

State Reporter



Washington Women Lawyers

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WWL Mission Statement

The principal purposes of Washington Women Lawyers are to further the full integration of women in the legal profession, and to promote equal rights and opportunities for women and to prevent discrimination against them.

Plugging the Leaky Pipeline WWL Discusses Networking and Mentoring

By *Laura Powell,*
University of Washington 2L

Washington Women Lawyers developed the Plugging the Leaky Pipeline series in response to the leaky pipeline phenomenon: women have been going to law school in almost equal rates as men since the mid-1980s, but women only hold 15-30% of leadership positions in the legal community. Each event in the series is designed to educate participants about a particular area of women's

a lunchtime discussion titled "Networking & Mentoring." Another thirty people joined the event by phone.

The event featured a distinguished panel of female attorneys with diverse legal careers: [Chief Justice Barbara Madsen](#), Chief Justice of the Washington State Supreme Court; [Susan Fox](#), a member at Ryan Swanson; [Frances Jagla](#), a shareholder at Lane Powell; and [Tahmina Watson](#), founder of Watson Immigration Law.

The panelists kicked off the event



L-R: Pam Jacobson (WWL), Susan Fox (Ryan Swanson), Chief Justice Barbara Madsen, Tahmina Watson (Watson Immigration Law), Frances Jagla (Lane Powell), Shannon Lawless (WWL)

underrepresentation in the legal profession, and empower participants by exploring practical ways to address the disparity.

WWL's first Plugging the Leaky Pipeline event, held on February 27, 2013, was a great success. Local Seattle attorneys filled the conference room at Ryan, Swanson & Cleveland, PLLC for

by sharing networking advice with attendees. Chief Justice Madsen shared that she thinks about what she wants to achieve through networking first, and then sets about achieving that goal strategically by identifying specific contacts she needs to make. Similarly, Ms. Watson, who built a thriving immigration

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WWL President's Message

By Jeanne Marie Clavere
WWL President

One of the cards I received over the holidays is posted on my office desk wall, just beyond the sight of my laptop screen. I keep it close at hand, because it contained a phrase that caught my eye:

"How wonderful it is that nobody need wait a single moment before starting to improve the world."

This note of inspiration was written a long time ago by a very innocent, strong, brave, and frightened young woman, Anne Frank. And given her awful set of circumstances, she saw the optimism and the future in her world.

For all the challenges our profession and our professional lives give us, her words fuel our work.

Washington Women Lawyers has set out to address the issues of equal rights and opportunities for women. The organization has determined that as stewards of the mission to prevent discrimination against women, the time for Mentoring and Networking programs is now.

The first in our series of "Plugging the Leaky Pipeline"—a program to promote Women's leadership in our legal community—was held at the end of February. It was a resounding success, with registration full within 24 hours and a prestigious and informed



WWL President Jeanne Marie Clavere

group of prominent women in our legal community sharing their experiences and tips. From our Chief Justice to a solo practitioner, each provided insights and tools on networking and mentoring. Stay tuned for more programs on Having Confidence and Taking Credit, Addressing the Pay Gap, and Having a Legal Career and a Family. And Chapters, support is yours for developing these events to benefit your members.

We are reaching out to our companion Minority Bar Associations to share our perspectives, support our common goals, and pool our resources. Recently, we held our first after-work reception with the Korean Bar Association at a Seattle restaurant—an event that was met with enthusiasm and support. Washington Women Lawyers is also an active member of the Initiative for Diversity Governing Council. This Initiative is finally getting some traction and is partnering not only with WWL, but also the Gender and Justice



For the first time in state history, the Washington Supreme Court has both a female majority and a female Chief Justice.

Standing L-R: Justice González, Justice Stephens, Justice Wiggins, Justice Gordon McCloud. Seated L-R: Justice Fairhurst, Associate Chief Justice C. Johnson, Chief Justice Madsen, Justice Owens, Justice J. Johnson

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Q&A from the Bench and Bar: Justice Mary Fairhurst and Susan Stahlfeld on Networking and Mentoring

Washington Women Lawyers: *Describe networking techniques that have worked particularly well for you.*

Justice Mary Fairhurst: I am not sure I would really call them networking techniques. They are really relationship building skills. Networking techniques or relationship building skills (which is what I will call them) that have worked particularly well for me are one on one conversations as well as participation on committees or projects with others.



