



August 31, 2007

Save the Date!

GAWL Lines Up Speakers for Upcoming Symposium

GAWL is gearing up for its fourth Symposium, “Women Getting Down to Business,” at the Ritz Carlton Lodge at Lake Oconee on November 1-2, 2007. The Symposium offers a great setting for female professionals to network, earn continuing education credits and hear from a choice group of speakers on a variety of topics.

The Symposium will kick off at noon Thursday, November 1st with a keynote address by Georgia Secretary of State, Karen Handel. As Secretary of State, Mrs. Handel oversees elections, corporations, securities, and professional licensing boards, and also controls the state archives and the Capitol museum. Mrs. Handel is former Chairman of the Fulton County Commission, and has been lauded for her leadership abilities in several publications including Georgia Trend Magazine’s “One of the 100 Most Influential Political Leaders in Georgia;” Atlanta Business Chronicle’s “Most Influential Atlantans;” and B2B magazine’s “Georgia’s Diva,” an award recognizing the state’s leading business women.

The Symposium will allow attendees to choose from a wide variety of topics ranging from “Georgia’s

new Immigration Laws” to “Protecting Your Business from White Collar and Internet Crime” to “Public Speaking with Confidence.” The organizing committee has assembled a wonderful collection of speakers for the two day event.

As in past years, there will be three simultaneous tracks Legal, Business and Lifestyle. One session in the business track features Claudia Callaway, a partner at Manatt, Phelps and Phillips, who will lead a panel discussion on “Women in Management – How to Inspire Confidence.” Ms. Callaway, a former adjunct professor at the Georgetown University Law Center, has a practice that focuses on complex litigation and consumer finance law, representing clients in multiple regulatory and litigation areas. Other speakers on business related issues include Elaine G. Levine of Tatum, Levine & Powell, speaking on “Choosing Your Business Partners,” and Leslie Lowthers, of Habif, Arogeti & Wynne, LLP, who will focus on the practical aspects of “Reading Financial Statements.”

Sessions in the Legal Track include “Intellectual Property Basics” and



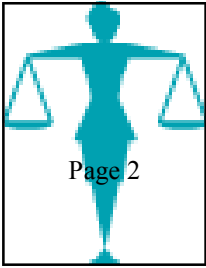
Claudia Callaway



Karen Handel

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Decatur Neighborhood Networking Breakfast

The monthly Decatur Neighborhood Networking Breakfast [NNB] group met on August 1st at their wonderful ritual nook, Sweet Melissa's. With 10 women in attendance in August, the topics and conversations widely ranged from common interests like travel and being outdoors, areas of practice for future referrals, what interesting file is currently on everyone's desk, advice on setting up new office space and new doggie play dates!



for over a year and has had attendance numbers in excess of 20 women, both non-lawyers and lawyers combined. It has also met at the DeKalb courthouse.

Law students are encouraged to attend this and other NNBs in and find out what questions to ask in an interview and learn about what life post-graduation may be like at a firm, a legal organization, or corporation.

Interested? Contact Jessica Harper, the Decatur NNB Host at jharper@brawwlaw.com to learn about the next NNB and come meet fellow women for great conversation over a cup of coffee.

It is the mission of GAWL "To enhance the welfare and development of women lawyers and to support their interests."

Visit gawl.org regularly.

Founded 1928.

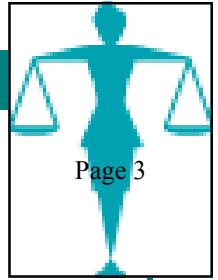


Action Shot! A table-full of early birds at the **Perimeter/Dunwoody NNB**, hosted by Alysa Freeman.

From Left to Right are **Alysa Freeman**, a plaintiff's employment attorney with Alysa Freeman, P.C., **Sarah Riggs**, Attorney, **Patti Elrod-Hill**, an elder law practitioner with the Law Offices of Patricia A. Elrod-Hill and GAWL Board member, and **Chrysta Gray**, Attorney.

