



# NEW YORK WOMEN'S BAR ASSOCIATION

## New York Women's Bar Association

*Invites you to attend our*

### 2011 Awards and Installation Dinner

The President's Special Award will be presented to the  
**HON. LORETTA A. PRESKA**  
Chief Judge of the United States District Court  
for the Southern District of New York

The Doris S. Hoffman Award will be presented to the  
**HON. ANGELA M. MAZZARELLI**  
Associate Justice, Appellate Division, First Department

and

**MARJORIE A. MARTIN, A.L.J.**  
Administrative Law Judge, NYS Dept. of Traffic Violations

We will install  
**PATRICIA ANN GRANT**  
as President of our Association and all other  
Officers and Directors for the upcoming year.

We will honor our member the  
**HON. GERALDINE FERRARO (1935-2011)**

- When:** Tuesday, June 14, 2011  
6:00 p.m. - Cocktails, Silent Auction, and Raffle to benefit the Honorable Betty Weinberg Ellerin Fellowship  
7:30 p.m. - Dinner and Program
- Where:** Capitale, 130 Bowery at Grand Street, NYC
- Cost:** \$215 per person; \$195 if a member of the Judiciary; \$2500 per table of 10
- RSVP:** To reserve seats for the 2011 Annual Dinner, go to our website ([www.nywba.org/annual\\_dinner](http://www.nywba.org/annual_dinner)) to register. Space is limited, so register as soon as possible.
- Info:** For questions or info, send an email to [AnnualDinner@nywba.org](mailto:AnnualDinner@nywba.org).

***We hope to see you there!!***

## PRESIDENT'S MESSAGE

MAY/JUNE 2011

### *A Successful Year*



*Gretchen Beall Schumann*

I am honored to have served as the 2010-11 President of the New York Women's Bar Association. I want to thank those who served alongside me as Officers, Directors, Advisory Council, WBASNY Delegates and Committee Chairs, for your creative ideas and tireless work. I would also like to thank our Executive Director, Karen Lu. I congratulate the Association's 2011-2012 Officers, Directors and Delegates, among them Incoming President Patricia Ann Grant, who is sure to lead the Association in an exciting new year.

I'd also like to acknowledge the extraordinary efforts of the Officers, Committee Chairs, Directors and executive staff of our statewide organization, the Women's Bar Association of the State of New York. 2010-11 proved a banner year for WBASNY, which provided its support to and witnessed the passage of new divorce legislation in the State of New York. WBASNY also provided critical input in support of marriage equality and reproductive health legislation. We look forward to the continuation of these efforts, with the NYWBA and its substantive committees at the forefront of WBASNY's initiatives and NYWBA's Donna M. Praiss as WBASNY Treasurer.

I'd also like to thank the NYWBA membership - now a record of nearly 700 members strong - for once again allowing the NYWBA to serve needs within the legal community in ways that materially impact our members. We sponsored and co-sponsored Continuing Legal Education seminars and other committee programs in numerous practice areas - including immigration, criminal, family, and elder law, domestic violence, bankruptcy, ethics, appellate practice, issues affecting working parents, technology and professional practice management. In Fall 2010, the Association increased its roster of committees, adding an Investment Management Regulation Committee, our 39th Committee. The Association also established an Archive and History Committee which has already undertaken several tasks aimed at preserving the Association's History.

In addition to other annual programming and in keeping with the NYWBA's longstanding mission to educate young lawyers, we held our "What It Is REALLY Like to Practice Law As a Woman" Summer Program,

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**2010-2011 NYWBA COMMITTEE CHAIRS**

**STANDING COMMITTEES**

By-Laws and Amendments . . . . . Elizabeth A. Bryson  
 Cooperation with Other Bar Assns . . . . . Hon. Kelly O'Neill Levy  
 Employment and Equal  
 Opportunity for Women . . . Felice B. Ekelman and Louis Pechman  
 Judiciary . . . . . Bonnie E. Rabin  
 Legislation . . . . . Jane Bevans and Jennifer P. Brown  
 Membership . . . . . Heather K. Leifer and Jessica Ventarola Kane  
 Professional Ethics and Discipline . . . . . Hon. Barbara Jaffe and  
 Sarah Diane McShea

Programs, Events and  
 Arrangements . . . . . Diana G. Browne and Donna M. Praiss  
 Patrice Ettinger and Jo Ann Douglas (Annual Dinner)  
 Publicity / Press . . . . . Tamara Lannin