Justice Mary Fairhurst

WWL: *What advice would you offer to a new attorney seeking to improve her networking skills?*

MF: Advice I would offer a new attorney seeking to improve her relationship building skills is to not be afraid, stick out your hand, introduce yourself, be involved with activities/projects you care about, work with people you like and/or admire. People want to be helpful and will be happy to help you. You have to ask them and you have to be appreciative of whatever assistance you receive. Also, people in positions of authority/power are often not approached. Reach out to these people whenever you have an opportunity or a need. Also, if you are in a social or

work setting and another person is alone, these are the easiest people to approach and they will be grateful for your kindness and interaction.

Susan Stahlfeld: I think the most important advice I could give a new attorney on networking is to become involved in organizations and activities that are of natural interest to them as well as "good for marketing." Too often young attorneys try to force themselves to become involved in an organization because it seems like a good marketing strategy, but it is not a good fit because it is being forced. It is much easier to network with people who have similar interests that you are working on together, and it is difficult to network when the only reason for being there is to network. People will sense if your only reason for engaging with them is the hope of getting their business or some other advantage, and that is unlikely to gain their trust, help, or business. On the other hand, if they get to know you as a person with similar interests, they are more likely to be willing to help or give you their business when the opportunity arises. Successful networking is building relationships over time

WWL: *How has networking impacted your practice?*

SS: As I have built relationships over time, the amount of business from direct networking contacts and the number of referrals from other attorneys have steadily increased each year. I am sometimes pleasantly surprised to learn that someone I met years ago and with whom I may have occasionally exchanged notes or emails has recommended me to a third party to handle litigation. There have also been situations where some-

one I met either recently or in the past has suggested I participate in a CLE workshop or article, giving me an opportunity like this one to reach new people. I have also called upon people I met through networking to help me with the practical parts of my practice, such as identifying possible expert witnesses, brainstorming on thorny legal issues, or sharing insights on new case law.

WWL: *How, if at all, has being a woman shaped your networking experience?*



Susan Stahlfeld, Miller Nash LLP

MF: I don't know if it is really being a woman that shapes it, rather I think it is being me, who happens to be a woman, that shapes it. I think each of us is unique and brings gifts and talents and experiences to all of our interactions. Being the oldest of 7 who lived in 4 states and 18 houses before I was 18 made me know I could survive change and forced me to meet a lot of people along the way. I think not having long-time friendships as a child, makes me really treasure my friendships and relationships now. I think how we do things is as important as what we do. I

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(Q&A, continued from page 3)

may be correct about something, but if I am not kind and thoughtful and respectful, it doesn't really matter that I was correct.

WWL: *What advice would you offer to a new attorney seeking mentorship?*

MF: See my answer to the second question. And I would advise new attorneys that they are also mentors to senior attorneys, professional staff and those who are not yet attorneys and may never be attorneys. Again, it goes back to our gifts and talents that we each bring to the relationship or conversation. My dear friend, Narda Pierce, shared with me the saying "Wisdom does not reside in only one mind." Age does not make you the mentor. We, the older, can learn much from the newer.

SS: Big item: take the long view on your career. People who excel at college and attend law school tend to be people who want to succeed, and succeed now. That's great, but a legal career will last a lot longer than law school did, and it isn't necessary to achieve all your huge goals in the first five years of your legal career. That's not to say that you don't need to work hard at your career (you do), but it's important to recognize that a legal career can last 40-50 years and you should expect it to take some time before you are bringing in huge cases or are the lead attorney on a project. It is also important to recognize that activities you do now, such as networking, may not bear fruit for several years, but are still very valuable activities.

WWL: *What makes a good mentor, and what advice would you offer to busy attorneys acting as mentors to other attorneys?*

MF: A good mentor is someone who helps someone believe in themselves and their abilities, who is honest when

there are challenges or concerns, who cares about their mentee's mental, emotional, and physical well-being. The advice I would offer is that mentoring doesn't have to take a lot of time and it can make all the difference to those you mentor and to you, who will also gain much from the experience.

SS: A good mentor is one that is interested in and cares about the younger attorney being mentored. You have to want to help the younger attorney grow in their practice. You also need to take the time to mentor, something that can be difficult these days.

