

# 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.

## Leaning In Individually, and with WWL

*By Claire Foley Hawkins*

*Owner at Garvey Schubert Barer*

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. Although WWL is focused on the experience of women in law, many of the women who are lawyers in the state of Washington face a similar set of broader challenges or decisions over the course of their lives and careers, and it is natural to want to pull together resources and support and examples so that there can be more overall and individual success.

Through the combined resources of a statewide organization and a network of local chapters, Washington Women Lawyers offers just such programming and support for women lawyers throughout the state. Some of that programming and support relates directly to the practice of law, such as CLE and mentoring opportunities. But our professional experiences and challenges are not necessarily unique to our field, and a lot can be learned by grouping together more broadly as professional women, or even just as women generally.

The end goal, once inequality and discrimination are eliminated, is somewhat difficult to define more specifically than "lives that are happy" or "opportunities that are fair" before individual women or sub-groups have more personal and precise desires relating to righting past or enduring wrongs or pushing for shorter term goals that aren't as applicable to the group as a whole. However, collectively, I believe each woman who is doing her best can contribute to that overarching happy and

*(Continued on page 3)*



*Claire Foley Hawkins is an owner at Garvey Schubert Barer and was recently made leader of the firm's Intellectual Property practice group. Ms. Hawkins' intellectual property*

*practice helps businesses and artists build, manage, and leverage their intellectual property assets, providing a full range of counseling, prosecution, portfolio management, enforcement, and dispute resolution services for trademark, copyright, domain name, publishing, licensing, and agreement matters. Ms. Hawkins also provides pro bono intellectual property and other legal services to local non-profit organizations such as the Seattle Symphony, and Shunpike--a Seattle organization dedicated to promoting local art by providing assistance to local artists. She was on the board of the King County Washington Women Lawyers for several years, and president of that organization in 2005.*

# WWL President's Message

*By Jeanne Marie Clavere  
WWL President*

For those of you who attended Washington Women Lawyers' Annual Banquet last October, consider this a State of the Union presentation. And so we continue the query - Why aren't there more women at the top of companies or governments? Is there continued societal pressure for women to focus on their families above all else? Is there still a "glass ceiling" that prohibits women from achieving more?

These are all questions that have been debated for years since my law school graduation in 1989 and we continue to confront in subtle yet equally damaging ways. Conversations like this are always worth having, but as stewards of Women's Initiatives in the Legal Profession, what is even more worthwhile is taking a new look at this old issue from a critical perspective.

ABA President Laurel Bellows recently stirred up a huge controversy when she told the news media that "there is no free time ... client development is a very time-intensive business." Ms. Bellows talks of incorporating friends and clients and going to manicures together, going to plays, taking their children on play dates, etc.

When her interviewer, a female lawyer in Chicago, asked Ms. Bellows how she manages her practice when she wants to go on vacation or take a break to spend time with family, Laurel Bellow responded that work-life balance is not only NOT achievable, but a misrepresentation. Indeed,

talking about work-life balance is "fraud." Ms. Bellows said that the myth of the balanced life should be destroyed, along with the myth that women can "have it all."

So how does that make you feel? Pretty frustrated. It even depresses me, and I have been through this work-life balance tunnel for almost 29 years from law school and beyond and come out the other side with some bona fide victories under my belt - and with a few nicks and scars as well.

Perhaps, we should look at what Ms. Bellows represents, in her extremely successful legal "Big Law" career while raising four children and keeping her marriage intact. I see her as an extraordinary woman, whom I greatly admire, but whose definitions of "success" and pathways thereto are distinctly different from many women attorneys I know, who by traditional standards are also highly successful. Perhaps it's because each of us are individuals and carry our own definition of our priorities and our unique equilibrium of emotional and intellectual sources of nourishment.

I admire Laurel Bellows, but frankly, would not want to be handling a client matter while corralling a group of first graders on a field trip to the Seattle Aquarium. I would say, quite jokingly, that I am just not "good enough". Or perhaps it's because I view all those components of my life as pieces for which I wish to give my absolute focus in the present, in the moment, to give each piece of my life my all.



