



EQUAL TIMES

BEXAR COUNTY WOMEN'S BAR ASSOCIATION

PRESIDENT'S COLUMN

I recently read an article in *The Young Lawyer* written by Roberta D. Liebenberg that resonated with me as a female attorney working to build a lasting legal career. We are re-printing the article in this month's newsletter with permission from the author and the ABA. I hope you enjoy the article and take away some ideas for your firm or professional environment, as well as your individual practice.



Laura C. Mason

Plugging the "Leaky Pipeline" of Women Attorney Attrition

By Roberta D. Liebenberg

For far too long, there has been a disproportionately high rate of attrition of women lawyers from the legal profession, which has been aptly described as the "leaky pipeline" phenomenon. Even though women have been entering the profession at roughly the same rate as men, by the time partnership decisions are made, the number of women available to be considered has decreased substantially. Despite significant efforts by law firms to retain their women lawyers, women all along the continuum, from associates to partners, are voting with their feet by leaving. Consequently, there are very few women moving into positions of real power and influence in law firms.

Numerous factors play a part in the exodus of women lawyers. Some choose to leave the profession for entirely personal reasons. For others, however, the decision to leave is influenced by the treatment of women in the profession, including the gross underrepresentation of women in law firm equity partner ranks and leadership positions and the concomitant lack of senior women to serve as role models and mentors. There is also a substantial disparity in compensation between male and female attorneys, which increases with seniority. Also contributing to attrition are unequal opportunities to handle significant matters for major clients, unfair or biased performance evaluations, onerous billable hours quotas, stigmatization of those who participate in part-time and flex-time programs, and unequal treatment in the allocation of client origination credit. Of course, some women opt out of the profession for personal reasons that have nothing to do with the culture of the legal profession. (con'd on p. 3)

Published in *The Young Lawyer*, Volume 15, Number 9, July 2011. © 2011 American Bar Association. Reproduced with permission. All rights reserved. This information or any portion thereof may not be copied or disseminated in any form or by any means or stored in an electronic database or retrieval system without the express written consent of the American Bar Association.

AUGUST 2011

In this issue:

Autumn Affair Proceeds Recipient	2
August Luncheon: Technology Issues for the Savvy Lawyer: From Apps to e-Filing	2
Community Services Column	5
Texas RioGrande Legal Aid's 11th Annual Domestic Violence & Sexual Assault Prevention Cross-Training	6
Belva Lockwood Award Nominations	7



Suzanne Oliva



Gaylia Brunson

Autumn Affair Proceeds Recipient

By Suzanne Oliva & Gaylia Brunson

We are so thrilled to announce that the 2011 Autumn Affair proceeds recipient is the Center for Family Relations, a.k.a. San Antonio Kids Exchange. If you are not aware, the Center for Family Relations is a non-profit organization, founded in 1997, that is dedicated to helping children and parents in divorce situations. Through supervised visitation and monitored exchange services, the Center for Family Relations provides a safe place for children to maintain a relationship with both parents. The Center for Family Relations also offers parenting education programs in the workplace and the community. The Center serves over 3,600 parents and children each year.

The 2011 Autumn Affair will be held on Thursday, October 13, 2011, at 6:00 pm at the Witte Museum. This event will, once again, bring together the legal community for an evening of fun while we honor women judges and present the Belva Lockwood award to two outstanding members.

There are several ways in which you can help make this event a success. If you have a silent auction or raffle item to donate, please e-mail Kristen Elizondo at Kristen.elizondo@bgllp.com or Elizabeth Haws Connally at ehc@tglf.com. Or, if you would like to be a sponsor of the event, please e-mail Monica Lerma at mjlerma@sr-llp.com. Looking forward to another successful Autumn Affair!

August Luncheon:

Technology Issues for the Savvy Lawyer: From Apps to e-Filing

Join us as we welcome back Fourth Court of Appeals Justice and former BCWB President Rebecca Simmons for this informative presentation! Issues to be covered include the current state of e-Filing in Texas including the nuts and bolts of where and how you can e-File across the State of Texas and the future of e-Filing. Particular attention will be paid to the new appellate e-Filing rules. We will also cover some of the most useful apps for lawyers and judges.

The luncheon will take place on Tuesday, August 2, 2011, from Noon to 1:00 p.m. at Club Giraud. The cost is \$25 (\$15 for students), payable at the door or online at Luncheon Registration. CLE Credit has been granted for this luncheon. For more information, contact Maggie Giltner (mgiltner@prdg.com). We hope to see you there!