Join your peers for the most important meal of the day and productive networking at this NNB or another Neighborhood Networking Breakfast in your neck of the woods!

Check www.gawl.org's online calendar for dates, times and places.



The Pink Pages

GAWL is changing its Yellow Pages to be its Pink Pages. In the Pink Pages, GAWL members may provide information about their practice areas and topics on which they would be willing and able to speak. The Pink Pages will be updated periodically throughout the year and will be posted on the gawl.org website for public access.

If you are interested in submitting your information for publication in the Pink Pages, please email your completed information, in Word or Excel format, to Jennifer Keaton at Keaton@elarbeethompson.com.

The information should address the following questions:

Name:

Tel.:

Employer:

Address:

Email address:

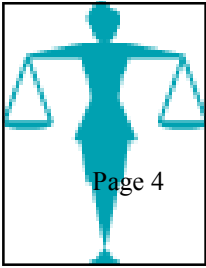
I may be willing to travel for engagements up to a _____ mile radius from _____.

Topics On Which I Am Qualified To Speak:

- Legal Career Issues
- The Business of Law
- Leadership
- Work-Life Balance Issues
- Specific Legal or Other Topics:

Presentations Made Over The Past 3 Years:

Other Items of Note:



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Save the Date! GAWL Symposium (Con't from Page 1)

“Employment Law Issues for You and Your Clients,” and an Ethics panel focusing on “Updates, Common Questions and Complaints” led by the State Bar’s Office of General Counsel.

On Friday November 2nd, Symposium attendees will hear from former Attorney General Mike Bowers, who is currently a partner at Balch & Bingham, LLP. Attorney Bowers serves as Chairman of the Georgia Judicial Nominating Commission and will speak on women and the



Mike Bowers

judicial nominating process in Georgia

One aspect of the Symposium that has always been a hit with participants is the presentations of Lifestyle panels. This year, Symposium attendees can choose to find out about “What Your Office Says About You?”, “Workouts for Different Ages and Stages of Your Life”, “What it Means to be Business Casual?” and “What’s New in Cosmetic Surgery and Dermatology?”

Registration for the Symposium will open in a few weeks and will be available through GAWL’s website, www.gawl.org. Please contact Betsy Giesler for registration or other information at (770) 446-1517 or bng@bngiesler.com.

September 27th

Join fellow GAWL members to view the legal and American Classic:

To Kill A Mockingbird

At the Balzer Theater at Herrens.

Contact Jennifer Mills at jmills@hplegal.com.

Registration for the Symposium begins September 4th at gawl.org

JARC Reports to JNC Regarding Qualifications Of Judicial Candidates

On July 12, 2007 GAWL had the opportunity to report to the Judicial Nominating Commission for the State of Georgia (JNC) on qualifications of applicants for four (4) new judgeships created in Richmond State Court, Mitchell State Court, Dublin Superior Court and Cobb Superior Court. The JNC, which was created by Governor Sonny Purdue, makes nominations to fill vacancies in Georgia courts. In the event of a judicial vacancy, the JNC advertises the vacancy and elicits applications of qualified persons and then recommends to the Governor a short list of individuals that it finds are qualified for each judicial vacancy. The Governor then makes the appointment from this list of recommended nominees.

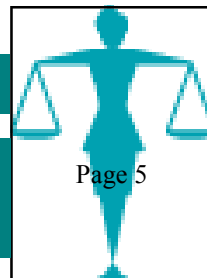
The JNC consists of 18 members appointed by the Governor and is chaired by former Attorney General, Michael J. Bowers. Only two female members serve on the JNC. Therefore, it is a valuable opportunity for GAWL to have its members evaluate candidates and share its collective opinion and viewpoint with the JNC.