*WWL President Jeanne Marie Clavere*

So in what context can we place Women's Initiatives in our legal profession? AmLaw 200 is an economic ranking of the top gross revenue producing law firms based in the United States - from 101 to 200.

Let's follow the money. The National Association of Women's Lawyers reports that most AmLaw 200 firms spend less than the salary of a first year attorney on their women's initiatives. In 2012, profits per partner in the AmLaw 100 exceeded \$1 million. Total revenues in the AmLaw 100 exceed \$250 million.

Here are more of NAWAL's findings:

- It is not typical for the firm wide leader of the women's initiative to be a member of the firm's highest governing committee.
- Less than 60% of firms report that in one way or another, their women's initiative is evaluated by the firm.

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*Leaning In, continued from page 1*

fair goal for all of humanity.

Although there has been some debate over Sheryl Sandberg's 2013 book *Lean In - Women, Work, and the Will to Lead* (Sandberg herself has described portions of *Lean In* as a "'heart attack' for lawyers"), my read on her book is that she is sharing her perspective with the hopes of giving women more options, more examples, and more encouragement in order to make the world a better place. Sandberg writes, "We need more portrayals of women as competent professionals and happy mothers—or even happy professionals and competent mothers," and shares some of the details of how she has made her decisions and crafted her choices through the past several years. Her examples show how she drew from the stories of her own parents and grandparents, how she found helpful mentors, and how she spent a lot of time listening to others share their own stories.

The chapters in the book cover topics that Sandberg feels, from her experience, are presently helpful as women make professional and personal decisions. She starts by outlining the current state of what is called the leader-

ship ambition gap, which in the US is shown by the disparity between the number of men in leadership positions versus women, but also in the number of men who want leadership positions as opposed to the number of women who want leadership positions. She acknowledges that "leadership roles are not the only way to have a profound impact in the world," but that "how individuals view what they can and should accomplish is in large part formed by our societal expectations," and suggests that if we can acknowledge and change harmful cultural messages, that would be a good start.

*Lean In* notes that there are external things we can do together to make the world a better place, but that there are internal things that are more within our control that we can do individually to work toward that same goal. The chapters on gaining more self-confidence (2: Sit at the Table) and a thicker skin (3: Success and Likeability), accepting feedback and being open to others' perspectives (6: Seek and Speak Your Truth), giving whatever you are currently doing your best effort (7: Don't Leave before You Leave), and surrounding yourself with good

folks (5: Are You My Mentor?; 8: Make Your Partner a Real Partner) are all things we can do at our own pace and in our own way to ready ourselves to contribute to the group goal or effort. She shares an example of how she learned to change some of her own behavior so as to overcome her reactive fear when confronted by others about her choices: when she accepted a new position the online commentary about her job change was disturbing and unkind, and she worried this would negatively affect her position in the new company. She cried and fretted at first, unassuaged by well-intentioned friends who told her to disregard the chatter, but in the end, realized her "best response was to ignore the attacks and do [her] job." She isn't perfect at withstanding criticism, but has learned to acknowledge her feelings, and then move on, focused on the more important end goal.

Some of Sandberg's suggestions are tied to the current state of US culture and the rights and opportunities women presently may have in their careers. These may seem short-sighted or somewhat trivial when

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**Renew or Join WWL Today**

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

## Dispatches from the Field: WWL Chapter Updates

### Gonzaga University WWL Chapter Honors Jaime Hawk with Myra Bradwell Award

On April 19, 2013, the Gonzaga University School of Law Women's Law Caucus presented the 2013 Myra Bradwell Award to Jaime Hawk, a 2004 Gonzaga Law School alumna and an assistant federal defender. Hawk formerly served as the Spokane Chapter's representative to the State Board of WWL, on the Board of Directors for the King County chapter of WWL, and on WWL's annual event committee. She has held a number of positions on the Board of the Spokane Chapter of WWL.

For 20 years, the Gonzaga Women's Law Caucus has awarded this honor annually to a Gonzaga Law alumnus who has made a difference in the lives of women and children. The award is named for Myra Colby Bradwell, who was admitted to the Illinois Bar Association in 1890 after being denied admission 20 years earlier simply because she was a woman. Previous recipients of the award have included Washington State Supreme Court Justices Barbara Madsen, Debra Stephens, and Mary Fairhurst, Spokane Superior Court Judges Ellen Kalama Clark and Tari Eitzen, former Washington Gov. Christine Gregoire, Cheryl Wolfe, and Victoria Vreeland.