**SPECIAL COMMITTEES**

Advance the Status of Women  
 in the Profession . . . . . Brenda Pomerance and Rachel J. Minter  
 Alternate Dispute Resolution . . . Andrea Vacca and Leona Beane  
 Archives & History . . . . . Susan L. Pollet  
 Awards . . . . . Orrit Hershkovitz  
 Business Law, Taxation & Bankruptcy . . . . . Cassandra M. Porter  
 and Monique McClure  
 Children's Rights & Issues . . . Barbara J. Schaffer and Jill M. Zuccardy  
 Continuing Legal Education . . . . . Yacine Barry  
 Criminal Law . . . . . Isiris I. Isaac and Kathryn E. Salensky  
 Diversity . . . . . Jillian L. Goorevitch and Caitlin I. Somerman  
 Domestic Violence . . . . . Amanda B. Norejko and Laura A. Russell  
 Elder Law & Disabilities . . . . . Miriam Davidson and Kay Marmorek  
 Immigration Law . . . . . Annie J. Wang and Jennifer Durkin  
 Intellectual Property . . . . . Maria L. Palmese  
 International Law & Practice . . . . . Christa M. Bosch and  
 Rebecca Adams Hollis  
 Investment Management Regulation . . . . . Carla P. Vogel and  
 Allison Harlow Fumai  
 Litigation . . . . . Kathy M. Lynch and Marni Rae Robin  
 Long Range Planning . . . . . Elizabeth A. Bryson and Myra L. Freed  
 Matrimonial & Family Law . . . . . Briana Denney, Sophie Jacobi  
 and Hon. Andrea Masley  
 Mentoring & Mentoring Circles . . . . . Andrea Vacca and  
 Randy L. Shapiro  
 Newsletter . . . . . Stephanie M. Adduci  
 Privacy & Cyberlaw . . . . . Patrice S. Ettinger  
 Pro Bono . . . . . Gail M. Kempler  
 Real Estate Law . . . . . Donna G. Hopkins  
 Reproductive Rights . . . . . TBA  
 Solo & Small Firm Practice . . . . . Deborah G. Rosenthal and  
 Gina T. Danetti  
 Students & New Lawyers . . . . . Stephanie M. Adduci and  
 Jane CoCo Cowles  
 Summer Program . . . . . Cassandra Porter and Stephanie M. Adduci  
 Technology & the Internet / Website . . . . . Elizabeth A. Bryson  
 and Theresa L. Widmann  
 Trusts & Estates . . . . . Leona Beane and Loretta A. Ippolito  
 Women's Health Issues . . . . . Denise Scotto  
 Working Parents . . . . . Christine M. Harman and Melanie A. Chieu

Contact info for NYWBA Committee Chairs, and the names and contact info for our Delegates to WBASNY Committees and our Liaisons to other bar associations, can be found at [www.nywba.org/members/committees.shtml](http://www.nywba.org/members/committees.shtml). To join a committee, go to [www.nywba.org/committeechoice](http://www.nywba.org/committeechoice). If you would like to chair a Committee, send a note with your qualifications and contact info to [President@nywba.org](mailto:President@nywba.org).

*President's Message (Continued from Page 1)*

co-sponsored with the New York City Bar, and maintained our successful mentoring program. 2010-11 ushered in a record number of law student members, whom we hope will share a life-long relationship with the NYWBA as the Association expands its programming and outreach to keep pace with their careers.

As we come together at our Annual Awards and Installation Gala, we will honor the Honorable Loretta A. Preska, Chief Judge of the United States District Court, Southern District of New York, Advisory Council members, the Honorable Angela M. Mazzarelli and Administrative Law Judge Marjorie A. Martin, and we will demonstrate our admiration for former member, former Queens Chapter President and trail blazer, Geraldine Ferraro. In recalling my first President's Message, on the eve of the NYWBA's 75th Anniversary celebration last year, I reflected upon the importance of history and recalling the experiences of those who came before. Those we will honor at the Gala continue to embody the NYWBA's mission and the spirit of our founders - we are pleased to have this opportunity to welcome you to share in our celebration of our honorees' ground-breaking accomplishments, as well as in the installation of a dynamic team of NYWBA and WBAS-NY leaders.



~ R E M I N D E R ~

Don't forget to RENEW your membership for 2011-2012!

*It's easy ...*

If you haven't renewed already, go to [www.nywba.org](http://www.nywba.org) and click on "Membership" to access our secure online membership form.