As part of the vetting process, members of GAWL’s JARC review applicants and gather non-public information on the candidates by making appropriate inquiries concerning their character, intellect, temperament, experience, ability and background. After meet-

ing and voting, GAWL recommends to the JNC those applicants who, by their intellect, character, temperament and professional aptitude, and experience, have demonstrated their special qualifications for judicial office. Additionally, through the vetting process, JARC discourages the selection of those persons who do not possess the above-listed qualifications for judicial office.

On August 27th, 28th, and 29th 2007, the JNC will interview candidates for vacancies to fill the following new positions as authorized by the General Assembly this year: **Superior Court of the Cordele Judicial Circuit; the State Court of Athens-Clarke County; the Superior Court of the Enotah Judicial Circuit; and the Superior Court of the Gwinnett Judicial Circuit.** Additionally, the JNC will interview candidates for the **Superior Court of the Macon Judicial Circuit**, which vacancy was created due to the announced resignation of Judge Bryant Culpepper, effective October 31, 2007. Once again, JARC will report to the JNC regarding the qualifications of the candidates for these positions.

If you would like more information on GAWL’s policy and procedures for JARC, email Laurie Speed-Dalton at laura@carllp.com.



Preparing for the First Day of Law School: The “Educated” Approach

By Lauren Rooney and Julie Rodebush

Starting law school is like entering a new frontier that one has never explored or encountered. The preparation and application process that must be undertaken in order to be accepted to a competitive law school is challenging enough. However, the steps required to truly be a successful 1L student are unknown to most students. This is mainly because the legal classroom is entirely different from other classroom experiences a typical student will have encountered during previous years of education.

Entering students often worry about being the first student called on in their first class or how to do well in a course with only one grade determining your overall success. Outside of attending the 1L orientation and purchasing many required and suggested textbooks and study aids, most entering law students are clueless as to what they can do to achieve success in their first year.

Luckily, entering law students do not have to remain in the dark! Many resources exist that provide insight into the legal education system. A law student can be proactive and utilize these many research avenues in order to learn how best to approach their first year of law school and how to succeed in a classroom filled with many other capable students and overachievers.

A useful research tool for an entering law student is the Internet. The main benefit of this resource is that it is a free way to discover and learn about the different skills necessary for law school success, like exam tips and outlining techniques. The Internet also allows for easy and quick access to numerous other resources that will be useful throughout a student’s legal education, such as legal dictionaries, practice exams, legal references and specific State legal websites. Some valuable Internet sites are:

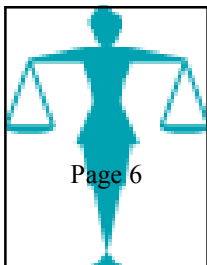
www.4lawschool.com,
www.ilrg.com,
www.lawnerd.com,
www.outlinedepot.com and
www.lawguru.com.

Another source available for rising first years are books aimed at providing a comprehensive overview of the law school experience. Though not a free resource like the Internet, many of the top resources are available at inexpensive prices through websites like Amazon. Some useful books are:

- **Complete Law School Companion: How to Excel at America's Most Demanding Post-Graduate Curriculum** by Jeff Deaver. Critique – This book covers a wide range of topics from admissions to class selection to internships. It has a short page length--only about 200 pages. Thus, the book doesn't cover everything about law school, but it is a very good start. It is a friendly, but realistic, guide to law school.
- **Law 101: Everything You Need to Know about the American Legal System** by Jay M. Feinman. Critique – This book gives a different perspective to approaching law school. It will give you the framework of the legal system. Reading it gives some sort of foundation and framework for understanding all the information thrown at you in law school.
- **How to Succeed in Law School** by Gary A. Munneke, J.D. Critique – This book is very succinct. It is for the crammer.
- **Law School Confidential (Revised Edition): A Complete Guide to the Law School Experience: By Students, for Students** by Robert H. Miller. Critique – This book goes through what to expect in regards to applying, deciding on a law school, what happens in each year of law school and information of career paths and opportunities.
- **Law School for Dummies** by Rebecca Fae Greene. Critique – This book is written from the student’s point of view. It is a friendly guide that gives you the inside track on everything from finding the right school and acing the LSAT to surviving the Socratic Method, choosing a practice area, preparing for the bar exam, and much more.