WWL: *How do you incorporate mentoring into your practice?*

MF: By being the best person I can be and expecting others to be their best selves. By sharing my stories and experiences through public speaking and one on one conversations. By being present to others when they have questions or I perceive needs. By working with law clerks and externs not only during their time in chambers but to the extent they want throughout their lives and careers. Relationship building has impacted my practice by making me love what I do! Life is all about relationships and experiences.

SS: For some busy mentors, the best way to find the time is to simply make a regular appointment to take the other attorney to lunch or to talk, get it on the calendar, and stick with it. Treat it as important as a client meeting. You should also take opportunities to mentor as the occasions arise -- take a few minutes to explain why you are taking a certain strategy in a particular brief you are filing, or what techniques you have used to interact with a difficult client when you know the other attorney is struggling with that. I confess that finding time for mentoring is something that I struggle with regularly, but it is important for the legal

practice -- and it can be immensely satisfying to help a younger attorney continue to grow and in turn become a mentor for others.

Justice Mary E. Fairhurst has served on the Washington Supreme Court since 2003. Prior to joining the court, she served as a law clerk at the Washington Supreme Court and then spent 16 years at the Attorney General's office. Justice Fairhurst has served as President of the Washington State Bar Association and Washington Women Lawyers and has held a number of other leadership positions within the legal community. She has received far too many awards to name, including the Attorney General's Steward of Justice Award, the WSBA's Award of Merit, WWL's President's Award, and the Betty B. Fletcher Judge of the Year Award. More information is available on the [court's website](#).

Susan Eberle Stahlfeld is a partner at Miller Nash LLP and the leader of the firm's employment law and labor relations practice group. Her practice includes litigation, employer counseling, and training, and she works with employers from a wide variety of industries. She is active in a number of professional organizations within the legal community and has been selected for inclusion in Washington's Super Lawyers magazine and Best Lawyers. More information about Ms. Stahlfeld is available on [Miller Nash's website](#).

Renew or Join WWL Today

Learn more about the value of membership & renew your membership on-line at: www.wwl.org/Membership.

As of January 1, 2013, chapter dues have been reduced by \$10 for government/non-profit employees. And for all others, no increases in dues!

Treasurer's Update

By Gretchen Leanderson
WWL Treasurer

I am pleased to serve as your WWL Treasurer for 2012-13. This is my first year as treasurer and my first year on the State Board. In the past I have served at the chapter level, first with the Capitol Chapter and more recently with the Pierce County Chapter. I was last year's co-president of the Pierce County Chapter.

The highlight of my co-presidency last year was hosting the WWL Annual Event in Tacoma. It was a thrill to showcase Tacoma and our beautiful Museum of Glass. The event was a huge success. During event planning I had the opportunity to work with an outstanding group of WWL board members. That experience prompted me to say "yes" when approached to consider serving on the State Board.

I encourage WWL members to remain active and involved in their local chapters and to seek out opportunities to serve at the state level regardless of the stage of their career. Your ideas and energy are the backbone of our wonderful organization.

As your WWL Treasurer, transparency

is important to me. Knowing where your membership dollars go is critical because after all, WWL is here to serve its members – namely you! In this article I would like to present three of the numerous benefits of your membership.

WWL website. The WWL website is a valuable resource. It is constantly updated with information on WWL sponsored events, networking opportunities, job postings, upcoming CLEs and seminars, local chapter news, contact information for judicial evaluations, as well as acknowledgement of achievements of our membership – both bar and bench. Please designate the WWL webpage a "favorite" on your computer. <http://www.wwl.org/>

WWL professional development. New in the area of professional development this year is a series of four town hall style panel discussions for members statewide. The series is entitled "Plugging the Leaky Pipeline." The first panel discussion in the series was "Networking and Mentoring" on February 27th, co-hosted at the Ryan Swanson & Cleveland law firm in Seattle. It was a huge success. The second is enti-

tled "Having Confidence and Taking Credit" and is scheduled for April 3rd at K&L Gates. Registration is available on our website at <http://www.wwl.org/>. Each discussion is free during the noon hour in Seattle. For those not in Seattle we have arranged a conference call phone number. We encourage members unable to attend in person to gather in groups at off-site locations in order to further the discussion after the formal panel presentation.

