



NCWBA

THE VOICE OF THE
WOMEN'S BAR

National Conference of Women's Bar Associations

NEWSLETTER

Volume 25 - No. 2

"The Voice of the Women's Bar"

Winter 2009

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Why Are We Here?

No, I am not going to opine on the universal, age-old question of "why do we exist." That is a question that has plagued and challenged us since we first became self-aware and I would not presume to attempt to answer it.. My goal is much more modest, and limited to the National Conference of Women's Bar Associations -- why it exists, how it came to be and why it matters.

First and foremost, the NCWBA was created and remains in existence to help women's bar organizations. It had its origins over 25 years ago when women bar leaders attending ABA annual meetings chatted with each other, learned of the existence of other women's bar associations, and realized that their organizations were facing many of the same challenges and issues all across the country. These women bar leaders decided to meet together as a group to discuss current issues of importance to women's bar groups. Their first newsletter under the NCWBA banner was disseminated in March 1982, and one of the first tasks was identifying and collecting information about women's bar groups in various states.

Each year since then the NCWBA has met to network with other women lawyers and women bar leaders, to learn from each other, and to foster newer bar associations in their development. One of the traditions -- which remains intact today at the NCWBA's yearly summit -- has been to share information about the current activities of various bar associations, so that the members can take these ideas back to their own bar associations and implement them there.

The NCWBA moved into the modern era in 1999 when one of its members organized a women's bar leaders' listserve, a quick and easy way to communicate via e-mail. One of the founding principles of the NCWBA is that women's bar associations should not have to reinvent the wheel, i.e., that being in communication with other women's bar leaders around the country can be a source of knowledge, expertise and experience. That listserve (wombarlead@yahoo-groups.com) is still in existence today, now augmented by the NCWBA's website.

Currently, the NCWBA is undertaking a project to make its website even more valuable and useful to its members. In a "Members Resources" section that will be featured at the July 31, 2009 summit in Chicago, the website will provide members with exemplar forms used by other bar associations, links to bar websites, access to pertinent articles, and other resources organized by subject matter category. Need to write a job description for an executive director? Want to see other bar newsletters? Looking for program or fundraising ideas? Interested in a new pro bono project? Trying to write bylaws for your bar organization? Soon you will need to look no further than the NCWBA's website for the answer to all of these questions. The NCWBA can help your bar organization -- it's why we're here.



Keeping Your Life Sane In 2009

*Ellyn S. Traub, MS, CPBA, CPVA, CPTA, CPDA and Six Sigma Green Belt
Business supporter of NCWBA*

Just when you thought the frenzy of the holidays is over, it is 2009 and you're back to work and "POW, YIKES", the work insanity starts again! Irrksome technology, email overload, constant change and you've only been back a few days! Fires are burning hot and close to your cubicle- which one will you have to put out first?

If you are going to make it through 2009 with less chaos than 2008, keep your life sane with some easy steps.

- **Manage Your Meetings.** Most of the latest studies show that people find meetings unhelpful time-wasters. When you do call a meeting—keep to an agenda and start and stop on time; give attendees the agenda a few days before the meeting. Invite only those people that need to attend- when their role is finished, give them permission to leave. PDA's and cell phones must be turned off.

- **Make your technology mind its manners.** Your technology has settings that can make it less invasive during your workday. Do you really need to hear a little beep every time someone sends you an e-mail? Keep your hard drive free from clutter- keep your cache clear of unwanted temporary files, load only software that you use, watch out for those freebie downloads- they can cause pesky problems, keep your desktop clear of clutter- and large files- this will cut down on boot-up time- and for goodness sakes- back-up often and remotely!

- **Make a daily donation to reflection.** Set aside an hour every day to—(gasp)—think without interruption. It's a radical idea—but it can be done. It's probably best done as early in the morning as possible, because this time is your best chance to score some alone time. Break up the hour into 4- 15 minute segments throughout the day. Take a short walk after lunch- you'll not only burn a few calories, but it is a good time for a "mental vacation". Get up and stretch throughout the day.