Hawk is past president of the Washington State Bar Association's Young Lawyers Division, and previously received the President's Award from the Washington Defender Association for her work as a juvenile defender helping to implement a juvenile justice reform project. She is active in a range of justice initiatives and sup-

ports many organizations and bar associations that serve women and children and provide access to justice for low-income individuals and families.

Hawk serves on the Board of the Center for Women and Democracy, promoting women's leadership development and helping lead international delegations to Chile, Morocco, Vietnam, and Rwanda. Washington Senators Patty Murray and Maria Cantwell appointed Hawk to the federal judicial selection committee for the Eastern Dist. of Washington.

As a law student working for Columbia Legal Services, Hawk represented immigrant children and spent a summer in the Balkans where she helped draft a United Nations High Commissioner for a Human Rights Violence Against Women report with a focus on domestic violence and sex trafficking. She led statewide campaign efforts to address human rights issues for women with Amnesty International.

Hawk now co-leads an American Bar Association effort to recruit and train lawyers nationwide to represent children (at no cost to the children) in immigration proceedings.

Congratulations, Jaime!



Jaime Hawk

### Spokane Chapter Honors Retiring Federal Judges

At its annual summer party in August, graciously hosted by Spokane County Superior Court Judge Kathleen O'Connor, the Spokane WWL Chapter thanked two retiring federal judges from the Eastern District of Washington for their years of service to the federal bar and leadership for women lawyers in Washington. Chief Judge Rosanna Malouf Peterson, the Eastern District's first female Article III judge, reflected on her appreciation for the hard work and dedication of Judge Imbrogno and Judge Williams.

**The Honorable Cynthia Imbrogno**, U.S. Magistrate Judge, Eastern District of Washington, Spokane. Judge Imbrogno was appointed to the bench in 1991, the first woman to become a federal judge in the Eastern District of Washington and the first female magistrate judge in the Northwest. Prior to her appointment, Imbrogno was a litigator at Perkins Coie and at Preston Gates and Ellis law firms.

**The Honorable Patricia C. Williams**, U.S. Bankruptcy Court, Eastern District of Washington, Spokane. Judge Williams became a United States Bankruptcy Judge for the Eastern District of Washington in 1997 and was the Chief Bankruptcy Judge for the Ninth Circuit in 2004. Prior to the bench, she practiced at the law firm of Winston & Cashatt from 1976 to 1997, and she is a past officer of the Eastern District of Washington Federal Bar Association Bankruptcy Section and the local Federal Bar Association, as well as past president of the Spokane County Bar Association.

## Q&A on Work-Life Balance and “Leaning In”

**Washington Women Lawyers:** *What is your current position and how does your background as a lawyer influence what you do?*

**Amy Kosterlitz:** I am a professional development coach, working with lawyers and other professionals, to clarify and realize their goals. My coaching provides support for clients to better align their professional and personal lives with their priorities. Coaching topics often include: developing a new career vision or advancement plan, enhancing leadership presence and confidence, improving management and communication skills, finding work-life balance, and navigating transitions.

My background, which includes three decades of law practice, supervision of other lawyers and participation in law firm management, allows me to understand the challenges that attorneys face. I know the stresses inherent in the legal profession and the typical stages of an attorney’s career development. My first-hand experience practicing law helps me assist lawyer-clients to create successful strategies to overcome obstacles and to find fulfillment, advancement, autonomy and balance.

**WWL:** *Do you agree with Ms. Bellows’ opinion expressed in her article that work-life balance in the legal field is a “fraud”?*

**AK:** No. I think it is possible to achieve work-life balance and practice law -- but that doesn’t mean it’s easy. I define work-life balance as the ability to devote sufficient time to your legal career so that you can

feel proud of your work and earn enough, yet still have time to enjoy family, friends and other activities and feel personally fulfilled. Of course, what constitutes work-life balance will differ among individual attorneys. Work-life balance is not a status that one can achieve and then relax—it’s an ongoing process of experimentation and course-correction. It involves juggling to keep many balls in the air, and not giving up when some of the balls come crashing down.