WWL judicial evaluations. The WWL Judicial Evaluation Committee coordinates and evaluates judicial candidates statewide. The dedicated group of volunteers thoroughly vets judicial candidates seeking election or appointment to the bench. Ratings are published on our website. A number of local chapters have their own judicial evaluation committee for local judicial races and appointments. The WWL Judicial Evaluations Committee is available as a resource to assist the local chapters as needed. If you are interested in getting involved or being evaluated for a current judicial vacancy or upcoming election, please see the Judicial Evaluation Committee page on our website at <http://www.wwl.org/>.



Save the date:

April 9, 2013 is Equal Pay Day!

Learn more about Equal Pay Day [here](#)

Dispatches from the Field: WWL Chapter Updates

Capitol Chapter

Chief Justice Madsen and the Capitol Chapter of WWL recently co-hosted a screening of the WWL Legacy Project's updated version of "Her Day in Court," an historical film about Washington's prominent women judges and attorneys. The event was very well attended and everyone appreciated anew the challenges that faced Washington's early women in the profession. We were all incredibly impressed with the grace and humor evident in so many of the stories in the film. The Capitol Chapter also enjoyed a post-screening discussion with Chief Justice Madsen, Justice Owens, Justice Stephens, and Justice Gordon McCloud, during which each Justice shared her perspective on the ongoing challenges for women in the profession. We are thankful that they were willing to share their insight.

The Capitol Chapter of WWL will be co-hosting, with the Government Lawyers Bar Association and the Thurston County Bar Association, a "Welcome to the Bench" event where members of the legal community can meet the three judges most recently appointed and elected to the Thurston County Superior Court. Appetizers will be provided. *March 25, 2013 at 5:30pm at Ramblin Jack's, 520 4th Ave E, Olympia.*

Whatcom County Chapter

The Whatcom County Chapter of WWL is hosting a Judicial Panel Discussion next month (April) with local female Judges and Commissioners from Whatcom and Skagit Counties. The Judges and Commissioners will be sharing their respective career paths that lead them to the Judiciary, as well as tips for presenting in the courtroom. The event will be held on *Wednesday, April 10 at noon at the Whatcom County Courthouse. It is a brown-bag lunch.*

Spokane Chapter

The Spokane County Chapter of WWL recently held a CLE titled "Managing Stress in the Real Life World of Legal Practice." The presenter was Dr. Ronald Klein, a Clinical Psychologist with experience working closely with lawyers as an expert witness in cases around Washington State. Dr. Klein presented on the tools to spot signs of stress, when it is impacting our practice, and how it may interfere with our success in a case or our careers. The CLE also focused on methods to help combat and deal with stress effectively.

Attorneys present at the CLE, which provided ethics credits, were instructed on how to (1) identify at least 5 signs of stress; (2) identify at least 3 ways those stressors can affect professional practice; (3) identify at least 5 signs that professional stress has progressed to "burnout"; (4) list the scope of interventions the attorney can initiate to minimize/eliminate burnout; and (5) generate an individualized list of interventions that each participant would utilize if he/she were in an at-risk situation.

For example, some tools for minimizing burnout and restoring energy: (a) 2-5 minute time span: short walk, chat with colleagues, straighten up the office; (b) 5-30 minute time span: read a novel, call a friend who typically picks up your spirits, listen to or play music; (c) 30-minute s to half day: lunch with friends and colleagues, work out or play a sport, see a movie; (d) half day or more: ski or hike, travel to new places, take a real vacation!

This event was well-received by the Spokane community, and the Spokane chapter would recommend it to other WWL chapters!

Pierce County WWL Annual Spring Clean Event

All members of the Tacoma-Pierce County Bar Association are invited to support our local Tacoma Rescue Mission and Washington Women's Employment & Education ("WWEE")!

We will be meeting on Tuesday, April 30, 2013 in the event room at

Thea's Landing 1705 Dock Street,

Tacoma, WA 98402 from

5:30 pm until 7:30 pm!

Come enjoy wine, light appetizers, and the good company of your fellow Pierce County Women Lawyers!

Bring any of your gently used interview clothes for women including: Shoes, Belts, Handbags, Accessories, Nylons (unused, of course), children's clothing, and men's clothing.

Please bundle the women's interview clothes separately, if possible. The interview clothing will go to WWEE, and other clothing will be donated to the Tacoma Rescue Mission.