- **Do it, Dump it or Delegate it!** Don't let papers pile up and mess up your life. Delete as you go. We'll say it again: Delete as you go. You will be glad you did. BTW: when you delegate, do so diligently- when you delegate, you are giving the person the authority to take action and make a decision.

Get Organized Checklist:

1. Simplify by developing processes that make your life easier at work and at home
2. Pitch It, is not just for paper- go through your closets and garage and pitch junk and donate usable items
3. Unclutter your schedule- examine what is urgent and important
4. Schedule buffer time between appointments especially during the holidays and the winter season (for those of us in the snow belt)
5. Be prepared to work from home in case of emergencies (sick children) or bad winter weather
6. Keep an emergency care kit in your car and a small overnight bag in for those sudden snow storms- or bad weather where you be better off to spend the night in a hotel close by your office than spend endless hours driving home (if you can depending on your family situation); keep close by the office hotel phone numbers on speed dial- so you can make a quick reservation.
7. Hire some help- concierge services and professional organizers are widely available and are affordable- your time has value

Get Rid of Junk Snail Mail:

Write to Mail Preference Service, Direct Marketing Association, P.O. Box 9008, Farmingdale, N.Y. 11735. Be sure to provide your name, street address and zip code. Request that they instruct their members to remove you from their mailing lists. Once you write, you'll remain on the opt-out list for 5 years, at which time you'll have to write again. The Direct Marketing Association estimates that listing with their mail preference service will stop 75% of all national mailings. You should notice a reduction of your junk mail within 6 months.

Just Say NO! It is ok to say "no"; it's how you say no that matters

1. My obligations will not allow me to volunteer for the evening event, but I'd be happy to... (find out what else they need- you may be able to help in other ways)
2. I cannot help with this immediate project; please let me know what is on the calendar for future projects and I may be able to block out some time.
3. Ok this immediate project is critical- lets spend a few minutes to review all my other critical items and prioritize- here's what I think and the reason why- please give me your input
4. I am flattered that you wanted me to host the event, but at this time my plate is full.

Read a Good Book:

5. Reinvent your career- time to shape-up for 2009
6. Read for fun
7. Exercise your mind with logic puzzles

Take Time Out For Yourself:

1. Visit with friends and family
2. Contact old business colleagues and college friends- let them know what you've been up to
3. Enjoy the time out and learn to incorporate "time out" into your work life
4. Use "time out" to reflect on your life; life lessons are leadership lessons
5. Adapt a healthier lifestyle- just move!

Change your professional future and stop the insanity!

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High Performance Leadership, Inc. was founded by Ellyn S. Traub, MS, CPBA, CPVA, CPTA, CPDA and Six Sigma Green Belt, in 2000. Traub rescues attorneys, CPAs, healthcare professionals and small and large business executives from the feelings of overwhelm and frustration they often experience in their busy lives. She identifies underlying issues affecting organizations and provides solutions via individual, group or corporate coaching. High-Per Hints, the company's bi-monthly newsletter featuring business tips for professionals, is distributed globally. Ellyn is a featured expert in the November 2008 release of Roadmap to Success: America's Top Intellectual Minds Map Out Successful Business Strategies.

SAVE THE DATE!

2009 NCWBA ANNUAL WOMEN'S BAR LEADERSHIP SUMMIT

FRIDAY,
July 31, 2009
in Chicago, IL

Nominations for ABA Awards Due

Nominations for a variety of ABA Awards are due on April 6, 2009. Please consider nominating worthy individuals from your organization for the following Awards. Specifics as to eligibility and the forms for specific nominations can be found on the ABA website listed below.