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New York Women's Bar Association  
and  
New York City Bar Association

*Present the 16th Annual Program on*

**What It's Really Like to Practice Law as a Woman**

*Law students, summer associates, interns, new attorneys, and recruiting coordinators are invited to hear an outstanding panel of attorneys share their experiences in large and small firms, non-profit organizations, government, and in-house law departments and discuss issues that significantly affect women in the legal profession.*

**Moderator**

**Brande Stellings**, Catalyst

**Speakers**

**Jane E. Booth**, General Counsel,  
Columbia Law School

**Camille Chin-Kee-Fatt**, Directors of Career Services, Brooklyn Law School

**Shalini R. Deo**, Court Attorney to Hon. Rita Mella, NYC Criminal Court

**Lynn K. Neuner**, Partner, Simpson, Thatcher & Bartlett LLP

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- Date:** Thursday, July 21, 2011  
**Time:** 6:00 p.m. - 7:15 p.m. (Panel Discussion)  
 7:15 p.m. - 9:00 p.m. (Reception)  
**Location:** New York City Bar, 42 West 44th Street  
**Cost:** FREE for summer associates, inters, law students, and junior attorneys  
**RSVP:** Register NOW at [www.nywba.org/SummerProgram](http://www.nywba.org/SummerProgram)

**Sponsorships:** Law firms, companies, and other employers are asked to consider making a \$500 donation to help defray event costs. *Sponsors will be acknowledged at the event and on the NYWBA website.*

For questions or to make a donation to support the program, contact [SummerProgram@nywba.org](mailto:SummerProgram@nywba.org).

**WELCOME NEW MEMBERS**

Raissa L. Booze  
Gabrielle Chimienti  
Allen A. Drexel

ToniAnn Grande  
Adam Gilbert

**NOTES ON MEMBERS**

*Has something noteworthy happened to you or another member? Send your news to [newsletter@nywba.org](mailto:newsletter@nywba.org).*

Congratulations to Max Heuer, son of Board member **Amy Saltzman**, for receiving the Ruth Bader Ginsberg award at his May graduation from Columbia Law School.

Thank you to all of our outgoing Officers, Directors, Advisory Council members, WBASNY Delegates, and Committee Chairs for all of their hard work this year. Congratulations to all of our incoming 2011-2012 Officers, Directors, and Delegates. There is no doubt that, under the guidance of Incoming President **Patricia Ann Grant**, the Association will continue to grow and prosper.

Special thanks to the Newsletter Committee, including **Elizabeth A. Bryson** and **Judith Rifkin**, for all of their assistance this past year. Additional thanks to our graphic layout artist, **Karen Lu**, for her impeccable work.

**A Report from Melissa McGrane,  
The New York Women's Bar Association  
Foundation's inMotion Fellow**

During the Fall 2010 semester, I had an opportunity to learn about family law firsthand by working as the New York Women's Bar Association Foundation's fellow at the Manhattan office of inMotion. InMotion provides much needed legal services to women who have experienced domestic violence, in addition to helping women with legal issues involving family, matrimonial, and immigration law. Specifically, inMotion aims to empower low-income women by providing them with free legal services to obtain child support, child custody, divorces, orders of protection, and lawful permanent residence under the Violence Against Women Act. Most of the women who use inMotion's services require assistance in more than one of these legal areas. Without these services, many women struggle as the sole financial provider for their children, or have to flee an abusive marriage at the cost of losing their immigration status.

I conducted client intake, drafted objections to a court order, composed research memorandum concerning family law, and updated training materials. By having regular contact with inMotion's clients, I became aware of the significant need for services that help women move forward after experiencing a range of domestic disputes.

Specifically, while at inMotion, I worked with a number of women whose children's fathers had evaded payment of child support for years, leaving these women in poverty or in significant debt. The fathers in these cases had been dodging child support payments by working "off the books," earning "illegal income," or hiding their money in offshore accounts. In one of these cases, I drafted objections to a court order, which argued that the court should

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## Interview: Past President Jo Ann Douglas

By Susan L. Pollet



**Q: You were President of the NYWBA from 2008-2009. Please tell us what were the most significant accomplishments of the NYWBA during that time period.**

A: In a year that focused on children and families, the NYWBA initiated several wonderful programs aimed at enhancing children's experiences. For instance, we developed and effectuated a plan to provide the Family Court with ongoing supervised visitation for children whose access to a parent - for reasons of substance abuse, mental illness, or other condition - required the presence of another responsible adult. Currently, there are few mechanisms for long-term supervised visitation without significant cost, and we worked closely with the Court to provide this.

At the same time, we created the Judge Judith S. Kaye's Children's Book Club, collecting hundreds of books at various events and donating them to the Harlem Children's Zone or the Family Court Children's Center.