Please drop off clothing between April 23-30 at one of the following locations:

Seattle: K&L Gates

925 Fourth Avenue, 19th Floor
Seattle, WA 98104-1158

Tacoma: PCVA

911 Pacific Avenue, Suite 200
Tacoma, WA 98402

(WWL President's Message, continued from page 2)

Commission, the Minority and Justice Commission, the law schools, and the Washington State Bar Association with the goal of producing measurable progress toward a legal profession that promotes diversity among lawyers. With a Managing Partners Summit scheduled in May, legal employers will review best practices and share tools to assist them in their efforts to cultivate a more inclusive legal workplace.

Recently I was a guest at the Washington State Association for Justice Minority Bar Leadership Dinner, which brought together outstanding and vocal diversity leaders for an evening of camaraderie and networking. As we went around the room each introducing ourselves, our mission, and our programs, I was struck by the commonality of our passion. From the newly formed 20 member Slavic Bar Association of Washington to the prominent Loren Miller Bar Association, we all are working to advance the well being of our membership and to promote equality and professionalism in the legal profession.

On behalf of the State Board, and for every woman in leadership in our nine chapters and three law schools, we thank you for this opportunity to "improve the world." And thank you, Anne Frank, for these words.

(Plugging the Leaky Pipeline, continued from page 1)

practice from the ground up, explained that strategic networking is crucial as a solo practitioner. She encouraged attendees to be creative with networking, and emphasized that networking can include many things, such as writing blog posts, speaking at public events, volunteering, and circulating newsletters to former clients.

For Ms. Fox, networking is about establishing relationships with other people, rather than selling oneself. She suggested showing an interest in what the other person is doing by asking what is on her mind. She also recommended attending networking events in groups, because it can be easier to highlight a colleague's accomplishments than one's own. Similarly, Ms. Jagla encouraged attendees to be genuine when networking and focus on building long-term connections. Ms. Jagla, who was an attorney for Microsoft prior to joining Lane Powell, also indicated that being well connected in the community pays dividends in the outside counsel context, because it reduces the need for cold-calling.

In addition to networking advice, the panelists shared practical networking tips, such as coming prepared with "back-pocket" questions to networking events and using LinkedIn to connect with people. They also talked about ways to challenge male-centric conceptions of networking.

The panelists concluded the event with a discussion on mentoring and stewardship. Both Ms. Jagla and Ms. Watson noted that there are many different types of mentors—from mentors on interpersonal skills to mentors on specific practice areas—and that colleagues can also serve as mentors. Referencing *Downton Abbey*, Ms. Fox encouraged attendees to focus on stewardship; female attorneys should work on passing something on to the next generation rather than just thinking about themselves. Chief Justice Madsen also emphasized the importance of stewardship by explaining that in a few years there will be a "vacuum at the top" as male attorneys step down from leadership positions. She also encouraged WWL to focus projects on the needs of women in solo practice, pointing out that 34 % of women attorneys are "going it alone" as compared with all other groups.

Ryan, Swanson & Cleveland, PLLC donated the venue and refreshments for this event. WWL Professional Development VPs Shannon Lawless, an attorney at Ryan Swanson, and Pam Kohli Jacobson, a partner and patent attorney at Betts Patterson Mines, organized the event and moderated the panel discussion. Please see page 8 for information about the next event in this series. Materials for use by individual chapters in sponsoring their own "Leaky Pipeline" events will be available in the future. Stay tuned!

Non-Traditional Networking for Working Moms



*By Vanessa Waldref
Co-VP, Newsletter*

After I became a parent, I found the "traditional" forms of networking more challenging to fit into my work and family schedules. Childcare pick-up

times or family dinners usually fall right around the business dinner or drinks meeting times. Also, impromptu office happy hours or social events are much more challenging – childcare obligations mean that I have to schedule well in advance for my partner or babysitter to handle the homefront to

keep my evening schedule free.

Networking and relationship-building takes time. Family time often feels crunched between one work commitment after another. While it is not always an easy fit, I try to combine the

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(Non-traditional Networking, continued from page 7)

two whenever possible. And when it is not possible, I target my networking around activities I enjoy. A few events and ideas that have worked well for me:

- **Identify Activities that You Love & Make Them Networking Events.** This January, I learned about a women's cross-country skiing fundraiser for a remarkable charitable organization in Spokane – the Women and Children's Free Restaurant. This one event combined three things that are important to me: outdoor activities, supporting local charities, and women's empowerment. Count me in! Bonus points: kids welcome. I communi-

cated with other members of the Washington Women Lawyers Spokane chapter and gathered a group together to attend the event, where I met a variety of women from the Spokane community in a beautiful, relaxed setting.