Through these resources and many others, an entering law student can alleviate some of the stress and pressures associated with beginning the law school experience. What is key to remember is that every other entering student is in the same nervous position as you so there is no reason to feel intimidated! As long as you prepare for class, stay on top of your reading and approach each day one step at a time, you will be taking steps to avoid becoming overwhelmed. Though you may still be the first person called on in class, answering a professor’s question to the best of your ability is your best defense and is one of the first steps towards success in your legal education!

Law School Chapters of GAWL are active!
 Do You Have Answers to Law Students’ Questions for Firms During Interviews?
 See Page 6 — Cheat Sheet.



Page 6

Interested in Submitting an Article to the Newsletter?

Submissions are due on the 20th of every month to Jennifer at Keaton@etsw.com

Save the Date!

Judicial Luncheon
Friday,

The Cheat Sheet: Attorneys Should Have Answers, Students Should Have Questions

The legal interview process can result in situations that are akin to speed dating, but with longer term consequences. For some attorneys and law students, there may be concerns regarding how an employer will impact his or her non-work life. For some firms, non-work life is not a concern.

How do you tell the difference on limited information gleaned in an interview? Enter Deborah Epstein, an attorney who founded Flex-Time Attorneys in Pennsylvania. Ms. Epstein co-authored a Cheat Sheet, a set of questions for interviewees to ask potential employers, if work-life balance is desired. With the permission of Ms. Epstein and the Bar of the City of New York, the Cheat Sheet is republished in its entirety below. Please make allowances for geographical differences.

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Cheat Sheet

INTRODUCTION

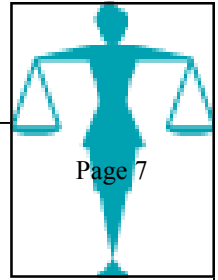
Improving hiring, training, retention, and advancement of women attorneys requires multiple strategies by all sectors of the legal profession. Although the experience of practicing women attorneys has been the subject of much research and comment, not as much information is available to guide women law students and newly-admitted attorneys. Women law students graduate in numbers roughly equal to men, but they do not advance at the same rate as their male peers. Accordingly, where a woman chooses to launch her legal career has long term consequences for her success and is a decision best made with full information.

The Cheat Sheet, which follows below, is a must-have tool for every woman law student and attorney as well as a reference guide for law schools, law firms, and other legal employers seeking to assure the success of women law students and lawyers.¹

¹ While the Cheat Sheet is focused on gender-related issues, many of the questions in it are applicable to overall diversity concerns in the profession.



Deborah Epstein Henry
Founder & President
Flex-Time Lawyers LLC



The Cheat Sheet is organized around six key indicia of an employer's commitment to women's retention and advancement:

- (a) statistical and background information;
- (b) partnership and advancement;
- (c) leadership and accountability;
- (d) business development and networking;
- (e) workplace flexibility (including time management and work/life balance); and
- (f) mentoring.

The questions in The Cheat Sheet provide a guide for law students selecting an employer as well as a tool for practicing lawyers to improve their employers' existing policies and to assist them when contemplating lateral moves. The Cheat Sheet is not intended as a "script" to use when speaking with employers. Rather, the questions in The Cheat Sheet should be used to identify key issues on each topic. Law students and attorneys should use their discretion and recognize that some topics are better raised informally with individual attorneys or personal contacts rather than with the human resources department or a hiring or supervising partner. In addition, although many questions are framed in terms of law firms, they equally are applicable to inhouse, government, not-for-profit, and academic jobs.