My optimism that one can achieve a reasonable work-life balance is based on my experience practicing law, while raising two children with an attorney spouse. It was often challenging to find and maintain the balance between work, family and other pursuits, but it was ultimately satisfying to have the rich life afforded by being involved in all of these realms.

**WWL:** *What does it take to find your own work-life balance?*

**AK:** I think there are three essential elements to achieving work-life bal-

ance while practicing law. The first is having the right mindset—a combination of both a “can do” and a flexible attitude. Work-life balance involves a strong belief that you can set boundaries—on work and commitments outside of work, and get others to respect those boundaries. Conversely, it requires a willingness to compromise, based on the recognition that one can’t always “have it all”—and certainly not all at once. These compromises can include temporarily delaying one’s career ascent or giving up interesting assignments when they require excess hours. Achieving work-life balance also sometimes means sacrificing some personal commitments when these conflict with work responsibilities. Individual attorneys must determine which compromises are acceptable and be courageous in setting their boundaries.

The second critical element is building good support systems—both at work and outside of work—to help with the “balancing act.” I was fortunate to have law partners who supported me in working a reduced schedule, and a spouse who was willing to pitch in at home. It still wasn’t easy when the kids would get sick or a client commitment would interfere with the school play, but with some creativity and flexibility, I often felt I had the best of both worlds.

A third element of work-life balance is realizing that it’s not just about making time for work and outside activities, but one of energy management. The more you can craft your job to allow you to do the things you like and that give you energy, the less depleting work becomes. Similarly, if



**Amy Kosterlitz, JD, PCC**  
[www.amykosterlitz.com](http://www.amykosterlitz.com)

*WWL President's Message, continued from page 2*

- Only 70% report that firm-wide evaluations take place annually.
- Of those firms doing an evaluation of their women's initiative, about half report that their evaluations are done "informally, not in writing."
- 40% of firms report no specific criteria at all for their evaluation.

So the failure of balancing work and "life" is not the questionable role model of ABA President Laurel Bellows – it is arguably the place of women's initiatives in law firms and the profession.

I have been a lawyer for almost 25 years and recently I asked some colleagues of mine (all experienced women attorneys) to opine as to how the legal profession is changing for women. And without discussing the truths or misrepresentation alleged by ABA President Bellows, here were their thoughts: "These lawyers on the street" ... They are concerned.

- Over the last years there are fewer women partners than before: equity partners are fewer, nonequity partners are less. The disparity in income will continue to increase - for example, the 12 year non equity partner will be making less than the 6 year male associate on the partnership track.
- And to be compensated, an attorney needs clients. Women attorneys are not being given the clients, or "credit" for clients as they should.
- At the same time more women attorneys are opting out of partnerships and working as in house attorneys or contract attorneys. And in house attorneys are considered "second rate" attorneys.

Given this flux of women attorneys and what they work towards and for, how do we push outward the boundaries that relegate these approaches to our practice in a way that organically feeds our passion for our profession and nourishes our interests as a whole person?

- One colleague of mine sees that the changes will need to come from within. Outside corporate law

firms inside counsel will insist on changes in the private firms that serve them. They will expect Diversity in their counsel both at the partnership and at the associate level. They will demand that the look of law firms change.

- And to accomplish this law firms may be required to wean themselves away from the billable hour requirement as the primary measure of activity. And how will we take the responsibility to drive the forces to get them to view flex time and telecommuting lawyers as valuable and critical heavy hitters?
- In the future, can we BEAR to be creative enough and driven enough so that our legal careers become part of the "juggle" – not the sole focus, and with advanced technology will we be able to create the extensions and boundaries to do this, if we so believe in this?

What leadership competency is needed for women today? Where does it lie? And are the so called "Women's Initiatives" authentic or simply politically correct? One way to ensure the vitality of these Initiatives that is to remember that our competency as leaders comes from our strength as women – that we can master the machinery of our profession from the inside, and also have the emotional intelligence to know when to step back and see things externally and in context.

