. Its pointing system enabled the 2006 Nobel physics prize winners to discover the form of black holes and anisotropy of cosmic microwave radiation.

Before Ms. Paige's career took to the stars, she practiced law in Lower Manhattan with her late husband, Samuel Paige, at the firm they founded in 1949. Only because NYU Law School provided her with tuition scholarships and paid her for research work was she able to attend and graduate with a law degree. As Ms. Paige delicately explained about her parents' "time and culture," being a girl meant there was no need to be educated nor consumed with responsibilities other than to family and home. While in high school for trade or office work, Ms. Paige won first prize in a Scholastic Magazine short story contest, which she credits for launching her into a college education. As she explains the full launching sequence, her brother took notice of her intelligence and told her that if she could get into college, he would support her and they both performed as promised. This feeling of great indebtedness to her brother affected the course of her entire life.

While practicing law with her husband, an army corporal whom she married before her last year of law school, she was active in the New York Women's Bar Association. Ms. Paige described the "hostility towards practicing women attorneys" in that period with an anecdote from when she served as president of the New York Women's Bar Association from 1958-1959 (while pregnant with her first child). She recollected for the learned students, professors, and professional men and women in the audience this incident: "to collect survey information, we sent a questionnaire to the largest law firms in New York City, asking if they had any women attorneys in their employ, and if not, why? One firm responded as I now quote:

'Of course, not. The practice of law is a battle -- a fight. We are a law firm of gentlemen, and would never fight with women. And certainly no woman who is a lady would fight a man.'"

While carrying responsibilities as the mother of two infants, wife, law partner, and officer in both political and bar associations, Ms. Paige's brother, who served in the Navy as an engineer developing aircraft products, told her he wanted to go into business and needed her help. After adding this new endeavor to her existing responsibilities, she recognized in less than a year that the needs of the fledgling company were absorbing all of her working hours and its people, customers and products were providing her with great pleasure. That is how Ms. Paige reached the stars and lit the path for her two daughters, who are both attorneys.

Escorted by Jennifer Arlen, the Norma Z. Paige Professor of Law at NYU, Ms. Paige received a framed inscription from University President John Sexton that recited her many achievements and other awards, such as the Jabotinsky Centennial Medal, the Martin Luther King Jr. Humanitarian Award from Temple Israel of Lawrence, the America's Top Women Business Owners Award, presented jointly by Working Woman magazine and the national Foundation for Women Business Owners. She was inducted into NYU's Sir Harold Acton Society, which honors the University's most generous and committed supporters. Her outstanding philanthropy to the Law School is exemplified by her establishment of the Norma Z. Paige Scholarship, the Paige Annual Survey Prize, and the Norma Z. Paige Professorship of Law. She currently serves as a Trustee of the NYU School of Law and has received the Law Alumni Association's Alumni Achievement Award, the Judge Edward Weinfeld Award, and the Arthur T. Vanderbilt Award. She was a member of John Sexton's Council on the Future of the Law School, an officer of the Law Review Alumni Association, and was Co-chair of her 50th class reunion in 1996.

Today you can count Ms. Paige as another inspirational member of the New York Women's Bar Association.



NYWBA Spotlight on Haynes Boone

NYWBA's Spotlight on Firms column features the experiences of different law firms in supporting their female lawyers. We hope these experiences will help your firm do the same.

NYWBA member Brenda Pomerance interviewed Nina Cortell and Kendyl Hanks of Haynes and Boone, LLP. The following statements are paraphrased from the interview.



Nina Cortell, a partner at Haynes and Boone, is widely known for her expertise in handling large, complex appeals, having secured significant results in the trial court and on appeal during her 30-year career.



Kendyl Hanks, an associate at Haynes and Boone, provides traditional appellate services such as briefing and oral advocacy, and assists trial teams with preservation of error and drafting and arguing dispositive motions, legal briefs and jury charges in complex litigation.

Brenda Pomerance has a solo patent law practice, focused on electrical patent prosecution and patent advice.

What circumstances led Haynes and Boone to have a formal support program for women?

In 1977, two out of our twelve lawyers were women. Our women's programs began as informal bonding, then became more formal as our numbers increased to almost 500 lawyers today.

How has your program evolved since you began?

Our program has evolved to have more formal events. We are constantly tweaking them, and looking for ways to react to needs.

We have mentoring groups of 5-7 attorneys who vary in age and practice areas.

We have a mentorship program where an associate receives a mentor and a supervising partner. This is a great forum for helping associates understand how to take advantage of the firm's programs, such as its part-time policy.

Our part-time policy has guidelines, but each attorney can propose what suits her or him, and the firm tries to accommodate, since we want to retain our talent. To qualify for our part-time program, a minimum number of hours per month is usually required; to obtain benefits a minimum number of hours is definitely required. Some attorneys prefer fewer hours and no benefits. Importantly, part-time work is pro-rata credited for partnership and compensation.

We have a quarterly lunch where we discuss business development, and senior attorneys informally share recommendations

with junior attorneys for activities and how to pursue them. Recently, our quarterly lunch was in our video conference facilities to be more convenient for our lawyers in Texas and New York; this was a great way to conveniently connect, but was not a substitute for in-person meeting. We discuss topics such as how to deal with a male client misinterpreting your business development interest as personal interest.

We also have women's networking events, such as our San Antonio's "Cosmos and Conversation" event.

Our Attorney Liaison Committee is formed of associates who meet monthly; it has a Women's Initiative Subcommittee that discusses issues such as emergency daycare and part-time schedules, and presents its concerns to the partnership. Associates can speak freely in the Committee, since the Committee's recommendation to the partnership is anonymous with regard to particular attorneys.

The firm has an Attorney Development and Diversity Committee that monitors the numbers of female attorneys in different offices and practice areas, coordinates with practice group heads, and studies exit interviews for improvement opportunities.

How do you measure your program's success?

Informally. Of course we also pay close attention to attrition rates and the rates at which women associates reach partnership.

Please share some stories of how your firm has helped individual attorneys.

One example is when a new general counsel started at one of our clients, a partner had a female associate prepare and present a two-hour presentation on the firm's activities for the client, directly to the general counsel. This was a great business development foundation for the associate.

Another example is how the firm provided time and travel financing for an associate to pursue opportunities to become involved in the leadership of the ABA Young Lawyers Division and substantive ABA sections. After about four years of involvement, this generated new client contacts for the firm, and helped the associate network with other attorneys who have become a network for referrals.

A further example is that our firm has several women who have been with the firm for over 20 years, and have worked exclusively at our firm. These women have successfully balanced full legal careers with family, which gives a sense of comfort to women that they can join our firm and still have a family.

What suggestions do you have for other firms wanting to improve their programs?

Look at your compensation: does it reward team-oriented helpfulness to the firm for business development, mentoring and recruiting, or is your compensation strictly on the "eat what you kill" plan?

Continued on page 7