September Luncheon

At our September 6th luncheon, we are pleased to present Meg Barron, Executive Director of Center for Family Relations, also known as San Antonio Kids Exchange. The Center for Family Relations is this year's beneficiary of the Bexar County Women's Bar Association's Autumn Affair. The Center provides a venue and related services for supervised parental visits as well as monitored child exchanges between separated or divorced parents. Come hear Ms. Barron tell us more about what this organization does and the great impact it has in our community.

President's Column (con'd from p. 1)

Moreover, structural changes in law firms have further impeded the progress of women lawyers and led to increased dissatisfaction among women lawyers. Most notably, the increased utilization of two-tier and mixed-tier partnership tracks, combined with the attrition of women associates, has resulted in the percentage of women equity partners remaining static at approximately 16 percent over the past several years, according to annual surveys by the National Association of Women Lawyers (NAWL) Foundation. Also, law firms are making greater use of contract and staff attorneys, the overwhelming majority of whom are women. These positions offer lower pay, less job security, and no real prospects for advancement. Not surprisingly, women do not remain in them for long.

All of these factors have resulted in the creation of an inverse pyramid for women in law firms. The higher up you look at each level of a law firm, the smaller the percentage of women you find. Unless there is a profound shift to ensure the retention and advancement of women in law firms, the high rates of attrition will surely continue, and the long-standing leak in the pipeline will remain unplugged.

To address these problems, the ABA Commission on Women has developed the following best practices for both law firms and individual women lawyers:

Best practices for law firms

Ensuring equal assignment opportunities. Firms should develop metrics to track assignments to ensure that women are given opportunities to work on significant, high revenue matters for important clients and partners.

Instituting gender-neutral evaluation systems. Clearly defined performance evaluation criteria should be formulated and communicated. Supervising lawyers need to be educated about implicit biases that can affect performance evaluations. Firm committees that evaluate associates must be diverse and include more than a token woman or minority lawyer.

Making partnership criteria transparent. Associates must be apprised of the specific competencies and skills they need to advance to partnership. Firms should monitor the advancement of women lawyers, particularly to equity partnership and leadership positions.

Revamping compensation systems. Billable hours should be de-emphasized and greater significance should be given to the quality and efficiency of the work performed. Crushing billable hours quotas often penalize women, who typically shoulder both family and professional responsibilities.

Increasing business development opportunities. Women lawyers must be provided meaningful business opportunities and training, including access to coaching, networking events, and client development functions.

De-stigmatizing alternative work arrangements. While over 90 percent of law firms have adopted part-time and flex-time work arrangements, less than 7 percent of all lawyers avail themselves of these options, and 81 percent of those who opt for such schedules are women. Unfortunately, there is still a stigma attached to women who (con'd on p. 4)

Published in *The Young Lawyer*, Volume 15, Number 9, July 2011. © 2011 American Bar Association. Reproduced with permission. All rights reserved. This information or any portion thereof may not be copied or disseminated in any form or by any means or stored in an electronic database or retrieval system without the express written consent of the American Bar Association.

President's Column (con'd from p. 3)

utilize alternative work arrangements, and, therefore, many women are unwilling to do so. Commission research has found that women who worked part-time were perceived to be less committed, received more negative performance evaluations, and were not assigned complex and challenging matters necessary to advance in their firms. Consequently, in too many cases their partnership aspirations were derailed, and they left their firms.

Implementing “on-ramp” programs. Firms should institute programs to facilitate attorneys’ transition from part-time to full-time and to assist women who are returning to practice after taking a leave. Also, firms should create policies that enable those who are working part-time to attain partnership.

Best practices for individuals

Be pro-active in promoting your career. Let partners know of your interest in working on particular matters, and affirmatively seek out challenging and rewarding assignments.

Be visible. Women lawyers should strive to increase their profiles, both within their law firms and in their communities. Become active in bar associations and community groups, look for speaking and writing opportunities, and seek other ways to attain leadership roles and enhance your reputation.

Network, network, network. Business development has become increasingly important, even for young associates. It is imperative to broaden your base of contacts and to affirmatively reach out in both social and business contexts for potential referrals.

Take risks. To advance in your career, you must be willing to take risks and not let occasional setbacks discourage or deter you.

Be strategic in working part-time. If you work part-time, be flexible and accessible so you can handle emergencies that arise on days when you are out of the office. Also, you should develop a strategic plan to transition back to full-time, seeking out mentors and champions who can help you.

The continued high rate of attrition of women attorneys hurts not only individual women, but also law firms and the profession as a whole. The retention and advancement of women lawyers is a core value, which must be given top priority. It is high time that we finally fix the leaky pipeline, and implementation of the best practices discussed above will help accomplish this important and salutary goal.