Additionally, we took our largest committee, the Matrimonial and Family Law Committee, and created a co-chair system that included one person for Matrimonial field - long the single focus of the committee - and one for Family Court, which needed more attention. In so doing, we have an inside track on issues that affect not only the more wealthy children (and parents) in divorce, but those whose access to justice is in another forum.

We began our ongoing work on our technological advances, including the enhancement of our website, the capability to take event registrations and payment through our site, and send out invitations to the entire membership with response capability that we now have.

**Q: You have a long and active history both with the NYWBA and with WBASNY. What were and are your various involvements?**

A: I have long been interested in Family Law, and began my involvement by joining that committee, and eventually co-chairing it. Upon joining the NYWBA Board of Directors, I was delighted to be able to co-chair the dinner for several years, as well as work on the dinner journal. Our Annual Dinner is an event whose planning begins the day after the last one takes place. It is presented by a hard-working committee that is involved in everything from soup-to-nuts - literally! I have also joined the WBASNY meetings as a delegate, and have sat on the Matrimonial Committee as well as the Children and the Law Committee. It has been a fascinating experience, watching our microcosm of society develop policy and even legislation, and then seeing it to fruition. It is truly a marvel.

Working with our past WBASNY President Susan Bender, our organization co-sponsored a CLE program to train lawyers to be children's attorneys. We hosted an all-day program to a sell-out crowd, and increased the number of potential appointees by dozens. I have participated in CLE programs through many organizations, focusing primarily on the representation of

children in custody matters, and specifically on the statewide mandatory Domestic Violence training provided by both the First and Second Departments.

Several years ago, the First Department provided Family Law training to many lawyers who previously had been in other fields, and I was delighted to participate to share the importance and gratification of representing children. I have also presented CLE programs in the Second Department, both at their annual training as well as various specific events, including lunchtime forums and training on the "new" ethics rules and how they impact the representation of children.

**Q: Why do you devote so much time to the NYWBA?**

A: There is so much good to be done for women, both in the practice of law and in life, and our organization limits itself to neither. NYWBA, and WBASNY where policy decisions are state-wide, have impacted children's welfare, women's welfare, divorce law, family law, immigration law, housing law, issues of domestic violence, and so much more. We have taken positions to enhance women's role in the profession as well as our ability to enjoy justice on many, many levels. Change requires vision, patience, understanding, incredibly hard work, and incredibly rewarding results. For my small part in any of that, I am proud to be active in this organization, because no one does this alone - it truly takes a village.

**Q: You have focused your career on parenting issues and the representation of children. Tell us about how you and your daughter, Sara, became involved as advocates.**

A: Ah, this is my favorite topic - the latter part, anyway. For myself, I should have known early on that there was a hidden attraction in law for me - the representation of children was, as I noted, a happy accident. But I have somehow fallen into the best of all circumstances: my daughter, Sara, has followed in my footsteps, but not as a lawyer. Instead, she has found her calling - with much more vision at an earlier age than I - as a school psychologist. A complex field with both therapeutic and educational aspects, she is just now completing her 3 year masters in that field, and will go on to complete her doctorate. Sara has always been drawn to children as well, and had an early start as a counselor at her progressive camp, Kinderland, where she guided many children through many events and issues. She majored in psychology in college, and parlayed that into serving children's needs in a discrete yet critical field. She will be extraordinary in this field. In fact, she already is.

**Q: You run K9Kastle Corp., a not-for-profit organization dedicated to animal rescue, rehab and re-homing. How and why did you get involved in that issue?**

A: My daughter wanted a kitten. Just one kitten. Well, she got it. And we realized the incredible tragedy of innumerable homeless, helpless, and hapless creatures who were deserving of homes. All too many got a permanent, heavenly home instead, and we set out to try to impact those numbers, making "shidukhs" [matches] of homeless animals and animal-less homes. We tend to take in the

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## ***Courting Justice: A Screening of Ruth Cowan's Inspirational Film about the Female Judiciary of South Africa***

***By Allison M. Surcouf***

On May 10, 2011, the NYWBA Foundation sponsored, and Paul, Weiss, Rifkind, Wharton & Garrison LLP generously hosted, a screening of Ruth Cowan's film *Courting Justice*, which depicts the importance of engaging the judiciary and its women judges in South Africa's transformation into a post-Apartheid democracy. At the time the film was made (2008), only 17% of South Africa's judiciary was female, and the proportion has not increased much since. The film beautifully, and at times poignantly, chronicles the experiences of seven of those female judges - what led them to their positions and what sustains, as well as challenges, them.