► The Dorsey Award recognizes exceptional work by a public defender or legal aid lawyer. The Award was established in 1995 as a tribute to the late Charles H. Dorsey, Jr., long-time Executive Director of Maryland's Legal Aid Bureau, Inc., a champion of the poor and underprivileged and, at the time of his death, the Chair-Elect of the Government and Public Sector Lawyers Division. Eligible recipients are lawyers who serve indigent persons, in the employ of legal aid bureaus, indigent defense, or Legal Services Corporation funded legal organizations providing legal service to the disadvantaged. To be eligible, nominees must be employed by an entity that receives government funding. For nomination information, go to:
<http://www.abanet.org/govpub/dorsey.html>

► The Nelson Award was established in 1994 as a tribute to the late L. Clair Nelson, who served as a Council member of the Government and Public Sector Lawyers Division. He contributed his loyalty, time and extraordinary talent to ABA activities and held numerous leadership positions within the ABA. The Award recognizes outstanding contributions to the ABA by a government or public sector lawyer, and all government and public sector lawyers are eligible nominees. The Division will consider an individual's specific extraordinary accomplishments as well as sustained superior contributions to the ABA over a number of years. For nomination information, go to:
<http://www.abanet.org/govpub/nelson.html>

► The Hodson Award, named in honor of the distinguished public service career of the late Major General Kenneth J. Hodson, a former Judge Advocate General of the U.S. Army, and a founding member of the Division, recognizes sustained, outstanding performance or a specific and extraordinary service by a government or public sector law office (it is not an award for an individual). Eligible nominees include all government (including military) or public sector law offices (e.g., legal aid bureaus, public defender offices and other legal organizations funded by the Legal Services Corporation) at the federal, state and local levels. To be eligible, nominees must receive funding from a government entity. Departments or units within offices are also eligible. For nomination information, go to:
<http://www.abanet.org/govpub/hodson.html>

NEW – Just Published! *Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys*

Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys is a unique, inspirational collection of letters from 44 experienced women attorneys of color to the next generation outlining various roadmaps for success in the legal profession as a minority woman attorney.

Minority women lawyers encounter persistent and pervasive barriers to their career opportunity, growth, and advancement. They experience unique disadvantages based on the double whammy of race *in addition to* gender. Women lawyers of color fare worse than women generally and even men of color. The end result is the exodus of women lawyers of color from the profession at an alarming rate.

So many minority women lawyers are seeking guidance on how to succeed in the legal profession. They are searching for ways to quell fears of whether they belong, whether they can succeed, and how they should address issues of marginalization, sexism, and racism. In addition, they are searching for answers on how to balance work, family, and personal values. While there are no easy answers, *Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys* provides the next generation with a collection of tips for success that they can use as they begin to contemplate and shape their careers in the legal profession.

These dynamic, accomplished authors represent a variety of cultural backgrounds and practice settings, and many have been the firsts in their field. They have held key leadership positions and received numerous awards recognizing their legal skills and their significant contributions to the legal profession.

The book is organized by practice settings: (a) large and midsize firms; (b) solo and small firm practices; (c) public service, including government, nonprofits, executive roles in government and nonprofits, the judiciary, and elected officials; (d) in-house practices; and (e) academia. Following the essays in each chapter are tips for success from the authors featured in that chapter; these tips serve as a quick reference for you to refer to for inspiration. The essays end with a response from a sister/daughter from the next generation.

To order (product code 4920044) and for more information, visit:
www.ababooks.org or call 800-285-2221.

Member's Corner

Anita Hill Speaks to Gender and Race at Bowdoin College

Post presidential election, Anita Faye Hill took to the podium at Bowdoin College and delivered a spell-binding speech on gender and racial politics, with an emphasis on the experience of women in the workplace, how that experience has evolved over time, and what the election results may mean. She was forceful and did not mince words. At the same time, despite the shameful treatment she received in Washington at the hands of those participating in the Clarence Thomas hearings, she held no bitterness. Her vision was clearly focused on the future.