Roberta D. Liebenberg is the chair of the ABA Commission on Women in the Profession and a partner of Fine, Kaplan and Black, R.P.C., in Philadelphia.

Published in *The Young Lawyer*, Volume 15, Number 9, July 2011. © 2011 American Bar Association. Reproduced with permission. All rights reserved. This information or any portion thereof may not be copied or disseminated in any form or by any means or stored in an electronic database or retrieval system without the express written consent of the American Bar Association.

Save the Date for the 2011 BCWBA Holiday Luncheon

Mark your calendar so you don't forget! This year's fun-filled holiday luncheon will be at the Hotel Contessa on Friday, December 9, 2011. We hope you'll join us for holiday cheer, a delicious lunch, special presentations, and great prizes. More details to follow from this year's luncheon chairs, Lisa Alcantar and Maggie Giltner.

Community Services Column

By Hella Scheuerman

Greetings, all. St. Peter-St. Joseph Children's Home hosted a reception last month which honored and thanked several Children's Court Judges and Ad Litem Attorneys for their service to our community. Among those attending the reception were: Judge Peter Sakai of the 225th District Court, Associate Judge Charles Montemayor and Juvenile Court Judge Lisa Jarrett. Congratulations to all who attended!

St. PJ's is located at 919 Mission Road, San Antonio, Texas 78210. St. PJ's, which has a history of over 100 years, provides residential care for abused and neglected children. Most of the children that stay at St. PJ's have been removed from their homes by Child Protective Services. The average residential care at St. PJ's is nine months. St. PJ's has a campus culture that emphasizes and encourages all of the following for the children: spiritual discovery, character building, personal growth, and psychological and emotional healing.

The following are just a few ways you can help St. PJ's and the children of our community:

1. Donate:

- a. baby items, such as wipes, food, formula, burping cloths, blankets, strollers, car seats, etc.
- b. young adult items, such as towels, dishes, pots and pans, storage units, area rugs, etc.
- c. gift cards

Donations may be dropped off at the Administration Office. Please call 210-531-8505 to coordinate your donation.

2. Join St. PJ's for Taco Tuesdays. St. PJ's invites the community and friends to visit the campus the first Tuesday of the month from 8:00 am to 9:00 am. St. PJ's welcomes the community to join them for a presentation, discussion and tour regarding the incredible services offered to the children.

Thanks for considering St. PJ's, and for the support you provide to any other charitable and nonprofit organizations in our community. Enjoy the rest of your summer!

Save the Date: 2011 Red Mass, October 27, 2011

St. Mary's University School of Law and San Antonio legal organizations, in conjunction with the Catholic Lawyers' Guild, will sponsor the 59th Annual Red Mass, on Thursday, October 27, 2011 at 6 p.m. in San Fernando Cathedral (115 Main Plaza, across from the Bexar County Justice Center). This celebration continues a legal and judicial tradition which began in Europe during the reign of Edward I and seeks God's blessing on the legal community. Red Mass derives its name from the color of vestments worn by the priests and the robes worn by the judges. The historic tradition of invoking the guidance of the Holy Spirit on the legal profession remains one of the last vestiges of the pageantry of the legal profession. Immediately following Red Mass, there will be a reception at the Plaza Club (21st floor, Frost Bank Tower).

Texas RioGrande Legal Aid's 11th Annual Domestic Violence and Sexual Assault Prevention Cross-Training

By Lisa Thompson

The Bexar County Women's Bar Foundation is helping to sponsor Texas RioGrande Legal Aid's 11th Annual Domestic Violence and Sexual Assault Prevention Cross-Training, which will be held August 2nd-5th at the Omni Colonnade in San Antonio. This important Cross-Training brings together Executive Directors and victim advocates from domestic violence and sexual assault shelters across southwest Texas to collaborate with legal aid attorneys specializing in family law.

Throughout the three-day conference, Texas RioGrande Legal Aid (TRLA) attorneys and other nonprofit representatives facilitate workshops on issues including protective orders, employment law for survivors, Crime Victims' Compensation claims, and relevant updates to the law resulting from the latest legislative session. The training agenda is designed to expose participants to a comprehensive range of topics relevant to helping survivors of abuse. For example, TRLA attorney Kelli Howard, who has been recognized by the Travis County Women Lawyers Association for her work with the minority community, will give a presentation on housing issues for sexual assault and domestic violence survivors.