- **Exercise & Network at the Same Time.** The last two years, the Spokane Chapter of WWL has participated in the Susan G. Komen Race for the Cure. I love running and have difficulty fitting exercise into my daily routine. This race event provided a wonderful opportunity to exercise and meet other women attorneys, and I met my new running partner, fellow WWL member Gloria Ochoa!

Gloria and I later signed up for runs together and have met many of each others' colleagues, friends, and other networking connections in the running community.

- **Get Involved in Events at the Local Law School.** Through people I have met at my law firm and WWL, I have had the opportunity to be a guest speaker at law school classes and volunteered at moot court competitions. I love playing the part of the Judge, and a mock judicial panel is often filled with local judges and fellow practitioners with whom you have the opportunity to meet and chat in a more intimate setting. Bonus points: moot court volunteer opportunities

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Washington Women Lawyers presents **Plugging the Leaky Pipeline: Promoting Women's Leadership in Our Legal Community**

April 3rd, Noon - 1:00 PM

K&L Gates, 925 4th Avenue, Suite 2900, Seattle, WA 98104

Part 2: Having Confidence and Taking Credit. Our panel will address the issues of why women are less likely than men to promote themselves in the professional context and how women can talk about themselves in a way that showcases their abilities and potential. Panelists will include Jenny Durkan, United States Attorney for the Western District of Washington, as well as prominent attorneys in other practice areas.

Every year since 1985, women have made up over 40% of law school students in the United States. Yet women still make up only 15% of equity partners in law firms, 20% of general counsel to Fortune 500 companies, and 27% of judges. For women of color, the disparity is even greater. The contrast between these statistics gives rise to questions that are deeply connected to the mission of Washington Women Lawyers. Why are women underrepresented in positions of power and leadership? And what can we do about it?

Through this series of town hall discussions, WWL seeks to empower women by exploring practical ways that we can plug the leaky pipeline, by changing our own lives, our law practices, and our communities. Each session is designed to (1) educate participants about a particular component of women's underrepresentation in the legal profession, and (2) empower participants with tools to address the roots of this disparity. We hope to also provide a forum in which experienced and newer attorneys can connect.

Additional details: Lunch provided. This is an informational program only, no CLE credit is offered. **Telephone access will also be provided for those who would like to listen to the program remotely (telephone participants will not be able to comment).** Call-in or webcast access information will be sent to telephone/webcast registrants closer to the event.

Please pre-register so we have an accurate count of participants. Contact WWL Co-Vice President of Professional Development, [Shannon Lawless](#) or [Pam Jacobson](#), with questions. Registration is available on the [WWL website](#).

Check Out WWL's New Ad, Now Available for Use by Chapters!



Through the combined resources of a statewide organization and a network of local chapters, WWL offers programming and support for women lawyers throughout the state, including:

- Evaluating judicial candidates for election and appointment to offices around the state;
- Creating the “Plugging the Leaky Pipeline” town-hall discussion series to promote women’s leadership in the Washington legal community;
- Promoting a diverse judiciary by providing training and resources to those interested in seeking the bench; and
- Publishing informative quarterly newsletters with chapter highlights, in-depth profiles of WWL members, job opportunities, and recognition of WWL member accomplishments.

WWL provides networking opportunities for women in all areas of the state and areas of practice. WWL also provides mentoring opportunities that allow women in different phases of their careers to **meet**, **share**, and **learn** from each other. WWL and its local chapters are continuing their great work today.

The principal purposes of Washington Women Lawyers (WWL) are to further the full integration of women in the legal profession and to promote equal rights and opportunities for women and to prevent discrimination against them.

Please see **WWL.ORG** for more information and to become a member.

WWL Membership Registration and Information

MAIL TO: WWL, P.O. Box 46107, Seattle, WA 98146 **OR** complete online at wwl.org

CHECK BOX: ☐ New Member ☐ Renewing Member ☐ Updating Information Date _____

Name _____

Company/Organization _____ Work Fax _____

Contact E-mail _____ Contact Phone _____

Contact Address _____

City _____ State _____ Zip _____

MY CHAPTER:

Annual Membership Dues:

- ☐ Capitol (Thurston) \$45 ☐ Clark/St. Helens \$45 ☐ King \$55 ☐ Kitsap \$45 ☐ Pierce \$50 ☐ Snohomish \$50 ☐ Spokane \$45
☐ Whatcom \$45 ☐ Other \$45

If there is currently no active chapter in your county, WWL would like to help you start one.