Getting Hill to Bowdoin was no easy task. While it took many in the Women's Law Section of the Maine State Bar Association to pull it off, Mindy Caterine, one of the co-chairs, carried out much of the critical legwork. It was she who first contacted Hill and it was she who lined up the majority of the funding, for example. Bowdoin College was the most generous sponsor and also provided the space for the event. The corporate sponsors included companies/firms with diversity committees: TD Banknorth, Pierce Atwood, the Diversity Hiring Coalition of Maine, the Society for Human Resources Management, the Maine Women's Fund, the Maine Women's Lobby, Bernstein Shur, and the Maine State Bar Association itself (which also provided logistical support and the talent behind the brochures and marketing pieces). Rebecca Webber, a former co-chair of the Section, delivered the introduction, which laid out the Clarence Thomas hearings and Hill's background prior to then, events well before the political lives of most of the Bowdoin students in the audience.

And what is that background? Anita Hill was born on a small farm in rural Oklahoma, the youngest of 13 children and attended Oklahoma State University (1977) and Yale Law School (1980). In 1981, Hill became an attorney-adviser to Clarence Thomas at the U.S. Dept of Education. When Thomas became Chairman of the EEOC, Hill went to the EEOC with Thomas to serve as his special assistant. Later, Hill testified that it was during these two periods (i.e., during her employment at Education Department and EEOC) that Thomas engaged in sexually inappropriate conduct. Hill testified that she followed Thomas because, "[t]he work, itself, was interesting, and at that time, it appeared that the sexual overtures . . . had ended." Also, she testified that she wanted to work in the civil-rights field, and that she believed that "at that time the Department of Education, itself, was a dubious venture." Thomas himself viewed the move to the EEOC as a move up.

Yet her desire to move up in her career, to better herself in a way that she wanted, would later prove a source of cross examination fodder—how could you follow someone you say now harassed you? And isn't that the question that so many women face—how could you stay in a job with such harassment? Because I needed the job. Because I loved my work. Because I wanted to move up the ladder. Because my dream was to _____[FILL IN THE BLANK].

In 1991, Thomas was nominated by President George H.W. Bush to replace the retiring Justice Thurgood Marshall, the first African-American to be appointed to the United States Supreme Court. In October 1991, Hill was called to testify during the Senate confirmation hearing of then-

Supreme Court nominee Clarence Thomas. She testified on Oct. 11, 1991. These were the infamous hearings where Biden was spineless, Kennedy remained silent, and Specter revealed the dark underbelly of gender politics. Thomas was confirmed in a 52-48 vote as associate justice of the Supreme Court.

Thomas pulled off his confirmation in part because he used his race (though not Anita's) as a shield—how dare you challenge me; it must be racism. He called the hearings "a high-tech lynching for uppity blacks." To refer to what happened to himself as a lynching to characterize a woman challenging his propriety at work as a "lynching" when he is up for the highest judicial office in the United States? To use the word "lynch" in this context is extremism; but the extremism worked in paralyzing those who otherwise might have been bolder in challenging him. The thing is, this wasn't about him being black; it was about sex and power. Anita Hill had to testify in the context of a tangle of power struggles, and to a number of decision makers whose own sex and power issues conflicted them into inaction.

The attacks against Hill continued after the hearings and confirmation. For example, in March 1992, there was an article by David Brock in *The American Spectator* magazine in which he said Hill might be "a bit nutty and a bit slutty." In 1993, Brock published a book titled *The Real Anita Hill* in which he expanded on that concept and accused her of fabricating her testimony. Years later, however, Brock confessed: "I not only wrote a book I now believe was wrong, I consciously lied in print in a book review on this subject. I think I owe a debt to the historical record to correct it. If I made a mistake here, the mistake would be that I knew these facts five years ago and didn't disclose them." Hill endured all that and more. Evil flourishes when good people do nothing.

Now a professor at Brandeis University, Hill is currently on the faculty of the Heller Graduate School. She is a Professor of Social Policy, Law, and Women's Studies in Waltham, Massachusetts, and is a recipient of the Fletcher Fellowship for her work on race and education. Hill is the author of numerous articles on international commercial law, bankruptcy, and civil rights. She has given numerous presentations, most notably on race and gender equality. The presentation Hill gave at Bowdoin showed that she has taken what she had to suffer through and has used it as a tool to effect change.