While many legal employers currently are not tracking all of the issues identified in The Cheat Sheet, such monitoring is essential to women's progress in the profession. Additionally, efforts to advance and retain women result in programs and policies that inure to the benefit of all lawyers. For more information on these issues and suggestions on programs and policies, please consult the "Best Practices for the Hiring, Training, Retention, and Advancement of Women Attorneys," released by the New York City Bar's Committee on Women in the Profession in February 2006 (the "Best Practices Report").

I. Questions to Consider as Indicia of Success

(a) Statistical & Background Information Representation of Women

What are the percentages of women associates in the department, office, and firm?

What is the breakdown of percentages of women associates in the office in 1 - 3 years of practice, 4 - 6 years of practice, and 7 plus years of practice?

What percentage of the firm's non-associate and non-partner attorney positions are held by women, e.g., staff attorney, senior attorney, counsel, of counsel, senior counsel, and special counsel?

Committee Representation

If the firm has a women's committee, what percentage is comprised of men?

If the firm has a diversity committee, what percentage is comprised of non-minority men?

Retention

What are the comparative retention rates of women without children and men in the past 5 years?

What are the comparative retention rates of women with children and men in the past 5 years?

What are the comparative retention rates of women with and without children in the past 5 years?



What are the comparative retention rates of men with and without children in the past 5 years?
What are the comparative retention rates of minority women and non-minority women in the past 5 years?

Programs & Initiatives

What women-specific programs does the firm have in place and for how long have they been in place, e.g., mentoring, affinity groups, women's initiatives, a women's network, events with women clients, and networking and business development training?

What is the participation rate for women associates and partners in the firm's women-specific programs?

What are some examples of the firm's women-specific programs from the past two years?

If the firm's efforts with respect to women have been more recent, what initiatives has the firm taken that may not be reflected in its retention and promotion rates or other statistics?

Is the firm aware of the Best Practices Report? If so, what steps has the firm taken to implement its action items?

Is the firm a signatory to the New York City Bar's Statement of Diversity?

(b) Partnership & Advancement

Women Partners

What are the percentages of women partners in the department, office, and firm?

What departments have the highest percentage of women partners?

What departments have the lowest percentage of women partners?

If the firm has non-equity partners, what percentage of the non-equity partners are women and what percentage of the equity partners are women?

Among the top 10% of the most highly compensated partners in the firm, what percentage of those partners are women?

Promotion to Partner

What are the comparative promotion rates to partner of women without children and men in the past 5 years?

What are the comparative promotion rates to partner of women with children and men in the past 5 years?

What are the comparative promotion rates to partner of women with and without children in the past 5 years?

What are the comparative promotion rates to partner of men with and without children in the past 5 years?

What are the comparative promotion rates to partner of minority and non-minority women in the past 5 years?

Partnership Criteria

Does the firm have any objective evaluation criteria to ensure that women associates are being evaluated fairly and without gender bias? Are the criteria transparent?

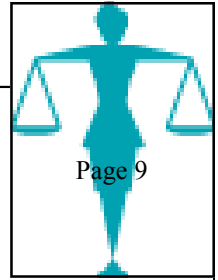
What kinds of "check-ins" occur so that an associate knows how she is doing and whether she is developing the necessary expertise and training to be elevated to partnership?

Is partnership compensation tied to efforts or successes by partners with respect to diversity? If so, how?

(c) Leadership & Accountability

What are the firm's committees and what percentage of women participate on each committee?

What are the percentages of women on the more powerful firm committees, including the executive or

**(Cheat Sheet Con't)**

management committee and compensation committee?

What are the departments or practice groups in the firm and what are the numbers of women who chair or co-chair each department or practice group?

Are senior leaders actively involved in diversity/women's efforts? If so, how?

Are firm leaders vocal about the business case for retaining and advancing women?

Has the firm or any lawyers at the firm received any nominations, awards, or recognition for diversity efforts?

Is billing credit awarded for diversity activities? If not, is there a separate billing code for diversity activities?

(d) Business Development & Networking

Does the firm have a women's network or affinity group?

Does the firm have networking and business development training targeted to women?