Before showing the film, Cowan provided the audience with a context for South Africa's judicial system, explaining the specialized courts, such as the court for sexualized violence, and the Constitutional Court, whose primary objective is to ensure that no person's constitutional right to dignity is violated. During the film, Justice Yvonne Mokgoro of the Constitutional Court speaks of the huge responsibility the judges face in building the country's democracy and protecting its citizens' human rights. Justice Baaitse-Mmono "Bess" Nkabinde echoed the sentiment, noting that their judicial decisions shape South Africa's democracy.

Justice Mandisa Maya of the Supreme Court of Appeal, a regal-looking woman, is the first black woman to serve in South Africa's judiciary. Indeed, Justice Maya concludes that she was brought into the world to serve as an African woman. The film depicts her attending a trial held outdoors in her rural hometown arising out of stolen livestock, the gravity of which is clearly no less to her than her other trials. She eloquently describes how her rural upbringing defines her as a person, as a judge, and as a mother.

Deputy Judge President Jeanette Traverso of the High Court, on the other hand, comes from a privileged Afrikaans background. Although she did not see eye-to-eye politically with her father who was a member of the Nationalist party, she admits that her privilege is undeniable. She defeated her black male opponent for appointment, and unapologetically declares it "tragic" that she is the only female in a leadership position in South Africa's judiciary.

As one justice remarks, the importance of having women judges is to bring female perspectives to the judiciary. Moreover, the polar backgrounds of Justices Maya and Traverso highlight the importance of diversity on a judiciary that is to ensure justice for all. Justice Patricia Goliath of the High Court notes that South Africa's judiciary used to be a machinery for enforcing oppressive laws. The difference for today's judiciary is that "now we have a Constitution," and that Constitution is about diversity.

Justice Mokgoro begins a lecture filmed during *Courting Justice* with the powerful words, "I am on a mission." She asks the students whether they have ever heard a rape victim's confusion over the fact that she should not have washed the violent act off her body because her case has been dismissed for lack of evidence. She tells the students that the need for lawyers is to understand how the law operates in real life; that is, to know how people's social and economic rights are affected by the law.

But the film also portrays how the female judges' lives are affected by their roles. Judge Goliath recalls the time she boarded a plane destined for her first opportunity to act as a judge, which would require her being away from her family for two years. She explains that she had to embrace the experience as an enormous opportunity, but she nonetheless felt such sadness at having to leave her family - an experience familiar to many NYWBA members. Justice Maya also describes her experience as a working mother. Taking care of her son at the end of the day, nurturing him and the love she receives from him in return, washes all the worries of her day away.

Justice Maya comments during the film that there are only 3 women on her court, which makes remaining close to one another necessary for their professional survival. After the film, a NYWBA member commented that when she entered law school she was the only female law student, and that joining the Association served that very purpose: solidarity among women in a male-dominated profession.

The struggles, the regret and guilt, are now worth it for the judges, however. As one judge points out, although a dream can't be fully achieved, once you become part of the movement, you begin living the dream.

*Courting Justice* is inspirational, and the Foundation's event made me proud to be a woman lawyer, proud to be a member of the NYWBA, and - even if in some small part - proud to be part of the movement.

*Allison M. Surcouf* is an associate at Condon & Forsyth LLP and her practice focuses on aviation and commercial litigation.

### ***The Domestic Violence Committee Needs Your Help!!***

If you practice matrimonial law in New York, we need your assistance. We're trying to figure out what is happening with interim maintenance and attorneys' and expert fee awards under the revised divorce laws that went into effect October 12, 2010. Please take a few minutes to fill out this survey, which can be found at <http://www.surveymonkey.com/divorcereform2010>.

Feel free to forward the survey link to any matrimonial practitioners you know. The more data we have (and the more varied the sources) the better.



## Are Other Professionals Representing You Appropriately?

*By Deborah L. O'Neil, JD, CFP®, CLU*

Often your clients become your friends, close confidants, and almost family. At times, it may be necessary to introduce other professionals to fully address your clients' goals and needs. You want to recommend professionals that will treat your client in a manner that is consistent with the care that you use with your clients. As your client's needs are identified and you incorporate other professionals into your circle of associates, are you certain that they will treat your clients with similar care and the concern that you do?

A financial and insurance professional is often asked to join a team to address financial goals and risk management needs. Their role may be to review the client's overall financial needs, help organize their financial life, or complete an assessment of existing products that the client has often purchased from a variety of sources.