With our work today and we need to work on this, we must strive to plug the leaky pipeline; to create a perception as well as a reality which acknowledges and accepts an avant-garde culture in the practice of law. Tensions will still exist: there is no denying that economics are a factor of a law practice.

But the dilemma, and the resolution lies in understanding that what we do to make our professions "careers" and not just "work" is not disproportionate to the primary reason why we are all here in this room: for equity, for justice and for the prevention of micro bias and discrimination against women and any underserved member of our society.

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*WWL President's Message, continued from page 6*

When my daughters were playing competitive sports as they were growing up (crew, volleyball, swimming, basketball) I often reflected on the advantages of the post Title IX female culture: girls and young women learned how to be tough, competitive, how to sweat, how to swear, and mostly, how to work like a dog, and how to work as a team – using the strengths of the team leaders and pulling up the low achievers, ultimately how to get the best result possible.

That is the future of the law – and it requires no adjustment for the work life balance. This talk of balance is not a “fraud” – it is a product of Competency. It is real and vital and affects the very bones of the quality of the legal system in our country.

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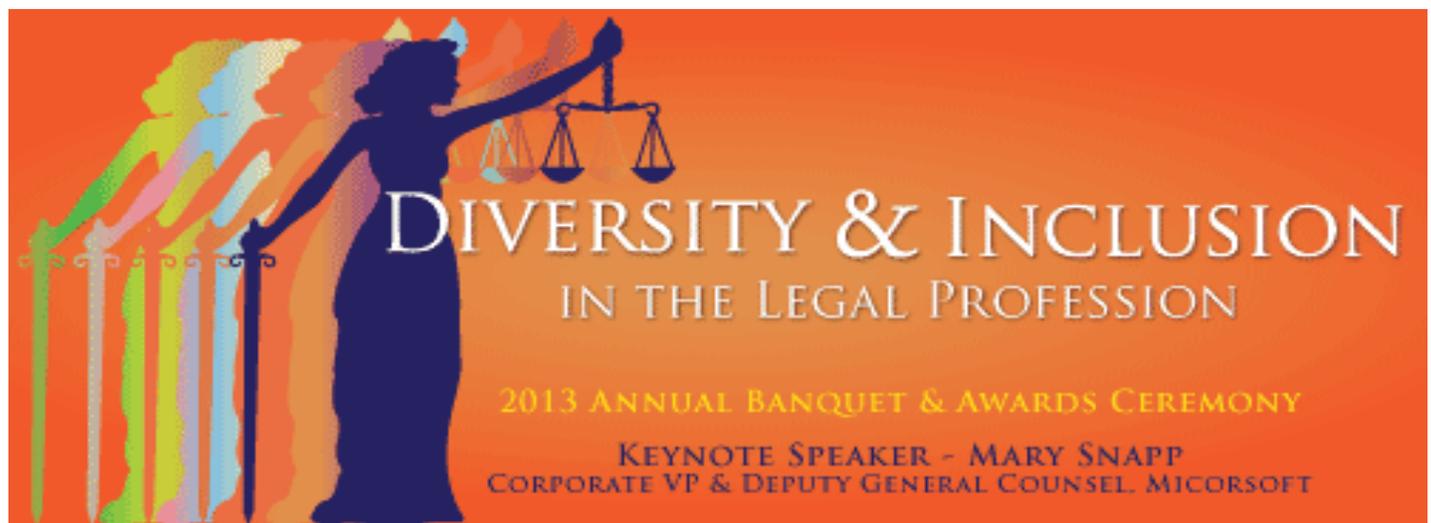
*Leaning In, continued from page 3*

"changing the world" is at stake. But I have found that small, even minute adjustments change unspoken or general assumptions, and from there the larger desired changes are much easier to make. Imagine being on a ship heading across an ocean toward a tropical paradise (for example!). Failing to do a mid-course adjustment that seems too easy or too insignificant at the time can affect whether the correct end destination is reached or even possible to reach. It is easier to adjust a ship by 1 degree than it is to force a hard left turn, and I have been pleasantly surprised how changing small perceptions or assumptions in people (such as whether it is OK for women to wear pants or not) affects whether a group can even imagine women being allowed to run an organization!