Below: Anita Hill and Rebecca Webber at Maine Women's Law Section program at Bowdoin College



Member's Corner

RETIRED ALAMEDA COUNTY JURIST SELECTED AS THE 2009 RECIPIENT OF THE CWL ROSE BIRD AWARD

By Nancy E. O'Malley, Chief Assistant District Attorney, Alameda County, CWL President-Elect, Awards Committee Chair

The California Women Lawyers proudly announce that the Hon. Peggy Fulton Hora, Alameda County Superior Court (Ret.) has been selected as this year's recipient of the Rose Bird Award. The award will be presented to her at the CWL Northern California Judicial Reception in the Bay Area on March 20, 2009. Judge Hora was nominated by one of her many admirers, Cydney Batchelor and the nomination was supported by the Women Lawyers of Alameda County.

Judge Hora has had a remarkable career and as is demonstrated on her CV and website (judgehora.com), is nothing short of astonishing. Judge Hora served 21 years on the Alameda County Bench. She made her mark as an innovative jurist and a true leader amongst judges early on. Judge Hora was one of the pioneers in therapeutic jurisprudence and has spent tireless hours, months and years educating other judges as to the strength and potential of therapeutic jurisprudence. Her work has provided real help and healing for addicts.

World-wide, Judge Hora is known for being instrumental in building the 'problem-solving courts' movement. Recently, Judge Hora was selected as a Thinker in Residence for Adelaide, South Australia. "Mike Rann, the Premier of South Australia, invites two or three world-class thinkers to Adelaide each year to live and work. An invitation to appointment as an Adelaide Thinker in Residence is a prestigious award which recognizes both exceptional talent and outstanding leadership." Judge Hora's nomination was by the judiciary and the Courts Administration Authority of South Australia. Her tenure begins this spring and her subject will be therapeutic jurisprudence and restorative justice. (For more information, see: www.thinkers.sa.gov.au.) Judge Hora will undertake residency for 2 - 6 months, in which she will assist South Australia to build on its climate of creativity, innovation and excellence. As a Thinker, she will provide the State with strategies for future development in the arts and sciences, social policy, environmental sustainability and economic development."

As with Rose Bird, Judge Hora is a strong feminist jurist and has always been a leader in the local, state, national and international

judiciary's efforts to make the respective systems more open and available to the people served, particularly to those who cannot afford representation. On all fronts, she has continuously advocated for streamlined, user-friendly systems that foster universal accessibility to court services. As stated by Cydney Batchelor, "[I]ike Justice Bird, Judge Hora spent her entire career in absolute devotion to public service. Although she retired a year ago, and has a magnificent home, and seven young grandchildren who adore her, Judge Hora's commitment to the law continues unabated. Indeed, she has logged more hours in the air, and in other countries, taking her expertise and her message of hope and change to other jurisdictions around the world, than she ever did as a sitting judge. Judge Hora will never truly retire; resting on her laurels is just not her nature."

Judge Hora has been an inspiration to the women lawyers in California for many years. Early in her judicial career, Judge Hora gained a fine reputation as a judge. Outside the courtroom, she was down-to-earth and friendly; once the judge's gavel hit the mark, she was expeditious in courtroom matters and fair to all sides and constituents. She is fun to be with for those who know her, and admired by many from afar.

Chief Justice Rose Bird, the first woman to serve as Chief Justice of the California Supreme Court, was also the first woman to serve on California's highest court, the first woman to hold a California Cabinet position, and, in 1966, was the first woman law clerk on the Nevada Supreme Court.

Rose Bird's unwavering devotion to doing what she believed was right, regardless of popular opinion and her efforts to improve the administration of justice were important landmarks in the history of the California Supreme court. She was also known and loved for her unfailing kindness and compassion. A long battle with breast cancer claimed her life at age 63.

The recipient of the Rose Bird Award must manifest the qualities of the person for whom the award is named. The honoree must be courageous and compassionate, exhibit brilliance and excellence, demonstrate a devotion to public service and inspire the women lawyers of California. CWL presented the first Rose Bird Memorial Award to Associate Justice Joyce L. Kennard of the California Supreme Court in 2001. The 2008 honoree was Sacramento Superior Court Judge The Honorable Emily Vasquez.