The Bexar County Women's Bar Foundation and the San Antonio Bar Foundation will co-sponsor the Cross-Training's inspiring closing luncheon. At the closing luncheon, participants will hear from speaker Pat Byron, mother of domestic violence victim Mary Byron and founder of the Mary Byron Project – a foundation dedicated to breaking the cycle of domestic violence. Pat will share Mary Byron's tragic story with luncheon attendees and then present TRLA with the Celebrating Solutions Award, an honor awarded to four organizations annually that are recognized for making a great contribution towards ending domestic violence. After hearing from Pat Byron, as well as a domestic violence survivor that TRLA successfully assisted, the luncheon will culminate with a presentation of the Private Attorney Involvement Awards to recognize those attorneys in our communities who have taken on complex legal cases of survivors of abuse. Several Bexar County attorneys will be honored for their pro bono and reduced fee work on behalf of domestic violence survivors, including Maurleen Cobb, Armando Roman, Linda Perez, and Steven Medina.

July Luncheon Recap

At our July luncheon, Felicita Bernier, a registered dietician, updated us on recent nutritional guidelines and provided some helpful reminders of the hidden "dangers" of our food. For a copy of Ms. Bernier's handout, contact Lisa Alcantar (lalcantar@prdg.com). Here is some of Ms. Bernier's great advice:

- * Serving size is important! If you eat or drink more than one serving, you need to remember to double the percentages on the nutrition label.
- * You might not need 2,000 calories. The 2,000 calorie is a standard and your calorie intake depends on your specific height and weight.
- * Just because your food contains a sugar substitute doesn't mean it is harmless! The sugar substitute is so close to the real thing your body is processing it just like sugar!

Belva Lockwood Award Nominations

By Elizabeth Copeland

At Autumn Affair, BCWBF will present two distinguished female attorneys with the Belva Lockwood Outstanding Lawyer and Outstanding Young Lawyer awards. To that end, we are accepting nominations for these awards. Please submit your written nominations for either award by August 15, 2011 to Elizabeth Copeland at ecopeland@obht.com or 210-299-2347. After the close of nominations, nominees will be contacted directly and asked to complete the application.

Please consider the following guidelines for the nominations:

- The recipients must be current members, in good standing, of the Bexar County Women's Bar Association.
- Attorneys licensed to practice 7 or more years as of October 8, 2009 will be considered for the Outstanding Lawyer Award, while attorneys licensed to practice less than 7 years will be considered for the Outstanding Young Lawyer Award.

In selecting the recipients, the Committee will consider:

- Contributions to the community including charitable and volunteer work, appointed or elected offices.
- Membership and board involvement in community organizations.
- Contributions to improve the status of women in society and in the legal profession.
- Contributions to the legal profession, as well as experience, reputation and standing in the legal community.
- Contributions to the Bexar County Women's Bar Association and Foundation and its projects.

Because of our desire to honor all women at Autumn Affair who have achieved high honor by their ascent to the judiciary, sitting judges are not eligible for the Belva Lockwood Award. Also, members of the selection committee are ineligible.

Extreme Makeover: BCWB Website Edition!

In August, our website, www.bexarcountywomensbar.org, will receive a much-needed makeover! We're making some cosmetic changes, but will also rework the site to make it more user-friendly, as well as useful for our members! Once the new site is in place, you will receive an email reminding you of your user name and password so that you can go online, look around, and verify your information is up-to-date in our system. Changes should take place by the third week in August. If you have questions regarding the website, please contact Tiffanie Clausewitz at admin@bexarcountywomensbar.org.

Save the Date: Mentor-Mentee Happy Hour

Mark your calendars for our fall mentor-mentee event with St. Mary's Women's Law Association. The BCWBA will host a happy hour mixer on September 29, 2011 from 5:30-7:00 p.m. at the home of Justice Rebecca Simmons, 241 W. Lynwood, San Antonio, Texas 78212. Plan to attend and meet this year's student mentees! You need not have an existing mentoring relationship to attend.

Can We Talk?

...ABOUT Women's Equality



Can We Talk?

August 25, 2011

- Attendees should complete contact and registration information, and enter Total enclosed
- Vendors/ad purchasers should fill in contact information, meal if desired, and enter Total

Registration and meal: **\$35 postmarked by 8/18/11; \$45 after 8/18th and at door**

Come hear Rick Casey, Host of Texas Week share thoughts and views on Texas Women's Independence Day...



...and Women's Equality Day as we celebrate the right to vote.