While there are clear defined legal standards for some professions that have a fiduciary duty to their clients, in other professions it is not quite that clear. However, many act in the best interest of the client whether by a legal requirement or by a personal commitment to a professional standard, the result which is the same. Ultimately, you need to work with professionals that have a similar care and commitment to your clients to address their focus when you invite them to join your team.

Characteristics that you may want to consider when you incorporate a financial and insurance professional into your team are:

- Knowledge
- Experience
- Independence
- Access
- Professionalism

### How do you find the other professionals to incorporate into your circle?

1. Search out those in the needed profession that have knowledge and experience.
2. Look to those that are engaged in their profession and the industry.
3. Ask for referrals from colleagues that have similar standards.
4. Get to know other professionals from organizations that you belong.

Assembling other professionals to achieve your client's goals can be wonderful and the camaraderie can last a lifetime. Oftentimes, you both learn from each other and continue to build lasting relationships with your clients or ..... do I mean friends?

*Deborah L. O'Neil is with Best Interest Partners LLC. and is a member of the NYWBA. Deborah provides financial and insurance services for individuals and businesses for life and estate planning strategies, wealth preservation, and legacy & charitable planning options.*

*Deborah L. O'Neil offers securities and investment advisory services through AXA Advisors, LLC (NY, NY 212-314-4600), member FINRA/SIPC, Deborah O'Neil is licensed to sell insurance and offer securities in the following states: CO, CT, FL, NJ, NY, FL. Best Interest Partners, LLC. is not owned or operated by AXA Advisors, LLC or AXA Network, LLC. GE-60276 (1/11).*

### Jo Ann Douglas (Continued from Page 4)

ones no one wants, or no one wants to risk taking. We've never regretted a single one of them, no matter how tough the repair work or how impaired the animal.

I am proud to join many in our organization and our field, who have devoted significant time and resources to this rewarding pastime, in both legal pursuits on behalf of animals and more hands-on aspects of it.

**Q: When you first became a lawyer, did you always know you would end up doing the kind of work you are doing?**

A: That's pretty funny. When I first became a lawyer, I didn't even know this kind of work existed. Working in another grueling (but less gratifying) field through law school, I didn't have a lot of time for student activities and career investigation. So when I graduated, pregnant and looking for work, I accidentally stumbled on a small firm that did family and landlord-tenant law (another field of which I had no knowledge), and I couldn't have done better if I had aimed for this field.

In fact, some time later, when a judge called to see if I would be a "law guardian," I immediately said "yes," and almost as immediately called a colleague to ask what that was. Now, I know.

**Q: What else would you like to accomplish in your career?**

A: I would like very much to be able to contribute what I can to young lawyers, and share with them a perspective on careers that is not quite mainstream. Toward that end, I like to teach, whether at my alma mater, New York Law School, or at CLE programs designed to bring new people into the field. The most gratifying experience is to know that I have piqued the interest of some of the students, that they want to know more, and actively pursue this field. It's not for everyone, but if this little shoe fits, I'd like to help others wear it.