Since reading *Lean In* I have found myself going over some of the examples of successful and happy women re-

counted in the book as I consider day-to-day or career changing decisions in my own life. I have appreciated being aware of the additional role models and cautionary tales, and as I consider these and learn from others, I find that my feelings or concerns are shared by others, and that I'm not alone. I'm not exactly like Sheryl Sandberg, but I've experienced many of the same feelings and share many of her same hopes. I am grateful for those who have given their best to the cause of happy and fair lives and opportunities, both within the WWL organization and in other areas of life. I have already benefited and had a more happy and fair existence because of the thoughtful, courageous, and generous work of so many other women and men -- and I plan to continue to contribute my all to the cause not only because it brings me great joy, but because it's what the next generation deserves as well.

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**Please join WWL for our Annual Event CLE on Friday, October 11, 2013 from 3-5 p.m.**

**You Can't Say That! Examining the Ethics of Attorney Communications.** This CLE addresses how to ethically and effectively communicate with judges, opposing counsel, clients etc. in the real and virtual worlds. Earn two ethics credits while engaging in a lively discussion on these questions. Read all the details and register at [www.wwl.org](http://www.wwl.org).

*Q&A with Kosterlitz, continued from page 5*

you can find outside activities that replenish your energy—e.g., exercise or fun activities with family and friends—you can tolerate those periods that demand longer work hours and the frustrations of juggling.

**WWL: How can legal employers help women attorneys find work-life balance?**

**AK:** Legal employers have come a long way since I began law practice in 1980 in accommodating women attorneys who need flexibility—by adopting flexible work options and non-equity partner “tracks” with reduced hours expectations. However, if not handled carefully, these alternative tracks can become “second tier” tracks, lacking in professional growth opportunities and limiting career development and fulfillment for promising attorneys. These “second tier” tracks can also lead to attrition because without the incentive of interesting work or advancement, women attorneys who have significant family responsibilities often choose to leave. Many law firms have seen this kind of attrition.

In order to promote a healthy work-life balance and keep their talent, legal employers should not

automatically relegate women attorneys working reduced or flexible schedules to a “second tier” track. Both legal employers and attorneys would benefit from the recognition that lawyers working reduced or flexible schedules can provide top-tier legal services, as well as develop business and exert leadership, as was my experience. I see too many firms losing women attorneys who choose to work part-time because the firms offer them little promise of advancement, interesting work or self-determination.

**WWL: How does Sheryl Sandberg's advice that women “lean in” to advance at work apply in the context of the legal profession?**

**AK:** Sandberg's advice about the need for women to “lean in” at work applies well to the legal profession, where, as in the corporate world “Career progression often depends upon taking risks and advocating for oneself—traits that girls are discouraged from exhibiting.” *Lean In*, p. 15. Consistent with Sandberg's statistics in other fields, there is a “leadership gap” in the legal field—women constitute 45 percent of law firm associates but just 15 percent have reached equity partnership (and less in the 200 largest firms). Women are still only 22 percent of the federal judiciary and 26 percent of the state judges. Female lawyers too often earn 75 percent or less of what male counterparts earn for doing the same job. *Advancement of Women Lawyers: Barriers Must Be Removed so Female Attorneys Can Equally Participate*; William T. Robinson, III, ABA Journal, January 2012.

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*On April 10, 2013, the State Board of Washington Women Lawyers formally adopted an official diversity policy that applies to the entire organization at both the chapter and state levels. We are pleased to have adopted a policy that has always been the longstanding mission and practice of the organization: to foster diversity in the legal profession.*

### WWL Diversity Policy

Washington Women Lawyers is committed to fostering, cultivating and preserving a culture of diversity and inclusion. In furtherance of WWL's core mission, our efforts to promote inclusion and diversity of all kinds in the legal profession include, but are not limited to, partnerships with other Minority Bar Associations and access to justice organizations through joint networking events, sponsorship opportunities, and legislative and policy support. WWL provides representation and strongly supports diversity initiatives and committees organized through the Washington State Bar Association and other affiliated groups. Our broad reach across Washington State also includes an emphasis on geographic diversity through support of our local chapter level efforts.