Celebrate Women's Equality Day Thursday, August 25, 2011

Doubletree by Hilton
37 NE Loop 410
(corner of 410 & McCallough)
San Antonio, Texas 78216

Women in the United States were given the right to vote on August 26, 1920, when the 19th Amendment to the United States Constitution was certified. The amendment was first introduced many years earlier in 1878. Every president has published a proclamation for Women's Equality Day since 1971, when legislation was first introduced in Congress by Bella Abzug. This resolution was passed designating August 26 of each year as Women's Equality Day.

EVENT SCHEDULE:

- Shop 'til you Drop
- Displays - 5:00 to 8:30
- Networking - 5:30 p.m.
- Dinner - 6:15 p.m.
- Program - 7:00 p.m.

\$35 - postmarked by August 18, 2011
\$45 - after deadline and at the door

Attached registration form required

Send checks payable to "Can We Talk"
c/o Pat Jasso
326 Anton Drive
San Antonio, TX 78223
Contact info: can_we_talk_sa@yahoo.com

Can We Talk is a coalition of over sixty-five women's organizations in San Antonio, Texas. Can We Talk events are scheduled each year in March, to commemorate Women's History Month, and on or near August 26, to commemorate Women's Equality Day and Texas Women's Independence Day. Can We Talk events are coordinated by a steering committee made up of representatives from member organizations.

ABWA - La Villita Chapter
Air Force Women Officers' Association
Alamo Breast Cancer Foundation
Alpha Home, Inc.
American Association of University Women, San Antonio Branch
American Society of Women Accountants
Annie's List
Association for Women in Communications, Inc.
Association for Women Journalists
Association for Women's Health
Bexar County Democratic Women
Bexar County Women's Bar Association
Texas Business Women - A La Villita TBW, Corpus Christi TBW, Mexican American TBW, TBW of San Antonio
Daughters of Charity Services of San Antonio
Delta Sigma Theta Sorority, Inc.
Dress for Success San Antonio
Esperanza Peace and Justice Center
Executive Women's Golf Association
Family Violence Prevention Services
Federally Employed Women

Financial Women in Texas
Friendship Bridge
Girl Scouts of Southwest Texas
Girls Inc. of San Antonio
Government Affairs Council of Planned Parenthood
Hispanic Women's Network of Texas-San Antonio Chapter
Leadership Texas Alumnae Association
League of Women Voters of the San Antonio Area
Mayor's Commission on the Status of Women
Mujeres Unidas Contra El SIDA
National Association of Professional Mortgage Women
National Association of Women Business Owners
National Coalition of 100 Black Women, S. A. Chapter
National Council of Negro Women
National Ovarian Cancer Coalition
National Sorority of Phi Delta Kappa, Inc.
Network Power/Texas
P.E.A.C.E. Initiative
Pan American Round Tables of Texas
Planned Parenthood Trust of South Texas
Rape Crisis Center
SLEW Wellness Center

San Antonio College Women's Center
San Antonio Silver Stars
San Antonio Society of Women CPAs
San Antonio Women's Chamber of Commerce
San Antonio Women's Hall of Fame
Sistas in Business, Inc.
South Texas Women's Business Center
Susan G. Komen Breast Cancer Foundation
Texas Nurses Association, District 8
Texas Women's Coalition
University of Texas at San Antonio Archives
WINGS
Woman at the Well House
Women of AT&T
Women's Faculty Association
Women's Global Connection
Women's Pavilion at HemisFair Park, Inc.
Women's Political Caucus of Bexar County
Women's Sports Foundation
Women's Studies Institute - UTSA
Young Women's Christian Association
Zonta Club of San Antonio

Contact Information

Name on Check	Organization
Address	City/Zip
Phone/Cell	Email
Registration and Meal Reservation	
Attendee Name	Attendee Name
\$35	\$45
\$35	\$45

Sub Total \$ _____

Program Ads Available	\$25	\$35	\$60	\$100
Business Card=\$25 Quarter Page=\$35 Half Page=\$60 Full Page=\$100				
Provide camera ready ad to pj4169@att.com by August 12, 2011				

Sub Total \$ _____

Vendor Tables Available

Check if electricity is needed	Check box to select 8' skirted table.	_____	\$55
Complete contact information above and enter type of booth/merchandise:	_____		
If meal is desired, check	_____ \$35, \$45 based on date mailed, & fill in meal registration above.		
Table reserved ONLY when Registration Form and Payment received.			
Vendors questions ONLY, Contact Bonnie Ayer at (210)222-3295.			

Sub Total \$ _____

Make check payable to Can We Talk and mail form to Pat Jasso, 326 Anton Drive, San Antonio 78223
Registrations postmarked after August 18th also require an RSVP to (210)422-2245

Total Enclosed \$ _____