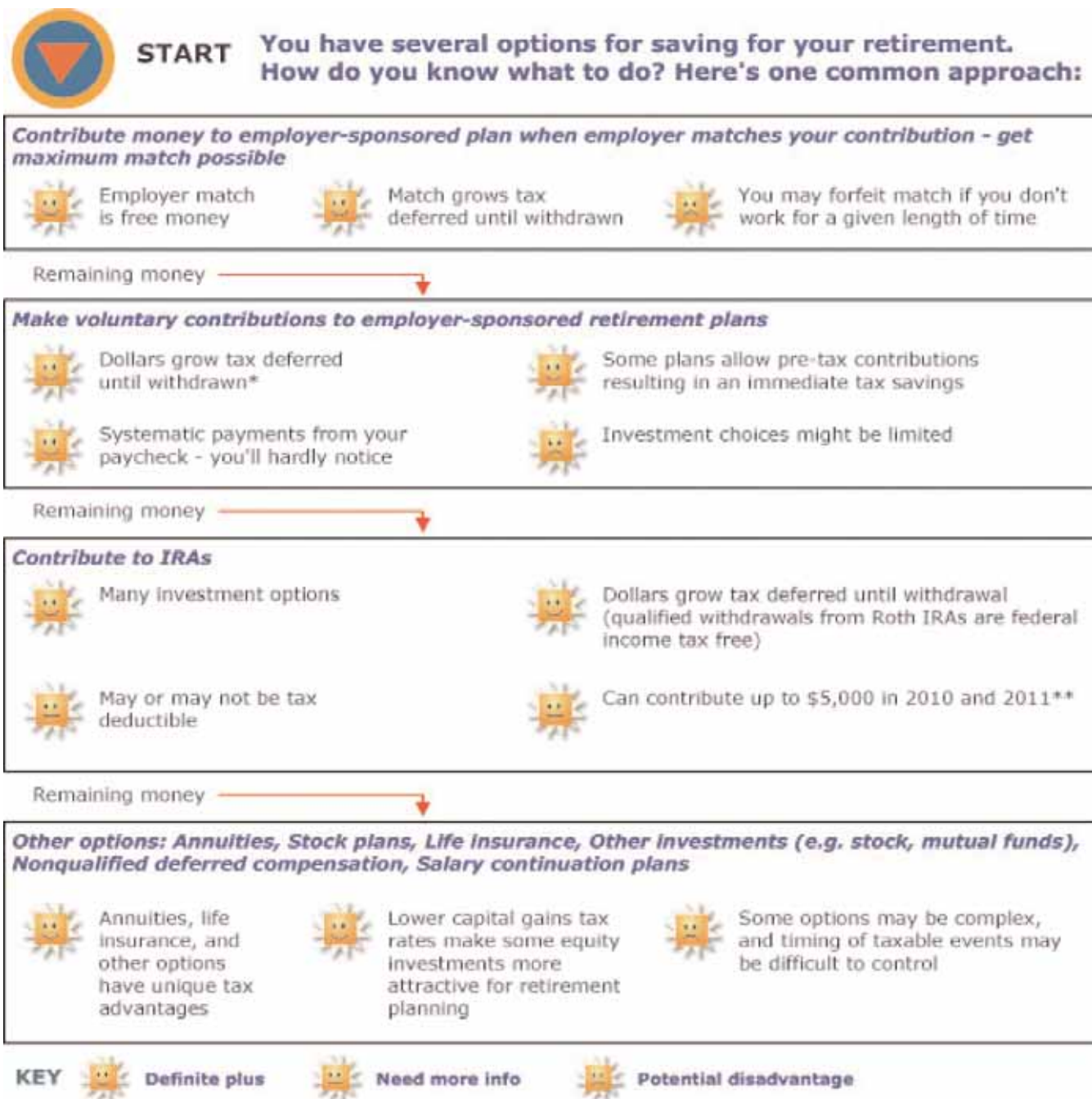
*Susan L. Pollet is the Chair of the new NYWBA Archive & History Committee. She is the Coordinator of the New York State Parent Education and Awareness Program for the NYS Office of Court Administration. Look for more of Ms. Pollet's archival interviews of NYWBA Past Presidents, Officers, and Directors in future Newsletters and on our website ([www.nywba.org/History](http://www.nywba.org/History)).*

## The Basics of Retirement Planning: Start today or double check your current plan "Its never too late and never too early"

*By Michael Salmon*

You may have a very idealistic vision of retirement - doing all of the things that you never seem to have time to do now. But how do you pursue that vision? Social Security may be around when you retire, but the benefit that you get from Uncle Sam may not provide enough income for your retirement years. To make matters worse, few employers today offer a traditional company pension plan that guarantees you a specific income at retirement. On top of that, people are living longer and must find ways to fund those additional years of retirement. Such eye-opening facts mean that, today, sound retirement planning is critical.

Here is a chart I use with my clients at our first meeting...



*Michael Salmon is a Senior Financial Advisor with Ameriprise Financial in Midtown Manhattan. Michael specializes in Financial Planning, Investment Portfolio Management, Retirement Planning Strategies, Estate Planning Strategies, and Saving for Education. Michael is an active public speaker and financial columnist. You can reach Michael at (646) 964-9470 or email michael.b.salmon@ampf.com.*

## A Report from Lee Brannon, The New York Women's Bar Association Foundation's Sanctuary for Families Fellow

This fall, I had the opportunity to gain field experience and to work on innovative projects in a developing area of domestic violence practice through Sanctuary for Families' LGBT Initiative. Sanctuary for Families offers comprehensive legal and clinical assistance to the vastly diverse populations of survivors of domestic violence in New York City. The LGBT Initiative, one of the few of its kind in the country, was developed in response to a growing awareness of domestic violence in same-sex relationships, and the effects of discrimination on the basis of sexual orientation and/or gender identity and expression on Sanctuary for Families' clients. With the passage of the Fair Access to Family Court Act in 2008, which allows people to seek civil orders of protection against unmarried partners with whom they have "significant dating relationships," the LGBT Initiative's work has expanded and is increasing outreach to survivors of domestic violence of every sexual orientation. Gender identity is among Sanctuary's strategic goals for the coming years.