We embrace and encourage our members' differences in age, color, disability, ethnicity, family or marital status, sex, gender, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our members unique. WWL's commitment to fostering and promoting diversity applies to all levels of our organization and membership, including recruitment and leadership opportunities. All WWL members have a responsibility to treat others with dignity and respect at all times. All members are expected to exhibit conduct that reflects positively on the organization and its members and foster inclusion.

*Q&A with Kosterlitz, continued from page 8*

Women attorneys who want to advance need to “lean in” by developing confidence and willingness to accept challenges – without losing sight of their work-life balance. As Sandberg pointed out, while women are as competent as men (and sometimes more), they are less likely than men to accept “stretch” assignments or take risks, because they underrate their abilities and don’t want to risk failure. I often see this with my clients and we work on enhancing confidence while reducing critical self-judgment and fear of failure. One key component in reducing fear of failure is cultivating resilience—the ability to bounce back from setbacks. If you believe you can survive a failure, you are more willing to try.

In law as in the corporate world, women who want career advancement also need to become comfortable taking credit for their achievements. Women often work hard and do stellar legal work but don’t tout their achievements, thinking their efforts will be recognized and promotion will follow. Many women are also not comfortable “blowing their own horn.” However, as in the corporate realm, promotions in law often involve a significant element of self-promotion. Women need to find authentic and comfortable ways of seeking credit for their accomplishments and expressing their desire for advancement. Unfortunately, in doing so, women have to be mindful of the “double bind” Sandberg identifies and many of us have experienced--women need to assert themselves to succeed but without seeming to be overly aggressive in order not to confound persisting societal expectations of appropriate feminine behavior. A tall order! Hopefully, over time, as women occupy more leadership positions these attitudes will change and women can escape this “double bind.”

**WWL:** *What can legal employers do to help women attorneys “lean in”?*

**AK:** Legal employers need to “lean in” too and meet their women attorneys half way. This means giving women opportunities for professional growth and leadership. For example, an employer may fault a woman attorney for not showing leadership, at the same time that they fail to give her leadership opportunities to develop her skills.

Leaning in also means giving women support in developing the confidence, assertiveness and resilience that are required for advancement. Professional development support for women attorneys can be provided by mentors and with training and coaching. Often, for women attorneys to advance, mentoring is not enough, and as with men, women attorneys need a “sponsor” —a senior attorney who acts as a “champion” and is willing to use his or her influence to help a woman attorney get challenging assignments and recognition. Legal employers who are serious about advancing women attorneys should help them find both mentors and sponsors.

Finally, legal employers need to be alert to and counteract “implicit bias” —the unstated and often unconscious bias about women’s abilities and proper roles, which persist even as our explicit attitudes evolve, and which function as the invisible “glass ceiling.” Employers need to recognize that many women express their drive for leadership differently than men, for example by being a good team player rather than a standout individual. Employers need to value the contributions typical of women —such as collaboration and empathy-- as highly as those which are typical of men. This will not only benefit women attorneys by “leveling the playing field” but will benefit the legal profession by allowing it to capitalize on the valuable leadership contributions of both female and male attorneys. ◇◇◇

Asian Bar Association of Washington (ABAW) & Asian Bar Association of Washington Student Scholarship Foundation (ABAWSSF)'s

**24<sup>TH</sup> ANNUAL GALA**

FRIDAY OCT 18<sup>TH</sup> 2013

ASIAN BAR ASSOCIATION OF WASHINGTON  
STUDENT SCHOLARSHIP FOUNDATION

Hyatt at Olive 8  
1635 8th Avenue  
Seattle, Washington

5:30 to 6:30pm Reception  
Dinner & Program begins at 6:30pm

Keynote Speaker  
Justice Goodwin Liu  
Associate Justice of the California Supreme Court

Thank you to our Title Sponsor:

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RSVP and purchase tickets at [www.bit.ly/ABAW2013](http://www.bit.ly/ABAW2013)

\$75 for ABAW members and \$100 for all other guests.  
Deadline to purchase tickets is **September 27, 2013.**

Please contact ABAW Gala Committee Chair, Fo-Ching Lu at [foching.lu@gmail.com](mailto:foching.lu@gmail.com) for details

For sponsorship opportunities, please contact Gala Sponsorship Coordinator, Carmen Wong at [CWong@perkinscoie.com](mailto:CWong@perkinscoie.com)

Asian Bar Association of Washington  
c/o Carmen Wong  
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WWL received this year's **Outstanding Member Program Award** from the National Conference of Women's Bar Associations (NCWBA) for its **Legacy Project**, which was designed to acknowledge and pay tribute to the contributions of founding members of WWL as well as pioneering women judges and attorneys in Washington. The award was presented at the NCWBA Annual Meeting in San Francisco on August 9, 2013.