Does the firm host events with the firm's women clients and the firm's women lawyers?

Does the firm designate a budget for women-focused business development activities?

What outside activities are recognized as business development and are they subject to a separate billing code?

(e) Workplace Flexibility**Flexible Work Arrangement Utilization**

What percentage of the firm's associates work flexible or reduced hours? Of these associates, what percentage is female?

What percentage of the firm's partners work flexible or reduced hours? Of these partners, what percentage is female?

What percentage of the firm's lawyers work flexible or reduced hours for reasons other than parenting?

How many partners have been elevated to partner after working reduced hours? Of these partners, what percentage were women?

How many reduced-hour associates have been elevated to partnership without requiring their return to full-time status before consideration? Of these partners, what percentage were women?

Parental Status

What are the percentages of associates who are mothers in the department, office, and firm?

What are the percentages of associates who are fathers in the department, office, and firm?

What are the percentages of partners who are mothers in the department, office, and firm?

What are the percentages of partners who are fathers in the department, office, and firm?

Flexibility Policy

Does the firm have a written policy for flexible or reduced hours? If so, does the policy allow lawyers working reduced hours to be elevated to partnership? If so, does the policy require reduced hours lawyers to return to full-time status before being elevated to partnership?

What are the eligibility requirements for working flexible or reduced hours, if any?

Childcare

Does the firm have an emergency back-up child care program?

Does the firm affiliate with an outside company that provides emergency back-up child care at home?



- Does the firm have any programs helping parents of newborns transition back to work?
- Does the firm run an on-site child care facility for everyday usage?
- Does the firm affiliate with an outside company offering child care for everyday usage?

Re-Entry

Does the firm make any formal efforts to keep in touch with and provide training to women lawyers who leave the firm to become full-time mothers, e.g., assign a mentor, provide CLE classes, provide ongoing skills training, host alumni receptions, and hire for contract assignments?

Does the firm host or sponsor any recruiting events or programs targeting women interested in reentering the profession after time away from practice?

Family/Medical Leave & Benefits

Does the firm provide paid family/medical leave? If so, how much time is provided?

Does the firm provide paid maternity leave in addition to medical leave? If so, how much time is provided and what percentage of mothers utilize this benefit?

Does the firm provide paid paternity or non-birth parent leave? If so, how much time is provided and what percentage of fathers or non-birth parents utilize this benefit?

Does the firm provide paid adoptive leave? If so, how much time is provided and what percentage of parents utilize this benefit?

Does the firm provide same-sex health care benefits?

(f) Mentoring

Does the firm have a mentoring program and if so, how is it structured?

Does the firm monitor its mentoring program and if so, how?

Does the firm have women's mentoring circles where women associates are grouped with senior women and meet regularly?

Does the firm have targeted mentoring for women senior associates to help with their professional development and advancement?

Does the firm have a mentoring program for newly-admitted partners to aid in the transition from associate to partner and help with business development efforts?

Does the firm have a budget for mentoring activities?

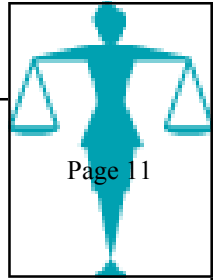
II. Additional Steps to Consider After Obtaining an Offer

Ask to talk or meet with a representative of the women's initiative or network. If there is a women's initiative that runs regular events, ask to attend a meeting or internal event.

Ask to talk or meet with women associates, partners and/or mothers in the practice group or department you plan to join. Ask to talk or meet with women or men who work flexible or reduced hours.

If you meet with attorneys who took parental leave, ask them about their experience on leave and upon their return.

Speak with friends, law school alumni, and other contacts to find out about the general lifestyle and culture of the firm. For example, does the firm have a face-time culture?



How is vacation time and time outside of the office treated?

III. Recommendations for Law Firms for Recruiting

Include a testimonial link on the firm's website representing diverse lawyers who are willing to talk to prospective candidates about issues impacting women. Run women-focused recruiting events.