Check here if you are interested in starting a chapter in your county: _____

ADDITIONAL CHAPTERS - Indicate below if you would like to become a member of an additional chapter:

- ☐ Capitol (Thurston) \$10 ☐ Clark/St. Helens \$10 ☐ King \$20 ☐ Kitsap \$10 ☐ Pierce \$15 ☐ Snohomish \$15 ☐ Spokane \$10 ☐ Whatcom \$10

- ☐ Judiciary \$30 (please indicate a chapter preference by checking a chapter above)
☐ Government or Non-Profit Employee (take \$10 off your membership dues)
☐ Student FREE! (please indicate a chapter preference by checking a chapter above)

Optional Contribution to WWL Foundation: \$ _____

(WWL Foundation is a qualified 501(c)(3) tax exempt organization and contributions to WWL Foundation are tax deductible)

SUBTOTAL ADDITIONS TO ANNUAL DUES: \$ _____

TOTAL ENCLOSED: \$ _____ Make checks payable to "WWL"

AREAS OF PRACTICE:

- | | | | |
|---|---|---|--|
| <input type="checkbox"/> Alternative Dispute Resolution | <input type="checkbox"/> Employment | <input type="checkbox"/> In House Counsel | <input type="checkbox"/> Non-Profit Management |
| <input type="checkbox"/> Appellate | <input type="checkbox"/> Environmental | <input type="checkbox"/> Internal Investigations | <input type="checkbox"/> Personal Injury |
| <input type="checkbox"/> Bankruptcy | <input type="checkbox"/> Estate Planning | <input type="checkbox"/> Intellectual Property/Patent | <input type="checkbox"/> Public Interest |
| <input type="checkbox"/> Business/Corporate | <input type="checkbox"/> Family Law | <input type="checkbox"/> Judiciary | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Civil Litigation | <input type="checkbox"/> Government | <input type="checkbox"/> Labor | <input type="checkbox"/> Tax |
| <input type="checkbox"/> Contract Law | <input type="checkbox"/> General Practice | <input type="checkbox"/> Land Use | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Criminal Law | <input type="checkbox"/> Health Law | <input type="checkbox"/> Legal Aid | |
| <input type="checkbox"/> Elder Law | <input type="checkbox"/> Immigration | <input type="checkbox"/> Municipal Law | |

PRIVACY INFORMATION:

Member Directory: As a benefit of membership, WWL provides two Member Directories on our website. One directory is visible to the public, and the second is visible to our members only. Your profile, which includes your name, employer, work contact information, and practice areas may be shown in the directories. You may continually update and/or limit information shown about yourself in our Directories by logging into the website, and editing your profile. As an initial step, we will include your profile in both Directories.

- ☐ YES, please include my profile in the directories. ☐ NO, please include only _____ info in the directories.

☐ PLEASE CHECK HERE IF YOU WOULD LIKE TO BECOME MORE INVOLVED IN WWL.

For more information about getting involved with WWL, please visit wwl.org or email us at wwl1@wwl.org

COME JOIN US!



(Non-traditional Networking, continued from page 8)

may provide CLEs and be an avenue to meet future practitioners who view you as an expert in the field.

- **Host Events at Your Home.** I have a group of young professional women friends who gather about once a month. Holiday scheduling was difficult, so I offered to host a white elephant gift exchange at my home. Bonus points: enjoying time with my family and my friends at the same time!

Also, some communities have established organizations to meet other attorney mothers in your area. The Mother Attorneys Mentoring Association of Seattle ("MAMAS") was founded in 2006 in an effort to empower attorney mothers and encourage them to succeed while celebrating their roles as attorneys and mothers. MAMAS hosts a monthly networking event that members can attend with their children and an annual summer picnic for families. More information about MAMAS is available at <http://www.mamaseattle.org/>.

Washington Women Lawyers State Board 2012-2013

President: Jeanne Marie Clavere

President-Elect: Naomi Ogan

Secretary: Jennifer Smitrovich

Treasurer: Gretchen Leanderson

Immediate Past

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Washington Women Lawyers

PO Box 46107

Seattle, WA 98146

Email: wwl@wwl.org

ADDRESS SERVICE REQUESTED

TO:

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