The NCWBA initiated this award in 2008 to recognize and highlight innovative programs and services offered by women's bar associations which focus on training and other benefits to their own members. Jeanne Marie Clavere, Karrin Klotz, and Kristen Larson were present to accept the award.

## Washington Women Lawyers State Board 2012-2013

<i>President:</i>	Jeanne Marie Clavere	<i>Newsletter Editors/ VPs:</i>	Erica Franklin & Vanessa Waldref
<i>President-Elect:</i>	Naomi Ogan	<i>Website Editor/VP:</i>	Jessica Barrett
<i>Secretary:</i>	Jennifer Smitrovich	<i>Events VP:</i>	Bahareh Samanian
<i>Treasurer:</i>	Gretchen Leanderson	<i>Professional Development VPs:</i>	Shannon Lawless & Pam Jacobson
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<i>Judicial Affairs VPs:</i>	Amy Robinson & Rebecca Glasgow	<i>WWL Foundation Liaison:</i>	Megan McCloskey
<i>Governmental Affairs VP:</i>	Pat Foster		
<i>Legacy VP:</i>	Karrin Klotz		

### Chapter Representatives

<i>Capitol Chapter:</i>	Rebecca Glasgow
<i>Clark/St. Helens:</i>	Emily Sheldrick
<i>King:</i>	Kate Tylee
<i>Kitsap:</i>	Karen Klein
<i>Pierce:</i>	Emily Kelly
<i>Snohomish:</i>	Melanie Thomas Dane
<i>Spokane:</i>	Collette Leland
<i>Whatcom:</i>	Bethany Allen

### Law School Representatives

<i>Gonzaga University:</i>	Margaret Grega & Frieda Zimmerman
<i>Seattle University:</i>	Patricia Bredlau
<i>University of Washington:</i>	Jen Goldstein & Laura Powell

# WWL Membership Registration and Information

MAIL TO: WWL, P.O. Box 46107, Seattle, WA 98146 OR complete online at [wwl.org](http://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](http://wwl.org) or email us at [wwl@wwl.org](mailto:wwl@wwl.org)

# COME JOIN US!





**WWL 2012-2013 State Board**

**Standing Left-to-Right:** Hilary Hoover, Gretchen Leanderson, Bahareh Samanian, Lauren Sancken, Naomi Ogan, Jeanne Marie Clavere, Sara Bliss, Alison Bettles, Amy Robinson, Nicole Jabaily, Shannon Lawless, Jeannie Bohlman

**Seated Left-to-Right:** Vanessa Waldref, Pam Jacobson, Niloufar Park, Rebecca Glasgow

**Not Pictured:** Jennifer Smitrovich, Lynn Reilly, Pat Foster, Holly Brajcich, Karrin Klotz, Erica Franklin, Jessica Barrett, Megan McCloskey

**Washington Women Lawyers**

PO Box 46107  
Seattle, WA 98146



Washington Women Lawyers

Email: [wwl@wwl.org](mailto:wwl@wwl.org)

Website: [www.wwl.org](http://www.wwl.org)

**ADDRESS SERVICE REQUESTED**

**TO:**

*The WWL State Reporter is a publication of Washington Women Lawyers, published three times annually. Please send change of address notices to [wwl@wwl.org](mailto:wwl@wwl.org) with the words "Member change of address" in the subject line.*

To submit Chapter News, event notices, announcements, or ideas for articles, please email Vanessa Waldref at [Vanessa.Waldref@gmail.com](mailto:Vanessa.Waldref@gmail.com) with the word "Announcement" in the subject line.