Provide a realistic assessment of what it is like to work at the firm, what challenges face the firm regarding diversity, and how the firm is meeting those challenges.

Communicate the firm's commitment to advancing women and diversity in meaningful ways. The managing partner, as well as practice area heads, should be able to articulate why advancing women is important and what the firm is concretely doing to remedy the gender gap. Firm leaders should meet with summer associates to discuss big picture firm issues, advancement strategies, as well as hear what summer associates are grappling with and their suggestions for improvement.

Host meaningful summer associate events that address key issues about retention and advancement, e.g., how to be a successful summer, junior, mid-level, senior associate, and how to start building business development networks early.

Analyze the firm's yield rate at its top ten feeder schools and compare that to the representation of women at those schools.

IV. Recommendations for Law Schools

Run training programs for women students with experts, practitioners, and alumni focused on the key skills for success: (a) career advancement; (b) leadership; (c) business development and networking; (d) flexibility (including time management and work/life balance); and (e) mentoring.

Run panel presentations with practitioners focused on what it is like to practice law as a woman in a variety of settings.

Provide a directory of women alumni from the past 5 years who are willing to be contacted by students about women's issues.

Address the re-entry issue by providing a resource and expertise for women alumni returning to the workplace after a period of not practicing. For example, run events and panels and designate a career professional to be responsive to that demographic. Also, look to the model of a few business and law schools to see how the law school can develop training programs to support women as they transition from time at home back to the practice of law.

Convene women graduates to discuss concrete ways they can mentor junior women and ensure the success of other women graduates.

V. List of Resources & Statistics on Women Attorneys & Diversity in the Legal Profession

A Better Balance, www.abetterbalance.org



American Bar Association (national statistics of lawyers and law students),
www.abanet.org/marketresearch/lawyer_demographics_2006.pdf

American Bar Association Commission on Women in the Profession,
www.abanet.org/women/home.html

Boston Bar Association, "Facing the Grail: Confronting the Cost of Work-Family Imbalance"
(1999), www.bostonbar.org/prs/workfamilychallenges.htm & Implementation Plan (2005),
www.bostonbar.org/prs/wfcplan.htm

Catalyst, www.catalyst.org

Flex-Time Lawyers LLC, www.flextimelawyers.com

Georgia Association of Women Lawyers, Atlanta Bar Association Women in the Profession
Committee, Georgia Commission on Women, "It's About Time: Part-Time Policies and Practices
in Atlanta Law Firms" (Feb. 2004), www.gawl.org/gawl/docs/Its%20About%20TimeFinal.pdf

Ida Abbott Consulting (articles on mentoring and professional development),
www.idaabbott.com/articles.html

Lawyers Life Coach, www.LawyersLifeCoach.com

Legal Momentum, www.legalmomentum.org

Minnesota Women Lawyers' Life Balance Taskforce, "Life Balance Resource Guide: Policies,
Ideas and Strategies for Parental Leave and Alternative Work Arrangements" (2000),
www.mwlawyers.org/MWLInitiatives/LifeBalance/LifeBalanceInitiative.htm

Minority Corporate Counsel Association, www.mcca.com

Multicultural Women Attorney Network, www.abanet.org/minorities/mwan/burdens.html

National Association of Law Placement (statistics on law firm demographics, alphabetized by law
firm name, calculation of percentages of women & minority associates & partners & lawyers
working reduced hours, among other demographic information),
www.nalpdirectory.com/dledir_search_quick.asp

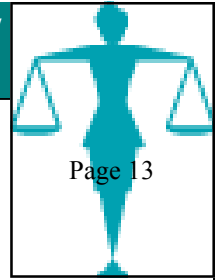
National Association of Law Placement (statistics on law firm lawyers working part-time nationally
and broken down by city), www.nalp.org/press/details.php?id=5

National Association of Law Placement (statistics on women and minority law firm lawyers
nationally and broken down by city), www.nalp.org/content/index.php?pid=387