My fellowship with Sanctuary enabled me to work on a wide variety of tasks that built upon my social work background and past experience with domestic violence. Most significantly, I collaborated with my supervisor on a chapter about commercially sexually exploited young men and boys for a lawyers' manual on sex trafficking that Sanctuary plans to publish this year. Researching and writing this chapter helped me to learn a great deal more about the dynamics of human trafficking and the epidemic of commercial sexual exploitation among homeless youth, who disproportionately identify as lesbian, gay, bisexual, transgender, or questioning. This endeavor both enabled us to reframe definitions of trafficking that may have unfairly excluded some victims, and to envision new directions for outreach and advocacy for young people with severely under-served legal needs.

I also enriched my understanding of family law and legal advocacy through direct service to clients. I worked directly with both male and female clients, some in same-sex relationships and some in heterosexual relationships. I drafted final papers for divorces, prepared motions and opposition papers, wrote letters and release forms for the purposes of obtaining a qualified domestic relations order (QDRO) to divide a pension, and conducted legal research on vacating default judgments. I attended court dates with clients, participated in strategy development, assisted in interviewing clients to clarify the facts of their cases, as well as their needs and goals, and engaged in ongoing client follow-up. My direct service to clients both strengthened my skills in crafting effective language for court, and allowed me to see the complexity of clients' personalities and situations, building my confidence for working through difficult cases and addressing clients' needs as sensitively and appropriately as possible. I learned a tremendous amount about family law, as well as the court process, and how to advocate for clients who have experienced barriers to justice in the past.

Finally, I was able to unify my social work background with my legal education through reconvening a collaborative legal/clinical workgroup on LGBT issues. Through this workgroup, I have worked with both legal and clinical professionals at Sanctuary to identify organizational strengths and to begin making plans to

*Melissa McGrane (Continued from Page 3)*

consider a parent's illegal income in determining their child support obligation. In this case, the father had many opportunities to obtain "legal income," but chose to work "illegally," and was only paying a small fraction of his income to support his child. Although my objections were not successful in amending the child support order, it was a good exercise in learning how to make a legal argument without the benefit of supporting precedent.

The part of my fellowship that I found most significant was conducting intakes. The intake callers were generally contacting inMotion for the first time in search of legal services. As soon as the telephone lines opened up for intake calls, the phones started ringing off the hook - illustrating the high demand for inMotion's services. Many of the callers were very emotional as I was the first person to whom they could tell their stories. In addition to listening to the callers' stories, I obtained information about their families, legal histories, and legal needs. Based on our conversations during intake, I referred callers to an inMotion attorney for a consultation and possibly further services. Many of the callers were pleased to receive even basic information about the law after spending days, and sometimes months, trying to figure out how to initiate a case or respond to a notice of divorce action. InMotion has a very effective model for providing comprehensive services in the areas of family and matrimonial law: even if inMotion cannot provide every caller with an attorney, the organization gives every caller a consultation, information packets, and referrals.

My fellowship at inMotion has definitely inspired me to pursue a career in public interest law; it has made me aware of the considerable need for free legal services and showed me how even brief legal services, such as providing information, can significantly improve peoples' lives. I appreciate the work that inMotion is doing to help people navigate the justice system, and I hope to work with organizations like inMotion in the future - organizations that aim to provide equal access to legal services regardless of one's financial resources. I appreciate the generosity of the New York Women's Bar Association Foundation in providing me with the opportunity to be a part of inMotion's extraordinary work.

enhance the ways Sanctuary responds to issues of sexual orientation and gender identity both in direct interaction with clients and in outreach materials, physical space, and staff training. Although my fellowship has ended, I plan to continue working with the legal/clinical workgroup to try to maintain its momentum and support Sanctuary in its continued efforts to serve survivors of domestic violence in the most responsive and culturally competent ways possible.

I greatly appreciate the chance to work with the wonderful and highly skilled attorneys at Sanctuary for Families. I received insightful guidance from my supervisor and benefited from the thoughts and perspectives of many members of the legal team. The broad range of assignments available deepened my experience and training in ways I could never have anticipated. I plan to devote my work after graduation to intimate partner violence, so I will apply what I have learned this fall directly to my future career, and am glad to have been able to help survivors while still in school. I know that I have become a stronger future lawyer as a result of my fellowship, and I am grateful to the New York Women's Bar Association Foundation for supporting my development.



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