

Announcements

**Join Us in
SAN FRANCISCO
on August 10TH
for
Summit II:
Practical Steps for
Keeping Women on the
Success Track**



Chama Sherman

If you missed our groundbreaking *Summit I* in Washington, D.C. last year on *Keeping Her in Her Place: New Challenges to the Integration of*

Women in the Profession, you should make plans now to attend *Summit II: Practical Steps for Keeping Women on the Success Track*. This blockbuster event will be held on the other coast this year in San Francisco on August 10th at the 2003 ABA Annual Meeting. Building on the overwhelming success of *Summit I* — which drew hundreds of attendees — *Summit II* will feature the nation's foremost experts on proven methods for successfully advancing women in the legal profession. What's more, scores of the most influential leaders in our profession, both men and women, have committed to attend *Summit II* and deliberate on how to fully practice and partner together at every level.

continued on page 4

Announcements

continued from page 3

This year I am especially honored that Mary B. Cranston, who chairs one of the largest and most prestigious firms on the West Coast, Pillsbury Winthrop, L.L.P., has agreed to co-chair *Summit II* with me. Our Organizing Committee has also grown to include some of the most impressive women in law, and so far includes: Former ABA Presidents, Martha Barnett and **Roberta Ramo**; United States District Judges, The Honorable **Nancy Atlas**, The Honorable **Ellen Segal Huvelle**, The Honorable **Barbara Lynn**, The Honorable **Maxine Chesney**, and The Honorable **Susan Illston**; Margaret Brent Award Winner **Laurel Bellows**; **Sheila Wellington**, President, Catalyst; **Kim Askew**, Secretary, ABA Section of Litigation; **Andra Greene**, ABA Section of Litigation Council Member; **Susan Hackett**, Senior Vice President and General Counsel, American Corporate Counsel Association; **Katherine J. Henry**, Former President, National Association of Women Lawyers; **Roberta Liebenberg**, ABA Board of Governors; **Charisse Lillie**, Former Chair, ABA Commission on Racial and Ethnic Diversity; **Patricia Lee Refo**, Chair-Elect, ABA Section of Litigation; **Christina Tchen**, ABA Section of Litigation Council Member; **Jean Veta**, ABA Section of Litigation, Co-Director of Divisions; and **Andrea Zopp**, ABA Section of Litigation Council Member.

continued on page 19

Announcements

continued from page 4

The buzz about this event is mounting daily, and we have already garnered the support of three national organizations: **Catalyst**, **Minority Corporate Counsel Association**, and the **National Association of Women Lawyers**. We are also currently contacting over 30 women bar associations who co-sponsored *Summit I* and other women bar associations across the country. Since we are holding *Summit II* in San Francisco, we are particularly thrilled that the California Women Lawyers Association and the Queen's Bench Bar Association of the San Francisco Bay Area are already on board.

The agenda for *Summit II* follows from the groundbreaking work of *Summit I*, which addressed startling new studies documenting the disproportionate absence of women in the highest echelons of the law. Whereas enrollment at our nation's most elite law schools documents an unprecedented success story of the opening of the legal profession's doors to women. Recent studies document all too dramatically that the promise of these numbers has been met instead with widespread professional dissatisfaction among female lawyers, and even their departure from the profession. For example, Catalyst, a non-profit group that promotes women in careers, recently studied 1400 law school graduates nationwide, and found these women were far less satisfied with their advancement in

their legal careers than their male colleagues. Among the data which establishes such dissatisfaction is the disproportionately small percentage – only 15.6 percent – of women partners in law firms nationwide, and the even smaller percentage – 13.7 percent – of female general counsels of Fortune 500 companies. Comparative compensation figures demonstrate an equally disturbing disparity. Consistent with these numbers, women plan on leaving their current employer three years before their male colleagues. Most dissatisfied are women of color, who anticipate leaving their employer four years earlier than men.

The Catalyst and similar studies document the urgent need of our profession to now meet the challenges of its initial success in opening its doors to women, and address head-on and constructively what it means for men and women to practice and truly partner together successfully. Because of the magnitude and pressing nature of this challenge, *Summit II* will address *Practical Steps For Keeping Women on the Success Track*. Specifically, panels will address each of the top four strategies Catalyst recommends: leadership commitment, mentoring and networking, flexible work arrangements, and accountability. In addition, women trailblazers who have made it to the top will share their personal insights and tips. So far, the panelists comprise the country's experts and leaders on these issues, and include **Angela M. Bradstreet**, Partner, Carroll, Burdick & McDonough LLP and Founder of the Bar of San

Francisco's No Glass Ceiling Task Force; **Fred W. Alvarez**, Partner, Wilson Sunsin Goodrich & Rosati and Former EEOC Commissioner and Assistant U.S. Secretary of Labor; Professor **Joan Williams**, American University Law School, Washington College of Law and author of *Unbending Gender: Why Family and Work Conflict and What to Do About It*; **James Potter**, General Counsel and Secretary, Del Monte Foods; **Lydia I. Beebe**, Treasurer and Chief Tax Officer, Chevron Texaco Corporation; **Catherine Lamboley**, Vice General Counsel and Corporate Secretary, Shell Oil Company; **James Sandman**, Managing Partner of Arnold & Porter; **Anne Weisberg**, Director, Advisory Services, Catalyst; and **Katie Herzog**, Consultant, Eastern Point Consulting Group.

Many, if not all, of us know from personal experience the serious challenges women are facing in our profession. From my own vantage point, these issues were very much at the core of my recent decision to leave my old partnership, and join the international law firm of Squire, Sanders & Dempsey L.L.P. I could not be more pleased, therefore, that my new partners have generously offered to host on Saturday evening, August 9th, a reception in honor of *Summit II* and the Section of Litigation. This event will serve as a splendid opportunity to toast our panelists and offer special recognition to our co-sponsor representatives. The reception will be open to all *Summit II* par-

continued on page 24

Announcements

continued from page 19

ticipants and members of the Section of Litigation.

Finally, we are honored once again by the National Association of Women Lawyer's decision to dedicate an edition of the NAWL Women Lawyers Journal to the *Summit II* program. This Journal is a living chronicle of the history of women lawyers in this country and abroad. Their issue on *Summit I* will be released shortly, and will be provided to all *Summit II* attendees.

Our profession is at a momentous turning point. Not only has the data been collected and studied, but there is a groundswell of support from every corner of the profession pointing to a compelling, but simple reality: that the future will belong to those who embrace diversity. So please join us at *Summit II*, and help learn how to make a real difference in this most important effort.

If you have any questions or concerns, feel free to contact me any time.

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