National Association of Law Placement (statistics about women, part-time, minority, disabled,
gay, lesbian, bisexual and transgender lawyers), www.nalp.org/content/index.php?pid=143

National Association of Law Placement/Catalyst, "Guide for Women Law Students" (2001),
www.nalp.org/content/index.php?pid=325

National Association of Women Judges, www.nawj.org



Nancy Reichman & Joyce S. Sterling, University of Denver, "Gender Penalties Revisited" (2004), www.cwba.org

The Bar Association of San Francisco, "No Glass Ceiling Initiative," www.sfbar.org/diversity/no_glass_ceiling.aspx

Women in the Legal Profession (collection of reports and policies), womenlaw.stanford.edu/model.policies.html

Women's Bar Association of the District of Columbia, "Creating Pathways to Success" (2006), <http://www.wbadc.org/associations/1556/files/Creating%20Pathways%20Report%20PDF.pdf>

Women's Bar Association of the State of New York, www.wbasny.bluestep.net

Work/Life Law, www.uchastings.edu/?pid=3624

Workplace Flexibility 2010, www.workplaceflexibility2010.org

ACKNOWLEDGMENTS

The Forum on Preparing Tomorrow's Leaders and The Cheat Sheet are a joint project of the New York City Bar and Flex-Time Lawyers LLC. Deborah Epstein Henry of Flex-Time Lawyers LLC developed the idea of conducting the Forum and providing attendees with The Cheat Sheet, with the goal of creating a model for lawyers to improve the status of women in legal markets across the country. In addition, the Forum and The Cheat Sheet both advance the New York City Bar's Best Practices Report, released by the Committee on Women in the Profession.

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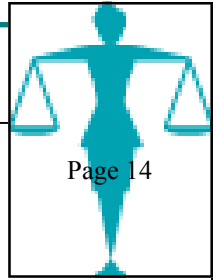
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Upcoming Events!

September 5th. Working Moms Affinity Group Luncheon. For more info contact Christian Torgrimson at ctorgrimson@plmlp.com.

September 7th. Decatur Neighborhood Networking Breakfast. 7:30 a.m. at Sweet Melissa's. RSVP to Jessica at jharper@brawwlaw.com.

September 15th Foundation Event. Georgia Center for Children's PGA Tournament event is coming up soon, and we need your help. Short shifts at the East Lake Golf Club. By staffing the concession tents at the Tournament, we raise money for a good cause. To volunteer, contact Myra Mormile at myra.mormile@sablaw.com

September 18th Monthly Luncheon. Leaving the Law: Non-legal Careers for Lawyers. Noon at The Lobby at Twelve at Atlantic Station. Register at www.gawl.org. Dorothy Pritchett and Kristi Wallace discuss career change considerations and career coaching.

September 20th AWA "Public Relations - Go From Below The Radar To Above the Fold." 6:30-8:30 pm, Powell Goldstein LLP. Topic: \$35 Register at www.acteva.com. Contact Sarah O'Brien at or sarah_O'Brien@bus.emory.edu

September 25th. Buckhead Neighborhood Networking Breakfast. 7:30 a.m. Landmark Diner at Piedmont and Roswell Road. RSVP to Karen Focia at karenfocia@wncwlaw.com

GAWL's-
Book
Discussion
Group:
Sunday,
September
9th at
7 p.m.
Fortune
Cookie in
Loehmann's
Plaza off N.
Druid Hills
to discuss
The Memory
Keeper's
Daughter, by
Kim
Edwards.

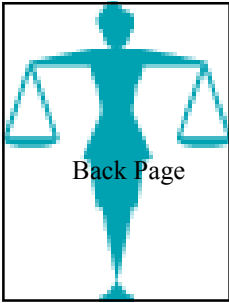


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**GAWL's
 Symposium
 at
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**November
 1st - 2nd**

**Save the
 Date**

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