Judge Peggy Fulton Hora's life and career are testaments to the memory of Justice Rose Elizabeth Bird. Both women are forces of nature, and we are all the better for having had them in our midst.



Right: Honorable Peggy Fulton Hora

Join Our Board

Member associations are invited to nominate candidates to the NCWBA board for a term beginning in August.

For more information, please contact:

President-Elect Sarah Crooks at scrooks@perkinscoie.com or (503) 727-2252.

You may obtain a copy of the nomination form at:

<http://www.ncwba.org/Nomination-for-Director-Form.pdf>

Submit Your Newsworthy Articles for Publication

Does your organization have any articles or news to share with the NCWBA regarding women in the legal profession? If so, please email any items to Executive Director Pam Nicholson at pnicholson@ncwba.org for publishing consideration in the newsletter.

Articles or news items can include activities that your organization is involved with, legal actions or any issues concerning women that you may want to highlight. **The deadline for submission for the next issue is March 31, 2009.**

Thank you for your prompt membership renewals for 2009

Arizona Women Lawyers Association
Association for Women Lawyers (WI)
Association for Women Lawyers of Greater Kansas City (MO)
California Women Lawyers
Florida Association for Women Lawyers
Georgia Association for Women Lawyers
Georgia Association of Black Women Attorneys
Lawyers Club of San Diego (CA)
Massachusetts Association of Women Lawyers
Minnesota Women Lawyers
National Association of Women Lawyers
New Hampshire Women's Bar Association
North Carolina Association of Women Attorneys
The Women's Bar Association of Maryland, Inc.
The Women's Law Center of Maryland, Inc.
Women Lawyers Association of Los Angeles (CA)
Women Lawyers Section of the Birmingham Bar Association (AL)
Women's Bar Association of Massachusetts
Women's Bar Association of the State of New York

Welcome to our newest member!

Virginia Women Attorneys Association

The NCWBA would like to thank Ellyn S. Traub, MS, CPBA, CPVA of High Performance Leadership, Inc. for her continued support of the NCWBA.

Look for the membership form inside this issue or at: **www.ncwba.org**

Contact Mary E. Sharp at mes@gandspa.com or (843) 521-4242 for information on Membership in the NCWBA.



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Membership Form January—December 2009

Organization Name _____

Address _____

Phone/FAX _____

E-mail/Web _____

NCWBA dues are determined by the number of members in your organization.

100 members or fewer	\$75.00
101-500 members	150.00
501-1000 members	275.00
Over 1000 members	350.00

Approximate number of members in your association: _____

Dues enclosed: _____

Enclose your check, payable to NCWBA with this form and mail to:

National Conference of Women's Bar Associations

PO Box 82366

Portland, OR 97282-0366

Questions? Pamela Ly Nicholson (503) 657-3813/E-mail: pnicholson@ncwba.org

Dues must be paid by June 1, 2009 to be included in the NCWBA's 2009-2010 Leadership Directory. Please add us to your mailing list, so we can share your ideas and activities with other women's bar associations! IRC Sec. 6033(3) (1) (A) Notice: No portion of these dues is allocable to lobbying activities.

President	_____
Firm	_____
Address	_____ _____
Telephone/FAX	_____
E-mail Address	_____ Join listserv? _____
Term Ends	_____

President-Elect	_____
Firm	_____
Address	_____ _____
Telephone/FAX	_____
E-mail Address	_____ Join listserv? _____

Other Contact (Exec. Dir, Newsletter Ed.)	_____ _____
Address	_____ _____
Telephone/FAX	_____
E-mail Address	_____ Join listserv? _____

Please briefly share your best practice(s) (e.g., regarding events, awards committee work, etc.) Do you have other board members or chapter presidents who might benefit from receiving our direct mailings? We will mail to additional recipients upon request.

Look for the membership form inside this issue or at:
www.ncwba.org

Contact Mary E. Sharp at mes@gandspa.com
or (843) 521-4242 for information on
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